

# 2005–2006 Faculty Salary Report

The 2005–06 institutional faculty salary report provides salary and compensation information for the 3,016 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 2005–06.

The detailed data reported are for faculty on 9/10 month contracts only (excepting the percent of faculty on 11/12 month contracts column). Changes in average faculty salaries are reported only for institutions responding to the NCES Salary Surveys in both 2004–05 and 2005–06. All dollar amounts are reported in thousands of dollars.

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 (\$): | Average salary for instructors and/or lecturers on 9/10 month contracts, in thousands of dollars. |
| NO RANK (\$):   | Average salary for faculty on 9/10 month contracts with no rank, 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 2004–05 to 2005–06.                |
| # OF FAC (#):  | Number of full-time faculty on 9/10 month contracts.                             |
| % FEM (%):     | Percent of faculty that are female with 9/10 month contracts.                    |
| % TEN † (%):   | Percent of faculty that are tenured.   |
| % 11/12 (%):   | Percent of all faculty in the institution that are on 11/12 month contracts.     |
| AVG BENE (\$): | Average benefits for faculty on 9/10 month contracts, in thousands of dollars.   |

The following notes are used throughout the report:

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

† 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, including librarians and counselors.

|  | Prof.<br>(\$) | Assoc.<br>(\$) | Asst.<br>(\$) | Inst./<br>Lect.<br>(\$) | No<br>Rank<br>(\$) | Avg.<br>(\$) | %<br>Chng.<br>(%) | #<br>Fac.<br>(#) | %<br>Fem.<br>(%) | %<br>Ten.†<br>(%) | %<br>11/12<br>(%) | Avg.<br>Bene.<br>(\$) |
|--|---------------|----------------|---------------|-------------------------|--------------------|--------------|-------------------|------------------|------------------|-------------------|-------------------|-----------------------|
| <b>ALABAMA</b>   |               |                |               |                         |                    |              |                   |                  |                  |                   |                   |                       |
| <i>Public</i>  |               |                |               |                         |                    |              |                   |                  |                  |                   |                   |                       |
| <b>AA</b>  |               |                |               |                         |                    |              |                   |                  |                  |                   |                   |                       |
| Alabama Southern Community College (1)                 | —             | —              | —             | —                       | 45.6               | 45.6         | 11.8              | 40               | 55               | 50                | —                 | 16                    |
| Bevill State Community College (1)                     | —             | —              | —             | —                       | 46.7               | 46.7         | 7.7               | 111              | 54               | 75                | —                 | 16                    |
| Bishop State Community College (1)                     | —             | —              | —             | —                       | 47.3               | 47.3         | 7.7               | 111              | 53               | 78                | 2                 | 16                    |
| Central Alabama Community College (1)                  | —             | —              | —             | —                       | 48.8               | 48.8         | 4.8               | 52               | 50               | 72                | 2                 | 16                    |
| Chattahoochee Valley Community College (1)             | —             | —              | —             | —                       | 43.8               | 43.8         | -5.0              | 31               | 65               | 65                | —                 | 15                    |
| Enterprise-Ozark Community College (1)                 | —             | —              | —             | —                       | 48.3               | 48.3         | 8.7               | 56               | 39               | 86                | 3                 | 15                    |
| Gadsden State Community College (1)                    | —             | —              | —             | —                       | 47.8               | 47.8         | 7.9               | 143              | 57               | 81                | —                 | 16                    |
| George C Wallace Community College-Dothan (1)          | —             | —              | —             | —                       | 45.9               | 45.9         | 5.1               | 124              | 56               | 71                | 2                 | 15                    |
| George C Wallace State Community College-Hancevill (1) | —             | —              | —             | —                       | 46.6               | 46.6         | 9.2               | 110              | 63               | 77                | —                 | 16                    |
| George C Wallace State Community College-Selma (1)     | —             | —              | —             | —                       | 44.8               | 44.8         | 7.0               | 44               | 59               | 80                | —                 | 15                    |
| H Councill Trenholm State Technical College (1)        | —             | —              | —             | —                       | 44.8               | 44.8         | 3.8               | 54               | 52               | 73                | 16                | 15                    |
| J F Drake State Technical College (1)                  | —             | —              | —             | —                       | 43.1               | 43.1         | 12.0              | 24               | 58               | 79                | —                 | 15                    |
| J F Ingram State Technical College (1)                 | —             | —              | —             | —                       | 40.2               | 40.2         | 8.0               | 13               | 62               | 82                | 70                | 15                    |
| James H Faulkner State Community College (1)           | —             | —              | —             | —                       | 48.3               | 48.3         | 9.9               | 51               | 55               | 84                | 18                | 16                    |
| Jefferson Davis Community College (1)                  | —             | —              | —             | —                       | 46.5               | 46.5         | 8.8               | 37               | 62               | 78                | 10                | 15                    |
| Jefferson State Community College (1)                  | —             | —              | —             | —                       | 47.1               | 47.1         | 5.7               | 115              | 69               | 74                | 7                 | 16                    |
| John C Calhoun State Community College (1)             | —             | —              | —             | —                       | 50.6               | 50.6         | 7.2               | 130              | 48               | 88                | —                 | 16                    |
| Lawson State Community College-Birmingham Campus (1)   | —             | —              | —             | —                       | 45.3               | 45.3         | -0.5              | 97               | 53               | 83                | 1                 | 15                    |
| Lurleen B Wallace Community College (1)                | —             | —              | —             | —                       | 47.6               | 47.6         | 5.1               | 49               | 63               | 82                | —                 | 16                    |
| Northeast Alabama Community College (1)                | —             | —              | —             | —                       | 49.1               | 49.1         | 7.7               | 27               | 48               | 66                | 23                | 16                    |
| Northwest Shoals Community College-Muscle Shoals (1)   | —             | —              | —             | —                       | 47.3               | 47.3         | 4.3               | 75               | 47               | 91                | 3                 | 17                    |
| Reid State Technical College (1)                       | —             | —              | —             | —                       | 46.8               | 46.8         | 4.9               | 18               | 61               | 83                | 22                | 15                    |
| Shelton State Community College (1)                    | —             | —              | —             | —                       | 48.9               | 48.9         | 5.7               | 81               | 53               | 85                | 1                 | 16                    |
| Snead State Community College (1)                      | —             | —              | —             | —                       | 48.0               | 48.0         | 9.9               | 20               | 55               | 65                | 35                | 17                    |
| Southern Union State Community College (1)             | —             | —              | —             | —                       | 45.5               | 45.5         | 4.4               | 81               | 60               | 79                | —                 | 15                    |
| <b>BA</b>  |               |                |               |                         |                    |              |                   |                  |                  |                   |                   |                       |
| Athens State University (1)                            | 81.3          | 61.3           | —             | —                       | 54.0               | 62.3         | 9.5               | 70               | 54               | 74                | 7                 | 19                    |
| <b>BA+</b>   |               |                |               |                         |                    |              |                   |                  |                  |                   |                   |                       |
| Jacksonville State University (1)                      | 73.3          | 62.3           | 49.3          | 42.9                    | 43.9               | 54.2         | 5.2               | 271              | 48               | 41                | 11                | 18                    |
| Troy University (1)                                    | 65.8          | 54.1           | 48.1          | 36.4                    | 56.7               | 50.8         | 0.2               | 237              | 47               | 59                | 47                | 1                     |
| University of Montevallo (1)                           | 62.7          | 52.1           | 41.6          | 37.5                    | —                  | 49.2         | 2.7               | 138              | 47               | 57                | —                 | 9                     |
| University of North Alabama (1)                        | 66.1          | 57.5           | 49.3          | 43.1                    | —                  | 55.1         | 5.9               | 199              | 42               | 74                | 4                 | 14                    |
| University of West Alabama (1)                         | 60.6          | 56.5           | 44.6          | 30.5                    | —                  | 48.9         | 7.1               | 92               | 41               | 61                | 1                 | 14                    |
| <b>DOCTORAL</b>  |               |                |               |                         |                    |              |                   |                  |                  |                   |                   |                       |
| Alabama A & M University (1)                           | 64.4          | 56.3           | 45.8          | 35.7                    | —                  | 48.9         | -0.1              | 284              | 38               | 42                | 11                | 9                     |
| Alabama State University (1)                           | 68.7          | 55.4           | 49.0          | 38.5                    | —                  | 52.5         | 4.7               | 215              | 53               | 61                | 6                 | 12                    |
| Auburn University Main Campus (1)                      | 95.1          | 67.6           | 43.0          | 34.0                    | —                  | 69.1         | -1.0              | 832              | 29               | 79                | 29                | 16                    |
| Auburn University-Montgomery (1)                       | 73.2          | 59.3           | 50.1          | 39.6                    | —                  | 57.5         | 7.2               | 159              | 43               | 81                | 15                | 13                    |
| The University of Alabama (1)                          | 97.8          | 71.2           | 56.0          | 37.2                    | —                  | 73.1         | 6.6               | 771              | 34               | 65                | 5                 | 18                    |
| University of Alabama at Birmingham (1)                | 86.2          | 66.2           | 55.2          | 39.0                    | —                  | 64.3         | 6.2               | 372              | 35               | 57                | 55                | 23                    |
| University of Alabama in Huntsville (1)                | 90.7          | 67.0           | 58.6          | 38.3                    | —                  | 67.1         | 5.6               | 234              | 38               | 62                | 16                | 17                    |
| University of South Alabama (1)                        | 81.7          | 61.1           | 51.3          | 40.4                    | —                  | 58.1         | 3.4               | 331              | 33               | 60                | 34                | 15                    |
| <i>Private</i>   |               |                |               |                         |                    |              |                   |                  |                  |                   |                   |                       |
| <b>AA</b>  |               |                |               |                         |                    |              |                   |                  |                  |                   |                   |                       |
| Marion Military Institute (1)                          | —             | —              | —             | —                       | 31.3               | 31.3         | 2.9               | 11               | 36               | 18                | —                 | 5                     |

|  | Prof.<br>(\$) | Assc.<br>(\$) | Asst.<br>(\$) | Inst./<br>Lect.<br>(\$) | No<br>Rank<br>(\$) | Avg.<br>(\$) | %<br>Chng.<br>(%) | #<br>Fac.<br>(#) | %<br>Fem.<br>(%) | %<br>Ten.†<br>(%) | %<br>11/12<br>(%) | Avg.<br>Bene.<br>(\$) |
|--|---------------|---------------|---------------|-------------------------|--------------------|--------------|-------------------|------------------|------------------|-------------------|-------------------|-----------------------|
| <b>BA</b>                                  |               |               |               |                         |                    |              |                   |                  |                  |                   |                   |                       |
| Concordia College (1)                      | 60.5          | 50.3          | 32.6          | –                       | 19.5               | 42.4         | –11.6             | 15               | 40               | 13                | –                 | 7                     |
| Huntingdon College (1)                     | 55.9          | 46.6          | 41.1          | 42.5                    | –                  | 47.4         | –0.9              | 33               | 39               | 68                | –                 | 11                    |
| Judson College (1)                         | 53.1          | 43.1          | 41.9          | 35.0                    | –                  | 44.4         | 10.5              | 27               | 44               | 18                | –                 | 8                     |
| Miles College (1)                          | 36.1          | 32.1          | 32.5          | 28.8                    | –                  | 30.3         | 2.8               | 77               | 52               | 9                 | 16                | 7                     |
| Oakwood College (1)                        | 50.4          | 43.9          | 39.5          | 36.1                    | –                  | 42.0         | 1.4               | 80               | 59               | 33                | 22                | 16                    |
| Southeastern Bible College (1)             | 64.4          | –             | –             | –                       | –                  | 64.4         | 54.3              | 7                | 29               | –                 | –                 | 12                    |
| Stillman College (1)                       | 47.2          | 48.0          | 40.8          | 32.1                    | 30.9               | 43.1         | 12.3              | 54               | 39               | 43                | 7                 | 9                     |
| Talladega College (1)                      | 41.0          | 36.0          | 34.6          | –                       | –                  | 37.2         | –1.0              | 33               | 42               | 29                | 3                 | 4                     |
| <b>BA+</b>                                 |               |               |               |                         |                    |              |                   |                  |                  |                   |                   |                       |
| Birmingham Southern College (1)            | 75.8          | 59.0          | 43.7          | 32.3                    | –                  | 61.7         | 3.7               | 98               | 41               | 83                | –                 | 18                    |
| Faulkner University (1)                    | 68.3          | 69.0          | 41.0          | 28.9                    | –                  | 58.4         | 9.2               | 55               | 42               | 37                | 24                | 14                    |
| Heritage Christian University (1)          | –             | –             | –             | –                       | –                  | –            | –                 | –                | –                | –                 | 100               | –                     |
| Spring Hill College (1)                    | 65.8          | 52.6          | 44.8          | 39.2                    | –                  | 53.4         | 0.5               | 72               | 44               | 75                | –                 | 13                    |
| University of Mobile (1)                   | 46.2          | 38.4          | 33.5          | 31.6                    | 44.0               | 38.5         | 3.6               | 80               | 56               | 21                | 12                | 10                    |
| <b>DOCTORAL</b>                            |               |               |               |                         |                    |              |                   |                  |                  |                   |                   |                       |
| Samford University (1)                     | 80.4          | 59.5          | 50.9          | 36.3                    | –                  | 63.0         | 2.2               | 235              | 42               | 68                | 15                | 16                    |
| Southern Christian University (1)          | –             | –             | –             | –                       | –                  | –            | –                 | –                | –                | –                 | 100               | –                     |
| Tuskegee University (1)                    | 61.1          | 53.0          | 46.4          | 36.5                    | –                  | 50.0         | –0.3              | 232              | 40               | 54                | –                 | 12                    |
| United States Sports Academy (1)           | –             | –             | –             | –                       | –                  | –            | –                 | –                | –                | –                 | 100               | –                     |
| <b>ALASKA</b>                              |               |               |               |                         |                    |              |                   |                  |                  |                   |                   |                       |
| <i>Public</i>                              |               |               |               |                         |                    |              |                   |                  |                  |                   |                   |                       |
| <b>AA</b>                                  |               |               |               |                         |                    |              |                   |                  |                  |                   |                   |                       |
| Ilisagvik College (1)                      | –             | –             | –             | –                       | –                  | –            | –                 | –                | –                | –                 | 100               | –                     |
| Prince William Sound Community College (1) | 80.3          | 61.4          | 53.6          | –                       | –                  | 69.5         | 14.9              | 6                | 83               | 83                | –                 | 24                    |
| <b>BA+</b>                                 |               |               |               |                         |                    |              |                   |                  |                  |                   |                   |                       |
| University of Alaska Anchorage (1)         | 75.7          | 62.4          | 53.9          | 42.2                    | 14.0               | 59.6         | 2.5               | 447              | 48               | 61                | 2                 | 19                    |
| University of Alaska Southeast (1)         | 78.8          | 58.2          | 48.0          | –                       | –                  | 52.9         | 3.0               | 90               | 46               | 42                | –                 | 17                    |
| <b>DOCTORAL</b>                            |               |               |               |                         |                    |              |                   |                  |                  |                   |                   |                       |
| University of Alaska Fairbanks (1)         | 81.4          | 61.6          | 54.6          | 46.8                    | 59.7               | 62.2         | 3.9               | 369              | 37               | 56                | –                 | 20                    |
| <i>Private</i>                             |               |               |               |                         |                    |              |                   |                  |                  |                   |                   |                       |
| <b>BA</b>                                  |               |               |               |                         |                    |              |                   |                  |                  |                   |                   |                       |
| Sheldon Jackson College (1)                | 43.7          | –             | 38.2          | 30.3                    | 35.6               | 37.5         | 0.3               | 15               | 47               | –                 | 6                 | 10                    |
| <b>BA+</b>                                 |               |               |               |                         |                    |              |                   |                  |                  |                   |                   |                       |
| Alaska Pacific University (1)              | 66.3          | 51.0          | 46.3          | 42.3                    | 45.2               | 50.9         | 3.0               | 39               | 44               | –                 | 11                | 18                    |
| <b>ARIZONA</b>                             |               |               |               |                         |                    |              |                   |                  |                  |                   |                   |                       |
| <i>Public</i>                              |               |               |               |                         |                    |              |                   |                  |                  |                   |                   |                       |
| <b>AA</b>                                  |               |               |               |                         |                    |              |                   |                  |                  |                   |                   |                       |
| Arizona Western College (1)                | 47.5          | –             | –             | –                       | –                  | 47.5         | 1.8               | 111              | 43               | –                 | –                 | 14                    |
| Central Arizona College (1)                | –             | –             | –             | –                       | 51.5               | 51.5         | –1.6              | 85               | 56               | –                 | 14                | 15                    |
| Chandler/Gilbert Community College (1)     | –             | –             | –             | –                       | 70.2               | 70.2         | 3.1               | 100              | 56               | –                 | –                 | 14                    |
| Cochise College (1)                        | –             | –             | –             | –                       | 47.9               | 47.9         | 2.2               | 77               | 45               | –                 | 15                | 11                    |
| Coconino County Community College (1)      | –             | –             | –             | 49.2                    | –                  | 49.2         | –5.4              | 38               | 55               | –                 | –                 | 10                    |
| Eastern Arizona College (1)                | –             | –             | –             | 51.1                    | –                  | 51.1         | 4.8               | 80               | 34               | –                 | –                 | 21                    |
| Estrella Mountain Community College (1)    | –             | –             | –             | –                       | 68.3               | 68.3         | 2.9               | 62               | 56               | –                 | –                 | 14                    |
| Gateway Community College (1)              | –             | –             | –             | –                       | 70.0               | 70.0         | 0.9               | 97               | 65               | –                 | –                 | 14                    |
| Glendale Community College (1)             | –             | –             | –             | –                       | 70.5               | 70.5         | 3.7               | 277              | 53               | –                 | –                 | 15                    |

|  | Prof.<br>(\$) | Assc.<br>(\$) | Asst.<br>(\$) | Inst./<br>Lect.<br>(\$) | No<br>Rank<br>(\$) | Avg.<br>(\$) | %<br>Chng.<br>(%) | #<br>Fac.<br>(#) | %<br>Fem.<br>(%) | %<br>Ten.†<br>(%) | %<br>11/12<br>(%) | Avg.<br>Bene.<br>(\$) |
|--|---------------|---------------|---------------|-------------------------|--------------------|--------------|-------------------|------------------|------------------|-------------------|-------------------|-----------------------|
| Mesa Community College (1)                             | -             | -             | -             | -                       | 70.6               | 70.6         | 4.4               | 335              | 53               | -                 | -                 | 15                    |
| Mohave Community College (1)                           | -             | -             | -             | 47.2                    | -                  | 47.2         | -7.1              | 48               | 44               | -                 | 6                 | 12                    |
| Northland Pioneer College (1)                          | -             | -             | -             | -                       | 49.9               | 49.9         | 3.6               | 62               | 44               | -                 | 10                | 14                    |
| Paradise Valley Community College (1)                  | -             | -             | -             | -                       | 69.6               | 69.6         | 1.8               | 102              | 53               | -                 | -                 | 14                    |
| Phoenix College (1)                                    | -             | -             | -             | -                       | 70.6               | 70.6         | 2.2               | 194              | 60               | -                 | -                 | 15                    |
| Pima Community College (1)                             | -             | -             | -             | -                       | 53.4               | 53.4         | -0.4              | 318              | 55               | -                 | -                 | 13                    |
| Rio Salado College (1)                                 | -             | -             | -             | -                       | 72.6               | 72.6         | 2.7               | 25               | 68               | -                 | -                 | 15                    |
| Scottsdale Community College (1)                       | -             | -             | -             | -                       | 69.2               | 69.2         | 1.0               | 167              | 46               | -                 | -                 | 14                    |
| South Mountain Community College (1)                   | -             | -             | -             | -                       | 71.3               | 71.3         | 1.3               | 61               | 57               | -                 | -                 | 15                    |
| Yavapai College (1)                                    | -             | -             | -             | 47.3                    | -                  | 47.3         | 3.6               | 97               | 51               | -                 | 9                 | 25                    |
| <b>BA+</b>   |               |               |               |                         |                    |              |                   |                  |                  |                   |                   |                       |
| Arizona State University at the West Campus (1)        | 88.8          | 70.1          | 58.4          | 41.5                    | 33.5               | 60.5         | -4.0              | 235              | 51               | 45                | -                 | 18                    |
| <b>DOCTORAL</b>  |               |               |               |                         |                    |              |                   |                  |                  |                   |                   |                       |
| Arizona State University at the Tempe Campus (1)       | 105.9         | 71.3          | 64.9          | 46.9                    | 37.9               | 78.6         | 4.1               | 1,594            | 37               | 62                | 6                 | 20                    |
| Northern Arizona University (1)                        | 77.8          | 57.9          | 49.8          | 39.3                    | -                  | 60.1         | 4.5               | 717              | 43               | 69                | 1                 | 19                    |
| University of Arizona (1)                              | 102.7         | 71.7          | 61.7          | 44.8                    | -                  | 79.1         | 0.6               | 1,355            | 35               | 69                | 12                | 20                    |
| <i>Private</i>   |               |               |               |                         |                    |              |                   |                  |                  |                   |                   |                       |
| <b>AA</b>  |               |               |               |                         |                    |              |                   |                  |                  |                   |                   |                       |
| Tohono O'odham Community College (1)                   | -             | -             | -             | -                       | -                  | -            | -                 | -                | -                | -                 | 100               | -                     |
| <b>BA</b>  |               |               |               |                         |                    |              |                   |                  |                  |                   |                   |                       |
| American Indian College of the Assemblies of God I (1) | 23.4          | -             | -             | -                       | -                  | 23.4         | -                 | 2                | 100              | -                 | 67                | 2                     |
| International Institute of the Americas (1)            | -             | -             | -             | -                       | -                  | -            | -                 | -                | -                | -                 | 100               | -                     |
| International Institute of the Americas (1)            | -             | -             | -             | -                       | -                  | -            | -                 | -                | -                | -                 | 100               | -                     |
| International Institute of the Americas (1)            | -             | -             | -             | -                       | -                  | -            | -                 | -                | -                | -                 | 100               | -                     |
| International Institute of the Americas (1)            | -             | -             | -             | -                       | -                  | -            | -                 | -                | -                | -                 | 100               | -                     |
| Metropolitan College (1)                               | -             | -             | -             | -                       | -                  | -            | -                 | -                | -                | -                 | 100               | -                     |
| Southwestern Conservative Baptist Bible College (1)    | -             | -             | -             | -                       | -                  | -            | -                 | -                | -                | -                 | 100               | -                     |
| <b>BA+</b>   |               |               |               |                         |                    |              |                   |                  |                  |                   |                   |                       |
| Embry Riddle Aeronautical University-Prescott (1)      | 67.8          | 63.1          | 51.8          | -                       | -                  | 57.6         | 1.8               | 75               | 23               | 40                | 1                 | 18                    |
| Midwestern University (1)                              | -             | -             | -             | -                       | -                  | -            | -                 | -                | -                | 57                | 100               | -                     |
| Ottawa University-Phoenix (1)                          | -             | -             | -             | -                       | -                  | -            | -                 | -                | -                | 59                | 100               | -                     |
| <b>DOCTORAL</b>  |               |               |               |                         |                    |              |                   |                  |                  |                   |                   |                       |
| International Baptist College (1)                      | -             | 19.9          | -             | -                       | -                  | 19.9         | -3.0              | 2                | 50               | -                 | 50                | 4                     |
| Prescott College (1)                                   | 42.9          | -             | -             | 24.4                    | -                  | 39.8         | 1.6               | 66               | 41               | -                 | -                 | 10                    |
| <b>ARKANSAS</b>  |               |               |               |                         |                    |              |                   |                  |                  |                   |                   |                       |
| <i>Public</i>  |               |               |               |                         |                    |              |                   |                  |                  |                   |                   |                       |
| <b>AA</b>  |               |               |               |                         |                    |              |                   |                  |                  |                   |                   |                       |
| Arkansas Northeastern College (1)                      | -             | -             | -             | -                       | 40.1               | 40.1         | 0.7               | 72               | 68               | -                 | 3                 | 13                    |
| Arkansas State University-Beebe (1)                    | 51.1          | 42.7          | 41.0          | 37.0                    | -                  | 39.4         | 6.7               | 101              | 49               | 30                | 9                 | 12                    |
| Arkansas State University-Mountain Home (1)            | -             | -             | 43.0          | 36.8                    | -                  | 38.5         | 3.3               | 40               | 58               | -                 | -                 | 11                    |
| Arkansas State University-Newport (1)                  | -             | -             | 38.8          | 33.4                    | -                  | 36.8         | 8.9               | 24               | 79               | 30                | 35                | 11                    |
| Black River Technical College (1)                      | -             | -             | -             | -                       | 36.6               | 36.6         | 3.1               | 49               | 61               | -                 | 9                 | 12                    |
| Cossatot Community College of the University of Ar (1) | -             | -             | -             | 35.6                    | -                  | 35.6         | 4.3               | 21               | 62               | -                 | 19                | 13                    |
| East Arkansas Community College (1)                    | -             | -             | -             | -                       | 43.2               | 43.2         | 1.8               | 32               | 59               | -                 | 16                | 15                    |
| Mid-South Community College (1)                        | -             | -             | -             | 35.6                    | -                  | 35.6         | 5.1               | 23               | 61               | -                 | 15                | 14                    |
| National Park Community College (1)                    | -             | -             | -             | 41.1                    | -                  | 41.1         | 1.4               | 89               | 63               | -                 | 5                 | 14                    |
| North Arkansas College (1)                             | -             | -             | -             | 44.8                    | -                  | 44.8         | -4.1              | 55               | 49               | -                 | 14                | 19                    |
| Northwest Arkansas Community College (1)               | -             | -             | -             | -                       | 43.8               | 43.8         | 8.0               | 110              | 63               | -                 | -                 | 10                    |

|   | Prof.<br>(\$) | Assc.<br>(\$) | Asst.<br>(\$) | Inst./<br>Lect.<br>(\$) | No<br>Rank<br>(\$) | Avg.<br>(\$) | %<br>Chng.<br>(%) | #<br>Fac.<br>(#) | %<br>Fem.<br>(%) | %<br>Ten.†<br>(%) | %<br>11/12<br>(%) | Avg.<br>Bene.<br>(\$) |
|---|---------------|---------------|---------------|-------------------------|--------------------|--------------|-------------------|------------------|------------------|-------------------|-------------------|-----------------------|
| Ouachita Technical College (1)                          | –             | –             | –             | –                       | 39.9               | 39.9         | 8.7               | 35               | 60               | –                 | 8                 | 12                    |
| Ozarka College (1)                                      | –             | –             | –             | 33.4                    | –                  | 33.4         | 4.6               | 30               | 60               | –                 | –                 | 16                    |
| Phillips Community College of the University of Ark (1) | –             | –             | –             | 38.8                    | –                  | 38.8         | 0.8               | 63               | 76               | –                 | 14                | 14                    |
| Pulaski Technical College (1)                           | –             | –             | –             | 43.0                    | –                  | 43.0         | 1.8               | 101              | 49               | –                 | 9                 | 13                    |
| Rich Mountain Community College (1)                     | –             | –             | –             | –                       | 44.2               | 44.2         | 3.1               | 17               | 47               | –                 | 19                | 17                    |
| South Arkansas Community College (1)                    | –             | –             | –             | –                       | 42.8               | 42.8         | 1.3               | 33               | 58               | 41                | 41                | 15                    |
| Southeast Arkansas College (1)                          | –             | –             | –             | 40.0                    | –                  | 40.0         | 1.9               | 44               | 70               | –                 | 15                | 11                    |
| Southern Arkansas University Tech (1)                   | –             | –             | –             | 38.7                    | –                  | 38.7         | 0.6               | 23               | 52               | –                 | 18                | 12                    |
| University of Arkansas Community College-Batesvill (1)  | –             | –             | –             | 35.0                    | –                  | 35.0         | 1.4               | 30               | 67               | –                 | 30                | 9                     |
| University of Arkansas Community College-Hope (1)       | –             | –             | –             | 38.2                    | –                  | 38.2         | 5.1               | 37               | 43               | –                 | 3                 | 20                    |
| University of Arkansas Community College-Morrilton (1)  | –             | –             | –             | 36.5                    | –                  | 36.5         | 2.9               | 48               | 54               | –                 | –                 | 12                    |
| <b>BA</b>   |               |               |               |                         |                    |              |                   |                  |                  |                   |                   |                       |
| University of Arkansas-Fort Smith (1)                   | 71.5          | 58.5          | 50.1          | 38.8                    | 38.9               | 49.2         | 5.7               | 142              | 53               | 22                | 24                | 14                    |
| <b>BA+</b>  |               |               |               |                         |                    |              |                   |                  |                  |                   |                   |                       |
| Arkansas Tech University (1)                            | 62.6          | 53.4          | 45.7          | 35.3                    | –                  | 49.3         | 3.0               | 209              | 46               | 56                | 17                | 14                    |
| Henderson State University (1)                          | 61.6          | 54.5          | 41.4          | 38.5                    | –                  | 51.9         | 3.8               | 150              | 36               | 61                | 7                 | 13                    |
| Southern Arkansas University Main Campus (1)            | 64.3          | 53.3          | 42.9          | 37.9                    | –                  | 47.8         | 2.3               | 120              | 42               | 43                | 17                | 14                    |
| University of Arkansas at Monticello (1)                | 57.0          | 48.1          | 43.3          | 35.7                    | 34.0               | 45.4         | 1.8               | 99               | 44               | 43                | 32                | 12                    |
| University of Arkansas at Pine Bluff (1)                | 54.4          | 49.9          | 45.1          | 35.7                    | –                  | 44.7         | 2.0               | 110              | 46               | 55                | 33                | 11                    |
| <b>DOCTORAL</b>   |               |               |               |                         |                    |              |                   |                  |                  |                   |                   |                       |
| Arkansas State University-Main Campus (1)               | 68.8          | 55.5          | 49.8          | 35.1                    | –                  | 51.5         | 3.9               | 382              | 48               | 59                | 15                | 13                    |
| University of Arkansas at Little Rock (1)               | 77.2          | 63.4          | 54.4          | 36.9                    | –                  | 58.9         | 5.4               | 405              | 43               | 59                | 21                | 12                    |
| University of Arkansas for Medical Sciences (1)         | –             | –             | –             | –                       | –                  | –            | –                 | –                | –                | 58                | 100               | –                     |
| University of Arkansas Main Campus (1)                  | 90.6          | 68.1          | 54.0          | 35.6                    | –                  | 68.2         | 4.5               | 569              | 34               | 68                | 37                | 16                    |
| University of Central Arkansas (1)                      | 69.2          | 56.8          | 48.1          | 38.0                    | –                  | 49.6         | 3.0               | 415              | 50               | 45                | 13                | 12                    |
| <i>Private</i>  |               |               |               |                         |                    |              |                   |                  |                  |                   |                   |                       |
| <b>AA</b>   |               |               |               |                         |                    |              |                   |                  |                  |                   |                   |                       |
| Crowley's Ridge College (1)                             | –             | 28.4          | 25.8          | –                       | –                  | 26.6         | 9.5               | 7                | 29               | –                 | 13                | 5                     |
| <b>BA</b>   |               |               |               |                         |                    |              |                   |                  |                  |                   |                   |                       |
| Arkansas Baptist College (1)                            | –             | –             | –             | –                       | –                  | –            | –                 | –                | –                | 40                | 100               | –                     |
| Central Baptist College (1)                             | 41.4          | 31.2          | 33.2          | 30.2                    | –                  | 34.4         | 22.4              | 17               | 29               | –                 | –                 | 7                     |
| Lyon College (1)  | 63.7          | 51.4          | 47.5          | 40.7                    | –                  | 52.0         | 4.5               | 44               | 23               | 44                | –                 | 14                    |
| Ouachita Baptist University (1)                         | 58.7          | 47.5          | 45.2          | 41.3                    | –                  | 50.2         | 1.4               | 114              | 32               | 73                | –                 | 16                    |
| Philander Smith College (1)                             | 38.4          | 32.6          | 31.1          | 22.6                    | –                  | 30.6         | 0.6               | 38               | 53               | 24                | 17                | 6                     |
| University of the Ozarks (1)                            | 59.0          | 45.9          | 38.0          | 37.2                    | –                  | 48.0         | 1.2               | 44               | 27               | 68                | –                 | 12                    |
| Williams Baptist College (1)                            | 45.2          | 38.4          | 36.4          | 35.0                    | –                  | 38.4         | –0.4              | 29               | 45               | 24                | –                 | 9                     |
| <b>BA+</b>  |               |               |               |                         |                    |              |                   |                  |                  |                   |                   |                       |
| Harding University (1)                                  | 62.2          | 53.7          | 45.4          | 34.2                    | –                  | 51.8         | 4.3               | 217              | 33               | –                 | 3                 | 13                    |
| Hendrix College (1)                                     | 67.3          | 54.4          | 48.6          | 39.0                    | –                  | 57.8         | 2.7               | 85               | 38               | 76                | –                 | 19                    |
| John Brown University (1)                               | 55.4          | 46.7          | 41.7          | 29.9                    | –                  | 46.4         | –0.3              | 71               | 24               | –                 | 14                | 14                    |
| <b>CALIFORNIA</b>                                       |               |               |               |                         |                    |              |                   |                  |                  |                   |                   |                       |
| <i>Public</i>   |               |               |               |                         |                    |              |                   |                  |                  |                   |                   |                       |
| <b>AA</b>   |               |               |               |                         |                    |              |                   |                  |                  |                   |                   |                       |
| Allan Hancock College (1)                               | –             | –             | –             | 66.0                    | –                  | 66.0         | 5.2               | 130              | 52               | 88                | 9                 | 18                    |
| American River College (1)                              | –             | –             | –             | 65.9                    | –                  | 65.9         | 1.6               | 323              | 50               | 76                | 15                | 15                    |
| Antelope Valley College (1)                             | 78.8          | 67.2          | 62.9          | 59.4                    | –                  | 65.9         | –2.1              | 164              | 51               | 77                | 9                 | 21                    |
| Bakersfield College (1)                                 | –             | –             | –             | 78.9                    | –                  | 78.9         | –4.1              | 202              | 51               | 88                | 20                | 22                    |
| Barstow Community College (1)                           | –             | –             | –             | 67.9                    | –                  | 67.9         | 5.8               | 37               | 35               | 51                | –                 | 21                    |

|  | Prof.<br>(\$) | Assoc.<br>(\$) | Asst.<br>(\$) | Inst./<br>Lect.<br>(\$) | No<br>Rank<br>(\$) | Avg.<br>(\$) | %<br>Chng.<br>(%) | #<br>Fac.<br>(#) | %<br>Fem.<br>(%) | %<br>Ten.†<br>(%) | %<br>11/12<br>(%) | Avg.<br>Bene.<br>(\$) |
|--|---------------|----------------|---------------|-------------------------|--------------------|--------------|-------------------|------------------|------------------|-------------------|-------------------|-----------------------|
| Butte College (1)                                      | -             | -              | -             | 71.2                    | -                  | 71.2         | 4.1               | 158              | 48               | 58                | 18                | 22                    |
| Cabrillo College (1)                                   | -             | -              | -             | 63.9                    | -                  | 63.9         | -11.2             | 213              | 54               | 87                | -                 | 8                     |
| Canada College (1)                                     | -             | -              | -             | 69.4                    | -                  | 69.4         | 6.0               | 66               | 59               | 85                | 1                 | 18                    |
| Cerritos College (1)                                   | -             | -              | -             | 70.4                    | -                  | 70.4         | 2.9               | 268              | 51               | 86                | 11                | 18                    |
| Cerro Coso Community College (1)                       | -             | -              | -             | 72.7                    | -                  | 72.7         | -1.4              | 38               | 50               | 73                | 40                | 21                    |
| Chabot College (1)                                     | -             | -              | -             | 78.8                    | -                  | 78.8         | 5.0               | 185              | 50               | 81                | -                 | 21                    |
| Chaffey College (1)                                    | -             | -              | -             | 73.9                    | -                  | 73.9         | 1.5               | 204              | 57               | 76                | 8                 | 19                    |
| Citrus College (1)                                     | -             | -              | -             | 70.9                    | -                  | 70.9         | 4.1               | 133              | 40               | 43                | 6                 | 8                     |
| City College of San Francisco (1)                      | -             | -              | -             | 77.4                    | -                  | 77.4         | 2.6               | 734              | 56               | 81                | -                 | 14                    |
| Coastline Community College (1)                        | -             | -              | -             | 78.7                    | -                  | 78.7         | 6.1               | 31               | 77               | 91                | 28                | 20                    |
| College of Alameda (1)                                 | -             | -              | -             | 64.3                    | -                  | 64.3         | 2.4               | 75               | 43               | 75                | 3                 | 30                    |
| College of Marin (1)                                   | -             | -              | -             | 74.4                    | -                  | 74.4         | 0.9               | 120              | 50               | 89                | -                 | 20                    |
| College of San Mateo (1)                               | -             | -              | -             | 71.3                    | -                  | 71.3         | 4.7               | 162              | 52               | 94                | 2                 | 17                    |
| College of the Canyons (1)                             | 85.2          | 72.1           | 60.8          | -                       | -                  | 74.6         | 4.5               | 146              | 51               | 80                | 16                | 17                    |
| College of the Desert (1)                              | 80.1          | 76.7           | 65.5          | 55.8                    | 76.5               | 73.9         | 9.8               | 90               | 43               | 75                | 19                | 21                    |
| College of the Redwoods (1)                            | -             | -              | -             | 76.7                    | -                  | 76.7         | 8.6               | 98               | 43               | 86                | -                 | 21                    |
| College of the Sequoias (1)                            | -             | -              | -             | 74.7                    | 76.2               | 74.9         | 8.6               | 160              | 51               | 91                | -                 | 19                    |
| College of the Siskiyous (1)                           | -             | -              | -             | 62.8                    | -                  | 62.8         | 1.8               | 42               | 36               | 90                | 9                 | 21                    |
| Columbia College (1)                                   | -             | -              | -             | 74.2                    | -                  | 74.2         | 4.2               | 55               | 45               | 81                | -                 | 18                    |
| Compton Community College (1)                          | 78.2          | 73.5           | 65.4          | 57.2                    | -                  | 68.4         | 4.4               | 129              | 52               | 85                | -                 | 21                    |
| Contra Costa College (1)                               | -             | -              | -             | 70.6                    | -                  | 70.6         | -7.0              | 119              | 51               | 85                | -                 | 18                    |
| Copper Mountain College (1)                            | 62.6          | -              | -             | -                       | -                  | 62.6         | -2.3              | 21               | 52               | 95                | -                 | 26                    |
| Cosumnes River College (1)                             | -             | -              | -             | 67.2                    | -                  | 67.2         | 1.1               | 146              | 47               | 80                | 16                | 15                    |
| Crafton Hills College (1)                              | -             | -              | -             | 69.3                    | -                  | 69.3         | 12.7              | 54               | 48               | 82                | 25                | 16                    |
| Cuesta College (1)                                     | -             | -              | -             | 69.9                    | -                  | 69.9         | 5.9               | 134              | 46               | 92                | 1                 | 16                    |
| Cuyamaca College (1)                                   | -             | -              | -             | 63.6                    | -                  | 63.6         | -2.0              | 76               | 50               | 86                | 26                | 18                    |
| Cypress College (1)                                    | -             | -              | -             | 80.8                    | -                  | 80.8         | 5.5               | 202              | 54               | 86                | 9                 | 13                    |
| De Anza College (1)                                    | -             | -              | -             | 73.3                    | -                  | 73.3         | 2.5               | 249              | 52               | 73                | 18                | 23                    |
| Defense Language Institute (1)                         | -             | -              | -             | -                       | -                  | -            | -                 | -                | -                | 55                | 100               | -                     |
| Diablo Valley College (1)                              | -             | -              | -             | 72.5                    | -                  | 72.5         | -7.3              | 268              | 54               | 89                | -                 | 18                    |
| East Los Angeles College (1)                           | -             | -              | -             | 58.8                    | -                  | 58.8         | -16.3             | 11               | 9                | 75                | 8                 | 10                    |
| East San Gabriel Valley Regional Occupational Prog (1) | -             | -              | -             | -                       | -                  | -            | -                 | -                | -                | 11                | 100               | -                     |
| El Camino College (1)                                  | -             | -              | -             | 73.0                    | -                  | 73.0         | 2.0               | 320              | 50               | 86                | 8                 | 11                    |
| Evergreen Valley College (1)                           | -             | -              | -             | 72.2                    | -                  | 72.2         | 3.7               | 114              | 51               | 80                | -                 | 20                    |
| Feather River Community College District (1)           | -             | -              | -             | 68.4                    | -                  | 68.4         | 3.1               | 16               | 44               | 64                | 36                | 23                    |
| Folsom Lake College (1)                                | -             | -              | -             | 63.2                    | -                  | 63.2         | 3.4               | 61               | 52               | 59                | 18                | 15                    |
| Foothill College (1)                                   | -             | -              | -             | 74.6                    | -                  | 74.6         | 3.1               | 149              | 58               | 73                | 25                | 23                    |
| Fresno City College (1)                                | -             | -              | -             | 79.2                    | -                  | 79.2         | 3.1               | 248              | 46               | 89                | 19                | 10                    |
| Fullerton College (1)                                  | -             | -              | -             | 80.9                    | -                  | 80.9         | 3.9               | 285              | 48               | 84                | 9                 | 13                    |
| Gavilan College (1)                                    | -             | -              | -             | 71.1                    | -                  | 71.1         | -1.7              | 69               | 58               | 72                | 1                 | 83                    |
| Glendale Community College (1)                         | -             | -              | -             | 72.3                    | -                  | 72.3         | 8.5               | 235              | 49               | 94                | -                 | 16                    |
| Golden West College (1)                                | -             | -              | -             | 80.3                    | -                  | 80.3         | 4.0               | 123              | 47               | 91                | 17                | 20                    |
| Grossmont College (1)                                  | -             | -              | -             | 65.7                    | -                  | 65.7         | 0.9               | 187              | 47               | 87                | 15                | 19                    |
| Hartnell College (1)                                   | -             | -              | -             | 65.8                    | -                  | 65.8         | 9.5               | 97               | 52               | 83                | -                 | 20                    |
| Imperial Valley College (1)                            | -             | -              | -             | 60.0                    | -                  | 60.0         | -                 | 125              | 42               | 64                | 26                | 17                    |
| Irvine Valley College (1)                              | -             | -              | -             | 78.1                    | -                  | 78.1         | 9.5               | 115              | 45               | 84                | -                 | 25                    |
| Lake Tahoe Community College (1)                       | -             | -              | -             | 60.7                    | -                  | 60.7         | 5.2               | 45               | 53               | 67                | -                 | 20                    |
| Laney College (1)                                      | -             | -              | -             | 63.3                    | -                  | 63.3         | 2.4               | 121              | 51               | 57                | 3                 | 29                    |
| Las Positas College (1)                                | -             | -              | -             | 76.3                    | -                  | 76.3         | 5.9               | 92               | 55               | 73                | -                 | 20                    |

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|--|---------------|----------------|---------------|-------------------------|--------------------|--------------|-------------------|------------------|------------------|-------------------|-------------------|-----------------------|
| Lassen Community College (1)                           | –             | –              | –             | 71.8                    | –                  | 71.8         | 7.7               | 32               | 38               | 98                | 24                | 21                    |
| Long Beach City College (1)                            | –             | –              | –             | 75.8                    | –                  | 75.8         | 6.7               | 311              | 52               | 68                | 15                | 22                    |
| Los Angeles City College (1)                           | –             | –              | –             | 69.4                    | –                  | 69.4         | –3.6              | 138              | 46               | 88                | 15                | 15                    |
| Los Angeles County College of Nursing and Allied H (1) | –             | –              | –             | –                       | –                  | –            | –                 | –                | –                | –                 | 100               | –                     |
| Los Angeles Harbor College (1)                         | –             | –              | –             | 80.1                    | –                  | 80.1         | 6.0               | 63               | 52               | 97                | 15                | 13                    |
| Los Angeles Mission College (1)                        | –             | –              | –             | 72.1                    | –                  | 72.1         | 5.0               | 36               | 58               | 91                | 28                | 16                    |
| Los Angeles Pierce College (1)                         | –             | –              | –             | 69.2                    | –                  | 69.2         | –5.9              | 102              | 53               | 93                | 21                | 15                    |
| Los Angeles Southwest College (1)                      | –             | –              | –             | 76.0                    | –                  | 76.0         | 2.7               | 40               | 60               | 92                | 20                | 15                    |
| Los Angeles Trade Technical College (1)                | –             | –              | –             | 80.7                    | –                  | 80.7         | 6.0               | 104              | 40               | 92                | 13                | 17                    |
| Los Angeles Valley College (1)                         | –             | –              | –             | 73.3                    | –                  | 73.3         | 2.0               | 136              | 47               | 92                | 13                | 17                    |
| Los Medanos College (1)                                | –             | –              | –             | 72.0                    | –                  | 72.0         | –8.6              | 121              | 50               | 83                | –                 | 17                    |
| Mendocino College (1)                                  | –             | –              | –             | 69.5                    | –                  | 69.5         | 0.9               | 51               | 45               | 89                | 7                 | 18                    |
| Merced College (1)                                     | –             | –              | –             | 70.7                    | –                  | 70.7         | 5.2               | 130              | 45               | 76                | 19                | 21                    |
| Merritt College (1)                                    | –             | –              | –             | 63.5                    | –                  | 63.5         | 1.3               | 85               | 64               | 71                | 3                 | 29                    |
| MiraCosta College (1)                                  | –             | –              | –             | 102.6                   | –                  | 102.6        | 1.8               | 105              | 50               | 74                | 13                | 33                    |
| Mission College (1)                                    | –             | –              | –             | 59.6                    | –                  | 59.6         | 5.5               | 127              | 61               | 68                | 20                | 15                    |
| Modesto Junior College (1)                             | –             | –              | –             | 72.4                    | –                  | 72.4         | 6.8               | 243              | 49               | 77                | 7                 | 18                    |
| Monterey Peninsula College (1)                         | –             | –              | –             | 72.6                    | –                  | 72.6         | 12.1              | 130              | 45               | 87                | 1                 | 31                    |
| Moorpark College (1)                                   | –             | –              | –             | 72.6                    | –                  | 72.6         | –0.5              | 153              | 58               | 68                | 13                | 21                    |
| Mt San Antonio College (1)                             | –             | –              | –             | 76.2                    | –                  | 76.2         | –0.7              | 314              | 48               | 87                | 13                | 17                    |
| Mt San Jacinto College (1)                             | –             | –              | –             | –                       | 68.9               | 68.9         | 0.3               | 104              | 44               | 84                | –                 | 14                    |
| Napa Valley College (1)                                | –             | –              | –             | 67.5                    | –                  | 67.5         | 3.9               | 100              | 58               | 78                | 3                 | 14                    |
| Ohlone College (1)                                     | –             | –              | –             | 81.3                    | –                  | 81.3         | 2.4               | 145              | 54               | 78                | 1                 | 9                     |
| Orange Coast College (1)                               | –             | –              | –             | 78.5                    | –                  | 78.5         | 5.3               | 243              | 47               | 94                | 10                | 20                    |
| Oxnard College (1)                                     | –             | –              | –             | 73.2                    | –                  | 73.2         | 1.2               | 80               | 51               | 69                | 20                | 21                    |
| Palo Verde College (1)                                 | –             | –              | –             | 63.3                    | –                  | 63.3         | 0.8               | 33               | 45               | 83                | 11                | 19                    |
| Palomar College (1)                                    | –             | –              | –             | 76.8                    | –                  | 76.8         | 9.8               | 253              | 46               | 68                | 10                | 19                    |
| Pasadena City College (1)                              | –             | –              | –             | 71.9                    | –                  | 71.9         | 3.9               | 346              | 53               | 80                | 11                | 18                    |
| Porterville College (1)                                | –             | –              | –             | 78.0                    | –                  | 78.0         | 3.9               | 53               | 47               | 91                | 32                | 22                    |
| Reedley College (1)                                    | –             | –              | –             | 78.1                    | –                  | 78.1         | 7.1               | 139              | 40               | 86                | 16                | 10                    |
| Rio Hondo College (1)                                  | –             | –              | –             | 77.6                    | –                  | 77.6         | 9.9               | 184              | 47               | 86                | –                 | 30                    |
| Riverside Community College (1)                        | –             | –              | –             | 77.0                    | –                  | 77.0         | 4.4               | 356              | 51               | 83                | 1                 | 15                    |
| Sacramento City College (1)                            | –             | –              | –             | 67.7                    | –                  | 67.7         | 2.7               | 260              | 56               | 80                | 14                | 15                    |
| Saddleback College (1)                                 | –             | –              | –             | 83.6                    | –                  | 83.6         | 11.2              | 214              | 54               | 88                | –                 | 25                    |
| San Bernardino Valley College (1)                      | –             | –              | –             | 73.1                    | –                  | 73.1         | 6.9               | 135              | 50               | 86                | 16                | 15                    |
| San Diego City College (1)                             | –             | –              | –             | 57.0                    | –                  | 57.0         | –8.8              | 150              | 55               | 84                | 18                | 10                    |
| San Diego Mesa College (1)                             | –             | –              | –             | 58.2                    | –                  | 58.2         | –3.5              | 232              | 49               | 87                | 17                | 11                    |
| San Diego Miramar College (1)                          | –             | –              | –             | 61.2                    | –                  | 61.2         | –4.7              | 77               | 39               | 82                | 21                | 11                    |
| San Joaquin Delta College (1)                          | –             | –              | –             | 81.7                    | –                  | 81.7         | 4.2               | 208              | 48               | 89                | –                 | 23                    |
| San Jose City College (1)                              | –             | –              | –             | 72.4                    | –                  | 72.4         | 2.7               | 112              | 56               | 87                | 1                 | 20                    |
| Santa Ana College (1)                                  | –             | –              | –             | 74.1                    | –                  | 74.1         | 1.4               | 222              | 55               | 84                | 16                | 19                    |
| Santa Barbara City College (1)                         | –             | –              | –             | 71.8                    | –                  | 71.8         | 3.3               | 239              | 55               | 75                | –                 | 16                    |
| Santa Monica College (1)                               | –             | –              | –             | 82.6                    | –                  | 82.6         | 0.9               | 310              | 56               | 95                | –                 | 22                    |
| Santa Rosa Junior College (1)                          | –             | –              | –             | 73.7                    | –                  | 73.7         | 5.0               | 308              | 56               | 84                | –                 | 19                    |
| Santiago Canyon College (1)                            | –             | –              | –             | 73.5                    | –                  | 73.5         | 12.2              | 86               | 53               | 75                | 13                | 19                    |
| Shasta College (1)                                     | –             | –              | –             | 65.9                    | –                  | 65.9         | 0.9               | 87               | 43               | 65                | 13                | 20                    |
| Sierra College (1)                                     | –             | –              | –             | 67.7                    | –                  | 67.7         | 4.2               | 209              | 58               | 79                | –                 | 17                    |
| Skyline College (1)                                    | –             | –              | –             | 72.4                    | –                  | 72.4         | 3.2               | 118              | 47               | 91                | 3                 | 18                    |
| Solano Community College (1)                           | –             | –              | –             | 66.1                    | –                  | 66.1         | 0.1               | 167              | 54               | 71                | –                 | 19                    |





|  | Prof.<br>(\$) | Assc.<br>(\$) | Asst.<br>(\$) | Inst./<br>Lect.<br>(\$) | No<br>Rank<br>(\$) | Avg.<br>(\$) | %<br>Chng.<br>(%) | #<br>Fac.<br>(#) | %<br>Fem.<br>(%) | %<br>Ten.†<br>(%) | %<br>11/12<br>(%) | Avg.<br>Bene.<br>(\$) |
|--|---------------|---------------|---------------|-------------------------|--------------------|--------------|-------------------|------------------|------------------|-------------------|-------------------|-----------------------|
| Heald College-Fresno (1)                               | –             | –             | –             | –                       | –                  | –            | –                 | –                | –                | –                 | 100               | –                     |
| Heald College-Hayward (1)                              | –             | –             | –             | –                       | –                  | –            | –                 | –                | –                | –                 | 100               | –                     |
| Heald College-Roseville (1)                            | –             | –             | –             | –                       | –                  | –            | –                 | –                | –                | –                 | 100               | –                     |
| Heald College-Sacramento (1)                           | –             | –             | –             | –                       | –                  | –            | –                 | –                | –                | –                 | 100               | –                     |
| Heald College-Salinas (1)                              | –             | –             | –             | –                       | –                  | –            | –                 | –                | –                | –                 | 100               | –                     |
| Heald College-San Francisco (1)                        | –             | –             | –             | –                       | –                  | –            | –                 | –                | –                | –                 | 100               | –                     |
| Heald College-San Jose (1)                             | –             | –             | –             | –                       | –                  | –            | –                 | –                | –                | –                 | 100               | –                     |
| Heald College-Stockton (1)                             | –             | –             | –             | –                       | –                  | –            | –                 | –                | –                | –                 | 100               | –                     |
| Marymount College (1)                                  | 67.4          | 59.8          | 45.6          | –                       | –                  | 60.6         | 4.4               | 38               | 50               | –                 | –                 | 15                    |
| <b>BA</b>  |               |               |               |                         |                    |              |                   |                  |                  |                   |                   |                       |
| California Christian College (1)                       | –             | –             | –             | –                       | 15.0               | 15.0         | 0.0               | 4                | 25               | –                 | –                 | 1                     |
| Claremont McKenna College (1)                          | 117.2         | 80.8          | 56.8          | 52.6                    | –                  | 85.0         | 4.2               | 132              | 36               | 65                | –                 | 20                    |
| Cleveland Chiropractic College of Los Angeles (1)      | –             | –             | –             | –                       | –                  | –            | –                 | –                | –                | –                 | 100               | –                     |
| Cogswell Polytechnical College (1)                     | 75.0          | 50.8          | 58.5          | –                       | –                  | 55.8         | 1.4               | 11               | 36               | –                 | 27                | 9                     |
| Harvey Mudd College (1)                                | 115.2         | 88.9          | 67.9          | –                       | –                  | 94.0         | 0.7               | 84               | 35               | 78                | –                 | 28                    |
| Humphreys College-Stockton (1)                         | –             | –             | –             | –                       | –                  | –            | –                 | –                | –                | –                 | 100               | –                     |
| Laguna College of Art and Design (1)                   | 71.9          | 52.7          | 46.2          | –                       | –                  | 57.4         | –9.6              | 8                | 25               | –                 | 11                | 17                    |
| Life Pacific College (1)                               | 58.1          | 46.9          | 45.3          | –                       | –                  | 47.4         | 0.9               | 7                | 29               | –                 | 42                | 18                    |
| Menlo College (1)                                      | –             | –             | –             | –                       | –                  | –            | –                 | –                | –                | –                 | 100               | –                     |
| Pitzer College (1)                                     | 90.7          | 66.6          | 57.6          | 50.2                    | –                  | 73.9         | –0.8              | 71               | 39               | 71                | 4                 | 19                    |
| Pomona College (1)                                     | 118.5         | 81.8          | 58.6          | 49.6                    | –                  | 90.1         | 3.3               | 190              | 42               | 74                | –                 | 21                    |
| Thomas Aquinas College (1)                             | 88.6          | 77.5          | 58.3          | –                       | –                  | 77.4         | 5.2               | 29               | 10               | 69                | –                 | 23                    |
| Yeshiva Ohr Elchonon Chabad West Coast Talmudical (1)  | –             | –             | –             | 59.2                    | –                  | 59.2         | 20.0              | 5                | 0                | –                 | –                 | 7                     |
| <b>BA+</b>   |               |               |               |                         |                    |              |                   |                  |                  |                   |                   |                       |
| American Conservatory Theater (1)                      | –             | –             | –             | 36.1                    | –                  | 36.1         | –2.3              | 7                | 57               | –                 | 13                | 7                     |
| Antioch University-Los Angeles Branch (1)              | –             | –             | –             | –                       | –                  | –            | –                 | –                | –                | –                 | 100               | –                     |
| Art Center College of Design (1)                       | –             | –             | –             | –                       | –                  | –            | –                 | –                | –                | –                 | 100               | –                     |
| Bethany University (1)                                 | 54.4          | 48.8          | 38.0          | 34.1                    | –                  | 47.0         | 3.8               | 22               | 36               | 50                | –                 | 9                     |
| Bethesda Christian University (1)                      | –             | –             | –             | –                       | –                  | –            | –                 | –                | –                | –                 | 100               | –                     |
| California Baptist University (1)                      | 67.4          | 59.8          | 54.6          | 52.0                    | –                  | 58.4         | 3.9               | 76               | 42               | 28                | 23                | 13                    |
| California College of the Arts (1)                     | –             | –             | –             | –                       | –                  | –            | –                 | –                | –                | 67                | 100               | –                     |
| California Institute of the Arts (1)                   | –             | –             | –             | –                       | 61.2               | 61.2         | 4.2               | 136              | 46               | –                 | –                 | 15                    |
| Chapman University-University College (1)              | –             | 68.0          | 57.6          | 53.7                    | –                  | 61.2         | 3.6               | 50               | 56               | –                 | –                 | 17                    |
| Charles R Drew University of Medicine and Science (1)  | –             | –             | –             | –                       | –                  | –            | –                 | –                | –                | –                 | 100               | –                     |
| Coleman College (1)                                    | –             | –             | –             | –                       | –                  | –            | –                 | –                | –                | –                 | 100               | –                     |
| Concordia University (1)                               | –             | –             | –             | –                       | –                  | –            | –                 | –                | –                | –                 | 100               | –                     |
| Dell'Arte International School of Physical Theatre (1) | –             | –             | –             | –                       | –                  | –            | –                 | –                | –                | –                 | 100               | –                     |
| Dominican School of Philosophy and Theology (1)        | –             | –             | –             | –                       | –                  | –            | –                 | –                | –                | –                 | 100               | –                     |
| Dominican University of California (1)                 | 82.8          | 61.3          | 51.6          | 30.3                    | –                  | 62.1         | 5.4               | 54               | 67               | 38                | 19                | 12                    |
| Dongguk Royal University (1)                           | –             | –             | –             | –                       | –                  | –            | –                 | –                | –                | –                 | 100               | –                     |
| Fresno Pacific University (1)                          | –             | –             | –             | –                       | 52.0               | 52.0         | 1.6               | 59               | 39               | –                 | 27                | 18                    |
| Holy Names University (1)                              | 64.9          | 52.5          | 44.6          | –                       | –                  | 54.3         | 2.9               | 34               | 65               | 67                | –                 | 7                     |
| Hope International University (1)                      | –             | –             | –             | –                       | –                  | –            | –                 | –                | –                | –                 | 100               | –                     |
| Monterey Institute of International Studies (1)        | 56.1          | 64.0          | 58.4          | –                       | –                  | 59.0         | –3.3              | 52               | 37               | 3                 | –                 | 13                    |
| National University (1)                                | –             | –             | –             | –                       | –                  | –            | –                 | –                | –                | –                 | 100               | –                     |
| New College of California (1)                          | –             | –             | –             | –                       | 29.2               | 29.2         | –                 | 2                | 50               | –                 | 97                | 2                     |
| Notre Dame de Namur University (1)                     | 70.3          | 52.1          | 45.1          | 38.8                    | –                  | 57.0         | 0.8               | 41               | 49               | 61                | 18                | 13                    |
| Occidental College (1)                                 | 95.8          | 71.2          | 59.1          | 50.3                    | –                  | 76.3         | 4.4               | 148              | 45               | 64                | –                 | 23                    |
| Otis College of Art and Design (1)                     | 59.4          | 51.4          | 46.2          | –                       | –                  | 53.2         | 3.5               | 51               | 57               | –                 | –                 | 13                    |

|   | Prof.<br>(\$) | Assc.<br>(\$) | Asst.<br>(\$) | Inst./<br>Lect.<br>(\$) | No<br>Rank<br>(\$) | Avg.<br>(\$) | %<br>Chng.<br>(%) | #<br>Fac.<br>(#) | %<br>Fem.<br>(%) | %<br>Ten.†<br>(%) | %<br>11/12<br>(%) | Avg.<br>Bene.<br>(\$) |
|---|---------------|---------------|---------------|-------------------------|--------------------|--------------|-------------------|------------------|------------------|-------------------|-------------------|-----------------------|
| Pacific Oaks College (1)                          | -             | -             | -             | -                       | -                  | -            | -                 | -                | -                | -                 | 100               | -                     |
| Pacific States University (1)                     | -             | -             | -             | -                       | -                  | -            | -                 | -                | -                | -                 | 100               | -                     |
| Pacific Union College (1)                         | -             | -             | -             | -                       | -                  | -            | -                 | -                | -                | 60                | 100               | -                     |
| Patten University (1)                             | 29.1          | 22.0          | 24.8          | -                       | -                  | 26.0         | -10.5             | 11               | 36               | -                 | 35                | 11                    |
| Point Loma Nazarene University (1)                | 77.2          | 62.1          | 53.3          | 44.3                    | -                  | 68.3         | 4.6               | 139              | 40               | 38                | -                 | 19                    |
| San Diego Christian College (1)                   | 64.1          | 50.1          | 44.4          | -                       | -                  | 48.1         | 5.7               | 28               | 46               | -                 | 3                 | 12                    |
| San Francisco Art Institute (1)                   | -             | -             | -             | -                       | -                  | -            | -                 | -                | -                | 100               | 100               | -                     |
| San Francisco Conservatory of Music (1)           | -             | -             | -             | -                       | 82.5               | 82.5         | 7.0               | 26               | 31               | -                 | -                 | 18                    |
| Scripps College (1)                               | 105.3         | 81.5          | 60.6          | 54.9                    | 44.7               | 82.1         | -1.4              | 73               | 55               | 68                | -                 | 18                    |
| Shasta Bible College (1)                          | -             | 24.0          | -             | -                       | -                  | 24.0         | 87.5              | 1                | 0                | -                 | 80                | 20                    |
| Silicon Valley University (1)                     | -             | -             | -             | -                       | -                  | -            | -                 | -                | -                | -                 | 100               | -                     |
| Simpson University (1)                            | -             | -             | -             | -                       | -                  | -            | -                 | -                | -                | -                 | 100               | -                     |
| Soka University of America (1)                    | 83.9          | 67.8          | 48.6          | 44.0                    | -                  | 68.6         | 2.2               | 37               | 46               | -                 | 8                 | 31                    |
| Southern California Institute of Architecture (1) | -             | -             | -             | -                       | -                  | -            | -                 | -                | -                | -                 | 100               | -                     |
| The National Hispanic University (1)              | -             | -             | -             | -                       | -                  | -            | -                 | -                | -                | -                 | 100               | -                     |
| The University of West Los Angeles (1)            | -             | -             | -             | -                       | -                  | -            | -                 | -                | -                | -                 | 100               | -                     |
| University of Judaism (1)                         | -             | -             | -             | -                       | -                  | -            | -                 | -                | -                | 64                | 100               | -                     |
| University of Redlands (1)                        | 84.9          | 68.2          | 58.1          | 45.9                    | 43.0               | 66.6         | 6.8               | 192              | 51               | 46                | 8                 | 16                    |
| Vanguard University of Southern California (1)    | 73.3          | 61.6          | 50.5          | 39.5                    | -                  | 59.0         | 2.8               | 66               | 39               | 49                | -                 | 18                    |
| Westmont College (1)                              | 79.0          | 60.7          | 51.6          | 44.4                    | -                  | 66.8         | 2.4               | 91               | 31               | 76                | -                 | 21                    |
| Whittier College (1)                              | 100.1         | 61.4          | 75.7          | -                       | 37.3               | 77.0         | 10.2              | 125              | 42               | 65                | 5                 | 17                    |
| William Jessup University (1)                     | -             | -             | -             | -                       | -                  | -            | -                 | -                | -                | 22                | 100               | -                     |
| Woodbury University (1)                           | 78.6          | 61.9          | 52.3          | -                       | -                  | 64.5         | 5.0               | 44               | 45               | -                 | -                 | 19                    |
| <b>DOCTORAL</b>                                   |               |               |               |                         |                    |              |                   |                  |                  |                   |                   |                       |
| Alliant International University-San Diego (1)    | 71.1          | 61.2          | 51.3          | 54.0                    | -                  | 64.2         | 4.0               | 45               | 38               | -                 | -                 | 21                    |
| Antioch University-Santa Barbara Branch (1)       | -             | -             | -             | -                       | -                  | -            | -                 | -                | -                | -                 | 100               | -                     |
| Azusa Pacific University (1)                      | 74.6          | 58.0          | 47.9          | 44.7                    | -                  | 56.9         | 8.2               | 133              | 41               | -                 | 54                | 15                    |
| Biola University (1)                              | 73.7          | 61.3          | 51.7          | 43.0                    | 39.7               | 61.1         | 3.0               | 170              | 28               | 54                | 8                 | 21                    |
| California Institute of Integral Studies (1)      | 69.0          | 61.7          | 56.4          | -                       | -                  | 64.8         | -                 | 46               | 50               | -                 | -                 | 13                    |
| California Institute of Technology (1)            | 184.0         | -             | -             | 53.3                    | -                  | 65.2         | 0.1               | 22               | 41               | 61                | 93                | 16                    |
| California Lutheran University (1)                | 71.3          | 62.5          | 53.2          | 48.2                    | -                  | 60.5         | 4.1               | 120              | 46               | 60                | 8                 | 20                    |
| Chapman University (1)                            | 102.2         | 79.8          | 65.0          | 50.6                    | -                  | 78.8         | 4.9               | 254              | 37               | 61                | 4                 | 22                    |
| Golden Gate University-San Francisco (1)          | 103.2         | 88.4          | 70.9          | 53.9                    | 59.8               | 90.3         | -                 | 70               | 29               | 55                | -                 | 15                    |
| John F Kennedy University (1)                     | -             | -             | -             | -                       | -                  | -            | -                 | -                | -                | -                 | 100               | -                     |
| King's College and Seminary (1)                   | -             | -             | -             | -                       | 46.0               | 46.0         | 14.2              | 7                | 14               | -                 | 46                | 18                    |
| La Sierra University (1)                          | 64.9          | 51.2          | 42.3          | 38.2                    | -                  | 54.0         | 2.0               | 88               | 38               | 66                | -                 | 20                    |
| Loma Linda University (1)                         | 74.3          | 66.6          | 51.3          | 36.1                    | 89.5               | 63.2         | 7.4               | 47               | 79               | -                 | 89                | 23                    |
| Loyola Marymount University (1)                   | 95.5          | 76.2          | 58.3          | 60.9                    | -                  | 76.4         | -7.8              | 391              | 37               | 70                | 15                | 13                    |
| Mills College (1)                                 | 94.9          | 75.2          | 59.5          | 57.6                    | -                  | 79.8         | -1.4              | 89               | 65               | 82                | -                 | 21                    |
| Mount St Mary's College (1)                       | 81.0          | 65.3          | 56.6          | 47.2                    | -                  | 62.0         | 4.1               | 65               | 78               | 56                | 12                | 11                    |
| Northwestern Polytechnic University (1)           | -             | -             | -             | -                       | -                  | -            | -                 | -                | -                | -                 | 100               | -                     |
| Pepperdine University (1)                         | 108.1         | 92.5          | 77.3          | 57.3                    | -                  | 87.3         | 2.3               | 365              | 37               | 54                | -                 | 27                    |
| Saint Mary's College of California (1)            | 88.6          | 68.3          | 55.9          | -                       | -                  | 75.9         | 2.2               | 197              | 48               | 74                | -                 | 21                    |
| Samuel Merritt College (1)                        | 82.9          | 74.8          | 61.6          | -                       | -                  | 67.7         | 4.3               | 17               | 100              | -                 | 73                | 10                    |
| Santa Clara University (1)                        | 124.7         | 87.3          | 73.7          | 59.2                    | 57.1               | 88.7         | 3.1               | 435              | 38               | 57                | 3                 | 23                    |
| Stanford University (1)                           | 155.5         | 105.5         | 87.0          | -                       | -                  | 131.4        | 5.1               | 927              | 23               | 71                | 40                | 29                    |
| The Master's College and Seminary (1)             | 62.9          | 54.6          | 52.8          | 43.6                    | -                  | 56.7         | 9.2               | 35               | 20               | -                 | 48                | 21                    |
| University of La Verne (1)                        | 82.0          | 61.5          | 56.7          | 40.0                    | -                  | 69.0         | 3.8               | 173              | 46               | 64                | 3                 | 16                    |
| University of San Diego (1)                       | 108.0         | 75.7          | 67.9          | 59.1                    | -                  | 88.0         | 4.8               | 354              | 43               | 74                | 1                 | 27                    |



|  | Prof.<br>(\$) | Assc.<br>(\$) | Asst.<br>(\$) | Inst./<br>Lect.<br>(\$) | No<br>Rank<br>(\$) | Avg.<br>(\$) | %<br>Chng.<br>(%) | #<br>Fac.<br>(#) | %<br>Fem.<br>(%) | %<br>Ten.†<br>(%) | %<br>11/12<br>(%) | Avg.<br>Bene.<br>(\$) |
|--|---------------|---------------|---------------|-------------------------|--------------------|--------------|-------------------|------------------|------------------|-------------------|-------------------|-----------------------|
| <b>DOCTORAL</b>                                |               |               |               |                         |                    |              |                   |                  |                  |                   |                   |                       |
| Regis University (1)                           | 78.4          | 59.6          | 52.5          | 44.1                    | 63.7               | 58.9         | 6.2               | 114              | 59               | 39                | 47                | 16                    |
| University of Denver (1)                       | 96.3          | 71.9          | 60.2          | 46.3                    | —                  | 73.3         | 2.8               | 438              | 41               | 61                | 10                | 17                    |
| Yeshiva Toras Chaim Talmudical Seminary (1)    | —             | —             | —             | —                       | —                  | —            | —                 | —                | —                | —                 | 100               | —                     |
| <b>CONNECTICUT</b>                             |               |               |               |                         |                    |              |                   |                  |                  |                   |                   |                       |
| <i>Public</i>                                  |               |               |               |                         |                    |              |                   |                  |                  |                   |                   |                       |
| <b>AA</b>                                      |               |               |               |                         |                    |              |                   |                  |                  |                   |                   |                       |
| Asnuntuck Community College (1)                | 77.3          | 58.5          | 50.3          | 48.4                    | —                  | 71.2         | 6.7               | 25               | 44               | 84                | —                 | 33                    |
| Capital Community College (1)                  | 76.8          | 56.7          | 56.0          | 44.2                    | —                  | 62.1         | 3.0               | 63               | 59               | 54                | —                 | 23                    |
| Gateway Community College (1)                  | 78.9          | 58.5          | 55.5          | 44.9                    | —                  | 67.3         | 3.4               | 88               | 50               | 69                | —                 | 23                    |
| Housatonic Community College (1)               | 78.1          | 58.3          | 51.2          | 42.7                    | —                  | 59.3         | 3.1               | 70               | 53               | 64                | —                 | 21                    |
| Manchester Community College (1)               | 75.8          | 60.4          | 52.5          | 45.6                    | —                  | 61.8         | 5.3               | 95               | 0                | 71                | —                 | 24                    |
| Middlesex Community College (1)                | 76.6          | 60.9          | 53.2          | 46.6                    | —                  | 65.5         | 5.8               | 39               | 54               | 69                | —                 | 22                    |
| Naugatuck Valley Community College (1)         | 75.8          | 61.0          | 51.7          | 44.7                    | —                  | 61.7         | 0.9               | 102              | 53               | 65                | —                 | 25                    |
| Northwestern Connecticut Community College (1) | 74.7          | 59.1          | 52.4          | 48.0                    | —                  | 64.4         | 5.8               | 27               | 56               | 81                | —                 | 24                    |
| Norwalk Community College (1)                  | 75.3          | 58.7          | 52.4          | 43.8                    | —                  | 59.3         | 2.3               | 100              | 55               | 58                | —                 | 24                    |
| Quinebaug Valley Community College (1)         | 74.6          | 56.8          | 49.8          | 44.7                    | —                  | 55.7         | 6.0               | 22               | 59               | 45                | —                 | 19                    |
| Three Rivers Community College (1)             | 77.5          | 61.5          | 52.6          | 45.3                    | —                  | 60.2         | 2.8               | 73               | 58               | 51                | —                 | 25                    |
| Tunxis Community College (1)                   | 78.1          | 59.7          | 54.2          | 47.6                    | —                  | 62.3         | 4.8               | 62               | 56               | 68                | —                 | 24                    |
| <b>BA+</b>                                     |               |               |               |                         |                    |              |                   |                  |                  |                   |                   |                       |
| Eastern Connecticut State University (1)       | 85.1          | 64.5          | 53.6          | 43.1                    | —                  | 66.6         | 4.9               | 188              | 41               | 70                | —                 | 22                    |
| <b>DOCTORAL</b>                                |               |               |               |                         |                    |              |                   |                  |                  |                   |                   |                       |
| Central Connecticut State University (1)       | 82.8          | 66.8          | 54.0          | 44.9                    | —                  | 68.7         | 4.4               | 416              | 40               | 77                | —                 | 21                    |
| Southern Connecticut State University (1)      | 85.1          | 65.7          | 55.5          | 40.0                    | —                  | 70.4         | 5.7               | 400              | 45               | 83                | 1                 | 22                    |
| University of Connecticut (1)                  | 116.7         | 82.3          | 65.8          | 59.9                    | —                  | 89.3         | 3.8               | 1,187            | 34               | 74                | —                 | 25                    |
| Western Connecticut State University (1)       | 86.5          | 68.9          | 57.4          | —                       | —                  | 73.5         | 4.6               | 192              | 44               | 81                | 3                 | 24                    |
| <i>Private</i>                                 |               |               |               |                         |                    |              |                   |                  |                  |                   |                   |                       |
| <b>AA</b>                                      |               |               |               |                         |                    |              |                   |                  |                  |                   |                   |                       |
| Goodwin College (1)                            | —             | —             | —             | —                       | —                  | —            | —                 | —                | —                | —                 | 100               | —                     |
| St Vincent's College (1)                       | —             | —             | —             | —                       | —                  | —            | —                 | —                | —                | —                 | 100               | —                     |
| <b>BA</b>                                      |               |               |               |                         |                    |              |                   |                  |                  |                   |                   |                       |
| Bais Binyomin Academy (1)                      | —             | —             | —             | —                       | —                  | —            | —                 | —                | —                | —                 | 100               | —                     |
| Mitchell College (1)                           | 64.8          | 60.4          | 53.6          | —                       | —                  | 56.1         | 3.1               | 27               | 56               | 41                | —                 | 12                    |
| <b>BA+</b>                                     |               |               |               |                         |                    |              |                   |                  |                  |                   |                   |                       |
| Albertus Magnus College (1)                    | 69.1          | 57.2          | 47.6          | 30.6                    | —                  | 54.4         | 2.9               | 29               | 34               | 35                | 19                | 14                    |
| Connecticut College (1)                        | 88.8          | 66.9          | 52.1          | 42.7                    | —                  | 68.8         | -0.5              | 191              | 42               | 62                | —                 | 19                    |
| Fairfield University (1)                       | 95.7          | 77.5          | 61.7          | 47.4                    | —                  | 76.7         | 2.4               | 225              | 48               | 83                | —                 | 28                    |
| Holy Apostles College and Seminary (1)         | 18.0          | —             | —             | —                       | —                  | 18.0         | -19.0             | 1                | 0                | —                 | 91                | 3                     |
| Lyme Academy College of Fine Arts (1)          | 51.4          | 44.6          | 34.4          | —                       | —                  | 45.0         | 7.3               | 8                | 38               | —                 | —                 | 9                     |
| Saint Joseph College (1)                       | 81.0          | 68.0          | 53.2          | 41.5                    | —                  | 64.2         | 2.9               | 76               | 68               | 70                | 1                 | 16                    |
| Trinity College (1)                            | 106.2         | 74.2          | 57.7          | 50.3                    | 59.5               | 79.1         | 1.4               | 189              | 42               | 74                | —                 | 23                    |
| University of New Haven (1)                    | 84.4          | 72.5          | 59.5          | 42.7                    | —                  | 72.0         | 4.6               | 159              | 22               | 75                | 2                 | 21                    |
| <b>DOCTORAL</b>                                |               |               |               |                         |                    |              |                   |                  |                  |                   |                   |                       |
| Quinnipiac University (1)                      | 107.8         | 79.3          | 63.7          | 46.7                    | —                  | 84.5         | 2.2               | 225              | 46               | 64                | 14                | 23                    |
| Sacred Heart University (1)                    | 86.1          | 68.0          | 54.5          | 43.0                    | —                  | 61.5         | 2.3               | 168              | 44               | 49                | 8                 | 18                    |
| University of Bridgeport (1)                   | 75.1          | 62.3          | 51.6          | 50.7                    | —                  | 60.4         | 4.3               | 89               | 26               | 61                | —                 | 16                    |
| University of Hartford (1)                     | 79.9          | 63.9          | 54.0          | 46.4                    | 44.5               | 63.4         | 3.3               | 316              | 34               | 71                | 3                 | 18                    |
| Wesleyan University (1)                        | 115.4         | 76.1          | 64.3          | —                       | 61.4               | 85.8         | 2.1               | 325              | 38               | 54                | —                 | 19                    |
| Yale University (1)                            | 152.1         | 87.3          | 73.6          | 59.0                    | —                  | 114.1        | 5.2               | 994              | 30               | 39                | 4                 | 25                    |

|  | Prof.<br>(\$) | Assc.<br>(\$) | Asst.<br>(\$) | Inst./<br>Lect.<br>(\$) | No<br>Rank<br>(\$) | Avg.<br>(\$) | %<br>Chng.<br>(%) | #<br>Fac.<br>(#) | %<br>Fem.<br>(%) | %<br>Ten.†<br>(%) | %<br>11/12<br>(%) | Avg.<br>Bene.<br>(\$) |
|--|---------------|---------------|---------------|-------------------------|--------------------|--------------|-------------------|------------------|------------------|-------------------|-------------------|-----------------------|
| <b>DELAWARE</b>  |               |               |               |                         |                    |              |                   |                  |                  |                   |                   |                       |
| <i>Public</i>  |               |               |               |                         |                    |              |                   |                  |                  |                   |                   |                       |
| <b>AA</b>  |               |               |               |                         |                    |              |                   |                  |                  |                   |                   |                       |
| Delaware Technical and Community College-Owens (1)     | –             | –             | –             | –                       | 60.2               | 60.2         | 5.2               | 70               | 70               | –                 | 32                | 24                    |
| Delaware Technical and Community College-Stanton-W (1) | –             | –             | –             | –                       | 62.1               | 62.1         | 5.7               | 119              | 65               | –                 | 27                | 23                    |
| Delaware Technical and Community College-Terry (1)     | –             | –             | –             | –                       | 60.4               | 60.4         | 6.8               | 45               | 64               | –                 | 30                | 23                    |
| <b>DOCTORAL</b>  |               |               |               |                         |                    |              |                   |                  |                  |                   |                   |                       |
| Delaware State University (1)                          | 77.3          | 65.1          | 59.4          | 43.8                    | 36.2               | 62.5         | 5.3               | 118              | 42               | 55                | 33                | 15                    |
| University of Delaware (1)                             | 112.9         | 78.7          | 64.0          | 49.8                    | –                  | 82.7         | 0.2               | 976              | 38               | 73                | 9                 | 27                    |
| <i>Private</i>   |               |               |               |                         |                    |              |                   |                  |                  |                   |                   |                       |
| <b>AA</b>  |               |               |               |                         |                    |              |                   |                  |                  |                   |                   |                       |
| Delaware College of Art and Design (1)                 | –             | –             | –             | –                       | –                  | –            | –                 | –                | –                | –                 | 100               | –                     |
| <b>BA+</b>   |               |               |               |                         |                    |              |                   |                  |                  |                   |                   |                       |
| Goldey-Beacom College (1)                              | 71.5          | 62.7          | 52.0          | 56.7                    | –                  | 60.9         | 3.7               | 25               | 36               | –                 | –                 | 15                    |
| Wesley College (1)                                     | –             | –             | –             | –                       | –                  | –            | –                 | –                | –                | 51                | 100               | –                     |
| <b>DOCTORAL</b>  |               |               |               |                         |                    |              |                   |                  |                  |                   |                   |                       |
| Widener University-Delaware Campus (1)                 | 119.3         | 96.0          | –             | 57.3                    | –                  | 98.5         | 8.5               | 53               | 47               | 65                | 12                | 26                    |
| Wilmington College (1)                                 | 62.1          | 59.4          | 54.5          | –                       | –                  | 56.8         | 2.5               | 69               | 48               | –                 | –                 | 12                    |
| <b>DISTRICT OF COLUMBIA</b>                            |               |               |               |                         |                    |              |                   |                  |                  |                   |                   |                       |
| <i>Public</i>  |               |               |               |                         |                    |              |                   |                  |                  |                   |                   |                       |
| <b>BA+</b>   |               |               |               |                         |                    |              |                   |                  |                  |                   |                   |                       |
| University of the District of Columbia (1)             | 81.0          | 56.8          | 53.7          | 46.9                    | –                  | 66.4         | –2.6              | 94               | 37               | –                 | 63                | 1                     |
| <i>Private</i>   |               |               |               |                         |                    |              |                   |                  |                  |                   |                   |                       |
| <b>BA+</b>   |               |               |               |                         |                    |              |                   |                  |                  |                   |                   |                       |
| Corcoran College of Art and Design (1)                 | –             | –             | –             | –                       | –                  | –            | –                 | –                | –                | –                 | 100               | –                     |
| Southeastern University (1)                            | 62.5          | –             | 50.0          | 42.0                    | –                  | 54.9         | 25.8              | 6                | 33               | –                 | 33                | 9                     |
| Trinity University-Washington (1)                      | 66.4          | 53.6          | 39.4          | –                       | –                  | 52.9         | –0.5              | 45               | 73               | 70                | 22                | 10                    |
| <b>DOCTORAL</b>  |               |               |               |                         |                    |              |                   |                  |                  |                   |                   |                       |
| American University (1)                                | 122.6         | 81.2          | 61.6          | 43.7                    | 77.2               | 82.6         | 1.2               | 543              | 45               | 62                | –                 | 18                    |
| Catholic University of America (1)                     | 90.8          | 67.1          | 58.0          | –                       | –                  | 73.4         | 5.3               | 344              | 36               | 79                | –                 | 16                    |
| Gallaudet University (1)                               | 105.5         | 79.1          | 59.2          | 50.0                    | –                  | 81.8         | 3.1               | 188              | 62               | 79                | 20                | 24                    |
| George Washington University (1)                       | 119.6         | 85.5          | 69.9          | 50.7                    | 60.2               | 94.1         | 8.9               | 745              | 34               | 68                | 11                | 20                    |
| Georgetown University (1)                              | 134.4         | 85.8          | 73.1          | 57.6                    | 65.3               | 94.9         | 4.1               | 782              | 38               | 64                | 6                 | 22                    |
| Howard University (1)                                  | 81.2          | 57.3          | 48.7          | 23.4                    | 67.3               | 44.9         | –34.9             | 411              | 37               | 61                | 52                | 14                    |
| <b>FLORIDA</b>   |               |               |               |                         |                    |              |                   |                  |                  |                   |                   |                       |
| <i>Public</i>  |               |               |               |                         |                    |              |                   |                  |                  |                   |                   |                       |
| <b>AA</b>  |               |               |               |                         |                    |              |                   |                  |                  |                   |                   |                       |
| Brevard Community College (1)                          | 54.9          | 49.9          | 47.3          | 42.5                    | –                  | 48.7         | 0.3               | 186              | 56               | 82                | 4                 | 13                    |
| Broward Community College (1)                          | 66.3          | 60.1          | 53.3          | 50.8                    | –                  | 55.8         | 7.6               | 317              | 48               | 86                | 2                 | 12                    |
| Central Florida Community College (1)                  | –             | –             | –             | –                       | 45.2               | 45.2         | 2.2               | 108              | 52               | 64                | –                 | 10                    |
| Daytona Beach Community College (1)                    | 66.4          | 53.6          | 48.2          | 44.2                    | –                  | 56.7         | 2.1               | 212              | 45               | 84                | 11                | 18                    |
| Edison College (1)                                     | –             | –             | –             | –                       | 51.7               | 51.7         | –1.4              | 108              | 60               | 77                | 1                 | 14                    |
| Florida Community College at Jacksonville (1)          | 44.7          | –             | –             | 35.4                    | 44.1               | 44.6         | –1.2              | 375              | 56               | 70                | –                 | 14                    |
| Florida Keys Community College (1)                     | 42.7          | 36.4          | 37.4          | –                       | –                  | 40.6         | 8.8               | 15               | 40               | 76                | 25                | 12                    |
| Gulf Coast Community College (1)                       | 66.6          | 50.0          | 45.4          | 44.3                    | 44.9               | 48.7         | 4.1               | 85               | 59               | 44                | 27                | 11                    |
| Hillsborough Community College (1)                     | 62.3          | 56.7          | 50.8          | 44.4                    | –                  | 48.9         | 3.7               | 252              | 53               | 76                | –                 | 13                    |
| Indian River Community College (1)                     | 80.6          | 72.5          | 63.2          | 51.5                    | –                  | 66.0         | 3.3               | 148              | 54               | 77                | 13                | 15                    |

|  | Prof.<br>(\$) | Assc.<br>(\$) | Asst.<br>(\$) | Inst./<br>Lect.<br>(\$) | No<br>Rank<br>(\$) | Avg.<br>(\$) | %<br>Chng.<br>(%) | #<br>Fac.<br>(#) | %<br>Fem.<br>(%) | %<br>Ten.†<br>(%) | %<br>11/12<br>(%) | Avg.<br>Bene.<br>(\$) |
|--|---------------|---------------|---------------|-------------------------|--------------------|--------------|-------------------|------------------|------------------|-------------------|-------------------|-----------------------|
| Lake City Community College (1)                    | —             | —             | —             | 45.4                    | 32.6               | 43.9         | 3.3               | 42               | 38               | 64                | 24                | 13                    |
| Lake-Sumter Community College (1)                  | —             | —             | —             | —                       | 42.9               | 42.9         | 0.3               | 55               | 69               | 75                | —                 | 13                    |
| Manatee Community College (1)                      | 61.5          | 53.5          | 43.8          | 37.2                    | —                  | 48.1         | 2.4               | 122              | 61               | 73                | 3                 | 11                    |
| North Florida Community College (1)                | —             | —             | —             | —                       | 43.1               | 43.1         | -0.4              | 28               | 61               | 50                | 22                | 10                    |
| Palm Beach Community College (1)                   | 59.2          | 52.7          | 50.5          | 47.3                    | 41.9               | 49.6         | 3.8               | 229              | 54               | 82                | 1                 | 13                    |
| Pasco-Hernando Community College (1)               | 56.4          | 45.4          | 41.1          | 40.0                    | —                  | 46.9         | 1.6               | 85               | 65               | 76                | 13                | 12                    |
| Pensacola Junior College (1)                       | 50.8          | 45.1          | 38.2          | 34.2                    | —                  | 44.1         | -0.3              | 191              | 57               | 80                | 17                | 11                    |
| Polk Community College (1)                         | 34.8          | —             | —             | —                       | 45.7               | 45.6         | 2.5               | 104              | 50               | 69                | 10                | 12                    |
| Saint Johns River Community College (1)            | —             | —             | —             | 46.4                    | —                  | 46.4         | -1.8              | 75               | 48               | 77                | 15                | 9                     |
| Santa Fe Community College (1)                     | —             | —             | —             | —                       | 47.4               | 47.4         | 0.3               | 252              | 56               | 69                | 6                 | 13                    |
| Seminole Community College (1)                     | —             | —             | —             | —                       | 46.1               | 46.1         | 3.2               | 86               | 69               | 77                | 54                | 12                    |
| South Florida Community College (1)                | —             | —             | —             | 47.3                    | —                  | 47.3         | 1.7               | 42               | 48               | 69                | 33                | 12                    |
| Tallahassee Community College (1)                  | —             | —             | —             | —                       | 59.0               | 59.0         | 2.7               | 170              | 56               | 86                | —                 | 13                    |
| Valencia Community College (1)                     | —             | —             | —             | —                       | 50.4               | 50.4         | 3.9               | 297              | 55               | 88                | 0                 | 14                    |
| <b>BA</b>  |               |               |               |                         |                    |              |                   |                  |                  |                   |                   |                       |
| Chipola College (1)                                | 49.7          | 42.2          | 39.7          | 37.1                    | —                  | 45.5         | 3.3               | 56               | 63               | 68                | —                 | 11                    |
| Miami Dade College (1)                             | 75.4          | 58.0          | 49.4          | 42.4                    | —                  | 60.3         | 5.5               | 714              | 51               | 76                | —                 | 15                    |
| New College of Florida (1)                         | 77.7          | 61.4          | 48.0          | 40.1                    | —                  | 60.7         | 2.9               | 65               | 48               | 75                | —                 | 18                    |
| Okaloosa-Walton College (1)                        | —             | —             | —             | —                       | 50.1               | 50.1         | 6.0               | 84               | 60               | 76                | 6                 | 12                    |
| St Petersburg College (1)                          | —             | —             | —             | —                       | 58.5               | 58.5         | 8.9               | 270              | 57               | 76                | 14                | 16                    |
| <b>BA+</b>   |               |               |               |                         |                    |              |                   |                  |                  |                   |                   |                       |
| Florida Gulf Coast University (1)                  | 81.9          | 67.4          | 52.6          | 38.5                    | —                  | 58.3         | 7.8               | 198              | 45               | 6                 | 22                | 16                    |
| <b>DOCTORAL</b>                                    |               |               |               |                         |                    |              |                   |                  |                  |                   |                   |                       |
| Florida Agricultural and Mechanical University (1) | 81.5          | 66.1          | 58.8          | 46.2                    | 34.9               | 62.5         | -1.3              | 448              | 40               | 68                | 33                | 2                     |
| Florida Atlantic University (1)                    | 89.1          | 63.8          | 57.6          | 42.4                    | —                  | 64.9         | 3.8               | 717              | 39               | 54                | 7                 | 18                    |
| Florida International University (1)               | 92.3          | 70.4          | 63.4          | 52.8                    | —                  | 72.5         | 8.4               | 739              | 33               | 69                | 2                 | 20                    |
| Florida State University (1)                       | 91.7          | 65.2          | 60.6          | 32.2                    | 46.5               | 71.5         | 1.1               | 1,176            | 34               | 47                | 8                 | 18                    |
| The University of West Florida (1)                 | 81.5          | 61.8          | 53.3          | 41.7                    | —                  | 59.5         | 7.9               | 257              | 40               | 55                | 23                | 15                    |
| University of Central Florida (1)                  | 100.6         | 71.4          | 59.5          | 40.7                    | —                  | 65.4         | 9.5               | 1,043            | 37               | 49                | 8                 | 19                    |
| University of Florida (1)                          | 105.5         | 72.0          | 61.6          | —                       | —                  | 82.4         | 4.6               | 1,143            | 28               | 62                | 31                | 22                    |
| University of North Florida (1)                    | 80.0          | 58.0          | 49.4          | 37.0                    | —                  | 55.1         | -0.4              | 416              | 40               | 54                | 7                 | 16                    |
| University of South Florida (1)                    | 94.0          | 69.5          | 59.4          | 50.0                    | —                  | 69.9         | 7.7               | 1,001            | 39               | 62                | 21                | 16                    |
| <i>Private</i>                                     |               |               |               |                         |                    |              |                   |                  |                  |                   |                   |                       |
| <b>AA</b>  |               |               |               |                         |                    |              |                   |                  |                  |                   |                   |                       |
| City College (1)                                   | —             | —             | —             | —                       | —                  | —            | —                 | —                | —                | —                 | 100               | —                     |
| Southwest Florida College (1)                      | —             | —             | —             | —                       | —                  | —            | —                 | —                | —                | —                 | 100               | —                     |
| <b>BA</b>  |               |               |               |                         |                    |              |                   |                  |                  |                   |                   |                       |
| Beacon College (1)                                 | —             | —             | —             | —                       | 37.5               | 37.5         | 0.6               | 13               | 38               | —                 | —                 | 10                    |
| Bethune Cookman College (1)                        | 58.0          | 50.0          | 46.7          | 38.1                    | —                  | 45.0         | 2.2               | 133              | 49               | 12                | 10                | 9                     |
| City College (1)                                   | —             | —             | —             | —                       | —                  | —            | —                 | —                | —                | —                 | 100               | —                     |
| City College (1)                                   | —             | —             | —             | —                       | —                  | —            | —                 | —                | —                | —                 | 100               | —                     |
| City College Branch Campus (1)                     | —             | —             | —             | —                       | —                  | —            | —                 | —                | —                | —                 | 100               | —                     |
| Clearwater Christian College (1)                   | 41.5          | 36.3          | 32.1          | —                       | —                  | 37.7         | 7.5               | 31               | 26               | —                 | —                 | 18                    |
| Eckerd College (1)                                 | 70.8          | 56.9          | 47.0          | —                       | 57.1               | 58.2         | 5.7               | 112              | 37               | 78                | —                 | 17                    |
| Edward Waters College (1)                          | 45.0          | 41.9          | 37.0          | 32.1                    | —                  | 36.6         | 1.5               | 41               | 32               | —                 | 9                 | 0                     |
| Flagler College (1)                                | 62.7          | 50.9          | 45.0          | 38.8                    | 27.1               | 47.7         | 7.9               | 39               | 28               | —                 | 47                | 10                    |
| Flagler College-Tallahassee (1)                    | —             | 51.7          | 44.9          | —                       | 22.9               | 44.0         | 9.9               | 10               | 40               | —                 | —                 | 7                     |
| Florida Christian College Inc (1)                  | —             | —             | —             | —                       | —                  | —            | —                 | —                | —                | —                 | 100               | —                     |
| Florida College (1)                                | —             | —             | —             | —                       | 46.9               | 46.9         | 4.0               | 31               | 26               | 71                | —                 | 14                    |

|  | Prof.<br>(\$) | Assoc.<br>(\$) | Asst.<br>(\$) | Inst./<br>Lect.<br>(\$) | No<br>Rank<br>(\$) | Avg.<br>(\$) | %<br>Chng.<br>(%) | #<br>Fac.<br>(#) | %<br>Fem.<br>(%) | %<br>Ten.†<br>(%) | %<br>11/12<br>(%) | Avg.<br>Bene.<br>(\$) |
|--|---------------|----------------|---------------|-------------------------|--------------------|--------------|-------------------|------------------|------------------|-------------------|-------------------|-----------------------|
| Florida Hospital College of Health Sciences (1)        | –             | –              | –             | –                       | –                  | –            | –                 | –                | –                | –                 | 100               | –                     |
| Hobe Sound Bible College (1)                           | 15.3          | 13.3           | 13.3          | 11.7                    | –                  | 13.4         | –2.8              | 15               | 20               | –                 | –                 | 3                     |
| Johnson & Wales University-Florida Campus (1)          | 63.1          | 55.0           | 47.0          | 40.2                    | –                  | 47.4         | 4.3               | 60               | 38               | –                 | –                 | 18                    |
| Northwood University-Florida Education Center (1)      | 47.3          | 54.9           | 43.0          | –                       | –                  | 48.4         | 5.1               | 19               | 32               | –                 | –                 | 19                    |
| Ringling School of Art and Design (1)                  | –             | –              | –             | –                       | 55.7               | 55.7         | 4.6               | 59               | 36               | –                 | –                 | 16                    |
| The Baptist College of Florida (1)                     | 55.7          | 48.9           | 42.7          | 36.6                    | –                  | 47.1         | 4.7               | 22               | 27               | 76                | 15                | 17                    |
| Trinity College of Florida (1)                         | 41.0          | 35.3           | 32.5          | –                       | –                  | 36.3         | 5.4               | 6                | 17               | –                 | –                 | 10                    |
| <b>BA+</b>   |               |                |               |                         |                    |              |                   |                  |                  |                   |                   |                       |
| Embry Riddle Aeronautical University-Daytona Beach (1) | 77.3          | 63.2           | 53.5          | 30.9                    | –                  | 60.4         | 2.7               | 183              | 16               | 55                | 4                 | 19                    |
| Embry Riddle Aeronautical University-Extended Camp (1) | 52.3          | 45.9           | 36.4          | 26.6                    | –                  | 35.4         | 7.7               | 76               | 22               | 4                 | 35                | 11                    |
| Everglades University (1)                              | –             | –              | –             | –                       | –                  | –            | –                 | –                | –                | –                 | 100               | –                     |
| Florida Memorial University (1)                        | 65.1          | 62.0           | 53.4          | 33.8                    | –                  | 54.5         | 0.2               | 93               | 41               | 33                | 14                | 17                    |
| Florida Southern College (1)                           | 68.0          | 51.3           | 47.4          | –                       | 35.7               | 55.6         | 6.5               | 112              | 36               | –                 | –                 | 19                    |
| International College (1)                              | –             | –              | –             | –                       | –                  | –            | –                 | –                | –                | –                 | 100               | –                     |
| Jacksonville University (1)                            | 69.0          | 56.2           | 49.4          | –                       | –                  | 58.8         | 6.0               | 125              | 42               | 70                | 4                 | 13                    |
| Palm Beach Atlantic University-West Palm Beach (1)     | 63.0          | 55.8           | 47.5          | 39.4                    | –                  | 52.6         | –                 | 121              | 40               | –                 | 22                | 13                    |
| Rollins College (1)                                    | 85.9          | 67.9           | 50.0          | 40.0                    | –                  | 68.7         | 4.5               | 185              | 37               | 69                | –                 | 19                    |
| Saint John Vianney College Seminary (1)                | –             | –              | –             | –                       | –                  | –            | –                 | –                | –                | –                 | 100               | –                     |
| Saint Leo University (1)                               | 67.8          | 60.2           | 40.8          | 36.4                    | –                  | 53.9         | 3.7               | 76               | 30               | 57                | 23                | 13                    |
| Southeastern University (1)                            | 54.6          | 48.1           | 39.2          | –                       | –                  | 44.9         | 3.6               | 54               | 31               | 11                | –                 | 12                    |
| Stetson University (1)                                 | 89.9          | 61.6           | 48.8          | 49.5                    | –                  | 68.6         | 2.5               | 243              | 42               | 74                | –                 | 18                    |
| The University of Tampa (1)                            | 75.2          | 63.1           | 55.2          | 48.2                    | –                  | 62.2         | 4.0               | 205              | 40               | 64                | –                 | 19                    |
| Trinity Baptist College (1)                            | 36.7          | 27.9           | –             | 24.0                    | –                  | 30.6         | 3.7               | 5                | 60               | –                 | 58                | 7                     |
| Trinity International University (1)                   | –             | 57.7           | 47.7          | –                       | –                  | 51.0         | –2.4              | 3                | 100              | –                 | –                 | 14                    |
| Warner Southern College (1)                            | 47.2          | 43.4           | 39.7          | 34.9                    | –                  | 41.2         | –2.0              | 26               | 31               | –                 | 10                | 11                    |
| Webber International University (1)                    | –             | –              | –             | –                       | –                  | –            | –                 | –                | –                | –                 | 100               | –                     |
| Yeshivah Gedolah Rabbinical College (1)                | 47.9          | –              | –             | 43.9                    | –                  | 45.5         | 21.7              | 5                | 0                | –                 | –                 | 4                     |
| <b>DOCTORAL</b>  |               |                |               |                         |                    |              |                   |                  |                  |                   |                   |                       |
| Ave Maria University (1)                               | –             | –              | –             | –                       | –                  | –            | –                 | –                | –                | –                 | 100               | –                     |
| Barry University (1)                                   | 77.7          | 60.5           | 52.2          | 43.1                    | –                  | 59.8         | 2.1               | 214              | 49               | 3                 | 40                | 15                    |
| Carlos Albizu University-Miami Campus (1)              | –             | –              | –             | –                       | –                  | –            | –                 | –                | –                | –                 | 100               | –                     |
| Florida Institute of Technology-Melbourne (1)          | 82.3          | 59.3           | 53.1          | 35.0                    | –                  | 60.8         | 3.9               | 182              | 20               | –                 | 13                | 13                    |
| Lynn University (1)                                    | –             | –              | –             | –                       | –                  | –            | –                 | –                | –                | –                 | 100               | –                     |
| Nova Southeastern University (1)                       | 106.9         | 66.7           | 57.3          | 50.4                    | –                  | 78.1         | 3.1               | 124              | 42               | 7                 | 60                | 13                    |
| Saint Thomas University (1)                            | 96.3          | 64.1           | 56.2          | 49.5                    | 75.8               | 75.3         | 6.2               | 95               | 38               | 21                | 8                 | 13                    |
| St Petersburg Theological Seminary (1)                 | 4.3           | 5.5            | –             | –                       | –                  | 4.5          | –                 | 5                | 60               | –                 | 58                | 0                     |
| Talmudic College of Florida (1)                        | –             | –              | –             | –                       | –                  | –            | –                 | –                | –                | –                 | 100               | –                     |
| University of Miami (1)                                | 113.7         | 75.8           | 65.8          | 42.9                    | –                  | 79.5         | 5.3               | 781              | 33               | 50                | 14                | 23                    |
| <b>GEORGIA</b>   |               |                |               |                         |                    |              |                   |                  |                  |                   |                   |                       |
| <i>Public</i>  |               |                |               |                         |                    |              |                   |                  |                  |                   |                   |                       |
| <b>AA</b>  |               |                |               |                         |                    |              |                   |                  |                  |                   |                   |                       |
| Abraham Baldwin Agricultural College (1)               | 53.2          | 45.7           | 41.0          | 35.4                    | –                  | 41.1         | –0.5              | 89               | 54               | 56                | 11                | 12                    |
| Albany Technical College (1)                           | –             | –              | –             | –                       | –                  | –            | –                 | –                | –                | –                 | 100               | –                     |
| Altamaha Technical College (1)                         | –             | –              | –             | –                       | –                  | –            | –                 | –                | –                | –                 | 100               | –                     |
| Appalachian Technical College (1)                      | –             | –              | –             | –                       | –                  | –            | –                 | –                | –                | –                 | 100               | –                     |
| Athens Technical College (1)                           | –             | –              | –             | 50.9                    | –                  | 50.9         | –2.6              | 19               | 79               | 11                | 77                | 13                    |
| Atlanta Metropolitan College (1)                       | 59.6          | 50.6           | 44.5          | 38.9                    | –                  | 47.1         | 1.1               | 41               | 49               | 45                | 7                 | 12                    |
| Atlanta Technical College (1)                          | –             | –              | –             | 40.9                    | –                  | 40.9         | 2.0               | 1                | 100              | 42                | 99                | 10                    |

|   | Prof.<br>(\$) | Assoc.<br>(\$) | Asst.<br>(\$) | Inst./<br>Lect.<br>(\$) | No<br>Rank<br>(\$) | Avg.<br>(\$) | %<br>Chng.<br>(%) | #<br>Fac.<br>(#) | %<br>Fem.<br>(%) | %<br>Ten.†<br>(%) | %<br>11/12<br>(%) | Avg.<br>Bene.<br>(\$) |
|---|---------------|----------------|---------------|-------------------------|--------------------|--------------|-------------------|------------------|------------------|-------------------|-------------------|-----------------------|
| Augusta Technical College (1)                     | —             | —              | —             | —                       | —                  | —            | —                 | —                | —                | —                 | 100               | —                     |
| Bainbridge College (1)                            | 59.5          | 49.6           | 40.4          | 35.5                    | —                  | 43.3         | 4.1               | 45               | 44               | 45                | 18                | 12                    |
| Central Georgia Technical College (1)             | —             | —              | —             | 42.0                    | —                  | 42.0         | 7.9               | 1                | 100              | —                 | 99                | 9                     |
| Chattahoochee Technical College (1)               | —             | —              | —             | 46.7                    | —                  | 46.7         | 34.7              | 4                | 50               | —                 | 94                | 12                    |
| Coastal Georgia Community College (1)             | 52.8          | 48.3           | 41.7          | 34.5                    | —                  | 42.3         | -2.2              | 61               | 49               | 21                | 14                | 12                    |
| Columbus Technical College (1)                    | —             | —              | —             | —                       | —                  | —            | —                 | —                | —                | 9                 | 100               | —                     |
| Coosa Valley Technical College (1)                | —             | —              | —             | —                       | 52.2               | 52.2         | —                 | 1                | 0                | —                 | 99                | 13                    |
| Darton College (1)                                | 56.8          | 48.6           | 46.1          | 38.3                    | —                  | 41.7         | 0.5               | 76               | 66               | 38                | 24                | 13                    |
| DeKalb Technical College (1)                      | —             | —              | —             | —                       | —                  | —            | —                 | —                | —                | 22                | 100               | —                     |
| East Central Technical College (1)                | —             | —              | —             | —                       | —                  | —            | —                 | —                | —                | —                 | 100               | —                     |
| East Georgia College (1)                          | 55.9          | 45.2           | 41.7          | 34.4                    | —                  | 40.5         | -1.4              | 36               | 31               | 45                | 8                 | 12                    |
| Flint River Technical College (1)                 | —             | —              | —             | —                       | —                  | —            | —                 | —                | —                | —                 | 100               | —                     |
| Gainesville State College (1)                     | 52.9          | 45.0           | 37.0          | 33.6                    | —                  | 39.9         | -2.2              | 118              | 49               | 42                | 9                 | 13                    |
| Georgia Aviation & Technical College (1)          | —             | —              | —             | —                       | —                  | —            | —                 | —                | —                | —                 | 100               | —                     |
| Georgia Highlands College (1)                     | 54.9          | 43.6           | 41.3          | 38.6                    | —                  | 43.5         | 2.5               | 83               | 60               | 61                | 3                 | 12                    |
| Georgia Military College-Atlanta Campus (1)       | —             | —              | —             | —                       | —                  | —            | —                 | —                | —                | —                 | 100               | —                     |
| Georgia Military College-Augusta Campus (1)       | —             | —              | —             | —                       | —                  | —            | —                 | —                | —                | —                 | 100               | —                     |
| Georgia Military College-Columbus Campus (1)      | —             | —              | —             | —                       | —                  | —            | —                 | —                | —                | —                 | 100               | —                     |
| Georgia Military College-Milledgeville Campus (1) | 56.5          | 42.0           | 35.1          | 32.3                    | 21.5               | 36.3         | -4.5              | 36               | 53               | —                 | —                 | 7                     |
| Georgia Military College-Valdosta Campus (1)      | —             | —              | —             | —                       | —                  | —            | —                 | —                | —                | —                 | 100               | —                     |
| Georgia Military College-Warner Robins Campus (1) | —             | —              | —             | —                       | —                  | —            | —                 | —                | —                | —                 | 100               | —                     |
| Georgia Perimeter College (1)                     | 57.0          | 49.4           | 42.1          | 36.3                    | —                  | 43.5         | 0.8               | 378              | 58               | 62                | 17                | 7                     |
| Gordon College (1)                                | 60.7          | 50.9           | 45.8          | 40.5                    | —                  | 48.7         | 3.4               | 96               | 47               | 51                | —                 | 14                    |
| Griffin Technical College (1)                     | —             | —              | —             | —                       | —                  | —            | —                 | —                | —                | 1                 | 100               | —                     |
| Gwinnett Technical College (1)                    | —             | —              | —             | —                       | —                  | —            | —                 | —                | —                | 100               | 100               | —                     |
| Heart of Georgia Technical College (1)            | —             | —              | —             | 15.1                    | —                  | 15.1         | 22.4              | 1                | 100              | —                 | 98                | 2                     |
| Lanier Technical College (1)                      | —             | —              | —             | 38.7                    | —                  | 38.7         | -2.1              | 1                | 0                | 3                 | 99                | 9                     |
| Middle Georgia College (1)                        | 60.2          | 44.7           | 38.5          | 37.0                    | —                  | 43.2         | 3.3               | 74               | 46               | 36                | 3                 | 10                    |
| Middle Georgia Technical College (1)              | —             | —              | —             | —                       | —                  | —            | —                 | —                | —                | —                 | 100               | —                     |
| Moultrie Technical College (1)                    | —             | —              | —             | —                       | —                  | —            | —                 | —                | —                | —                 | 100               | —                     |
| North Georgia Technical College (1)               | —             | —              | —             | 58.8                    | —                  | 58.8         | 2.7               | 1                | 100              | —                 | 99                | 13                    |
| North Metro Technical College (1)                 | —             | —              | —             | —                       | —                  | —            | —                 | —                | —                | —                 | 100               | —                     |
| Northwestern Technical College (1)                | —             | —              | —             | 50.6                    | —                  | 50.6         | 3.9               | 7                | 86               | 10                | 86                | 15                    |
| Ogeechee Technical College (1)                    | —             | —              | —             | 42.8                    | —                  | 42.8         | -6.4              | 2                | 100              | —                 | 97                | 11                    |
| Okefenokee Technical College (1)                  | —             | —              | —             | 34.3                    | —                  | 34.3         | 9.6               | 2                | 100              | 2                 | 96                | 9                     |
| Sandersville Technical College (1)                | —             | —              | —             | —                       | —                  | —            | —                 | —                | —                | —                 | 100               | —                     |
| Savannah Technical College (1)                    | —             | —              | —             | 36.7                    | —                  | 36.7         | 13.4              | 2                | 100              | —                 | 97                | 3                     |
| South Georgia College (1)                         | —             | 45.1           | 39.0          | 35.1                    | —                  | 39.9         | -7.7              | 32               | 63               | 52                | —                 | 11                    |
| South Georgia Technical College (1)               | —             | —              | —             | —                       | —                  | —            | —                 | —                | —                | —                 | 100               | —                     |
| Southeastern Technical College (1)                | —             | —              | —             | —                       | —                  | —            | —                 | —                | —                | —                 | 100               | —                     |
| Southwest Georgia Technical College (1)           | —             | —              | —             | —                       | —                  | —            | —                 | —                | —                | —                 | 100               | —                     |
| Swainsboro Technical College (1)                  | —             | —              | —             | —                       | —                  | —            | —                 | —                | —                | —                 | 100               | —                     |
| Valdosta Technical College (1)                    | —             | —              | —             | —                       | —                  | —            | —                 | —                | —                | —                 | 100               | —                     |
| Waycross College (1)                              | 48.3          | 51.4           | 41.2          | 33.5                    | —                  | 38.6         | -2.2              | 20               | 45               | 43                | 13                | 12                    |
| West Georgia Technical College (1)                | —             | —              | —             | —                       | —                  | —            | —                 | —                | —                | —                 | 100               | —                     |
| West Central Technical College (1)                | —             | —              | —             | 47.1                    | —                  | 47.1         | 13.7              | 3                | 100              | —                 | 96                | 5                     |
| <b>BA</b>   |               |                |               |                         |                    |              |                   |                  |                  |                   |                   |                       |
| Clayton State University (1)                      | 66.3          | 61.7           | 47.7          | 38.4                    | —                  | 51.0         | 1.3               | 152              | 58               | 38                | 23                | 15                    |
| Dalton State College (1)                          | 69.5          | 52.5           | 43.2          | 38.1                    | —                  | 48.3         | 3.5               | 101              | 51               | 52                | —                 | 14                    |
| Macon State College (1)                           | 70.0          | 55.4           | 45.6          | 41.2                    | 51.0               | 50.2         | 2.5               | 158              | 60               | 37                | 3                 | 12                    |



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|---|---------------|----------------|---------------|-------------------------|--------------------|--------------|-------------------|------------------|------------------|-------------------|-------------------|-----------------------|
| <b>BA+</b>                                      |               |                |               |                         |                    |              |                   |                  |                  |                   |                   |                       |
| Albany State University (1)                     | 61.7          | 53.7           | 45.7          | 41.9                    | –                  | 49.5         | –3.0              | 145              | 47               | 43                | –                 | 13                    |
| Armstrong Atlantic State University (1)         | 70.2          | 54.5           | 49.0          | 39.8                    | –                  | 50.9         | 1.8               | 208              | 51               | 57                | 11                | 15                    |
| Augusta State University (1)                    | 72.8          | 53.6           | 48.1          | 38.1                    | –                  | 53.5         | 1.5               | 212              | 51               | 69                | 1                 | 13                    |
| Columbus State University (1)                   | 64.9          | 53.0           | 43.1          | 43.0                    | –                  | 49.8         | 0.4               | 207              | 49               | 52                | 5                 | 11                    |
| Fort Valley State University (1)                | 66.0          | 51.8           | 56.3          | 36.7                    | –                  | 55.2         | 14.8              | 86               | 28               | 64                | 15                | 11                    |
| Georgia College and State University (1)        | 66.1          | 55.0           | 48.9          | 43.2                    | –                  | 53.9         | 5.7               | 233              | 48               | 67                | 13                | 13                    |
| Georgia Southwestern State University (1)       | 61.8          | 53.0           | 44.6          | 37.2                    | –                  | 50.5         | 4.4               | 79               | 44               | 59                | 5                 | 14                    |
| Kennesaw State University (1)                   | 76.2          | 60.4           | 50.9          | 41.0                    | –                  | 55.8         | 2.8               | 524              | 50               | 56                | 5                 | 13                    |
| North Georgia College & State University (1)    | 66.2          | 59.6           | 47.7          | 37.7                    | –                  | 50.3         | –0.1              | 170              | 51               | 52                | 7                 | 11                    |
| Savannah State University (1)                   | 64.5          | 54.1           | 49.9          | 39.5                    | –                  | 54.1         | 1.4               | 111              | 38               | 59                | 10                | 18                    |
| Southern Polytechnic State University (1)       | 68.9          | 59.6           | 51.8          | 42.4                    | –                  | 56.2         | 0.8               | 131              | 24               | 56                | 3                 | 15                    |
| <b>DOCTORAL</b>                                 |               |                |               |                         |                    |              |                   |                  |                  |                   |                   |                       |
| Georgia Institute of Technology-Main Campus (1) | 113.8         | 83.3           | 70.9          | 34.4                    | 36.3               | 87.6         | 0.7               | 799              | 20               | 72                | 9                 | 22                    |
| Georgia Southern University (1)                 | 72.4          | 56.8           | 51.1          | 32.4                    | –                  | 55.3         | 5.7               | 469              | 44               | 61                | 27                | 15                    |
| Georgia State University (1)                    | 110.4         | 67.4           | 60.2          | 39.6                    | –                  | 66.3         | 3.4               | 981              | 45               | 51                | 2                 | 16                    |
| Medical College of Georgia (1)                  | 82.3          | 65.2           | 54.5          | 48.8                    | –                  | 60.4         | 8.5               | 16               | 88               | 25                | 90                | 27                    |
| University of Georgia (1)                       | 99.4          | 67.2           | 61.9          | 52.7                    | –                  | 76.9         | 4.3               | 1,168            | 35               | 63                | 31                | 19                    |
| University of West Georgia (1)                  | 74.9          | 55.0           | 48.2          | 37.4                    | –                  | 52.1         | 2.6               | 374              | 49               | 47                | 2                 | 14                    |
| Valdosta State University (1)                   | 68.0          | 54.0           | 47.9          | 36.6                    | –                  | 53.6         | 3.3               | 402              | 44               | 67                | 8                 | 16                    |
| <i>Private</i>                                  |               |                |               |                         |                    |              |                   |                  |                  |                   |                   |                       |
| <b>AA</b>                                       |               |                |               |                         |                    |              |                   |                  |                  |                   |                   |                       |
| Andrew College (1)                              | –             | –              | 32.0          | –                       | –                  | 32.0         | –11.2             | 1                | 0                | 22                | 95                | 6                     |
| Gupton Jones College of Funeral Service (1)     | –             | –              | –             | –                       | –                  | –            | –                 | –                | –                | –                 | 100               | –                     |
| Young Harris College (1)                        | –             | –              | –             | –                       | 52.0               | 52.0         | 5.1               | 34               | 41               | 75                | 8                 | 14                    |
| <b>BA</b>                                       |               |                |               |                         |                    |              |                   |                  |                  |                   |                   |                       |
| Atlanta Christian College (1)                   | –             | –              | –             | –                       | –                  | –            | –                 | –                | –                | –                 | 100               | –                     |
| Atlanta College of Art (1)                      | 59.8          | 50.6           | 48.2          | 36.1                    | –                  | 54.0         | –0.9              | 24               | 29               | 38                | –                 | 13                    |
| Beulah Heights Bible College (1)                | –             | –              | –             | –                       | –                  | –            | –                 | –                | –                | –                 | 100               | –                     |
| Brewton-Parker College (1)                      | 53.1          | 45.8           | 39.9          | 30.0                    | –                  | 44.7         | 6.2               | 49               | 33               | 48                | 2                 | 12                    |
| Emmanuel College (1)                            | 45.6          | 38.8           | 38.3          | 33.3                    | –                  | 39.3         | 5.1               | 44               | 36               | –                 | –                 | 7                     |
| Morehouse College (1)                           | 82.9          | 62.1           | 49.3          | 39.5                    | –                  | 58.0         | 5.4               | 167              | 34               | 53                | –                 | 12                    |
| Paine College (1)                               | 49.8          | 43.4           | 38.1          | 34.4                    | 46.8               | 39.9         | –0.2              | 71               | 30               | 19                | 8                 | 8                     |
| Reinhardt College (1)                           | 62.9          | 48.8           | 40.6          | –                       | –                  | 47.7         | 4.6               | 56               | 52               | 44                | –                 | 9                     |
| Spelman College (1)                             | 73.5          | 61.5           | 49.6          | 45.8                    | –                  | 56.6         | 0.4               | 169              | 66               | 59                | –                 | 13                    |
| Toccoa Falls College (1)                        | 41.4          | 36.4           | 34.1          | 28.3                    | –                  | 35.7         | 4.1               | 43               | 21               | –                 | –                 | 12                    |
| Truett-McConnell College (1)                    | 42.0          | 38.3           | 34.9          | 31.6                    | –                  | 36.3         | –2.1              | 26               | 46               | –                 | –                 | 13                    |
| <b>BA+</b>                                      |               |                |               |                         |                    |              |                   |                  |                  |                   |                   |                       |
| Agnes Scott College (1)                         | 78.7          | 61.3           | 50.6          | 41.5                    | 40.0               | 60.6         | 1.9               | 87               | 56               | 69                | –                 | 14                    |
| Berry College (1)                               | 75.3          | 59.1           | 47.7          | 39.5                    | –                  | 56.1         | 2.8               | 131              | 34               | 66                | 4                 | 15                    |
| Brenau University (1)                           | 55.7          | 51.7           | 44.9          | 42.4                    | –                  | 49.0         | 4.2               | 82               | 68               | –                 | 4                 | 11                    |
| Covenant College (1)                            | 61.5          | 55.4           | 40.9          | 42.0                    | –                  | 54.3         | 5.9               | 61               | 15               | 35                | –                 | 17                    |
| LaGrange College (1)                            | 63.3          | 53.0           | 48.4          | –                       | 40.0               | 53.9         | 3.3               | 61               | 46               | 54                | –                 | 16                    |
| Life University (1)                             | –             | –              | –             | –                       | –                  | –            | –                 | –                | –                | 18                | 100               | –                     |
| Oglethorpe University (1)                       | 70.5          | 52.8           | 46.7          | 51.3                    | 47.3               | 58.1         | 2.5               | 56               | 34               | 66                | –                 | 13                    |
| Piedmont College (1)                            | 54.5          | 48.6           | 45.0          | 26.6                    | –                  | 48.0         | 1.9               | 80               | 55               | 58                | 18                | 9                     |
| Savannah College of Art and Design (1)          | 55.4          | –              | –             | –                       | –                  | 55.4         | 1.1               | 356              | 40               | –                 | –                 | 10                    |
| Shorter College (1)                             | 56.9          | 49.0           | 39.8          | 36.1                    | –                  | 46.3         | 0.2               | 72               | 35               | 43                | –                 | 13                    |
| Thomas University (1)                           | 48.2          | 46.9           | 39.8          | 35.3                    | –                  | 43.1         | –0.3              | 38               | 58               | –                 | 5                 | 6                     |
| Wesleyan College (1)                            | 58.1          | 44.9           | 40.3          | 35.4                    | –                  | 45.9         | 5.4               | 47               | 49               | 66                | –                 | 12                    |

|   | Prof.<br>(\$) | Assc.<br>(\$) | Asst.<br>(\$) | Inst./<br>Lect.<br>(\$) | No<br>Rank<br>(\$) | Avg.<br>(\$) | %<br>Chng.<br>(%) | #<br>Fac.<br>(#) | %<br>Fem.<br>(%) | %<br>Ten.†<br>(%) | %<br>11/12<br>(%) | Avg.<br>Bene.<br>(\$) |
|---|---------------|---------------|---------------|-------------------------|--------------------|--------------|-------------------|------------------|------------------|-------------------|-------------------|-----------------------|
| <b>DOCTORAL</b>                               |               |               |               |                         |                    |              |                   |                  |                  |                   |                   |                       |
| Beacon University (1)                         | —             | —             | —             | —                       | —                  | —            | —                 | —                | —                | —                 | 100               | —                     |
| Clark Atlanta University (1)                  | 58.1          | 49.7          | 42.7          | 27.6                    | —                  | 44.8         | -6.6              | 233              | 38               | 64                | 6                 | 11                    |
| Emory University (1)                          | 138.4         | 84.9          | 78.2          | —                       | —                  | 105.8        | 3.5               | 586              | 34               | 44                | 14                | 30                    |
| Luther Rice Seminary (1)                      | —             | —             | —             | —                       | —                  | —            | —                 | —                | —                | —                 | 100               | —                     |
| Mercer University (1)                         | 86.6          | 62.7          | 52.3          | 44.8                    | —                  | 65.2         | 3.1               | 290              | 37               | 64                | 15                | 19                    |
| <b>HAWAII</b>                                 |               |               |               |                         |                    |              |                   |                  |                  |                   |                   |                       |
| <i>Public</i>                                 |               |               |               |                         |                    |              |                   |                  |                  |                   |                   |                       |
| <b>AA</b>                                     |               |               |               |                         |                    |              |                   |                  |                  |                   |                   |                       |
| Hawaii Community College (1)                  | 65.4          | 57.2          | 49.3          | 44.5                    | —                  | 56.7         | 2.1               | 61               | 49               | 86                | 15                | 19                    |
| Honolulu Community College (1)                | 64.7          | 58.7          | 55.3          | 41.0                    | —                  | 57.7         | 0.7               | 98               | 40               | 88                | 10                | 20                    |
| Kapiolani Community College (1)               | 66.5          | 58.1          | 50.9          | 44.4                    | —                  | 53.1         | 3.2               | 140              | 54               | 74                | 30                | 19                    |
| Kauai Community College (1)                   | 64.3          | 58.3          | 54.5          | 48.5                    | —                  | 54.4         | -1.2              | 41               | 37               | 72                | 16                | 19                    |
| Leeward Community College (1)                 | 66.3          | 55.7          | 50.0          | 44.1                    | —                  | 54.8         | 1.4               | 125              | 50               | 83                | 11                | 19                    |
| Windward Community College (1)                | 65.6          | 57.2          | 53.4          | 41.7                    | —                  | 58.2         | 3.0               | 36               | 33               | 78                | 39                | 20                    |
| <b>BA</b>                                     |               |               |               |                         |                    |              |                   |                  |                  |                   |                   |                       |
| Maui Community College (1)                    | 66.5          | 56.5          | 52.6          | 46.0                    | —                  | 54.0         | 2.8               | 58               | 55               | 81                | 28                | 19                    |
| University of Hawaii-West Oahu (1)            | 65.8          | 55.6          | 51.3          | 38.7                    | —                  | 57.2         | 2.6               | 26               | 35               | 56                | —                 | 20                    |
| <b>BA+</b>                                    |               |               |               |                         |                    |              |                   |                  |                  |                   |                   |                       |
| University of Hawaii at Hilo (1)              | 71.2          | 58.9          | 50.4          | 39.7                    | —                  | 55.8         | -0.3              | 157              | 42               | 62                | 15                | 19                    |
| <b>DOCTORAL</b>                               |               |               |               |                         |                    |              |                   |                  |                  |                   |                   |                       |
| University of Hawaii at Manoa (1)             | 92.2          | 68.4          | 60.5          | 46.1                    | —                  | 72.8         | 2.5               | 883              | 39               | 64                | 18                | 23                    |
| <i>Private</i>                                |               |               |               |                         |                    |              |                   |                  |                  |                   |                   |                       |
| <b>AA</b>                                     |               |               |               |                         |                    |              |                   |                  |                  |                   |                   |                       |
| Hawaii Technology Institute (1)               | —             | —             | —             | —                       | —                  | —            | —                 | —                | —                | —                 | 100               | —                     |
| Heald College-Honolulu (1)                    | —             | —             | —             | —                       | —                  | —            | —                 | —                | —                | —                 | 100               | —                     |
| <b>BA</b>                                     |               |               |               |                         |                    |              |                   |                  |                  |                   |                   |                       |
| Brigham Young University-Hawaii (1)           | 96.8          | 82.6          | 68.4          | 56.3                    | 90.0               | 78.3         | 2.6               | 104              | 22               | 59                | 11                | 27                    |
| <b>BA+</b>                                    |               |               |               |                         |                    |              |                   |                  |                  |                   |                   |                       |
| Chaminade University of Honolulu (1)          | 63.1          | 52.5          | 49.3          | 38.3                    | —                  | 51.7         | 2.2               | 58               | 40               | 51                | 16                | 11                    |
| Hawaii Pacific University (1)                 | 80.0          | 66.9          | 55.3          | 45.3                    | —                  | 58.4         | 2.3               | 245              | 47               | 3                 | —                 | 15                    |
| International College and Graduate School (1) | —             | —             | —             | —                       | —                  | —            | —                 | —                | —                | —                 | 100               | —                     |
| <b>IDAHO</b>                                  |               |               |               |                         |                    |              |                   |                  |                  |                   |                   |                       |
| <i>Public</i>                                 |               |               |               |                         |                    |              |                   |                  |                  |                   |                   |                       |
| <b>AA</b>                                     |               |               |               |                         |                    |              |                   |                  |                  |                   |                   |                       |
| College of Southern Idaho (1)                 | 55.6          | 47.3          | 40.4          | 33.9                    | —                  | 44.9         | 6.5               | 124              | 49               | —                 | 22                | 17                    |
| Eastern Idaho Technical College (1)           | —             | —             | —             | 40.4                    | —                  | 40.4         | 3.4               | 41               | 59               | —                 | —                 | 16                    |
| North Idaho College (1)                       | —             | —             | —             | 49.1                    | 48.3               | 49.1         | 11.1              | 145              | 52               | 70                | 6                 | 15                    |
| <b>BA</b>                                     |               |               |               |                         |                    |              |                   |                  |                  |                   |                   |                       |
| Lewis-Clark State College (1)                 | 53.1          | 44.1          | 38.4          | 31.0                    | —                  | 44.2         | -0.2              | 134              | 41               | 57                | 3                 | 17                    |
| <b>DOCTORAL</b>                               |               |               |               |                         |                    |              |                   |                  |                  |                   |                   |                       |
| Boise State University (1)                    | 67.9          | 56.1          | 49.3          | 40.5                    | —                  | 54.2         | 3.0               | 528              | 41               | 69                | 8                 | 18                    |
| Idaho State University (1)                    | 65.0          | 52.1          | 47.4          | 33.9                    | 37.0               | 47.9         | -0.3              | 513              | 44               | 48                | 20                | 18                    |
| University of Idaho (1)                       | 74.3          | 58.6          | 50.9          | 37.5                    | 32.8               | 59.2         | 2.5               | 418              | 31               | 76                | 20                | 19                    |
| <i>Private</i>                                |               |               |               |                         |                    |              |                   |                  |                  |                   |                   |                       |
| <b>BA</b>                                     |               |               |               |                         |                    |              |                   |                  |                  |                   |                   |                       |
| Boise Bible College (1)                       | 46.6          | —             | —             | —                       | —                  | 46.6         | -1.7              | 6                | 0                | —                 | —                 | 5                     |
| Brigham Young University-Idaho (1)            | —             | —             | —             | —                       | 55.5               | 55.5         | 0.5               | 16               | 50               | 80                | 96                | 26                    |

|  | Prof.<br>(\$) | Assc.<br>(\$) | Asst.<br>(\$) | Inst./<br>Lect.<br>(\$) | No<br>Rank<br>(\$) | Avg.<br>(\$) | %<br>Chng.<br>(%) | #<br>Fac.<br>(#) | %<br>Fem.<br>(%) | %<br>Ten.†<br>(%) | %<br>11/12<br>(%) | Avg.<br>Bene.<br>(\$) |
|--|---------------|---------------|---------------|-------------------------|--------------------|--------------|-------------------|------------------|------------------|-------------------|-------------------|-----------------------|
| <b>BA+</b>   |               |               |               |                         |                    |              |                   |                  |                  |                   |                   |                       |
| Albertson College of Idaho (1)                         | 53.6          | 44.8          | 40.4          | 25.4                    | 42.2               | 43.1         | -1.7              | 71               | 38               | 60                | -                 | 10                    |
| Northwest Nazarene University (1)                      | -             | -             | -             | -                       | 45.1               | 45.1         | -0.3              | 86               | 37               | -                 | 12                | 18                    |
| <b>ILLINOIS</b>  |               |               |               |                         |                    |              |                   |                  |                  |                   |                   |                       |
| <i>Public</i>  |               |               |               |                         |                    |              |                   |                  |                  |                   |                   |                       |
| <b>AA</b>  |               |               |               |                         |                    |              |                   |                  |                  |                   |                   |                       |
| Black Hawk College (1)                                 | 67.4          | 57.7          | 46.4          | 40.3                    | -                  | 55.1         | -2.6              | 133              | 50               | 83                | 1                 | 3                     |
| Carl Sandburg College (1)                              | -             | -             | -             | -                       | 45.9               | 45.9         | 2.1               | 64               | 61               | 81                | -                 | 8                     |
| City Colleges of Chicago-Harold Washington College (1) | 87.6          | 80.3          | 64.3          | 48.6                    | -                  | 59.2         | 2.7               | 105              | 52               | 57                | -                 | 13                    |
| City Colleges of Chicago-Harry S Truman College (1)    | 89.0          | 76.2          | 70.5          | 55.7                    | -                  | 69.1         | 1.8               | 83               | 55               | 66                | 7                 | 14                    |
| City Colleges of Chicago-Kennedy-King College (1)      | 94.3          | 81.8          | 74.4          | 57.5                    | -                  | 66.9         | 2.9               | 61               | 49               | 46                | 24                | 14                    |
| City Colleges of Chicago-Malcolm X College (1)         | 81.6          | 78.2          | 82.0          | 52.8                    | -                  | 62.1         | -0.4              | 59               | 46               | 54                | -                 | 14                    |
| City Colleges of Chicago-Olive-Harvey College (1)      | 90.1          | 71.3          | 72.9          | 57.1                    | -                  | 68.2         | 1.3               | 52               | 52               | 79                | -                 | 15                    |
| City Colleges of Chicago-Richard J Daley College (1)   | 85.1          | 73.4          | 65.3          | 55.7                    | -                  | 66.4         | 3.6               | 56               | 45               | 68                | 7                 | 13                    |
| City Colleges of Chicago-Wilbur Wright College (1)     | 89.0          | 73.3          | 62.4          | 50.3                    | -                  | 64.2         | 1.9               | 100              | 53               | 71                | 3                 | 15                    |
| College of DuPage (1)                                  | 96.0          | 72.1          | 58.5          | 47.7                    | -                  | 79.7         | 6.1               | 303              | 55               | 89                | -                 | 7                     |
| College of Lake County (1)                             | -             | -             | -             | 76.9                    | -                  | 76.9         | 1.1               | 178              | 52               | 85                | -                 | 6                     |
| Danville Area Community College (1)                    | -             | -             | -             | -                       | 47.1               | 47.1         | 3.1               | 48               | 48               | 83                | -                 | 8                     |
| Elgin Community College (1)                            | 90.9          | 76.7          | 59.9          | 51.8                    | -                  | 75.0         | 3.5               | 116              | 53               | 66                | -                 | 4                     |
| Heartland Community College (1)                        | 60.4          | 50.3          | 46.2          | 42.0                    | -                  | 48.6         | 2.2               | 69               | 55               | 74                | 7                 | 6                     |
| Highland Community College (1)                         | -             | -             | -             | -                       | 62.5               | 62.5         | 2.2               | 48               | 29               | 83                | -                 | 8                     |
| Illinois Central College (1)                           | 65.0          | 49.7          | 44.5          | 42.3                    | -                  | 50.1         | 2.9               | 184              | 45               | 83                | -                 | 5                     |
| Illinois Eastern Community Colleges-Frontier Commu (1) | 45.5          | -             | -             | -                       | -                  | 45.5         | 11.1              | 5                | 60               | 60                | -                 | 6                     |
| Illinois Eastern Community Colleges-Lincoln Trail (1)  | 48.8          | -             | -             | -                       | -                  | 48.8         | 11.9              | 20               | 45               | 90                | 5                 | 6                     |
| Illinois Eastern Community Colleges-Olney Central (1)  | 44.7          | -             | -             | -                       | -                  | 44.7         | 9.9               | 48               | 63               | 56                | -                 | 5                     |
| Illinois Eastern Community Colleges-Wabash Valley (1)  | 49.7          | -             | -             | -                       | -                  | 49.7         | 9.6               | 26               | 27               | 76                | 30                | 6                     |
| Illinois Valley Community College (1)                  | -             | -             | -             | 52.7                    | 47.4               | 52.4         | 0.9               | 80               | 59               | 78                | -                 | 2                     |
| John A Logan College (1)                               | 69.8          | 60.3          | 56.6          | 52.1                    | -                  | 59.2         | 2.4               | 98               | 51               | 90                | -                 | 5                     |
| John Wood Community College (1)                        | 51.5          | 48.4          | 43.3          | 40.3                    | 38.7               | 46.4         | 1.4               | 51               | 59               | 90                | 6                 | 5                     |
| Joliet Junior College (1)                              | -             | -             | -             | -                       | 61.7               | 61.7         | 2.2               | 187              | 48               | 77                | -                 | 2                     |
| Kankakee Community College (1)                         | 63.8          | -             | 37.4          | -                       | -                  | 55.6         | 1.9               | 55               | 53               | 69                | -                 | 6                     |
| Kaskaskia College (1)                                  | 55.1          | 50.6          | 48.2          | 42.2                    | 41.3               | 50.2         | 5.3               | 67               | 46               | 60                | -                 | 4                     |
| Kishwaukee College (1)                                 | -             | -             | -             | 37.0                    | 47.5               | 47.0         | 2.0               | 67               | 48               | 78                | -                 | 7                     |
| Lake Land College (1)                                  | -             | -             | -             | -                       | 47.7               | 47.7         | 3.2               | 101              | 52               | 84                | -                 | 4                     |
| Lewis and Clark Community College (1)                  | 70.9          | 57.2          | 50.3          | 42.7                    | -                  | 54.8         | -0.4              | 91               | 49               | 65                | -                 | 5                     |
| Lincoln Land Community College (1)                     | 71.5          | 54.8          | 51.5          | 42.0                    | 58.9               | 64.2         | 3.0               | 125              | 50               | 74                | -                 | 6                     |
| McHenry County College (1)                             | -             | -             | -             | -                       | 71.2               | 71.2         | 5.8               | 88               | 45               | 84                | -                 | 7                     |
| Moraine Valley Community College (1)                   | 71.8          | 58.8          | 46.3          | 40.7                    | -                  | 51.4         | 1.0               | 163              | 56               | 54                | -                 | 10                    |
| Morton College (1)                                     | -             | -             | -             | 63.2                    | -                  | 63.2         | 1.7               | 52               | 48               | 87                | -                 | 10                    |
| Oakton Community College (1)                           | 90.6          | 63.0          | 56.4          | 47.2                    | -                  | 76.5         | 2.8               | 141              | 60               | 89                | -                 | 4                     |
| Parkland College (1)                                   | 70.7          | 52.7          | 43.8          | 44.4                    | -                  | 54.7         | 4.3               | 164              | 46               | 88                | -                 | 7                     |
| Prairie State College (1)                              | 73.8          | 53.5          | 43.9          | -                       | -                  | 61.2         | 2.7               | 80               | 58               | 80                | -                 | 7                     |
| Rend Lake College (1)                                  | 57.1          | 51.3          | -             | 44.2                    | 41.7               | 48.9         | 5.8               | 54               | 54               | 58                | 16                | 8                     |
| Richland Community College (1)                         | 58.2          | 53.3          | 40.6          | 37.1                    | -                  | 45.7         | -2.4              | 69               | 55               | 72                | -                 | 7                     |
| Rock Valley College (1)                                | 70.1          | 57.1          | 49.2          | 43.3                    | -                  | 55.7         | 3.4               | 139              | 47               | 86                | -                 | 7                     |
| Sauk Valley Community College (1)                      | 54.9          | 47.4          | 43.2          | 42.1                    | -                  | 46.8         | 0.9               | 51               | 39               | 77                | 2                 | 8                     |
| Shawnee Community College (1)                          | -             | -             | -             | -                       | 50.1               | 50.1         | 2.5               | 42               | 62               | 70                | 2                 | 5                     |
| South Suburban College (1)                             | -             | -             | -             | -                       | 59.7               | 59.7         | 4.4               | 113              | 58               | 85                | -                 | 8                     |
| Southeastern Illinois College (1)                      | -             | -             | -             | 51.8                    | 41.6               | 47.1         | -2.5              | 46               | 35               | 88                | 12                | 7                     |

|  | Prof.<br>(\$) | Assoc.<br>(\$) | Asst.<br>(\$) | Inst./<br>Lect.<br>(\$) | No<br>Rank<br>(\$) | Avg.<br>(\$) | %<br>Chng.<br>(%) | #<br>Fac.<br>(#) | %<br>Fem.<br>(%) | %<br>Ten.†<br>(%) | %<br>11/12<br>(%) | Avg.<br>Bene.<br>(\$) |
|--|---------------|----------------|---------------|-------------------------|--------------------|--------------|-------------------|------------------|------------------|-------------------|-------------------|-----------------------|
| Southwestern Illinois College (1)                  | 77.5          | 60.2           | 50.1          | 44.0                    | —                  | 54.9         | 3.0               | 125              | 50               | 65                | 2                 | 4                     |
| Spoon River College (1)                            | —             | —              | —             | —                       | 47.2               | 47.2         | 4.9               | 41               | 51               | 86                | —                 | 4                     |
| Triton College (1)                                 | —             | —              | —             | —                       | 62.9               | 62.9         | -1.7              | 113              | 54               | 77                | —                 | 3                     |
| Waubonsee Community College (1)                    | 79.4          | —              | 62.3          | 59.9                    | —                  | 62.4         | 3.7               | 85               | 51               | 75                | —                 | 5                     |
| William Rainey Harper College (1)                  | 91.8          | 72.2           | 55.1          | 44.4                    | —                  | 66.4         | 2.9               | 195              | 58               | 87                | —                 | 3                     |
| <b>BA+</b>   |               |                |               |                         |                    |              |                   |                  |                  |                   |                   |                       |
| Eastern Illinois University (1)                    | 73.4          | 59.9           | 50.9          | 36.6                    | —                  | 55.1         | 1.8               | 556              | 46               | 60                | 8                 | 13                    |
| Governors State University (1)                     | 89.3          | 74.2           | 63.0          | —                       | —                  | 75.4         | 6.1               | 122              | 52               | 49                | 31                | 19                    |
| Northeastern Illinois University (1)               | 76.2          | 62.6           | 54.3          | 32.0                    | —                  | 52.8         | 3.7               | 391              | 47               | 49                | 6                 | 13                    |
| Southern Illinois University Edwardsville (1)      | 77.1          | 60.4           | 49.5          | 35.9                    | —                  | 54.5         | 2.3               | 468              | 47               | 55                | 16                | 16                    |
| <b>DOCTORAL</b>                                    |               |                |               |                         |                    |              |                   |                  |                  |                   |                   |                       |
| Chicago State University (1)                       | 73.9          | 60.9           | 54.5          | 34.0                    | —                  | 55.4         | 2.6               | 282              | 49               | 56                | 8                 | 15                    |
| Illinois State University (1)                      | 74.8          | 58.2           | 54.5          | —                       | 35.9               | 57.9         | 1.9               | 780              | 44               | 55                | 5                 | 16                    |
| Northern Illinois University (1)                   | 81.1          | 63.5           | 53.7          | 35.4                    | —                  | 59.6         | 3.0               | 840              | 44               | 73                | 6                 | 16                    |
| Southern Illinois University Carbondale (1)        | 81.8          | 61.1           | 54.5          | 33.4                    | —                  | 56.2         | 3.9               | 847              | 36               | 50                | 11                | 13                    |
| University of Illinois at Chicago (1)              | 103.2         | 74.5           | 64.7          | 38.1                    | 42.7               | 77.0         | 2.5               | 999              | 40               | 61                | 15                | 20                    |
| University of Illinois at Springfield (1)          | 82.9          | 65.7           | 53.4          | 35.8                    | —                  | 59.6         | -0.7              | 169              | 41               | 61                | 1                 | 17                    |
| University of Illinois at Urbana-Champaign (1)     | 115.7         | 78.4           | 68.9          | 50.1                    | 42.5               | 87.1         | 3.4               | 1,989            | 30               | 71                | 6                 | 21                    |
| Western Illinois University (1)                    | 78.9          | 60.3           | 48.8          | 36.7                    | —                  | 57.2         | 0.7               | 593              | 40               | 67                | 6                 | 14                    |
| <i>Private</i>                                     |               |                |               |                         |                    |              |                   |                  |                  |                   |                   |                       |
| <b>AA</b>  |               |                |               |                         |                    |              |                   |                  |                  |                   |                   |                       |
| Morrison Institute of Technology (1)               | —             | —              | —             | 37.7                    | —                  | 37.7         | 5.2               | 9                | 33               | —                 | —                 | 9                     |
| Springfield College in Illinois (1)                | —             | —              | —             | 33.2                    | —                  | 33.2         | 10.9              | 22               | 41               | 55                | —                 | 4                     |
| <b>BA</b>  |               |                |               |                         |                    |              |                   |                  |                  |                   |                   |                       |
| Augustana College (1)                              | 73.5          | 56.6           | 48.5          | 46.3                    | 40.0               | 59.8         | 3.4               | 149              | 40               | 77                | —                 | 16                    |
| Blackburn College (1)                              | 46.6          | —              | —             | —                       | —                  | 46.6         | 2.2               | 34               | 41               | 67                | —                 | 10                    |
| Blessing Rieman College of Nursing (1)             | —             | 58.9           | 46.8          | —                       | —                  | 52.8         | 0.4               | 12               | 100              | —                 | 20                | 61                    |
| Christian Life College (1)                         | —             | —              | —             | 8.0                     | —                  | 8.0          | 27.0              | 1                | 0                | —                 | 67                | —                     |
| East-West University (1)                           | 53.0          | 56.0           | 44.6          | —                       | —                  | 47.7         | 4.5               | 14               | 50               | 7                 | —                 | 12                    |
| Eureka College (1)                                 | 47.5          | 45.7           | 40.5          | 32.7                    | —                  | 43.5         | 2.4               | 38               | 39               | 51                | 10                | 13                    |
| Hebrew Theological College (1)                     | —             | —              | —             | —                       | —                  | —            | —                 | —                | —                | —                 | 100               | —                     |
| Illinois College (1)                               | 64.4          | 51.2           | 44.4          | 35.2                    | —                  | 50.0         | 3.8               | 71               | 41               | 57                | —                 | 12                    |
| Illinois College of Optometry (1)                  | —             | —              | —             | —                       | —                  | —            | —                 | —                | —                | 76                | 100               | —                     |
| Illinois Wesleyan University (1)                   | 81.1          | 62.0           | 51.7          | 47.5                    | —                  | 65.2         | 3.4               | 161              | 42               | 83                | —                 | 22                    |
| Kendall College (1)                                | 56.0          | 61.4           | 52.8          | 47.8                    | —                  | 53.4         | 12.6              | 12               | 50               | —                 | 64                | 7                     |
| Knox College (1)                                   | 70.4          | 50.5           | 44.1          | 34.7                    | —                  | 51.6         | -0.7              | 100              | 40               | 68                | —                 | 14                    |
| Lakeview College of Nursing (1)                    | —             | —              | 42.6          | 40.7                    | —                  | 41.1         | 1.3               | 15               | 93               | —                 | —                 | 4                     |
| Lexington College (1)                              | —             | —              | —             | 42.6                    | —                  | 42.6         | —                 | 4                | 100              | —                 | —                 | 12                    |
| Lincoln College (1)                                | —             | 50.2           | 43.3          | 34.4                    | —                  | 40.7         | -2.7              | 56               | 59               | 25                | —                 | 9                     |
| MacMurray College (1)                              | 45.9          | 43.6           | 39.5          | 35.2                    | —                  | 41.3         | 6.9               | 35               | 60               | 66                | 15                | 10                    |
| Monmouth College (1)                               | 70.4          | 53.4           | 42.9          | 40.2                    | —                  | 53.1         | 4.3               | 73               | 40               | 59                | —                 | 13                    |
| Robert Morris College (1)                          | —             | —              | —             | —                       | 53.7               | 53.7         | 4.5               | 125              | 46               | —                 | —                 | 15                    |
| Saint Anthony College of Nursing (1)               | —             | —              | 53.0          | 42.6                    | —                  | 48.3         | 2.7               | 11               | 100              | —                 | —                 | 12                    |
| Saint Augustine College (1)                        | —             | 41.1           | 40.6          | 34.0                    | —                  | 35.5         | 4.6               | 18               | 56               | —                 | 31                | 7                     |
| Shimer College (1)                                 | —             | —              | —             | —                       | 40.8               | 40.8         | 12.8              | 8                | 38               | —                 | 27                | 10                    |
| St Johns College (1)                               | —             | 68.0           | 50.8          | 43.6                    | —                  | 51.2         | 1.5               | 13               | 100              | —                 | —                 | 18                    |
| Trinity Christian College (1)                      | 62.1          | 52.6           | 43.8          | 36.1                    | —                  | 51.1         | 3.8               | 67               | 39               | 43                | 7                 | 17                    |
| Trinity College of Nursing and Health Sciences (1) | 61.7          | 55.7           | 50.0          | 48.9                    | —                  | 52.4         | 4.6               | 13               | 100              | —                 | —                 | 13                    |
| West Suburban College of Nursing (1)               | —             | 60.3           | 52.2          | 46.5                    | —                  | 50.7         | 2.4               | 10               | 100              | —                 | —                 | 11                    |

|  | Prof.<br>(\$) | Assoc.<br>(\$) | Asst.<br>(\$) | Inst./<br>Lect.<br>(\$) | No<br>Rank<br>(\$) | Avg.<br>(\$) | %<br>Chng.<br>(%) | #<br>Fac.<br>(#) | %<br>Fem.<br>(%) | %<br>Ten.†<br>(%) | %<br>11/12<br>(%) | Avg.<br>Bene.<br>(\$) |
|--|---------------|----------------|---------------|-------------------------|--------------------|--------------|-------------------|------------------|------------------|-------------------|-------------------|-----------------------|
| <b>BA+</b>   |               |                |               |                         |                    |              |                   |                  |                  |                   |                   |                       |
| Columbia College Chicago (1)                           | 65.5          | –              | –             | 42.1                    | –                  | 61.1         | 2.9               | 302              | 44               | 53                | –                 | 19                    |
| Dominican University (1)                               | 74.2          | 61.3           | 51.7          | 47.2                    | –                  | 59.7         | 7.4               | 109              | 61               | 59                | –                 | 16                    |
| Elmhurst College (1)                                   | 72.9          | 59.9           | 48.9          | 40.0                    | 50.2               | 59.5         | 1.7               | 121              | 47               | 77                | –                 | 17                    |
| Greenville College (1)                                 | 52.9          | 49.0           | 42.0          | 36.8                    | 44.4               | 45.4         | 0.2               | 51               | 35               | 52                | 14                | 14                    |
| Judson College (1)                                     | 63.5          | 52.9           | 45.9          | 29.1                    | –                  | 53.5         | 6.1               | 56               | 32               | 42                | –                 | 13                    |
| Lake Forest College (1)                                | 83.5          | 63.3           | 49.1          | 52.4                    | –                  | 64.3         | 1.4               | 92               | 34               | 69                | –                 | 19                    |
| Lincoln Christian College and Seminary (1)             | 51.5          | 45.4           | 43.2          | 30.8                    | –                  | 44.9         | 0.5               | 58               | 26               | –                 | –                 | 24                    |
| McKendree College (1)                                  | 62.5          | 53.0           | 49.6          | 41.5                    | –                  | 51.7         | 3.7               | 76               | 49               | 64                | –                 | 15                    |
| Millikin University (1)                                | 59.0          | 51.3           | 44.6          | 35.4                    | –                  | 46.9         | 0.3               | 142              | 45               | 62                | –                 | 13                    |
| National University of Health Sciences (1)             | –             | –              | –             | –                       | –                  | –            | –                 | –                | –                | 69                | 100               | –                     |
| North Central College (1)                              | 72.7          | 57.1           | 48.3          | 40.0                    | –                  | 57.9         | 2.8               | 111              | 45               | 70                | –                 | 16                    |
| Olivet Nazarene University (1)                         | 58.0          | 48.7           | 38.2          | 31.7                    | –                  | 50.7         | 0.7               | 104              | 40               | 36                | 2                 | 17                    |
| Quincy University (1)                                  | 52.1          | 46.0           | 38.0          | 34.7                    | –                  | 44.3         | 1.6               | 52               | 29               | 61                | –                 | 9                     |
| Rockford College (1)                                   | 59.4          | 50.0           | 40.8          | 30.1                    | –                  | 50.9         | 3.4               | 68               | 43               | 77                | –                 | 12                    |
| Saint Francis Medical Center College of Nursing (1)    | –             | 53.8           | 53.6          | 48.3                    | –                  | 51.5         | 9.7               | 20               | 100              | –                 | –                 | 22                    |
| Saint Xavier University (1)                            | 78.2          | 65.2           | 52.5          | 49.3                    | –                  | 62.6         | 3.4               | 168              | 57               | 57                | –                 | 16                    |
| School of the Art Institute of Chicago (1)             | 75.3          | 61.9           | 54.4          | –                       | 42.7               | 65.4         | 3.3               | 123              | 42               | 78                | –                 | 17                    |
| University of St Francis (1)                           | 65.4          | 60.7           | 49.8          | 43.5                    | –                  | 54.8         | 5.0               | 74               | 61               | –                 | 12                | 19                    |
| VanderCook College of Music (1)                        | –             | –              | –             | –                       | –                  | –            | –                 | –                | –                | –                 | 100               | –                     |
| <b>DOCTORAL</b>  |               |                |               |                         |                    |              |                   |                  |                  |                   |                   |                       |
| Aurora University (1)                                  | 70.3          | 60.0           | 48.4          | 46.5                    | –                  | 54.7         | 4.5               | 83               | 53               | –                 | 13                | 12                    |
| Benedictine University (1)                             | 74.3          | 57.5           | 47.8          | 47.8                    | –                  | 61.2         | 3.7               | 88               | 34               | 59                | –                 | 17                    |
| Bradley University (1)                                 | 85.3          | 66.2           | 53.3          | 40.1                    | –                  | 65.8         | 3.1               | 319              | 34               | 77                | 1                 | 16                    |
| Concordia University (1)                               | –             | –              | –             | –                       | –                  | –            | –                 | –                | –                | 43                | 100               | –                     |
| DePaul University (1)                                  | 100.8         | 76.4           | 57.0          | 53.3                    | –                  | 72.4         | 2.0               | 790              | 40               | 64                | 5                 | 15                    |
| Illinois Institute of Technology (1)                   | 108.4         | 78.3           | 69.9          | 56.5                    | –                  | 82.1         | 2.7               | 278              | 21               | 57                | 10                | 18                    |
| Lewis University (1)                                   | 75.4          | 63.1           | 54.5          | 46.4                    | –                  | 61.8         | 8.7               | 163              | 50               | 53                | –                 | 17                    |
| Loyola University Chicago (1)                          | 103.1         | 74.8           | 61.7          | 52.9                    | –                  | 77.1         | 6.1               | 482              | 44               | 61                | 8                 | 22                    |
| Midwestern University (1)                              | –             | –              | –             | –                       | –                  | –            | –                 | –                | –                | 52                | 100               | –                     |
| National-Louis University (1)                          | 73.3          | 56.5           | 48.5          | 41.0                    | 42.3               | 54.4         | 6.5               | 244              | 64               | 63                | 4                 | 12                    |
| North Park University (1)                              | 61.2          | 49.7           | 46.1          | 42.6                    | –                  | 52.2         | 2.4               | 122              | 55               | 60                | –                 | 13                    |
| Northwestern University (1)                            | 140.8         | 93.7           | 79.9          | 55.9                    | 46.6               | 103.7        | –7.4              | 1,170            | 33               | 56                | –                 | 24                    |
| Roosevelt University (1)                               | 81.9          | 64.0           | 53.5          | 45.1                    | –                  | 62.7         | 1.1               | 212              | 38               | 67                | –                 | 17                    |
| Rosalind Franklin University of Medicine and Scien (1) | –             | –              | –             | –                       | –                  | –            | –                 | –                | –                | 56                | 100               | –                     |
| Rush University (1)                                    | –             | –              | –             | –                       | –                  | –            | –                 | –                | –                | 32                | 100               | –                     |
| Telshe Yeshiva-Chicago (1)                             | –             | –              | –             | 38.8                    | –                  | 38.8         | –                 | 5                | 0                | –                 | –                 | 7                     |
| Trinity International University (1)                   | 70.6          | 56.4           | 46.9          | –                       | –                  | 58.2         | 2.8               | 75               | 21               | 76                | –                 | 12                    |
| University of Chicago (1)                              | 158.9         | 96.3           | 78.5          | 50.9                    | –                  | 113.4        | 3.1               | 893              | 29               | 42                | 14                | 26                    |
| Wheaton College (1)                                    | 78.3          | 63.0           | 50.8          | 44.1                    | –                  | 64.3         | 2.5               | 191              | 28               | 73                | 1                 | 21                    |
| <b>INDIANA</b>   |               |                |               |                         |                    |              |                   |                  |                  |                   |                   |                       |
| <i>Public</i>  |               |                |               |                         |                    |              |                   |                  |                  |                   |                   |                       |
| <b>AA</b>  |               |                |               |                         |                    |              |                   |                  |                  |                   |                   |                       |
| Ivy Tech Community College-Bloomington (1)             | 55.1          | 44.1           | 38.9          | 35.2                    | –                  | 40.4         | 4.9               | 48               | 50               | –                 | –                 | 14                    |
| Ivy Tech Community College-Central Indiana (1)         | 50.3          | 49.9           | 43.1          | 37.2                    | –                  | 42.9         | –3.2              | 137              | 52               | –                 | –                 | 16                    |
| Ivy Tech Community College-Columbus (1)                | 48.0          | 42.7           | 38.1          | 33.6                    | –                  | 40.2         | 6.7               | 39               | 67               | –                 | –                 | 14                    |
| Ivy Tech Community College-East Central (1)            | 53.0          | 48.5           | 43.1          | 36.9                    | –                  | 43.6         | 2.3               | 87               | 62               | –                 | –                 | 17                    |
| Ivy Tech Community College-Kokomo (1)                  | 49.2          | 46.9           | 37.2          | 33.4                    | –                  | 37.1         | 2.9               | 58               | 52               | –                 | –                 | 15                    |

|  | Prof.<br>(\$) | Assoc.<br>(\$) | Asst.<br>(\$) | Inst./<br>Lect.<br>(\$) | No<br>Rank<br>(\$) | Avg.<br>(\$) | %<br>Chng.<br>(%) | #<br>Fac.<br>(#) | %<br>Fem.<br>(%) | %<br>Ten.†<br>(%) | %<br>11/12<br>(%) | Avg.<br>Bene.<br>(\$) |
|--|---------------|----------------|---------------|-------------------------|--------------------|--------------|-------------------|------------------|------------------|-------------------|-------------------|-----------------------|
| Ivy Tech Community College-Lafayette (1)               | 54.5          | 46.6           | 41.5          | 37.0                    | —                  | 42.6         | 3.3               | 68               | 60               | —                 | —                 | 15                    |
| Ivy Tech Community College-Northcentral (1)            | 52.5          | 44.5           | 38.3          | 33.6                    | —                  | 38.8         | 1.4               | 72               | 56               | —                 | —                 | 16                    |
| Ivy Tech Community College-Northeast (1)               | —             | 48.3           | 43.7          | 40.2                    | —                  | 43.5         | 3.2               | 87               | 53               | —                 | —                 | 16                    |
| Ivy Tech Community College-Northwest (1)               | 48.3          | 44.4           | 40.8          | 34.9                    | —                  | 40.5         | 0.3               | 91               | 56               | —                 | —                 | 16                    |
| Ivy Tech Community College-South Central (1)           | 49.7          | 40.5           | 40.1          | 37.3                    | —                  | 40.7         | 0.8               | 47               | 49               | —                 | —                 | 15                    |
| Ivy Tech Community College-Southeast (1)               | 48.2          | 42.7           | 37.3          | 31.6                    | —                  | 39.5         | 3.3               | 35               | 77               | —                 | —                 | 18                    |
| Ivy Tech Community College-Southwest (1)               | 56.8          | 48.1           | 45.1          | 39.3                    | —                  | 47.4         | 2.8               | 71               | 65               | —                 | —                 | 17                    |
| Ivy Tech Community College-Wabash Valley (1)           | 54.8          | 49.3           | 41.3          | 35.0                    | —                  | 41.8         | 4.3               | 78               | 63               | —                 | —                 | 17                    |
| Ivy Tech Community College-Whitewater (1)              | 52.5          | 44.1           | 39.4          | 35.6                    | —                  | 41.0         | 4.8               | 29               | 62               | —                 | —                 | 18                    |
| <b>BA</b>  |               |                |               |                         |                    |              |                   |                  |                  |                   |                   |                       |
| Vincennes University (1)                               | 59.1          | 54.8           | 44.7          | 46.1                    | —                  | 54.5         | 7.1               | 259              | 41               | 73                | 1                 | 20                    |
| <b>BA+</b>   |               |                |               |                         |                    |              |                   |                  |                  |                   |                   |                       |
| Indiana University-East (1)                            | 71.9          | 58.9           | 45.7          | 41.0                    | —                  | 50.7         | 1.1               | 75               | 61               | 39                | 10                | 15                    |
| Indiana University-Kokomo (1)                          | 76.4          | 54.2           | 50.4          | 37.2                    | —                  | 53.3         | 0.3               | 75               | 60               | 52                | 12                | 17                    |
| Indiana University-Northwest (1)                       | 72.3          | 61.7           | 47.3          | 41.1                    | —                  | 55.2         | 2.8               | 140              | 49               | 50                | 14                | 18                    |
| Indiana University-Purdue University-Fort Wayne (1)    | 71.5          | 57.5           | 51.0          | 36.9                    | —                  | 53.4         | 1.3               | 294              | 41               | 59                | 4                 | 18                    |
| Indiana University-South Bend (1)                      | 77.2          | 55.2           | 49.5          | 36.3                    | —                  | 52.6         | 1.0               | 200              | 49               | 48                | 14                | 17                    |
| Indiana University-Southeast (1)                       | 72.9          | 60.4           | 55.4          | 40.7                    | —                  | 58.7         | 2.1               | 164              | 47               | 57                | 5                 | 20                    |
| Purdue University-Calumet Campus (1)                   | 74.7          | 57.8           | 48.9          | 35.4                    | —                  | 55.7         | 4.5               | 250              | 47               | 71                | 2                 | 20                    |
| Purdue University-North Central Campus (1)             | 67.1          | 54.8           | 46.4          | 40.5                    | —                  | 49.9         | 2.3               | 93               | 46               | 53                | 10                | 18                    |
| University of Southern Indiana (1)                     | 74.6          | 57.0           | 50.6          | 39.5                    | —                  | 51.9         | 1.3               | 282              | 48               | 55                | 9                 | 17                    |
| <b>DOCTORAL</b>  |               |                |               |                         |                    |              |                   |                  |                  |                   |                   |                       |
| Ball State University (1)                              | 74.2          | 58.2           | 46.4          | 36.6                    | —                  | 54.3         | 0.8               | 853              | 41               | 57                | 6                 | 24                    |
| Indiana State University (1)                           | 74.3          | 58.0           | 50.2          | 31.1                    | —                  | 56.2         | 2.1               | 477              | 39               | 52                | 6                 | 18                    |
| Indiana University-Bloomington (1)                     | 104.1         | 72.7           | 63.4          | 48.1                    | —                  | 80.3         | 2.7               | 1,367            | 34               | 62                | 14                | 25                    |
| Indiana University-Purdue University-Indianapolis (1)  | 92.4          | 68.0           | 57.2          | 38.0                    | —                  | 63.0         | 2.2               | 596              | 40               | 50                | 16                | 18                    |
| Purdue University-Main Campus (1)                      | 107.1         | 73.1           | 65.2          | 44.4                    | 34.5               | 79.3         | 3.8               | 1,544            | 28               | 64                | 29                | 25                    |
| <i>Private</i>   |               |                |               |                         |                    |              |                   |                  |                  |                   |                   |                       |
| <b>AA</b>  |               |                |               |                         |                    |              |                   |                  |                  |                   |                   |                       |
| Ancilla College (1)                                    | 44.6          | 43.4           | 36.5          | 36.7                    | —                  | 37.6         | -1.3              | 22               | 41               | 16                | —                 | 12                    |
| Ball Memorial Hospital School of Radiologic Techno (1) | —             | —              | —             | —                       | —                  | —            | —                 | —                | —                | —                 | 100               | —                     |
| <b>BA</b>  |               |                |               |                         |                    |              |                   |                  |                  |                   |                   |                       |
| Crossroads Bible College (1)                           | —             | —              | —             | —                       | —                  | —            | —                 | —                | —                | —                 | 100               | —                     |
| DePauw University (1)                                  | 84.3          | 64.1           | 54.4          | 48.8                    | —                  | 67.7         | 4.3               | 226              | 41               | 76                | —                 | 22                    |
| Franklin College (1)                                   | 57.2          | 49.9           | 43.5          | 30.9                    | —                  | 48.6         | 1.1               | 66               | 36               | 68                | —                 | 13                    |
| Goshen College (1)                                     | 54.2          | 44.4           | 39.8          | —                       | —                  | 47.3         | 1.7               | 69               | 45               | 64                | 4                 | 16                    |
| Hanover College (1)                                    | 74.0          | 56.3           | 50.7          | 47.4                    | —                  | 60.6         | 4.7               | 94               | 34               | 81                | —                 | 14                    |
| Holy Cross College (1)                                 | 45.4          | 41.4           | 36.5          | —                       | —                  | 39.6         | -2.2              | 22               | 41               | —                 | —                 | 12                    |
| Mid-America College of Funeral Service (1)             | —             | —              | —             | —                       | —                  | —            | —                 | —                | —                | —                 | 100               | —                     |
| Saint Mary's College (1)                               | 69.1          | 56.4           | 47.3          | 38.2                    | 41.4               | 57.1         | 1.0               | 123              | 62               | 79                | 2                 | 19                    |
| Wabash College (1)                                     | —             | —              | —             | —                       | —                  | —            | —                 | —                | —                | 70                | 100               | —                     |
| <b>BA+</b>   |               |                |               |                         |                    |              |                   |                  |                  |                   |                   |                       |
| Bethel College (1)                                     | —             | —              | —             | —                       | —                  | —            | —                 | —                | —                | 55                | 100               | —                     |
| Butler University (1)                                  | 72.2          | 58.7           | 48.0          | 35.8                    | 37.2               | 57.1         | 3.1               | 243              | 37               | 64                | 15                | 18                    |
| Calumet College of Saint Joseph (1)                    | 51.0          | 48.1           | 45.0          | 41.9                    | —                  | 47.2         | -1.0              | 19               | 16               | 52                | 41                | 12                    |
| Earlham College (1)                                    | 72.3          | 57.2           | 45.5          | —                       | —                  | 58.9         | 7.8               | 102              | 45               | 68                | —                 | 17                    |
| Grace College and Theological Seminary (1)             | 51.5          | 44.1           | 40.8          | —                       | —                  | 48.2         | 2.9               | 45               | 20               | —                 | —                 | 19                    |
| Huntington University (1)                              | 57.8          | 46.7           | 41.2          | 37.1                    | —                  | 47.8         | -0.3              | 61               | 31               | 59                | —                 | 18                    |
| Indiana Institute of Technology (1)                    | 59.3          | 55.2           | 44.6          | —                       | —                  | 52.8         | 2.4               | 24               | 33               | 44                | 33                | 15                    |

|   | Prof.<br>(\$) | Assc.<br>(\$) | Asst.<br>(\$) | Inst./<br>Lect.<br>(\$) | No<br>Rank<br>(\$) | Avg.<br>(\$) | %<br>Chng.<br>(%) | #<br>Fac.<br>(#) | %<br>Fem.<br>(%) | %<br>Ten.†<br>(%) | %<br>11/12<br>(%) | Avg.<br>Bene.<br>(\$) |
|---|---------------|---------------|---------------|-------------------------|--------------------|--------------|-------------------|------------------|------------------|-------------------|-------------------|-----------------------|
| Manchester College (1)                      | 57.3          | 46.0          | 40.9          | 37.8                    | 45.5               | 47.0         | -3.3              | 75               | 37               | 57                | 5                 | 9                     |
| Marian College (1)                          | 54.2          | 46.5          | 43.5          | 39.7                    | -                  | 45.3         | 1.9               | 72               | 50               | 57                | -                 | 11                    |
| Martin University (1)                       | -             | -             | -             | -                       | -                  | -            | -                 | -                | -                | -                 | 100               | -                     |
| Rose-Hulman Institute of Technology (1)     | 94.9          | 75.1          | 63.6          | -                       | -                  | 76.1         | 1.5               | 134              | 21               | 68                | 8                 | 24                    |
| Saint Josephs College (1)                   | 55.8          | 47.1          | 43.5          | -                       | -                  | 46.9         | 3.5               | 52               | 44               | 81                | 7                 | 15                    |
| Saint Mary-of-the-Woods College (1)         | 49.6          | 42.6          | 37.8          | 30.8                    | -                  | 40.7         | -3.3              | 58               | 62               | 55                | 9                 | 9                     |
| Taylor University-Ft Wayne (1)              | 50.5          | 44.0          | 38.7          | 33.1                    | -                  | 44.2         | 6.7               | 28               | 29               | 71                | -                 | 19                    |
| Taylor University-Upland (1)                | 55.1          | 47.9          | 41.1          | 32.2                    | -                  | 48.0         | 1.3               | 122              | 25               | 74                | 3                 | 22                    |
| Tri-State University (1)                    | 53.5          | 46.8          | 39.8          | -                       | -                  | 45.7         | -0.3              | 66               | 26               | 23                | -                 | 13                    |
| University of Evansville (1)                | 75.4          | 59.3          | 49.0          | 37.0                    | -                  | 58.8         | 3.4               | 174              | 33               | 67                | -                 | 15                    |
| University of Saint Francis-Ft Wayne (1)    | 60.0          | 50.2          | 42.3          | 39.3                    | -                  | 44.9         | 3.5               | 85               | 60               | 43                | 19                | 10                    |
| Valparaiso University (1)                   | 87.4          | 58.3          | 51.5          | 40.2                    | -                  | 61.7         | 1.5               | 243              | 33               | 69                | -                 | 17                    |
| <b>DOCTORAL</b>                             |               |               |               |                         |                    |              |                   |                  |                  |                   |                   |                       |
| Anderson University (1)                     | 59.6          | 53.0          | 44.9          | 37.2                    | -                  | 52.7         | 4.6               | 135              | 42               | 70                | 4                 | 15                    |
| Indiana Wesleyan University (1)             | 59.4          | 51.0          | 45.2          | 35.2                    | -                  | 49.7         | 1.5               | 129              | 38               | 3                 | 22                | 19                    |
| Oakland City University (1)                 | 47.1          | 43.1          | 40.3          | 25.7                    | 33.6               | 39.4         | 5.1               | 26               | 46               | -                 | 7                 | 2                     |
| University of Indianapolis (1)              | 67.6          | 57.6          | 47.1          | 40.5                    | -                  | 52.8         | 1.1               | 138              | 53               | 44                | 17                | 15                    |
| University of Notre Dame (1)                | 121.2         | 80.6          | 70.6          | 50.9                    | 46.1               | 90.3         | -4.6              | 877              | 27               | 65                | -                 | 26                    |
| <b>IOWA</b>                                 |               |               |               |                         |                    |              |                   |                  |                  |                   |                   |                       |
| <i>Public</i>                               |               |               |               |                         |                    |              |                   |                  |                  |                   |                   |                       |
| <b>AA</b>                                   |               |               |               |                         |                    |              |                   |                  |                  |                   |                   |                       |
| Des Moines Area Community College (1)       | -             | -             | -             | -                       | 48.7               | 48.7         | 0.7               | 206              | 54               | -                 | 28                | 15                    |
| Eastern Iowa Community College District (1) | -             | -             | -             | 44.6                    | -                  | 44.6         | 1.5               | 108              | 54               | -                 | 26                | 13                    |
| Ellsworth Community College (1)             | 51.0          | 40.7          | 37.2          | 32.2                    | -                  | 42.5         | 2.2               | 41               | 39               | -                 | -                 | 16                    |
| Hawkeye Community College (1)               | -             | -             | -             | -                       | 43.6               | 43.6         | 4.4               | 99               | 45               | -                 | 12                | 19                    |
| Indian Hills Community College (1)          | -             | -             | -             | 45.5                    | -                  | 45.5         | 3.6               | 81               | 59               | -                 | 38                | 17                    |
| Iowa Central Community College (1)          | 47.9          | 46.8          | 50.5          | 45.9                    | -                  | 46.9         | 0.5               | 50               | 46               | -                 | 26                | 12                    |
| Iowa Lakes Community College (1)            | 46.9          | 41.3          | 33.7          | 37.4                    | -                  | 42.4         | 5.8               | 40               | 50               | -                 | 55                | 20                    |
| Iowa Western Community College (1)          | 52.9          | 43.6          | 39.5          | 35.0                    | -                  | 41.4         | 4.1               | 76               | 51               | -                 | 24                | 14                    |
| Kirkwood Community College (1)              | 54.8          | 46.3          | 43.4          | 40.1                    | -                  | 45.8         | 4.5               | 151              | 47               | -                 | 45                | 16                    |
| Marshalltown Community College (1)          | 50.5          | 43.5          | 37.5          | 32.3                    | -                  | 43.3         | 1.7               | 44               | 52               | -                 | -                 | 17                    |
| North Iowa Area Community College (1)       | -             | -             | -             | 49.2                    | -                  | 49.2         | 4.8               | 67               | 39               | -                 | 20                | 15                    |
| Northeast Iowa Community College-Calmar (1) | -             | -             | -             | -                       | 41.3               | 41.3         | 0.2               | 102              | 66               | -                 | 19                | 18                    |
| Northwest Iowa Community College (1)        | -             | -             | -             | -                       | 37.7               | 37.7         | 3.6               | 23               | 35               | -                 | 39                | 15                    |
| Southeastern Community College (1)          | -             | -             | -             | 54.7                    | -                  | 54.7         | 4.4               | 57               | 40               | -                 | 34                | 14                    |
| Southwestern Community College (1)          | -             | -             | -             | 33.1                    | -                  | 33.1         | -0.6              | 29               | 45               | -                 | 41                | 13                    |
| Western Iowa Tech Community College (1)     | -             | -             | -             | 40.9                    | -                  | 40.9         | 4.6               | 73               | 55               | -                 | 17                | 16                    |
| <b>DOCTORAL</b>                             |               |               |               |                         |                    |              |                   |                  |                  |                   |                   |                       |
| Iowa State University (1)                   | 95.9          | 72.3          | 61.3          | 37.5                    | -                  | 70.3         | 0.4               | 960              | 33               | 70                | 14                | 21                    |
| University of Iowa (1)                      | 100.6         | 69.4          | 60.7          | 49.1                    | -                  | 77.4         | -2.7              | 861              | 35               | 54                | 26                | 22                    |
| University of Northern Iowa (1)             | 79.0          | 62.7          | 53.0          | 44.8                    | -                  | 61.4         | 0.7               | 580              | 44               | 78                | 3                 | 20                    |
| <i>Private</i>                              |               |               |               |                         |                    |              |                   |                  |                  |                   |                   |                       |
| <b>AA</b>                                   |               |               |               |                         |                    |              |                   |                  |                  |                   |                   |                       |
| AIB College of Business (1)                 | 33.1          | -             | -             | -                       | -                  | 33.1         | 24.7              | 3                | 100              | -                 | 87                | 6                     |
| St Luke's College (1)                       | -             | -             | 57.0          | 42.1                    | -                  | 49.6         | -3.4              | 8                | 100              | -                 | 50                | 9                     |
| <b>BA</b>                                   |               |               |               |                         |                    |              |                   |                  |                  |                   |                   |                       |
| Central College (1)                         | 59.7          | 52.0          | 46.1          | 39.6                    | -                  | 52.3         | 4.9               | 86               | 36               | 78                | 1                 | 14                    |
| Cornell College (1)                         | 69.3          | 52.4          | 47.0          | 29.6                    | 37.4               | 55.6         | 2.4               | 93               | 48               | 62                | -                 | 13                    |

|  | Prof.<br>(\$) | Assoc.<br>(\$) | Asst.<br>(\$) | Inst./<br>Lect.<br>(\$) | No<br>Rank<br>(\$) | Avg.<br>(\$) | %<br>Chng.<br>(%) | #<br>Fac.<br>(#) | %<br>Fem.<br>(%) | %<br>Ten.†<br>(%) | %<br>11/12<br>(%) | Avg.<br>Bene.<br>(\$) |
|--|---------------|----------------|---------------|-------------------------|--------------------|--------------|-------------------|------------------|------------------|-------------------|-------------------|-----------------------|
| Divine Word College (1)                | 47.6          | 49.5           | 38.3          | 32.5                    | —                  | 42.0         | 6.2               | 18               | 61               | 35                | —                 | 15                    |
| Emmaus Bible College (1)               | —             | —              | —             | —                       | 26.6               | 26.6         | -26.2             | 26               | 19               | —                 | —                 | 7                     |
| Grinnell College (1)                   | 101.3         | 75.9           | 58.5          | 51.7                    | —                  | 73.2         | 1.8               | 180              | 44               | 63                | —                 | 20                    |
| Iowa Wesleyan College (1)              | 40.0          | 41.0           | 37.9          | 39.0                    | 30.0               | 39.3         | 5.6               | 39               | 38               | 54                | 7                 | 13                    |
| Luther College (1)                     | 70.3          | 56.6           | 47.5          | 41.7                    | —                  | 55.6         | 3.0               | 182              | 37               | 64                | —                 | 18                    |
| Mercy College of Health Sciences (1)   | —             | 42.1           | 38.2          | 34.0                    | —                  | 38.7         | 1.5               | 8                | 100              | —                 | 79                | 11                    |
| Mount Mercy College (1)                | 55.6          | 49.2           | 42.4          | 35.9                    | —                  | 47.4         | 2.7               | 70               | 60               | 75                | 3                 | 15                    |
| Northwestern College (1)               | 61.3          | 51.6           | 45.3          | 41.5                    | 53.0               | 50.5         | 3.5               | 78               | 32               | 67                | —                 | 15                    |
| Vennard College (1)                    | —             | —              | —             | —                       | —                  | —            | —                 | —                | —                | —                 | 100               | —                     |
| Waldorf College (1)                    | 47.6          | 43.6           | 34.1          | 31.4                    | —                  | 40.4         | -0.9              | 35               | 46               | 64                | 10                | 6                     |
| Wartburg College (1)                   | 63.5          | 53.7           | 48.3          | 47.1                    | 54.2               | 54.4         | 2.4               | 106              | 42               | 51                | —                 | 18                    |
| William Penn University (1)            | —             | —              | —             | —                       | —                  | —            | —                 | —                | —                | 42                | 100               | —                     |
| <b>BA+</b>                             |               |                |               |                         |                    |              |                   |                  |                  |                   |                   |                       |
| Allen College (1)                      | 61.3          | 54.8           | 48.2          | 44.6                    | —                  | 51.5         | 3.3               | 17               | 100              | —                 | 11                | 13                    |
| Briar Cliff University (1)             | 52.2          | 44.8           | 40.1          | 37.8                    | —                  | 44.1         | 8.1               | 55               | 51               | 55                | —                 | 10                    |
| Buena Vista University (1)             | 77.0          | 55.9           | 49.8          | 40.8                    | —                  | 56.8         | 2.2               | 80               | 45               | 64                | 1                 | 16                    |
| Coe College (1)                        | 67.1          | 52.7           | 46.3          | —                       | 30.0               | 54.7         | -1.6              | 88               | 32               | 74                | 5                 | 17                    |
| Dordt College (1)                      | 60.2          | 53.2           | 45.3          | 42.6                    | —                  | 52.5         | 2.6               | 77               | 16               | —                 | —                 | 21                    |
| Graceland University-Lamoni (1)        | 58.2          | 46.2           | 39.2          | 38.5                    | —                  | 44.3         | -3.5              | 70               | 40               | 37                | 16                | 20                    |
| Grand View College (1)                 | 50.8          | 44.7           | 40.1          | 38.9                    | —                  | 45.2         | 9.2               | 86               | 58               | 52                | —                 | 14                    |
| Loras College (1)                      | 60.0          | 48.6           | 42.9          | 39.9                    | —                  | 51.1         | 5.4               | 114              | 31               | 82                | —                 | 12                    |
| Morningside College (1)                | 53.4          | 47.3           | 41.5          | 36.8                    | —                  | 46.1         | 3.4               | 62               | 44               | 65                | 5                 | 15                    |
| Palmer College of Chiropractic (1)     | —             | —              | —             | —                       | —                  | —            | —                 | —                | —                | —                 | 100               | —                     |
| Simpson College (1)                    | 66.8          | 50.7           | 47.9          | 35.2                    | —                  | 54.7         | 3.3               | 88               | 36               | 78                | 1                 | 16                    |
| Upper Iowa University (1)              | 59.9          | 50.3           | 43.8          | 34.5                    | —                  | 47.7         | 5.8               | 33               | 33               | 50                | —                 | 12                    |
| <b>DOCTORAL</b>                        |               |                |               |                         |                    |              |                   |                  |                  |                   |                   |                       |
| Clarke College (1)                     | 57.3          | 48.0           | 44.7          | 41.4                    | —                  | 46.2         | 3.0               | 80               | 65               | 42                | 5                 | 10                    |
| Drake University (1)                   | 87.6          | 64.7           | 51.7          | 39.3                    | —                  | 67.2         | 5.5               | 223              | 39               | 72                | 9                 | 18                    |
| Maharishi University of Management (1) | 20.6          | 10.0           | 14.6          | 3.7                     | —                  | 12.6         | 17.3              | 39               | 18               | —                 | —                 | 15                    |
| Saint Ambrose University (1)           | 61.7          | 53.1           | 44.5          | 36.2                    | —                  | 53.7         | 3.5               | 125              | 41               | 76                | 25                | 10                    |
| University of Dubuque (1)              | 55.7          | 57.1           | 48.7          | 37.7                    | 32.1               | 47.9         | -0.6              | 69               | 33               | 29                | —                 | 8                     |
| <b>KANSAS</b>                          |               |                |               |                         |                    |              |                   |                  |                  |                   |                   |                       |
| <i>Public</i>                          |               |                |               |                         |                    |              |                   |                  |                  |                   |                   |                       |
| <b>AA</b>                              |               |                |               |                         |                    |              |                   |                  |                  |                   |                   |                       |
| Allen County Community College (1)     | —             | —              | —             | 35.1                    | —                  | 35.1         | 4.7               | 35               | 37               | 69                | —                 | 7                     |
| Barton County Community College (1)    | —             | —              | —             | —                       | 37.3               | 37.3         | 2.1               | 45               | 49               | 71                | 38                | 10                    |
| Butler County Community College (1)    | —             | —              | —             | 45.8                    | —                  | 45.8         | 2.8               | 145              | 56               | —                 | —                 | 10                    |
| Cloud County Community College (1)     | —             | —              | —             | 36.1                    | —                  | 36.1         | 7.7               | 37               | 43               | 77                | 16                | 8                     |
| Coffeyville Community College (1)      | —             | —              | —             | 39.9                    | —                  | 39.9         | 1.5               | 29               | 52               | 74                | 37                | 8                     |
| Coffeyville Community College (1)      | —             | —              | —             | 43.3                    | —                  | 43.3         | 8.0               | 16               | 19               | 56                | —                 | 8                     |
| Colby Community College (1)            | —             | —              | —             | 37.6                    | —                  | 37.6         | -0.7              | 56               | 55               | 73                | —                 | 8                     |
| Cowley County Community College (1)    | —             | —              | —             | 39.9                    | —                  | 39.9         | 3.1               | 46               | 48               | 76                | —                 | 11                    |
| Dodge City Community College (1)       | 44.8          | 38.4           | 34.1          | 31.6                    | —                  | 40.2         | 2.4               | 56               | 43               | 71                | —                 | 9                     |
| Flint Hills Technical College (1)      | —             | —              | —             | 40.6                    | —                  | 40.6         | 2.4               | 16               | 31               | 93                | 30                | 6                     |
| Fort Scott Community College (1)       | —             | —              | —             | 37.3                    | —                  | 37.3         | -1.6              | 34               | 41               | 58                | 32                | 9                     |
| Garden City Community College (1)      | —             | —              | —             | 44.8                    | —                  | 44.8         | 5.9               | 61               | 46               | 85                | 5                 | 9                     |
| Highland Community College (1)         | —             | —              | —             | 38.1                    | 30.6               | 37.9         | 1.4               | 36               | 39               | 78                | —                 | 8                     |
| Hutchinson Community College (1)       | —             | —              | —             | 44.0                    | —                  | 44.0         | 0.7               | 97               | 51               | 74                | 13                | 12                    |
| Independence Community College (1)     | 41.8          | 35.6           | —             | —                       | —                  | 39.1         | 0.7               | 28               | 36               | 59                | 3                 | 7                     |



|  | Prof.<br>(\$) | Assoc.<br>(\$) | Asst.<br>(\$) | Inst./<br>Lect.<br>(\$) | No<br>Rank<br>(\$) | Avg.<br>(\$) | %<br>Chng.<br>(%) | #<br>Fac.<br>(#) | %<br>Fem.<br>(%) | %<br>Ten.†<br>(%) | %<br>11/12<br>(%) | Avg.<br>Bene.<br>(\$) |
|--|---------------|----------------|---------------|-------------------------|--------------------|--------------|-------------------|------------------|------------------|-------------------|-------------------|-----------------------|
| Johnson County Community College (1)                   | 62.7          | 52.2           | 46.9          | –                       | –                  | 57.6         | 2.2               | 286              | 49               | –                 | 7                 | 22                    |
| Kansas City Kansas Community College (1)               | 64.4          | 54.4           | 47.1          | 40.3                    | –                  | 56.8         | 3.7               | 108              | 47               | –                 | –                 | 13                    |
| Labette Community College (1)                          | –             | –              | –             | 39.9                    | –                  | 39.9         | 5.0               | 26               | 46               | 63                | 13                | 9                     |
| Manhattan Area Technical College (1)                   | –             | –              | –             | 46.0                    | –                  | 46.0         | 11.1              | 18               | 22               | –                 | 22                | 7                     |
| Neosho County Community College (1)                    | –             | –              | –             | 36.4                    | –                  | 36.4         | 1.6               | 36               | 47               | 57                | 14                | 9                     |
| North Central Kansas Technical College (1)             | –             | –              | –             | 34.7                    | 22.6               | 33.8         | 6.2               | 41               | 34               | 75                | 7                 | 9                     |
| Northeast Kansas Technical College (1)                 | –             | –              | –             | 37.5                    | –                  | 37.5         | –0.9              | 22               | 32               | 45                | –                 | 8                     |
| Northwest Kansas Technical College (1)                 | –             | –              | –             | –                       | –                  | –            | –                 | –                | –                | 55                | 100               | –                     |
| Pratt Community College (1)                            | –             | –              | –             | 36.0                    | –                  | 36.0         | –0.1              | 36               | 58               | 79                | 14                | 8                     |
| Seward County Community College (1)                    | –             | –              | –             | 36.7                    | –                  | 36.7         | 3.4               | 36               | 53               | –                 | 23                | 10                    |
| Wichita Area Technical College (1)                     | –             | –              | –             | –                       | 43.7               | 43.7         | –                 | 36               | 50               | 69                | –                 | 13                    |
| <b>BA</b>  |               |                |               |                         |                    |              |                   |                  |                  |                   |                   |                       |
| Haskell Indian Nations University (1)                  | –             | –              | –             | 53.7                    | –                  | 53.7         | –2.0              | 42               | 57               | –                 | 5                 | 13                    |
| <b>BA+</b>   |               |                |               |                         |                    |              |                   |                  |                  |                   |                   |                       |
| Fort Hays State University (1)                         | 66.2          | 53.1           | 45.3          | 38.1                    | –                  | 48.1         | 2.1               | 223              | 41               | 62                | 18                | 13                    |
| Pittsburg State University (1)                         | 69.7          | 53.3           | 47.7          | 40.1                    | –                  | 54.6         | 1.8               | 248              | 40               | 76                | 15                | 16                    |
| Washburn University (1)                                | 87.8          | 62.7           | 48.8          | 37.8                    | –                  | 61.0         | 2.6               | 241              | 45               | 55                | 7                 | 16                    |
| <b>DOCTORAL</b>  |               |                |               |                         |                    |              |                   |                  |                  |                   |                   |                       |
| Emporia State University (1)                           | 64.1          | 55.2           | 46.6          | 36.5                    | –                  | 51.0         | 1.2               | 230              | 41               | 56                | 9                 | 15                    |
| Kansas State University (1)                            | 82.9          | 64.8           | 54.8          | 40.3                    | –                  | 64.2         | 3.7               | 715              | 33               | 75                | 19                | 15                    |
| University of Kansas Main Campus (1)                   | 98.2          | 68.6           | 59.2          | 40.6                    | –                  | 76.5         | 4.9               | 1,016            | 33               | 71                | 4                 | 19                    |
| University of Kansas Medical Center (1)                | –             | 75.3           | 55.3          | 44.8                    | –                  | 58.4         | –1.6              | 22               | 95               | 53                | 82                | 16                    |
| Wichita State University (1)                           | 81.4          | 64.5           | 54.9          | 39.9                    | –                  | 62.8         | 4.3               | 430              | 37               | 75                | 8                 | 17                    |
| <i>Private</i>   |               |                |               |                         |                    |              |                   |                  |                  |                   |                   |                       |
| <b>AA</b>  |               |                |               |                         |                    |              |                   |                  |                  |                   |                   |                       |
| Donnelly College (1)                                   | –             | –              | –             | 27.3                    | –                  | 27.3         | –0.5              | 14               | 57               | –                 | 18                | 5                     |
| Hesston College (1)                                    | –             | –              | –             | –                       | 36.7               | 36.7         | 8.6               | 33               | 39               | –                 | 11                | 10                    |
| <b>BA</b>  |               |                |               |                         |                    |              |                   |                  |                  |                   |                   |                       |
| Baker University College of Arts and Sciences (1)      | 57.0          | 48.1           | 43.4          | –                       | –                  | 49.7         | 1.6               | 59               | 41               | 78                | –                 | 14                    |
| Barclay College (1)                                    | –             | 30.8           | 28.5          | 26.2                    | –                  | 28.5         | –2.2              | 5                | 40               | –                 | –                 | 13                    |
| Bethany College (1)                                    | 38.6          | 34.4           | 30.6          | –                       | –                  | 33.5         | 3.0               | 40               | 40               | 54                | –                 | 9                     |
| Bethel College (1)                                     | 44.5          | 40.5           | 33.1          | 28.3                    | –                  | 39.2         | 4.6               | 41               | 44               | 50                | 2                 | 13                    |
| Central Christian College of Kansas (1)                | –             | –              | –             | –                       | 29.1               | 29.1         | 0.8               | 17               | 24               | –                 | –                 | 10                    |
| Manhattan Christian College (1)                        | 46.7          | 42.0           | 40.1          | –                       | –                  | 41.6         | 13.9              | 11               | 27               | –                 | –                 | 18                    |
| McPherson College (1)                                  | 50.0          | 44.2           | 37.4          | 30.4                    | –                  | 41.8         | –0.0              | 34               | 29               | 64                | –                 | 11                    |
| Ottawa University (1)                                  | 57.2          | 44.5           | 42.0          | 34.1                    | –                  | 43.6         | 5.5               | 20               | 45               | 41                | –                 | 11                    |
| Sterling College (1)                                   | 48.2          | 37.0           | 37.1          | 22.6                    | –                  | 37.2         | –                 | 37               | 41               | 49                | –                 | 7                     |
| <b>BA+</b>   |               |                |               |                         |                    |              |                   |                  |                  |                   |                   |                       |
| Baker University School of Professional and Gradua (1) | –             | –              | –             | –                       | –                  | –            | –                 | –                | –                | –                 | 100               | –                     |
| Benedictine College (1)                                | 50.3          | 46.6           | 43.4          | 34.4                    | –                  | 44.9         | 3.8               | 66               | 33               | 56                | –                 | 9                     |
| Central Baptist Theological Seminary (1)               | –             | –              | –             | –                       | –                  | –            | –                 | –                | –                | 75                | 100               | –                     |
| Friends University (1)                                 | 58.3          | 52.9           | 45.8          | 42.0                    | –                  | 50.7         | 3.8               | 59               | 47               | 25                | 18                | 13                    |
| Kansas Wesleyan University (1)                         | 45.4          | 40.2           | 38.0          | 36.9                    | 28.0               | 40.3         | 2.0               | 38               | 42               | 71                | –                 | 12                    |
| MidAmerica Nazarene University (1)                     | 54.9          | 44.2           | 38.9          | –                       | –                  | 45.2         | 5.0               | 63               | 40               | –                 | 18                | 15                    |
| Newman University (1)                                  | 52.9          | 47.1           | 43.0          | 37.7                    | –                  | 45.3         | 4.7               | 60               | 55               | 11                | 24                | 11                    |
| Ottawa University-Kansas City (1)                      | –             | –              | –             | –                       | –                  | –            | –                 | –                | –                | 80                | 100               | –                     |
| Southwestern College (1)                               | 53.5          | 44.0           | 38.0          | –                       | –                  | 44.1         | 4.4               | 38               | 39               | 71                | 17                | 11                    |
| Tabor College (1)                                      | 39.3          | 33.5           | 28.6          | 27.9                    | –                  | 33.1         | 0.1               | 34               | 38               | 49                | –                 | 9                     |
| University of Saint Mary (1)                           | 42.8          | 35.7           | 36.5          | 32.5                    | –                  | 36.7         | 2.0               | 26               | 58               | 62                | –                 | 7                     |

|  | Prof.<br>(\$) | Assc.<br>(\$) | Asst.<br>(\$) | Inst./<br>Lect.<br>(\$) | No<br>Rank<br>(\$) | Avg.<br>(\$) | %<br>Chng.<br>(%) | #<br>Fac.<br>(#) | %<br>Fem.<br>(%) | %<br>Ten.†<br>(%) | %<br>11/12<br>(%) | Avg.<br>Bene.<br>(\$) |
|--|---------------|---------------|---------------|-------------------------|--------------------|--------------|-------------------|------------------|------------------|-------------------|-------------------|-----------------------|
| <b>KENTUCKY</b>  |               |               |               |                         |                    |              |                   |                  |                  |                   |                   |                       |
| <i>Public</i>  |               |               |               |                         |                    |              |                   |                  |                  |                   |                   |                       |
| <b>AA</b>  |               |               |               |                         |                    |              |                   |                  |                  |                   |                   |                       |
| Ashland Community and Technical College (1)            | 55.1          | 47.9          | 40.9          | 35.7                    | —                  | 47.6         | -2.0              | 71               | 52               | 64                | 20                | 12                    |
| Big Sandy Community and Technical College (1)          | 54.8          | 45.0          | 40.7          | 33.7                    | —                  | 44.7         | -0.8              | 88               | 53               | 50                | 21                | 13                    |
| Bowling Green Technical College (1)                    | 57.2          | 50.9          | 43.0          | 35.2                    | —                  | 43.4         | 1.2               | 40               | 25               | —                 | 34                | 11                    |
| Central Kentucky Technical College (1)                 | 55.9          | 52.3          | 42.3          | 39.6                    | —                  | 46.5         | 5.1               | 69               | 46               | —                 | 32                | 12                    |
| Elizabethtown Community and Technical College (1)      | 57.3          | 45.5          | 38.2          | 34.7                    | —                  | 45.3         | 3.0               | 113              | 50               | 55                | 5                 | 12                    |
| Gateway Community and Technical College (1)            | 59.6          | 50.1          | 46.3          | 40.6                    | —                  | 46.9         | 4.1               | 46               | 48               | —                 | 31                | 12                    |
| Hazard Community and Technical College (1)             | 55.9          | 46.8          | 39.1          | 36.7                    | —                  | 47.0         | 5.0               | 96               | 55               | 66                | 17                | 13                    |
| Henderson Community College (1)                        | 54.1          | 46.1          | 40.4          | 38.8                    | —                  | 49.1         | 4.6               | 42               | 71               | 83                | 9                 | 13                    |
| Hopkinsville Community College (1)                     | 58.0          | 44.0          | 38.2          | 36.1                    | —                  | 45.8         | 6.2               | 50               | 48               | 65                | 21                | 12                    |
| Jefferson Community College (1)                        | 54.6          | 47.0          | 41.6          | 39.6                    | —                  | 47.2         | 1.8               | 249              | 57               | 67                | 18                | 13                    |
| Lexington Community College (1)                        | 55.5          | 47.5          | 38.6          | 34.9                    | —                  | 46.3         | 2.5               | 160              | 56               | 77                | 3                 | 13                    |
| Madisonville Community College (1)                     | 55.8          | 45.2          | 40.8          | 36.6                    | —                  | 45.6         | 3.3               | 85               | 61               | 47                | 15                | 13                    |
| Maysville Community and Technical College (1)          | 55.8          | 45.6          | 39.8          | 37.9                    | —                  | 45.5         | 5.7               | 69               | 65               | 44                | 18                | 13                    |
| Owensboro Community and Technical College (1)          | 53.8          | 49.4          | 40.6          | 38.9                    | —                  | 46.6         | 2.9               | 83               | 51               | 54                | 9                 | 13                    |
| Somerset Community College (1)                         | 55.5          | 44.9          | 40.0          | 33.8                    | —                  | 45.2         | 1.8               | 129              | 46               | 48                | 13                | 13                    |
| Southeast Kentucky Community and Technical College (1) | 54.2          | 45.3          | 38.5          | 37.1                    | —                  | 48.0         | 5.8               | 84               | 46               | 66                | 24                | 14                    |
| West Kentucky Community and Technical College (1)      | 55.7          | 47.6          | 40.7          | 34.7                    | —                  | 48.1         | 3.7               | 105              | 60               | 43                | 19                | 13                    |
| <b>BA+</b>   |               |               |               |                         |                    |              |                   |                  |                  |                   |                   |                       |
| Eastern Kentucky University (1)                        | 76.2          | 59.6          | 50.2          | 43.2                    | 40.6               | 56.4         | 5.3               | 569              | 51               | 72                | 5                 | 16                    |
| Kentucky State University (1)                          | 65.1          | 52.8          | 44.6          | 34.3                    | —                  | 50.1         | 1.2               | 134              | 37               | 67                | 12                | 11                    |
| Morehead State University (1)                          | 71.6          | 56.3          | 49.2          | 34.8                    | —                  | 52.2         | 0.7               | 378              | 45               | 58                | —                 | 17                    |
| Murray State University (1)                            | 76.5          | 60.2          | 50.8          | 40.4                    | —                  | 56.7         | 5.6               | 332              | 39               | 59                | 14                | 15                    |
| Northern Kentucky University (1)                       | 79.0          | 61.9          | 60.7          | 38.2                    | 43.2               | 56.4         | 6.0               | 479              | 48               | 53                | 12                | 14                    |
| <b>DOCTORAL</b>  |               |               |               |                         |                    |              |                   |                  |                  |                   |                   |                       |
| University of Kentucky (1)                             | 94.6          | 66.7          | 61.1          | 46.6                    | —                  | 72.8         | 3.6               | 873              | 32               | 74                | 28                | 17                    |
| University of Louisville (1)                           | 92.5          | 69.4          | 52.6          | 41.5                    | 71.9               | 69.2         | 3.7               | 530              | 41               | 67                | 34                | 18                    |
| Western Kentucky University (1)                        | 75.7          | 59.5          | 50.3          | 37.6                    | 43.0               | 54.6         | 2.6               | 641              | 44               | 54                | 7                 | 17                    |
| <i>Private</i>   |               |               |               |                         |                    |              |                   |                  |                  |                   |                   |                       |
| <b>BA</b>  |               |               |               |                         |                    |              |                   |                  |                  |                   |                   |                       |
| Alice Lloyd College (1)                                | 39.9          | 34.4          | 30.0          | 25.5                    | —                  | 31.5         | 13.9              | 29               | 31               | —                 | —                 | 11                    |
| Berea College (1)                                      | 71.9          | 58.2          | 52.4          | 41.7                    | —                  | 60.4         | 2.5               | 128              | 41               | 73                | 6                 | 18                    |
| Centre College (1)                                     | 74.9          | 61.8          | 50.1          | 43.8                    | —                  | 62.9         | 3.9               | 96               | 33               | 76                | —                 | 15                    |
| Clear Creek Baptist Bible College (1)                  | 37.6          | 34.1          | —             | —                       | —                  | 35.9         | 9.0               | 6                | 0                | —                 | —                 | 27                    |
| Kentucky Mountain Bible College (1)                    | 5.3           | —             | —             | —                       | —                  | 5.3          | —                 | 4                | 50               | —                 | —                 | 5                     |
| Kentucky Wesleyan College (1)                          | 49.0          | 44.9          | 35.4          | 49.2                    | 33.6               | 43.2         | 6.8               | 34               | 26               | 70                | —                 | 15                    |
| Mid-Continent University (1)                           | —             | —             | —             | —                       | —                  | —            | —                 | —                | —                | 29                | 100               | —                     |
| Midway College (1)                                     | 49.3          | 42.5          | 39.4          | 37.1                    | —                  | 39.3         | 6.7               | 32               | 66               | 26                | 20                | 8                     |
| Pikeville College (1)                                  | 51.5          | 41.5          | 37.6          | 30.3                    | —                  | 42.7         | 4.6               | 54               | 59               | —                 | 2                 | 9                     |
| Saint Catharine College (1)                            | 38.9          | 33.8          | 34.5          | 32.1                    | —                  | 33.8         | 4.0               | 28               | 39               | —                 | 32                | 9                     |
| Transylvania University (1)                            | 75.8          | 57.0          | 44.8          | 47.1                    | —                  | 60.6         | 3.5               | 81               | 37               | 79                | —                 | 16                    |
| <b>BA+</b>   |               |               |               |                         |                    |              |                   |                  |                  |                   |                   |                       |
| Asbury College (1)                                     | 53.4          | 46.4          | 40.1          | 34.7                    | —                  | 48.5         | 1.4               | 86               | 29               | 79                | —                 | 15                    |
| Brescia University (1)                                 | 54.4          | 43.6          | 38.7          | 30.6                    | —                  | 41.9         | 0.2               | 37               | 46               | 49                | 5                 | 10                    |
| Campbellsville University (1)                          | 49.8          | 43.7          | 40.1          | 32.3                    | —                  | 42.2         | 3.6               | 81               | 46               | 43                | 6                 | 9                     |
| Georgetown College (1)                                 | 62.7          | 48.8          | 42.3          | 45.7                    | 35.8               | 49.4         | 5.5               | 93               | 40               | 73                | 8                 | 11                    |
| Kentucky Christian University (1)                      | 43.1          | 38.7          | 37.8          | 31.5                    | —                  | 39.7         | -0.4              | 33               | 33               | —                 | 6                 | 19                    |

|  | Prof.<br>(\$) | Assc.<br>(\$) | Asst.<br>(\$) | Inst./<br>Lect.<br>(\$) | No<br>Rank<br>(\$) | Avg.<br>(\$) | %<br>Chng.<br>(%) | #<br>Fac.<br>(#) | %<br>Fem.<br>(%) | %<br>Ten.†<br>(%) | %<br>11/12<br>(%) | Avg.<br>Bene.<br>(\$) |
|--|---------------|---------------|---------------|-------------------------|--------------------|--------------|-------------------|------------------|------------------|-------------------|-------------------|-----------------------|
| Lindsey Wilson College (1)                             | 56.8          | 45.6          | 40.2          | 33.7                    | –                  | 44.5         | 2.9               | 56               | 38               | –                 | 20                | 10                    |
| Thomas More College (1)                                | 52.1          | 48.8          | 39.3          | 31.2                    | –                  | 46.1         | 4.9               | 70               | 47               | 75                | –                 | 13                    |
| Union College (1)                                      | 40.2          | 35.7          | 36.0          | 28.8                    | –                  | 36.5         | –1.1              | 42               | 36               | 41                | 9                 | 11                    |
| University of the Cumberlands (1)                      | 45.6          | 41.8          | 39.6          | 37.3                    | –                  | 42.1         | 4.4               | 86               | 36               | 46                | –                 | 12                    |
| <b>DOCTORAL</b>  |               |               |               |                         |                    |              |                   |                  |                  |                   |                   |                       |
| Bellarmine University (1)                              | 75.1          | 59.9          | 47.6          | 41.9                    | –                  | 59.2         | 4.7               | 98               | 44               | 66                | 14                | 15                    |
| Spalding University (1)                                | 52.2          | 47.3          | 43.4          | –                       | –                  | 46.6         | 4.5               | 59               | 66               | 53                | 22                | 12                    |
| <b>LOUISIANA</b>                                       |               |               |               |                         |                    |              |                   |                  |                  |                   |                   |                       |
| <i>Public</i>  |               |               |               |                         |                    |              |                   |                  |                  |                   |                   |                       |
| <b>AA</b>  |               |               |               |                         |                    |              |                   |                  |                  |                   |                   |                       |
| Baton Rouge Community College (1)                      | –             | –             | 39.3          | 32.2                    | –                  | 34.9         | –3.6              | 85               | 61               | 2                 | –                 | 8                     |
| Bossier Parish Community College (1)                   | 48.8          | 44.9          | 43.2          | 34.7                    | 33.5               | 40.3         | 1.4               | 106              | 68               | 61                | –                 | 8                     |
| Delgado Community College (1)                          | 60.6          | 52.9          | 45.7          | 36.3                    | –                  | 45.6         | 4.2               | 352              | 64               | 52                | 5                 | 0                     |
| Delta Community College (1)                            | –             | 43.0          | 32.9          | 32.7                    | –                  | 33.2         | –5.6              | 26               | 50               | –                 | –                 | 11                    |
| L E Fletcher Technical Community College (1)           | –             | –             | –             | 28.8                    | –                  | 28.8         | –9.5              | 21               | 62               | 20                | 49                | 9                     |
| Louisiana State University-Eunice (1)                  | 54.6          | 43.5          | 38.2          | 34.4                    | –                  | 41.9         | –2.4              | 65               | 52               | 52                | 12                | 11                    |
| Louisiana Technical College-Acadian Campus (1)         | –             | –             | –             | –                       | –                  | –            | –                 | –                | –                | 92                | 100               | –                     |
| Louisiana Technical College-Alexandria Campus (1)      | –             | –             | –             | 32.4                    | –                  | 32.4         | –                 | 3                | 33               | 63                | 84                | 8                     |
| Louisiana Technical College-Ascension Campus (1)       | –             | –             | –             | 34.9                    | –                  | 34.9         | –                 | 4                | 25               | 50                | 50                | 4                     |
| Louisiana Technical College-Baton Rouge Campus (1)     | –             | –             | –             | 34.6                    | –                  | 34.6         | –9.4              | 3                | 67               | 50                | 93                | 6                     |
| Louisiana Technical College-Delta-Ouachita Campus (1)  | –             | –             | –             | 35.3                    | –                  | 35.3         | 1.8               | 2                | 50               | 37                | 89                | 6                     |
| Louisiana Technical College-Florida Parishes (1)       | –             | –             | –             | –                       | –                  | –            | –                 | –                | –                | 20                | 100               | –                     |
| Louisiana Technical College-Folkes Campus (1)          | –             | –             | –             | –                       | –                  | –            | –                 | –                | –                | 26                | 100               | –                     |
| Louisiana Technical College-Gulf Area Campus (1)       | –             | –             | –             | 31.3                    | –                  | 31.3         | –13.8             | 2                | 100              | 45                | 90                | 5                     |
| Louisiana Technical College-Hammond Area Campus (1)    | –             | –             | –             | –                       | –                  | –            | –                 | –                | –                | 40                | 100               | –                     |
| Louisiana Technical College-Jefferson Campus (1)       | –             | –             | –             | 33.1                    | –                  | 33.1         | 2.7               | 2                | 50               | 64                | 82                | 5                     |
| Louisiana Technical College-Jumonville Memorial (1)    | –             | –             | –             | –                       | –                  | –            | –                 | –                | –                | –                 | 100               | –                     |
| Louisiana Technical College-Lafayette Campus (1)       | –             | –             | –             | –                       | –                  | –            | –                 | –                | –                | 65                | 100               | –                     |
| Louisiana Technical College-LaFourche Campus (1)       | –             | –             | –             | 32.1                    | –                  | 32.1         | –0.9              | 3                | 33               | 31                | 81                | 4                     |
| Louisiana Technical College-Lamar Salter Campus (1)    | –             | –             | –             | 34.3                    | –                  | 34.3         | –                 | 1                | 100              | 75                | 92                | 14                    |
| Louisiana Technical College-Morgan Smith Campus (1)    | –             | –             | –             | 36.3                    | –                  | 36.3         | –                 | 2                | 50               | –                 | 71                | 14                    |
| Louisiana Technical College-Natchitoches Campus (1)    | –             | –             | –             | –                       | –                  | –            | –                 | –                | –                | 85                | 100               | –                     |
| Louisiana Technical College-North Central Campus (1)   | –             | –             | –             | 32.4                    | –                  | 32.4         | 3.3               | 1                | 100              | –                 | 80                | 14                    |
| Louisiana Technical College-Northeast La Campus (1)    | –             | –             | –             | –                       | –                  | –            | –                 | –                | –                | 100               | 100               | –                     |
| Louisiana Technical College-Northwest Louisiana Ca (1) | –             | –             | –             | 31.1                    | –                  | 31.1         | –1.0              | 2                | 50               | 60                | 93                | 9                     |
| Louisiana Technical College-Oakdale Campus (1)         | –             | –             | –             | 28.3                    | –                  | 28.3         | –                 | 1                | 100              | 55                | 91                | 5                     |
| Louisiana Technical College-River Parishes Campus (1)  | –             | –             | –             | 38.0                    | –                  | 38.0         | 12.6              | 5                | 80               | 29                | 64                | 12                    |
| Louisiana Technical College-Ruston Campus (1)          | –             | –             | –             | –                       | –                  | –            | –                 | –                | –                | –                 | 100               | –                     |
| Louisiana Technical College-Shreveport-Bossier Cam (1) | –             | –             | –             | 27.6                    | –                  | 27.6         | –                 | 8                | 25               | 39                | 78                | 6                     |
| Louisiana Technical College-Sidney N Collier Campu (1) | –             | –             | –             | 32.0                    | –                  | 32.0         | –14.0             | 4                | 75               | 39                | 83                | 7                     |
| Louisiana Technical College-Slidell Campus (1)         | –             | –             | –             | 33.5                    | –                  | 33.5         | 0.8               | 9                | 67               | 35                | 65                | 7                     |
| Louisiana Technical College-Sullivan Campus (1)        | –             | –             | –             | 31.9                    | –                  | 31.9         | 13.9              | 2                | 0                | 54                | 92                | 10                    |
| Louisiana Technical College-T H Harris Campus (1)      | –             | –             | –             | 32.5                    | –                  | 32.5         | –                 | 1                | 0                | 61                | 97                | 12                    |
| Louisiana Technical College-Tallulah Campus (1)        | –             | –             | –             | 32.8                    | –                  | 32.8         | –4.3              | 2                | 50               | 29                | 86                | 5                     |
| Louisiana Technical College-Teche Area Campus (1)      | –             | –             | –             | 33.4                    | –                  | 33.4         | –3.8              | 3                | 67               | 52                | 86                | 13                    |
| Louisiana Technical College-West Jefferson Campus (1)  | –             | –             | –             | –                       | –                  | –            | –                 | –                | –                | 73                | 100               | –                     |
| Louisiana Technical College-Young Memorial Campus (1)  | –             | –             | –             | 35.6                    | –                  | 35.6         | 23.2              | 6                | 67               | 50                | 80                | 9                     |
| River Parishes Community College (1)                   | –             | –             | 39.4          | 31.1                    | –                  | 33.3         | –6.2              | 15               | 53               | –                 | 17                | 8                     |

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|--|---------------|---------------|---------------|-------------------------|--------------------|--------------|-------------------|------------------|------------------|-------------------|-------------------|-----------------------|
| South Louisiana Community College (1)                  | –             | –             | 41.3          | 35.8                    | –                  | 37.7         | 0.9               | 20               | 35               | –                 | –                 | 10                    |
| Southern University at Shreveport (1)                  | 61.3          | 44.7          | 40.0          | 34.1                    | –                  | 40.5         | –0.8              | 54               | 61               | 27                | 33                | 11                    |
| Sowela Technical Community College (1)                 | –             | –             | –             | 33.7                    | –                  | 33.7         | –                 | 7                | 43               | 49                | 89                | 7                     |
| <b>BA</b>  |               |               |               |                         |                    |              |                   |                  |                  |                   |                   |                       |
| Louisiana State University at Alexandria (1)           | 54.4          | 45.1          | 39.3          | 33.6                    | –                  | 41.9         | 1.7               | 93               | 56               | 43                | 13                | 11                    |
| <b>BA+</b>   |               |               |               |                         |                    |              |                   |                  |                  |                   |                   |                       |
| Louisiana State University-Shreveport (1)              | 57.6          | 53.2          | 48.7          | 34.6                    | –                  | 50.7         | 0.4               | 136              | 41               | 63                | 6                 | 14                    |
| McNeese State University (1)                           | 66.6          | 52.4          | 44.1          | 30.8                    | –                  | 48.6         | –1.2              | 299              | 44               | 62                | 2                 | 13                    |
| Nicholls State University (1)                          | 67.7          | 51.4          | 45.5          | 32.4                    | –                  | 46.7         | 2.3               | 269              | 51               | 49                | 7                 | 13                    |
| Northwestern State University of Louisiana (1)         | 67.8          | 54.6          | 44.4          | 33.8                    | –                  | 47.5         | –0.2              | 276              | 54               | 48                | 11                | 12                    |
| Southeastern Louisiana University (1)                  | 67.4          | 55.9          | 47.6          | 37.6                    | –                  | 48.6         | –0.3              | 477              | 55               | 43                | 5                 | 11                    |
| <b>DOCTORAL</b>  |               |               |               |                         |                    |              |                   |                  |                  |                   |                   |                       |
| Grambling State University (1)                         | 62.1          | 52.3          | 45.4          | 35.8                    | –                  | 50.1         | 5.5               | 204              | 43               | 65                | 19                | 13                    |
| Louisiana State University & Agricultural & Mechan (1) | 94.4          | 66.5          | 59.9          | 38.1                    | –                  | 67.0         | –0.1              | 1,125            | 33               | 57                | 12                | 19                    |
| Louisiana State University Health Sciences Center- (1) | –             | –             | –             | –                       | –                  | –            | –                 | –                | –                | 30                | 100               | –                     |
| Louisiana Tech University (1)                          | 65.0          | 57.1          | 51.3          | 32.5                    | –                  | 52.4         | –0.2              | 326              | 40               | 48                | 14                | 17                    |
| Southern University and A & M College (1)              | 64.0          | 52.8          | 46.8          | 35.3                    | 22.4               | 49.0         | –5.2              | 398              | 51               | 58                | 1                 | 12                    |
| University of Louisiana at Lafayette (1)               | 84.2          | 63.7          | 50.0          | 38.3                    | –                  | 59.5         | 1.3               | 527              | 40               | 56                | 1                 | 13                    |
| University of Louisiana at Monroe (1)                  | 63.7          | 53.5          | 46.6          | 33.5                    | –                  | 48.4         | 6.5               | 326              | 49               | 57                | 13                | 14                    |
| University of New Orleans (1)                          | 74.5          | 57.6          | 55.6          | 33.5                    | –                  | 58.7         | 0.4               | 507              | 37               | 62                | 7                 | 12                    |
| <i>Private</i>   |               |               |               |                         |                    |              |                   |                  |                  |                   |                   |                       |
| <b>BA</b>  |               |               |               |                         |                    |              |                   |                  |                  |                   |                   |                       |
| Louisiana College (1)                                  | 49.1          | 44.4          | 41.3          | 29.2                    | –                  | 44.2         | 2.5               | 59               | 44               | 72                | 3                 | 11                    |
| Saint Joseph Seminary College (1)                      | –             | –             | –             | –                       | 15.1               | 15.1         | –28.4             | 8                | 25               | –                 | 11                | 3                     |
| <b>BA+</b>   |               |               |               |                         |                    |              |                   |                  |                  |                   |                   |                       |
| Centenary College of Louisiana (1)                     | 66.8          | 55.4          | 47.3          | 37.6                    | –                  | 56.7         | 5.4               | 69               | 32               | 71                | 4                 | 18                    |
| Loyola University New Orleans (1)                      | 94.6          | 65.4          | 55.5          | 32.7                    | –                  | 69.9         | 4.1               | 298              | 38               | 71                | 2                 | 16                    |
| Our Lady of the Lake College (1)                       | 67.7          | 59.1          | 52.1          | 48.9                    | –                  | 52.8         | 2.8               | 40               | 78               | –                 | 27                | 5                     |
| <b>DOCTORAL</b>  |               |               |               |                         |                    |              |                   |                  |                  |                   |                   |                       |
| New Orleans Baptist Theological Seminary (1)           | –             | –             | –             | –                       | –                  | –            | –                 | –                | –                | 61                | 100               | –                     |
| Tulane University of Louisiana (1)                     | 99.4          | 69.7          | 60.6          | 41.4                    | 36.8               | 70.9         | 22.7              | 453              | 30               | 62                | 16                | 15                    |
| <b>MAINE</b>   |               |               |               |                         |                    |              |                   |                  |                  |                   |                   |                       |
| <i>Public</i>  |               |               |               |                         |                    |              |                   |                  |                  |                   |                   |                       |
| <b>AA</b>  |               |               |               |                         |                    |              |                   |                  |                  |                   |                   |                       |
| Central Maine Community College (1)                    | –             | –             | –             | 52.0                    | –                  | 52.0         | 6.3               | 50               | 26               | 68                | –                 | 35                    |
| Eastern Maine Community College (1)                    | –             | –             | –             | 49.3                    | –                  | 49.3         | 7.8               | 54               | 35               | 80                | –                 | 24                    |
| Kennebec Valley Community College (1)                  | –             | –             | –             | 47.0                    | –                  | 47.0         | 6.9               | 33               | 61               | 77                | 15                | 23                    |
| Northern Maine Community College (1)                   | –             | –             | –             | 51.4                    | –                  | 51.4         | 4.1               | 45               | 40               | –                 | –                 | 29                    |
| Southern Maine Community College (1)                   | 57.7          | 45.6          | 41.4          | 43.4                    | –                  | 48.7         | 8.1               | 94               | 38               | –                 | –                 | 24                    |
| Washington County Community College (1)                | –             | –             | –             | 49.7                    | –                  | 49.7         | 5.6               | 21               | 24               | 87                | 9                 | 26                    |
| York County Community College (1)                      | –             | –             | –             | –                       | 43.0               | 43.0         | 2.7               | 12               | 33               | –                 | –                 | 20                    |
| <b>BA</b>  |               |               |               |                         |                    |              |                   |                  |                  |                   |                   |                       |
| University of Maine at Farmington (1)                  | 60.5          | 45.9          | 39.3          | 42.4                    | –                  | 48.5         | –0.5              | 102              | 46               | 66                | –                 | 17                    |
| University of Maine at Fort Kent (1)                   | 58.8          | 49.1          | 40.3          | 38.1                    | 37.3               | 46.5         | –1.6              | 36               | 33               | 54                | –                 | 15                    |
| University of Maine at Machias (1)                     | 57.0          | 45.5          | 38.1          | –                       | –                  | 45.3         | 0.5               | 30               | 37               | 59                | –                 | 17                    |
| University of Maine at Presque Isle (1)                | 55.2          | 47.1          | 41.8          | 38.2                    | –                  | 46.8         | –2.1              | 50               | 46               | 70                | 2                 | 16                    |
| <b>BA+</b>   |               |               |               |                         |                    |              |                   |                  |                  |                   |                   |                       |
| University of Maine at Augusta (1)                     | 59.3          | 53.2          | 42.9          | 43.1                    | –                  | 52.0         | 2.1               | 88               | 53               | 72                | –                 | 17                    |

|  | Prof.<br>(\$) | Assoc.<br>(\$) | Asst.<br>(\$) | Inst./<br>Lect.<br>(\$) | No<br>Rank<br>(\$) | Avg.<br>(\$) | %<br>Chng.<br>(%) | #<br>Fac.<br>(#) | %<br>Fem.<br>(%) | %<br>Ten.†<br>(%) | %<br>11/12<br>(%) | Avg.<br>Bene.<br>(\$) |
|--|---------------|----------------|---------------|-------------------------|--------------------|--------------|-------------------|------------------|------------------|-------------------|-------------------|-----------------------|
| <b>DOCTORAL</b>                                    |               |                |               |                         |                    |              |                   |                  |                  |                   |                   |                       |
| University of Maine (1)                            | 75.0          | 63.5           | 51.1          | 45.2                    | 87.5               | 63.1         | 1.9               | 337              | 34               | 69                | 9                 | 20                    |
| University of Southern Maine (1)                   | 78.9          | 59.1           | 46.9          | 39.7                    | 35.2               | 61.1         | -1.5              | 320              | 40               | 77                | 7                 | 20                    |
| <i>Private</i>                                     |               |                |               |                         |                    |              |                   |                  |                  |                   |                   |                       |
| <b>AA</b>  |               |                |               |                         |                    |              |                   |                  |                  |                   |                   |                       |
| Central Maine Medical Center School of Nursing (1) | -             | -              | -             | 47.4                    | -                  | 47.4         | -9.1              | 9                | 89               | -                 | 25                | 9                     |
| <b>BA</b>  |               |                |               |                         |                    |              |                   |                  |                  |                   |                   |                       |
| Bates College (1)                                  | 95.5          | 73.6           | 55.7          | 53.0                    | -                  | 75.7         | 6.4               | 151              | 44               | 73                | 1                 | 23                    |
| Bowdoin College (1)                                | 114.1         | 81.1           | 63.9          | 51.3                    | -                  | 82.3         | 1.0               | 177              | 47               | 68                | -                 | 24                    |
| Colby College (1)                                  | 104.3         | 72.7           | 58.5          | 46.6                    | -                  | 81.4         | 4.7               | 165              | 44               | 76                | -                 | 23                    |
| Unity College (1)                                  | 54.5          | 44.5           | 40.4          | -                       | -                  | 46.8         | 6.8               | 28               | 29               | -                 | -                 | 12                    |
| <b>BA+</b>   |               |                |               |                         |                    |              |                   |                  |                  |                   |                   |                       |
| College of the Atlantic (1)                        | 54.8          | -              | -             | -                       | -                  | 54.8         | 1.0               | 19               | 32               | -                 | 21                | 19                    |
| Husson College (1)                                 | 61.0          | 54.3           | 48.7          | 37.3                    | -                  | 51.8         | 2.5               | 49               | 47               | 18                | 4                 | 11                    |
| Maine College of Art (1)                           | 47.9          | 42.2           | 35.1          | -                       | -                  | 39.1         | 6.0               | 29               | 59               | -                 | 9                 | 10                    |
| Saint Josephs College (1)                          | 66.6          | 55.8           | 47.0          | 39.8                    | -                  | 50.8         | 12.2              | 61               | 49               | 62                | -                 | 10                    |
| Thomas College (1)                                 | 50.7          | 43.0           | 38.4          | 38.4                    | -                  | 42.2         | 1.0               | 25               | 36               | -                 | -                 | 10                    |
| University of New England (1)                      | 72.4          | 60.0           | 49.0          | 38.3                    | -                  | 54.7         | 2.5               | 116              | 49               | 52                | 15                | 15                    |
| <b>DOCTORAL</b>                                    |               |                |               |                         |                    |              |                   |                  |                  |                   |                   |                       |
| Bangor Theological Seminary (1)                    | 56.8          | 51.6           | -             | -                       | -                  | 55.5         | 5.4               | 8                | 25               | 13                | -                 | 14                    |
| <b>MARYLAND</b>                                    |               |                |               |                         |                    |              |                   |                  |                  |                   |                   |                       |
| <i>Public</i>                                      |               |                |               |                         |                    |              |                   |                  |                  |                   |                   |                       |
| <b>AA</b>  |               |                |               |                         |                    |              |                   |                  |                  |                   |                   |                       |
| Allegany College of Maryland (1)                   | 57.9          | 44.2           | 36.7          | 31.2                    | -                  | 46.5         | 2.4               | 83               | 55               | 80                | 25                | 16                    |
| Anne Arundel Community College (1)                 | 79.7          | 61.3           | 51.9          | 46.1                    | 49.5               | 62.6         | 4.4               | 226              | 57               | 60                | 5                 | 15                    |
| Baltimore City Community College (1)               | 69.5          | 55.8           | 49.9          | 44.5                    | 73.8               | 55.8         | 5.4               | 127              | 56               | -                 | -                 | 20                    |
| Carroll Community College (1)                      | 69.8          | 54.3           | 47.5          | 40.3                    | -                  | 50.3         | 7.7               | 52               | 63               | -                 | 13                | 17                    |
| Cecil Community College (1)                        | 67.6          | 58.0           | 45.8          | 46.1                    | -                  | 56.8         | 3.6               | 35               | 66               | 24                | 15                | 15                    |
| Chesapeake College (1)                             | 64.7          | 57.5           | 51.2          | 42.2                    | -                  | 54.5         | 5.6               | 49               | 57               | 7                 | 11                | 15                    |
| College of Southern Maryland (1)                   | 73.7          | 59.3           | 52.6          | 43.2                    | -                  | 66.0         | 10.3              | 96               | 56               | 64                | 21                | 15                    |
| Frederick Community College (1)                    | 74.4          | 65.4           | 54.1          | 47.4                    | -                  | 63.3         | 4.0               | 75               | 60               | -                 | 6                 | 16                    |
| Garrett College (1)                                | 51.9          | 44.8           | 41.0          | -                       | -                  | 48.1         | 6.6               | 16               | 31               | 44                | -                 | 18                    |
| Hagerstown Community College (1)                   | 65.0          | 50.3           | 44.2          | 40.7                    | -                  | 50.7         | 1.7               | 56               | 63               | 49                | 16                | 17                    |
| Harford Community College (1)                      | 72.8          | 63.8           | 52.6          | 43.3                    | 43.5               | 54.8         | 4.2               | 93               | 55               | 46                | 5                 | 17                    |
| Howard Community College (1)                       | 72.8          | 60.4           | 50.7          | 45.6                    | -                  | 59.0         | 2.9               | 99               | 59               | -                 | 14                | 17                    |
| Montgomery College (1)                             | 75.1          | 59.0           | 51.8          | 48.4                    | -                  | 66.8         | 1.9               | 468              | 54               | 11                | -                 | 15                    |
| Prince Georges Community College (1)               | 68.2          | 53.8           | 43.8          | 37.8                    | -                  | 57.3         | 0.9               | 241              | 60               | 78                | 3                 | 12                    |
| The Community College of Baltimore County (1)      | 72.9          | 60.0           | 48.5          | 39.9                    | -                  | 55.3         | 3.1               | 305              | 57               | 41                | 14                | 17                    |
| Wor-Wic Community College (1)                      | 72.9          | 56.7           | 51.8          | 42.1                    | -                  | 52.1         | 1.7               | 49               | 65               | -                 | 13                | 14                    |
| <b>BA</b>  |               |                |               |                         |                    |              |                   |                  |                  |                   |                   |                       |
| St Mary's College of Maryland (1)                  | 79.6          | 58.9           | 47.6          | 36.3                    | -                  | 58.6         | -0.5              | 137              | 46               | 70                | -                 | 19                    |
| United States Naval Academy (1)                    | 125.2         | 103.3          | 79.1          | 61.6                    | -                  | 104.7        | 21.2              | 344              | 27               | 79                | 5                 | 18                    |
| <b>BA+</b>   |               |                |               |                         |                    |              |                   |                  |                  |                   |                   |                       |
| Coppin State University (1)                        | 81.6          | 61.8           | 54.7          | 42.8                    | -                  | 59.2         | 2.6               | 122              | 48               | 60                | 7                 | 17                    |
| Frostburg State University (1)                     | 74.4          | 59.7           | 55.1          | 37.3                    | -                  | 61.2         | 3.0               | 229              | 38               | 69                | 1                 | 16                    |
| Salisbury University (1)                           | 76.7          | 60.7           | 54.2          | 39.7                    | -                  | 58.2         | 3.2               | 321              | 45               | 56                | 1                 | 18                    |
| <b>DOCTORAL</b>                                    |               |                |               |                         |                    |              |                   |                  |                  |                   |                   |                       |
| Bowie State University (1)                         | 80.8          | 64.5           | 54.4          | 48.8                    | -                  | 58.5         | 3.8               | 177              | 45               | 58                | 8                 | 18                    |
| Morgan State University (1)                        | 85.9          | 70.8           | 58.0          | 40.5                    | 31.4               | 54.5         | -17.2             | 196              | 45               | 52                | 39                | 14                    |

|   | Prof.<br>(\$) | Assc.<br>(\$) | Asst.<br>(\$) | Inst./<br>Lect.<br>(\$) | No<br>Rank<br>(\$) | Avg.<br>(\$) | %<br>Chng.<br>(%) | #<br>Fac.<br>(#) | %<br>Fem.<br>(%) | %<br>Ten.†<br>(%) | %<br>11/12<br>(%) | Avg.<br>Bene.<br>(\$) |
|---|---------------|---------------|---------------|-------------------------|--------------------|--------------|-------------------|------------------|------------------|-------------------|-------------------|-----------------------|
| Towson University (1)                               | 80.3          | 65.6          | 53.2          | 37.1                    | —                  | 58.0         | 1.2               | 618              | 51               | 65                | 7                 | 18                    |
| University of Baltimore (1)                         | 112.7         | 84.8          | 62.6          | 60.8                    | —                  | 87.5         | 3.7               | 145              | 37               | 78                | 9                 | 26                    |
| University of Maryland-Baltimore (1)                | 144.3         | 119.7         | 93.8          | 61.9                    | —                  | 125.5        | 2.6               | 52               | 50               | 31                | 90                | 24                    |
| University of Maryland-Baltimore County (1)         | 93.4          | 69.3          | 60.2          | 48.4                    | —                  | 69.5         | 4.9               | 369              | 39               | 50                | 19                | 17                    |
| University of Maryland-College Park (1)             | 112.8         | 78.3          | 74.2          | 52.1                    | —                  | 86.1         | 3.7               | 1,071            | 37               | 42                | 30                | 20                    |
| University of Maryland-Eastern Shore (1)            | 71.7          | 61.2          | 56.8          | 44.6                    | —                  | 54.1         | 6.1               | 132              | 45               | 34                | 22                | 19                    |
| University of Maryland-University College (1)       | 37.6          | 34.8          | 38.1          | —                       | 33.8               | 34.1         | 0.3               | 114              | 50               | —                 | 48                | 3                     |
| <i>Private</i>                                      |               |               |               |                         |                    |              |                   |                  |                  |                   |                   |                       |
| <b>BA</b>   |               |               |               |                         |                    |              |                   |                  |                  |                   |                   |                       |
| Baltimore International College (1)                 | —             | —             | —             | —                       | —                  | —            | —                 | —                | —                | —                 | 100               | —                     |
| National Labor College (1)                          | —             | —             | —             | —                       | —                  | —            | —                 | —                | —                | 100               | 100               | —                     |
| Yeshiva College of the Nations Capital (1)          | —             | —             | —             | —                       | —                  | —            | —                 | —                | —                | —                 | 100               | —                     |
| <b>BA+</b>  |               |               |               |                         |                    |              |                   |                  |                  |                   |                   |                       |
| Capitol College (1)                                 | 62.2          | 47.6          | 45.6          | —                       | —                  | 52.9         | 5.1               | 12               | 33               | —                 | 20                | 11                    |
| Columbia Union College (1)                          | 53.9          | 46.6          | 47.2          | 42.2                    | —                  | 48.1         | 6.0               | 10               | 50               | —                 | 81                | 18                    |
| Goucher College (1)                                 | 86.0          | 67.7          | 51.9          | 42.5                    | —                  | 61.7         | -0.3              | 113              | 62               | 58                | —                 | 16                    |
| Hood College (1)                                    | 64.4          | 52.0          | 44.3          | 40.8                    | —                  | 52.4         | -0.7              | 81               | 52               | 65                | —                 | 14                    |
| Maryland Institute College of Art (1)               | —             | —             | —             | —                       | 62.0               | 62.0         | 14.7              | 117              | 50               | —                 | —                 | 13                    |
| McDaniel College (1)                                | 77.1          | 59.4          | 49.3          | 28.2                    | —                  | 56.2         | 4.1               | 118              | 48               | 61                | 4                 | 15                    |
| Mount St Mary's University (1)                      | 67.9          | 55.4          | 47.1          | 40.8                    | —                  | 54.1         | 4.4               | 105              | 33               | 62                | —                 | 15                    |
| Sojourner-Douglass College (1)                      | —             | —             | —             | —                       | —                  | —            | —                 | —                | —                | —                 | 100               | —                     |
| St John's College (1)                               | —             | —             | —             | —                       | 72.7               | 72.7         | —                 | 63               | 22               | 71                | —                 | 27                    |
| Villa Julie College (1)                             | 67.5          | 56.5          | 52.6          | 49.5                    | —                  | 57.2         | 3.4               | 93               | 63               | —                 | —                 | 13                    |
| Washington Bible College-Capital Bible Seminary (1) | 48.9          | 40.9          | 39.9          | —                       | —                  | 42.7         | 8.9               | 16               | 13               | —                 | —                 | 13                    |
| Washington College (1)                              | 79.2          | 67.0          | 51.3          | 57.0                    | —                  | 63.5         | 3.4               | 79               | 37               | 70                | —                 | 16                    |
| <b>DOCTORAL</b>                                     |               |               |               |                         |                    |              |                   |                  |                  |                   |                   |                       |
| Baltimore Hebrew University Inc (1)                 | —             | —             | —             | —                       | —                  | —            | —                 | —                | —                | 77                | 100               | —                     |
| College of Notre Dame of Maryland (1)               | 67.5          | 54.1          | 46.2          | 39.7                    | —                  | 55.2         | 4.4               | 78               | 69               | 37                | —                 | 13                    |
| Johns Hopkins University (1)                        | 119.3         | 85.0          | 68.9          | 46.2                    | 68.3               | 91.4         | 1.8               | 624              | 28               | 40                | 47                | 23                    |
| Loyola College in Maryland (1)                      | 97.1          | 74.0          | 59.0          | 43.5                    | —                  | 72.0         | 2.8               | 288              | 42               | 71                | 5                 | 20                    |
| Ner Israel Rabbinical College (1)                   | —             | —             | —             | —                       | —                  | —            | —                 | —                | —                | 100               | 100               | —                     |
| <b>MASSACHUSETTS</b>                                |               |               |               |                         |                    |              |                   |                  |                  |                   |                   |                       |
| <i>Public</i>                                       |               |               |               |                         |                    |              |                   |                  |                  |                   |                   |                       |
| <b>AA</b>   |               |               |               |                         |                    |              |                   |                  |                  |                   |                   |                       |
| Berkshire Community College (1)                     | 56.5          | 48.4          | 39.6          | 33.4                    | —                  | 51.1         | 1.0               | 55               | 64               | 69                | —                 | 13                    |
| Bristol Community College (1)                       | 60.1          | 47.4          | 46.3          | 38.9                    | —                  | 52.5         | 1.5               | 101              | 61               | 64                | —                 | 14                    |
| Bunker Hill Community College (1)                   | 59.5          | 47.8          | 51.6          | —                       | —                  | 55.9         | 0.2               | 122              | 61               | 63                | —                 | 18                    |
| Cape Cod Community College (1)                      | 57.0          | 50.1          | 40.8          | 41.8                    | —                  | 52.7         | 0.4               | 62               | 65               | 76                | —                 | 14                    |
| Greenfield Community College (1)                    | 57.7          | 43.2          | 40.8          | 39.5                    | —                  | 50.5         | -3.3              | 56               | 52               | 62                | —                 | 13                    |
| Holyoke Community College (1)                       | 59.7          | 45.8          | 43.1          | 40.4                    | —                  | 50.4         | -1.3              | 112              | 56               | 59                | —                 | 14                    |
| Massachusetts Bay Community College (1)             | 56.9          | 48.9          | 46.8          | 43.9                    | —                  | 53.5         | 1.1               | 73               | 58               | 66                | —                 | 14                    |
| Massasoit Community College (1)                     | 61.1          | 45.5          | 43.8          | 40.7                    | —                  | 54.2         | -1.8              | 125              | 56               | 75                | —                 | 8                     |
| Middlesex Community College (1)                     | 57.2          | 44.8          | 41.1          | —                       | —                  | 51.4         | -0.1              | 123              | 66               | 64                | —                 | 0                     |
| Mount Wachusett Community College (1)               | 57.9          | 44.1          | 45.1          | 40.4                    | —                  | 51.5         | -3.0              | 71               | 65               | 56                | —                 | 15                    |
| North Shore Community College (1)                   | 58.2          | 46.1          | 42.3          | 39.8                    | —                  | 51.8         | 0.6               | 130              | 63               | 73                | —                 | 14                    |
| Northern Essex Community College (1)                | 60.3          | 48.5          | 41.4          | 41.7                    | —                  | 52.0         | -1.3              | 99               | 62               | 58                | —                 | 12                    |
| Quincy College (1)                                  | 60.9          | —             | —             | 57.0                    | —                  | 59.4         | 2.9               | 28               | 75               | 78                | 13                | 7                     |
| Quinsigamond Community College (1)                  | 58.1          | 43.0          | 39.7          | 37.0                    | —                  | 49.1         | -0.8              | 106              | 66               | 53                | —                 | 14                    |

|  | Prof.<br>(\$) | Assoc.<br>(\$) | Asst.<br>(\$) | Inst./<br>Lect.<br>(\$) | No<br>Rank<br>(\$) | Avg.<br>(\$) | %<br>Chng.<br>(%) | #<br>Fac.<br>(#) | %<br>Fem.<br>(%) | %<br>Ten.†<br>(%) | %<br>11/12<br>(%) | Avg.<br>Bene.<br>(\$) |
|--|---------------|----------------|---------------|-------------------------|--------------------|--------------|-------------------|------------------|------------------|-------------------|-------------------|-----------------------|
| Roxbury Community College (1)                    | 61.9          | 54.2           | 49.8          | 44.9                    | –                  | 57.4         | 4.9               | 45               | 51               | 76                | –                 | 15                    |
| Springfield Technical Community College (1)      | 59.1          | 44.6           | 45.7          | 36.5                    | –                  | 54.7         | –1.3              | 154              | 57               | 87                | –                 | 15                    |
| <b>BA</b>  |               |                |               |                         |                    |              |                   |                  |                  |                   |                   |                       |
| Benjamin Franklin Institute of Technology (1)    | –             | –              | –             | –                       | –                  | –            | –                 | –                | –                | –                 | 100               | –                     |
| <b>BA+</b>                                       |               |                |               |                         |                    |              |                   |                  |                  |                   |                   |                       |
| Bridgewater State College (1)                    | 67.3          | 54.6           | 50.2          | 48.3                    | –                  | 57.4         | –0.9              | 273              | 44               | 75                | –                 | 17                    |
| Fitchburg State College (1)                      | 65.6          | 54.5           | 49.7          | 49.4                    | –                  | 56.3         | –1.2              | 166              | 44               | 80                | –                 | 13                    |
| Framingham State College (1)                     | 66.1          | 54.2           | 46.2          | 37.0                    | –                  | 54.2         | –1.6              | 167              | 54               | 70                | –                 | 16                    |
| Massachusetts College of Art (1)                 | 64.0          | 54.4           | 52.3          | –                       | –                  | 58.8         | –1.7              | 85               | 48               | 81                | –                 | 16                    |
| Massachusetts College of Liberal Arts (1)        | 64.5          | 55.8           | 44.9          | 37.4                    | –                  | 56.0         | –2.0              | 85               | 41               | 71                | –                 | 13                    |
| Massachusetts Maritime Academy (1)               | 75.8          | 64.2           | 57.4          | 49.8                    | –                  | 67.2         | 5.5               | 60               | 20               | 77                | –                 | 18                    |
| Salem State College (1)                          | 64.7          | 55.3           | 51.1          | 40.5                    | –                  | 57.0         | 1.2               | 296              | 50               | 80                | –                 | 16                    |
| Westfield State College (1)                      | 65.8          | 58.3           | 47.1          | –                       | –                  | 56.3         | 0.9               | 179              | 45               | 75                | –                 | 10                    |
| Worcester State College (1)                      | 67.8          | 59.1           | 49.0          | 45.7                    | 64.9               | 58.2         | 0.3               | 167              | 51               | 71                | –                 | 14                    |
| <b>DOCTORAL</b>                                  |               |                |               |                         |                    |              |                   |                  |                  |                   |                   |                       |
| University of Massachusetts-Amherst (1)          | 103.9         | 85.4           | 62.3          | 51.7                    | –                  | 83.7         | 0.8               | 1,066            | 33               | 70                | 7                 | 23                    |
| University of Massachusetts-Boston (1)           | 100.0         | 78.6           | 62.3          | 51.1                    | –                  | 74.8         | –1.2              | 433              | 46               | 52                | 3                 | 20                    |
| University of Massachusetts-Dartmouth (1)        | 94.4          | 73.2           | 62.5          | 57.1                    | –                  | 76.6         | 0.6               | 355              | 36               | 57                | –                 | 21                    |
| University of Massachusetts-Lowell (1)           | 101.4         | 81.0           | 69.7          | 50.4                    | –                  | 88.7         | –0.4              | 383              | 34               | 70                | –                 | 24                    |
| <i>Private</i>                                   |               |                |               |                         |                    |              |                   |                  |                  |                   |                   |                       |
| <b>AA</b>  |               |                |               |                         |                    |              |                   |                  |                  |                   |                   |                       |
| Labouré College (1)                              | 48.3          | 46.0           | 42.4          | –                       | –                  | 43.4         | 4.5               | 28               | 86               | –                 | –                 | 10                    |
| Lawrence Memorial Hospital School of Nursing (1) | –             | –              | –             | –                       | –                  | –            | –                 | –                | –                | –                 | 100               | –                     |
| Marian Court College (1)                         | 34.9          | –              | –             | –                       | –                  | 34.9         | –4.5              | 6                | 50               | –                 | –                 | 7                     |
| Urban College of Boston (1)                      | –             | –              | –             | 59.3                    | –                  | 59.3         | 20.0              | 2                | 100              | –                 | 33                | 24                    |
| <b>BA</b>  |               |                |               |                         |                    |              |                   |                  |                  |                   |                   |                       |
| Amherst College (1)                              | 117.9         | 80.3           | 66.3          | 56.8                    | –                  | 96.2         | 5.9               | 186              | 39               | 73                | –                 | 26                    |
| Becker College (1)                               | 57.8          | 52.7           | 48.5          | 52.2                    | –                  | 55.8         | 3.6               | 39               | 67               | –                 | –                 | 16                    |
| Berklee College of Music (1)                     | 77.4          | 64.9           | 55.4          | –                       | –                  | 68.2         | 4.4               | 204              | 18               | –                 | –                 | 15                    |
| Boston Baptist College (1)                       | –             | –              | –             | –                       | –                  | –            | –                 | –                | –                | –                 | 100               | –                     |
| College of the Holy Cross (1)                    | 96.7          | 72.4           | 52.1          | 38.6                    | –                  | 69.8         | 5.1               | 234              | 46               | 72                | –                 | 22                    |
| Dean College (1)                                 | 58.4          | 51.9           | 43.3          | –                       | –                  | 47.7         | 1.1               | 30               | 50               | 13                | –                 | 13                    |
| Fisher College (1)                               | 58.0          | 52.5           | 45.8          | –                       | –                  | 50.0         | 6.2               | 20               | 65               | –                 | –                 | 10                    |
| Franklin W Olin College of Engineering (1)       | 132.3         | 86.0           | 73.3          | 59.3                    | –                  | 85.6         | 18.7              | 31               | 32               | –                 | –                 | 22                    |
| Hampshire College (1)                            | 89.1          | 66.9           | 53.0          | –                       | 54.7               | 68.5         | 5.3               | 105              | 52               | –                 | –                 | 12                    |
| Montserrat College of Art (1)                    | –             | –              | –             | –                       | –                  | –            | –                 | –                | –                | –                 | 100               | –                     |
| Mount Ida College (1)                            | 62.3          | 53.8           | 49.6          | 39.2                    | 38.4               | 54.9         | 4.2               | 60               | 55               | 67                | –                 | 14                    |
| Newbury College-Brookline (1)                    | –             | –              | –             | –                       | –                  | –            | –                 | –                | –                | –                 | 100               | –                     |
| Pine Manor College (1)                           | 54.7          | 47.4           | 40.6          | –                       | –                  | 47.6         | 1.9               | 32               | 75               | 77                | –                 | 10                    |
| Simons Rock College of Bard (1)                  | –             | –              | –             | –                       | 64.3               | 64.3         | 11.5              | 41               | 24               | –                 | –                 | 18                    |
| Wellesley College (1)                            | 123.1         | 88.5           | 70.1          | 71.6                    | 61.9               | 93.4         | 2.6               | 268              | 56               | 76                | –                 | 29                    |
| Wentworth Institute of Technology (1)            | 70.4          | 59.9           | 55.8          | –                       | –                  | 60.0         | –0.9              | 133              | 23               | –                 | –                 | 15                    |
| Wheaton College (1)                              | 97.9          | 69.2           | 52.8          | 41.3                    | –                  | 72.3         | 1.2               | 129              | 50               | 73                | –                 | 21                    |
| <b>BA+</b>                                       |               |                |               |                         |                    |              |                   |                  |                  |                   |                   |                       |
| Anna Maria College (1)                           | –             | –              | –             | –                       | –                  | –            | –                 | –                | –                | 30                | 100               | –                     |
| Assumption College (1)                           | 75.3          | 61.6           | 49.2          | 40.4                    | –                  | 57.0         | 4.5               | 135              | 36               | 74                | –                 | 16                    |
| Atlantic Union College (1)                       | –             | –              | –             | –                       | –                  | –            | –                 | –                | –                | 28                | 100               | –                     |
| Babson College (1)                               | 137.3         | 102.1          | 86.6          | 69.6                    | –                  | 103.7        | 4.2               | 150              | 32               | 71                | –                 | 33                    |
| Bay Path College (1)                             | 63.1          | 56.0           | 52.5          | 38.4                    | –                  | 54.9         | 2.8               | 38               | 79               | –                 | –                 | 12                    |

|  | Prof.<br>(\$) | Assc.<br>(\$) | Asst.<br>(\$) | Inst./<br>Lect.<br>(\$) | No<br>Rank<br>(\$) | Avg.<br>(\$) | %<br>Chng.<br>(%) | #<br>Fac.<br>(#) | %<br>Fem.<br>(%) | %<br>Ten.†<br>(%) | %<br>11/12<br>(%) | Avg.<br>Bene.<br>(\$) |
|--|---------------|---------------|---------------|-------------------------|--------------------|--------------|-------------------|------------------|------------------|-------------------|-------------------|-----------------------|
| Bentley College (1)                                    | 115.2         | 90.6          | 80.7          | 60.6                    | —                  | 88.7         | 4.5               | 270              | 38               | 61                | —                 | 23                    |
| Boston Architectural Center (1)                        | —             | —             | —             | —                       | —                  | —            | —                 | —                | —                | —                 | 100               | —                     |
| Cambridge College (1)                                  | —             | —             | —             | —                       | —                  | —            | —                 | —                | —                | —                 | 100               | —                     |
| College of Our Lady of the Elms (1)                    | 54.9          | 47.7          | 41.9          | 41.1                    | —                  | 45.8         | 1.6               | 58               | 71               | 52                | —                 | 14                    |
| Curry College (1)                                      | 64.3          | 55.3          | 46.9          | 41.2                    | —                  | 57.2         | 1.2               | 102              | 63               | —                 | —                 | 20                    |
| Eastern Nazarene College (1)                           | 58.0          | 55.0          | 43.0          | 43.8                    | —                  | 49.1         | 8.2               | 40               | 33               | 42                | 9                 | 17                    |
| Emmanuel College (1)                                   | 79.9          | 64.3          | 51.1          | 43.4                    | —                  | 61.1         | —                 | 66               | 70               | 49                | —                 | 11                    |
| Endicott College (1)                                   | 69.0          | 58.1          | 50.7          | —                       | —                  | 58.1         | 4.4               | 66               | 52               | —                 | —                 | 15                    |
| Gordon College (1)                                     | 70.7          | 57.2          | 48.8          | 34.7                    | 40.6               | 61.8         | 2.2               | 95               | 29               | 67                | —                 | 23                    |
| Hebrew College (1)                                     | —             | —             | 49.0          | 51.8                    | —                  | 50.8         | 5.9               | 3                | 67               | 36                | 75                | 7                     |
| Hellenic College-Holy Cross Greek Orthodox School (1)  | —             | —             | —             | —                       | —                  | —            | —                 | —                | —                | 34                | 100               | —                     |
| Lasell College (1)                                     | 71.8          | 58.6          | 50.3          | —                       | —                  | 54.7         | 4.2               | 50               | 62               | —                 | 4                 | 10                    |
| Merrimack College (1)                                  | 75.1          | 61.0          | 51.7          | —                       | —                  | 61.8         | -2.0              | 140              | 43               | 81                | —                 | 18                    |
| Mount Holyoke College (1)                              | 103.9         | 74.8          | 56.3          | 52.8                    | —                  | 79.2         | 5.4               | 236              | 50               | 68                | —                 | 22                    |
| Nichols College (1)                                    | —             | —             | —             | —                       | —                  | —            | —                 | —                | —                | 59                | 100               | —                     |
| Regis College (1)                                      | 61.2          | 52.1          | 33.5          | 27.7                    | —                  | 45.8         | -2.0              | 59               | 86               | 78                | —                 | 11                    |
| School of the Museum of Fine Arts-Boston (1)           | —             | —             | —             | —                       | 58.8               | 58.8         | 58.9              | 5                | 20               | —                 | 90                | 9                     |
| Stonehill College (1)                                  | 85.8          | 64.9          | 50.2          | 37.9                    | 18.0               | 63.5         | 4.4               | 136              | 35               | 70                | —                 | 19                    |
| The Boston Conservatory (1)                            | —             | —             | —             | —                       | 37.8               | 37.8         | -2.4              | 49               | 59               | —                 | —                 | 8                     |
| Western New England College (1)                        | 97.2          | 70.0          | 62.7          | 47.9                    | —                  | 75.7         | 2.4               | 164              | 35               | 70                | —                 | 18                    |
| Wheelock College (1)                                   | 74.9          | 63.7          | 50.3          | 21.7                    | —                  | 59.0         | 0.4               | 59               | 81               | 66                | —                 | 13                    |
| Williams College (1)                                   | 115.2         | 86.0          | 65.8          | 59.5                    | —                  | 91.3         | 1.0               | 272              | 38               | 72                | 1                 | 22                    |
| <b>DOCTORAL</b>  |               |               |               |                         |                    |              |                   |                  |                  |                   |                   |                       |
| American International College (1)                     | 57.7          | 47.2          | 41.1          | 33.3                    | —                  | 43.2         | 2.5               | 77               | 57               | 51                | —                 | 15                    |
| Boston College (1)                                     | 127.9         | 85.3          | 72.8          | 59.8                    | —                  | 96.6         | 4.2               | 679              | 38               | 76                | —                 | 26                    |
| Boston University (1)                                  | 116.4         | 77.3          | 64.8          | 40.8                    | 65.3               | 84.7         | 5.4               | 1,199            | 33               | 32                | 18                | 23                    |
| Brandeis University (1)                                | 106.7         | 76.9          | 70.4          | 50.8                    | —                  | 85.2         | 4.9               | 327              | 37               | 63                | 5                 | 22                    |
| Clark University (1)                                   | 92.4          | 68.6          | 58.5          | 62.4                    | —                  | 75.3         | 1.6               | 167              | 38               | 81                | —                 | 21                    |
| Emerson College (1)                                    | 100.5         | 77.7          | 60.3          | 50.2                    | —                  | 68.0         | 2.2               | 143              | 43               | 44                | —                 | 18                    |
| Harvard University (1)                                 | 165.1         | 97.3          | 87.1          | 85.9                    | 54.1               | 128.8        | -0.8              | 1,550            | 29               | 28                | —                 | 31                    |
| Lesley University (1)                                  | 72.2          | 59.6          | 49.6          | 39.3                    | —                  | 58.3         | 3.9               | 106              | 68               | 2                 | 26                | 10                    |
| Massachusetts College of Pharmacy & Health Science (1) | 95.0          | 73.9          | 62.6          | 60.6                    | —                  | 67.1         | 5.2               | 36               | 69               | —                 | 77                | 13                    |
| Massachusetts Institute of Technology (1)              | 136.2         | 93.2          | 82.3          | 58.5                    | 41.2               | 110.8        | 4.0               | 1,043            | 21               | 67                | 7                 | 29                    |
| Northeastern University (1)                            | 117.0         | 83.1          | 73.1          | 41.7                    | 58.9               | 84.7         | 3.1               | 712              | 34               | 67                | 17                | 21                    |
| Simmons College (1)                                    | 91.9          | 74.0          | 58.1          | 51.2                    | —                  | 69.9         | 3.2               | 193              | 70               | 61                | —                 | 18                    |
| Smith College (1)                                      | 111.7         | 76.1          | 61.5          | 51.5                    | —                  | 85.8         | 3.9               | 299              | 53               | 78                | 4                 | 23                    |
| Springfield College (1)                                | 73.0          | 58.9          | 49.6          | 40.5                    | —                  | 59.9         | 5.7               | 165              | 45               | 74                | 22                | 15                    |
| Suffolk University (1)                                 | 110.1         | 74.9          | 71.0          | 49.2                    | —                  | 83.0         | 1.9               | 339              | 38               | 66                | —                 | 22                    |
| The New England Conservatory of Music (1)              | —             | —             | —             | —                       | —                  | —            | —                 | —                | —                | —                 | 100               | —                     |
| Tufts University (1)                                   | 114.7         | 84.9          | 67.9          | 50.3                    | —                  | 85.9         | 3.3               | 458              | 41               | 55                | 26                | 22                    |
| Worcester Polytechnic Institute (1)                    | 99.2          | 79.4          | 70.5          | 44.4                    | —                  | 79.9         | 0.3               | 223              | 21               | 65                | 6                 | 21                    |
| <b>MICHIGAN</b>  |               |               |               |                         |                    |              |                   |                  |                  |                   |                   |                       |
| <i>Public</i>  |               |               |               |                         |                    |              |                   |                  |                  |                   |                   |                       |
| <b>AA</b>  |               |               |               |                         |                    |              |                   |                  |                  |                   |                   |                       |
| Alpena Community College (1)                           | —             | —             | —             | —                       | 60.4               | 60.4         | 0.9               | 52               | 42               | —                 | —                 | 28                    |
| Bay de Noc Community College (1)                       | —             | —             | —             | —                       | 66.1               | 66.1         | 6.0               | 41               | 49               | 88                | —                 | 26                    |
| Bay Mills Community College (1)                        | —             | —             | —             | —                       | 38.6               | 38.6         | 2.7               | 8                | 50               | —                 | 11                | 12                    |
| Delta College (1)                                      | 80.1          | 73.3          | 64.6          | 53.2                    | —                  | 67.6         | 3.7               | 211              | 54               | 79                | —                 | 25                    |



|   | Prof.<br>(\$) | Assoc.<br>(\$) | Asst.<br>(\$) | Inst./<br>Lect.<br>(\$) | No<br>Rank<br>(\$) | Avg.<br>(\$) | %<br>Chng.<br>(%) | #<br>Fac.<br>(#) | %<br>Fem.<br>(%) | %<br>Ten.†<br>(%) | %<br>11/12<br>(%) | Avg.<br>Bene.<br>(\$) |
|---|---------------|----------------|---------------|-------------------------|--------------------|--------------|-------------------|------------------|------------------|-------------------|-------------------|-----------------------|
| Glen Oaks Community College (1)             | –             | –              | –             | –                       | –                  | –            | –                 | –                | –                | 67                | 100               | –                     |
| Gogebic Community College (1)               | –             | –              | –             | –                       | 54.4               | 54.4         | 2.9               | 25               | 48               | –                 | 7                 | 22                    |
| Grand Rapids Community College (1)          | 83.4          | 69.5           | 54.4          | –                       | –                  | 73.8         | –2.9              | 190              | 46               | 93                | 23                | 34                    |
| Henry Ford Community College (1)            | –             | –              | –             | 81.7                    | –                  | 81.7         | 7.6               | 180              | 43               | 71                | –                 | 34                    |
| Jackson Community College (1)               | –             | –              | –             | –                       | –                  | –            | –                 | –                | –                | 84                | 100               | –                     |
| Kalamazoo Valley Community College (1)      | –             | –              | –             | –                       | 67.4               | 67.4         | 5.6               | 121              | 45               | 87                | 2                 | 26                    |
| Kellogg Community College (1)               | –             | –              | –             | –                       | 67.3               | 67.3         | 5.1               | 82               | 54               | 87                | 6                 | 26                    |
| Kirtland Community College (1)              | –             | –              | –             | –                       | –                  | –            | –                 | –                | –                | –                 | 100               | –                     |
| Lake Michigan College (1)                   | –             | –              | –             | 64.5                    | –                  | 64.5         | 5.4               | 57               | 44               | –                 | 2                 | 27                    |
| Lansing Community College (1)               | 54.4          | –              | –             | –                       | –                  | 54.4         | –4.9              | 45               | 51               | –                 | 81                | 6                     |
| Macomb Community College (1)                | –             | –              | –             | –                       | 73.5               | 73.5         | 1.1               | 214              | 41               | –                 | 7                 | 30                    |
| Mid Michigan Community College (1)          | 67.7          | 62.7           | 57.1          | 50.7                    | –                  | 58.1         | 8.5               | 36               | 50               | –                 | –                 | 24                    |
| Monroe County Community College (1)         | 81.1          | 78.4           | 71.5          | 65.1                    | –                  | 74.2         | 3.3               | 57               | 33               | 94                | –                 | 15                    |
| Montcalm Community College (1)              | –             | –              | –             | 61.1                    | –                  | 61.1         | 3.0               | 24               | 50               | 83                | –                 | 25                    |
| Mott Community College (1)                  | –             | –              | –             | –                       | 64.5               | 64.5         | 3.3               | 139              | 56               | –                 | –                 | 30                    |
| Muskegon Community College (1)              | –             | –              | –             | 70.0                    | –                  | 70.0         | 2.3               | 105              | 47               | 90                | –                 | 29                    |
| North Central Michigan College (1)          | 63.8          | –              | –             | 47.6                    | –                  | 62.2         | –                 | 31               | 45               | –                 | –                 | 31                    |
| Northwestern Michigan College (1)           | –             | –              | –             | 63.1                    | –                  | 63.1         | 0.9               | 93               | 37               | –                 | 1                 | 25                    |
| Oakland Community College (1)               | –             | –              | –             | 81.9                    | –                  | 81.9         | 4.4               | 275              | 52               | –                 | –                 | 34                    |
| Saginaw Chippewa Tribal College (1)         | –             | –              | –             | 43.0                    | –                  | 43.0         | –                 | 4                | 50               | –                 | –                 | 14                    |
| Schoolcraft College (1)                     | –             | –              | –             | –                       | 75.0               | 75.0         | 1.5               | 88               | 49               | –                 | –                 | 35                    |
| Southwestern Michigan College (1)           | –             | –              | –             | 45.4                    | –                  | 45.4         | –0.8              | 45               | 44               | –                 | –                 | 20                    |
| St Clair County Community College (1)       | 70.1          | –              | –             | 53.5                    | –                  | 67.9         | 0.6               | 75               | 43               | –                 | 1                 | 31                    |
| Washtenaw Community College (1)             | –             | –              | –             | –                       | –                  | –            | –                 | –                | –                | –                 | 100               | –                     |
| Wayne County Community College District (1) | –             | –              | –             | 62.9                    | –                  | 62.9         | 0.4               | 102              | 50               | –                 | 34                | 15                    |
| West Shore Community College (1)            | 61.6          | –              | –             | –                       | –                  | 61.6         | 6.8               | 26               | 38               | 92                | –                 | 25                    |
| <b>BA+</b>                                  |               |                |               |                         |                    |              |                   |                  |                  |                   |                   |                       |
| Ferris State University (1)                 | 73.0          | 60.0           | 49.8          | 42.3                    | 39.8               | 59.2         | –1.4              | 450              | 34               | 59                | 12                | 18                    |
| Grand Valley State University (1)           | 79.6          | 61.6           | 48.1          | 40.5                    | 34.7               | 54.8         | 1.6               | 840              | 44               | 61                | 5                 | 19                    |
| Lake Superior State University (1)          | 66.7          | 52.2           | 47.0          | 34.8                    | –                  | 52.1         | –1.1              | 106              | 42               | 73                | 1                 | 24                    |
| Northern Michigan University (1)            | 72.9          | 56.3           | 47.5          | 39.2                    | 50.9               | 58.5         | 1.0               | 281              | 38               | 74                | 3                 | 24                    |
| Saginaw Valley State University (1)         | 74.0          | 57.6           | 51.5          | 39.9                    | 12.0               | 60.6         | 0.6               | 258              | 42               | 72                | –                 | 20                    |
| University of Michigan-Dearborn (1)         | 83.5          | 68.0           | 62.7          | 39.6                    | –                  | 66.3         | 5.9               | 273              | 35               | 67                | 6                 | 17                    |
| University of Michigan-Flint (1)            | 75.0          | 62.1           | 54.6          | 42.1                    | –                  | 56.8         | 0.6               | 202              | 47               | 48                | 6                 | 17                    |
| <b>DOCTORAL</b>                             |               |                |               |                         |                    |              |                   |                  |                  |                   |                   |                       |
| Central Michigan University (1)             | 83.8          | 64.7           | 51.4          | 34.8                    | –                  | 63.9         | 2.2               | 721              | 39               | 72                | 2                 | 22                    |
| Eastern Michigan University (1)             | 79.9          | 64.3           | 55.9          | 33.0                    | –                  | 63.3         | 2.7               | 769              | 47               | 63                | –                 | 23                    |
| Michigan State University (1)               | 106.6         | 77.4           | 61.6          | 44.3                    | –                  | 83.3         | 1.3               | 1,533            | 35               | 71                | 30                | 29                    |
| Michigan Technological University (1)       | 83.8          | 66.0           | 61.8          | 45.7                    | –                  | 67.6         | 4.3               | 340              | 24               | 72                | 1                 | 27                    |
| Oakland University (1)                      | 87.0          | 66.3           | 57.5          | 45.5                    | –                  | 66.9         | 2.5               | 460              | 41               | 76                | –                 | 25                    |
| University of Michigan-Ann Arbor (1)        | 125.0         | 83.2           | 73.0          | 47.4                    | 63.4               | 94.0         | 5.4               | 1,957            | 34               | 51                | 22                | 22                    |
| Wayne State University (1)                  | 100.0         | 74.8           | 62.1          | 48.4                    | –                  | 75.1         | 3.4               | 797              | 38               | 57                | 20                | 17                    |
| Western Michigan University (1)             | 89.6          | 68.6           | 54.0          | 41.6                    | –                  | 69.6         | 5.7               | 838              | 37               | 76                | 6                 | 34                    |
| <i>Private</i>                              |               |                |               |                         |                    |              |                   |                  |                  |                   |                   |                       |
| <b>AA</b>                                   |               |                |               |                         |                    |              |                   |                  |                  |                   |                   |                       |
| Lewis College of Business (1)               | 33.1          | –              | –             | 27.3                    | –                  | 32.2         | –5.1              | 7                | 57               | –                 | –                 | 5                     |
| <b>BA</b>                                   |               |                |               |                         |                    |              |                   |                  |                  |                   |                   |                       |
| Adrian College (1)                          | 63.6          | 57.1           | 44.4          | 39.4                    | –                  | 57.5         | 5.9               | 64               | 39               | 82                | –                 | 16                    |
| Albion College (1)                          | 75.6          | 58.5           | 47.1          | 41.6                    | –                  | 56.7         | 1.1               | 141              | 38               | 60                | –                 | 16                    |

|  | Prof.<br>(\$) | Assc.<br>(\$) | Asst.<br>(\$) | Inst./<br>Lect.<br>(\$) | No<br>Rank<br>(\$) | Avg.<br>(\$) | %<br>Chng.<br>(%) | #<br>Fac.<br>(#) | %<br>Fem.<br>(%) | %<br>Ten.†<br>(%) | %<br>11/12<br>(%) | Avg.<br>Bene.<br>(\$) |
|--|---------------|---------------|---------------|-------------------------|--------------------|--------------|-------------------|------------------|------------------|-------------------|-------------------|-----------------------|
| Alma College (1)                                       | 70.1          | 55.4          | 46.9          | 39.2                    | —                  | 59.7         | 2.9               | 82               | 34               | 74                | —                 | 19                    |
| Ave Maria College (1)                                  | —             | —             | —             | —                       | —                  | —            | —                 | —                | —                | —                 | 100               | —                     |
| Baker College of Allen Park (1)                        | —             | —             | —             | —                       | —                  | —            | —                 | —                | —                | —                 | 100               | —                     |
| College for Creative Studies (1)                       | 64.4          | 60.9          | 49.3          | —                       | —                  | 59.8         | -1.0              | 47               | 26               | —                 | —                 | 17                    |
| Finlandia University (1)                               | 53.6          | 44.5          | 38.7          | 32.0                    | 22.8               | 41.2         | 4.9               | 28               | 79               | 63                | 22                | 16                    |
| Grace Bible College (1)                                | —             | —             | —             | —                       | —                  | —            | —                 | —                | —                | —                 | 100               | —                     |
| Great Lakes Christian College (1)                      | —             | —             | —             | —                       | 41.4               | 41.4         | 5.6               | 10               | 20               | —                 | —                 | 10                    |
| Hope College (1)                                       | 72.1          | 56.0          | 47.9          | 38.3                    | —                  | 58.2         | 4.0               | 232              | 42               | 70                | —                 | 18                    |
| Kalamazoo College (1)                                  | 74.5          | 58.9          | 47.7          | 42.1                    | —                  | 56.5         | 1.8               | 103              | 49               | 62                | —                 | 18                    |
| Michigan Jewish Institute (1)                          | —             | —             | —             | —                       | —                  | —            | —                 | —                | —                | —                 | 100               | —                     |
| <b>BA+</b>   |               |               |               |                         |                    |              |                   |                  |                  |                   |                   |                       |
| Aquinas College (1)                                    | 47.7          | 40.7          | 37.1          | —                       | —                  | 41.2         | 0.0               | 94               | 47               | 63                | —                 | 16                    |
| Baker College Center for Graduate Studies (1)          | —             | —             | —             | —                       | —                  | —            | —                 | —                | —                | —                 | 100               | —                     |
| Baker College of Auburn Hills (1)                      | —             | —             | —             | 62.1                    | —                  | 62.1         | 9.6               | 3                | 67               | —                 | 79                | 20                    |
| Baker College of Cadillac (1)                          | —             | —             | —             | —                       | —                  | —            | —                 | —                | —                | —                 | 100               | —                     |
| Baker College of Clinton Twp (1)                       | —             | —             | —             | —                       | —                  | —            | —                 | —                | —                | —                 | 100               | —                     |
| Baker College of Flint (1)                             | 63.1          | 60.0          | 55.8          | —                       | —                  | 57.9         | 2.3               | 20               | 60               | —                 | 49                | 19                    |
| Baker College of Jackson (1)                           | —             | —             | —             | —                       | —                  | —            | —                 | —                | —                | —                 | 100               | —                     |
| Baker College of Muskegon (1)                          | —             | —             | —             | 48.6                    | —                  | 48.6         | 20.7              | 6                | 33               | —                 | 73                | 18                    |
| Baker College of Owosso (1)                            | —             | 52.6          | 48.2          | —                       | —                  | 49.6         | 0.5               | 3                | 67               | —                 | 75                | 18                    |
| Baker College of Port Huron (1)                        | —             | —             | —             | 44.7                    | —                  | 44.7         | -2.2              | 6                | 83               | —                 | 50                | 17                    |
| Calvin College (1)                                     | 69.3          | 59.1          | 51.8          | 40.0                    | —                  | 61.6         | 4.6               | 309              | 32               | 74                | —                 | 22                    |
| Cleary University (1)                                  | —             | —             | —             | —                       | —                  | —            | —                 | —                | —                | —                 | 100               | —                     |
| Concordia University-Ann Arbor (1)                     | 47.1          | 48.2          | 36.2          | 31.7                    | —                  | 41.5         | —                 | 34               | 32               | 18                | 6                 | 14                    |
| Cornerstone University (1)                             | 58.6          | 50.0          | 40.9          | —                       | —                  | 48.3         | 2.3               | 72               | 26               | 66                | 3                 | 18                    |
| Davenport University (1)                               | —             | —             | 71.6          | —                       | 60.7               | 63.5         | 13.3              | 4                | 75               | —                 | 96                | 21                    |
| Kettering University (1)                               | 79.6          | 67.3          | 59.1          | 51.5                    | —                  | 68.4         | 5.0               | 114              | 23               | 75                | 16                | 18                    |
| Madonna University (1)                                 | 65.4          | 53.9          | 47.2          | 42.3                    | —                  | 55.5         | 3.3               | 107              | 56               | 3                 | 1                 | 17                    |
| Marygrove College (1)                                  | 66.9          | 54.9          | 44.1          | 38.8                    | —                  | 50.7         | 2.0               | 65               | 60               | 58                | —                 | 14                    |
| Northwood University (1)                               | 58.0          | 56.4          | 44.7          | 52.8                    | —                  | 53.0         | 3.1               | 54               | 35               | —                 | —                 | 20                    |
| Olivet College (1)                                     | 53.5          | 42.5          | 42.5          | —                       | —                  | 44.8         | 5.1               | 33               | 45               | 65                | —                 | 10                    |
| Reformed Bible College (1)                             | —             | —             | —             | —                       | —                  | —            | —                 | —                | —                | 8                 | 100               | —                     |
| Rochester College (1)                                  | —             | —             | —             | —                       | —                  | —            | —                 | —                | —                | 32                | 100               | —                     |
| Sacred Heart Major Seminary (1)                        | —             | —             | —             | —                       | —                  | —            | —                 | —                | —                | —                 | 100               | —                     |
| Siena Heights University (1)                           | 57.6          | 48.5          | 43.4          | 34.7                    | —                  | 48.9         | 2.4               | 63               | 56               | —                 | —                 | 14                    |
| Spring Arbor University (1)                            | 58.1          | 48.9          | 42.4          | 34.8                    | —                  | 48.0         | 6.1               | 62               | 42               | 63                | 27                | 12                    |
| Walsh College of Accountancy and Business Administ (1) | 85.0          | 80.0          | 67.6          | 73.6                    | —                  | 79.9         | 6.2               | 13               | 38               | —                 | —                 | 16                    |
| <b>DOCTORAL</b>  |               |               |               |                         |                    |              |                   |                  |                  |                   |                   |                       |
| Andrews University (1)                                 | 49.0          | 41.0          | 36.7          | 28.6                    | —                  | 37.3         | 1.9               | 8                | 63               | 44                | 96                | 19                    |
| Lawrence Technological University (1)                  | 74.0          | 60.7          | 56.3          | 57.9                    | —                  | 62.3         | -1.4              | 93               | 23               | 66                | 18                | 14                    |
| Michigan Theological Seminary (1)                      | —             | —             | —             | —                       | —                  | —            | —                 | —                | —                | —                 | 100               | —                     |
| University of Detroit Mercy (1)                        | 83.5          | 62.1          | 52.9          | 39.0                    | —                  | 63.3         | 2.7               | 200              | 45               | 74                | 23                | 16                    |
| Yeshiva Gedolah of Greater Detroit (1)                 | —             | —             | —             | —                       | —                  | —            | —                 | —                | —                | —                 | 100               | —                     |
| <b>MINNESOTA</b>                                       |               |               |               |                         |                    |              |                   |                  |                  |                   |                   |                       |
| <i>Public</i>  |               |               |               |                         |                    |              |                   |                  |                  |                   |                   |                       |
| <b>AA</b>  |               |               |               |                         |                    |              |                   |                  |                  |                   |                   |                       |
| Alexandria Technical College (1)                       | —             | —             | —             | —                       | 59.2               | 59.2         | 4.3               | 79               | 38               | 96                | —                 | 20                    |
| Anoka Technical College (1)                            | —             | —             | —             | —                       | 56.3               | 56.3         | 5.3               | 59               | 53               | 91                | —                 | 20                    |
| Anoka-Ramsey Community College-Coon Rapids Campus (1)  | —             | —             | —             | —                       | 60.3               | 60.3         | 3.5               | 92               | 59               | 84                | —                 | 20                    |

|  | Prof.<br>(\$) | Assoc.<br>(\$) | Asst.<br>(\$) | Inst./<br>Lect.<br>(\$) | No<br>Rank<br>(\$) | Avg.<br>(\$) | %<br>Chng.<br>(%) | #<br>Fac.<br>(#) | %<br>Fem.<br>(%) | %<br>Ten.†<br>(%) | %<br>11/12<br>(%) | Avg.<br>Bene.<br>(\$) |
|--|---------------|----------------|---------------|-------------------------|--------------------|--------------|-------------------|------------------|------------------|-------------------|-------------------|-----------------------|
| Central Lakes College-Brainerd (1)                     | –             | –              | –             | –                       | 58.1               | 58.1         | 3.5               | 93               | 34               | 89                | –                 | 19                    |
| Century Community and Technical College (1)            | –             | –              | –             | –                       | 57.6               | 57.6         | 3.1               | 175              | 50               | 88                | –                 | 18                    |
| Dakota County Technical College (1)                    | –             | –              | –             | –                       | 58.6               | 58.6         | 3.8               | 75               | 40               | 88                | –                 | 19                    |
| Hennepin Technical College (1)                         | –             | –              | –             | –                       | 56.0               | 56.0         | 3.5               | 142              | 39               | 89                | –                 | 19                    |
| Hibbing Community College-A Technical and Communit (1) | –             | –              | –             | –                       | 58.1               | 58.1         | 3.4               | 57               | 39               | 91                | –                 | 20                    |
| Inver Hills Community College (1)                      | –             | –              | –             | –                       | 59.8               | 59.8         | 2.3               | 80               | 61               | 88                | –                 | 19                    |
| Itasca Community College (1)                           | –             | –              | –             | –                       | 60.3               | 60.3         | 0.3               | 41               | 46               | 91                | –                 | 21                    |
| Lake Superior College (1)                              | –             | –              | –             | –                       | 58.5               | 58.5         | 3.8               | 93               | 52               | 86                | –                 | 19                    |
| Leech Lake Tribal College (1)                          | –             | –              | –             | –                       | –                  | –            | –                 | –                | –                | –                 | 100               | –                     |
| Mesabi Range Community and Technical College (1)       | –             | –              | –             | –                       | 58.8               | 58.8         | 4.4               | 43               | 40               | 93                | –                 | 20                    |
| Minneapolis Community and Technical College (1)        | –             | –              | –             | –                       | 61.7               | 61.7         | 1.4               | 140              | 53               | 92                | –                 | 20                    |
| Minnesota State College-Southeast Technical-Winona (1) | –             | –              | –             | –                       | 58.1               | 58.1         | 3.6               | 50               | 42               | 82                | –                 | 20                    |
| Minnesota State Community and Technical College (1)    | –             | –              | –             | –                       | 54.0               | 54.0         | 6.2               | 171              | 49               | 82                | –                 | 19                    |
| Minnesota West Community and Technical College (1)     | –             | –              | –             | –                       | 56.4               | 56.4         | 5.1               | 88               | 43               | 91                | –                 | 20                    |
| Normandale Community College (1)                       | –             | –              | –             | –                       | 59.4               | 59.4         | 2.1               | 180              | 54               | 88                | –                 | 19                    |
| North Hennepin Community College (1)                   | –             | –              | –             | –                       | 59.7               | 59.7         | –0.5              | 115              | 64               | 80                | –                 | 18                    |
| Northland Community and Technical College (1)          | –             | –              | –             | –                       | 53.4               | 53.4         | 4.6               | 112              | 45               | 87                | –                 | 19                    |
| Northwest Technical College (1)                        | –             | –              | –             | –                       | 53.4               | 53.4         | 5.9               | 29               | 66               | 72                | –                 | 18                    |
| Pine Technical College (1)                             | –             | –              | –             | –                       | 54.3               | 54.3         | 2.2               | 13               | 62               | 76                | –                 | 19                    |
| Rainy River Community College (1)                      | –             | –              | –             | –                       | 61.1               | 61.1         | 1.5               | 12               | 50               | 100               | –                 | 20                    |
| Ridgewater College (1)                                 | –             | –              | –             | –                       | 55.9               | 55.9         | 2.4               | 124              | 39               | 94                | –                 | 20                    |
| Riverland Community College (1)                        | –             | –              | –             | –                       | 57.3               | 57.3         | 3.5               | 84               | 39               | 93                | –                 | 20                    |
| Rochester Community and Technical College (1)          | –             | –              | –             | –                       | 56.8               | 56.8         | 2.5               | 141              | 59               | 83                | –                 | 19                    |
| Saint Cloud Technical College (1)                      | –             | –              | –             | –                       | 57.5               | 57.5         | 3.7               | 101              | 37               | 83                | –                 | 20                    |
| Saint Paul College - A Community and Technical Col (1) | –             | –              | –             | –                       | 58.6               | 58.6         | 4.3               | 92               | 50               | 74                | –                 | 20                    |
| South Central College (1)                              | –             | –              | –             | –                       | 57.9               | 57.9         | 7.0               | 103              | 38               | 85                | –                 | 19                    |
| Vermilion Community College (1)                        | –             | –              | –             | –                       | 60.4               | 60.4         | 1.6               | 22               | 32               | 91                | –                 | 21                    |
| <b>BA</b>  |               |                |               |                         |                    |              |                   |                  |                  |                   |                   |                       |
| Fond du Lac Tribal and Community College (1)           | –             | –              | –             | –                       | 54.9               | 54.9         | 2.7               | 28               | 50               | 75                | –                 | 19                    |
| University of Minnesota-Crookston (1)                  | 73.3          | 61.8           | 50.9          | 41.1                    | –                  | 56.2         | –2.5              | 47               | 30               | 69                | 4                 | 24                    |
| University of Minnesota-Morris (1)                     | 72.5          | 56.8           | 44.7          | 43.0                    | –                  | 53.9         | 5.1               | 118              | 42               | 69                | –                 | 24                    |
| <b>BA+</b>   |               |                |               |                         |                    |              |                   |                  |                  |                   |                   |                       |
| Bemidji State University (1)                           | 75.3          | 58.7           | 48.2          | 36.2                    | –                  | 62.8         | 3.9               | 174              | 40               | 79                | –                 | 19                    |
| Metropolitan State University (1)                      | 79.2          | 60.8           | 53.4          | –                       | –                  | 62.3         | 3.1               | 98               | 49               | 67                | –                 | 19                    |
| Minnesota State University-Mankato (1)                 | 79.3          | 63.7           | 54.2          | 40.8                    | –                  | 63.6         | 3.3               | 491              | 44               | 65                | –                 | 20                    |
| Minnesota State University-Moorhead (1)                | 75.3          | 59.4           | 51.1          | 37.4                    | –                  | 60.1         | 3.1               | 287              | 43               | 71                | –                 | 19                    |
| Saint Cloud State University (1)                       | 75.8          | 59.9           | 54.1          | 42.1                    | –                  | 63.7         | 2.6               | 516              | 40               | 74                | –                 | 19                    |
| Southwest Minnesota State University (1)               | 76.7          | 62.1           | 53.1          | 34.4                    | –                  | 61.9         | 6.6               | 125              | 37               | 72                | –                 | 19                    |
| University of Minnesota-Duluth (1)                     | 83.3          | 68.2           | 53.8          | 42.7                    | –                  | 61.7         | 3.3               | 413              | 41               | 63                | 1                 | 25                    |
| Winona State University (1)                            | 76.8          | 58.2           | 52.2          | 35.3                    | –                  | 62.5         | 3.0               | 329              | 45               | 73                | –                 | 19                    |
| <b>DOCTORAL</b>  |               |                |               |                         |                    |              |                   |                  |                  |                   |                   |                       |
| University of Minnesota-Twin Cities (1)                | 112.6         | 74.9           | 64.8          | 65.2                    | –                  | 90.4         | 3.8               | 1,347            | 31               | 80                | 20                | 30                    |
| <i>Private</i>   |               |                |               |                         |                    |              |                   |                  |                  |                   |                   |                       |
| <b>AA</b>  |               |                |               |                         |                    |              |                   |                  |                  |                   |                   |                       |
| Dunwoody College of Technology (1)                     | –             | –              | –             | –                       | –                  | –            | –                 | –                | –                | –                 | 100               | –                     |
| White Earth Tribal and Community College (1)           | –             | –              | –             | 41.0                    | –                  | 41.0         | –2.5              | 5                | 0                | –                 | –                 | 8                     |
| <b>BA</b>  |               |                |               |                         |                    |              |                   |                  |                  |                   |                   |                       |
| Apostolic Bible Institute Inc (1)                      | –             | –              | –             | 12.9                    | –                  | 12.9         | –10.3             | 1                | 100              | –                 | 50                | 1                     |
| Bethany Lutheran College (1)                           | 62.6          | 56.3           | 49.3          | 41.0                    | –                  | 51.6         | –                 | 41               | 20               | –                 | –                 | 21                    |

|  | Prof.<br>(\$) | Assc.<br>(\$) | Asst.<br>(\$) | Inst./<br>Lect.<br>(\$) | No<br>Rank<br>(\$) | Avg.<br>(\$) | %<br>Chng.<br>(%) | #<br>Fac.<br>(#) | %<br>Fem.<br>(%) | %<br>Ten.†<br>(%) | %<br>11/12<br>(%) | Avg.<br>Bene.<br>(\$) |
|--|---------------|---------------|---------------|-------------------------|--------------------|--------------|-------------------|------------------|------------------|-------------------|-------------------|-----------------------|
| Carleton College (1)                         | 98.6          | 67.7          | 58.7          | 45.7                    | 30.0               | 78.2         | 8.1               | 213              | 44               | 70                | —                 | 24                    |
| College of Saint Benedict (1)                | 71.3          | 60.2          | 48.8          | 43.3                    | —                  | 57.1         | 3.1               | 146              | 57               | 70                | —                 | 16                    |
| College of Visual Arts (1)                   | 53.1          | 52.8          | 45.1          | —                       | —                  | 50.0         | 1.8               | 8                | 63               | —                 | —                 | 14                    |
| Crossroads College (1)                       | 42.8          | 40.6          | 37.7          | —                       | —                  | 40.1         | 5.3               | 7                | 14               | —                 | —                 | 10                    |
| Gustavus Adolphus College (1)                | 68.8          | 52.7          | 48.3          | 39.6                    | —                  | 54.5         | -5.1              | 204              | 42               | 72                | —                 | 16                    |
| Macalester College (1)                       | 100.9         | 74.4          | 59.0          | 45.2                    | —                  | 76.4         | 4.8               | 154              | 45               | 67                | —                 | 22                    |
| North Central University (1)                 | 57.2          | 48.7          | 45.1          | —                       | 33.0               | 50.5         | 0.9               | 37               | 41               | —                 | 8                 | 13                    |
| Oak Hills Christian College (1)              | —             | —             | —             | —                       | 30.3               | 30.3         | -13.3             | 8                | 38               | —                 | 20                | 16                    |
| Pillsbury Baptist Bible College (1)          | 31.5          | 28.8          | 25.5          | 23.2                    | —                  | 27.1         | 2.0               | 17               | 35               | —                 | —                 | 7                     |
| Saint Olaf College (1)                       | 77.2          | 61.8          | 49.4          | 45.0                    | 51.7               | 61.4         | 3.8               | 206              | 42               | 72                | —                 | 18                    |
| <b>BA+</b>                                   |               |               |               |                         |                    |              |                   |                  |                  |                   |                   |                       |
| Augsburg College (1)                         | 65.4          | 52.9          | 46.1          | 39.5                    | —                  | 52.4         | 4.2               | 163              | 48               | 69                | —                 | 13                    |
| Concordia College at Moorhead (1)            | 74.4          | 54.9          | 47.5          | 40.0                    | —                  | 55.1         | 4.7               | 188              | 46               | 72                | —                 | 12                    |
| Concordia University-St Paul (1)             | —             | —             | —             | —                       | 18.4               | 18.4         | 28.1              | 2                | 50               | 35                | 98                | 7                     |
| Crown College (1)                            | 35.1          | 30.6          | 37.9          | 36.9                    | 40.4               | 36.3         | 12.2              | 38               | 16               | 41                | —                 | 22                    |
| Martin Luther College (1)                    | —             | —             | —             | —                       | —                  | —            | —                 | —                | —                | 91                | 100               | —                     |
| Minneapolis College of Art and Design (1)    | 65.9          | 55.5          | 44.7          | —                       | 37.6               | 53.6         | 5.3               | 28               | 46               | —                 | —                 | 13                    |
| Northwestern College (1)                     | 57.8          | 51.2          | 44.5          | 45.4                    | 27.7               | 49.6         | 1.7               | 87               | 36               | —                 | 2                 | 15                    |
| Northwestern Health Sciences University (1)  | —             | —             | —             | —                       | —                  | —            | —                 | —                | —                | —                 | 100               | —                     |
| Saint Johns University (1)                   | 76.5          | 57.3          | 48.7          | 45.0                    | —                  | 60.7         | 0.6               | 137              | 30               | 79                | —                 | 18                    |
| The College of Saint Scholastica (1)         | 67.6          | 59.9          | 49.9          | 40.5                    | 28.9               | 52.6         | 1.9               | 113              | 63               | 48                | 15                | 16                    |
| <b>DOCTORAL</b>                              |               |               |               |                         |                    |              |                   |                  |                  |                   |                   |                       |
| Bethel University (1)                        | 66.4          | 57.0          | 50.7          | 44.2                    | —                  | 58.4         | 4.7               | 179              | 44               | 65                | 4                 | 20                    |
| College of St Catherine (1)                  | 66.7          | 55.2          | 46.7          | 38.6                    | 39.6               | 51.7         | 6.7               | 237              | 83               | 49                | 4                 | 14                    |
| Hamline University (1)                       | 79.4          | 62.0          | 46.5          | 34.7                    | —                  | 66.0         | 7.9               | 133              | 45               | 62                | 24                | 16                    |
| Saint Mary's University of Minnesota (1)     | 64.3          | 52.0          | 42.6          | 38.5                    | —                  | 50.4         | 4.4               | 94               | 40               | 62                | 7                 | 13                    |
| University of St Thomas (1)                  | 82.3          | 66.8          | 57.7          | 60.7                    | —                  | 67.9         | 1.5               | 384              | 38               | 77                | —                 | 19                    |
| <b>MISSISSIPPI</b>                           |               |               |               |                         |                    |              |                   |                  |                  |                   |                   |                       |
| <i>Public</i>                                |               |               |               |                         |                    |              |                   |                  |                  |                   |                   |                       |
| <b>AA</b>                                    |               |               |               |                         |                    |              |                   |                  |                  |                   |                   |                       |
| Coahoma Community College (1)                | —             | —             | —             | 41.7                    | —                  | 41.7         | 9.6               | 27               | 70               | —                 | 63                | 9                     |
| Copiah-Lincoln Community College (1)         | —             | —             | —             | 41.7                    | —                  | 41.7         | -0.5              | 104              | 61               | —                 | —                 | 12                    |
| East Central Community College (1)           | —             | —             | —             | 40.9                    | —                  | 40.9         | -3.3              | 64               | 58               | —                 | 11                | 11                    |
| East Mississippi Community College (1)       | —             | —             | —             | —                       | 41.3               | 41.3         | 1.1               | 83               | 60               | —                 | 14                | 12                    |
| Hinds Community College (1)                  | —             | —             | —             | 40.5                    | —                  | 40.5         | 6.5               | 387              | 63               | —                 | 3                 | 12                    |
| Holmes Community College (1)                 | —             | —             | —             | —                       | 46.8               | 46.8         | 4.4               | 97               | 67               | —                 | 28                | 13                    |
| Itawamba Community College (1)               | —             | —             | —             | —                       | 46.5               | 46.5         | 1.9               | 99               | 70               | —                 | 35                | 13                    |
| Jones County Junior College (1)              | —             | —             | —             | 46.6                    | —                  | 46.6         | 0.5               | 158              | 55               | —                 | 10                | 13                    |
| Meridian Community College (1)               | —             | —             | —             | 40.7                    | —                  | 40.7         | 8.2               | 80               | 81               | —                 | 46                | 12                    |
| Mississippi Delta Community College (1)      | —             | —             | —             | 43.8                    | —                  | 43.8         | -1.4              | 110              | 65               | —                 | 8                 | 12                    |
| Mississippi Gulf Coast Community College (1) | —             | —             | —             | 41.9                    | —                  | 41.9         | -1.0              | 301              | 60               | —                 | 17                | 12                    |
| Northeast Mississippi Community College (1)  | —             | —             | —             | 47.9                    | —                  | 47.9         | -0.7              | 102              | 66               | —                 | 20                | 9                     |
| Northwest Mississippi Community College (1)  | —             | —             | —             | 48.0                    | —                  | 48.0         | 1.2               | 152              | 59               | —                 | 19                | 13                    |
| Pearl River Community College (1)            | —             | —             | —             | 44.0                    | —                  | 44.0         | 17.2              | 115              | 63               | —                 | 19                | 13                    |
| Southwest Mississippi Community College (1)  | —             | —             | —             | —                       | 48.5               | 48.5         | -0.5              | 62               | 71               | —                 | 15                | 13                    |
| <b>BA+</b>                                   |               |               |               |                         |                    |              |                   |                  |                  |                   |                   |                       |
| Alcorn State University (1)                  | 59.8          | 52.9          | 46.3          | 33.6                    | —                  | 47.6         | 2.9               | 136              | 40               | 40                | 27                | 13                    |
| Mississippi University for Women (1)         | 53.2          | 46.0          | 41.4          | 38.5                    | —                  | 43.4         | 2.1               | 109              | 62               | 46                | 19                | 12                    |
| Mississippi Valley State University (1)      | 55.7          | 50.3          | 44.4          | 37.3                    | —                  | 45.6         | -1.0              | 92               | 43               | 30                | 21                | 14                    |

|   | Prof.<br>(\$) | Assc.<br>(\$) | Asst.<br>(\$) | Inst./<br>Lect.<br>(\$) | No<br>Rank<br>(\$) | Avg.<br>(\$) | %<br>Chng.<br>(%) | #<br>Fac.<br>(#) | %<br>Fem.<br>(%) | %<br>Ten.†<br>(%) | %<br>11/12<br>(%) | Avg.<br>Bene.<br>(\$) |
|---|---------------|---------------|---------------|-------------------------|--------------------|--------------|-------------------|------------------|------------------|-------------------|-------------------|-----------------------|
| <b>DOCTORAL</b>                                     |               |               |               |                         |                    |              |                   |                  |                  |                   |                   |                       |
| Delta State University (1)                          | 56.3          | 50.4          | 44.1          | 35.7                    | –                  | 46.3         | 2.8               | 147              | 51               | 49                | 11                | 19                    |
| Jackson State University (1)                        | 60.8          | 52.0          | 48.4          | 35.8                    | –                  | 48.2         | 1.9               | 310              | 43               | 44                | 16                | 9                     |
| Mississippi State University (1)                    | 80.4          | 62.8          | 54.2          | 33.3                    | –                  | 57.5         | –0.7              | 577              | 37               | 53                | 30                | 10                    |
| University of Mississippi Main Campus (1)           | 84.9          | 62.0          | 55.4          | 31.8                    | –                  | 60.0         | 0.3               | 486              | 37               | 58                | 22                | 14                    |
| University of Mississippi Medical Center (1)        | –             | –             | –             | –                       | –                  | –            | –                 | –                | –                | 61                | 100               | –                     |
| University of Southern Mississippi (1)              | 76.2          | 57.2          | 50.2          | 38.7                    | –                  | 55.6         | –0.9              | 615              | 42               | 57                | 11                | 14                    |
| <i>Private</i>                                      |               |               |               |                         |                    |              |                   |                  |                  |                   |                   |                       |
| <b>BA</b>   |               |               |               |                         |                    |              |                   |                  |                  |                   |                   |                       |
| Blue Mountain College (1)                           | 47.3          | 42.5          | 41.2          | 39.6                    | –                  | 42.5         | 0.1               | 23               | 57               | –                 | 4                 | 9                     |
| Magnolia Bible College (1)                          | –             | –             | –             | –                       | –                  | –            | –                 | –                | –                | –                 | 100               | –                     |
| Rust College (1)                                    | 46.7          | 39.0          | 33.9          | 32.1                    | –                  | 35.4         | 0.4               | 37               | 43               | –                 | 12                | 5                     |
| Southeastern Baptist College (1)                    | –             | –             | –             | –                       | –                  | –            | –                 | –                | –                | –                 | 100               | –                     |
| Tougaloo College (1)                                | 48.4          | 39.6          | 36.0          | 33.4                    | –                  | 38.1         | 11.1              | 77               | 56               | 57                | 4                 | 7                     |
| Wesley College (1)                                  | 24.0          | 22.8          | 24.0          | –                       | –                  | 23.3         | 5.9               | 5                | 20               | –                 | –                 | 1                     |
| <b>BA+</b>  |               |               |               |                         |                    |              |                   |                  |                  |                   |                   |                       |
| Belhaven College (1)                                | 52.5          | 46.1          | 41.1          | 22.5                    | –                  | 45.0         | 1.0               | 56               | 39               | 50                | –                 | 10                    |
| Millsaps College (1)                                | 75.2          | 56.0          | 48.6          | 42.7                    | –                  | 56.8         | 4.1               | 92               | 45               | 77                | –                 | 15                    |
| Mississippi College (1)                             | 64.8          | 51.2          | 45.9          | 33.2                    | –                  | 51.0         | 3.7               | 157              | 44               | 55                | 2                 | 12                    |
| William Carey College (1)                           | 49.9          | 42.9          | 41.4          | 26.8                    | –                  | 40.2         | 2.0               | 39               | 59               | 41                | 43                | 10                    |
| <b>MISSOURI</b>                                     |               |               |               |                         |                    |              |                   |                  |                  |                   |                   |                       |
| <i>Public</i>                                       |               |               |               |                         |                    |              |                   |                  |                  |                   |                   |                       |
| <b>AA</b>   |               |               |               |                         |                    |              |                   |                  |                  |                   |                   |                       |
| Blue River Community College (1)                    | –             | –             | –             | –                       | 48.1               | 48.1         | 2.1               | 30               | 63               | –                 | 3                 | 15                    |
| Business & Technology College (1)                   | –             | –             | –             | –                       | 44.8               | 44.8         | 0.9               | 1                | 0                | –                 | 90                | 17                    |
| Crowder College (1)                                 | –             | –             | –             | –                       | 37.6               | 37.6         | 2.2               | 49               | 53               | –                 | 23                | 9                     |
| East Central College (1)                            | 55.1          | 46.8          | 45.1          | 40.6                    | –                  | 44.8         | –1.6              | 53               | 47               | 67                | 4                 | 12                    |
| Jefferson College (1)                               | 62.7          | 51.0          | 47.0          | 45.3                    | 43.0               | 53.0         | 5.4               | 83               | 49               | 65                | 7                 | 13                    |
| Linn State Technical College (1)                    | 37.8          | –             | –             | –                       | –                  | 37.8         | 1.1               | 51               | 33               | –                 | 36                | 11                    |
| Longview Community College (1)                      | –             | –             | –             | –                       | 50.7               | 50.7         | –0.7              | 82               | 48               | –                 | 1                 | 15                    |
| Maple Woods Community College (1)                   | –             | –             | –             | –                       | 50.2               | 50.2         | –3.1              | 53               | 51               | –                 | –                 | 15                    |
| Mineral Area College (1)                            | –             | –             | –             | 41.3                    | –                  | 41.3         | 3.8               | 46               | 61               | –                 | 10                | 12                    |
| Missouri State University-West Plains (1)           | 47.2          | 43.0          | 36.7          | 34.6                    | –                  | 38.2         | 5.0               | 27               | 52               | 72                | 7                 | 13                    |
| Moberly Area Community College (1)                  | 43.0          | 39.4          | 37.0          | 35.0                    | –                  | 37.3         | 2.6               | 57               | 53               | 5                 | 14                | 10                    |
| North Central Missouri College (1)                  | –             | –             | –             | 42.4                    | –                  | 42.4         | 7.2               | 23               | 39               | 66                | 21                | 10                    |
| Ozarks Technical Community College (1)              | –             | –             | –             | 42.5                    | –                  | 42.5         | 0.7               | 116              | 45               | –                 | 16                | 11                    |
| Penn Valley Community College (1)                   | –             | –             | –             | –                       | 52.1               | 52.1         | 2.0               | 82               | 67               | –                 | 19                | 16                    |
| Saint Louis Community College-Florissant Valley (1) | 70.9          | 58.8          | 53.0          | 45.8                    | –                  | 58.9         | 3.0               | 126              | 51               | –                 | –                 | 15                    |
| Saint Louis Community College-Forest Park (1)       | 69.9          | 60.5          | 52.8          | 46.7                    | –                  | 59.0         | 3.5               | 130              | 54               | –                 | –                 | 15                    |
| Saint Louis Community College-Meramec (1)           | 69.6          | 58.6          | 52.4          | 46.1                    | –                  | 59.8         | 3.3               | 184              | 55               | –                 | –                 | 15                    |
| St Charles Community College (1)                    | 59.0          | 48.3          | 43.7          | 31.9                    | –                  | 50.7         | 2.3               | 81               | 54               | –                 | –                 | 12                    |
| State Fair Community College (1)                    | –             | –             | –             | 40.6                    | –                  | 40.6         | –1.6              | 55               | 49               | –                 | 17                | 10                    |
| Three Rivers Community College (1)                  | –             | –             | –             | –                       | 40.1               | 40.1         | 1.0               | 58               | 60               | 71                | –                 | 10                    |
| <b>BA</b>   |               |               |               |                         |                    |              |                   |                  |                  |                   |                   |                       |
| Harris-Stowe State University (1)                   | 59.1          | 48.8          | 43.7          | 38.8                    | –                  | 44.1         | 5.0               | 52               | 44               | 38                | –                 | 10                    |
| Missouri Western State University (1)               | 67.2          | 53.0          | 45.9          | 35.6                    | –                  | 51.4         | 3.2               | 179              | 40               | 72                | –                 | 15                    |
| <b>BA+</b>  |               |               |               |                         |                    |              |                   |                  |                  |                   |                   |                       |
| Central Missouri State University (1)               | 69.4          | 57.6          | 48.9          | 34.2                    | 33.9               | 53.1         | –0.6              | 419              | 41               | 68                | 6                 | 14                    |
| Lincoln University (1)                              | 56.7          | 43.6          | 39.6          | 31.2                    | –                  | 43.2         | –0.7              | 123              | 50               | 58                | 2                 | 13                    |

|  | Prof.<br>(\$) | Assc.<br>(\$) | Asst.<br>(\$) | Inst./<br>Lect.<br>(\$) | No<br>Rank<br>(\$) | Avg.<br>(\$) | %<br>Chng.<br>(%) | #<br>Fac.<br>(#) | %<br>Fem.<br>(%) | %<br>Ten.†<br>(%) | %<br>11/12<br>(%) | Avg.<br>Bene.<br>(\$) |
|--|---------------|---------------|---------------|-------------------------|--------------------|--------------|-------------------|------------------|------------------|-------------------|-------------------|-----------------------|
| Missouri Southern State University (1)                 | 68.9          | 53.3          | 45.1          | 32.0                    | —                  | 55.1         | 4.0               | 184              | 40               | 76                | 9                 | 15                    |
| Northwest Missouri State University (1)                | 72.4          | 56.3          | 48.0          | 38.4                    | —                  | 51.0         | 1.9               | 233              | 41               | 45                | 3                 | 18                    |
| Southeast Missouri State University (1)                | 68.1          | 55.2          | 48.4          | 38.4                    | —                  | 53.7         | 1.2               | 380              | 45               | 70                | 2                 | 16                    |
| Truman State University (1)                            | 66.6          | 51.0          | 42.6          | 37.5                    | —                  | 54.1         | 1.6               | 346              | 39               | 74                | 2                 | 16                    |
| <b>DOCTORAL</b>  |               |               |               |                         |                    |              |                   |                  |                  |                   |                   |                       |
| Missouri State University (1)                          | 65.7          | 53.4          | 47.6          | 32.7                    | 37.6               | 52.5         | 1.6               | 651              | 41               | 76                | 11                | 16                    |
| University of Missouri-Columbia (1)                    | 95.3          | 67.1          | 55.6          | 39.9                    | 44.2               | 69.4         | 2.2               | 846              | 36               | 43                | 32                | 17                    |
| University of Missouri-Kansas City (1)                 | 97.7          | 66.5          | 53.1          | 43.7                    | 27.5               | 69.3         | 2.2               | 401              | 38               | 40                | 39                | 17                    |
| University of Missouri-Rolla (1)                       | 97.3          | 72.3          | 63.7          | 47.4                    | —                  | 76.1         | 1.4               | 277              | 14               | 59                | 12                | 20                    |
| University of Missouri-St Louis (1)                    | 89.6          | 62.7          | 53.6          | 38.8                    | 26.9               | 61.4         | 2.6               | 364              | 48               | 49                | 21                | 15                    |
| <i>Private</i>   |               |               |               |                         |                    |              |                   |                  |                  |                   |                   |                       |
| <b>AA</b>  |               |               |               |                         |                    |              |                   |                  |                  |                   |                   |                       |
| Cottey College (1)                                     | 55.9          | 50.2          | 43.1          | 44.7                    | —                  | 50.6         | 3.8               | 32               | 50               | 78                | —                 | 14                    |
| Southeast Missouri Hospital College of Nursing (1)     | —             | —             | —             | —                       | —                  | —            | —                 | —                | —                | —                 | 100               | —                     |
| Texas County Technical Institute (1)                   | —             | —             | —             | —                       | —                  | —            | —                 | —                | —                | —                 | 100               | —                     |
| Wentworth Military Academy (1)                         | —             | —             | —             | 22.6                    | —                  | 22.6         | -6.6              | 19               | 42               | —                 | —                 | 2                     |
| <b>BA</b>  |               |               |               |                         |                    |              |                   |                  |                  |                   |                   |                       |
| Central Bible College (1)                              | 52.4          | 42.3          | 36.4          | —                       | —                  | 40.8         | -1.2              | 34               | 32               | —                 | —                 | 12                    |
| Central Christian College of the Bible (1)             | —             | —             | —             | —                       | —                  | —            | —                 | —                | —                | —                 | 100               | —                     |
| Central Methodist University-College of Liberal Ar (1) | 50.8          | 39.6          | 35.7          | 30.0                    | —                  | 41.1         | 3.3               | 50               | 42               | 67                | 2                 | 11                    |
| Cleveland Chiropractic College (1)                     | —             | —             | —             | —                       | —                  | —            | —                 | —                | —                | —                 | 100               | —                     |
| College of the Ozarks (1)                              | 57.1          | 51.3          | 46.2          | 39.7                    | —                  | 50.7         | 1.7               | 74               | 31               | 18                | —                 | 13                    |
| Culver-Stockton College (1)                            | 62.2          | 54.3          | 46.4          | 37.8                    | —                  | 51.3         | 17.0              | 44               | 32               | 63                | —                 | 8                     |
| Hannibal-LaGrange College (1)                          | 48.9          | 39.6          | 37.2          | 32.1                    | —                  | 38.7         | 4.7               | 51               | 47               | —                 | —                 | 12                    |
| Kansas City Art Institute (1)                          | 55.3          | 47.1          | 37.8          | 33.0                    | —                  | 45.9         | 1.1               | 45               | 44               | 67                | —                 | 13                    |
| Kansas City College (1)                                | —             | —             | —             | —                       | —                  | —            | —                 | —                | —                | —                 | 100               | —                     |
| Lester L Cox College of Nursing and Health Science (1) | 68.4          | 56.6          | 54.0          | 46.7                    | —                  | 54.7         | 1.9               | 20               | 100              | —                 | —                 | 15                    |
| Logan College of Chiropractic (1)                      | —             | —             | —             | —                       | —                  | —            | —                 | —                | —                | 13                | 100               | —                     |
| Messenger College (1)                                  | —             | —             | —             | —                       | —                  | —            | —                 | —                | —                | —                 | 100               | —                     |
| Missouri Valley College (1)                            | 45.0          | 39.5          | 37.4          | 28.1                    | —                  | 37.1         | -0.0              | 55               | 49               | —                 | 24                | 6                     |
| Ozark Christian College (1)                            | —             | —             | —             | —                       | 42.2               | 42.2         | 6.0               | 33               | 15               | —                 | —                 | 11                    |
| Ranken Technical College (1)                           | —             | —             | —             | —                       | —                  | —            | —                 | —                | —                | —                 | 100               | —                     |
| Saint Louis Christian College (1)                      | —             | —             | —             | —                       | —                  | —            | —                 | —                | —                | —                 | 100               | —                     |
| Saint Lukes College (1)                                | —             | 55.0          | 53.4          | —                       | —                  | 53.5         | -0.9              | 16               | 88               | —                 | 11                | 19                    |
| Westminster College (1)                                | 61.2          | 54.3          | 42.8          | 35.2                    | —                  | 51.4         | 5.5               | 57               | 37               | 71                | —                 | 12                    |
| William Jewell College (1)                             | 58.5          | 47.3          | 44.3          | 39.5                    | —                  | 51.0         | 2.2               | 71               | 52               | 70                | 5                 | 15                    |
| <b>BA+</b>   |               |               |               |                         |                    |              |                   |                  |                  |                   |                   |                       |
| Avila University (1)                                   | 57.5          | 55.1          | 42.0          | 39.7                    | —                  | 49.0         | 5.5               | 64               | 63               | —                 | —                 | 11                    |
| Baptist Bible College and Graduate School (1)          | —             | —             | —             | —                       | 35.9               | 35.9         | 3.0               | 29               | 45               | 86                | —                 | 9                     |
| Barnes-Jewish College of Nursing and Allied Health (1) | —             | 58.4          | 54.4          | 42.9                    | —                  | 54.3         | 0.6               | 25               | 100              | —                 | 29                | 7                     |
| Calvary Bible College and Theological Seminary (1)     | —             | —             | —             | —                       | —                  | —            | —                 | —                | —                | —                 | 100               | —                     |
| Columbia College (1)                                   | 62.9          | 56.4          | 47.0          | 43.9                    | —                  | 50.8         | 4.6               | 56               | 41               | 53                | —                 | 12                    |
| Conception Seminary College (1)                        | 47.9          | 45.7          | 40.5          | 30.0                    | —                  | 41.0         | 9.4               | 4                | 25               | —                 | —                 | 10                    |
| Drury University (1)                                   | 71.5          | 53.8          | 47.5          | 40.0                    | —                  | 53.8         | 3.1               | 126              | 41               | 54                | 4                 | 13                    |
| Evangel University (1)                                 | —             | —             | —             | —                       | —                  | —            | —                 | —                | —                | 65                | 100               | —                     |
| Fontbonne University (1)                               | 68.6          | 52.4          | 44.5          | 37.7                    | —                  | 49.7         | 4.7               | 64               | 66               | 55                | 3                 | 12                    |
| Lindenwood University (1)                              | 68.3          | 57.1          | 47.4          | —                       | —                  | 56.6         | 4.3               | 83               | 55               | —                 | 60                | 11                    |
| Missouri Baptist University (1)                        | 48.0          | 47.7          | 40.6          | 32.9                    | —                  | 40.3         | -0.1              | 53               | 38               | —                 | 9                 | 11                    |
| Park University (1)                                    | 66.5          | 60.3          | 44.8          | 34.3                    | 34.0               | 52.6         | 14.8              | 66               | 44               | 39                | 29                | 9                     |

|  | Prof.<br>(\$) | Assc.<br>(\$) | Asst.<br>(\$) | Inst./<br>Lect.<br>(\$) | No<br>Rank<br>(\$) | Avg.<br>(\$) | %<br>Chng.<br>(%) | #<br>Fac.<br>(#) | %<br>Fem.<br>(%) | %<br>Ten.†<br>(%) | %<br>11/12<br>(%) | Avg.<br>Bene.<br>(\$) |
|--|---------------|---------------|---------------|-------------------------|--------------------|--------------|-------------------|------------------|------------------|-------------------|-------------------|-----------------------|
| Stephens College (1)                                   | 42.7          | 41.0          | 36.0          | 32.6                    | –                  | 37.5         | 3.9               | 41               | 71               | 46                | 2                 | 9                     |
| William Woods University (1)                           | 47.9          | 47.1          | 39.0          | 33.8                    | –                  | 40.6         | –0.5              | 47               | 51               | 24                | 13                | 14                    |
| <b>DOCTORAL</b>  |               |               |               |                         |                    |              |                   |                  |                  |                   |                   |                       |
| Maryville University of Saint Louis (1)                | 66.1          | 54.8          | 49.5          | 43.3                    | –                  | 55.0         | 4.2               | 78               | 53               | 61                | 18                | 18                    |
| Midwestern Baptist Theological Seminary (1)            | –             | –             | –             | –                       | –                  | –            | –                 | –                | –                | 8                 | 100               | –                     |
| Rockhurst University (1)                               | 67.2          | 54.3          | 49.8          | 38.5                    | –                  | 55.9         | 4.2               | 113              | 43               | 72                | 10                | 11                    |
| Saint Louis University-Main Campus (1)                 | 93.6          | 65.6          | 55.2          | 48.9                    | 55.5               | 69.0         | –0.6              | 527              | 38               | 53                | 14                | 17                    |
| Southwest Baptist University (1)                       | 47.4          | 41.5          | 36.3          | 30.9                    | –                  | 39.1         | 1.2               | 88               | 35               | 64                | 21                | 11                    |
| Washington University in St Louis (1)                  | 133.1         | 88.6          | 72.5          | 48.7                    | –                  | 94.9         | 2.2               | 663              | 33               | 46                | 12                | 23                    |
| Webster University (1)                                 | 74.9          | 57.3          | 46.0          | –                       | –                  | 60.1         | 2.4               | 131              | 47               | 84                | 22                | 14                    |
| <b>MONTANA</b>   |               |               |               |                         |                    |              |                   |                  |                  |                   |                   |                       |
| <i>Public</i>  |               |               |               |                         |                    |              |                   |                  |                  |                   |                   |                       |
| <b>AA</b>  |               |               |               |                         |                    |              |                   |                  |                  |                   |                   |                       |
| Chief Dull Knife College (1)                           | –             | –             | –             | 29.0                    | –                  | 29.0         | –6.2              | 10               | 20               | –                 | 23                | 11                    |
| Dawson Community College (1)                           | –             | –             | –             | 38.3                    | –                  | 38.3         | 0.7               | 29               | 41               | 48                | –                 | 12                    |
| Flathead Valley Community College (1)                  | –             | –             | –             | –                       | 47.6               | 47.6         | 1.2               | 44               | 39               | 84                | –                 | 12                    |
| Fort Belknap College (1)                               | –             | –             | –             | 27.0                    | –                  | 27.0         | –1.5              | 5                | 60               | –                 | 58                | 9                     |
| Fort Peck Community College (1)                        | –             | –             | –             | –                       | –                  | –            | –                 | –                | –                | –                 | 100               | –                     |
| Little Big Horn College (1)                            | –             | –             | –             | 39.1                    | –                  | 39.1         | –                 | 11               | 36               | –                 | –                 | 2                     |
| Miles Community College (1)                            | –             | –             | –             | 35.7                    | –                  | 35.7         | 1.2               | 20               | 55               | –                 | –                 | 12                    |
| Montana State University-College of Technology-Gre (1) | –             | –             | –             | 39.4                    | –                  | 39.4         | 6.2               | 46               | 59               | 56                | –                 | 13                    |
| Stone Child College (1)                                | 34.4          | –             | –             | –                       | –                  | 34.4         | 2.0               | 10               | 30               | –                 | –                 | 8                     |
| University of Montana-Helena College of Technology (1) | –             | –             | –             | 37.0                    | –                  | 37.0         | 1.1               | 31               | 39               | 68                | –                 | 13                    |
| <b>BA</b>  |               |               |               |                         |                    |              |                   |                  |                  |                   |                   |                       |
| The University of Montana-Western (1)                  | 53.5          | 45.6          | 41.4          | 33.3                    | –                  | 43.5         | 4.0               | 52               | 46               | 39                | 2                 | 14                    |
| <b>BA+</b>   |               |               |               |                         |                    |              |                   |                  |                  |                   |                   |                       |
| Montana State University-Billings (1)                  | 61.5          | 50.3          | 47.9          | 36.6                    | –                  | 48.7         | 3.4               | 157              | 39               | 67                | –                 | 13                    |
| Montana State University-Northern (1)                  | 51.4          | 45.9          | 37.4          | 34.7                    | –                  | 42.8         | –0.1              | 66               | 35               | 70                | –                 | 13                    |
| Montana Tech of the University of Montana (1)          | 59.5          | 52.4          | 46.5          | 40.0                    | –                  | 50.4         | –1.4              | 120              | 30               | 66                | 29                | 14                    |
| <b>DOCTORAL</b>  |               |               |               |                         |                    |              |                   |                  |                  |                   |                   |                       |
| Montana State University-Bozeman (1)                   | 73.7          | 58.5          | 51.4          | 36.5                    | –                  | 58.0         | 5.4               | 465              | 38               | 70                | 14                | 16                    |
| The University of Montana (1)                          | 70.6          | 55.0          | 48.9          | 41.0                    | –                  | 57.0         | 3.9               | 513              | 38               | 70                | 5                 | 16                    |
| <i>Private</i>   |               |               |               |                         |                    |              |                   |                  |                  |                   |                   |                       |
| <b>AA</b>  |               |               |               |                         |                    |              |                   |                  |                  |                   |                   |                       |
| Blackfeet Community College (1)                        | –             | –             | –             | 29.1                    | –                  | 29.1         | –7.2              | 28               | 50               | –                 | –                 | 4                     |
| <b>BA</b>  |               |               |               |                         |                    |              |                   |                  |                  |                   |                   |                       |
| Carroll College (1)                                    | 56.1          | 46.5          | 39.3          | 35.2                    | –                  | 46.7         | 3.8               | 79               | 37               | 79                | –                 | 11                    |
| Salish Kootenai College (1)                            | –             | –             | –             | 41.9                    | 22.6               | 40.4         | 3.9               | 52               | 62               | –                 | 38                | 12                    |
| <b>BA+</b>   |               |               |               |                         |                    |              |                   |                  |                  |                   |                   |                       |
| Rocky Mountain College (1)                             | 53.6          | 38.4          | 38.1          | 31.3                    | –                  | 45.5         | 1.5               | 51               | 37               | 69                | –                 | 12                    |
| University of Great Falls (1)                          | 44.8          | 39.8          | 34.7          | 30.0                    | –                  | 39.7         | –0.5              | 33               | 30               | 73                | –                 | 9                     |
| <b>NEBRASKA</b>  |               |               |               |                         |                    |              |                   |                  |                  |                   |                   |                       |
| <i>Public</i>  |               |               |               |                         |                    |              |                   |                  |                  |                   |                   |                       |
| <b>AA</b>  |               |               |               |                         |                    |              |                   |                  |                  |                   |                   |                       |
| Central Community College (1)                          | –             | –             | –             | –                       | 44.3               | 44.3         | 9.7               | 148              | 48               | –                 | –                 | 19                    |
| Metropolitan Community College Area (1)                | –             | –             | –             | 47.9                    | –                  | 47.9         | 1.3               | 159              | 49               | –                 | 15                | 18                    |
| Mid Plains Community College (1)                       | –             | –             | –             | –                       | 45.0               | 45.0         | –0.2              | 48               | 46               | 80                | 27                | 18                    |

|  | Prof.<br>(\$) | Assc.<br>(\$) | Asst.<br>(\$) | Inst./<br>Lect.<br>(\$) | No<br>Rank<br>(\$) | Avg.<br>(\$) | %<br>Chng.<br>(%) | #<br>Fac.<br>(#) | %<br>Fem.<br>(%) | %<br>Ten.†<br>(%) | %<br>11/12<br>(%) | Avg.<br>Bene.<br>(\$) |
|--|---------------|---------------|---------------|-------------------------|--------------------|--------------|-------------------|------------------|------------------|-------------------|-------------------|-----------------------|
| Nebraska College of Technical Agriculture (1)          | 49.8          | 46.3          | 35.2          | 32.7                    | —                  | 41.4         | 3.9               | 12               | 50               | —                 | 8                 | 13                    |
| Nebraska Indian Community College (1)                  | —             | —             | —             | 36.1                    | —                  | 36.1         | 222.0             | 5                | 20               | —                 | —                 | 2                     |
| Northeast Community College (1)                        | —             | —             | —             | —                       | 41.3               | 41.3         | 3.0               | 103              | 36               | —                 | —                 | 19                    |
| Southeast Community College Area (1)                   | —             | —             | —             | —                       | —                  | —            | —                 | —                | —                | —                 | 100               | —                     |
| Western Nebraska Community College (1)                 | —             | —             | —             | —                       | 42.4               | 42.4         | 2.8               | 67               | 43               | 80                | 3                 | 19                    |
| <b>BA+</b>   |               |               |               |                         |                    |              |                   |                  |                  |                   |                   |                       |
| Chadron State College (1)                              | 64.1          | 50.8          | 41.9          | 36.8                    | —                  | 47.5         | 2.3               | 101              | 36               | 54                | —                 | 13                    |
| Peru State College (1)                                 | 62.9          | 47.8          | 42.4          | 39.0                    | —                  | 50.3         | 0.3               | 45               | 27               | 51                | —                 | 15                    |
| University of Nebraska at Kearney (1)                  | 70.6          | 59.4          | 48.6          | 34.7                    | —                  | 55.3         | 2.5               | 294              | 43               | 64                | 4                 | 16                    |
| Wayne State College (1)                                | 63.0          | 51.6          | 43.2          | 33.8                    | —                  | 52.3         | 3.6               | 126              | 47               | 80                | —                 | 15                    |
| <b>DOCTORAL</b>  |               |               |               |                         |                    |              |                   |                  |                  |                   |                   |                       |
| University of Nebraska at Lincoln (1)                  | 99.5          | 70.3          | 61.1          | 42.5                    | —                  | 75.5         | 1.4               | 805              | 31               | 59                | 29                | 18                    |
| University of Nebraska at Omaha (1)                    | 76.5          | 65.8          | 55.7          | 36.9                    | 67.9               | 63.2         | 2.6               | 433              | 42               | 66                | 7                 | 16                    |
| University of Nebraska Medical Center (1)              | 76.2          | 60.1          | 49.5          | 46.5                    | —                  | 50.1         | 6.7               | 36               | 97               | 40                | 79                | 10                    |
| <i>Private</i>   |               |               |               |                         |                    |              |                   |                  |                  |                   |                   |                       |
| <b>AA</b>  |               |               |               |                         |                    |              |                   |                  |                  |                   |                   |                       |
| Little Priest Tribal College (1)                       | —             | —             | —             | 30.1                    | —                  | 30.1         | -11.9             | 2                | 100              | —                 | 33                | 14                    |
| <b>BA</b>  |               |               |               |                         |                    |              |                   |                  |                  |                   |                   |                       |
| Bryan LGH College of Health Sciences (1)               | —             | —             | —             | —                       | —                  | —            | —                 | —                | —                | —                 | 100               | —                     |
| Dana College (1)                                       | 48.8          | 44.8          | 38.4          | 31.6                    | —                  | 42.1         | 5.3               | 40               | 58               | 56                | —                 | 11                    |
| Midland Lutheran College (1)                           | 55.8          | 45.4          | 40.8          | 31.0                    | —                  | 43.8         | 5.3               | 61               | 46               | 67                | —                 | 11                    |
| Nebraska Christian College (1)                         | —             | —             | —             | —                       | —                  | —            | —                 | —                | —                | —                 | 100               | —                     |
| Summit Christian College (1)                           | —             | —             | —             | —                       | —                  | —            | —                 | —                | —                | —                 | 100               | —                     |
| York College (1)                                       | 53.3          | 42.3          | 37.4          | —                       | —                  | 41.4         | -0.1              | 33               | 27               | 63                | —                 | 12                    |
| <b>BA+</b>   |               |               |               |                         |                    |              |                   |                  |                  |                   |                   |                       |
| Clarkson College (1)                                   | —             | —             | —             | 39.7                    | —                  | 39.7         | 0.0               | 4                | 100              | —                 | 91                | 8                     |
| College of Saint Mary (1)                              | 54.7          | 46.1          | 39.9          | 35.6                    | 30.8               | 40.2         | -1.0              | 41               | 73               | 28                | 24                | 8                     |
| Concordia University (1)                               | 58.0          | 51.9          | 46.4          | —                       | 40.0               | 50.3         | 0.8               | 54               | 37               | 8                 | —                 | 11                    |
| Doane College (1)                                      | 65.3          | 52.8          | 44.7          | 37.0                    | —                  | 51.0         | 6.3               | 76               | 42               | 54                | 6                 | 12                    |
| Grace University (1)                                   | 46.7          | 39.1          | 32.8          | 30.7                    | —                  | 35.7         | 3.9               | 20               | 30               | —                 | —                 | 12                    |
| Hastings College (1)                                   | 60.5          | 49.8          | 43.2          | 40.0                    | —                  | 50.8         | 3.2               | 79               | 33               | 63                | —                 | 13                    |
| Nebraska Methodist College of Nursing & Allied Hea (1) | 63.7          | 51.7          | 52.4          | 42.2                    | —                  | 50.0         | 13.8              | 35               | 89               | —                 | 20                | 7                     |
| Nebraska Wesleyan University (1)                       | 63.5          | 48.6          | 41.3          | 36.9                    | 34.0               | 50.0         | 2.5               | 102              | 49               | 65                | 3                 | 14                    |
| Union College (1)                                      | 48.6          | 46.1          | 43.1          | —                       | —                  | 46.5         | 3.6               | 42               | 43               | 49                | 22                | 19                    |
| <b>DOCTORAL</b>  |               |               |               |                         |                    |              |                   |                  |                  |                   |                   |                       |
| Creighton University (1)                               | 87.6          | 64.4          | 50.4          | 37.5                    | —                  | 62.7         | 4.1               | 272              | 38               | 67                | 37                | 16                    |
| <b>NEVADA</b>  |               |               |               |                         |                    |              |                   |                  |                  |                   |                   |                       |
| <i>Public</i>  |               |               |               |                         |                    |              |                   |                  |                  |                   |                   |                       |
| <b>AA</b>  |               |               |               |                         |                    |              |                   |                  |                  |                   |                   |                       |
| Truckee Meadows Community College (1)                  | 68.4          | —             | —             | 46.8                    | —                  | 59.2         | 1.4               | 150              | 45               | 75                | 14                | 14                    |
| Western Nevada Community College (1)                   | 71.6          | —             | —             | 52.4                    | —                  | 64.1         | 1.5               | 79               | 47               | 76                | —                 | 14                    |
| <b>BA</b>  |               |               |               |                         |                    |              |                   |                  |                  |                   |                   |                       |
| Community College of Southern Nevada (1)               | 62.7          | —             | —             | 45.7                    | 51.8               | 57.2         | 5.0               | 421              | 42               | 81                | 6                 | 14                    |
| Great Basin College (1)                                | 64.4          | —             | —             | 50.2                    | 40.5               | 57.4         | 3.6               | 58               | 47               | 54                | 3                 | 16                    |
| Nevada State College at Henderson (1)                  | 100.3         | 78.2          | 61.4          | 46.2                    | —                  | 56.5         | 6.2               | 32               | 53               | 13                | 11                | 34                    |
| <b>DOCTORAL</b>  |               |               |               |                         |                    |              |                   |                  |                  |                   |                   |                       |
| University of Nevada-Las Vegas (1)                     | 104.0         | 76.4          | 60.2          | 49.3                    | —                  | 76.3         | 2.7               | 736              | 35               | 66                | 14                | 16                    |
| University of Nevada-Reno (1)                          | 106.0         | 77.9          | 58.5          | 43.7                    | —                  | 77.9         | 3.0               | 478              | 37               | 62                | 25                | 15                    |



|  | Prof.<br>(\$) | Assoc.<br>(\$) | Asst.<br>(\$) | Inst./<br>Lect.<br>(\$) | No<br>Rank<br>(\$) | Avg.<br>(\$) | %<br>Chng.<br>(%) | #<br>Fac.<br>(#) | %<br>Fem.<br>(%) | %<br>Ten.†<br>(%) | %<br>11/12<br>(%) | Avg.<br>Bene.<br>(\$) |
|--|---------------|----------------|---------------|-------------------------|--------------------|--------------|-------------------|------------------|------------------|-------------------|-------------------|-----------------------|
| <i>Private</i>   |               |                |               |                         |                    |              |                   |                  |                  |                   |                   |                       |
| <b>BA+</b>   |               |                |               |                         |                    |              |                   |                  |                  |                   |                   |                       |
| Sierra Nevada College (1)                              | 70.5          | 54.4           | 44.6          | –                       | –                  | 61.7         | 0.1               | 19               | 32               | –                 | 5                 | 14                    |
| <b>NEW HAMPSHIRE</b>                                   |               |                |               |                         |                    |              |                   |                  |                  |                   |                   |                       |
| <i>Public</i>  |               |                |               |                         |                    |              |                   |                  |                  |                   |                   |                       |
| <b>AA</b>  |               |                |               |                         |                    |              |                   |                  |                  |                   |                   |                       |
| New Hampshire Community Technical College-Berlin/L (1) | 46.8          | 41.4           | 35.9          | 33.5                    | –                  | 44.4         | 2.9               | 58               | 47               | –                 | 11                | 20                    |
| New Hampshire Community Technical College-Manchest (1) | 46.3          | 39.1           | 33.8          | –                       | –                  | 44.1         | 4.9               | 77               | 62               | –                 | 10                | 19                    |
| New Hampshire Technical Institute (1)                  | 47.0          | 37.1           | 35.2          | –                       | –                  | 44.9         | 1.7               | 84               | 57               | –                 | 21                | 20                    |
| NH Community Technical College-Nashua-Claremont (1)    | 46.2          | 39.9           | 37.8          | 33.9                    | –                  | 43.4         | 2.2               | 63               | 59               | –                 | 17                | 19                    |
| <b>BA</b>  |               |                |               |                         |                    |              |                   |                  |                  |                   |                   |                       |
| University of New Hampshire-Manchester (1)             | 88.2          | 68.7           | 58.2          | 43.9                    | –                  | 66.9         | 3.5               | 27               | 26               | 68                | 4                 | 21                    |
| <b>BA+</b>   |               |                |               |                         |                    |              |                   |                  |                  |                   |                   |                       |
| Keene State College (1)                                | 77.7          | 63.6           | 52.2          | 44.4                    | 42.8               | 64.1         | 5.4               | 180              | 47               | 67                | –                 | 20                    |
| Plymouth State University (1)                          | 74.7          | 59.4           | 50.4          | 45.9                    | 52.9               | 62.7         | 2.9               | 179              | 39               | 68                | 1                 | 20                    |
| <b>DOCTORAL</b>  |               |                |               |                         |                    |              |                   |                  |                  |                   |                   |                       |
| University of New Hampshire-Main Campus (1)            | 99.4          | 73.5           | 61.7          | 52.3                    | –                  | 79.7         | 4.7               | 596              | 38               | 74                | 6                 | 24                    |
| <i>Private</i>   |               |                |               |                         |                    |              |                   |                  |                  |                   |                   |                       |
| <b>AA</b>  |               |                |               |                         |                    |              |                   |                  |                  |                   |                   |                       |
| Lebanon College (1)                                    | –             | –              | –             | –                       | –                  | –            | –                 | –                | –                | –                 | 100               | –                     |
| <b>BA</b>  |               |                |               |                         |                    |              |                   |                  |                  |                   |                   |                       |
| Chester College of New England (1)                     | –             | 40.5           | 34.7          | –                       | –                  | 36.2         | 3.7               | 12               | 67               | –                 | –                 | 4                     |
| Colby-Sawyer College (1)                               | 63.9          | 54.7           | 43.6          | 35.9                    | –                  | 49.6         | –3.1              | 54               | 54               | 36                | –                 | 15                    |
| Franklin Pierce College (1)                            | 60.9          | 50.6           | 41.2          | 34.1                    | –                  | 50.8         | 5.8               | 71               | 34               | –                 | –                 | 17                    |
| Magdalen College (1)                                   | –             | –              | –             | –                       | 37.9               | 37.9         | 16.4              | 7                | 29               | –                 | –                 | 11                    |
| New Hampshire Institute of Art (1)                     | –             | –              | –             | –                       | 47.0               | 47.0         | 11.6              | 6                | 17               | –                 | –                 | 13                    |
| Saint Anselm College (1)                               | 74.0          | 61.6           | 48.8          | 39.7                    | 67.9               | 60.2         | 4.6               | 132              | 41               | 72                | –                 | 16                    |
| Thomas More College of Liberal Arts (1)                | –             | –              | –             | –                       | –                  | –            | –                 | –                | –                | –                 | 100               | –                     |
| <b>BA+</b>   |               |                |               |                         |                    |              |                   |                  |                  |                   |                   |                       |
| Daniel Webster College (1)                             | 74.1          | 54.2           | 48.4          | 39.1                    | –                  | 53.8         | –                 | 41               | 22               | –                 | –                 | 12                    |
| New England College (1)                                | 59.0          | 50.3           | 44.2          | –                       | 59.3               | 50.9         | 4.9               | 56               | 50               | 11                | –                 | 11                    |
| Rivier College (1)                                     | 59.8          | 54.3           | 51.8          | 41.7                    | –                  | 54.3         | 1.1               | 66               | 65               | 66                | 7                 | 13                    |
| <b>DOCTORAL</b>  |               |                |               |                         |                    |              |                   |                  |                  |                   |                   |                       |
| Dartmouth College (1)                                  | 118.5         | 81.0           | 61.9          | 43.4                    | –                  | 92.3         | 8.7               | 405              | 34               | 64                | 18                | 26                    |
| Franklin Pierce College-Graduate and Prof Studies (1)  | 46.6          | 54.3           | 48.8          | –                       | –                  | 50.1         | 3.0               | 15               | 47               | –                 | –                 | 13                    |
| Southern New Hampshire University (1)                  | 82.1          | 62.3           | 52.3          | 43.9                    | –                  | 66.7         | 2.3               | 116              | 37               | –                 | –                 | 22                    |
| <b>NEW JERSEY</b>                                      |               |                |               |                         |                    |              |                   |                  |                  |                   |                   |                       |
| <i>Public</i>  |               |                |               |                         |                    |              |                   |                  |                  |                   |                   |                       |
| <b>AA</b>  |               |                |               |                         |                    |              |                   |                  |                  |                   |                   |                       |
| Atlantic Cape Community College (1)                    | 79.7          | 62.2           | 47.1          | 38.2                    | –                  | 54.7         | 1.0               | 86               | 56               | 63                | –                 | 16                    |
| Bergen Community College (1)                           | 92.4          | 74.5           | 54.8          | 45.1                    | 28.0               | 70.7         | 1.9               | 225              | 54               | 53                | –                 | 22                    |
| Brookdale Community College (1)                        | 86.4          | 64.3           | 53.7          | 45.5                    | –                  | 65.6         | 2.1               | 247              | 56               | 80                | –                 | 21                    |
| Burlington County College (1)                          | 82.5          | 80.2           | 73.2          | 47.8                    | –                  | 60.8         | 4.3               | 60               | 45               | 51                | –                 | 21                    |
| Camden County College (1)                              | 85.5          | 77.5           | 53.4          | 42.8                    | –                  | 62.7         | 3.7               | 128              | 52               | 70                | 9                 | 18                    |
| County College of Morris (1)                           | 84.0          | 74.0           | 53.7          | 46.2                    | –                  | 73.2         | 2.2               | 166              | 46               | 81                | –                 | 22                    |
| Cumberland County College (1)                          | 60.9          | 65.4           | 44.0          | –                       | –                  | 54.2         | –0.8              | 45               | 49               | 80                | 2                 | 21                    |
| Essex County College (1)                               | –             | –              | –             | –                       | –                  | –            | –                 | –                | –                | 81                | 100               | –                     |

|  | Prof.<br>(\$) | Assoc.<br>(\$) | Asst.<br>(\$) | Inst./<br>Lect.<br>(\$) | No<br>Rank<br>(\$) | Avg.<br>(\$) | %<br>Chng.<br>(%) | #<br>Fac.<br>(#) | %<br>Fem.<br>(%) | %<br>Ten.†<br>(%) | %<br>11/12<br>(%) | Avg.<br>Bene.<br>(\$) |
|--|---------------|----------------|---------------|-------------------------|--------------------|--------------|-------------------|------------------|------------------|-------------------|-------------------|-----------------------|
| Gloucester County College (1)                          | 94.0          | 79.9           | 75.2          | 50.7                    | —                  | 73.2         | 2.5               | 64               | 52               | 75                | —                 | 23                    |
| Hudson County Community College (1)                    | 72.3          | 67.2           | 58.5          | 43.3                    | 36.0               | 52.3         | 10.5              | 88               | 49               | 67                | —                 | 21                    |
| Mercer County Community College (1)                    | 83.1          | 62.9           | 51.8          | 45.8                    | —                  | 62.7         | 1.3               | 117              | 49               | 66                | 15                | 24                    |
| Middlesex County College (1)                           | 94.9          | 78.3           | 67.4          | 53.6                    | —                  | 74.9         | 9.2               | 182              | 51               | 89                | —                 | 19                    |
| Ocean County College (1)                               | 87.0          | 61.5           | 53.5          | 45.6                    | —                  | 65.4         | 2.6               | 119              | 56               | 79                | —                 | 16                    |
| Passaic County Community College (1)                   | 103.2         | 80.1           | 57.8          | 42.7                    | —                  | 61.0         | 3.6               | 94               | 61               | 60                | —                 | 20                    |
| Raritan Valley Community College (1)                   | 81.4          | 66.9           | 54.1          | 46.0                    | —                  | 59.0         | -2.8              | 100              | 57               | 71                | 1                 | 16                    |
| Salem Community College (1)                            | 81.5          | 67.1           | 50.5          | 43.7                    | 44.8               | 54.0         | 5.8               | 22               | 50               | 59                | —                 | 19                    |
| Sussex County Community College (1)                    | 60.5          | 53.2           | 46.7          | 35.2                    | —                  | 48.3         | 3.1               | 39               | 67               | 71                | 5                 | 21                    |
| Union County College (1)                               | 89.9          | 71.2           | 54.7          | 44.2                    | —                  | 70.5         | 5.5               | 183              | 59               | 86                | —                 | 21                    |
| Warren County Community College (1)                    | 58.2          | 59.5           | 48.8          | 37.9                    | —                  | 48.6         | 6.5               | 21               | 48               | 57                | —                 | 12                    |
| <b>BA+</b>   |               |                |               |                         |                    |              |                   |                  |                  |                   |                   |                       |
| Kean University (1)                                    | 94.9          | 76.4           | 58.5          | 43.7                    | —                  | 76.8         | 1.8               | 382              | 46               | 82                | —                 | 27                    |
| New Jersey City University (1)                         | 93.7          | 75.3           | 58.7          | 46.4                    | —                  | 74.8         | 0.7               | 251              | 47               | 81                | —                 | 10                    |
| Ramapo College of New Jersey (1)                       | 95.0          | 76.2           | 55.8          | —                       | —                  | 75.3         | 1.8               | 187              | 42               | 78                | —                 | 25                    |
| Rutgers University-Camden (1)                          | 116.7         | 83.3           | 61.0          | 49.4                    | —                  | 86.9         | 3.1               | 206              | 39               | 74                | 15                | 25                    |
| The College of New Jersey (1)                          | 92.2          | 74.6           | 61.2          | 21.4                    | 57.9               | 73.2         | 1.0               | 331              | 46               | 79                | 3                 | 27                    |
| The Richard Stockton College of New Jersey (1)         | 96.8          | 73.9           | 54.4          | 46.6                    | —                  | 72.0         | 1.3               | 242              | 49               | 76                | —                 | 23                    |
| William Paterson University of New Jersey (1)          | 97.5          | 77.3           | 61.7          | 52.4                    | —                  | 78.3         | 3.6               | 377              | 45               | 80                | —                 | 19                    |
| <b>DOCTORAL</b>  |               |                |               |                         |                    |              |                   |                  |                  |                   |                   |                       |
| Montclair State University (1)                         | 94.4          | 76.0           | 62.6          | 51.4                    | —                  | 77.6         | 2.2               | 468              | 43               | 76                | 1                 | 24                    |
| New Jersey Institute of Technology (1)                 | 127.3         | 98.4           | 76.0          | 48.2                    | 58.9               | 93.2         | 5.3               | 374              | 14               | 55                | 7                 | 25                    |
| Rowan University (1)                                   | 92.7          | 74.5           | 56.5          | 42.8                    | —                  | 70.1         | 1.4               | 432              | 41               | 73                | 2                 | 23                    |
| Rutgers University-New Brunswick (1)                   | 116.3         | 80.2           | 65.0          | 41.2                    | —                  | 89.7         | 2.5               | 1,252            | 32               | 69                | 21                | 25                    |
| Rutgers University-Newark (1)                          | 119.3         | 84.6           | 64.7          | 42.5                    | —                  | 85.9         | 1.3               | 320              | 41               | 66                | 27                | 24                    |
| University of Medicine and Dentistry of New Jersey (1) | —             | 75.1           | 62.8          | 50.7                    | —                  | 57.6         | 5.3               | 49               | 90               | 36                | 85                | 23                    |
| <i>Private</i>   |               |                |               |                         |                    |              |                   |                  |                  |                   |                   |                       |
| <b>BA</b>  |               |                |               |                         |                    |              |                   |                  |                  |                   |                   |                       |
| Bloomfield College (1)                                 | 72.6          | 61.2           | 50.7          | 42.8                    | —                  | 63.3         | 4.6               | 62               | 61               | 76                | —                 | 20                    |
| Rabbi Jacob Joseph School (1)                          | —             | —              | —             | 33.3                    | —                  | 33.3         | 0.0               | 3                | 0                | —                 | —                 | 43                    |
| Rabbinical College of America (1)                      | —             | —              | —             | —                       | —                  | —            | —                 | —                | —                | —                 | 100               | —                     |
| Talmudical Academy-New Jersey (1)                      | —             | —              | —             | —                       | —                  | —            | —                 | —                | —                | —                 | 100               | —                     |
| <b>BA+</b>   |               |                |               |                         |                    |              |                   |                  |                  |                   |                   |                       |
| Beth Medrash Govoha (1)                                | —             | —              | —             | —                       | —                  | —            | —                 | —                | —                | —                 | 100               | —                     |
| Caldwell College (1)                                   | 69.4          | 55.6           | 48.1          | —                       | 48.9               | 58.1         | 7.7               | 78               | 60               | 72                | —                 | 15                    |
| Centenary College (1)                                  | 70.3          | 54.0           | 44.0          | 41.6                    | —                  | 47.5         | 5.5               | 57               | 47               | 18                | 8                 | 13                    |
| College of Saint Elizabeth (1)                         | 79.8          | 60.5           | 50.2          | 44.3                    | —                  | 61.2         | 3.0               | 55               | 64               | 57                | 14                | 12                    |
| Fairleigh Dickinson University-College at Florham (1)  | 76.1          | 66.0           | 56.1          | 43.1                    | —                  | 60.4         | 2.2               | 106              | 37               | 58                | 12                | 18                    |
| Felician College (1)                                   | 64.9          | 55.2           | 47.9          | 45.5                    | —                  | 52.1         | 3.1               | 83               | 55               | —                 | —                 | 9                     |
| Georgian Court University (1)                          | 72.6          | 59.0           | 48.7          | 36.1                    | —                  | 56.5         | 3.8               | 110              | 62               | 56                | —                 | 13                    |
| Monmouth University (1)                                | 105.8         | 77.9           | 60.9          | 41.9                    | —                  | 65.0         | 2.3               | 254              | 54               | 40                | —                 | 20                    |
| Rider University (1)                                   | 95.5          | 85.1           | 65.4          | 69.8                    | —                  | 83.9         | 7.4               | 202              | 40               | 85                | 13                | 22                    |
| Saint Peters College (1)                               | 71.7          | 59.1           | 49.4          | 42.4                    | —                  | 57.8         | 5.4               | 104              | 41               | 71                | —                 | 10                    |
| <b>DOCTORAL</b>  |               |                |               |                         |                    |              |                   |                  |                  |                   |                   |                       |
| Drew University (1)                                    | 91.2          | 70.7           | 55.2          | 57.1                    | —                  | 73.7         | 0.2               | 154              | 49               | 73                | —                 | 18                    |
| Fairleigh Dickinson University-Metropolitan Campus (1) | 81.7          | 66.4           | 59.8          | 50.5                    | —                  | 66.7         | 1.9               | 144              | 43               | 59                | 15                | 19                    |
| Princeton University (1)                               | 156.8         | 97.1           | 76.3          | 60.7                    | —                  | 121.5        | 3.1               | 807              | 27               | 64                | —                 | 27                    |
| Seton Hall University (1)                              | 82.2          | 70.8           | 56.5          | 52.9                    | 54.8               | 66.5         | 2.0               | 348              | 45               | 64                | 21                | 17                    |
| Stevens Institute of Technology (1)                    | 104.3         | 81.7           | 71.6          | 68.1                    | 77.6               | 85.9         | 20.7              | 217              | 17               | 39                | —                 | 22                    |

|  | Prof.<br>(\$) | Assoc.<br>(\$) | Asst.<br>(\$) | Inst./<br>Lect.<br>(\$) | No<br>Rank<br>(\$) | Avg.<br>(\$) | %<br>Chng.<br>(%) | #<br>Fac.<br>(#) | %<br>Fem.<br>(%) | %<br>Ten.†<br>(%) | %<br>11/12<br>(%) | Avg.<br>Bene.<br>(\$) |
|--|---------------|----------------|---------------|-------------------------|--------------------|--------------|-------------------|------------------|------------------|-------------------|-------------------|-----------------------|
| <b>NEW MEXICO</b>                                      |               |                |               |                         |                    |              |                   |                  |                  |                   |                   |                       |
| <i>Public</i>  |               |                |               |                         |                    |              |                   |                  |                  |                   |                   |                       |
| <b>AA</b>  |               |                |               |                         |                    |              |                   |                  |                  |                   |                   |                       |
| Albuquerque Technical Vocational Institute (1)         | –             | –              | –             | 41.2                    | –                  | 41.2         | 1.9               | 18               | 39               | –                 | 95                | 13                    |
| Clovis Community College (1)                           | –             | –              | –             | 44.9                    | –                  | 44.9         | 4.0               | 38               | 53               | 2                 | 24                | 10                    |
| Crownpoint Institute of Technology (1)                 | –             | –              | –             | 43.6                    | –                  | 43.6         | 30.4              | 33               | 39               | –                 | 8                 | 6                     |
| Eastern New Mexico University-Roswell Campus (1)       | –             | –              | –             | –                       | 42.5               | 42.5         | 4.9               | 57               | 58               | 55                | 14                | 11                    |
| Eastern New Mexico University-Ruidoso (1)              | –             | –              | –             | 39.5                    | –                  | 39.5         | 21.3              | 3                | 67               | –                 | –                 | 13                    |
| Luna Community College (1)                             | –             | –              | –             | 35.8                    | –                  | 35.8         | 0.9               | 32               | 63               | –                 | 6                 | 10                    |
| Mesalands Community College (1)                        | –             | –              | –             | 37.3                    | –                  | 37.3         | –3.2              | 12               | 33               | –                 | –                 | 9                     |
| New Mexico Junior College (1)                          | 42.9          | –              | –             | –                       | –                  | 42.9         | 4.2               | 70               | 49               | –                 | –                 | 12                    |
| New Mexico Military Institute (1)                      | 65.9          | 55.4           | 47.0          | 39.2                    | 66.1               | 51.5         | 2.2               | 61               | 39               | 52                | 23                | 13                    |
| New Mexico State University-Alamogordo (1)             | 47.7          | 41.4           | 33.4          | 33.1                    | –                  | 38.2         | –5.7              | 51               | 49               | 51                | 2                 | 9                     |
| New Mexico State University-Carlsbad (1)               | 51.7          | 43.3           | 43.1          | 39.3                    | –                  | 43.5         | –2.8              | 20               | 65               | 38                | 20                | 11                    |
| New Mexico State University-Dona Ana (1)               | 47.4          | 42.4           | 39.6          | 36.0                    | –                  | 40.3         | –0.3              | 61               | 56               | 54                | 34                | 10                    |
| New Mexico State University-Grants (1)                 | 49.8          | 46.3           | 43.6          | 35.8                    | –                  | 43.2         | –4.1              | 15               | 47               | 40                | –                 | 11                    |
| San Juan College (1)                                   | 51.4          | 46.4           | 45.0          | 42.1                    | –                  | 44.9         | 0.7               | 96               | 49               | –                 | –                 | 12                    |
| Santa Fe Community College (1)                         | –             | –              | –             | 47.5                    | –                  | 47.5         | 11.0              | 56               | 52               | –                 | 3                 | 14                    |
| Southwestern Indian Polytechnic Institute (1)          | –             | –              | –             | –                       | –                  | –            | –                 | –                | –                | –                 | 100               | –                     |
| University of New Mexico-Gallup Campus (1)             | 61.8          | 50.9           | 47.8          | 44.7                    | –                  | 47.5         | 2.6               | 60               | 48               | 21                | 9                 | 10                    |
| University of New Mexico-Los Alamos Campus (1)         | –             | –              | –             | –                       | –                  | –            | –                 | –                | –                | –                 | 100               | –                     |
| University of New Mexico-Taos Branch (1)               | –             | –              | 64.5          | 48.2                    | –                  | 52.3         | 13.9              | 8                | 38               | –                 | –                 | 12                    |
| University of New Mexico-Valencia County Branch (1)    | 55.2          | 46.9           | 38.2          | 42.4                    | –                  | 46.3         | 3.0               | 19               | 63               | 42                | 21                | 12                    |
| <b>BA</b>  |               |                |               |                         |                    |              |                   |                  |                  |                   |                   |                       |
| Institute of American Indian and Alaska Native Cul (1) | 37.5          | –              | –             | –                       | –                  | 37.5         | –17.7             | 20               | 55               | –                 | –                 | 7                     |
| Northern New Mexico College (1)                        | –             | –              | –             | –                       | 38.5               | 38.5         | –2.5              | 40               | 45               | 33                | 13                | 13                    |
| <b>BA+</b>   |               |                |               |                         |                    |              |                   |                  |                  |                   |                   |                       |
| Eastern New Mexico University-Main Campus (1)          | 60.0          | 49.3           | 45.1          | 36.9                    | –                  | 48.2         | 0.4               | 148              | 45               | 64                | –                 | 12                    |
| New Mexico Highlands University (1)                    | 53.7          | 49.5           | 46.1          | –                       | 42.6               | 48.2         | 6.5               | 103              | 44               | 56                | –                 | 14                    |
| Western New Mexico University (1)                      | 51.1          | 43.2           | 46.7          | 36.6                    | –                  | 46.7         | 3.2               | 100              | 46               | 67                | 5                 | 13                    |
| <b>DOCTORAL</b>  |               |                |               |                         |                    |              |                   |                  |                  |                   |                   |                       |
| New Mexico Institute of Mining and Technology (1)      | 75.5          | 59.9           | 54.4          | 37.6                    | 70.0               | 62.1         | 4.9               | 131              | 20               | 71                | 1                 | 18                    |
| New Mexico State University-Main Campus (1)            | 72.6          | 61.5           | 51.7          | 35.0                    | –                  | 59.7         | 0.5               | 480              | 38               | 70                | 27                | 15                    |
| University of New Mexico-Main Campus (1)               | 88.8          | 63.8           | 56.9          | 46.1                    | –                  | 69.3         | 2.1               | 776              | 39               | 54                | 14                | 15                    |
| <i>Private</i>   |               |                |               |                         |                    |              |                   |                  |                  |                   |                   |                       |
| <b>BA</b>  |               |                |               |                         |                    |              |                   |                  |                  |                   |                   |                       |
| International Institute of the Americas (1)            | –             | –              | –             | –                       | –                  | –            | –                 | –                | –                | –                 | 100               | –                     |
| Metropolitan College (1)                               | –             | –              | –             | –                       | –                  | –            | –                 | –                | –                | –                 | 100               | –                     |
| <b>BA+</b>   |               |                |               |                         |                    |              |                   |                  |                  |                   |                   |                       |
| College of Santa Fe (1)                                | 68.6          | 57.3           | 49.0          | 37.5                    | –                  | 58.7         | 6.0               | 62               | 32               | 71                | 18                | 14                    |
| College of the Southwest (1)                           | –             | –              | –             | –                       | –                  | –            | –                 | –                | –                | –                 | 100               | –                     |
| St John's College (1)                                  | –             | –              | –             | –                       | 66.0               | 66.0         | 6.2               | 57               | 21               | 53                | –                 | 26                    |
| <b>NEW YORK</b>  |               |                |               |                         |                    |              |                   |                  |                  |                   |                   |                       |
| <i>Public</i>  |               |                |               |                         |                    |              |                   |                  |                  |                   |                   |                       |
| <b>AA</b>  |               |                |               |                         |                    |              |                   |                  |                  |                   |                   |                       |
| Adirondack Community College (1)                       | 58.6          | 49.2           | 39.5          | 35.6                    | –                  | 47.8         | –4.0              | 100              | 47               | 79                | –                 | 19                    |
| Broome Community College (1)                           | 67.1          | 56.6           | 41.7          | 32.9                    | 33.7               | 52.3         | 1.5               | 181              | 51               | 70                | –                 | 22                    |
| Cayuga County Community College (1)                    | 64.7          | 52.3           | 47.2          | 42.7                    | –                  | 54.0         | –0.4              | 48               | 54               | 84                | 29                | 20                    |

|  | Prof.<br>(\$) | Assc.<br>(\$) | Asst.<br>(\$) | Inst./<br>Lect.<br>(\$) | No<br>Rank<br>(\$) | Avg.<br>(\$) | %<br>Chng.<br>(%) | #<br>Fac.<br>(#) | %<br>Fem.<br>(%) | %<br>Ten.†<br>(%) | %<br>11/12<br>(%) | Avg.<br>Bene.<br>(\$) |
|--|---------------|---------------|---------------|-------------------------|--------------------|--------------|-------------------|------------------|------------------|-------------------|-------------------|-----------------------|
| Clinton Community College (1)                          | 57.8          | 46.2          | 40.7          | 32.7                    | —                  | 47.4         | -0.0              | 54               | 56               | 67                | —                 | 17                    |
| Columbia-Greene Community College (1)                  | 60.0          | 51.9          | 43.5          | 37.9                    | 36.3               | 48.5         | 0.2               | 48               | 54               | 88                | 4                 | 19                    |
| Corning Community College (1)                          | 65.4          | 48.4          | 42.5          | 38.2                    | —                  | 51.3         | 5.8               | 98               | 42               | 79                | —                 | 16                    |
| CUNY Borough of Manhattan Community College (1)        | 85.3          | 64.2          | 53.9          | 47.5                    | —                  | 61.4         | 0.9               | 378              | 52               | 60                | —                 | 21                    |
| CUNY Bronx Community College (1)                       | 84.3          | 63.3          | 52.5          | 46.6                    | —                  | 59.6         | -0.4              | 265              | 46               | 68                | —                 | 21                    |
| CUNY Hostos Community College (1)                      | 87.2          | 72.5          | 55.6          | 55.4                    | —                  | 64.3         | 2.5               | 157              | 50               | 75                | —                 | 21                    |
| CUNY Kingsborough Community College (1)                | 84.3          | 65.4          | 53.5          | 45.9                    | —                  | 60.4         | -0.5              | 304              | 51               | 64                | —                 | 21                    |
| CUNY La Guardia Community College (1)                  | 86.7          | 66.9          | 53.5          | 50.4                    | —                  | 66.2         | 2.4               | 276              | 57               | 76                | —                 | 21                    |
| CUNY Queensborough Community College (1)               | 89.2          | 64.4          | 53.4          | 49.4                    | —                  | 64.3         | -0.3              | 295              | 48               | 65                | —                 | 21                    |
| Dutchess Community College (1)                         | 79.6          | 63.1          | 53.7          | 46.4                    | —                  | 60.1         | 5.3               | 136              | 53               | 70                | —                 | 18                    |
| Erie Community College (1)                             | 71.8          | 61.5          | 54.1          | 40.1                    | —                  | 62.2         | 0.9               | 345              | 50               | 82                | —                 | 13                    |
| Finger Lakes Community College (1)                     | 69.1          | 52.4          | 44.3          | 37.7                    | —                  | 52.1         | 3.1               | 109              | 43               | 74                | —                 | 16                    |
| Fulton-Montgomery Community College (1)                | 78.1          | 61.8          | 51.7          | 40.4                    | —                  | 55.9         | 4.7               | 52               | 40               | 81                | —                 | 20                    |
| Genesee Community College (1)                          | 65.4          | 51.6          | 44.9          | 38.8                    | —                  | 50.7         | -0.4              | 74               | 55               | —                 | —                 | 19                    |
| Herkimer County Community College (1)                  | 53.7          | 48.2          | 40.7          | 35.2                    | —                  | 43.1         | 2.3               | 81               | 47               | 62                | —                 | 13                    |
| Hudson Valley Community College (1)                    | 77.8          | 61.2          | 50.0          | 44.7                    | —                  | 57.5         | 10.9              | 262              | 56               | 77                | —                 | 19                    |
| Jamestown Community College (1)                        | 58.9          | 53.5          | 43.9          | 41.2                    | —                  | 49.9         | 12.7              | 78               | 68               | 84                | 6                 | 18                    |
| Jefferson Community College (1)                        | 71.6          | 57.8          | 51.2          | 42.4                    | —                  | 53.7         | 9.6               | 78               | 60               | 83                | —                 | 16                    |
| Mohawk Valley Community College-Utica Branch (1)       | 58.2          | 48.2          | 40.5          | 36.6                    | —                  | 45.2         | 1.5               | 136              | 38               | 79                | —                 | 19                    |
| Monroe Community College (1)                           | 76.7          | 58.7          | 46.7          | 41.6                    | —                  | 54.3         | 0.9               | 302              | 48               | 75                | 3                 | 19                    |
| Nassau Community College (1)                           | 95.1          | 76.3          | 64.9          | 51.2                    | —                  | 73.7         | -1.3              | 542              | 53               | 86                | 8                 | 29                    |
| Niagara County Community College (1)                   | 81.5          | 65.0          | 56.0          | 43.8                    | —                  | 69.6         | 5.4               | 123              | 51               | 87                | 2                 | 29                    |
| North Country Community College (1)                    | 56.5          | 56.6          | 44.1          | 34.0                    | —                  | 40.4         | -6.2              | 46               | 54               | 41                | —                 | 14                    |
| Onondaga Community College (1)                         | 66.8          | 58.0          | 49.1          | 42.2                    | —                  | 56.3         | -2.5              | 160              | 48               | 66                | —                 | 18                    |
| Orange County Community College (1)                    | 91.3          | 69.7          | 59.9          | 46.2                    | —                  | 68.8         | 19.3              | 140              | 56               | 88                | —                 | 22                    |
| Rockland Community College (1)                         | 91.5          | 76.4          | 67.4          | 48.2                    | —                  | 78.8         | 7.3               | 125              | 55               | 83                | 9                 | 34                    |
| Schenectady County Community College (1)               | 54.4          | 46.3          | 40.6          | 36.4                    | 39.7               | 46.7         | 2.5               | 69               | 49               | —                 | —                 | 21                    |
| Suffolk County Community College (1)                   | 92.9          | 71.7          | 59.7          | 50.2                    | —                  | 73.0         | -0.4              | 390              | 46               | 68                | —                 | 25                    |
| Sullivan County Community College (1)                  | 53.5          | 44.5          | 39.0          | 34.3                    | —                  | 41.5         | -2.8              | 53               | 51               | 55                | —                 | 16                    |
| SUNY Westchester Community College (1)                 | 95.1          | 83.4          | 71.9          | 47.4                    | —                  | 81.5         | -0.1              | 156              | 49               | 71                | —                 | 29                    |
| Tompkins-Cortland Community College (1)                | 63.4          | 47.4          | 41.7          | 36.7                    | —                  | 55.3         | 2.2               | 69               | 52               | 86                | —                 | 19                    |
| Ulster County Community College (1)                    | 63.3          | 51.5          | 46.5          | 42.0                    | —                  | 52.1         | -0.7              | 65               | 51               | 74                | —                 | 22                    |
| <b>BA</b>  |               |               |               |                         |                    |              |                   |                  |                  |                   |                   |                       |
| CUNY Medgar Evers College (1)                          | 87.3          | 71.4          | 59.2          | 49.7                    | —                  | 68.7         | 1.0               | 161              | 43               | 65                | —                 | 21                    |
| CUNY New York City College of Technology (1)           | 87.6          | 69.7          | 56.2          | 50.8                    | —                  | 64.9         | 0.2               | 307              | 44               | 66                | —                 | 21                    |
| CUNY York College (1)                                  | 87.8          | 68.8          | 57.0          | 50.0                    | —                  | 68.5         | -0.2              | 180              | 43               | 67                | —                 | 21                    |
| Farmingdale State University of New York (1)           | 86.2          | 64.3          | 52.0          | 47.3                    | —                  | 69.9         | 1.6               | 149              | 40               | 81                | 3                 | 22                    |
| Morrisville State College (1)                          | 62.1          | 54.1          | 45.6          | 38.8                    | —                  | 48.7         | 1.7               | 123              | 42               | 46                | 2                 | 16                    |
| SUNY College of Agriculture and Technology at Cobl (1) | 60.7          | 52.0          | 45.5          | 38.3                    | —                  | 52.6         | 2.1               | 107              | 33               | 70                | 2                 | 18                    |
| SUNY College of Technology at Alfred (1)               | 64.7          | 51.6          | 44.4          | 37.6                    | —                  | 49.8         | 2.9               | 152              | 24               | 36                | 1                 | 17                    |
| SUNY College of Technology at Canton (1)               | 64.3          | 54.1          | 49.0          | 45.3                    | —                  | 52.8         | 3.3               | 86               | 45               | 49                | —                 | 17                    |
| SUNY College of Technology at Delhi (1)                | 58.9          | 52.0          | 46.5          | 39.2                    | —                  | 49.4         | 2.4               | 105              | 37               | 35                | 1                 | 18                    |
| United States Merchant Marine Academy (1)              | —             | —             | —             | —                       | —                  | —            | —                 | —                | —                | 62                | 100               | —                     |
| <b>BA+</b>   |               |               |               |                         |                    |              |                   |                  |                  |                   |                   |                       |
| CUNY Bernard M Baruch College (1)                      | 93.8          | 77.5          | 75.5          | 55.8                    | —                  | 81.4         | 1.7               | 473              | 36               | 79                | —                 | 22                    |
| CUNY Brooklyn College (1)                              | 92.1          | 69.2          | 56.1          | 47.5                    | —                  | 73.6         | 1.0               | 510              | 39               | 76                | —                 | 22                    |
| CUNY City College (1)                                  | 96.1          | 74.3          | 60.8          | 56.5                    | —                  | 79.9         | 0.5               | 530              | 34               | 80                | —                 | 22                    |
| CUNY Hunter College (1)                                | 91.1          | 71.5          | 57.6          | 52.8                    | —                  | 73.0         | 1.4               | 633              | 51               | 75                | —                 | 22                    |
| CUNY John Jay College Criminal Justice (1)             | 92.0          | 72.1          | 59.0          | 52.0                    | —                  | 69.6         | 1.0               | 332              | 43               | 67                | —                 | 21                    |

|  | Prof.<br>(\$) | Assc.<br>(\$) | Asst.<br>(\$) | Inst./<br>Lect.<br>(\$) | No<br>Rank<br>(\$) | Avg.<br>(\$) | %<br>Chng.<br>(%) | #<br>Fac.<br>(#) | %<br>Fem.<br>(%) | %<br>Ten.†<br>(%) | %<br>11/12<br>(%) | Avg.<br>Bene.<br>(\$) |
|--|---------------|---------------|---------------|-------------------------|--------------------|--------------|-------------------|------------------|------------------|-------------------|-------------------|-----------------------|
| CUNY Lehman College (1)                                | 91.7          | 73.5          | 59.5          | 53.3                    | –                  | 71.8         | 1.2               | 330              | 48               | 76                | –                 | 22                    |
| CUNY Queens College (1)                                | 91.3          | 72.1          | 55.5          | 50.5                    | –                  | 71.9         | 0.1               | 577              | 42               | 79                | –                 | 22                    |
| Fashion Institute of Technology (1)                    | 98.5          | 79.5          | 63.3          | 48.4                    | –                  | 70.9         | 4.7               | 210              | 51               | 84                | –                 | 27                    |
| SUNY at Fredonia (1)                                   | 73.6          | 56.6          | 47.8          | 38.6                    | –                  | 57.9         | 2.5               | 244              | 43               | 63                | 2                 | 19                    |
| SUNY College at Brockport (1)                          | 84.9          | 65.6          | 53.0          | 46.0                    | –                  | 62.7         | 2.6               | 304              | 44               | 62                | 1                 | 19                    |
| SUNY College at Buffalo (1)                            | 75.6          | 62.5          | 53.5          | 40.6                    | –                  | 60.9         | 3.0               | 389              | 42               | 61                | 2                 | 19                    |
| SUNY College at Cortland (1)                           | 69.2          | 52.5          | 43.9          | 35.3                    | –                  | 52.2         | –2.5              | 275              | 49               | 62                | –                 | 18                    |
| SUNY College at Geneseo (1)                            | 68.3          | 58.2          | 50.2          | 43.7                    | –                  | 56.7         | 1.6               | 246              | 39               | 70                | 1                 | 18                    |
| SUNY College at New Paltz (1)                          | 79.5          | 60.3          | 52.0          | 42.2                    | –                  | 59.1         | 2.2               | 291              | 46               | 51                | 1                 | 19                    |
| SUNY College at Old Westbury (1)                       | 81.7          | 60.9          | 59.9          | 47.0                    | –                  | 63.0         | 4.1               | 126              | 56               | 72                | –                 | 20                    |
| SUNY College at Oneonta (1)                            | 75.7          | 58.8          | 50.6          | 42.9                    | –                  | 56.6         | 2.3               | 213              | 35               | 54                | 0                 | 19                    |
| SUNY College at Oswego (1)                             | 70.6          | 59.8          | 48.8          | 34.4                    | –                  | 57.2         | 2.9               | 300              | 40               | 56                | 0                 | 18                    |
| SUNY College at Plattsburgh (1)                        | 71.5          | 56.3          | 47.9          | 40.1                    | –                  | 57.2         | 2.1               | 249              | 39               | 70                | 2                 | 19                    |
| SUNY College at Purchase (1)                           | 75.2          | 61.1          | 47.5          | 41.0                    | –                  | 60.4         | –1.6              | 146              | 49               | 75                | 1                 | 20                    |
| SUNY Empire State College (1)                          | –             | –             | –             | –                       | –                  | –            | –                 | –                | –                | 73                | 100               | –                     |
| SUNY Institute of Technology at Utica-Rome (1)         | 84.5          | 69.4          | 65.5          | 46.0                    | –                  | 69.1         | 2.9               | 95               | 35               | 73                | –                 | 22                    |
| SUNY Maritime College (1)                              | 72.3          | 61.5          | 56.4          | 39.0                    | –                  | 58.8         | –5.8              | 55               | 22               | 45                | 8                 | 18                    |
| SUNY-Potsdam (1)                                       | 69.5          | 54.5          | 46.0          | 41.7                    | –                  | 54.5         | 4.3               | 233              | 40               | 69                | –                 | 18                    |
| <b>DOCTORAL</b>  |               |               |               |                         |                    |              |                   |                  |                  |                   |                   |                       |
| CUNY College of Staten Island (1)                      | 89.9          | 72.1          | 57.1          | 51.6                    | –                  | 68.2         | 1.3               | 333              | 44               | 70                | –                 | 21                    |
| Stony Brook University (1)                             | 108.9         | 81.0          | 66.0          | 46.7                    | –                  | 84.5         | 1.2               | 691              | 32               | 61                | 10                | 25                    |
| SUNY at Albany (1)                                     | 102.4         | 72.7          | 59.1          | 47.0                    | –                  | 78.4         | 3.0               | 596              | 33               | 75                | 1                 | 23                    |
| SUNY at Binghamton (1)                                 | 98.5          | 71.0          | 62.5          | 46.6                    | –                  | 75.2         | 2.0               | 492              | 35               | 70                | 1                 | 22                    |
| SUNY at Buffalo (1)                                    | 111.4         | 75.7          | 64.2          | 53.0                    | –                  | 84.1         | 3.2               | 872              | 32               | 65                | 16                | 24                    |
| SUNY College of Environmental Science and Forestry (1) | 81.9          | 64.4          | 54.5          | 43.8                    | –                  | 65.5         | 2.7               | 81               | 25               | 78                | 25                | 21                    |
| SUNY Health Science Center at Brooklyn (1)             | –             | 89.1          | 68.4          | –                       | –                  | 71.9         | –                 | 6                | 100              | 54                | 94                | 23                    |
| SUNY Health Science Center at Syracuse (1)             | –             | –             | –             | –                       | –                  | –            | –                 | –                | –                | 70                | 100               | –                     |
| <i>Private</i>   |               |               |               |                         |                    |              |                   |                  |                  |                   |                   |                       |
| <b>AA</b>  |               |               |               |                         |                    |              |                   |                  |                  |                   |                   |                       |
| American Academy of Dramatic Arts (1)                  | –             | –             | –             | –                       | –                  | –            | –                 | –                | –                | –                 | 100               | –                     |
| Bramson ORT College (1)                                | –             | –             | –             | –                       | –                  | –            | –                 | –                | –                | –                 | 100               | –                     |
| Cochran School of Nursing (1)                          | –             | –             | –             | –                       | –                  | –            | –                 | –                | –                | –                 | 100               | –                     |
| Crouse Hospital School of Nursing (1)                  | –             | –             | –             | 55.2                    | –                  | 55.2         | 1.0               | 18               | 100              | –                 | –                 | 18                    |
| Dorothea Hopfer School of Nursing-Mt Vernon Hospit (1) | –             | –             | –             | –                       | –                  | –            | –                 | –                | –                | –                 | 100               | –                     |
| Ellis Hospital School of Nursing (1)                   | –             | –             | –             | 55.5                    | –                  | 55.5         | 6.9               | 4                | 100              | –                 | 64                | 9                     |
| Helene Fuld College of Nursing (1)                     | –             | –             | –             | –                       | –                  | –            | –                 | –                | –                | –                 | 100               | –                     |
| Maria College of Albany (1)                            | 51.0          | 44.5          | 39.3          | 36.2                    | 33.6               | 38.7         | 3.0               | 26               | 88               | 41                | 13                | 7                     |
| Memorial Hospital School of Nursing (1)                | –             | –             | –             | –                       | 47.7               | 47.7         | 3.2               | 4                | 100              | –                 | 33                | 6                     |
| Phillips Beth Israel School of Nursing (1)             | –             | –             | –             | –                       | –                  | –            | –                 | –                | –                | –                 | 100               | –                     |
| Professional Business College (1)                      | –             | –             | –             | –                       | –                  | –            | –                 | –                | –                | –                 | 100               | –                     |
| Saint Elizabeth College of Nursing (1)                 | –             | –             | –             | –                       | –                  | –            | –                 | –                | –                | 67                | 100               | –                     |
| Samaritan Hospital School of Nursing (1)               | –             | –             | –             | –                       | 46.4               | 46.4         | –1.8              | 5                | 100              | –                 | 29                | 6                     |
| St Joseph's College of Nursing at St Joseph's Hosp (1) | –             | –             | –             | –                       | –                  | –            | –                 | –                | –                | –                 | 100               | –                     |
| St Vincent Catholic Medical Center School of Nursi (1) | –             | –             | –             | –                       | –                  | –            | –                 | –                | –                | –                 | 100               | –                     |
| St Vincent Catholic Medical Center-Staton Island (1)   | –             | –             | –             | –                       | –                  | –            | –                 | –                | –                | –                 | 100               | –                     |
| Trocaire College (1)                                   | 40.3          | 34.4          | 31.4          | 29.9                    | –                  | 35.5         | 1.3               | 43               | 81               | –                 | 19                | 11                    |
| <b>BA</b>  |               |               |               |                         |                    |              |                   |                  |                  |                   |                   |                       |
| Albany College of Pharmacy (1)                         | 84.7          | 69.5          | 58.3          | 42.9                    | –                  | 60.6         | 7.3               | 45               | 38               | 31                | 42                | 16                    |
| Barnard College (1)                                    | 120.3         | 80.8          | 64.3          | 56.1                    | –                  | 80.1         | 3.3               | 193              | 58               | 46                | –                 | 23                    |





|   | Prof.<br>(\$) | Assc.<br>(\$) | Asst.<br>(\$) | Inst./<br>Lect.<br>(\$) | No<br>Rank<br>(\$) | Avg.<br>(\$) | %<br>Chng.<br>(%) | #<br>Fac.<br>(#) | %<br>Fem.<br>(%) | %<br>Ten.†<br>(%) | %<br>11/12<br>(%) | Avg.<br>Bene.<br>(\$) |
|---|---------------|---------------|---------------|-------------------------|--------------------|--------------|-------------------|------------------|------------------|-------------------|-------------------|-----------------------|
| Mesivtha Tifereth Jerusalem of America (1)        | 28.4          | 31.1          | 12.0          | 15.2                    | —                  | 25.5         | 5.9               | 11               | 0                | —                 | —                 | 1                     |
| Mirrer Yeshiva Cent Institute (1)                 | —             | —             | —             | —                       | —                  | —            | —                 | —                | —                | 100               | 100               | —                     |
| Nazareth College of Rochester (1)                 | 73.9          | 59.1          | 49.0          | 41.4                    | —                  | 60.5         | 5.2               | 132              | 52               | 71                | 2                 | 17                    |
| New York Institute of Technology-Old Westbury (1) | 108.4         | 80.1          | 68.5          | 60.3                    | —                  | 85.2         | 5.8               | 158              | 30               | 69                | —                 | 33                    |
| New York University (1)                           | 147.2         | 91.6          | 79.5          | 39.1                    | 52.2               | 101.9        | 4.4               | 1,757            | 39               | 59                | 14                | 33                    |
| Ohr Somayach (1)                                  | —             | —             | —             | —                       | —                  | —            | —                 | —                | —                | —                 | 100               | —                     |
| Pace University-New York (1)                      | 114.5         | 87.5          | 67.0          | 51.6                    | 83.8               | 91.2         | 2.0               | 474              | 43               | 77                | —                 | 26                    |
| Polytechnic University (1)                        | 101.7         | 76.0          | 73.5          | 44.5                    | —                  | 79.1         | 8.7               | 98               | 18               | 58                | 18                | 18                    |
| Rabbinical College Beth Shraga (1)                | —             | —             | —             | —                       | —                  | —            | —                 | —                | —                | —                 | 100               | —                     |
| Rabbinical Seminary M'kor Chaim (1)               | —             | —             | —             | —                       | —                  | —            | —                 | —                | —                | —                 | 100               | —                     |
| Rabbinical Seminary of America (1)                | —             | —             | —             | —                       | —                  | —            | —                 | —                | —                | 100               | 100               | —                     |
| Rensselaer Polytechnic Institute (1)              | 110.9         | 82.1          | 71.0          | 43.8                    | —                  | 90.8         | 4.2               | 398              | 20               | 72                | 1                 | 22                    |
| Rochester Institute of Technology (1)             | 98.6          | 74.7          | 61.5          | 48.6                    | 49.5               | 72.7         | -0.0              | 763              | 29               | 70                | 4                 | 21                    |
| St. John's University-New York (1)                | 118.8         | 81.9          | 64.4          | 47.9                    | —                  | 89.4         | 5.3               | 563              | 33               | 82                | 6                 | 22                    |
| Syracuse University (1)                           | 98.7          | 71.9          | 61.7          | 54.0                    | —                  | 78.6         | 3.6               | 868              | 34               | 78                | 3                 | 25                    |
| Talmudical Institute of Upstate New York (1)      | —             | —             | —             | —                       | —                  | —            | —                 | —                | —                | —                 | 100               | —                     |
| The Juilliard School (1)                          | —             | —             | —             | —                       | 62.3               | 62.3         | 4.2               | 111              | 41               | —                 | —                 | 18                    |
| The New School (1)                                | 118.6         | 73.3          | 62.9          | 55.6                    | 40.0               | 76.6         | 6.8               | 226              | 46               | 20                | —                 | 18                    |
| The Sage Colleges-Albany Campus (1)               | 56.6          | 51.5          | 44.6          | 35.0                    | —                  | 49.7         | —                 | 86               | 71               | 52                | —                 | 17                    |
| Torah Temimah Talmudical Seminary (1)             | —             | —             | —             | —                       | —                  | —            | —                 | —                | —                | —                 | 100               | —                     |
| Touro College (1)                                 | 125.7         | 86.2          | 71.4          | 39.2                    | —                  | 71.9         | 14.4              | 375              | 45               | 6                 | —                 | 12                    |
| University of Rochester (1)                       | 112.3         | 77.5          | 69.7          | 62.6                    | 48.1               | 88.8         | 5.7               | 552              | 25               | 28                | —                 | 21                    |
| Yeshiva and Kollel Harbotzas Torah (1)            | —             | —             | —             | —                       | —                  | —            | —                 | —                | —                | —                 | 100               | —                     |
| Yeshiva Derech Chaim (1)                          | —             | —             | —             | 42.7                    | —                  | 42.7         | 6.8               | 12               | 0                | —                 | —                 | 15                    |
| Yeshiva Karlin Stolín (1)                         | —             | —             | —             | —                       | —                  | —            | —                 | —                | —                | —                 | 100               | —                     |
| Yeshiva University (1)                            | —             | —             | —             | —                       | —                  | —            | —                 | —                | —                | 38                | 100               | —                     |
| Yeshivat Mikdash Melech (1)                       | —             | —             | —             | —                       | —                  | —            | —                 | —                | —                | —                 | 100               | —                     |
| Yeshivath Viznitz (1)                             | —             | —             | —             | 23.7                    | —                  | 23.7         | 6.4               | 29               | 0                | —                 | —                 | 3                     |
| Yeshivath Zichron Moshe (1)                       | —             | —             | —             | 27.6                    | —                  | 27.6         | 0.6               | 7                | 0                | —                 | —                 | 20                    |

**NORTH CAROLINA***Public***AA**

|  |   |   |   |      |      |      |       |     |    |   |    |    |
|--|---|---|---|------|------|------|-------|-----|----|---|----|----|
| Alamance Community College (1)                         | — | — | — | 42.5 | —    | 42.5 | 6.8   | 103 | 56 | — | —  | 10 |
| Asheville Buncombe Technical Community College (1)     | — | — | — | 41.9 | —    | 41.9 | 3.9   | 143 | 59 | — | —  | 11 |
| Beaufort County Community College (1)                  | — | — | — | —    | 37.4 | 37.4 | 5.4   | 71  | 52 | — | —  | 9  |
| Bladen Community College (1)                           | — | — | — | —    | 36.9 | 36.9 | -2.2  | 46  | 63 | — | —  | 9  |
| Blue Ridge Community College (1)                       | — | — | — | —    | 37.7 | 37.7 | 2.5   | 75  | 49 | — | —  | 8  |
| Brunswick Community College (1)                        | — | — | — | 39.4 | 21.4 | 37.3 | -1.6  | 35  | 57 | — | —  | 9  |
| Caldwell Community College and Technical Institute (1) | — | — | — | 39.2 | —    | 39.2 | -9.0  | 119 | 62 | — | —  | 7  |
| Cape Fear Community College (1)                        | — | — | — | —    | 43.0 | 43.0 | 8.5   | 223 | 49 | — | —  | 7  |
| Carolinas College of Health Sciences (1)               | — | — | — | —    | 48.1 | 48.1 | -13.6 | 10  | 90 | — | 47 | 16 |
| Carteret Community College (1)                         | — | — | — | —    | 38.7 | 38.7 | -5.2  | 57  | 70 | — | —  | 9  |
| Catawba Valley Community College (1)                   | — | — | — | —    | 39.4 | 39.4 | 3.9   | 144 | 49 | — | —  | 10 |
| Central Carolina Community College (1)                 | — | — | — | —    | 37.4 | 37.4 | 2.7   | 167 | 54 | — | —  | 8  |
| Central Piedmont Community College (1)                 | — | — | — | 47.3 | —    | 47.3 | 5.3   | 310 | 52 | — | —  | 11 |
| Cleveland Community College (1)                        | — | — | — | 41.3 | —    | 41.3 | 4.4   | 76  | 51 | — | —  | 9  |
| Coastal Carolina Community College (1)                 | — | — | — | —    | 39.5 | 39.5 | 4.0   | 132 | 57 | — | —  | 7  |
| College of the Albemarle (1)                           | — | — | — | —    | 35.0 | 35.0 | 1.3   | 92  | 54 | — | —  | 9  |



|   | Prof.<br>(\$) | Assoc.<br>(\$) | Asst.<br>(\$) | Inst./<br>Lect.<br>(\$) | No<br>Rank<br>(\$) | Avg.<br>(\$) | %<br>Chng.<br>(%) | #<br>Fac.<br>(#) | %<br>Fem.<br>(%) | %<br>Ten.†<br>(%) | %<br>11/12<br>(%) | Avg.<br>Bene.<br>(\$) |
|---|---------------|----------------|---------------|-------------------------|--------------------|--------------|-------------------|------------------|------------------|-------------------|-------------------|-----------------------|
| Craven Community College (1)                  | –             | –              | –             | –                       | 47.9               | 47.9         | 26.1              | 73               | 58               | –                 | –                 | 8                     |
| Davidson County Community College (1)         | –             | –              | –             | –                       | 41.8               | 41.8         | 1.6               | 90               | 63               | –                 | –                 | 10                    |
| Durham Technical Community College (1)        | –             | –              | –             | –                       | 43.8               | 43.8         | 4.1               | 139              | 59               | –                 | –                 | 11                    |
| Edgecombe Community College (1)               | –             | –              | –             | –                       | 36.6               | 36.6         | 5.4               | 101              | 63               | –                 | 1                 | 17                    |
| Fayetteville Technical Community College (1)  | –             | –              | –             | 39.8                    | –                  | 39.8         | 2.7               | 300              | 54               | –                 | –                 | 8                     |
| Forsyth Technical Community College (1)       | –             | –              | –             | –                       | 38.3               | 38.3         | –2.6              | 180              | 57               | –                 | –                 | 9                     |
| Gaston College (1)                            | –             | –              | –             | –                       | 42.5               | 42.5         | –4.4              | 123              | 63               | –                 | –                 | 9                     |
| Guilford Technical Community College (1)      | –             | –              | –             | –                       | 44.6               | 44.6         | 4.2               | 249              | 52               | –                 | –                 | 10                    |
| Halifax Community College (1)                 | –             | –              | –             | –                       | 44.9               | 44.9         | 20.5              | 64               | 55               | –                 | 3                 | 9                     |
| Haywood Community College (1)                 | –             | –              | –             | –                       | 42.0               | 42.0         | 3.9               | 67               | 33               | –                 | –                 | 9                     |
| Isothermal Community College (1)              | –             | –              | –             | –                       | 40.5               | 40.5         | 2.9               | 68               | 63               | –                 | –                 | 10                    |
| James Sprunt Community College (1)            | –             | –              | –             | 37.0                    | –                  | 37.0         | 1.5               | 60               | 55               | –                 | –                 | 9                     |
| Johnston Community College (1)                | –             | –              | –             | 38.7                    | –                  | 38.7         | 1.7               | 127              | 50               | –                 | –                 | 8                     |
| Lenoir Community College (1)                  | –             | –              | –             | –                       | 38.5               | 38.5         | 2.3               | 95               | 57               | –                 | –                 | 9                     |
| Martin Community College (1)                  | –             | –              | –             | –                       | 36.6               | 36.6         | 0.9               | 25               | 52               | –                 | –                 | 8                     |
| Mayland Community College (1)                 | –             | –              | –             | 37.4                    | –                  | 37.4         | –8.1              | 49               | 49               | –                 | –                 | 8                     |
| McDowell Technical Community College (1)      | –             | –              | –             | –                       | 38.7               | 38.7         | 13.1              | 48               | 54               | –                 | –                 | 9                     |
| Mitchell Community College (1)                | –             | –              | –             | 49.2                    | –                  | 49.2         | 12.9              | 61               | 61               | –                 | –                 | 11                    |
| Montgomery Community College (1)              | –             | –              | –             | 35.3                    | –                  | 35.3         | –1.5              | 39               | 46               | –                 | –                 | 8                     |
| Nash Community College (1)                    | –             | –              | –             | 39.9                    | –                  | 39.9         | 2.5               | 82               | 59               | –                 | –                 | 9                     |
| Pamlico Community College (1)                 | –             | –              | –             | 38.0                    | –                  | 38.0         | 8.5               | 11               | 55               | –                 | 52                | 8                     |
| Piedmont Community College (1)                | –             | –              | –             | –                       | 39.9               | 39.9         | 5.4               | 82               | 49               | –                 | –                 | 10                    |
| Pitt Community College (1)                    | –             | –              | –             | –                       | 42.0               | 42.0         | 0.6               | 172              | 60               | –                 | –                 | 9                     |
| Randolph Community College (1)                | –             | –              | –             | 40.7                    | –                  | 40.7         | 5.3               | 64               | 63               | –                 | –                 | 10                    |
| Richmond Community College (1)                | –             | –              | –             | –                       | 48.4               | 48.4         | 2.8               | 52               | 54               | –                 | –                 | 10                    |
| Roanoke-Chowan Community College (1)          | –             | –              | –             | –                       | 36.8               | 36.8         | 4.2               | 41               | 66               | –                 | –                 | 9                     |
| Robeson Community College (1)                 | –             | –              | –             | 39.3                    | –                  | 39.3         | 4.0               | 79               | 68               | –                 | –                 | 9                     |
| Rockingham Community College (1)              | –             | –              | –             | –                       | 40.5               | 40.5         | 3.0               | 68               | 51               | –                 | –                 | 9                     |
| Rowan-Cabarrus Community College (1)          | –             | –              | –             | –                       | 49.4               | 49.4         | 20.4              | 149              | 66               | –                 | –                 | 11                    |
| Sampson Community College (1)                 | –             | –              | –             | –                       | 42.0               | 42.0         | 5.8               | 61               | 62               | –                 | –                 | 9                     |
| Sandhills Community College (1)               | –             | –              | –             | –                       | 43.0               | 43.0         | 8.6               | 132              | 64               | –                 | –                 | 10                    |
| South Piedmont Community College (1)          | –             | –              | –             | –                       | 39.0               | 39.0         | 7.3               | 65               | 55               | –                 | –                 | 9                     |
| Southeastern Community College (1)            | –             | –              | –             | –                       | 38.0               | 38.0         | 2.7               | 81               | 62               | –                 | –                 | 8                     |
| Southwestern Community College (1)            | –             | –              | –             | –                       | 41.3               | 41.3         | 5.7               | 68               | 46               | –                 | –                 | 10                    |
| Stanly Community College (1)                  | –             | –              | –             | 38.0                    | –                  | 38.0         | 3.6               | 76               | 57               | –                 | –                 | 9                     |
| Surry Community College (1)                   | –             | –              | –             | 45.9                    | –                  | 45.9         | 8.8               | 93               | 66               | –                 | –                 | 10                    |
| Tri-County Community College (1)              | –             | –              | –             | 44.2                    | –                  | 44.2         | 21.1              | 35               | 43               | –                 | 3                 | 9                     |
| Vance-Granville Community College (1)         | –             | –              | –             | 38.3                    | –                  | 38.3         | 1.9               | 159              | 66               | –                 | –                 | 9                     |
| Wake Technical Community College (1)          | –             | –              | –             | –                       | 38.3               | 38.3         | 3.3               | 394              | 59               | –                 | –                 | 9                     |
| Wayne Community College (1)                   | –             | –              | –             | –                       | 38.5               | 38.5         | 4.0               | 119              | 61               | –                 | –                 | 10                    |
| Western Piedmont Community College (1)        | –             | –              | –             | –                       | 39.7               | 39.7         | 4.3               | 70               | 54               | 4                 | –                 | 9                     |
| Wilkes Community College (1)                  | –             | –              | –             | –                       | 41.2               | 41.2         | 4.0               | 76               | 42               | –                 | –                 | 10                    |
| Wilson Technical Community College (1)        | –             | –              | –             | 41.9                    | –                  | 41.9         | 1.1               | 54               | 65               | –                 | –                 | 10                    |
| <b>BA+</b>                                    |               |                |               |                         |                    |              |                   |                  |                  |                   |                   |                       |
| Elizabeth City State University (1)           | 67.8          | 60.6           | 51.8          | 50.2                    | 49.6               | 57.9         | 6.0               | 120              | 34               | 44                | 6                 | 13                    |
| North Carolina Central University (1)         | 85.9          | 66.3           | 57.0          | 42.3                    | 52.5               | 63.1         | 4.2               | 219              | 50               | 46                | 22                | 14                    |
| North Carolina School of the Arts (1)         | –             | –              | –             | 51.7                    | 60.0               | 51.8         | –3.3              | 139              | 32               | –                 | –                 | 14                    |
| University of North Carolina at Asheville (1) | 75.2          | 55.6           | 48.6          | 38.6                    | 50.0               | 56.6         | 0.1               | 195              | 39               | 57                | 3                 | 14                    |
| University of North Carolina at Pembroke (1)  | 77.7          | 59.8           | 51.1          | 43.3                    | 48.2               | 55.1         | 0.5               | 242              | 40               | 35                | 0                 | 14                    |
| Winston-Salem State University (1)            | 79.5          | 63.3           | 61.7          | 50.0                    | 62.0               | 63.8         | 4.4               | 124              | 54               | 40                | 38                | 14                    |

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|---|---------------|---------------|---------------|-------------------------|--------------------|--------------|-------------------|------------------|------------------|-------------------|-------------------|-----------------------|
| <b>DOCTORAL</b>                                 |               |               |               |                         |                    |              |                   |                  |                  |                   |                   |                       |
| Appalachian State University (1)                | 74.5          | 61.9          | 53.5          | 39.3                    | 46.0               | 60.9         | 2.3               | 683              | 42               | 55                | 3                 | 15                    |
| East Carolina University (1)                    | 86.0          | 64.6          | 58.6          | 41.7                    | 46.4               | 61.1         | 2.7               | 914              | 38               | 46                | 5                 | 15                    |
| Fayetteville State University (1)               | 72.2          | 60.6          | 55.8          | 47.7                    | 49.0               | 57.6         | 0.6               | 210              | 41               | 34                | 13                | 14                    |
| North Carolina A & T State University (1)       | 79.1          | 65.1          | 60.7          | 50.0                    | 54.6               | 66.2         | -6.1              | 300              | 33               | 61                | 18                | 15                    |
| North Carolina State University at Raleigh (1)  | 102.5         | 72.8          | 66.6          | 39.3                    | 54.2               | 75.1         | 1.4               | 1,054            | 30               | 70                | 37                | 17                    |
| University of North Carolina at Chapel Hill (1) | 112.6         | 74.6          | 65.5          | 45.3                    | 63.2               | 86.7         | 1.6               | 1,012            | 36               | 55                | 27                | 19                    |
| University of North Carolina at Charlotte (1)   | 91.3          | 67.6          | 58.9          | 40.4                    | 51.1               | 64.6         | 2.2               | 757              | 39               | 48                | 10                | 16                    |
| University of North Carolina at Greensboro (1)  | 89.1          | 65.8          | 56.1          | 37.1                    | 46.0               | 61.3         | 3.2               | 692              | 50               | 45                | 5                 | 15                    |
| University of North Carolina-Wilmington (1)     | 78.5          | 62.2          | 55.0          | 39.5                    | 48.8               | 60.7         | 4.2               | 460              | 40               | 55                | 7                 | 15                    |
| Western Carolina University (1)                 | 73.6          | 60.2          | 52.7          | -                       | 45.9               | 57.1         | -1.0              | 386              | 45               | 42                | 7                 | 14                    |
| <i>Private</i>                                  |               |               |               |                         |                    |              |                   |                  |                  |                   |                   |                       |
| <b>AA</b>                                       |               |               |               |                         |                    |              |                   |                  |                  |                   |                   |                       |
| Louisburg College (1)                           | 42.6          | 38.3          | 34.3          | 30.4                    | -                  | 36.8         | 2.8               | 25               | 44               | 42                | 4                 | 9                     |
| <b>BA</b>                                       |               |               |               |                         |                    |              |                   |                  |                  |                   |                   |                       |
| Belmont Abbey College (1)                       | 55.9          | 46.7          | 38.2          | 31.5                    | -                  | 46.2         | 8.3               | 48               | 42               | 73                | -                 | 14                    |
| Bennett College (1)                             | 47.0          | 47.4          | 39.2          | 33.3                    | -                  | 42.2         | 3.8               | 44               | 59               | 37                | 10                | 8                     |
| Brevard College (1)                             | 50.6          | 37.3          | 36.2          | 25.8                    | -                  | 39.4         | -0.1              | 56               | 45               | 62                | -                 | 11                    |
| Cabarrus College of Health Sciences (1)         | -             | -             | -             | -                       | 42.6               | 42.6         | -                 | 1                | 100              | -                 | 96                | 19                    |
| Chowan College (1)                              | 56.5          | 42.1          | 41.7          | 37.5                    | -                  | 43.4         | 6.0               | 40               | 43               | 54                | 13                | 8                     |
| Davidson College (1)                            | 100.2         | 72.4          | 58.0          | 44.4                    | -                  | 80.0         | 6.2               | 158              | 32               | 82                | -                 | 24                    |
| Guilford College (1)                            | 62.3          | 50.4          | 41.4          | 37.9                    | -                  | 46.7         | 2.4               | 126              | 44               | 55                | -                 | 11                    |
| Heritage Bible College (1)                      | 2.9           | 10.3          | -             | -                       | -                  | 7.8          | -10.3             | 6                | 0                | -                 | 25                | 1                     |
| John Wesley College (1)                         | 28.5          | -             | -             | -                       | -                  | 28.5         | -3.2              | 3                | 0                | -                 | -                 | 4                     |
| Johnson & Wales University-Charlotte (1)        | 66.6          | 54.5          | 45.4          | 41.2                    | -                  | 46.5         | 2.3               | 67               | 42               | -                 | -                 | 18                    |
| Johnson C Smith University (1)                  | 59.5          | 56.4          | 48.0          | 40.1                    | -                  | 49.8         | 6.4               | 89               | 40               | 46                | 1                 | 10                    |
| Lees-McRae College (1)                          | 46.5          | 43.0          | 39.0          | 33.4                    | -                  | 38.6         | -2.4              | 41               | 49               | -                 | 25                | 9                     |
| Livingstone College (1)                         | 61.8          | 49.1          | 40.9          | 36.3                    | -                  | 43.4         | 4.7               | 48               | 46               | 21                | 11                | 1                     |
| Mars Hill College (1)                           | 51.1          | 42.4          | 37.2          | 33.2                    | -                  | 41.7         | 2.6               | 69               | 38               | 76                | 7                 | 11                    |
| Mount Olive College (1)                         | 52.9          | 53.1          | 47.8          | 38.7                    | -                  | 49.9         | 12.2              | 67               | 37               | -                 | 8                 | 12                    |
| North Carolina Wesleyan College (1)             | 51.2          | 46.3          | 40.4          | 34.5                    | -                  | 43.6         | 2.2               | 50               | 46               | 43                | 6                 | 10                    |
| Peace College (1)                               | 57.1          | 47.0          | 49.0          | 41.1                    | -                  | 48.5         | 2.6               | 42               | 71               | 56                | -                 | 11                    |
| Roanoke Bible College (1)                       | -             | -             | -             | -                       | -                  | -            | -                 | -                | -                | -                 | 100               | -                     |
| Saint Augustines College (1)                    | 52.7          | 49.1          | 42.7          | 29.6                    | 50.0               | 43.7         | -5.2              | 74               | 46               | 23                | 5                 | 8                     |
| St Andrews Presbyterian College (1)             | 46.4          | 38.7          | 39.6          | 32.7                    | -                  | 39.9         | 1.0               | 41               | 37               | 50                | -                 | 9                     |
| Winston Salem Bible College (1)                 | -             | -             | -             | -                       | -                  | -            | -                 | -                | -                | -                 | 100               | -                     |
| <b>BA+</b>                                      |               |               |               |                         |                    |              |                   |                  |                  |                   |                   |                       |
| Barton College (1)                              | 51.4          | 41.8          | 36.8          | -                       | -                  | 42.3         | -0.9              | 78               | 51               | 38                | -                 | 12                    |
| Campbell University Inc (1)                     | 83.8          | 52.0          | 44.6          | 36.6                    | -                  | 56.3         | 8.2               | 112              | 29               | 29                | 36                | 15                    |
| Catawba College (1)                             | 58.6          | 58.6          | 43.3          | 37.2                    | -                  | 51.6         | 5.3               | 73               | 40               | 73                | -                 | 13                    |
| Greensboro College (1)                          | 53.8          | 48.2          | 37.4          | 35.4                    | 42.2               | 46.6         | -7.5              | 69               | 43               | 28                | -                 | 13                    |
| High Point University (1)                       | 73.0          | 61.3          | 49.8          | 42.1                    | -                  | 59.4         | 3.7               | 122              | 36               | 64                | -                 | 14                    |
| Lenoir-Rhyne College (1)                        | 56.2          | 49.8          | 42.6          | 46.2                    | 33.4               | 50.7         | 3.3               | 82               | 44               | 75                | 7                 | 12                    |
| Meredith College (1)                            | 65.7          | 54.8          | 45.4          | 39.6                    | -                  | 54.5         | 3.2               | 130              | 66               | 68                | -                 | 13                    |
| Methodist College (1)                           | 53.3          | 45.3          | 39.4          | 36.1                    | -                  | 45.2         | 1.1               | 107              | 46               | 43                | 10                | 9                     |
| Montreat College (1)                            | 52.4          | 47.3          | 41.7          | 35.3                    | -                  | 44.5         | 4.4               | 32               | 19               | 60                | -                 | 12                    |
| Pfeiffer University (1)                         | 58.3          | 53.6          | 40.4          | 31.0                    | -                  | 49.8         | 7.7               | 65               | 35               | -                 | -                 | 14                    |
| Piedmont Baptist College (1)                    | -             | -             | -             | -                       | -                  | -            | -                 | -                | -                | -                 | 100               | -                     |
| Queens University of Charlotte (1)              | 51.4          | 47.2          | 41.2          | 38.3                    | -                  | 44.5         | -6.5              | 90               | 66               | 59                | -                 | 9                     |

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|--|---------------|----------------|---------------|-------------------------|--------------------|--------------|-------------------|------------------|------------------|-------------------|-------------------|-----------------------|
| Salem College (1)                                    | 52.6          | 48.0           | 42.3          | 38.9                    | –                  | 45.5         | 5.4               | 58               | 57               | 57                | 3                 | 13                    |
| Shaw University (1)                                  | 58.8          | 47.5           | 43.3          | 35.0                    | –                  | 43.3         | 3.4               | 88               | 35               | –                 | 21                | 9                     |
| Warren Wilson College (1)                            | –             | –              | –             | –                       | –                  | –            | –                 | –                | –                | –                 | 100               | –                     |
| Wingate University (1)                               | 53.5          | 46.0           | 43.3          | 34.4                    | –                  | 46.5         | 4.8               | 85               | 39               | –                 | 17                | 12                    |
| <b>DOCTORAL</b>                                      |               |                |               |                         |                    |              |                   |                  |                  |                   |                   |                       |
| Duke University (1)                                  | 138.3         | 89.6           | 71.1          | 54.8                    | 40.3               | 97.8         | 2.3               | 1,119            | 33               | 45                | –                 | 24                    |
| Elon University (1)                                  | 78.7          | 62.6           | 48.2          | 42.7                    | –                  | 58.1         | 0.8               | 267              | 44               | 52                | 4                 | 15                    |
| Gardner-Webb University (1)                          | 57.2          | 51.8           | 46.1          | 36.3                    | –                  | 49.9         | –5.2              | 124              | 51               | 53                | 7                 | 13                    |
| Wake Forest University (1)                           | 106.2         | 78.2           | 54.8          | 44.1                    | 56.1               | 80.0         | 1.7               | 450              | 34               | 51                | –                 | 19                    |
| <b>NORTH DAKOTA</b>                                  |               |                |               |                         |                    |              |                   |                  |                  |                   |                   |                       |
| <i>Public</i>  |               |                |               |                         |                    |              |                   |                  |                  |                   |                   |                       |
| <b>AA</b>  |               |                |               |                         |                    |              |                   |                  |                  |                   |                   |                       |
| Bismarck State College (1)                           | 45.0          | 44.7           | 38.5          | 34.7                    | 43.5               | 40.2         | 1.0               | 88               | 40               | 39                | 21                | 13                    |
| Cankdeska Cikana Community College (1)               | –             | –              | –             | 29.0                    | –                  | 29.0         | 0.0               | 2                | 50               | –                 | 71                | 6                     |
| Fort Berthold Community College (1)                  | –             | –              | –             | 37.1                    | –                  | 37.1         | 7.5               | 12               | 25               | –                 | –                 | 10                    |
| Lake Region State College (1)                        | 45.0          | 43.2           | 38.0          | 34.8                    | –                  | 36.5         | 4.1               | 27               | 44               | 43                | 10                | 10                    |
| Minot State University-Bottineau Campus (1)          | 44.0          | 34.0           | 31.7          | 31.4                    | 31.5               | 35.5         | 1.6               | 22               | 18               | 44                | 8                 | 13                    |
| North Dakota State College of Science (1)            | 51.0          | 43.2           | 39.4          | 35.6                    | 24.2               | 40.5         | 2.9               | 123              | 32               | 74                | 3                 | 14                    |
| Williston State College (1)                          | –             | 51.4           | 37.6          | 32.3                    | 12.8               | 34.4         | 3.3               | 31               | 39               | 60                | 9                 | 14                    |
| <b>BA</b>  |               |                |               |                         |                    |              |                   |                  |                  |                   |                   |                       |
| Dickinson State University (1)                       | 56.1          | 49.3           | 44.1          | 29.2                    | –                  | 43.7         | 7.6               | 84               | 42               | 63                | 6                 | 10                    |
| Mayville State University (1)                        | 46.4          | 40.7           | 37.6          | 34.5                    | –                  | 39.9         | 3.7               | 35               | 34               | 67                | 3                 | 11                    |
| Sitting Bull College (1)                             | –             | –              | –             | –                       | 41.5               | 41.5         | 1.5               | 21               | 43               | –                 | –                 | 12                    |
| <b>BA+</b>   |               |                |               |                         |                    |              |                   |                  |                  |                   |                   |                       |
| Minot State University (1)                           | 61.6          | 51.5           | 44.7          | 34.3                    | 26.8               | 46.7         | 3.8               | 171              | 49               | 57                | –                 | 15                    |
| Valley City State University (1)                     | 54.7          | 42.4           | 36.9          | 34.1                    | 30.8               | 39.0         | 1.4               | 65               | 49               | 65                | –                 | 14                    |
| <b>DOCTORAL</b>                                      |               |                |               |                         |                    |              |                   |                  |                  |                   |                   |                       |
| North Dakota State University-Main Campus (1)        | 73.1          | 59.7           | 53.9          | 30.7                    | 37.8               | 51.1         | –6.4              | 373              | 31               | 36                | 55                | 15                    |
| University of North Dakota (1)                       | 72.7          | 60.8           | 53.6          | 33.8                    | 48.2               | 57.2         | 1.6               | 464              | 38               | 53                | 20                | 18                    |
| <i>Private</i>                                       |               |                |               |                         |                    |              |                   |                  |                  |                   |                   |                       |
| <b>AA</b>  |               |                |               |                         |                    |              |                   |                  |                  |                   |                   |                       |
| United Tribes Technical College (1)                  | –             | –              | –             | –                       | 31.9               | 31.9         | 2.9               | 49               | 57               | –                 | –                 | 13                    |
| <b>BA</b>  |               |                |               |                         |                    |              |                   |                  |                  |                   |                   |                       |
| Jamestown College (1)                                | 48.6          | 44.7           | 42.7          | 35.8                    | –                  | 43.9         | 3.6               | 56               | 48               | –                 | –                 | 11                    |
| Medcenter One College of Nursing (1)                 | –             | 49.3           | 46.7          | 44.1                    | –                  | 46.4         | 5.0               | 10               | 100              | –                 | –                 | 8                     |
| Trinity Bible College (1)                            | 38.7          | 32.9           | 27.7          | –                       | –                  | 30.9         | –3.2              | 20               | 25               | –                 | –                 | 12                    |
| Turtle Mountain Community College (1)                | –             | –              | –             | 39.7                    | –                  | 39.7         | 9.5               | 23               | 57               | –                 | –                 | 13                    |
| <b>DOCTORAL</b>                                      |               |                |               |                         |                    |              |                   |                  |                  |                   |                   |                       |
| University of Mary (1)                               | 56.2          | 47.4           | 40.9          | 31.0                    | 20.0               | 43.2         | –0.9              | 100              | 50               | –                 | –                 | 13                    |
| <b>OHIO</b>  |               |                |               |                         |                    |              |                   |                  |                  |                   |                   |                       |
| <i>Public</i>  |               |                |               |                         |                    |              |                   |                  |                  |                   |                   |                       |
| <b>AA</b>  |               |                |               |                         |                    |              |                   |                  |                  |                   |                   |                       |
| Belmont Technical College (1)                        | 45.8          | 39.9           | 35.1          | –                       | –                  | 40.8         | 1.9               | 39               | 62               | –                 | –                 | 14                    |
| Bowling Green State University-Firelands (1)         | 66.6          | 62.5           | 46.8          | 44.6                    | –                  | 51.5         | 0.2               | 44               | 55               | 41                | –                 | 14                    |
| Central Ohio Technical College (1)                   | 48.1          | 48.0           | 42.3          | 40.8                    | –                  | 43.7         | 5.6               | 34               | 59               | 14                | 43                | 17                    |
| Cincinnati State Technical and Community College (1) | –             | –              | –             | –                       | 65.6               | 65.6         | 8.9               | 157              | 52               | 86                | –                 | 29                    |
| Clark State Community College (1)                    | 64.5          | 59.6           | 44.7          | 41.5                    | –                  | 49.3         | 15.9              | 57               | 60               | –                 | –                 | 16                    |

|  | Prof.<br>(\$) | Assc.<br>(\$) | Asst.<br>(\$) | Inst./<br>Lect.<br>(\$) | No<br>Rank<br>(\$) | Avg.<br>(\$) | %<br>Chng.<br>(%) | #<br>Fac.<br>(#) | %<br>Fem.<br>(%) | %<br>Ten.†<br>(%) | %<br>11/12<br>(%) | Avg.<br>Bene.<br>(\$) |
|--|---------------|---------------|---------------|-------------------------|--------------------|--------------|-------------------|------------------|------------------|-------------------|-------------------|-----------------------|
| Columbus State Community College (1)                   | 70.3          | 55.5          | 47.6          | 40.6                    | —                  | 53.6         | 3.0               | 257              | 45               | 74                | —                 | 18                    |
| Cuyahoga Community College District (1)                | 79.7          | 74.2          | 61.2          | 46.0                    | —                  | 62.6         | -0.4              | 373              | 56               | 64                | —                 | 17                    |
| Hocking College (1)                                    | 50.0          | 39.4          | 42.2          | 40.2                    | 33.2               | 42.5         | 2.3               | 180              | 52               | —                 | 5                 | 15                    |
| James A Rhodes State College (1)                       | 56.3          | 50.8          | 45.4          | 41.0                    | —                  | 45.6         | 1.9               | 58               | 72               | —                 | 3                 | 12                    |
| Jefferson Community College (1)                        | 60.2          | 52.5          | 47.2          | 36.4                    | —                  | 47.5         | 4.5               | 34               | 62               | —                 | —                 | 17                    |
| Kent State University-Ashtabula Campus (1)             | —             | 58.2          | 48.3          | 38.2                    | —                  | 46.5         | 3.6               | 44               | 52               | 30                | —                 | 18                    |
| Kent State University-East Liverpool Campus (1)        | —             | 59.3          | 44.8          | 36.2                    | —                  | 48.3         | 6.5               | 24               | 63               | 50                | —                 | 16                    |
| Kent State University-Geauga Campus (1)                | 66.4          | 56.6          | 51.2          | 37.3                    | —                  | 50.8         | 5.3               | 13               | 62               | 55                | —                 | 18                    |
| Kent State University-Stark Campus (1)                 | 66.7          | 58.9          | 47.1          | 39.5                    | —                  | 50.4         | 4.4               | 85               | 48               | 56                | 3                 | 19                    |
| Kent State University-Trumbull Campus (1)              | 78.6          | 62.9          | 47.6          | 37.4                    | —                  | 54.0         | 3.7               | 57               | 35               | 71                | 2                 | 19                    |
| Kent State University-Tuscarawas Campus (1)            | 73.6          | 65.7          | 46.0          | 42.5                    | —                  | 50.8         | 4.6               | 48               | 44               | 56                | —                 | 18                    |
| Lakeland Community College (1)                         | 80.0          | 65.3          | 63.5          | 54.8                    | 65.8               | 71.7         | 3.9               | 115              | 49               | 87                | 4                 | 20                    |
| Lorain County Community College (1)                    | 74.1          | 65.8          | 51.1          | 42.3                    | 39.0               | 57.3         | 3.6               | 120              | 55               | 66                | 3                 | 17                    |
| Marion Technical College (1)                           | 47.1          | 47.4          | 45.1          | 40.4                    | 42.2               | 43.3         | 0.1               | 36               | 61               | —                 | 3                 | 14                    |
| North Central State College (1)                        | 47.3          | 44.3          | 40.4          | 39.6                    | —                  | 43.1         | 1.2               | 56               | 50               | —                 | 21                | 15                    |
| Northwest State Community College (1)                  | —             | —             | —             | —                       | 52.0               | 52.0         | 4.6               | 40               | 55               | —                 | 7                 | 24                    |
| Ohio State University Agricultural Technical Insti (1) | —             | 59.0          | 53.4          | —                       | —                  | 56.5         | 1.0               | 9                | 33               | 82                | 68                | 17                    |
| Owens Community College (1)                            | 60.5          | 47.5          | 43.6          | 38.8                    | —                  | 49.2         | 10.0              | 187              | 50               | 81                | —                 | 21                    |
| Sinclair Community College (1)                         | 68.7          | 51.4          | 43.4          | 38.6                    | 39.8               | 54.0         | 5.1               | 424              | 54               | 46                | 1                 | 15                    |
| Southern State Community College (1)                   | 63.3          | 53.6          | 47.9          | 41.1                    | —                  | 47.3         | 3.1               | 45               | 49               | —                 | 13                | 17                    |
| Stark State College of Technology (1)                  | 57.6          | 47.7          | 44.1          | 37.4                    | —                  | 43.0         | 4.1               | 101              | 50               | —                 | 24                | 21                    |
| Terra State Community College (1)                      | 57.9          | 51.7          | 48.9          | 36.3                    | —                  | 50.9         | 0.7               | 43               | 26               | 84                | 4                 | 16                    |
| University of Akron Wayne College (1)                  | 64.5          | 54.8          | 42.5          | 44.4                    | —                  | 55.1         | 1.2               | 27               | 52               | 82                | 4                 | 16                    |
| University of Cincinnati-Clermont College (1)          | 67.0          | 50.9          | 41.3          | 36.8                    | —                  | 47.7         | -1.7              | 53               | 53               | 59                | 9                 | 15                    |
| Washington State Community College (1)                 | 48.2          | 39.8          | 37.1          | 30.4                    | —                  | 40.8         | 2.1               | 52               | 62               | —                 | 15                | 19                    |
| Zane State College (1)                                 | 57.3          | 50.8          | 44.4          | 38.8                    | —                  | 46.0         | 2.9               | 45               | 53               | —                 | —                 | 16                    |
| <b>BA</b>  |               |               |               |                         |                    |              |                   |                  |                  |                   |                   |                       |
| Kent State University-Salem Campus (1)                 | 70.9          | 61.6          | 48.4          | 39.5                    | —                  | 49.0         | -4.0              | 38               | 58               | 45                | 3                 | 17                    |
| Miami University-Hamilton (1)                          | 90.6          | 69.1          | 45.8          | 33.4                    | —                  | 58.2         | 5.0               | 68               | 54               | 58                | —                 | 20                    |
| Miami University-Middletown (1)                        | 78.8          | 63.7          | 49.2          | 33.1                    | —                  | 55.6         | -1.9              | 62               | 52               | 65                | —                 | 19                    |
| Shawnee State University (1)                           | 67.6          | 55.6          | 42.5          | 37.4                    | —                  | 51.2         | -0.6              | 138              | 41               | 76                | —                 | 21                    |
| University of Cincinnati-Raymond Walters College (1)   | 69.6          | 56.4          | 44.0          | 41.3                    | —                  | 55.1         | 2.1               | 126              | 67               | 76                | 7                 | 18                    |
| <b>BA+</b>   |               |               |               |                         |                    |              |                   |                  |                  |                   |                   |                       |
| Central State University (1)                           | 65.9          | 55.0          | 46.2          | 38.4                    | —                  | 53.2         | 0.9               | 90               | 33               | 75                | —                 | 20                    |
| Edison State Community College (1)                     | 58.4          | 46.6          | 42.4          | 35.8                    | —                  | 47.6         | 1.5               | 34               | 47               | —                 | 23                | 13                    |
| Ohio State University-Lima Campus (1)                  | 80.9          | 67.6          | 49.7          | —                       | —                  | 64.8         | 12.0              | 35               | 31               | 71                | 8                 | 19                    |
| Ohio State University-Mansfield Campus (1)             | 73.5          | 60.8          | 51.5          | 43.0                    | —                  | 57.4         | 2.5               | 48               | 27               | 65                | —                 | 18                    |
| Ohio State University-Marion Campus (1)                | 83.5          | 64.1          | 48.2          | —                       | —                  | 61.1         | 2.1               | 35               | 34               | 60                | —                 | 18                    |
| Ohio State University-Newark Campus (1)                | 84.2          | 59.6          | 52.5          | —                       | —                  | 59.6         | 3.7               | 50               | 30               | 54                | —                 | 18                    |
| Ohio University-Chillicothe Campus (1)                 | 69.3          | 56.4          | 49.8          | 36.4                    | —                  | 51.9         | -3.1              | 37               | 62               | 54                | —                 | 20                    |
| Ohio University-Eastern Campus (1)                     | —             | 56.7          | 49.1          | —                       | —                  | 52.0         | 0.1               | 21               | 29               | 52                | —                 | 20                    |
| Ohio University-Lancaster Campus (1)                   | 65.4          | 60.5          | 45.6          | —                       | —                  | 57.3         | 2.4               | 31               | 39               | 89                | —                 | 21                    |
| Ohio University-Southern Campus (1)                    | 82.9          | 55.2          | 46.6          | 48.6                    | —                  | 51.3         | -5.5              | 32               | 47               | 28                | —                 | 20                    |
| Ohio University-Zanesville Campus (1)                  | 73.4          | 56.1          | 45.4          | 33.2                    | —                  | 53.0         | -2.9              | 38               | 55               | 50                | —                 | 20                    |
| <b>DOCTORAL</b>  |               |               |               |                         |                    |              |                   |                  |                  |                   |                   |                       |
| Bowling Green State University-Main Campus (1)         | 86.1          | 65.8          | 53.9          | 37.9                    | —                  | 58.4         | 2.3               | 817              | 45               | 55                | 4                 | 15                    |
| Cleveland State University (1)                         | 90.5          | 65.6          | 52.3          | 44.2                    | 43.8               | 67.0         | 1.4               | 541              | 37               | 74                | 6                 | 16                    |
| Kent State University-Main Campus (1)                  | 92.1          | 65.6          | 51.9          | 40.6                    | 29.3               | 63.5         | 3.8               | 800              | 48               | 61                | 5                 | 21                    |
| Miami University-Oxford (1)                            | 92.9          | 69.3          | 53.8          | 35.6                    | —                  | 68.2         | 3.5               | 832              | 38               | 68                | —                 | 24                    |
| Ohio State University-Main Campus (1)                  | 112.9         | 74.0          | 66.5          | 69.9                    | —                  | 89.8         | 2.1               | 1,584            | 30               | 80                | 24                | 23                    |

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|--|---------------|---------------|---------------|-------------------------|--------------------|--------------|-------------------|------------------|------------------|-------------------|-------------------|-----------------------|
| Ohio University-Main Campus (1)                        | 86.7          | 66.2          | 52.7          | 40.1                    | 37.2               | 65.0         | -4.5              | 869              | 35               | 72                | -                 | 22                    |
| University of Akron Main Campus (1)                    | 80.2          | 59.7          | 51.1          | 37.0                    | -                  | 62.0         | -1.5              | 649              | 43               | 77                | 7                 | 18                    |
| University of Cincinnati-Main Campus (1)               | 94.8          | 69.6          | 55.4          | 41.0                    | 33.5               | 74.3         | 2.2               | 1,189            | 38               | 63                | 9                 | 23                    |
| University of Toledo (1)                               | 88.6          | 65.2          | 57.3          | 38.9                    | -                  | 63.8         | 3.5               | 670              | 34               | 66                | 11                | 24                    |
| Wright State University-Main Campus (1)                | 91.9          | 67.0          | 55.1          | 39.5                    | 42.6               | 62.9         | 2.7               | 512              | 44               | 57                | 14                | 16                    |
| Youngstown State University (1)                        | 80.0          | 63.9          | 53.3          | 41.0                    | -                  | 66.0         | 0.2               | 427              | 37               | 76                | -                 | 22                    |
| <i>Private</i>   |               |               |               |                         |                    |              |                   |                  |                  |                   |                   |                       |
| <b>AA</b>  |               |               |               |                         |                    |              |                   |                  |                  |                   |                   |                       |
| Aultman Hospital School of Nursing (1)                 | -             | -             | -             | 47.0                    | -                  | 47.0         | -                 | 15               | 100              | -                 | -                 | 9                     |
| Chatfield College (1)                                  | -             | -             | -             | 32.8                    | -                  | 32.8         | -0.0              | 3                | 67               | -                 | 50                | 8                     |
| Good Samaritan College of Nursing & Health Science (1) | -             | 56.7          | 53.1          | 49.9                    | -                  | 54.5         | 2.2               | 18               | 100              | -                 | 18                | 22                    |
| National Institute of Technology (1)                   | -             | -             | -             | -                       | -                  | -            | -                 | -                | -                | -                 | 100               | -                     |
| <b>BA</b>  |               |               |               |                         |                    |              |                   |                  |                  |                   |                   |                       |
| Allegheny Wesleyan College (1)                         | 11.3          | 10.6          | -             | -                       | -                  | 10.9         | -6.6              | 2                | 50               | -                 | -                 | 1                     |
| Antioch College (1)                                    | -             | -             | -             | -                       | -                  | -            | -                 | -                | -                | 71                | 100               | -                     |
| Cincinnati College of Mortuary Science (1)             | -             | -             | -             | -                       | -                  | -            | -                 | -                | -                | -                 | 100               | -                     |
| Circleville Bible College (1)                          | -             | -             | -             | -                       | -                  | -            | -                 | -                | -                | -                 | 100               | -                     |
| Columbus College of Art and Design (1)                 | 51.6          | 42.9          | 37.5          | 38.7                    | -                  | 44.2         | 2.5               | 77               | 35               | -                 | 8                 | 15                    |
| Denison University (1)                                 | 94.3          | 66.9          | 51.4          | 48.5                    | -                  | 63.2         | 1.5               | 202              | 43               | 64                | -                 | 19                    |
| Gods Bible School and College (1)                      | 17.9          | 9.8           | 8.8           | 8.0                     | -                  | 10.7         | -51.0             | 11               | 36               | -                 | 8                 | 10                    |
| Kenyon College (1)                                     | 80.1          | 62.0          | 51.8          | 48.9                    | -                  | 65.0         | 2.2               | 151              | 40               | 76                | -                 | 19                    |
| MedCentral College of Nursing (1)                      | -             | 56.0          | 53.2          | 49.6                    | -                  | 52.0         | 2.5               | 10               | 80               | -                 | 58                | 20                    |
| Mercy College of Northwest Ohio (1)                    | 56.1          | 52.6          | 49.1          | 45.0                    | -                  | 48.2         | 4.5               | 39               | 85               | -                 | 19                | 11                    |
| Mount Union College (1)                                | 70.4          | 56.8          | 48.6          | 40.9                    | -                  | 56.8         | 2.7               | 120              | 34               | 77                | 2                 | 15                    |
| Ohio Wesleyan University (1)                           | 70.4          | 50.0          | 47.4          | -                       | -                  | 60.5         | 0.7               | 130              | 37               | 86                | -                 | 24                    |
| Temple Baptist College (1)                             | -             | -             | -             | -                       | -                  | -            | -                 | -                | -                | -                 | 100               | -                     |
| The College of Wooster (1)                             | 74.3          | 58.8          | 46.9          | -                       | -                  | 59.8         | 3.9               | 133              | 41               | 74                | -                 | 21                    |
| Tri-State Bible College (1)                            | -             | -             | -             | -                       | -                  | -            | -                 | -                | -                | -                 | 100               | -                     |
| University of Northwestern Ohio (1)                    | -             | -             | -             | -                       | -                  | -            | -                 | -                | -                | -                 | 100               | -                     |
| <b>BA+</b>   |               |               |               |                         |                    |              |                   |                  |                  |                   |                   |                       |
| Antioch University McGregor (1)                        | -             | -             | -             | -                       | -                  | -            | -                 | -                | -                | -                 | 100               | -                     |
| Art Academy of Cincinnati (1)                          | 48.1          | 38.9          | 24.8          | -                       | -                  | 38.8         | -2.0              | 19               | 47               | -                 | -                 | 9                     |
| Baldwin-Wallace College (1)                            | 68.8          | 56.6          | 46.2          | 41.3                    | -                  | 58.2         | 3.5               | 161              | 39               | 76                | -                 | 22                    |
| Bluffton University (1)                                | 56.1          | 47.0          | 40.3          | 33.4                    | -                  | 48.3         | 4.4               | 67               | 33               | 70                | -                 | 12                    |
| Capital University (1)                                 | 84.5          | 57.0          | 49.9          | 43.7                    | -                  | 64.4         | 1.0               | 204              | 46               | 65                | 6                 | 19                    |
| Cedarville University (1)                              | 64.6          | 54.5          | 47.5          | 38.6                    | -                  | 54.0         | 3.2               | 208              | 29               | 62                | -                 | 21                    |
| Cincinnati Christian University (1)                    | 52.2          | 45.8          | 41.7          | -                       | -                  | 47.2         | 5.0               | 26               | 31               | -                 | 26                | 9                     |
| Cleveland Institute of Art (1)                         | 61.0          | 51.4          | 42.0          | -                       | 36.2               | 50.2         | -0.7              | 46               | 46               | -                 | -                 | 13                    |
| David N Myers University (1)                           | -             | 48.7          | 55.0          | -                       | -                  | 51.9         | -                 | 4                | 25               | 55                | 80                | 0                     |
| Defiance College (1)                                   | 57.7          | 49.8          | 41.6          | 35.4                    | -                  | 45.9         | 3.7               | 37               | 38               | 63                | 3                 | 11                    |
| Franciscan University of Steubenville (1)              | 58.4          | 50.0          | 42.9          | 36.0                    | -                  | 49.5         | 2.6               | 104              | 26               | 71                | -                 | 23                    |
| Franklin University (1)                                | -             | -             | -             | -                       | -                  | -            | -                 | -                | -                | -                 | 100               | -                     |
| Heidelberg College (1)                                 | 59.1          | 46.5          | 42.5          | 36.0                    | -                  | 50.7         | 0.5               | 60               | 43               | 76                | -                 | 11                    |
| Hiram College (1)                                      | 62.8          | 48.0          | 39.7          | 39.7                    | -                  | 53.1         | -0.8              | 64               | 42               | 82                | -                 | 10                    |
| John Carroll University (1)                            | 82.9          | 59.2          | 54.2          | 40.4                    | 46.5               | 63.0         | -0.6              | 222              | 37               | 80                | -                 | 19                    |
| Kettering College of Medical Arts (1)                  | 61.1          | 56.3          | 51.4          | 36.0                    | -                  | 54.8         | -                 | 14               | 79               | -                 | 74                | 13                    |
| Lake Erie College (1)                                  | 70.9          | 56.7          | 42.5          | 35.4                    | -                  | 53.8         | 4.2               | 32               | 53               | 63                | -                 | 14                    |
| Lourdes College (1)                                    | 61.5          | 47.7          | 45.9          | 36.3                    | -                  | 46.8         | 14.4              | 55               | 78               | -                 | 14                | 12                    |
| Malone College (1)                                     | 60.4          | 51.4          | 44.4          | 38.4                    | -                  | 49.9         | 5.4               | 105              | 41               | 64                | -                 | 17                    |

|  | Prof.<br>(\$) | Assc.<br>(\$) | Asst.<br>(\$) | Inst./<br>Lect.<br>(\$) | No<br>Rank<br>(\$) | Avg.<br>(\$) | %<br>Chng.<br>(%) | #<br>Fac.<br>(#) | %<br>Fem.<br>(%) | %<br>Ten.†<br>(%) | %<br>11/12<br>(%) | Avg.<br>Bene.<br>(\$) |
|--|---------------|---------------|---------------|-------------------------|--------------------|--------------|-------------------|------------------|------------------|-------------------|-------------------|-----------------------|
| Marietta College (1)                                 | 68.4          | 53.9          | 44.9          | 34.4                    | —                  | 52.1         | 3.6               | 89               | 37               | 59                | 7                 | 17                    |
| Mount Carmel College of Nursing (1)                  | 67.6          | 55.4          | 51.8          | 48.4                    | —                  | 50.7         | 3.4               | 33               | 88               | —                 | 6                 | 10                    |
| Mount Vernon Nazarene University (1)                 | 56.5          | 48.9          | 42.0          | 35.1                    | —                  | 50.0         | 1.6               | 68               | 38               | —                 | 33                | 17                    |
| Muskingum College (1)                                | 68.9          | 53.4          | 46.1          | 40.7                    | —                  | 53.6         | 2.5               | 96               | 41               | 63                | 2                 | 15                    |
| Notre Dame College (1)                               | 52.8          | 45.3          | 37.6          | 28.0                    | —                  | 40.3         | -2.0              | 36               | 58               | —                 | —                 | 5                     |
| Oberlin College (1)                                  | 96.3          | 74.5          | 56.7          | 47.5                    | —                  | 77.4         | 1.4               | 301              | 41               | 77                | —                 | 23                    |
| Ohio Dominican University (1)                        | 65.0          | 51.6          | 44.5          | 41.2                    | —                  | 51.5         | 4.4               | 66               | 55               | 56                | —                 | 14                    |
| Ohio Northern University (1)                         | 83.9          | 62.4          | 50.5          | 39.3                    | —                  | 63.7         | 2.7               | 196              | 30               | 70                | 4                 | 17                    |
| Otterbein College (1)                                | 64.1          | 55.4          | 47.6          | 45.1                    | —                  | 56.3         | -1.7              | 151              | 54               | 79                | 3                 | 17                    |
| Pontifical College Josephinum (1)                    | —             | —             | —             | —                       | —                  | —            | —                 | —                | —                | —                 | 100               | —                     |
| Siegal College (1)                                   | —             | —             | —             | —                       | —                  | —            | —                 | —                | —                | 30                | 100               | —                     |
| The University of Findlay (1)                        | 64.1          | 56.6          | 46.6          | 37.2                    | —                  | 50.5         | 6.7               | 123              | 39               | 62                | 25                | 14                    |
| Tiffin University (1)                                | —             | —             | —             | —                       | —                  | —            | —                 | —                | —                | —                 | 100               | —                     |
| University of Rio Grande (1)                         | 62.4          | 45.9          | 46.6          | 37.4                    | —                  | 51.8         | 3.4               | 88               | 41               | 76                | —                 | 35                    |
| Urbana University (1)                                | 47.7          | 41.1          | 32.1          | —                       | —                  | 38.5         | -2.1              | 48               | 46               | 67                | 8                 | 15                    |
| Ursuline College (1)                                 | 59.8          | 52.2          | 43.7          | 39.6                    | —                  | 48.5         | 6.2               | 75               | 81               | 61                | —                 | 12                    |
| Walsh University (1)                                 | 57.7          | 46.6          | 42.4          | 26.9                    | —                  | 47.8         | 0.7               | 77               | 51               | 57                | 9                 | 14                    |
| Wilberforce University (1)                           | 49.6          | 45.7          | 36.4          | 33.9                    | 51.0               | 41.7         | 6.3               | 40               | 38               | 61                | —                 | 14                    |
| Wilmington College (1)                               | 55.3          | 45.3          | 41.0          | —                       | —                  | 46.7         | 1.7               | 69               | 43               | 69                | 3                 | 11                    |
| Wittenberg University (1)                            | 71.0          | 56.0          | 46.9          | 43.4                    | —                  | 58.7         | 5.2               | 148              | 40               | 86                | —                 | 20                    |
| <b>DOCTORAL</b>                                      |               |               |               |                         |                    |              |                   |                  |                  |                   |                   |                       |
| Ashland University (1)                               | 72.3          | 58.5          | 46.6          | 38.4                    | —                  | 56.2         | 0.9               | 220              | 40               | 69                | 5                 | 15                    |
| Case Western Reserve University (1)                  | 117.2         | 84.0          | 66.0          | 52.0                    | 47.4               | 90.1         | 1.9               | 543              | 34               | 52                | 16                | 23                    |
| Cleveland Institute of Music (1)                     | —             | —             | —             | —                       | 56.2               | 56.2         | -13.8             | 39               | 44               | —                 | —                 | 11                    |
| College of Mount Saint Joseph (1)                    | 62.6          | 53.2          | 45.1          | 38.1                    | —                  | 48.8         | 2.2               | 104              | 64               | 34                | 16                | 11                    |
| Rabbinical College Telshe (1)                        | —             | —             | —             | —                       | 21.1               | 21.1         | -12.1             | 9                | 0                | —                 | —                 | 17                    |
| Union Institute & University (1)                     | —             | —             | —             | —                       | —                  | —            | —                 | —                | —                | —                 | 100               | —                     |
| University of Dayton (1)                             | 87.5          | 64.6          | 57.6          | 39.9                    | —                  | 65.6         | 3.1               | 396              | 34               | 63                | 11                | 19                    |
| Winebrenner Theological Seminary (1)                 | —             | —             | —             | —                       | —                  | —            | —                 | —                | —                | 13                | 100               | —                     |
| Xavier University (1)                                | 84.6          | 65.5          | 56.9          | 43.5                    | 37.6               | 61.6         | 4.1               | 293              | 46               | 52                | 0                 | 19                    |
| <b>OKLAHOMA</b>                                      |               |               |               |                         |                    |              |                   |                  |                  |                   |                   |                       |
| <i>Public</i>  |               |               |               |                         |                    |              |                   |                  |                  |                   |                   |                       |
| <b>AA</b>  |               |               |               |                         |                    |              |                   |                  |                  |                   |                   |                       |
| Carl Albert State College (1)                        | —             | —             | —             | 36.4                    | —                  | 36.4         | 2.6               | 42               | 62               | —                 | 26                | 10                    |
| Connors State College (1)                            | —             | —             | —             | 37.3                    | —                  | 37.3         | 3.3               | 46               | 61               | 78                | 6                 | 13                    |
| Eastern Oklahoma State College (1)                   | —             | —             | —             | 39.9                    | —                  | 39.9         | 0.6               | 48               | 54               | 78                | 2                 | 16                    |
| Murray State College (1)                             | 44.7          | —             | 44.2          | 37.8                    | —                  | 39.4         | 4.9               | 34               | 56               | 74                | 21                | 10                    |
| Northeastern Oklahoma Agricultural and Mech Coll (1) | —             | —             | —             | 37.9                    | —                  | 37.9         | 5.2               | 70               | 51               | —                 | 9                 | 11                    |
| Northern Oklahoma College (1)                        | —             | —             | —             | 40.8                    | —                  | 40.8         | 4.5               | 77               | 48               | 55                | 3                 | 12                    |
| Oklahoma City Community College (1)                  | —             | —             | —             | 46.2                    | —                  | 46.2         | 1.6               | 132              | 48               | —                 | —                 | 18                    |
| Oklahoma State University-Oklahoma City (1)          | 51.0          | 43.3          | 41.6          | 36.2                    | —                  | 40.8         | 2.9               | 47               | 55               | 52                | 27                | 12                    |
| Redlands Community College (1)                       | —             | —             | —             | 36.7                    | —                  | 36.7         | 5.7               | 26               | 62               | 43                | 21                | 15                    |
| Rose State College (1)                               | 42.9          | —             | —             | —                       | —                  | 42.9         | 2.6               | 105              | 59               | 79                | 13                | 14                    |
| Seminole State College (1)                           | —             | —             | —             | 39.4                    | —                  | 39.4         | 3.6               | 37               | 68               | 60                | 16                | 16                    |
| Tulsa Community College (1)                          | —             | —             | 52.8          | 43.0                    | —                  | 49.6         | 4.3               | 238              | 60               | —                 | 16                | 11                    |
| Western Oklahoma State College (1)                   | 42.1          | —             | —             | —                       | —                  | 42.1         | 7.3               | 32               | 56               | 59                | 11                | 11                    |
| <b>BA</b>  |               |               |               |                         |                    |              |                   |                  |                  |                   |                   |                       |
| Oklahoma Panhandle State University (1)              | 47.8          | 42.8          | 33.9          | 26.7                    | —                  | 31.6         | -12.5             | 53               | 42               | 22                | —                 | 10                    |
| Oklahoma State University-Okmulgee (1)               | —             | —             | —             | 46.7                    | —                  | 46.7         | 3.5               | 2                | 0                | —                 | 97                | 13                    |

|   | Prof.<br>(\$) | Assc.<br>(\$) | Asst.<br>(\$) | Inst./<br>Lect.<br>(\$) | No<br>Rank<br>(\$) | Avg.<br>(\$) | %<br>Chng.<br>(%) | #<br>Fac.<br>(#) | %<br>Fem.<br>(%) | %<br>Ten.†<br>(%) | %<br>11/12<br>(%) | Avg.<br>Bene.<br>(\$) |
|---|---------------|---------------|---------------|-------------------------|--------------------|--------------|-------------------|------------------|------------------|-------------------|-------------------|-----------------------|
| Rogers State University (1)                       | 62.6          | 53.3          | 47.2          | 39.8                    | –                  | 47.4         | 6.7               | 82               | 43               | 13                | 11                | 20                    |
| University of Science and Arts of Oklahoma (1)    | 49.1          | 42.3          | 37.5          | 28.3                    | –                  | 42.2         | 1.2               | 43               | 47               | 78                | 16                | 16                    |
| <b>BA+</b>  |               |               |               |                         |                    |              |                   |                  |                  |                   |                   |                       |
| Cameron University (1)                            | 60.3          | 52.7          | 45.6          | 33.9                    | –                  | 48.8         | 4.6               | 171              | 36               | 63                | 7                 | 17                    |
| East Central University (1)                       | 60.7          | 53.4          | 46.7          | 40.6                    | –                  | 51.4         | 3.7               | 153              | 42               | 70                | 2                 | 18                    |
| Northeastern State University (1)                 | 64.0          | 55.0          | 46.1          | 37.8                    | –                  | 49.3         | 2.8               | 284              | 48               | 45                | 13                | 16                    |
| Northwestern Oklahoma State University (1)        | 58.3          | 51.5          | 44.5          | 36.3                    | –                  | 46.3         | 7.2               | 78               | 51               | 42                | 9                 | 11                    |
| Southeastern Oklahoma State University (1)        | 58.7          | 54.6          | 47.9          | 35.9                    | –                  | 49.8         | 4.1               | 124              | 36               | 60                | 8                 | 12                    |
| Southwestern Oklahoma State University (1)        | 65.5          | 55.2          | 42.7          | 37.9                    | –                  | 47.9         | 0.8               | 186              | 44               | 48                | 6                 | 18                    |
| University of Central Oklahoma (1)                | 68.7          | 60.5          | 53.3          | 38.2                    | –                  | 57.1         | 2.5               | 411              | 49               | 67                | –                 | 12                    |
| <b>DOCTORAL</b>                                   |               |               |               |                         |                    |              |                   |                  |                  |                   |                   |                       |
| Langston University (1)                           | 65.1          | 57.2          | 57.7          | 47.3                    | 47.9               | 55.4         | 21.8              | 58               | 50               | 34                | 47                | 13                    |
| Oklahoma State University-Main Campus (1)         | 80.8          | 63.8          | 56.2          | 33.6                    | –                  | 64.2         | 2.3               | 703              | 29               | 53                | 31                | 16                    |
| University of Oklahoma Health Sciences Center (1) | 51.4          | 63.7          | 40.5          | 38.3                    | –                  | 41.3         | –6.2              | 47               | 91               | 36                | 83                | 15                    |
| University of Oklahoma Norman Campus (1)          | 94.5          | 65.3          | 54.2          | 35.8                    | –                  | 67.8         | 5.8               | 898              | 33               | 56                | 10                | 21                    |
| <i>Private</i>                                    |               |               |               |                         |                    |              |                   |                  |                  |                   |                   |                       |
| <b>BA</b>   |               |               |               |                         |                    |              |                   |                  |                  |                   |                   |                       |
| Bacone College (1)                                | –             | 39.9          | 36.7          | 30.9                    | –                  | 35.8         | 1.1               | 26               | 73               | –                 | –                 | 10                    |
| Metropolitan College (1)                          | –             | –             | –             | –                       | –                  | –            | –                 | –                | –                | –                 | 100               | –                     |
| Metropolitan College (1)                          | –             | –             | –             | –                       | –                  | –            | –                 | –                | –                | –                 | 100               | –                     |
| Saint Gregorys University (1)                     | 29.5          | 35.7          | –             | –                       | 32.2               | 32.6         | 1.1               | 32               | 63               | 22                | –                 | 4                     |
| <b>BA+</b>  |               |               |               |                         |                    |              |                   |                  |                  |                   |                   |                       |
| Hillsdale Free Will Baptist College (1)           | –             | –             | –             | –                       | 30.1               | 30.1         | 3.8               | 13               | 69               | –                 | –                 | 8                     |
| Mid-America Christian University (1)              | –             | –             | –             | –                       | –                  | –            | –                 | –                | –                | –                 | 100               | –                     |
| Oklahoma Baptist University (1)                   | 45.1          | 43.0          | 29.4          | 24.8                    | –                  | 36.9         | –12.9             | 116              | 47               | 62                | –                 | 10                    |
| Oklahoma Christian University (1)                 | 61.1          | 52.3          | 41.8          | 33.0                    | –                  | 53.4         | 4.8               | 80               | 29               | 66                | 10                | 10                    |
| Oklahoma City University (1)                      | 68.6          | 53.7          | 45.3          | 41.7                    | –                  | 56.1         | –0.1              | 175              | 42               | 61                | 2                 | 10                    |
| Oklahoma Wesleyan University (1)                  | 45.1          | 38.1          | 38.9          | 33.0                    | –                  | 39.4         | 6.4               | 26               | 15               | –                 | 7                 | 17                    |
| Southern Nazarene University (1)                  | 54.0          | 46.5          | 40.6          | 37.3                    | –                  | 47.9         | 4.4               | 61               | 41               | –                 | 9                 | 21                    |
| Southwestern Christian University (1)             | 54.6          | 47.3          | 43.1          | 42.2                    | –                  | 45.1         | 3.7               | 7                | 57               | –                 | –                 | 15                    |
| <b>DOCTORAL</b>                                   |               |               |               |                         |                    |              |                   |                  |                  |                   |                   |                       |
| Oral Roberts University (1)                       | 57.9          | 48.0          | 41.0          | 32.9                    | –                  | 43.7         | 2.0               | 186              | 38               | 22                | 6                 | 10                    |
| University of Tulsa (1)                           | 96.9          | 68.2          | 54.0          | 38.5                    | 25.0               | 72.3         | 3.9               | 298              | 34               | 73                | 2                 | 22                    |
| <b>OREGON</b>                                     |               |               |               |                         |                    |              |                   |                  |                  |                   |                   |                       |
| <i>Public</i>                                     |               |               |               |                         |                    |              |                   |                  |                  |                   |                   |                       |
| <b>AA</b>   |               |               |               |                         |                    |              |                   |                  |                  |                   |                   |                       |
| Blue Mountain Community College (1)               | –             | –             | –             | 48.3                    | –                  | 48.3         | –3.3              | 47               | 57               | 68                | 22                | 20                    |
| Central Oregon Community College (1)              | 65.1          | 54.1          | 44.0          | 38.1                    | 40.1               | 52.3         | 2.4               | 95               | 56               | 62                | –                 | 22                    |
| Chemeketa Community College (1)                   | –             | –             | –             | 49.3                    | –                  | 49.3         | –5.2              | 171              | 53               | –                 | 9                 | 22                    |
| Clackamas Community College (1)                   | –             | –             | –             | 56.8                    | –                  | 56.8         | 5.7               | 158              | 48               | 77                | –                 | 20                    |
| Clatsop Community College (1)                     | –             | –             | –             | –                       | 46.7               | 46.7         | 8.9               | 35               | 46               | 85                | –                 | 18                    |
| Columbia Gorge Community College (1)              | –             | –             | –             | 47.9                    | –                  | 47.9         | 3.4               | 15               | 47               | –                 | –                 | 21                    |
| Klamath Community College (1)                     | –             | –             | –             | –                       | 39.6               | 39.6         | –                 | 5                | 80               | –                 | 72                | 17                    |
| Lane Community College (1)                        | –             | –             | –             | 52.4                    | –                  | 52.4         | 0.2               | 247              | 55               | –                 | –                 | 21                    |
| Linn-Benton Community College (1)                 | –             | –             | –             | –                       | 50.7               | 50.7         | 6.6               | 165              | 56               | –                 | –                 | 20                    |
| Mt Hood Community College (1)                     | –             | –             | –             | –                       | 62.4               | 62.4         | 4.1               | 141              | 52               | 87                | 9                 | 24                    |
| Oregon Coast Community College (1)                | –             | –             | –             | –                       | 47.6               | 47.6         | 3.9               | 5                | 60               | –                 | –                 | 14                    |
| Portland Community College (1)                    | –             | –             | –             | 56.8                    | –                  | 56.8         | –0.0              | 407              | 55               | 87                | –                 | 21                    |

|   | Prof.<br>(\$) | Assc.<br>(\$) | Asst.<br>(\$) | Inst./<br>Lect.<br>(\$) | No<br>Rank<br>(\$) | Avg.<br>(\$) | %<br>Chng.<br>(%) | #<br>Fac.<br>(#) | %<br>Fem.<br>(%) | %<br>Ten.†<br>(%) | %<br>11/12<br>(%) | Avg.<br>Bene.<br>(\$) |
|---|---------------|---------------|---------------|-------------------------|--------------------|--------------|-------------------|------------------|------------------|-------------------|-------------------|-----------------------|
| Rogue Community College (1)                       | —             | —             | —             | 56.0                    | —                  | 56.0         | 7.4               | 80               | 54               | 87                | 22                | 20                    |
| Southwestern Oregon Community College (1)         | 54.4          | 46.3          | 43.0          | 45.0                    | 27.5               | 46.1         | 3.8               | 62               | 50               | 64                | 6                 | 17                    |
| Tillamook Bay Community College (1)               | —             | —             | —             | 49.3                    | —                  | 49.3         | 17.9              | 6                | 17               | —                 | —                 | 19                    |
| Treasure Valley Community College (1)             | —             | —             | —             | 51.0                    | —                  | 51.0         | 5.9               | 39               | 49               | 78                | 20                | 16                    |
| Umpqua Community College (1)                      | —             | —             | —             | —                       | 49.4               | 49.4         | -0.1              | 64               | 53               | —                 | —                 | 21                    |
| <b>BA+</b>  |               |               |               |                         |                    |              |                   |                  |                  |                   |                   |                       |
| Eastern Oregon University (1)                     | 57.2          | 50.3          | 44.2          | 32.6                    | —                  | 47.3         | 9.9               | 93               | 39               | 51                | 2                 | 22                    |
| Oregon Institute of Technology (1)                | 62.0          | 52.3          | 45.0          | 35.6                    | —                  | 51.1         | 5.0               | 116              | 34               | 68                | 8                 | 24                    |
| Southern Oregon University (1)                    | 58.8          | 47.9          | 41.2          | 29.4                    | 20.3               | 48.4         | -0.8              | 189              | 42               | 67                | 1                 | 23                    |
| Western Oregon University (1)                     | 59.1          | 47.2          | 35.9          | 27.8                    | —                  | 44.3         | -4.0              | 173              | 44               | 52                | 1                 | 21                    |
| <b>DOCTORAL</b>                                   |               |               |               |                         |                    |              |                   |                  |                  |                   |                   |                       |
| Oregon Health & Science University (1)            | —             | 82.7          | 71.5          | 54.5                    | —                  | 62.3         | -3.2              | 16               | 88               | 17                | 93                | 15                    |
| Oregon State University (1)                       | 80.0          | 63.1          | 60.1          | 38.2                    | 81.6               | 62.3         | 3.1               | 490              | 36               | 40                | 28                | 26                    |
| Portland State University (1)                     | 76.8          | 60.0          | 49.7          | 35.7                    | —                  | 58.7         | -1.2              | 527              | 40               | 60                | 10                | 25                    |
| University of Oregon (1)                          | 88.3          | 63.2          | 57.1          | 40.3                    | 58.6               | 65.5         | 5.8               | 720              | 38               | 47                | 2                 | 27                    |
| <i>Private</i>                                    |               |               |               |                         |                    |              |                   |                  |                  |                   |                   |                       |
| <b>AA</b>   |               |               |               |                         |                    |              |                   |                  |                  |                   |                   |                       |
| Heald College-Portland (1)                        | —             | —             | —             | —                       | —                  | —            | —                 | —                | —                | —                 | 100               | —                     |
| <b>BA</b>   |               |               |               |                         |                    |              |                   |                  |                  |                   |                   |                       |
| Cascade College (1)                               | 56.6          | 45.0          | 36.1          | —                       | 28.5               | 40.6         | -16.9             | 14               | 29               | 29                | —                 | 7                     |
| Eugene Bible College (1)                          | —             | —             | —             | 26.0                    | —                  | 26.0         | —                 | 1                | 100              | —                 | 91                | 7                     |
| Gutenberg College (1)                             | —             | —             | —             | —                       | —                  | —            | —                 | —                | —                | —                 | 100               | —                     |
| Linfield College (1)                              | 68.2          | 51.8          | 44.1          | 40.8                    | —                  | 56.6         | 7.3               | 100              | 40               | 76                | 5                 | 24                    |
| Linfield College-Portland Campus (1)              | 67.5          | 52.8          | 43.1          | —                       | —                  | 52.2         | 4.4               | 22               | 77               | 74                | 19                | 24                    |
| Pacific Northwest College of Art (1)              | 43.6          | 39.2          | 40.2          | —                       | —                  | 41.0         | —                 | 14               | 36               | 36                | —                 | 15                    |
| Western States Chiropractic College (1)           | —             | —             | —             | —                       | —                  | —            | —                 | —                | —                | 65                | 100               | —                     |
| <b>BA+</b>  |               |               |               |                         |                    |              |                   |                  |                  |                   |                   |                       |
| Concordia University (1)                          | —             | —             | —             | —                       | —                  | —            | —                 | —                | —                | —                 | 100               | —                     |
| Corban College (1)                                | —             | —             | —             | —                       | —                  | —            | —                 | —                | —                | —                 | 100               | —                     |
| Marylhurst University (1)                         | —             | —             | —             | —                       | —                  | —            | —                 | —                | —                | —                 | 100               | —                     |
| Mount Angel Seminary (1)                          | —             | —             | —             | —                       | —                  | —            | —                 | —                | —                | —                 | 100               | —                     |
| Multnomah Bible College and Biblical Seminary (1) | 55.6          | 48.3          | 41.8          | 38.4                    | —                  | 47.0         | 0.8               | 30               | 13               | —                 | —                 | 11                    |
| Northwest Christian College (1)                   | 44.8          | 39.3          | 36.4          | —                       | —                  | 37.7         | -2.6              | 19               | 58               | —                 | —                 | 15                    |
| Oregon College of Art and Craft (1)               | 45.5          | 42.8          | 40.4          | —                       | —                  | 42.6         | 8.2               | 9                | 56               | —                 | —                 | 10                    |
| Reed College (1)                                  | 90.1          | 67.3          | 57.4          | —                       | —                  | 73.9         | 1.6               | 135              | 36               | 77                | —                 | 18                    |
| University of Portland (1)                        | 81.8          | 62.2          | 50.2          | 46.8                    | —                  | 60.4         | 5.1               | 176              | 39               | 65                | 5                 | 20                    |
| Warner Pacific College (1)                        | 47.5          | 38.6          | 32.0          | —                       | —                  | 38.7         | 0.6               | 24               | 29               | —                 | 4                 | 19                    |
| Willamette University (1)                         | 87.2          | 67.0          | 48.1          | 31.3                    | 54.4               | 67.0         | -0.2              | 193              | 37               | 64                | 8                 | 16                    |
| <b>DOCTORAL</b>                                   |               |               |               |                         |                    |              |                   |                  |                  |                   |                   |                       |
| George Fox University (1)                         | 61.5          | 53.4          | 47.3          | 41.7                    | —                  | 52.4         | 2.8               | 124              | 37               | 42                | 14                | 18                    |
| Lewis & Clark College (1)                         | 93.9          | 68.1          | 51.6          | 44.2                    | 57.3               | 68.3         | 5.4               | 205              | 42               | 63                | —                 | 21                    |
| Pacific University (1)                            | 70.1          | 56.0          | 49.7          | 42.1                    | —                  | 57.0         | -0.2              | 127              | 53               | 71                | 27                | 14                    |
| <b>PENNSYLVANIA</b>                               |               |               |               |                         |                    |              |                   |                  |                  |                   |                   |                       |
| <i>Public</i>                                     |               |               |               |                         |                    |              |                   |                  |                  |                   |                   |                       |
| <b>AA</b>   |               |               |               |                         |                    |              |                   |                  |                  |                   |                   |                       |
| Bucks County Community College (1)                | 69.4          | 47.6          | 42.9          | 39.5                    | —                  | 57.4         | -2.2              | 141              | 48               | 64                | 2                 | 20                    |
| Butler County Community College (1)               | 55.7          | 48.4          | 42.2          | 38.4                    | 37.0               | 47.7         | 2.7               | 64               | 52               | 84                | —                 | 18                    |
| Community College of Allegheny County (1)         | 61.5          | 47.2          | 40.6          | 36.2                    | —                  | 55.9         | 1.8               | 258              | 50               | 79                | 4                 | 23                    |



|  | Prof.<br>(\$) | Assoc.<br>(\$) | Asst.<br>(\$) | Inst./<br>Lect.<br>(\$) | No<br>Rank<br>(\$) | Avg.<br>(\$) | %<br>Chng.<br>(%) | #<br>Fac.<br>(#) | %<br>Fem.<br>(%) | %<br>Ten.†<br>(%) | %<br>11/12<br>(%) | Avg.<br>Bene.<br>(\$) |
|--|---------------|----------------|---------------|-------------------------|--------------------|--------------|-------------------|------------------|------------------|-------------------|-------------------|-----------------------|
| Community College of Beaver County (1)                 | 59.4          | 57.4           | 39.9          | 32.1                    | –                  | 46.9         | 3.5               | 47               | 64               | 67                | –                 | 20                    |
| Community College of Philadelphia (1)                  | 67.1          | 63.0           | 53.4          | 40.1                    | –                  | 56.7         | 1.3               | 345              | 48               | 77                | 14                | 24                    |
| Delaware County Community College (1)                  | 85.2          | 80.0           | 60.2          | 40.4                    | –                  | 70.9         | 2.7               | 123              | 59               | 60                | –                 | 26                    |
| Harrisburg Area Community College-Gettysburg (1)       | –             | 49.1           | 44.3          | 38.7                    | –                  | 43.7         | 2.7               | 13               | 69               | 21                | 7                 | 13                    |
| Harrisburg Area Community College-Harrisburg (1)       | 69.6          | 51.6           | 43.9          | 39.3                    | –                  | 56.2         | –0.7              | 148              | 51               | 66                | 19                | 16                    |
| Harrisburg Area Community College-Lancaster (1)        | 55.7          | 49.5           | 43.9          | 38.8                    | –                  | 44.1         | 1.4               | 48               | 56               | 19                | 25                | 15                    |
| Harrisburg Area Community College-Lebanon (1)          | –             | –              | –             | –                       | –                  | –            | –                 | –                | –                | 67                | 100               | –                     |
| Lehigh Carbon Community College (1)                    | 60.8          | 50.8           | 46.6          | 40.6                    | –                  | 51.1         | –4.1              | 85               | 60               | –                 | 21                | 19                    |
| Luzerne County Community College (1)                   | 65.6          | 56.3           | 45.2          | 42.4                    | –                  | 52.1         | 2.7               | 103              | 50               | –                 | 26                | 23                    |
| Montgomery County Community College (1)                | 75.6          | 68.8           | 52.3          | 43.0                    | –                  | 61.1         | 0.1               | 137              | 54               | 76                | 4                 | 27                    |
| Montgomery County Community College-West Campus (1)    | 70.3          | 59.1           | 47.6          | 42.8                    | –                  | 46.6         | 3.0               | 22               | 45               | 30                | 12                | 22                    |
| Northampton County Area Community College (1)          | 76.5          | 55.3           | 46.4          | 36.1                    | –                  | 56.2         | 5.8               | 102              | 55               | 55                | 3                 | 17                    |
| Pennsylvania Highlands Community College (1)           | 37.7          | –              | –             | –                       | –                  | 37.7         | 5.5               | 23               | 65               | 57                | –                 | 11                    |
| Reading Area Community College (1)                     | 56.7          | 47.2           | 48.1          | 39.4                    | –                  | 49.2         | 2.2               | 63               | 76               | –                 | 6                 | 18                    |
| Thaddeus Stevens College of Technology (1)             | –             | –              | –             | 56.1                    | –                  | 56.1         | 0.5               | 48               | 21               | 88                | 4                 | 22                    |
| University of Pittsburgh-Titusville (1)                | 53.9          | 50.1           | 43.5          | –                       | –                  | 47.2         | 4.2               | 17               | 47               | 31                | 29                | 16                    |
| Westmoreland County Community College (1)              | 65.5          | 55.5           | 49.9          | 40.3                    | –                  | 53.4         | 5.2               | 76               | 47               | –                 | –                 | 17                    |
| <b>BA</b>  |               |                |               |                         |                    |              |                   |                  |                  |                   |                   |                       |
| Pennsylvania College of Technology (1)                 | 77.2          | 67.6           | 61.7          | 52.8                    | –                  | 61.6         | 4.1               | 283              | 27               | 87                | –                 | 22                    |
| University of Pittsburgh-Bradford (1)                  | 63.8          | 57.9           | 46.5          | 30.5                    | –                  | 51.6         | –1.2              | 63               | 35               | 62                | 9                 | 16                    |
| University of Pittsburgh-Greensburg (1)                | 72.8          | 55.5           | 46.3          | 39.4                    | –                  | 49.1         | 0.1               | 74               | 51               | 53                | 6                 | 14                    |
| University of Pittsburgh-Johnstown (1)                 | 64.8          | 56.9           | 45.8          | 41.6                    | –                  | 51.4         | 1.5               | 133              | 35               | 59                | 8                 | 16                    |
| <b>BA+</b>   |               |                |               |                         |                    |              |                   |                  |                  |                   |                   |                       |
| California University of Pennsylvania (1)              | 89.4          | 71.1           | 58.3          | 42.0                    | –                  | 69.1         | 0.6               | 263              | 40               | 61                | –                 | 18                    |
| Cheyney University of Pennsylvania (1)                 | 90.1          | 71.6           | 57.1          | 40.4                    | –                  | 63.3         | –0.1              | 91               | 49               | 59                | –                 | 15                    |
| Clarion University of Pennsylvania (1)                 | 88.1          | 69.4           | 55.6          | 42.2                    | –                  | 70.3         | 6.5               | 261              | 44               | 80                | –                 | 19                    |
| East Stroudsburg University of Pennsylvania (1)        | 88.9          | 70.6           | 53.7          | 42.1                    | –                  | 67.1         | 0.8               | 267              | 43               | 74                | –                 | 18                    |
| Edinboro University of Pennsylvania (1)                | 86.3          | 69.5           | 55.7          | 44.1                    | –                  | 65.3         | 3.4               | 346              | 43               | 78                | –                 | 18                    |
| Kutztown University of Pennsylvania (1)                | 87.9          | 69.9           | 50.8          | 39.7                    | –                  | 62.6         | –0.0              | 410              | 46               | 69                | –                 | 17                    |
| Lincoln University of Pennsylvania (1)                 | 79.8          | 62.5           | 47.7          | 38.9                    | 35.6               | 59.4         | 16.6              | 96               | 36               | 63                | –                 | 16                    |
| Lock Haven University of Pennsylvania (1)              | 86.5          | 66.0           | 53.4          | 44.2                    | –                  | 61.9         | 3.2               | 236              | 44               | 60                | –                 | 17                    |
| Mansfield University of Pennsylvania (1)               | 88.1          | 69.8           | 54.6          | 43.7                    | –                  | 69.2         | 5.9               | 147              | 45               | 76                | –                 | 20                    |
| Millersville University of Pennsylvania (1)            | 88.7          | 69.6           | 54.8          | 41.5                    | –                  | 70.3         | 1.8               | 302              | 45               | 82                | –                 | 18                    |
| Pennsylvania State University-Delaware County (1)      | 85.0          | 64.5           | 62.9          | 45.2                    | –                  | 61.1         | 1.2               | 65               | 54               | 40                | 10                | 17                    |
| Pennsylvania State University-Penn St McKeesport (1)   | 86.2          | 62.4           | 61.2          | 47.0                    | –                  | 59.7         | 4.4               | 37               | 46               | 38                | 10                | 14                    |
| Pennsylvania State University-Penn State Abington (1)  | 86.9          | 67.4           | 57.0          | 45.1                    | –                  | 58.4         | 4.3               | 102              | 41               | 46                | 10                | 17                    |
| Pennsylvania State University-Penn State Altoona (1)   | 80.2          | 68.7           | 51.5          | 45.5                    | –                  | 56.3         | 3.3               | 147              | 42               | 42                | 7                 | 15                    |
| Pennsylvania State University-Penn State Beaver (1)    | 86.7          | 66.0           | 60.6          | 48.2                    | –                  | 59.8         | 2.2               | 30               | 53               | 40                | 12                | 15                    |
| Pennsylvania State University-Penn State Berks (1)     | 80.3          | 64.6           | 58.5          | 50.4                    | –                  | 59.0         | 1.8               | 94               | 46               | 39                | 10                | 16                    |
| Pennsylvania State University-Penn State Du Bois (1)   | 78.1          | 63.8           | 53.5          | 53.0                    | –                  | 58.8         | 2.8               | 41               | 34               | 38                | 13                | 17                    |
| Pennsylvania State University-Penn State Erie-Behr (1) | 94.9          | 77.5           | 68.5          | 52.5                    | –                  | 66.2         | 1.5               | 195              | 28               | 36                | 5                 | 17                    |
| Pennsylvania State University-Penn State Fayette- (1)  | 87.1          | 65.2           | 54.7          | 50.1                    | –                  | 59.8         | 5.1               | 43               | 37               | 40                | 17                | 17                    |
| Pennsylvania State University-Penn State Hazleton (1)  | 71.4          | 69.6           | 55.4          | 47.1                    | –                  | 54.6         | 3.7               | 48               | 40               | 28                | 13                | 15                    |
| Pennsylvania State University-Penn State Lehigh Va (1) | 86.6          | 62.1           | 58.1          | 53.4                    | –                  | 61.8         | 7.3               | 25               | 48               | 50                | 14                | 15                    |
| Pennsylvania State University-Penn State Mont Alto (1) | 81.4          | 63.0           | 57.8          | 50.7                    | –                  | 55.2         | 4.5               | 50               | 56               | 27                | 7                 | 15                    |
| Pennsylvania State University-Penn State New Kensi (1) | 93.0          | 68.7           | 57.5          | 54.1                    | –                  | 60.2         | 2.4               | 43               | 35               | 39                | 7                 | 15                    |
| Pennsylvania State University-Penn State Schuylkil (1) | 87.2          | 68.4           | 57.0          | 47.2                    | –                  | 59.8         | 2.8               | 46               | 46               | 38                | 6                 | 14                    |
| Pennsylvania State University-Penn State Shenango (1)  | 107.7         | 65.9           | 59.0          | 55.5                    | –                  | 60.9         | 5.7               | 27               | 41               | 34                | 7                 | 17                    |
| Pennsylvania State University-Penn State Wilkes-Ba (1) | 81.6          | 65.9           | 58.0          | 51.0                    | –                  | 60.4         | 3.0               | 35               | 14               | 56                | 8                 | 16                    |



|   | Prof.<br>(\$) | Assc.<br>(\$) | Asst.<br>(\$) | Inst./<br>Lect.<br>(\$) | No<br>Rank<br>(\$) | Avg.<br>(\$) | %<br>Chng.<br>(%) | #<br>Fac.<br>(#) | %<br>Fem.<br>(%) | %<br>Ten.†<br>(%) | %<br>11/12<br>(%) | Avg.<br>Bene.<br>(\$) |
|---|---------------|---------------|---------------|-------------------------|--------------------|--------------|-------------------|------------------|------------------|-------------------|-------------------|-----------------------|
| Thiel College (1)                                   | 58.5          | 47.1          | 40.8          | 35.2                    | –                  | 49.2         | 1.0               | 61               | 38               | 56                | –                 | 13                    |
| Ursinus College (1)                                 | 79.2          | 64.9          | 55.7          | 48.8                    | –                  | 65.5         | 3.7               | 115              | 42               | 66                | –                 | 20                    |
| Valley Forge Christian College (1)                  | 51.4          | 51.1          | 44.3          | –                       | 56.7               | 48.6         | 1.6               | 33               | 33               | –                 | –                 | 10                    |
| Washington & Jefferson College (1)                  | 72.6          | 58.6          | 46.1          | 40.7                    | 30.8               | 57.8         | 1.8               | 100              | 34               | 70                | –                 | 17                    |
| Wilson College (1)                                  | 55.4          | 46.0          | 42.0          | 33.2                    | –                  | 44.8         | 6.7               | 37               | 51               | 62                | 8                 | 13                    |
| <b>BA+</b>  |               |               |               |                         |                    |              |                   |                  |                  |                   |                   |                       |
| Albright College (1)                                | 73.5          | 61.0          | 50.3          | 40.8                    | 57.6               | 59.0         | 6.0               | 102              | 44               | 53                | 10                | 17                    |
| Alvernia College (1)                                | 64.2          | 56.1          | 50.0          | 41.4                    | –                  | 51.3         | 6.2               | 74               | 57               | 50                | –                 | 16                    |
| Bryn Athyn College of the New Church (1)            | 63.9          | 56.8          | 59.0          | 38.1                    | –                  | 54.9         | 9.5               | 19               | 42               | 36                | 10                | 21                    |
| Bucknell University (1)                             | 101.6         | 73.8          | 59.5          | 47.0                    | –                  | 73.4         | 2.9               | 323              | 36               | 69                | –                 | 23                    |
| Cabrini College (1)                                 | 69.7          | 55.9          | 45.5          | 36.2                    | –                  | 52.9         | 2.7               | 64               | 55               | 53                | –                 | 14                    |
| Carlow University (1)                               | 69.6          | 56.1          | 47.7          | 38.1                    | –                  | 53.2         | 4.6               | 69               | 71               | 44                | 1                 | 14                    |
| Cedar Crest College (1)                             | 71.3          | 57.1          | 49.3          | 37.7                    | –                  | 53.8         | 5.4               | 70               | 59               | 52                | 11                | 11                    |
| Curtis Institute of Music (1)                       | –             | –             | –             | –                       | –                  | –            | –                 | –                | –                | –                 | 100               | –                     |
| Delaware Valley College (1)                         | 71.6          | 56.4          | 45.9          | 39.0                    | –                  | 52.2         | 1.4               | 77               | 34               | 63                | 1                 | 14                    |
| DeSales University (1)                              | 66.4          | 62.9          | 52.1          | 47.4                    | –                  | 55.5         | 9.2               | 86               | 35               | 44                | 7                 | 16                    |
| Elizabethtown College (1)                           | 75.7          | 59.3          | 50.8          | 44.3                    | –                  | 58.4         | 3.8               | 125              | 41               | 59                | –                 | 14                    |
| Geneva College (1)                                  | 56.8          | 47.8          | 41.2          | 33.9                    | –                  | 47.8         | 1.5               | 84               | 33               | 63                | –                 | 18                    |
| Gratz College (1)                                   | –             | –             | –             | –                       | –                  | –            | –                 | –                | –                | 33                | 100               | –                     |
| Gwynedd Mercy College (1)                           | 83.4          | 62.6          | 52.0          | 43.0                    | –                  | 58.4         | 6.3               | 74               | 65               | 46                | 5                 | 13                    |
| Harrisburg University of Science and Technology (1) | –             | –             | –             | –                       | –                  | –            | –                 | –                | –                | –                 | 100               | –                     |
| Holy Family University (1)                          | 72.6          | 57.8          | 50.6          | 44.0                    | –                  | 56.0         | 2.0               | 91               | 65               | 8                 | –                 | 13                    |
| Keystone College (1)                                | 54.4          | 49.0          | 37.3          | 32.3                    | –                  | 42.4         | –1.5              | 62               | 63               | 48                | –                 | 12                    |
| Kings College (1)                                   | 71.2          | 61.8          | 49.2          | –                       | 45.8               | 58.9         | 3.7               | 97               | 30               | 66                | 11                | 18                    |
| La Roche College (1)                                | 62.6          | 51.1          | 42.4          | 27.3                    | –                  | 50.7         | –1.4              | 64               | 53               | –                 | –                 | 10                    |
| Lancaster Bible College (1)                         | 47.8          | 41.0          | 39.3          | –                       | 31.2               | 42.6         | 0.9               | 27               | 41               | –                 | 21                | 14                    |
| Mercyhurst College (1)                              | 66.3          | 54.5          | 45.3          | 37.5                    | –                  | 47.1         | 2.0               | 154              | 44               | 32                | 5                 | 14                    |
| Moore College of Art and Design (1)                 | 50.4          | 32.6          | 32.4          | –                       | –                  | 44.6         | 2.1               | 31               | 58               | 52                | –                 | 4                     |
| Moravian College and Theological Seminary (1)       | 72.4          | 59.9          | 48.4          | 43.9                    | 44.1               | 57.9         | 4.7               | 113              | 40               | 64                | –                 | 19                    |
| Mount Aloysius College (1)                          | 61.6          | 58.1          | 44.9          | 36.9                    | –                  | 45.1         | 1.2               | 58               | 66               | 5                 | 6                 | 12                    |
| Pennsylvania Academy of the Fine Arts (1)           | 26.7          | 19.4          | 18.5          | –                       | –                  | 22.8         | –2.4              | 12               | 33               | –                 | 33                | 15                    |
| Philadelphia Biblical University-Langhorne (1)      | 52.2          | 47.3          | 41.1          | –                       | –                  | 47.2         | –                 | 51               | 27               | –                 | –                 | 13                    |
| Point Park University (1)                           | 68.2          | 57.0          | 48.5          | 42.4                    | –                  | 57.3         | 2.8               | 86               | 38               | 73                | –                 | 14                    |
| Rosemont College (1)                                | 58.1          | 48.1          | 33.5          | –                       | –                  | 43.9         | –0.9              | 33               | 64               | 64                | –                 | 10                    |
| Saint Charles Borromeo Seminary-Overbrook (1)       | 65.4          | –             | 46.0          | 30.7                    | –                  | 43.5         | –7.6              | 16               | 19               | –                 | –                 | 15                    |
| Saint Francis University (1)                        | 65.3          | 57.1          | 46.4          | 38.9                    | –                  | 53.8         | 4.1               | 65               | 43               | 61                | 23                | 12                    |
| Saint Vincent College (1)                           | 72.3          | 59.1          | 47.6          | 44.7                    | –                  | 54.5         | 1.6               | 84               | 20               | 62                | –                 | 17                    |
| Seton Hill University (1)                           | 62.4          | 55.9          | 48.9          | –                       | –                  | 53.7         | 5.6               | 60               | 55               | 52                | 12                | 14                    |
| St Tikhon's Orthodox Theological Seminary (1)       | –             | –             | –             | –                       | –                  | –            | –                 | –                | –                | –                 | 100               | –                     |
| The University of the Arts (1)                      | 63.3          | 50.6          | 40.7          | –                       | 43.0               | 50.9         | 2.6               | 118              | 38               | 43                | –                 | 16                    |
| Waynesburg College (1)                              | 59.4          | 50.7          | 44.5          | 38.4                    | –                  | 48.8         | 3.3               | 62               | 45               | 62                | –                 | 23                    |
| Westminster College (1)                             | 70.6          | 53.5          | 45.2          | 38.2                    | –                  | 52.8         | 3.2               | 103              | 47               | 64                | –                 | 13                    |
| Wilkes University (1)                               | 78.7          | 65.2          | 49.0          | 43.2                    | –                  | 60.6         | 3.6               | 115              | 37               | 69                | 12                | 15                    |
| Yeshivath Beth Moshe (1)                            | –             | –             | –             | 37.5                    | –                  | 37.5         | 2.6               | 6                | 0                | –                 | –                 | 37                    |
| York College Pennsylvania (1)                       | 83.8          | 68.4          | 58.8          | –                       | –                  | 66.4         | 3.8               | 134              | 37               | 54                | –                 | 29                    |
| <b>DOCTORAL</b>                                     |               |               |               |                         |                    |              |                   |                  |                  |                   |                   |                       |
| Arcadia University (1)                              | 87.2          | 68.0          | 52.4          | 44.0                    | 34.3               | 63.9         | 5.0               | 96               | 53               | 60                | 11                | 18                    |
| Baptist Bible College and Seminary (1)              | –             | –             | –             | –                       | –                  | –            | –                 | –                | –                | –                 | 100               | –                     |
| Bryn Mawr College (1)                               | 97.0          | 68.9          | 55.9          | 51.2                    | 116.8              | 76.1         | 4.7               | 163              | 50               | 59                | –                 | 21                    |

|  | Prof.<br>(\$) | Assc.<br>(\$) | Asst.<br>(\$) | Inst./<br>Lect.<br>(\$) | No<br>Rank<br>(\$) | Avg.<br>(\$) | %<br>Chng.<br>(%) | #<br>Fac.<br>(#) | %<br>Fem.<br>(%) | %<br>Ten.†<br>(%) | %<br>11/12<br>(%) | Avg.<br>Bene.<br>(\$) |
|--|---------------|---------------|---------------|-------------------------|--------------------|--------------|-------------------|------------------|------------------|-------------------|-------------------|-----------------------|
| Carnegie Mellon University (1)                 | 123.0         | 89.5          | 80.5          | 63.3                    | 53.6               | 98.6         | 3.5               | 706              | 25               | 36                | 13                | 24                    |
| Chatham College (1)                            | 66.9          | 53.1          | 45.5          | 40.1                    | —                  | 50.6         | 2.9               | 44               | 68               | 36                | 40                | 13                    |
| Chestnut Hill College (1)                      | 63.5          | 52.7          | 41.2          | 39.3                    | —                  | 48.3         | 3.5               | 39               | 74               | 56                | 22                | 13                    |
| College Misericordia (1)                       | 64.5          | 55.5          | 48.5          | 43.5                    | 24.5               | 53.3         | 0.6               | 77               | 48               | 64                | 14                | 13                    |
| Drexel University (1)                          | 113.4         | 87.0          | 81.0          | 47.1                    | 52.6               | 84.1         | 3.0               | 545              | 29               | 43                | 24                | 17                    |
| Duquesne University (1)                        | 93.6          | 73.7          | 56.4          | 43.4                    | —                  | 71.1         | 2.4               | 301              | 36               | 71                | 30                | 20                    |
| Eastern University (1)                         | 69.7          | 53.2          | 43.9          | 42.5                    | —                  | 53.2         | -2.4              | 105              | 42               | 46                | 8                 | 11                    |
| Gannon University (1)                          | 74.7          | 58.8          | 52.0          | 37.1                    | —                  | 54.8         | 7.1               | 155              | 41               | 52                | 11                | 16                    |
| Immaculata University (1)                      | 69.4          | 55.2          | 46.3          | 43.4                    | —                  | 52.8         | 5.1               | 65               | 63               | 35                | —                 | 15                    |
| La Salle University (1)                        | 83.9          | 69.4          | 54.7          | 39.6                    | —                  | 65.2         | 5.2               | 210              | 45               | 71                | —                 | 17                    |
| Lebanon Valley College (1)                     | 73.1          | 57.0          | 48.0          | 42.5                    | —                  | 58.6         | 3.0               | 91               | 34               | 71                | 9                 | 16                    |
| Lehigh University (1)                          | 108.6         | 74.9          | 73.6          | 55.8                    | —                  | 89.9         | 3.6               | 434              | 26               | 70                | —                 | 26                    |
| Marywood University (1)                        | 74.7          | 60.5          | 49.9          | 38.1                    | —                  | 60.4         | 2.0               | 121              | 55               | 71                | —                 | 16                    |
| Neumann College (1)                            | 64.9          | 53.1          | 45.3          | 39.6                    | —                  | 47.2         | 4.0               | 78               | 60               | —                 | 7                 | 14                    |
| Philadelphia University (1)                    | 83.7          | 62.3          | 56.5          | —                       | —                  | 63.0         | 5.8               | 93               | 39               | 55                | 11                | 19                    |
| Robert Morris University (1)                   | 80.5          | 70.1          | 58.8          | 26.0                    | —                  | 63.9         | 3.2               | 125              | 37               | 67                | 20                | 20                    |
| Saint Josephs University (1)                   | 97.3          | 77.2          | 59.5          | 47.9                    | 44.7               | 69.6         | 4.7               | 269              | 40               | 55                | —                 | 22                    |
| Thomas Jefferson University (1)                | 91.2          | 63.5          | 57.9          | 55.0                    | —                  | 58.7         | -4.5              | 15               | 93               | 18                | 77                | 18                    |
| University of Pennsylvania (1)                 | 149.9         | 100.7         | 88.1          | —                       | —                  | 124.2        | 4.8               | 1,051            | 27               | 64                | —                 | 43                    |
| University of Scranton (1)                     | 82.4          | 71.9          | 51.7          | 42.7                    | —                  | 69.6         | 1.3               | 245              | 34               | 76                | —                 | 28                    |
| University of the Sciences in Philadelphia (1) | 84.0          | 64.5          | 54.1          | 45.4                    | —                  | 60.5         | 6.7               | 69               | 39               | 44                | 54                | 20                    |
| Villanova University (1)                       | 110.5         | 77.0          | 65.7          | 36.7                    | —                  | 77.2         | 5.4               | 576              | 32               | 78                | 1                 | 23                    |
| Widener University-Main Campus (1)             | 81.4          | 68.1          | 53.9          | 45.6                    | —                  | 64.4         | 6.3               | 218              | 48               | 68                | 12                | 22                    |

**RHODE ISLAND***Public***AA**

|                                       |      |      |      |   |   |      |     |     |    |    |   |    |
|---------------------------------------|------|------|------|---|---|------|-----|-----|----|----|---|----|
| Community College of Rhode Island (1) | 65.9 | 49.0 | 43.6 | — | — | 55.2 | 5.0 | 282 | 59 | 74 | 5 | 21 |
|---------------------------------------|------|------|------|---|---|------|-----|-----|----|----|---|----|

**DOCTORAL**

|                                |      |      |      |      |   |      |     |     |    |    |    |    |
|--------------------------------|------|------|------|------|---|------|-----|-----|----|----|----|----|
| Rhode Island College (1)       | 68.7 | 59.7 | 49.4 | —    | — | 60.2 | 4.7 | 324 | 51 | 84 | 0  | 23 |
| University of Rhode Island (1) | 93.0 | 67.6 | 59.7 | 41.0 | — | 75.6 | 8.7 | 584 | 40 | 74 | 14 | 23 |

*Private***BA**

|   |   |   |   |   |   |   |   |   |   |   |     |   |
|---|---|---|---|---|---|---|---|---|---|---|-----|---|
| New England Institute of Technology (1) | — | — | — | — | — | — | — | — | — | — | 100 | — |
|---|---|---|---|---|---|---|---|---|---|---|-----|---|

**BA+**

|                                   |       |      |      |      |   |      |      |     |    |    |   |    |
|-----------------------------------|-------|------|------|------|---|------|------|-----|----|----|---|----|
| Bryant University (1)             | 107.4 | 87.4 | 74.0 | 37.3 | — | 81.5 | -5.7 | 135 | 33 | 58 | — | 24 |
| Providence College (1)            | 89.4  | 73.1 | 59.8 | 53.2 | — | 72.0 | 3.4  | 256 | 34 | 85 | — | 20 |
| Rhode Island School of Design (1) | 91.8  | 68.4 | 55.3 | —    | — | 78.3 | 0.1  | 140 | 45 | —  | — | 23 |
| Roger Williams University (1)     | 87.2  | 82.5 | 66.9 | —    | — | 77.8 | 5.3  | 180 | 38 | 59 | — | 22 |

**DOCTORAL**

|                                |       |      |      |      |      |       |     |     |    |    |   |    |
|--------------------------------|-------|------|------|------|------|-------|-----|-----|----|----|---|----|
| Brown University (1)           | 128.4 | 80.8 | 69.8 | 59.3 | 28.9 | 100.3 | 3.3 | 643 | 30 | 71 | — | 29 |
| Johnson & Wales University (1) | 68.7  | 56.6 | 49.8 | 45.1 | —    | 54.2  | 4.1 | 278 | 41 | —  | — | 20 |
| Salve Regina University (1)    | 74.9  | 62.4 | 51.1 | 45.9 | —    | 60.2  | 5.2 | 122 | 56 | 53 | — | 17 |

**SOUTH CAROLINA***Public***AA**

|  |   |   |   |   |      |      |     |    |    |   |   |    |
|--|---|---|---|---|------|------|-----|----|----|---|---|----|
| Aiken Technical College (1)            | — | — | — | — | 46.8 | 46.8 | 4.0 | 56 | 41 | — | — | 12 |
| Central Carolina Technical College (1) | — | — | — | — | 42.1 | 42.1 | 4.4 | 80 | 54 | — | — | 11 |
| Denmark Technical College (1)          | — | — | — | — | 36.7 | 36.7 | 4.4 | 33 | 45 | — | — | 10 |

|  | Prof.<br>(\$) | Assoc.<br>(\$) | Asst.<br>(\$) | Inst./<br>Lect.<br>(\$) | No<br>Rank<br>(\$) | Avg.<br>(\$) | %<br>Chng.<br>(%) | #<br>Fac.<br>(#) | %<br>Fem.<br>(%) | %<br>Ten.†<br>(%) | %<br>11/12<br>(%) | Avg.<br>Bene.<br>(\$) |
|--|---------------|----------------|---------------|-------------------------|--------------------|--------------|-------------------|------------------|------------------|-------------------|-------------------|-----------------------|
| Florence-Darlington Technical College (1)      | –             | –              | –             | –                       | 45.7               | 45.7         | 5.4               | 108              | 52               | –                 | –                 | 14                    |
| Greenville Technical College (1)               | –             | –              | –             | –                       | 42.7               | 42.7         | 2.9               | 326              | 56               | –                 | –                 | 12                    |
| Horry-Georgetown Technical College (1)         | –             | –              | –             | –                       | 44.9               | 44.9         | 4.1               | 128              | 55               | –                 | –                 | 13                    |
| Midlands Technical College (1)                 | –             | –              | –             | –                       | 45.4               | 45.4         | 5.0               | 223              | 54               | –                 | –                 | 14                    |
| Northeastern Technical College (1)             | –             | –              | –             | –                       | 36.0               | 36.0         | 1.6               | 30               | 57               | –                 | –                 | 10                    |
| Orangeburg Calhoun Technical College (1)       | –             | –              | –             | –                       | 41.0               | 41.0         | 2.9               | 82               | 66               | –                 | –                 | 12                    |
| Piedmont Technical College (1)                 | –             | –              | –             | –                       | 41.7               | 41.7         | 3.8               | 109              | 55               | –                 | –                 | 11                    |
| Spartanburg Technical College (1)              | –             | –              | –             | –                       | 42.4               | 42.4         | 3.1               | 104              | 54               | –                 | –                 | 11                    |
| Technical College of the Lowcountry (1)        | –             | –              | –             | –                       | 45.7               | 45.7         | 7.6               | 47               | 55               | –                 | –                 | 12                    |
| Tri-County Technical College (1)               | –             | –              | –             | –                       | 41.5               | 41.5         | 4.9               | 98               | 52               | –                 | –                 | 12                    |
| Trident Technical College (1)                  | –             | –              | –             | –                       | 43.8               | 43.8         | 4.1               | 264              | 55               | –                 | –                 | 12                    |
| University of South Carolina Union (1)         | 60.1          | –              | 47.3          | 40.0                    | –                  | 50.3         | 3.6               | 8                | 38               | 38                | –                 | 14                    |
| University of South Carolina-Lancaster (1)     | 63.0          | 51.9           | 41.2          | 36.4                    | –                  | 48.8         | –1.2              | 26               | 38               | 67                | 13                | 14                    |
| University of South Carolina-Salkehatchie (1)  | 59.8          | 47.9           | 40.6          | 37.7                    | –                  | 50.0         | 4.9               | 16               | 31               | 71                | 6                 | 14                    |
| University of South Carolina-Sumter (1)        | 60.9          | 52.1           | 41.7          | 32.5                    | –                  | 50.0         | 2.6               | 35               | 23               | 63                | 13                | 14                    |
| Williamsburg Technical College (1)             | –             | –              | –             | –                       | 32.2               | 32.2         | 4.7               | 14               | 64               | –                 | –                 | 9                     |
| York Technical College (1)                     | –             | –              | –             | –                       | 44.7               | 44.7         | 3.1               | 113              | 56               | –                 | –                 | 12                    |
| <b>BA</b>                                      |               |                |               |                         |                    |              |                   |                  |                  |                   |                   |                       |
| University of South Carolina-Beaufort (1)      | 64.6          | 52.4           | 48.2          | 40.5                    | –                  | 51.1         | 3.4               | 43               | 35               | 40                | 4                 | 15                    |
| <b>BA+</b>                                     |               |                |               |                         |                    |              |                   |                  |                  |                   |                   |                       |
| Citadel Military College of South Carolina (1) | 77.7          | 64.1           | 52.6          | 45.3                    | –                  | 65.9         | 4.6               | 155              | 28               | 68                | 1                 | 18                    |
| Coastal Carolina University (1)                | 71.5          | 58.5           | 51.5          | 34.6                    | –                  | 54.0         | 4.6               | 209              | 39               | 59                | 10                | 14                    |
| College of Charleston (1)                      | 75.0          | 60.0           | 49.6          | 42.7                    | –                  | 58.0         | 6.4               | 487              | 40               | 70                | 2                 | 18                    |
| Francis Marion University (1)                  | 66.0          | 56.9           | 47.2          | 41.0                    | –                  | 55.3         | 6.0               | 168              | 36               | 73                | 4                 | 15                    |
| Lander University (1)                          | 58.6          | 52.6           | 46.7          | 37.5                    | –                  | 49.3         | 1.7               | 123              | 46               | 62                | –                 | 14                    |
| University of South Carolina Upstate (1)       | 65.5          | 52.8           | 47.3          | 41.8                    | –                  | 51.5         | 4.0               | 164              | 55               | 42                | 10                | 15                    |
| University of South Carolina-Aiken (1)         | 68.0          | 58.8           | 48.3          | 43.6                    | –                  | 54.5         | 3.4               | 124              | 48               | 64                | 14                | 15                    |
| Winthrop University (1)                        | 69.8          | 60.1           | 50.6          | 40.0                    | –                  | 57.6         | 6.3               | 268              | 47               | 64                | 1                 | 15                    |
| <b>DOCTORAL</b>                                |               |                |               |                         |                    |              |                   |                  |                  |                   |                   |                       |
| Clemson University (1)                         | 97.2          | 70.6           | 62.7          | 39.0                    | –                  | 73.5         | 1.8               | 922              | 31               | 65                | 9                 | 19                    |
| Medical University of South Carolina (1)       | –             | –              | –             | –                       | –                  | –            | –                 | –                | –                | 44                | 100               | –                     |
| South Carolina State University (1)            | 65.6          | 59.4           | 48.9          | 38.8                    | 58.0               | 53.4         | 2.7               | 172              | 41               | 49                | 15                | 14                    |
| University of South Carolina-Columbia (1)      | 96.3          | 68.6           | 61.1          | 42.7                    | –                  | 72.4         | 2.5               | 1,056            | 35               | 69                | 10                | 19                    |
| <i>Private</i>                                 |               |                |               |                         |                    |              |                   |                  |                  |                   |                   |                       |
| <b>AA</b>                                      |               |                |               |                         |                    |              |                   |                  |                  |                   |                   |                       |
| Clinton Junior College (1)                     | –             | –              | –             | –                       | 22.5               | 22.5         | 25.0              | 5                | 60               | –                 | –                 | 3                     |
| Spartanburg Methodist College (1)              | –             | –              | –             | –                       | 40.5               | 40.5         | –0.6              | 23               | 52               | 72                | –                 | 9                     |
| <b>BA</b>                                      |               |                |               |                         |                    |              |                   |                  |                  |                   |                   |                       |
| Allen University (1)                           | 49.3          | 51.0           | 37.0          | 34.1                    | –                  | 42.3         | 7.4               | 24               | 50               | –                 | –                 | 5                     |
| Benedict College (1)                           | 65.3          | 52.6           | 48.3          | 38.4                    | –                  | 47.3         | 3.4               | 95               | 44               | 32                | 19                | 14                    |
| Coker College (1)                              | 56.5          | 46.7           | 40.1          | –                       | –                  | 46.8         | 2.6               | 55               | 42               | 70                | –                 | 14                    |
| Johnson & Wales University-Charleston (1)      | –             | 55.7           | 46.3          | –                       | –                  | 54.2         | 7.7               | 6                | 17               | –                 | –                 | 18                    |
| Limestone College (1)                          | 46.9          | 50.4           | 39.6          | 34.0                    | –                  | 43.6         | 12.9              | 42               | 38               | 30                | 41                | 9                     |
| Morris College (1)                             | 42.8          | 43.2           | 38.6          | 33.6                    | –                  | 39.6         | 5.7               | 42               | 57               | 4                 | 11                | 6                     |
| Newberry College (1)                           | 44.0          | 40.6           | 35.7          | 34.9                    | –                  | 38.1         | 4.0               | 51               | 43               | 35                | –                 | 10                    |
| North Greenville University (1)                | 52.2          | 43.2           | 39.8          | 31.7                    | –                  | 42.0         | 10.5              | 75               | 39               | 1                 | –                 | 10                    |
| Presbyterian College (1)                       | 62.1          | 52.5           | 42.7          | 34.9                    | –                  | 53.3         | 0.9               | 83               | 28               | 77                | –                 | 16                    |
| Voorhees College (1)                           | 46.8          | 46.7           | 40.4          | 30.9                    | –                  | 39.6         | –12.3             | 30               | 40               | –                 | 19                | 8                     |
| Wofford College (1)                            | 68.7          | 56.3           | 50.0          | 44.3                    | –                  | 58.7         | 1.7               | 91               | 36               | 75                | –                 | 19                    |

|   | Prof.<br>(\$) | Assc.<br>(\$) | Asst.<br>(\$) | Inst./<br>Lect.<br>(\$) | No<br>Rank<br>(\$) | Avg.<br>(\$) | %<br>Chng.<br>(%) | #<br>Fac.<br>(#) | %<br>Fem.<br>(%) | %<br>Ten.†<br>(%) | %<br>11/12<br>(%) | Avg.<br>Bene.<br>(\$) |
|---|---------------|---------------|---------------|-------------------------|--------------------|--------------|-------------------|------------------|------------------|-------------------|-------------------|-----------------------|
| <b>BA+</b>  |               |               |               |                         |                    |              |                   |                  |                  |                   |                   |                       |
| Anderson College (1)                              | 54.1          | 46.9          | 43.0          | 37.9                    | —                  | 45.5         | 5.8               | 68               | 47               | 61                | —                 | 10                    |
| Charleston Southern University (1)                | 60.2          | 51.0          | 44.5          | 37.0                    | —                  | 47.2         | 5.8               | 97               | 48               | 29                | 6                 | 10                    |
| Clafflin University (1)                           | 54.3          | 52.5          | 46.9          | 35.8                    | —                  | 47.3         | 4.4               | 82               | 38               | 35                | 12                | 5                     |
| Columbia College (1)                              | 52.1          | 49.2          | 37.2          | 37.2                    | —                  | 46.6         | —                 | 83               | 69               | 74                | —                 | 12                    |
| Converse College (1)                              | —             | —             | —             | —                       | —                  | —            | —                 | —                | —                | 68                | 100               | —                     |
| Furman University (1)                             | 83.4          | 62.3          | 49.6          | 45.0                    | 37.5               | 69.4         | 2.2               | 227              | 31               | 88                | —                 | 22                    |
| Southern Wesleyan University (1)                  | 51.3          | 45.6          | 37.6          | —                       | 47.9               | 46.2         | 6.8               | 33               | 36               | 47                | 39                | 15                    |
| <b>DOCTORAL</b>                                   |               |               |               |                         |                    |              |                   |                  |                  |                   |                   |                       |
| Columbia International University (1)             | —             | —             | —             | —                       | —                  | —            | —                 | —                | —                | —                 | 100               | —                     |
| Erskine College and Seminary (1)                  | 57.3          | 48.1          | 41.5          | 38.9                    | —                  | 50.4         | 0.5               | 53               | 32               | 48                | —                 | 13                    |
| <b>SOUTH DAKOTA</b>                               |               |               |               |                         |                    |              |                   |                  |                  |                   |                   |                       |
| <i>Public</i>                                     |               |               |               |                         |                    |              |                   |                  |                  |                   |                   |                       |
| <b>AA</b>   |               |               |               |                         |                    |              |                   |                  |                  |                   |                   |                       |
| Lake Area Technical Institute (1)                 | —             | —             | —             | 40.5                    | —                  | 40.5         | 1.6               | 40               | 30               | —                 | 40                | 10                    |
| Mitchell Technical Institute (1)                  | —             | —             | —             | —                       | 42.5               | 42.5         | 3.7               | 43               | 35               | —                 | 14                | 12                    |
| Southeast Technical Institute (1)                 | —             | —             | —             | 45.5                    | —                  | 45.5         | -2.9              | 74               | 42               | —                 | 11                | 13                    |
| Western Dakota Technical Institute (1)            | —             | —             | —             | 34.2                    | —                  | 34.2         | 5.0               | 50               | 36               | —                 | 17                | 8                     |
| <b>BA+</b>  |               |               |               |                         |                    |              |                   |                  |                  |                   |                   |                       |
| Black Hills State University (1)                  | 61.0          | 53.6          | 44.8          | 36.3                    | —                  | 48.9         | 2.6               | 122              | 42               | 59                | 2                 | 11                    |
| Dakota State University (1)                       | 68.6          | 63.4          | 55.3          | 38.5                    | —                  | 55.3         | 6.0               | 71               | 31               | 42                | 8                 | 13                    |
| Northern State University (1)                     | 61.4          | 53.6          | 43.1          | 46.2                    | —                  | 50.8         | 1.4               | 92               | 29               | 55                | 2                 | 12                    |
| Oglala Lakota College (1)                         | —             | —             | —             | 38.4                    | —                  | 38.4         | -1.1              | 55               | 51               | —                 | 11                | 5                     |
| <b>DOCTORAL</b>                                   |               |               |               |                         |                    |              |                   |                  |                  |                   |                   |                       |
| South Dakota School of Mines and Technology (1)   | 81.6          | 59.0          | 55.4          | 41.6                    | —                  | 66.7         | 1.9               | 107              | 20               | 64                | 23                | 14                    |
| South Dakota State University (1)                 | 68.2          | 58.6          | 51.3          | 38.9                    | —                  | 54.4         | 3.1               | 319              | 42               | 56                | 22                | 13                    |
| University of South Dakota (1)                    | 77.4          | 58.2          | 50.2          | 37.1                    | —                  | 56.8         | 5.8               | 257              | 40               | 60                | 10                | 13                    |
| <i>Private</i>                                    |               |               |               |                         |                    |              |                   |                  |                  |                   |                   |                       |
| <b>AA</b>   |               |               |               |                         |                    |              |                   |                  |                  |                   |                   |                       |
| Kilian Community College (1)                      | —             | —             | —             | —                       | —                  | —            | —                 | —                | —                | —                 | 100               | —                     |
| <b>BA</b>   |               |               |               |                         |                    |              |                   |                  |                  |                   |                   |                       |
| Presentation College (1)                          | 46.1          | 43.7          | 35.6          | 34.1                    | 31.2               | 36.7         | -0.1              | 30               | 77               | 26                | 14                | 11                    |
| <b>BA+</b>  |               |               |               |                         |                    |              |                   |                  |                  |                   |                   |                       |
| Augustana College (1)                             | 60.0          | 51.2          | 43.5          | 31.1                    | —                  | 49.3         | 1.7               | 109              | 41               | 73                | —                 | 16                    |
| Dakota Wesleyan University (1)                    | 50.8          | 44.0          | 38.6          | 32.4                    | —                  | 41.8         | 1.3               | 49               | 49               | 46                | —                 | 6                     |
| Mount Marty College (1)                           | 47.2          | 43.9          | 47.1          | 36.2                    | —                  | 45.4         | 13.9              | 48               | 48               | 33                | —                 | 7                     |
| Sinte Gleska University (1)                       | —             | —             | —             | 31.4                    | —                  | 31.4         | 38.6              | 3                | 67               | —                 | 93                | 3                     |
| University of Sioux Falls (1)                     | 57.8          | 50.8          | 42.1          | 35.4                    | —                  | 45.9         | 0.4               | 61               | 43               | 62                | —                 | 10                    |
| <b>TENNESSEE</b>                                  |               |               |               |                         |                    |              |                   |                  |                  |                   |                   |                       |
| <i>Public</i>                                     |               |               |               |                         |                    |              |                   |                  |                  |                   |                   |                       |
| <b>AA</b>   |               |               |               |                         |                    |              |                   |                  |                  |                   |                   |                       |
| Chattanooga State Technical Community College (1) | 57.0          | 45.5          | 40.3          | 37.8                    | 22.3               | 44.0         | -1.7              | 159              | 58               | 78                | 15                | 1                     |
| Cleveland State Community College (1)             | 54.2          | 50.0          | 41.1          | 33.7                    | —                  | 42.9         | 2.7               | 68               | 50               | 63                | 4                 | 15                    |
| Columbia State Community College (1)              | 64.8          | 49.4          | 40.0          | 32.8                    | —                  | 45.5         | 5.9               | 90               | 59               | 80                | 8                 | 15                    |
| Dyersburg State Community College (1)             | 54.9          | 46.8          | 41.6          | 35.9                    | —                  | 44.6         | 4.7               | 51               | 59               | 65                | 11                | 16                    |
| Jackson State Community College (1)               | 55.7          | 48.8          | 43.0          | 35.7                    | —                  | 45.7         | 14.1              | 101              | 59               | 64                | 16                | 16                    |
| Motlow State Community College (1)                | 66.1          | 48.7          | 39.2          | 37.3                    | —                  | 46.1         | 0.6               | 73               | 64               | 86                | 1                 | 16                    |
| Nashville State Technical Community College (1)   | 52.5          | 48.3          | 39.9          | 34.5                    | —                  | 41.3         | 1.1               | 140              | 49               | 66                | 1                 | 15                    |

|   | Prof.<br>(\$) | Assc.<br>(\$) | Asst.<br>(\$) | Inst./<br>Lect.<br>(\$) | No<br>Rank<br>(\$) | Avg.<br>(\$) | %<br>Chng.<br>(%) | #<br>Fac.<br>(#) | %<br>Fem.<br>(%) | %<br>Ten.†<br>(%) | %<br>11/12<br>(%) | Avg.<br>Bene.<br>(\$) |
|---|---------------|---------------|---------------|-------------------------|--------------------|--------------|-------------------|------------------|------------------|-------------------|-------------------|-----------------------|
| Northeast State Technical Community College (1)   | 47.8          | 42.8          | 38.5          | 36.0                    | –                  | 39.9         | 6.1               | 88               | 47               | 46                | 10                | 13                    |
| Pellissippi State Technical Community College (1) | 54.2          | 49.0          | 41.4          | 36.4                    | 43.3               | 47.3         | 5.5               | 183              | 62               | 84                | –                 | 15                    |
| Roane State Community College (1)                 | 58.0          | 49.7          | 40.2          | 39.5                    | –                  | 48.0         | 4.0               | 113              | 52               | 75                | 13                | 16                    |
| Southwest Tennessee Community College (1)         | 60.8          | 50.6          | 42.2          | 41.2                    | –                  | 50.7         | 16.8              | 109              | 60               | 79                | 45                | 17                    |
| Volunteer State Community College (1)             | 54.2          | 47.6          | 39.8          | 33.5                    | –                  | 45.1         | 2.2               | 115              | 50               | 79                | 21                | 15                    |
| Walters State Community College (1)               | 57.5          | 48.2          | 39.6          | 33.4                    | –                  | 47.2         | –0.1              | 105              | 54               | 62                | 19                | 16                    |
| <b>BA+</b>  |               |               |               |                         |                    |              |                   |                  |                  |                   |                   |                       |
| Austin Peay State University (1)                  | 61.6          | 53.9          | 42.3          | 32.4                    | –                  | 51.8         | –1.7              | 276              | 45               | 62                | 5                 | 17                    |
| The University of Tennessee-Martin (1)            | 67.6          | 53.3          | 47.8          | 39.3                    | –                  | 52.8         | 3.8               | 215              | 45               | 63                | 14                | 18                    |
| <b>DOCTORAL</b>                                   |               |               |               |                         |                    |              |                   |                  |                  |                   |                   |                       |
| East Tennessee State University (1)               | 66.4          | 54.9          | 48.1          | 32.2                    | –                  | 51.7         | –2.3              | 405              | 42               | 71                | 14                | 17                    |
| Middle Tennessee State University (1)             | 67.4          | 53.4          | 44.2          | 34.6                    | –                  | 53.6         | –5.3              | 853              | 44               | 75                | 1                 | 18                    |
| Tennessee State University (1)                    | 71.1          | 54.2          | 49.0          | 40.5                    | 36.0               | 55.8         | 0.9               | 358              | 41               | 59                | 18                | 2                     |
| Tennessee Technological University (1)            | 72.7          | 61.7          | 49.1          | 36.5                    | –                  | 60.6         | 2.8               | 355              | 33               | 82                | 1                 | 22                    |
| The University of Tennessee (1)                   | 94.8          | 71.0          | 58.1          | 37.1                    | 60.0               | 70.4         | 2.7               | 1,156            | 37               | 66                | 25                | 21                    |
| The University of Tennessee-Chattanooga (1)       | 71.6          | 61.1          | 48.8          | 32.1                    | 23.0               | 55.8         | –1.3              | 361              | 48               | 70                | 3                 | 17                    |
| University of Memphis (1)                         | 85.7          | 64.0          | 55.4          | 38.2                    | 27.1               | 65.1         | 5.3               | 732              | 36               | 62                | 14                | 22                    |
| <i>Private</i>                                    |               |               |               |                         |                    |              |                   |                  |                  |                   |                   |                       |
| <b>AA</b>   |               |               |               |                         |                    |              |                   |                  |                  |                   |                   |                       |
| Hiwassee College (1)                              | 30.5          | 27.8          | 26.6          | 24.4                    | –                  | 26.5         | –1.4              | 21               | 33               | 40                | –                 | 8                     |
| John A Gupton College (1)                         | –             | –             | –             | –                       | –                  | –            | –                 | –                | –                | –                 | 100               | –                     |
| William Moore College of Technology (1)           | –             | –             | –             | –                       | –                  | –            | –                 | –                | –                | –                 | 100               | –                     |
| <b>BA</b>   |               |               |               |                         |                    |              |                   |                  |                  |                   |                   |                       |
| American Baptist College (1)                      | –             | –             | –             | –                       | –                  | –            | –                 | –                | –                | –                 | 100               | –                     |
| Baptist Memorial College of Health Sciences (1)   | 56.6          | 49.4          | 39.8          | 37.9                    | –                  | 45.6         | –3.6              | 20               | 65               | –                 | 64                | 15                    |
| Bryan College (1)                                 | 46.0          | 38.8          | 33.5          | 29.9                    | –                  | 41.4         | 3.8               | 35               | 23               | 54                | 3                 | 10                    |
| Free Will Baptist Bible College (1)               | –             | –             | –             | –                       | 37.9               | 37.9         | 6.4               | 18               | 33               | –                 | –                 | 16                    |
| Lambuth University (1)                            | 44.8          | 36.8          | 35.5          | 34.9                    | –                  | 38.2         | 2.9               | 49               | 43               | 63                | 8                 | 11                    |
| Lane College (1)                                  | 51.6          | 39.1          | 39.3          | 37.6                    | –                  | 40.0         | 22.1              | 54               | 31               | 8                 | –                 | 7                     |
| Le Moyne-Owen College (1)                         | 43.6          | 36.2          | 33.6          | 28.1                    | 15.0               | 33.7         | –7.1              | 45               | 42               | 53                | 27                | 3                     |
| Martin Methodist College (1)                      | 45.3          | 45.6          | 38.6          | 34.2                    | –                  | 41.7         | 5.0               | 32               | 34               | 32                | 6                 | 8                     |
| Maryville College (1)                             | 76.1          | 58.0          | 47.4          | 37.8                    | –                  | 55.5         | 6.3               | 67               | 54               | 72                | –                 | 12                    |
| O'More College of Design (1)                      | –             | –             | –             | –                       | –                  | –            | –                 | –                | –                | –                 | 100               | –                     |
| Tennessee Wesleyan College (1)                    | 39.2          | 36.1          | 37.0          | 34.4                    | –                  | 36.9         | 4.5               | 43               | 51               | 56                | 4                 | 9                     |
| <b>BA+</b>  |               |               |               |                         |                    |              |                   |                  |                  |                   |                   |                       |
| Aquinas College (1)                               | –             | –             | –             | –                       | 43.8               | 43.8         | 10.2              | 17               | 76               | –                 | 29                | 8                     |
| Bethel College (1)                                | 39.4          | 35.5          | 37.6          | 31.0                    | –                  | 36.9         | –1.7              | 33               | 52               | 48                | 50                | 9                     |
| Carson-Newman College (1)                         | 55.0          | 44.8          | 40.9          | 36.8                    | –                  | 44.4         | 5.8               | 114              | 51               | 75                | 10                | 17                    |
| Christian Brothers University (1)                 | 55.7          | 47.4          | 38.0          | 38.9                    | –                  | 48.6         | 2.1               | 94               | 32               | 75                | –                 | 12                    |
| Crichton College (1)                              | –             | –             | 19.8          | –                       | –                  | 19.8         | –48.8             | 4                | 0                | –                 | 89                | 5                     |
| Cumberland University (1)                         | 41.0          | 37.6          | 40.0          | 40.1                    | –                  | 39.8         | 8.3               | 43               | 49               | –                 | 14                | 9                     |
| Fisk University (1)                               | 80.5          | 56.0          | 47.6          | 38.7                    | –                  | 53.9         | 17.3              | 57               | 46               | 57                | 2                 | 11                    |
| Freed-Hardeman University (1)                     | 63.5          | 53.9          | 46.3          | 35.0                    | –                  | 48.9         | 2.6               | 84               | 33               | 63                | 21                | 16                    |
| Johnson Bible College (1)                         | 50.9          | 48.6          | 47.9          | 37.7                    | –                  | 47.2         | 6.0               | 26               | 8                | –                 | –                 | 17                    |
| King College (1)                                  | –             | –             | –             | –                       | –                  | –            | –                 | –                | –                | –                 | 100               | –                     |
| Lee University (1)                                | 53.7          | 48.8          | 44.1          | 36.4                    | 27.0               | 45.2         | 1.9               | 148              | 29               | 60                | 12                | 10                    |
| Lincoln Memorial University (1)                   | 44.9          | 43.3          | 38.8          | 34.2                    | –                  | 40.6         | 2.6               | 101              | 52               | –                 | –                 | 11                    |
| Lipscomb University (1)                           | 63.1          | 53.9          | 43.4          | 39.2                    | –                  | 54.5         | 4.4               | 119              | 24               | 45                | –                 | 15                    |
| Memphis College of Art (1)                        | 53.9          | 44.8          | 40.9          | –                       | –                  | 45.9         | 2.2               | 23               | 43               | –                 | –                 | 13                    |

|  | Prof.<br>(\$) | Assc.<br>(\$) | Asst.<br>(\$) | Inst./<br>Lect.<br>(\$) | No<br>Rank<br>(\$) | Avg.<br>(\$) | %<br>Chng.<br>(%) | #<br>Fac.<br>(#) | %<br>Fem.<br>(%) | %<br>Ten.†<br>(%) | %<br>11/12<br>(%) | Avg.<br>Bene.<br>(\$) |
|--|---------------|---------------|---------------|-------------------------|--------------------|--------------|-------------------|------------------|------------------|-------------------|-------------------|-----------------------|
| Milligan College (1)                         | 51.1          | 43.7          | 37.3          | —                       | —                  | 44.1         | 5.1               | 66               | 50               | 78                | 4                 | 10                    |
| Rhodes College (1)                           | 78.4          | 61.6          | 48.4          | 43.3                    | —                  | 56.1         | -2.3              | 157              | 39               | 59                | —                 | 17                    |
| Southern Adventist University (1)            | —             | —             | —             | —                       | —                  | —            | —                 | —                | —                | —                 | 100               | —                     |
| Tennessee Temple University (1)              | 33.6          | 34.3          | 26.7          | 29.5                    | —                  | 29.9         | 7.9               | 17               | 41               | —                 | 6                 | 6                     |
| Tusculum College (1)                         | 50.2          | 44.2          | 39.9          | —                       | —                  | 42.0         | 2.7               | 48               | 44               | 1                 | 38                | 6                     |
| Watkins College of Art and Design (1)        | 48.0          | 51.0          | 39.9          | —                       | —                  | 45.3         | 7.7               | 18               | 67               | —                 | —                 | 10                    |
| <b>DOCTORAL</b>                              |               |               |               |                         |                    |              |                   |                  |                  |                   |                   |                       |
| Belmont University (1)                       | 70.9          | 63.8          | 54.1          | 40.9                    | —                  | 59.7         | 5.8               | 188              | 48               | 65                | 12                | 13                    |
| Sewanee: the University of the South (1)     | 84.6          | 60.4          | 50.7          | 50.0                    | —                  | 67.0         | 2.2               | 132              | 35               | 76                | —                 | 20                    |
| Temple Baptist Seminary (1)                  | 12.7          | —             | —             | —                       | —                  | 12.7         | 176.5             | 2                | 0                | —                 | —                 | 18                    |
| Trevecca Nazarene University (1)             | 55.3          | 49.8          | 41.0          | 32.4                    | —                  | 49.2         | 2.7               | 65               | 29               | 33                | 11                | 12                    |
| Union University (1)                         | 61.5          | 54.3          | 48.3          | 41.7                    | —                  | 55.1         | 3.9               | 143              | 41               | 38                | —                 | 18                    |
| Vanderbilt University (1)                    | 128.3         | 80.7          | 65.6          | 46.5                    | —                  | 91.6         | 0.6               | 768              | 33               | 45                | 4                 | 23                    |
| <b>TEXAS</b>                                 |               |               |               |                         |                    |              |                   |                  |                  |                   |                   |                       |
| <i>Public</i>                                |               |               |               |                         |                    |              |                   |                  |                  |                   |                   |                       |
| <b>AA</b>                                    |               |               |               |                         |                    |              |                   |                  |                  |                   |                   |                       |
| Alvin Community College (1)                  | —             | —             | —             | —                       | 49.8               | 49.8         | 0.9               | 49               | 47               | 84                | 49                | 9                     |
| Amarillo College (1)                         | 55.6          | 50.4          | 46.7          | 40.6                    | —                  | 44.8         | 1.9               | 188              | 56               | 45                | 20                | 9                     |
| Angelina College (1)                         | —             | —             | —             | 43.9                    | —                  | 43.9         | 2.3               | 93               | 58               | —                 | 20                | 9                     |
| Austin Community College (1)                 | 65.6          | 53.1          | 41.4          | —                       | —                  | 58.0         | 6.6               | 60               | 68               | —                 | 87                | 10                    |
| Blinn College (1)                            | —             | —             | —             | —                       | 44.2               | 44.2         | 3.4               | 240              | 53               | —                 | 12                | 12                    |
| Brookhaven College (1)                       | —             | —             | —             | —                       | 54.3               | 54.3         | 2.7               | 124              | 56               | —                 | —                 | 10                    |
| Cedar Valley College (1)                     | —             | —             | —             | —                       | 54.0               | 54.0         | 1.6               | 64               | 41               | —                 | —                 | 10                    |
| Central Texas College (1)                    | 51.2          | —             | —             | —                       | —                  | 51.2         | 2.6               | 89               | 58               | —                 | 68                | 8                     |
| Cisco Junior College (1)                     | —             | —             | —             | 38.5                    | —                  | 38.5         | 4.1               | 52               | 50               | 49                | 22                | 8                     |
| Clarendon College (1)                        | —             | —             | —             | —                       | 39.7               | 39.7         | 9.5               | 26               | 38               | —                 | 13                | 8                     |
| Coastal Bend College (1)                     | 41.5          | —             | —             | —                       | —                  | 41.5         | -1.6              | 63               | 56               | —                 | 34                | 9                     |
| College of the Mainland (1)                  | 55.3          | 45.1          | 41.2          | —                       | —                  | 48.8         | 12.7              | 15               | 60               | 69                | 84                | 11                    |
| Collin County Community College District (1) | —             | —             | —             | —                       | 48.0               | 48.0         | 2.4               | 250              | 56               | —                 | 1                 | 10                    |
| Del Mar College (1)                          | 63.2          | 53.8          | 46.6          | 40.4                    | —                  | 52.8         | 7.7               | 265              | 48               | 84                | 3                 | 15                    |
| Eastfield College (1)                        | —             | —             | —             | —                       | 57.5               | 57.5         | 1.3               | 108              | 41               | —                 | —                 | 10                    |
| El Centro College (1)                        | —             | —             | —             | —                       | 53.4               | 53.4         | 1.7               | 117              | 65               | —                 | —                 | 10                    |
| El Paso Community College (1)                | 69.1          | 54.5          | 46.4          | 46.9                    | —                  | 56.4         | 2.3               | 279              | 51               | 60                | 25                | 11                    |
| Frank Phillips College (1)                   | —             | —             | —             | 36.8                    | —                  | 36.8         | 3.2               | 29               | 59               | —                 | 6                 | 2                     |
| Galveston College (1)                        | 59.9          | 49.3          | 52.1          | 42.8                    | —                  | 46.4         | 4.4               | 51               | 51               | 35                | 6                 | 21                    |
| Grayson County College (1)                   | 45.5          | —             | —             | —                       | —                  | 45.5         | 1.8               | 76               | 64               | —                 | 8                 | 13                    |
| Hill College (1)                             | —             | —             | —             | —                       | 37.4               | 37.4         | -23.8             | 73               | 63               | 8                 | 6                 | 10                    |
| Houston Community College System (1)         | —             | —             | —             | 48.4                    | —                  | 48.4         | 1.9               | 523              | 49               | —                 | 36                | 7                     |
| Howard County Junior College District (1)    | 49.6          | 43.8          | 37.7          | 34.5                    | —                  | 39.0         | -0.3              | 76               | 59               | —                 | 40                | 9                     |
| Kilgore College (1)                          | —             | —             | —             | —                       | 44.6               | 44.6         | 2.2               | 106              | 58               | —                 | 24                | 10                    |
| Lamar Institute of Technology (1)            | —             | —             | —             | 42.1                    | —                  | 42.1         | -0.9              | 76               | 51               | 62                | —                 | 8                     |
| Lamar State College-Orange (1)               | 58.3          | 42.9          | 44.6          | 35.7                    | —                  | 38.3         | 2.0               | 47               | 68               | 54                | 10                | 8                     |
| Lamar State College-Port Arthur (1)          | —             | 50.0          | 42.7          | 39.7                    | —                  | 40.5         | 4.2               | 52               | 62               | 71                | 25                | 8                     |
| Laredo Community College (1)                 | —             | —             | —             | 47.7                    | —                  | 47.7         | -0.6              | 189              | 40               | 69                | 10                | 14                    |
| Lee College (1)                              | —             | —             | —             | 47.7                    | —                  | 47.7         | 0.6               | 131              | 45               | —                 | 14                | 11                    |
| McLennan Community College (1)               | —             | —             | —             | —                       | 53.6               | 53.6         | 4.6               | 161              | 58               | 75                | 9                 | 9                     |
| Mountain View College (1)                    | —             | —             | —             | —                       | 57.5               | 57.5         | 3.0               | 85               | 35               | —                 | —                 | 10                    |
| Navarro College (1)                          | —             | —             | —             | 46.6                    | —                  | 46.6         | 7.2               | 81               | 60               | —                 | 23                | 9                     |
| North Central Texas College (1)              | —             | —             | —             | —                       | 40.3               | 40.3         | -0.1              | 101              | 58               | —                 | —                 | 9                     |



|  | Prof.<br>(\$) | Assoc.<br>(\$) | Asst.<br>(\$) | Inst./<br>Lect.<br>(\$) | No<br>Rank<br>(\$) | Avg.<br>(\$) | %<br>Chng.<br>(%) | #<br>Fac.<br>(#) | %<br>Fem.<br>(%) | %<br>Ten.†<br>(%) | %<br>11/12<br>(%) | Avg.<br>Bene.<br>(\$) |
|--|---------------|----------------|---------------|-------------------------|--------------------|--------------|-------------------|------------------|------------------|-------------------|-------------------|-----------------------|
| North Harris Montgomery Community College District (1) | 64.5          | 49.6           | 45.2          | –                       | –                  | 58.7         | 2.8               | 527              | 53               | –                 | 17                | 11                    |
| North Lake College (1)                                 | –             | –              | –             | –                       | 54.3               | 54.3         | 1.7               | 99               | 44               | –                 | –                 | 10                    |
| Northeast Texas Community College (1)                  | 50.9          | 40.0           | 46.4          | 39.5                    | –                  | 46.5         | 6.7               | 58               | 50               | –                 | –                 | 11                    |
| Northwest Vista College (1)                            | 70.6          | –              | 46.6          | 41.0                    | –                  | 42.9         | 3.7               | 83               | 37               | 40                | 1                 | 12                    |
| Odessa College (1)                                     | 52.0          | 44.1           | 41.7          | 38.6                    | –                  | 42.9         | 2.0               | 95               | 54               | 12                | 18                | 11                    |
| Palo Alto College (1)                                  | 66.5          | 56.0           | 51.0          | 43.7                    | –                  | 50.6         | 5.0               | 114              | 48               | 75                | 2                 | 14                    |
| Panola College (1)                                     | –             | –              | –             | 45.3                    | –                  | 45.3         | 5.2               | 48               | 52               | –                 | 23                | 12                    |
| Paris Junior College (1)                               | –             | –              | –             | 46.9                    | –                  | 46.9         | 5.7               | 84               | 57               | 15                | 9                 | 11                    |
| Ranger College (1)                                     | 41.7          | 33.8           | 28.8          | –                       | –                  | 32.0         | 5.7               | 15               | 40               | 46                | 46                | 7                     |
| Richland College (1)                                   | –             | –              | –             | –                       | 60.8               | 60.8         | 1.0               | 139              | 45               | –                 | –                 | 11                    |
| San Antonio College (1)                                | 67.2          | 56.4           | 51.0          | 41.6                    | –                  | 55.0         | 1.6               | 409              | 46               | 88                | 0                 | 15                    |
| San Jacinto College-Central Campus (1)                 | –             | –              | –             | 50.4                    | –                  | 50.4         | 9.8               | 344              | 51               | –                 | 11                | 12                    |
| South Plains College (1)                               | 54.3          | 45.4           | 40.7          | 33.6                    | –                  | 40.2         | 2.6               | 271              | 54               | 65                | –                 | 11                    |
| Southwest Texas Junior College (1)                     | –             | –              | –             | 43.0                    | –                  | 43.0         | 3.1               | 106              | 47               | 47                | 5                 | 9                     |
| St Philips College (1)                                 | 65.5          | 55.6           | 50.4          | 41.2                    | –                  | 47.3         | –0.9              | 190              | 43               | 79                | 2                 | 13                    |
| Tarrant County College District (1)                    | 60.5          | 58.2           | 54.6          | 48.2                    | –                  | 54.1         | 1.8               | 501              | 54               | 63                | 3                 | 15                    |
| Temple College (1)                                     | –             | –              | –             | 45.9                    | –                  | 45.9         | 3.2               | 59               | 49               | 74                | 31                | 13                    |
| Texarkana College (1)                                  | 55.4          | 47.0           | 44.3          | 40.1                    | –                  | 49.7         | 1.7               | 71               | 63               | 90                | 32                | 9                     |
| Texas State Technical College-Harlingen (1)            | 49.6          | 49.2           | –             | 40.0                    | –                  | 43.8         | 7.5               | 22               | 59               | –                 | 87                | 12                    |
| Texas State Technical College-Marshall (1)             | –             | –              | –             | –                       | –                  | –            | –                 | –                | –                | –                 | 100               | –                     |
| Texas State Technical College-Waco (1)                 | 46.9          | 46.8           | –             | 35.0                    | –                  | 41.7         | 9.1               | 30               | 47               | –                 | 87                | 11                    |
| Texas State Technical College-West Texas (1)           | –             | –              | –             | –                       | –                  | –            | –                 | –                | –                | –                 | 100               | –                     |
| Trinity Valley Community College (1)                   | –             | –              | –             | 47.5                    | –                  | 47.5         | 4.7               | 96               | 48               | –                 | 23                | 16                    |
| Tyler Junior College (1)                               | –             | –              | –             | 43.9                    | –                  | 43.9         | 2.3               | 202              | 54               | –                 | 19                | 12                    |
| Vernon College (1)                                     | –             | –              | –             | 37.2                    | –                  | 37.2         | 4.9               | 46               | 61               | –                 | 37                | 8                     |
| Victoria College (1)                                   | 48.5          | –              | –             | –                       | –                  | 48.5         | 3.5               | 74               | 54               | 78                | 26                | 13                    |
| Weatherford College (1)                                | –             | –              | –             | 46.4                    | –                  | 46.4         | 7.4               | 77               | 49               | –                 | 31                | 5                     |
| Western Texas College (1)                              | 51.3          | 41.7           | 37.5          | 34.4                    | –                  | 37.8         | 0.1               | 32               | 28               | –                 | 22                | 9                     |
| Wharton County Junior College (1)                      | –             | –              | –             | –                       | 43.7               | 43.7         | 5.1               | 95               | 58               | –                 | 27                | 12                    |
| <b>BA</b>  |               |                |               |                         |                    |              |                   |                  |                  |                   |                   |                       |
| Brazosport College (1)                                 | 59.9          | 41.0           | 44.1          | 42.0                    | –                  | 43.2         | 1.3               | 47               | 51               | 72                | 36                | 9                     |
| Midland College (1)                                    | 56.9          | 49.2           | 46.7          | 47.1                    | –                  | 51.2         | 9.9               | 86               | 52               | –                 | 32                | 16                    |
| South Texas College (1)                                | –             | –              | –             | 40.4                    | –                  | 40.4         | 3.0               | 360              | 40               | –                 | 9                 | 11                    |
| The University of Texas Anderson Cancer Center (1)     | –             | –              | –             | –                       | –                  | –            | –                 | –                | –                | 29                | 100               | –                     |
| <b>BA+</b>   |               |                |               |                         |                    |              |                   |                  |                  |                   |                   |                       |
| Angelo State University (1)                            | 66.9          | 56.9           | 49.7          | 32.3                    | 43.8               | 52.2         | 5.3               | 214              | 44               | 53                | 4                 | 13                    |
| Midwestern State University (1)                        | 72.7          | 59.8           | 51.6          | 36.8                    | –                  | 56.6         | –3.0              | 203              | 43               | 57                | –                 | 13                    |
| Sul Ross State University (1)                          | 63.9          | 49.4           | 42.6          | 37.3                    | –                  | 49.6         | 1.0               | 114              | 29               | 54                | 6                 | 14                    |
| Texas A & M University at Galveston (1)                | 74.4          | 53.9           | 53.6          | 41.7                    | –                  | 53.4         | –0.3              | 67               | 19               | 39                | 22                | 20                    |
| Texas A & M University-Texarkana (1)                   | 73.6          | 57.6           | 49.4          | 55.9                    | 46.1               | 59.9         | 7.5               | 56               | 52               | 61                | –                 | 13                    |
| The University of Texas at Brownsville (1)             | 66.6          | 57.6           | 51.3          | 45.5                    | 38.3               | 52.9         | 2.1               | 311              | 42               | 52                | 10                | 12                    |
| The University of Texas at Tyler (1)                   | 76.4          | 59.8           | 54.3          | 42.6                    | –                  | 56.4         | 3.7               | 227              | 49               | 57                | –                 | 15                    |
| The University of Texas of the Permian Basin (1)       | 73.5          | 57.6           | 53.5          | 38.6                    | –                  | 55.2         | 2.3               | 110              | 41               | 41                | –                 | 9                     |
| University of Houston-Clear Lake (1)                   | 83.1          | 64.8           | 57.4          | 46.0                    | –                  | 63.4         | 2.2               | 208              | 46               | 51                | 2                 | 14                    |
| University of Houston-Downtown (1)                     | 75.8          | 60.5           | 52.2          | 40.4                    | 46.0               | 55.0         | 0.9               | 244              | 45               | 39                | 7                 | 14                    |
| University of Houston-Victoria (1)                     | 79.8          | 63.4           | 62.5          | –                       | –                  | 65.9         | 7.8               | 71               | 34               | 64                | 4                 | 16                    |
| <b>DOCTORAL</b>  |               |                |               |                         |                    |              |                   |                  |                  |                   |                   |                       |
| Lamar University (1)                                   | 79.5          | 60.3           | 53.8          | 35.8                    | –                  | 57.9         | 5.9               | 344              | 42               | 69                | 2                 | 9                     |
| Prairie View A & M University (1)                      | 99.6          | 80.6           | 73.3          | 60.2                    | 64.0               | 75.3         | 36.3              | 268              | 34               | 35                | 18                | 16                    |

|  | Prof.<br>(\$) | Assc.<br>(\$) | Asst.<br>(\$) | Inst./<br>Lect.<br>(\$) | No<br>Rank<br>(\$) | Avg.<br>(\$) | %<br>Chng.<br>(%) | #<br>Fac.<br>(#) | %<br>Fem.<br>(%) | %<br>Ten.†<br>(%) | %<br>11/12<br>(%) | Avg.<br>Bene.<br>(\$) |
|--|---------------|---------------|---------------|-------------------------|--------------------|--------------|-------------------|------------------|------------------|-------------------|-------------------|-----------------------|
| Sam Houston State University (1)                       | 76.6          | 62.3          | 51.3          | 42.6                    | —                  | 60.5         | 2.2               | 417              | 40               | 47                | —                 | 14                    |
| Stephen F Austin State University (1)                  | 65.9          | 53.3          | 47.1          | 40.7                    | 40.5               | 51.6         | 4.3               | 383              | 40               | 55                | 11                | 11                    |
| Tarleton State University (1)                          | 70.0          | 58.0          | 48.5          | 38.3                    | —                  | 51.9         | 3.9               | 253              | 42               | 46                | 17                | 12                    |
| Texas A & M International University (1)               | 80.6          | 59.5          | 53.6          | 37.9                    | —                  | 56.2         | 5.1               | 138              | 36               | 52                | 17                | 12                    |
| Texas A & M University System Health Science Cente (1) | —             | —             | —             | —                       | —                  | —            | —                 | —                | —                | 60                | 100               | —                     |
| Texas A & M University-Commerce (1)                    | 68.6          | 61.7          | 59.7          | 39.8                    | —                  | 58.3         | 9.1               | 255              | 36               | 54                | 6                 | 11                    |
| Texas A & M University-Corpus Christi (1)              | 71.6          | 60.2          | 54.4          | 33.1                    | 27.7               | 55.4         | -5.7              | 283              | 46               | 66                | —                 | 12                    |
| Texas A & M University-Kingsville (1)                  | 69.5          | 56.2          | 51.9          | 30.1                    | —                  | 54.8         | 9.0               | 279              | 35               | 64                | 2                 | 9                     |
| Texas A&M University (1)                               | 104.1         | 73.0          | 65.8          | 40.9                    | 58.1               | 80.3         | 4.2               | 1,907            | 25               | 70                | —                 | 15                    |
| Texas Southern University (1)                          | 73.8          | 65.9          | 52.5          | 32.2                    | —                  | 48.7         | -14.1             | 176              | 43               | 61                | 56                | 15                    |
| Texas State University-San Marcos (1)                  | 76.5          | 62.4          | 54.0          | 37.4                    | —                  | 58.3         | 5.8               | 747              | 42               | 56                | 4                 | 11                    |
| Texas Tech University (1)                              | 91.8          | 67.1          | 57.0          | 37.2                    | —                  | 66.4         | 2.5               | 1,007            | 33               | 61                | 4                 | 15                    |
| Texas Tech University Health Sciences Center (1)       | —             | —             | 46.7          | —                       | —                  | 46.7         | -16.2             | 1                | 100              | 24                | 100               | 13                    |
| Texas Woman's University (1)                           | 77.7          | 59.6          | 50.5          | 41.3                    | —                  | 58.4         | 4.6               | 398              | 77               | 61                | —                 | 12                    |
| The University of Texas at Arlington (1)               | 89.0          | 67.5          | 62.4          | 45.9                    | —                  | 64.6         | 3.2               | 769              | 37               | 52                | —                 | 17                    |
| The University of Texas at Austin (1)                  | 115.7         | 73.3          | 71.4          | 50.0                    | 57.4               | 84.1         | 2.6               | 2,450            | 35               | 56                | —                 | 17                    |
| The University of Texas at Dallas (1)                  | 108.3         | 83.6          | 82.8          | 51.2                    | —                  | 81.1         | -2.8              | 464              | 28               | 51                | —                 | 20                    |
| The University of Texas at El Paso (1)                 | 84.3          | 65.4          | 59.7          | 39.7                    | —                  | 60.5         | 2.0               | 645              | 38               | 47                | —                 | 12                    |
| The University of Texas at San Antonio (1)             | 97.3          | 70.3          | 61.5          | 40.3                    | —                  | 68.9         | 12.5              | 548              | 36               | 41                | —                 | 14                    |
| The University of Texas Health Science Center (1)      | —             | —             | —             | —                       | —                  | —            | —                 | —                | —                | 39                | 100               | —                     |
| The University of Texas Health Science-San Antonio (1) | 103.1         | 77.4          | 57.4          | 49.3                    | 48.7               | 60.4         | 1.9               | 56               | 96               | 39                | 86                | 12                    |
| The University of Texas Medical Branch (1)             | —             | —             | —             | —                       | —                  | —            | —                 | —                | —                | 51                | 100               | —                     |
| The University of Texas-Pan American (1)               | 80.3          | 70.8          | 59.3          | 45.3                    | —                  | 61.2         | 1.9               | 562              | 38               | 45                | 2                 | 58                    |
| University of Houston-University Park (1)              | 103.8         | 70.9          | 70.2          | 50.9                    | 49.4               | 78.8         | 8.3               | 977              | 31               | 68                | 7                 | 19                    |
| University of North Texas (1)                          | 84.7          | 64.1          | 54.0          | 40.1                    | 84.1               | 64.2         | 4.3               | 838              | 35               | 70                | —                 | 11                    |
| University of Texas Southwestern Medical Center at (1) | —             | —             | —             | —                       | —                  | —            | —                 | —                | —                | 26                | 100               | —                     |
| West Texas A & M University (1)                        | 67.7          | 58.0          | 49.5          | 42.1                    | —                  | 52.8         | 3.0               | 217              | 42               | 45                | 7                 | 13                    |
| <i>Private</i>   |               |               |               |                         |                    |              |                   |                  |                  |                   |                   |                       |
| <b>AA</b>  |               |               |               |                         |                    |              |                   |                  |                  |                   |                   |                       |
| Commonwealth Institute of Funeral Service (1)          | —             | —             | —             | —                       | —                  | —            | —                 | —                | —                | —                 | 100               | —                     |
| Dallas Institute of Funeral Service (1)                | —             | —             | —             | —                       | —                  | —            | —                 | —                | —                | —                 | 100               | —                     |
| Jacksonville College-Main Campus (1)                   | —             | —             | —             | 27.6                    | —                  | 27.6         | 8.9               | 9                | 56               | —                 | 10                | 8                     |
| Lon Morris College (1)                                 | 37.6          | 34.5          | 36.2          | 28.9                    | —                  | 33.7         | -2.0              | 22               | 36               | —                 | 39                | 10                    |
| <b>BA</b>  |               |               |               |                         |                    |              |                   |                  |                  |                   |                   |                       |
| Arlington Baptist College (1)                          | —             | —             | —             | —                       | —                  | —            | —                 | —                | —                | —                 | 100               | —                     |
| Baptist University of the Americas (1)                 | —             | —             | 33.3          | —                       | —                  | 33.3         | —                 | 6                | 33               | —                 | —                 | 12                    |
| College of Biblical Studies-Houston (1)                | —             | —             | —             | —                       | —                  | —            | —                 | —                | —                | —                 | 100               | —                     |
| East Texas Baptist University (1)                      | 52.9          | 45.4          | 42.4          | 36.5                    | —                  | 47.3         | 2.0               | 66               | 33               | 6                 | —                 | 12                    |
| Howard Payne University (1)                            | 47.4          | 41.8          | 37.4          | 32.6                    | —                  | 40.9         | 2.8               | 72               | 38               | 10                | —                 | 12                    |
| Jarvis Christian College (1)                           | 46.3          | 43.2          | 36.7          | 32.6                    | —                  | 38.5         | -1.4              | 36               | 36               | 11                | 3                 | 6                     |
| McMurry University (1)                                 | 54.2          | 47.6          | 41.5          | 36.0                    | —                  | 45.6         | 2.2               | 77               | 31               | 65                | —                 | 9                     |
| Northwood University (1)                               | 47.7          | 46.7          | 41.3          | 38.5                    | —                  | 41.5         | 3.1               | 24               | 33               | —                 | —                 | 16                    |
| Parker College of Chiropractic (1)                     | —             | —             | —             | —                       | —                  | —            | —                 | —                | —                | —                 | 100               | —                     |
| Paul Quinn College (1)                                 | 42.2          | 36.1          | 36.2          | 36.2                    | 14.4               | 34.3         | -3.8              | 29               | 38               | —                 | 12                | 2                     |
| Southwestern Christian College (1)                     | —             | 24.6          | 35.0          | 35.7                    | 27.0               | 27.7         | 12.8              | 11               | 18               | 36                | —                 | 2                     |
| Southwestern University (1)                            | 80.9          | 65.5          | 49.2          | 40.0                    | —                  | 63.7         | 8.3               | 118              | 47               | 73                | —                 | 18                    |
| Texas Lutheran University (1)                          | 61.9          | 50.9          | 44.0          | 37.6                    | —                  | 48.5         | 3.2               | 66               | 44               | 60                | —                 | 12                    |
| The College of Saint Thomas More (1)                   | —             | —             | —             | —                       | —                  | —            | —                 | —                | —                | —                 | 100               | —                     |
| Wiley College (1)                                      | 46.5          | 41.8          | 39.3          | 32.9                    | —                  | 39.7         | 2.8               | 37               | 32               | 4                 | 24                | 6                     |

|  | Prof.<br>(\$) | Assoc.<br>(\$) | Asst.<br>(\$) | Inst./<br>Lect.<br>(\$) | No<br>Rank<br>(\$) | Avg.<br>(\$) | %<br>Chng.<br>(%) | #<br>Fac.<br>(#) | %<br>Fem.<br>(%) | %<br>Ten.†<br>(%) | %<br>11/12<br>(%) | Avg.<br>Bene.<br>(\$) |
|--|---------------|----------------|---------------|-------------------------|--------------------|--------------|-------------------|------------------|------------------|-------------------|-------------------|-----------------------|
| <b>BA+</b>   |               |                |               |                         |                    |              |                   |                  |                  |                   |                   |                       |
| Amberton University (1)                                | –             | –              | –             | –                       | –                  | –            | –                 | –                | –                | –                 | 100               | –                     |
| Austin College (1)                                     | 75.6          | 61.0           | 50.6          | 45.9                    | –                  | 62.4         | 5.7               | 91               | 32               | 71                | –                 | 17                    |
| Austin Graduate School of Theology (1)                 | 63.1          | 54.1           | –             | –                       | –                  | 60.8         | 4.7               | 4                | 0                | –                 | –                 | 8                     |
| Baptist Missionary Association Theological Seminar (1) | –             | –              | –             | –                       | –                  | –            | –                 | –                | –                | –                 | 100               | –                     |
| Concordia University at Austin (1)                     | –             | –              | –             | –                       | –                  | –            | –                 | –                | –                | 5                 | 100               | –                     |
| Dallas Christian College (1)                           | 38.7          | 38.8           | –             | 38.8                    | –                  | 38.8         | 6.5               | 7                | 14               | –                 | 13                | 15                    |
| Houston Baptist University (1)                         | 62.7          | 55.4           | 49.0          | 46.5                    | –                  | 56.1         | 7.0               | 99               | 43               | –                 | 10                | 9                     |
| Huston-Tillotson University (1)                        | 53.0          | 45.2           | 42.6          | 35.0                    | –                  | 45.3         | 7.8               | 38               | 53               | 11                | –                 | 11                    |
| LeTourneau University (1)                              | 62.3          | 54.2           | 48.4          | 44.9                    | –                  | 53.2         | 2.8               | 72               | 17               | 43                | –                 | 14                    |
| Lubbock Christian University (1)                       | 54.2          | 46.7           | 41.2          | 35.7                    | –                  | 45.5         | 5.1               | 76               | 39               | 58                | 6                 | 10                    |
| Saint Edward's University (1)                          | 77.6          | 63.3           | 49.0          | 36.5                    | 34.8               | 58.9         | 3.6               | 128              | 45               | 46                | 17                | 12                    |
| Schreiner University (1)                               | 53.2          | 43.1           | 42.7          | 30.9                    | –                  | 43.8         | 4.0               | 44               | 39               | 45                | 14                | 13                    |
| Southwestern Adventist University (1)                  | –             | –              | –             | –                       | –                  | –            | –                 | –                | –                | 51                | 100               | –                     |
| Southwestern Assemblies of God University (1)          | 46.2          | 42.0           | 40.1          | 36.0                    | –                  | 41.6         | 2.1               | 48               | 38               | 33                | 6                 | 9                     |
| Texas College (1)                                      | 40.4          | 38.6           | 33.5          | 26.2                    | –                  | 32.8         | 7.5               | 28               | 46               | 3                 | 7                 | 6                     |
| Texas Wesleyan University (1)                          | 78.6          | 68.6           | 44.8          | 47.6                    | –                  | 63.9         | –1.3              | 145              | 46               | 61                | –                 | 16                    |
| Trinity University (1)                                 | 94.7          | 65.9           | 52.4          | 38.2                    | –                  | 73.9         | 0.4               | 226              | 31               | 80                | –                 | 17                    |
| University of Mary Hardin-Baylor (1)                   | 60.0          | 52.6           | 46.0          | 39.9                    | –                  | 51.4         | 2.4               | 118              | 54               | 48                | 2                 | 14                    |
| Wayland Baptist University (1)                         | 50.5          | 45.1           | 43.3          | 30.3                    | 35.0               | 45.3         | 3.6               | 56               | 30               | 1                 | 49                | 12                    |
| <b>DOCTORAL</b>  |               |                |               |                         |                    |              |                   |                  |                  |                   |                   |                       |
| Abilene Christian University (1)                       | 68.0          | 56.2           | 49.9          | 37.5                    | –                  | 54.3         | 6.5               | 211              | 31               | 57                | –                 | 13                    |
| Baylor University (1)                                  | 89.2          | 68.4           | 62.4          | 44.0                    | –                  | 66.5         | 2.6               | 755              | 35               | 50                | –                 | 20                    |
| Dallas Baptist University (1)                          | 65.3          | 53.4           | 51.0          | –                       | –                  | 61.3         | 4.2               | 34               | 38               | 2                 | 63                | 19                    |
| Hardin-Simmons University (1)                          | 60.0          | 50.4           | 41.5          | 35.6                    | –                  | 49.8         | 3.1               | 105              | 34               | 69                | 20                | 17                    |
| Our Lady of the Lake University-San Antonio (1)        | 72.2          | 57.8           | 46.5          | 40.4                    | –                  | 56.4         | 5.0               | 118              | 52               | 36                | –                 | 13                    |
| Rice University (1)                                    | 127.0         | 87.3           | 76.1          | 50.1                    | 53.8               | 95.9         | 0.5               | 567              | 27               | 68                | –                 | 23                    |
| Southern Methodist University (1)                      | 115.8         | 78.0           | 69.2          | 49.4                    | 59.4               | 80.8         | 4.5               | 603              | 33               | 60                | –                 | 20                    |
| Southwestern Baptist Theological Seminary (1)          | –             | –              | –             | –                       | –                  | –            | –                 | –                | –                | 23                | 100               | –                     |
| St Marys University (1)                                | 90.9          | 62.2           | 53.7          | 32.4                    | –                  | 69.4         | 1.9               | 178              | 33               | 71                | 3                 | 13                    |
| Texas Christian University (1)                         | 93.6          | 70.9           | 63.2          | 49.3                    | –                  | 73.5         | 4.8               | 425              | 38               | 65                | 8                 | 18                    |
| University of Dallas (1)                               | 60.0          | 49.3           | 41.1          | 21.3                    | –                  | 48.4         | –0.7              | 91               | 31               | 70                | 22                | 13                    |
| University of St Thomas (1)                            | 82.0          | 64.9           | 51.2          | 40.7                    | –                  | 65.8         | 0.8               | 119              | 34               | 75                | 2                 | 14                    |
| University of the Incarnate Word (1)                   | 64.8          | 57.2           | 50.4          | 47.7                    | –                  | 54.7         | 3.8               | 151              | 56               | 51                | 6                 | 13                    |
| <b>UTAH</b>  |               |                |               |                         |                    |              |                   |                  |                  |                   |                   |                       |
| <i>Public</i>  |               |                |               |                         |                    |              |                   |                  |                  |                   |                   |                       |
| <b>AA</b>  |               |                |               |                         |                    |              |                   |                  |                  |                   |                   |                       |
| College of Eastern Utah (1)                            | –             | –              | –             | –                       | 49.8               | 49.8         | 15.6              | 65               | 31               | 75                | 17                | 22                    |
| Davis Applied Technology College (1)                   | –             | –              | –             | 56.2                    | –                  | 56.2         | 20.2              | 8                | 63               | –                 | 84                | 20                    |
| Ogden-Weber Applied Technology College (1)             | –             | –              | –             | 48.5                    | –                  | 48.5         | 31.1              | 1                | 100              | –                 | 98                | 29                    |
| Salt Lake Community College (1)                        | 50.1          | 45.8           | 41.1          | 36.3                    | –                  | 42.3         | 4.4               | 342              | 48               | 66                | 1                 | 21                    |
| Snow College (1)                                       | 57.9          | 47.7           | 40.0          | 37.4                    | 40.3               | 44.6         | 2.6               | 109              | 27               | 54                | 8                 | 21                    |
| Uintah Basin Applied Technology College (1)            | –             | –              | –             | 43.0                    | –                  | 43.0         | 6.2               | 19               | 47               | –                 | 41                | 22                    |
| <b>BA</b>  |               |                |               |                         |                    |              |                   |                  |                  |                   |                   |                       |
| Dixie State College of Utah (1)                        | 58.8          | 49.0           | 43.4          | 36.3                    | –                  | 45.8         | 4.9               | 89               | 35               | 56                | 11                | 20                    |
| Utah State University-Continuing Education (1)         | –             | 44.9           | 44.4          | 38.7                    | –                  | 42.0         | 8.3               | 28               | 36               | 43                | 18                | 19                    |
| <b>BA+</b>   |               |                |               |                         |                    |              |                   |                  |                  |                   |                   |                       |
| Southern Utah University (1)                           | 63.7          | 51.9           | 44.0          | 39.0                    | 36.3               | 49.7         | 3.8               | 211              | 29               | 59                | –                 | 19                    |
| Weber State University (1)                             | 65.9          | 52.9           | 48.3          | 38.2                    | 46.8               | 53.9         | 3.1               | 457              | 40               | 62                | 3                 | 21                    |

|  | Prof.<br>(\$) | Assc.<br>(\$) | Asst.<br>(\$) | Inst./<br>Lect.<br>(\$) | No<br>Rank<br>(\$) | Avg.<br>(\$) | %<br>Chng.<br>(%) | #<br>Fac.<br>(#) | %<br>Fem.<br>(%) | %<br>Ten.†<br>(%) | %<br>11/12<br>(%) | Avg.<br>Bene.<br>(\$) |
|--|---------------|---------------|---------------|-------------------------|--------------------|--------------|-------------------|------------------|------------------|-------------------|-------------------|-----------------------|
| <b>DOCTORAL</b>  |               |               |               |                         |                    |              |                   |                  |                  |                   |                   |                       |
| University of Utah (1)                                 | 94.6          | 69.5          | 60.6          | 47.8                    | 42.1               | 73.0         | 3.6               | 916              | 36               | 40                | 22                | 24                    |
| Utah State University (1)                              | 71.2          | 56.8          | 54.2          | 40.5                    | –                  | 57.8         | 5.9               | 543              | 33               | 69                | 25                | 23                    |
| <i>Private</i>   |               |               |               |                         |                    |              |                   |                  |                  |                   |                   |                       |
| <b>AA</b>  |               |               |               |                         |                    |              |                   |                  |                  |                   |                   |                       |
| Latter Day Saints Business College (1)                 | –             | –             | –             | –                       | 50.3               | 50.3         | 5.1               | 12               | 33               | –                 | 8                 | 17                    |
| <b>BA+</b>   |               |               |               |                         |                    |              |                   |                  |                  |                   |                   |                       |
| Western Governors University (1)                       | –             | –             | –             | –                       | –                  | –            | –                 | –                | –                | –                 | 100               | –                     |
| Westminster College (1)                                | 67.6          | 59.3          | 52.4          | –                       | –                  | 57.7         | 1.6               | 117              | 51               | –                 | –                 | 18                    |
| <b>DOCTORAL</b>  |               |               |               |                         |                    |              |                   |                  |                  |                   |                   |                       |
| Brigham Young University (1)                           | 105.0         | 76.6          | 67.8          | 52.2                    | –                  | 82.4         | 4.4               | 1,051            | 21               | 74                | 17                | 25                    |
| <b>VERMONT</b>   |               |               |               |                         |                    |              |                   |                  |                  |                   |                   |                       |
| <i>Public</i>  |               |               |               |                         |                    |              |                   |                  |                  |                   |                   |                       |
| <b>BA</b>  |               |               |               |                         |                    |              |                   |                  |                  |                   |                   |                       |
| Vermont Technical College (1)                          | 55.8          | 44.2          | 35.8          | 26.3                    | –                  | 45.0         | 3.4               | 64               | 33               | 68                | 14                | 18                    |
| <b>BA+</b>   |               |               |               |                         |                    |              |                   |                  |                  |                   |                   |                       |
| Castleton State College (1)                            | 55.5          | 45.5          | 36.8          | –                       | –                  | 47.2         | 3.6               | 86               | 48               | 78                | 1                 | 18                    |
| Johnson State College (1)                              | 57.6          | 46.9          | 36.7          | –                       | –                  | 53.0         | 14.8              | 53               | 36               | 89                | –                 | 20                    |
| Lyndon State College (1)                               | 58.5          | 45.3          | 36.3          | 30.1                    | –                  | 47.5         | 6.1               | 58               | 34               | 69                | –                 | 19                    |
| <b>DOCTORAL</b>  |               |               |               |                         |                    |              |                   |                  |                  |                   |                   |                       |
| University of Vermont and State Agricultural Colle (1) | 89.9          | 67.0          | 57.2          | 43.9                    | 56.7               | 65.6         | 4.2               | 536              | 39               | 50                | 4                 | 20                    |
| <i>Private</i>   |               |               |               |                         |                    |              |                   |                  |                  |                   |                   |                       |
| <b>AA</b>  |               |               |               |                         |                    |              |                   |                  |                  |                   |                   |                       |
| Landmark College (1)                                   | 49.9          | 37.1          | 23.5          | 26.1                    | –                  | 31.9         | –3.6              | 99               | 62               | –                 | –                 | 8                     |
| <b>BA</b>  |               |               |               |                         |                    |              |                   |                  |                  |                   |                   |                       |
| Burlington College (1)                                 | –             | –             | –             | –                       | –                  | –            | –                 | –                | –                | –                 | 100               | –                     |
| Green Mountain College (1)                             | 54.8          | 47.1          | 40.0          | 39.3                    | –                  | 45.6         | 6.5               | 43               | 30               | –                 | –                 | 14                    |
| Southern Vermont College (1)                           | –             | 38.6          | 32.0          | 29.9                    | –                  | 33.7         | 12.5              | 19               | 47               | –                 | –                 | 8                     |
| Sterling College (1)                                   | 22.9          | –             | –             | –                       | –                  | 22.9         | –16.7             | 6                | 83               | –                 | –                 | 6                     |
| Woodbury College (1)                                   | –             | –             | –             | –                       | –                  | –            | –                 | –                | –                | –                 | 100               | –                     |
| <b>BA+</b>   |               |               |               |                         |                    |              |                   |                  |                  |                   |                   |                       |
| Bennington College (1)                                 | –             | –             | –             | –                       | 57.7               | 57.7         | 6.9               | 65               | 42               | –                 | 2                 | 11                    |
| Champlain College (1)                                  | 64.5          | 59.5          | 55.7          | 36.8                    | 43.3               | 54.9         | 3.9               | 41               | 34               | –                 | 38                | 21                    |
| College of St Joseph (1)                               | 39.2          | 34.9          | 31.5          | –                       | –                  | 36.1         | 2.4               | 9                | 22               | –                 | 18                | 13                    |
| Goddard College (1)                                    | –             | –             | –             | –                       | –                  | –            | –                 | –                | –                | –                 | 100               | –                     |
| Marlboro College (1)                                   | 49.7          | 40.7          | –             | 31.4                    | 30.0               | 46.1         | 6.1               | 38               | 39               | 68                | –                 | 9                     |
| Norwich University (1)                                 | 74.0          | 57.8          | 47.7          | 35.4                    | 44.8               | 59.5         | 1.3               | 125              | 35               | 64                | –                 | 18                    |
| Saint Michaels College (1)                             | 80.2          | 64.5          | 53.7          | 46.8                    | –                  | 64.8         | 5.1               | 141              | 43               | 62                | –                 | 22                    |
| <b>DOCTORAL</b>  |               |               |               |                         |                    |              |                   |                  |                  |                   |                   |                       |
| Middlebury College (1)                                 | 116.5         | 76.4          | 59.5          | 55.0                    | 41.4               | 81.6         | 2.3               | 267              | 39               | 66                | –                 | 25                    |
| <b>VIRGINIA</b>  |               |               |               |                         |                    |              |                   |                  |                  |                   |                   |                       |
| <i>Public</i>  |               |               |               |                         |                    |              |                   |                  |                  |                   |                   |                       |
| <b>AA</b>  |               |               |               |                         |                    |              |                   |                  |                  |                   |                   |                       |
| Blue Ridge Community College (1)                       | 65.8          | 55.4          | 46.4          | 39.2                    | –                  | 48.3         | 4.9               | 58               | 47               | 3                 | 3                 | 16                    |
| Central Virginia Community College (1)                 | 57.1          | 50.3          | 43.9          | 37.3                    | –                  | 48.9         | 4.8               | 58               | 43               | 5                 | –                 | 16                    |
| Dabney S Lancaster Community College (1)               | –             | 49.7          | 45.2          | 42.3                    | –                  | 46.1         | 2.9               | 22               | 41               | 9                 | –                 | 16                    |
| Danville Community College (1)                         | 58.7          | 46.4          | 45.7          | 39.8                    | –                  | 47.8         | 1.9               | 58               | 34               | 10                | –                 | 16                    |

|   | Prof.<br>(\$) | Assc.<br>(\$) | Asst.<br>(\$) | Inst./<br>Lect.<br>(\$) | No<br>Rank<br>(\$) | Avg.<br>(\$) | %<br>Chng.<br>(%) | #<br>Fac.<br>(#) | %<br>Fem.<br>(%) | %<br>Ten.†<br>(%) | %<br>11/12<br>(%) | Avg.<br>Bene.<br>(\$) |
|---|---------------|---------------|---------------|-------------------------|--------------------|--------------|-------------------|------------------|------------------|-------------------|-------------------|-----------------------|
| Eastern Shore Community College (1)                       | 51.1          | 48.5          | 44.1          | 34.4                    | –                  | 45.7         | 5.0               | 18               | 28               | 5                 | 5                 | 16                    |
| Germanna Community College (1)                            | 58.0          | 47.8          | 44.0          | 39.7                    | –                  | 46.0         | 8.1               | 54               | 52               | 2                 | –                 | 16                    |
| J Sargeant Reynolds Community College (1)                 | 57.2          | 51.4          | 44.4          | 44.0                    | –                  | 49.2         | 4.3               | 123              | 51               | –                 | 4                 | 16                    |
| John Tyler Community College (1)                          | 51.0          | 50.1          | 44.8          | 39.4                    | –                  | 46.3         | 4.4               | 66               | 59               | 6                 | –                 | 16                    |
| Lord Fairfax Community College (1)                        | 51.0          | 49.7          | 44.5          | 38.7                    | 38.5               | 46.0         | 7.1               | 57               | 49               | 2                 | –                 | 16                    |
| Mountain Empire Community College (1)                     | 53.7          | 48.4          | 42.6          | 40.7                    | –                  | 47.0         | 3.9               | 48               | 40               | –                 | –                 | 16                    |
| New River Community College (1)                           | 59.0          | 53.3          | 48.0          | 41.5                    | –                  | 49.5         | 5.8               | 60               | 55               | –                 | –                 | 16                    |
| Northern Virginia Community College (1)                   | 60.0          | 54.5          | 48.1          | 41.7                    | –                  | 52.1         | 5.8               | 515              | 55               | 3                 | –                 | 17                    |
| Patrick Henry Community College (1)                       | 52.6          | 47.1          | 45.0          | 38.5                    | –                  | 46.3         | 5.0               | 46               | 57               | 4                 | 2                 | 16                    |
| Paul D Camp Community College (1)                         | 52.8          | 49.4          | 47.2          | 37.7                    | –                  | 49.0         | 5.3               | 22               | 41               | –                 | 4                 | 16                    |
| Piedmont Virginia Community College (1)                   | 56.1          | 50.8          | 43.4          | 38.2                    | –                  | 50.4         | 4.8               | 55               | 58               | –                 | –                 | 17                    |
| Rappahannock Community College (1)                        | 52.5          | 50.1          | 45.4          | 38.1                    | –                  | 44.8         | 1.7               | 29               | 59               | –                 | –                 | 15                    |
| Richard Bland College The College of William and Mary (1) | 62.7          | 52.0          | 43.5          | –                       | –                  | 52.9         | 11.9              | 32               | 53               | 72                | –                 | 16                    |
| Southside Virginia Community College (1)                  | 58.8          | 51.7          | 47.6          | 40.0                    | –                  | 47.2         | 9.3               | 55               | 47               | –                 | 24                | 16                    |
| Southwest Virginia Community College (1)                  | 54.8          | 51.0          | 46.3          | 37.7                    | –                  | 48.1         | 4.7               | 56               | 32               | –                 | 21                | 16                    |
| Thomas Nelson Community College (1)                       | 57.3          | 47.3          | 44.8          | 38.8                    | –                  | 45.9         | 4.4               | 95               | 57               | 2                 | 3                 | 16                    |
| Tidewater Community College (1)                           | 53.7          | 49.5          | 43.2          | 37.5                    | –                  | 46.6         | 3.5               | 268              | 47               | 1                 | 19                | 16                    |
| Virginia Highlands Community College (1)                  | 54.3          | 50.8          | 43.4          | 36.0                    | –                  | 48.6         | 6.4               | 47               | 57               | 2                 | –                 | 16                    |
| Virginia Western Community College (1)                    | 54.7          | 49.9          | 43.8          | 37.6                    | –                  | 46.4         | 4.4               | 83               | 61               | 3                 | 3                 | 16                    |
| Wytheville Community College (1)                          | 52.5          | 47.3          | 43.2          | 37.8                    | –                  | 46.0         | 5.3               | 38               | 66               | –                 | –                 | 16                    |
| <b>BA</b>   |               |               |               |                         |                    |              |                   |                  |                  |                   |                   |                       |
| The University of Virginia's College at Wise (1)          | 71.6          | 59.2          | 50.3          | 36.9                    | –                  | 52.3         | 0.0               | 89               | 40               | 42                | –                 | 14                    |
| Virginia Military Institute (1)                           | 77.7          | 57.7          | 54.5          | 35.0                    | –                  | 67.8         | –0.6              | 109              | 15               | 66                | 2                 | 21                    |
| <b>BA+</b>  |               |               |               |                         |                    |              |                   |                  |                  |                   |                   |                       |
| Christopher Newport University (1)                        | 91.8          | 69.2          | 53.8          | 42.6                    | –                  | 63.8         | 3.4               | 218              | 41               | 61                | –                 | 17                    |
| Longwood University (1)                                   | 66.7          | 59.7          | 48.0          | 36.4                    | –                  | 52.2         | –0.9              | 201              | 42               | 53                | –                 | 55                    |
| Radford University (1)                                    | 70.1          | 57.2          | 51.9          | 42.5                    | –                  | 58.9         | 7.6               | 376              | 45               | 71                | 0                 | 18                    |
| University of Mary Washington (1)                         | 77.0          | 59.9          | 44.6          | 44.2                    | –                  | 57.5         | 1.7               | 203              | 43               | 64                | 12                | 17                    |
| <b>DOCTORAL</b>   |               |               |               |                         |                    |              |                   |                  |                  |                   |                   |                       |
| College of William and Mary (1)                           | 114.5         | 78.6          | 61.0          | 44.7                    | –                  | 82.1         | 1.4               | 535              | 35               | 75                | 9                 | 21                    |
| George Mason University (1)                               | 108.8         | 76.2          | 61.4          | 49.2                    | –                  | 79.2         | 5.0               | 911              | 39               | 57                | 9                 | 15                    |
| James Madison University (1)                              | 76.0          | 61.6          | 50.6          | 42.7                    | –                  | 59.2         | 2.5               | 716              | 41               | 62                | 10                | 20                    |
| Norfolk State University (1)                              | 66.8          | 62.5          | 51.7          | 44.5                    | –                  | 57.3         | 3.9               | 238              | 48               | 68                | 15                | 16                    |
| Old Dominion University (1)                               | 87.8          | 64.0          | 55.8          | 44.4                    | –                  | 64.5         | 4.3               | 544              | 39               | 68                | 12                | 18                    |
| University of Virginia-Main Campus (1)                    | 118.2         | 84.0          | 68.3          | 48.1                    | –                  | 91.9         | 3.4               | 846              | 32               | 63                | 25                | 24                    |
| Virginia Commonwealth University (1)                      | 94.5          | 73.2          | 60.5          | 38.4                    | –                  | 68.8         | 4.0               | 586              | 42               | 50                | 32                | 19                    |
| Virginia Polytechnic Institute and State University (1)   | 103.8         | 76.6          | 63.3          | 39.7                    | –                  | 77.5         | 9.9               | 994              | 32               | 57                | 24                | 20                    |
| Virginia State University (1)                             | 73.3          | 60.7          | 56.9          | 41.6                    | –                  | 58.6         | 7.0               | 194              | 40               | 51                | 13                | 11                    |
| <i>Private</i>  |               |               |               |                         |                    |              |                   |                  |                  |                   |                   |                       |
| <b>BA</b>   |               |               |               |                         |                    |              |                   |                  |                  |                   |                   |                       |
| Bluefield College (1)                                     | 46.6          | 41.3          | 31.8          | 26.9                    | –                  | 37.5         | 2.6               | 30               | 30               | –                 | 9                 | 9                     |
| Bridgewater College (1)                                   | 61.0          | 53.5          | 47.0          | 35.1                    | –                  | 50.8         | 2.3               | 95               | 37               | 63                | 1                 | 10                    |
| Ferrum College (1)  | 50.2          | 46.6          | 41.5          | 36.9                    | –                  | 44.9         | 5.4               | 62               | 39               | 70                | –                 | 9                     |
| Hampden-Sydney College (1)                                | 76.0          | 61.5          | 48.6          | 42.8                    | –                  | 59.6         | 3.9               | 101              | 27               | 55                | –                 | 14                    |
| Johnson & Wales University-Norfolk (1)                    | –             | 54.7          | –             | –                       | –                  | 54.7         | 26.5              | 1                | 0                | –                 | –                 | 20                    |
| Randolph-Macon College (1)                                | 73.7          | 56.5          | 46.9          | 42.2                    | –                  | 59.9         | 3.6               | 90               | 38               | 75                | –                 | 14                    |
| Randolph-Macon Woman's College (1)                        | 69.0          | 54.9          | 47.7          | 43.1                    | 46.0               | 58.0         | 5.3               | 72               | 57               | 76                | –                 | 16                    |
| Roanoke College (1)                                       | 68.0          | 54.9          | 47.9          | 37.6                    | –                  | 54.8         | 4.2               | 133              | 47               | 55                | –                 | 15                    |
| Saint Pauls College (1)                                   | 39.1          | 41.0          | 34.8          | 27.5                    | –                  | 35.6         | –3.2              | 22               | 27               | 24                | 24                | 8                     |

|  | Prof.<br>(\$) | Assc.<br>(\$) | Asst.<br>(\$) | Inst./<br>Lect.<br>(\$) | No<br>Rank<br>(\$) | Avg.<br>(\$) | %<br>Chng.<br>(%) | #<br>Fac.<br>(#) | %<br>Fem.<br>(%) | %<br>Ten.†<br>(%) | %<br>11/12<br>(%) | Avg.<br>Bene.<br>(\$) |
|--|---------------|---------------|---------------|-------------------------|--------------------|--------------|-------------------|------------------|------------------|-------------------|-------------------|-----------------------|
| Southern Virginia University (1)             | 51.7          | 52.7          | 46.2          | 36.2                    | –                  | 47.0         | 11.0              | 34               | 38               | –                 | –                 | 10                    |
| Virginia Intermont College (1)               | 54.7          | 43.2          | 43.8          | 31.0                    | –                  | 41.7         | 11.9              | 39               | 49               | 38                | 13                | 8                     |
| Virginia Wesleyan College (1)                | 66.0          | 51.5          | 45.8          | 46.8                    | –                  | 54.7         | 1.9               | 80               | 45               | 55                | –                 | 16                    |
| <b>BA+</b>                                   |               |               |               |                         |                    |              |                   |                  |                  |                   |                   |                       |
| Averett University (1)                       | 54.7          | 47.5          | 45.3          | 35.6                    | –                  | 49.5         | 4.7               | 65               | 34               | 78                | –                 | 11                    |
| Eastern Mennonite University (1)             | 54.3          | 44.3          | 39.7          | 35.4                    | –                  | 45.5         | 4.1               | 101              | 39               | –                 | –                 | 11                    |
| Emory and Henry College (1)                  | 68.1          | 50.1          | 43.0          | –                       | 34.0               | 48.9         | 3.9               | 68               | 29               | 53                | –                 | 10                    |
| Hollins University (1)                       | 70.6          | 54.0          | 44.0          | 30.4                    | –                  | 54.5         | –5.2              | 78               | 51               | 75                | –                 | 13                    |
| Jefferson College of Health Sciences (1)     | –             | 69.3          | 45.0          | 42.0                    | –                  | 49.1         | 12.5              | 23               | 70               | –                 | 55                | 9                     |
| Lynchburg College (1)                        | 69.4          | 60.1          | 47.4          | 40.0                    | –                  | 55.6         | 5.1               | 149              | 45               | 56                | –                 | 14                    |
| Mary Baldwin College (1)                     | 72.4          | 52.6          | 44.3          | 42.0                    | –                  | 56.0         | 3.0               | 66               | 50               | 67                | 13                | 14                    |
| Sweet Briar College (1)                      | 63.9          | 57.7          | 43.9          | 31.1                    | 35.4               | 52.4         | –8.5              | 106              | 57               | 73                | –                 | 15                    |
| University of Richmond (1)                   | 110.3         | 78.8          | 64.2          | 43.5                    | 48.9               | 77.1         | 2.1               | 310              | 38               | 58                | 7                 | 19                    |
| Washington and Lee University (1)            | 99.4          | 64.8          | 55.0          | 25.6                    | 82.8               | 71.5         | –13.6             | 285              | 34               | 63                | –                 | 15                    |
| <b>DOCTORAL</b>                              |               |               |               |                         |                    |              |                   |                  |                  |                   |                   |                       |
| Hampton University (1)                       | 72.8          | 54.7          | 46.7          | 40.6                    | –                  | 53.0         | 3.0               | 243              | 47               | 46                | 20                | 9                     |
| Liberty University (1)                       | 61.6          | 50.3          | 44.2          | 34.3                    | –                  | 49.1         | 6.2               | 235              | 37               | –                 | 23                | 11                    |
| Marymount University (1)                     | 75.8          | 58.9          | 49.4          | –                       | –                  | 61.9         | 2.5               | 134              | 69               | 72                | –                 | 13                    |
| Regent University (1)                        | 108.0         | 82.4          | 68.1          | 43.6                    | –                  | 90.3         | 6.7               | 24               | 21               | 47                | 85                | 18                    |
| Shenandoah University (1)                    | 65.7          | 54.6          | 49.9          | 39.2                    | –                  | 56.4         | 3.7               | 125              | 42               | 7                 | 31                | 14                    |
| Virginia Union University (1)                | 61.5          | 51.1          | 42.1          | 33.6                    | –                  | 47.0         | 11.6              | 74               | 39               | 28                | –                 | 7                     |
| Virginia University of Lynchburg (1)         | –             | –             | –             | 15.0                    | –                  | 15.0         | –                 | 1                | 100              | –                 | –                 | 4                     |
| <b>WASHINGTON</b>                            |               |               |               |                         |                    |              |                   |                  |                  |                   |                   |                       |
| <i>Public</i>                                |               |               |               |                         |                    |              |                   |                  |                  |                   |                   |                       |
| <b>AA</b>                                    |               |               |               |                         |                    |              |                   |                  |                  |                   |                   |                       |
| Bates Technical College (1)                  | –             | –             | –             | 50.5                    | –                  | 50.5         | 5.1               | 13               | 38               | 82                | 91                | 16                    |
| Bellevue Community College (1)               | –             | –             | –             | –                       | 51.8               | 51.8         | 2.0               | 145              | 49               | 82                | 5                 | 16                    |
| Bellingham Technical College (1)             | –             | –             | –             | –                       | 52.5               | 52.5         | 2.9               | 42               | 40               | 78                | 16                | 17                    |
| Big Bend Community College (1)               | –             | –             | –             | –                       | 42.9               | 42.9         | –5.2              | 55               | 38               | 89                | –                 | 15                    |
| Cascadia Community College (1)               | –             | –             | –             | 49.9                    | –                  | 49.9         | 6.2               | 22               | 45               | 59                | –                 | 16                    |
| Centralia College (1)                        | –             | –             | –             | –                       | 50.0               | 50.0         | 2.1               | 57               | 44               | 84                | 2                 | 17                    |
| Clark College (1)                            | –             | –             | –             | –                       | 48.3               | 48.3         | 3.1               | 174              | 51               | 83                | –                 | 16                    |
| Clover Park Technical College (1)            | –             | –             | –             | 47.9                    | –                  | 47.9         | 12.6              | 4                | 100              | 86                | 96                | 16                    |
| Columbia Basin College (1)                   | –             | –             | –             | –                       | 47.0               | 47.0         | 4.1               | 99               | 48               | 87                | 2                 | 16                    |
| Edmonds Community College (1)                | –             | –             | –             | –                       | 50.4               | 50.4         | 2.2               | 136              | 54               | 82                | –                 | 16                    |
| Everett Community College (1)                | –             | –             | –             | 41.2                    | –                  | 41.2         | –9.6              | 132              | 54               | 85                | –                 | 14                    |
| Grays Harbor College (1)                     | –             | –             | –             | 47.5                    | –                  | 47.5         | 3.8               | 45               | 36               | 78                | 25                | 16                    |
| Green River Community College (1)            | –             | –             | –             | –                       | 50.9               | 50.9         | 1.7               | 123              | 42               | 91                | –                 | 17                    |
| Highline Community College (1)               | –             | –             | –             | –                       | 52.1               | 52.1         | 4.6               | 118              | 48               | 76                | –                 | 17                    |
| Lake Washington Technical College (1)        | –             | –             | –             | –                       | 48.8               | 48.8         | 2.5               | 63               | 52               | 67                | –                 | 16                    |
| Lower Columbia College (1)                   | –             | –             | –             | –                       | 50.0               | 50.0         | 2.8               | 77               | 39               | 85                | –                 | 17                    |
| Northwest Indian College (1)                 | –             | –             | –             | 30.9                    | –                  | 30.9         | 0.0               | 25               | 52               | –                 | –                 | 9                     |
| Olympic College (1)                          | –             | –             | –             | –                       | 47.9               | 47.9         | –0.8              | 96               | 46               | 84                | –                 | 16                    |
| Peninsula College (1)                        | –             | –             | –             | –                       | 45.0               | 45.0         | 2.9               | 64               | 39               | 67                | –                 | 15                    |
| Pierce College at Fort Steilacoom (1)        | –             | –             | –             | 47.7                    | –                  | 47.7         | 4.7               | 77               | 51               | 84                | 16                | 12                    |
| Pierce College at Puyallup (1)               | –             | –             | –             | 44.8                    | –                  | 44.8         | 3.4               | 39               | 51               | 85                | –                 | 16                    |
| Renton Technical College (1)                 | –             | –             | –             | 49.2                    | –                  | 49.2         | 1.8               | 72               | 40               | 81                | 1                 | 16                    |
| Seattle Community College-Central Campus (1) | –             | –             | –             | 48.7                    | 49.7               | 49.7         | 2.5               | 137              | 47               | 87                | 4                 | 16                    |
| Seattle Community College-North Campus (1)   | –             | –             | –             | 49.0                    | 50.8               | 50.7         | 2.5               | 92               | 52               | 93                | 2                 | 17                    |

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|--|---------------|----------------|---------------|-------------------------|--------------------|--------------|-------------------|------------------|------------------|-------------------|-------------------|-----------------------|
| Seattle Community College-South Campus (1)             | –             | –              | –             | 49.3                    | 50.3               | 50.3         | 2.4               | 68               | 40               | 92                | 1                 | 17                    |
| Shoreline Community College (1)                        | –             | –              | –             | –                       | 47.5               | 47.5         | –9.6              | 152              | 57               | 88                | 3                 | 15                    |
| Skagit Valley College (1)                              | –             | –              | –             | –                       | 49.3               | 49.3         | 2.1               | 119              | 56               | 88                | –                 | 15                    |
| South Puget Sound Community College (1)                | 48.6          | –              | –             | –                       | –                  | 48.6         | 9.9               | 90               | 48               | 86                | 1                 | 16                    |
| Spokane Community College (1)                          | –             | –              | –             | –                       | 49.8               | 49.8         | 8.9               | 190              | 42               | 87                | –                 | 17                    |
| Spokane Falls Community College (1)                    | –             | –              | –             | –                       | 49.3               | 49.3         | 4.0               | 167              | 54               | 82                | –                 | 17                    |
| Tacoma Community College (1)                           | –             | –              | –             | –                       | 51.6               | 51.6         | –1.5              | 108              | 47               | 77                | 8                 | 15                    |
| Walla Walla Community College (1)                      | –             | –              | –             | 48.0                    | –                  | 48.0         | 1.3               | 94               | 44               | 72                | 19                | 17                    |
| Wenatchee Valley College (1)                           | –             | –              | –             | –                       | 49.1               | 49.1         | 1.9               | 69               | 48               | 84                | –                 | 16                    |
| Whatcom Community College (1)                          | –             | –              | –             | –                       | 45.0               | 45.0         | 0.1               | 62               | 56               | 87                | –                 | 16                    |
| Yakima Valley Community College (1)                    | –             | –              | –             | 51.6                    | –                  | 51.6         | 1.9               | 97               | 60               | 78                | –                 | 16                    |
| <b>BA+</b>   |               |                |               |                         |                    |              |                   |                  |                  |                   |                   |                       |
| Central Washington University (1)                      | 69.4          | 55.6           | 46.7          | 38.4                    | –                  | 55.7         | 3.1               | 368              | 35               | 64                | 3                 | 15                    |
| The Evergreen State College (1)                        | –             | –              | –             | –                       | 56.8               | 56.8         | 3.5               | 158              | 50               | –                 | –                 | 17                    |
| University of Washington-Bothell Campus (1)            | 111.5         | 96.8           | 92.6          | 66.6                    | –                  | 89.8         | 33.6              | 65               | 43               | 46                | 8                 | 17                    |
| University of Washington-Tacoma Campus (1)             | 124.4         | 93.9           | 88.1          | 71.6                    | –                  | 95.1         | 45.3              | 108              | 46               | 48                | 3                 | 17                    |
| Western Washington University (1)                      | 70.9          | 57.5           | 50.7          | 41.2                    | –                  | 58.6         | 3.6               | 472              | 38               | 67                | 3                 | 16                    |
| <b>DOCTORAL</b>  |               |                |               |                         |                    |              |                   |                  |                  |                   |                   |                       |
| Eastern Washington University (1)                      | 65.6          | 53.5           | 49.7          | –                       | 34.6               | 51.2         | 1.8               | 402              | 41               | 45                | 2                 | 16                    |
| University of Washington-Seattle Campus (1)            | 127.9         | 94.2           | 88.4          | 65.5                    | –                  | 103.8        | 35.8              | 1,584            | 36               | 36                | 19                | 19                    |
| Washington State University (1)                        | 87.2          | 66.3           | 60.3          | 38.7                    | 53.7               | 65.7         | 5.0               | 821              | 39               | 49                | 20                | 19                    |
| <i>Private</i>   |               |                |               |                         |                    |              |                   |                  |                  |                   |                   |                       |
| <b>BA</b>  |               |                |               |                         |                    |              |                   |                  |                  |                   |                   |                       |
| Cornish College of the Arts (1)                        | 49.6          | 43.8           | 39.9          | –                       | –                  | 47.0         | 7.4               | 55               | 45               | –                 | –                 | 11                    |
| Henry Cogswell College (1)                             | –             | –              | –             | –                       | –                  | –            | –                 | –                | –                | –                 | 100               | –                     |
| Puget Sound Christian College (1)                      | 48.8          | 38.2           | 33.5          | –                       | –                  | 39.7         | –6.7              | 4                | 50               | –                 | 50                | 13                    |
| Whitman College (1)                                    | 89.7          | 70.9           | 53.3          | 40.4                    | –                  | 66.3         | 0.6               | 140              | 36               | 63                | –                 | 20                    |
| <b>BA+</b>   |               |                |               |                         |                    |              |                   |                  |                  |                   |                   |                       |
| City University (1)                                    | –             | –              | –             | –                       | –                  | –            | –                 | –                | –                | –                 | 100               | –                     |
| Heritage University (1)                                | 60.9          | 48.5           | 41.9          | 35.4                    | –                  | 44.7         | 0.2               | 16               | 63               | –                 | 65                | 12                    |
| Northwest University (1)                               | 55.9          | 53.1           | 40.6          | 35.8                    | –                  | 48.6         | 5.1               | 45               | 51               | 35                | 2                 | 9                     |
| Pacific Lutheran University (1)                        | 65.4          | 54.2           | 46.1          | 39.1                    | 68.0               | 54.2         | 1.4               | 202              | 45               | 73                | –                 | 14                    |
| Saint Martin's University (1)                          | 59.1          | 48.4           | 42.5          | 32.8                    | –                  | 49.7         | 1.6               | 66               | 35               | 79                | –                 | 12                    |
| Trinity Lutheran College (1)                           | –             | –              | –             | –                       | –                  | –            | –                 | –                | –                | –                 | 100               | –                     |
| University of Puget Sound (1)                          | 89.0          | 65.9           | 53.8          | 56.9                    | –                  | 68.3         | 2.5               | 235              | 44               | 58                | 1                 | 21                    |
| Walla Walla College (1)                                | 48.2          | 46.5           | 45.7          | 42.1                    | –                  | 46.8         | 5.3               | 138              | 39               | 81                | –                 | 17                    |
| Whitworth College (1)                                  | 68.2          | 55.7           | 46.2          | 46.5                    | –                  | 56.1         | 6.1               | 111              | 40               | 67                | 8                 | 20                    |
| <b>DOCTORAL</b>  |               |                |               |                         |                    |              |                   |                  |                  |                   |                   |                       |
| Antioch University-Seattle Branch (1)                  | –             | –              | –             | –                       | –                  | –            | –                 | –                | –                | –                 | 100               | –                     |
| Bastyr University (1)                                  | –             | –              | –             | –                       | –                  | –            | –                 | –                | –                | –                 | 100               | –                     |
| Gonzaga University (1)                                 | 92.6          | 62.8           | 55.3          | 39.9                    | –                  | 65.0         | 3.9               | 290              | 34               | 66                | 6                 | 15                    |
| Seattle Pacific University (1)                         | 72.3          | 60.0           | 48.4          | 41.5                    | –                  | 58.9         | 3.9               | 152              | 36               | 67                | 15                | 19                    |
| Seattle University (1)                                 | 97.9          | 74.1           | 60.0          | 52.8                    | 76.6               | 71.2         | 7.3               | 338              | 48               | 50                | 5                 | 20                    |
| <b>WEST VIRGINIA</b>                                   |               |                |               |                         |                    |              |                   |                  |                  |                   |                   |                       |
| <i>Public</i>  |               |                |               |                         |                    |              |                   |                  |                  |                   |                   |                       |
| <b>AA</b>  |               |                |               |                         |                    |              |                   |                  |                  |                   |                   |                       |
| Carver Career Center (1)                               | –             | –              | –             | 44.2                    | –                  | 44.2         | 4.4               | 21               | 48               | 78                | 34                | 16                    |
| Community and Technical College at West Virginia U (1) | –             | 18.4           | –             | 28.2                    | –                  | 21.7         | –47.7             | 6                | 50               | 22                | 76                | 11                    |

|  | Prof.<br>(\$) | Assc.<br>(\$) | Asst.<br>(\$) | Inst./<br>Lect.<br>(\$) | No<br>Rank<br>(\$) | Avg.<br>(\$) | %<br>Chng.<br>(%) | #<br>Fac.<br>(#) | %<br>Fem.<br>(%) | %<br>Ten.†<br>(%) | %<br>11/12<br>(%) | Avg.<br>Bene.<br>(\$) |
|--|---------------|---------------|---------------|-------------------------|--------------------|--------------|-------------------|------------------|------------------|-------------------|-------------------|-----------------------|
| Community and Technical College of Shepherd (1)        | —             | 45.9          | 46.5          | 39.7                    | —                  | 41.5         | —                 | 11               | 36               | 13                | 15                | 9                     |
| Eastern West Virginia Community and Technical Coll (1) | —             | —             | —             | —                       | —                  | —            | —                 | —                | —                | —                 | 100               | —                     |
| Fairmont State Community and Technical College (1)     | 56.4          | 53.1          | 41.1          | 39.9                    | —                  | 43.3         | 0.1               | 42               | 69               | 31                | 26                | 11                    |
| Marshall Community and Technical College (1)           | 51.0          | 43.9          | 44.1          | 34.7                    | —                  | 42.2         | 8.3               | 35               | 69               | 50                | 3                 | 11                    |
| New River Community and Technical College (1)          | 50.4          | 49.5          | 38.1          | 36.3                    | —                  | 41.2         | —                 | 25               | 40               | 37                | 19                | 11                    |
| Southern West Virginia Community and Technical Col (1) | 52.9          | 45.0          | 37.4          | 29.9                    | —                  | 40.9         | 0.6               | 66               | 55               | 59                | —                 | 12                    |
| West Virginia Northern Community College (1)           | 50.8          | 43.0          | 37.2          | 30.9                    | —                  | 42.3         | 6.2               | 55               | 64               | 51                | —                 | 12                    |
| West Virginia State Community and Technical Colleg (1) | 59.1          | 50.6          | 42.7          | 36.2                    | —                  | 45.3         | 2.3               | 29               | 62               | 43                | 15                | 12                    |
| <b>BA</b>  |               |               |               |                         |                    |              |                   |                  |                  |                   |                   |                       |
| Bluefield State College (1)                            | 59.6          | 45.3          | 38.2          | 34.0                    | —                  | 46.5         | 0.4               | 71               | 46               | 77                | 5                 | 13                    |
| Glenville State College (1)                            | 61.3          | 52.0          | 41.8          | 34.8                    | —                  | 45.7         | 3.8               | 51               | 37               | 54                | 4                 | 14                    |
| Potomac State College of West Virginia University (1)  | 53.9          | 44.8          | 34.6          | 32.5                    | 35.0               | 43.0         | 2.4               | 30               | 43               | 61                | 3                 | 8                     |
| West Liberty State College (1)                         | 59.4          | 47.6          | 41.1          | 34.8                    | —                  | 46.6         | -1.4              | 99               | 40               | 59                | 1                 | 11                    |
| West Virginia University at Parkersburg (1)            | 49.2          | 42.9          | 40.4          | 34.7                    | —                  | 43.1         | 1.0               | 81               | 49               | 68                | 6                 | 11                    |
| <b>BA+</b>   |               |               |               |                         |                    |              |                   |                  |                  |                   |                   |                       |
| Concord University (1)                                 | 59.0          | 50.9          | 43.7          | 37.7                    | —                  | 47.9         | 5.2               | 90               | 38               | 65                | 4                 | 16                    |
| Fairmont State University (1)                          | 60.2          | 52.3          | 46.5          | 38.7                    | —                  | 51.0         | 3.2               | 143              | 42               | 62                | 12                | 13                    |
| Shepherd University (1)                                | 63.0          | 54.1          | 45.8          | 38.8                    | —                  | 52.1         | 6.6               | 110              | 41               | 50                | 2                 | 12                    |
| West Virginia State University (1)                     | 58.8          | 51.4          | 42.5          | 33.3                    | —                  | 48.0         | 1.0               | 111              | 41               | 67                | 8                 | 12                    |
| West Virginia University Institute of Technology (1)   | 57.3          | 46.2          | 42.1          | —                       | —                  | 48.9         | 4.1               | 36               | 25               | 54                | 52                | 8                     |
| <b>DOCTORAL</b>  |               |               |               |                         |                    |              |                   |                  |                  |                   |                   |                       |
| Marshall University (1)                                | 63.2          | 53.8          | 42.4          | 30.7                    | —                  | 53.1         | 0.2               | 444              | 41               | 69                | 5                 | 13                    |
| West Virginia University (1)                           | 80.1          | 61.8          | 51.1          | 36.2                    | —                  | 63.4         | 3.4               | 646              | 32               | 57                | 18                | 15                    |
| <i>Private</i>   |               |               |               |                         |                    |              |                   |                  |                  |                   |                   |                       |
| <b>BA</b>  |               |               |               |                         |                    |              |                   |                  |                  |                   |                   |                       |
| Appalachian Bible College (1)                          | —             | —             | —             | —                       | —                  | —            | —                 | —                | —                | —                 | 100               | —                     |
| Bethany College (1)                                    | 53.9          | 42.5          | 35.7          | —                       | —                  | 44.0         | 1.7               | 57               | 33               | 64                | 5                 | 14                    |
| Davis and Elkins College (1)                           | 49.4          | 38.7          | 35.5          | 31.8                    | —                  | 40.4         | 3.3               | 43               | 49               | 77                | 2                 | 13                    |
| Ohio Valley University (1)                             | 42.7          | 36.3          | 32.1          | 21.0                    | —                  | 34.2         | -2.1              | 25               | 36               | 16                | —                 | 6                     |
| <b>BA+</b>   |               |               |               |                         |                    |              |                   |                  |                  |                   |                   |                       |
| Alderson Broaddus College (1)                          | 43.9          | 39.4          | 34.7          | 32.0                    | —                  | 37.4         | 3.2               | 52               | 50               | 69                | 10                | 13                    |
| Mountain State University (1)                          | 49.5          | 47.6          | 42.6          | 39.8                    | —                  | 43.9         | 9.7               | 37               | 51               | —                 | 55                | 10                    |
| University of Charleston (1)                           | 48.5          | 50.6          | 38.4          | 41.0                    | —                  | 44.8         | 2.5               | 42               | 60               | 4                 | 19                | 9                     |
| West Virginia Wesleyan College (1)                     | 56.1          | 47.6          | 39.7          | 35.2                    | —                  | 47.5         | 3.8               | 78               | 38               | 75                | 3                 | 11                    |
| <b>DOCTORAL</b>  |               |               |               |                         |                    |              |                   |                  |                  |                   |                   |                       |
| Wheeling Jesuit University (1)                         | 60.3          | 50.3          | 43.5          | 37.5                    | —                  | 47.8         | -2.2              | 68               | 43               | 66                | 9                 | 13                    |
| <b>WISCONSIN</b>                                       |               |               |               |                         |                    |              |                   |                  |                  |                   |                   |                       |
| <i>Public</i>  |               |               |               |                         |                    |              |                   |                  |                  |                   |                   |                       |
| <b>AA</b>  |               |               |               |                         |                    |              |                   |                  |                  |                   |                   |                       |
| Blackhawk Technical College (1)                        | —             | —             | —             | —                       | 61.4               | 61.4         | -1.3              | 101              | 56               | —                 | —                 | 22                    |
| Chippewa Valley Technical College (1)                  | —             | —             | —             | —                       | 57.5               | 57.5         | 0.2               | 182              | 53               | —                 | 21                | 24                    |
| Fox Valley Technical College (1)                       | —             | —             | —             | 63.4                    | —                  | 63.4         | 0.6               | 200              | 54               | —                 | 27                | 21                    |
| Gateway Technical College (1)                          | —             | —             | —             | 67.8                    | —                  | 67.8         | -7.5              | 267              | 56               | —                 | —                 | 30                    |
| Lac Courte Oreilles Ojibwa Community College (1)       | —             | —             | —             | 35.0                    | —                  | 35.0         | 0.4               | 16               | 38               | —                 | —                 | 11                    |
| Lakeshore Technical College (1)                        | —             | —             | —             | 64.5                    | —                  | 64.5         | 3.8               | 81               | 59               | —                 | 18                | 25                    |
| Madison Area Technical College (1)                     | —             | —             | —             | 70.4                    | —                  | 70.4         | 3.1               | 401              | 49               | —                 | —                 | 36                    |
| Mid-State Technical College (1)                        | —             | —             | —             | —                       | 60.8               | 60.8         | 11.5              | 85               | 56               | —                 | 12                | 25                    |
| Milwaukee Area Technical College (1)                   | —             | —             | —             | 79.3                    | —                  | 79.3         | 2.8               | 594              | 49               | —                 | —                 | 37                    |



|  | Prof.<br>(\$) | Assc.<br>(\$) | Asst.<br>(\$) | Inst./<br>Lect.<br>(\$) | No<br>Rank<br>(\$) | Avg.<br>(\$) | %<br>Chng.<br>(%) | #<br>Fac.<br>(#) | %<br>Fem.<br>(%) | %<br>Ten.†<br>(%) | %<br>11/12<br>(%) | Avg.<br>Bene.<br>(\$) |
|--|---------------|---------------|---------------|-------------------------|--------------------|--------------|-------------------|------------------|------------------|-------------------|-------------------|-----------------------|
| Moraine Park Technical College (1)         | –             | –             | –             | 60.1                    | –                  | 60.1         | 8.1               | 139              | 51               | –                 | –                 | 26                    |
| Nicolet Area Technical College (1)         | –             | –             | –             | 65.6                    | –                  | 65.6         | 0.7               | 68               | 53               | –                 | 9                 | 26                    |
| Northcentral Technical College (1)         | –             | –             | –             | 59.8                    | –                  | 59.8         | 5.4               | 149              | 54               | –                 | –                 | 23                    |
| Northeast Wisconsin Technical College (1)  | –             | –             | –             | –                       | 66.5               | 66.5         | 7.9               | 211              | 50               | –                 | –                 | 26                    |
| Southwest Wisconsin Technical College (1)  | –             | –             | –             | 52.8                    | –                  | 52.8         | 6.3               | 89               | 56               | 100               | 5                 | 11                    |
| University of Wisconsin Colleges (1)       | 62.4          | 51.3          | 41.7          | 38.4                    | –                  | 49.7         | –0.3              | 300              | 34               | 49                | –                 | 15                    |
| Waukesha County Technical College (1)      | –             | –             | –             | 65.3                    | –                  | 65.3         | 0.7               | 176              | 47               | –                 | –                 | 29                    |
| Western Wisconsin Technical College (1)    | –             | –             | –             | –                       | 50.2               | 50.2         | –2.9              | 203              | 55               | –                 | –                 | 20                    |
| Wisconsin Indianhead Technical College (1) | –             | –             | –             | –                       | –                  | –            | –                 | –                | –                | –                 | 100               | –                     |
| <b>BA+</b>                                 |               |               |               |                         |                    |              |                   |                  |                  |                   |                   |                       |
| University of Wisconsin-Eau Claire (1)     | 67.6          | 55.4          | 49.1          | 39.7                    | –                  | 56.0         | 2.6               | 407              | 42               | 71                | 3                 | 20                    |
| University of Wisconsin-Green Bay (1)      | 65.9          | 54.2          | 47.4          | 42.1                    | –                  | 53.1         | 2.7               | 180              | 39               | 40                | 2                 | 19                    |
| University of Wisconsin-La Crosse (1)      | 73.0          | 56.3          | 47.8          | 38.0                    | –                  | 55.7         | 1.1               | 351              | 38               | 64                | 3                 | 20                    |
| University of Wisconsin-Oshkosh (1)        | 68.7          | 58.0          | 49.4          | 40.3                    | –                  | 55.5         | 3.2               | 376              | 40               | 63                | 2                 | 19                    |
| University of Wisconsin-Parkside (1)       | 71.3          | 59.3          | 54.1          | 38.3                    | –                  | 55.1         | 1.4               | 167              | 44               | 56                | 2                 | 20                    |
| University of Wisconsin-Platteville (1)    | 67.9          | 54.7          | 47.8          | 38.7                    | –                  | 54.7         | 1.5               | 240              | 31               | 56                | 3                 | 20                    |
| University of Wisconsin-River Falls (1)    | 63.1          | 55.8          | 49.5          | 42.5                    | –                  | 56.9         | 1.3               | 224              | 39               | 71                | 3                 | 20                    |
| University of Wisconsin-Stevens Point (1)  | 67.6          | 53.8          | 45.2          | 39.2                    | –                  | 54.7         | –0.6              | 358              | 40               | 63                | 1                 | 19                    |
| University of Wisconsin-Stout (1)          | 68.3          | 55.3          | 47.4          | 41.8                    | –                  | 54.5         | 2.5               | 299              | 40               | 52                | 2                 | 19                    |
| University of Wisconsin-Superior (1)       | 63.1          | 51.8          | 49.7          | 38.4                    | –                  | 52.8         | –0.4              | 108              | 39               | 61                | 5                 | 19                    |
| University of Wisconsin-Whitewater (1)     | 69.9          | 57.2          | 52.9          | 42.6                    | –                  | 55.5         | 1.9               | 406              | 44               | 51                | 1                 | 20                    |
| <b>DOCTORAL</b>                            |               |               |               |                         |                    |              |                   |                  |                  |                   |                   |                       |
| University of Wisconsin-Madison (1)        | 100.2         | 74.5          | 63.4          | 60.8                    | 32.0               | 85.1         | 1.2               | 1,391            | 33               | 58                | 15                | 24                    |
| University of Wisconsin-Milwaukee (1)      | 85.7          | 66.1          | 56.4          | 40.1                    | 22.3               | 63.1         | 0.6               | 907              | 42               | 55                | 6                 | 21                    |
| <i>Private</i>                             |               |               |               |                         |                    |              |                   |                  |                  |                   |                   |                       |
| <b>AA</b>                                  |               |               |               |                         |                    |              |                   |                  |                  |                   |                   |                       |
| College of Menominee Nation (1)            | –             | –             | –             | 44.7                    | –                  | 44.7         | 13.1              | 15               | 33               | –                 | –                 | 13                    |
| <b>BA</b>                                  |               |               |               |                         |                    |              |                   |                  |                  |                   |                   |                       |
| Beloit College (1)                         | 73.8          | 55.8          | 44.6          | 43.3                    | –                  | 58.8         | 3.7               | 103              | 41               | 79                | –                 | 19                    |
| Lawrence University (1)                    | 74.6          | 59.2          | 47.9          | 37.8                    | 34.4               | 56.9         | –1.1              | 144              | 33               | 70                | –                 | 14                    |
| Milwaukee Institute of Art Design (1)      | 52.7          | 44.0          | 37.3          | –                       | –                  | 47.9         | 5.2               | 34               | 41               | –                 | –                 | 15                    |
| Northland College (1)                      | 54.6          | 46.5          | 40.9          | 52.4                    | –                  | 47.6         | 2.2               | 41               | 22               | 68                | –                 | 13                    |
| Ripon College (1)                          | 56.1          | 46.1          | 36.2          | 35.9                    | –                  | 49.5         | 1.7               | 50               | 40               | 84                | –                 | 13                    |
| Wisconsin Lutheran College (1)             | 58.5          | 49.0          | 40.7          | 32.0                    | –                  | 46.2         | 1.6               | 50               | 28               | –                 | –                 | 17                    |
| <b>BA+</b>                                 |               |               |               |                         |                    |              |                   |                  |                  |                   |                   |                       |
| Alverno College (1)                        | 54.8          | 46.7          | 39.7          | –                       | –                  | 46.1         | 2.0               | 108              | 76               | 72                | 1                 | 11                    |
| Bellin College of Nursing (1)              | –             | 58.5          | 53.6          | 46.1                    | –                  | 53.3         | –0.4              | 15               | 100              | –                 | 12                | 10                    |
| Carroll College (1)                        | 66.0          | 53.5          | 44.2          | –                       | –                  | 50.6         | 3.7               | 95               | 44               | 67                | 4                 | 17                    |
| Carthage College (1)                       | 68.7          | 58.1          | 46.3          | –                       | –                  | 56.6         | 3.1               | 122              | 32               | 66                | –                 | 20                    |
| Lakeland College (1)                       | 63.2          | 53.6          | 46.3          | 39.9                    | –                  | 51.2         | 2.1               | 54               | 37               | 62                | 2                 | 14                    |
| Maranatha Baptist Bible College Inc (1)    | 43.8          | 36.2          | 32.3          | 28.8                    | –                  | 35.0         | 2.7               | 43               | 28               | –                 | 2                 | 21                    |
| Milwaukee School of Engineering (1)        | 68.1          | 62.8          | 59.2          | 46.0                    | –                  | 62.7         | 3.3               | 112              | 21               | –                 | 7                 | 17                    |
| Mount Mary College (1)                     | 60.6          | 49.4          | 42.3          | 35.8                    | –                  | 47.2         | 2.5               | 62               | 79               | 73                | 6                 | 16                    |
| Ottawa University-Milwaukee (1)            | –             | –             | –             | –                       | –                  | –            | –                 | –                | –                | –                 | 100               | –                     |
| Saint Norbert College (1)                  | 68.5          | 54.6          | 49.4          | 34.8                    | –                  | 53.9         | 2.3               | 109              | 34               | 81                | –                 | 19                    |
| Silver Lake College (1)                    | 53.2          | 39.8          | 34.4          | 29.4                    | –                  | 39.5         | –6.0              | 21               | 57               | –                 | 9                 | 8                     |
| Viterbo University (1)                     | 60.3          | 51.5          | 44.1          | 37.4                    | –                  | 49.0         | 3.2               | 109              | 58               | 64                | –                 | 15                    |

|                                       | Prof.<br>(\$) | Assc.<br>(\$) | Asst.<br>(\$) | Inst./<br>Lect.<br>(\$) | No<br>Rank<br>(\$) | Avg.<br>(\$) | %<br>Chng.<br>(%) | #<br>Fac.<br>(#) | %<br>Fem.<br>(%) | %<br>Ten.†<br>(%) | %<br>11/12<br>(%) | Avg.<br>Bene.<br>(\$) |
|---------------------------------------|---------------|---------------|---------------|-------------------------|--------------------|--------------|-------------------|------------------|------------------|-------------------|-------------------|-----------------------|
| <b>DOCTORAL</b>                       |               |               |               |                         |                    |              |                   |                  |                  |                   |                   |                       |
| Cardinal Stritch University (1)       | 64.6          | 52.5          | 46.0          | 41.7                    | —                  | 48.2         | 1.6               | 78               | 65               | 62                | 16                | 13                    |
| Concordia University-Wisconsin (1)    | 61.0          | 56.8          | 47.6          | 44.2                    | —                  | 53.7         | 2.2               | 93               | 42               | —                 | —                 | 12                    |
| Edgewood College (1)                  | 61.7          | 50.7          | 45.3          | 40.0                    | —                  | 52.7         | 3.6               | 94               | 43               | 70                | 3                 | 15                    |
| Marian College of Fond du Lac (1)     | 69.6          | 53.8          | 45.5          | 38.4                    | —                  | 51.3         | 6.8               | 70               | 44               | 63                | 4                 | 15                    |
| Marquette University (1)              | 99.2          | 72.7          | 60.3          | 43.5                    | 46.8               | 72.6         | 6.3               | 516              | 36               | 60                | 13                | 22                    |
| Northland Mission (1)                 | —             | —             | —             | —                       | —                  | —            | —                 | —                | —                | —                 | 100               | —                     |
| <b>WYOMING</b>                        |               |               |               |                         |                    |              |                   |                  |                  |                   |                   |                       |
| <i>Public</i>                         |               |               |               |                         |                    |              |                   |                  |                  |                   |                   |                       |
| <b>AA</b>                             |               |               |               |                         |                    |              |                   |                  |                  |                   |                   |                       |
| Casper College (1)                    | —             | —             | —             | —                       | 47.9               | 47.9         | 4.6               | 142              | 46               | 82                | 5                 | 16                    |
| Central Wyoming College (1)           | 54.5          | 46.7          | 44.1          | 39.8                    | —                  | 45.9         | 9.7               | 44               | 59               | —                 | —                 | 16                    |
| Eastern Wyoming College (1)           | —             | —             | —             | 43.0                    | —                  | 43.0         | 3.3               | 36               | 36               | 68                | 5                 | 16                    |
| Laramie County Community College (1)  | —             | —             | —             | —                       | 47.6               | 47.6         | 5.0               | 80               | 56               | —                 | 11                | 16                    |
| Northwest College (1)                 | 52.3          | 49.2          | 44.9          | 38.1                    | —                  | 45.0         | 0.2               | 79               | 35               | 78                | —                 | 15                    |
| Sheridan College (1)                  | —             | —             | —             | 47.1                    | —                  | 47.1         | 2.1               | 70               | 60               | 61                | 9                 | 17                    |
| Western Wyoming Community College (1) | 64.0          | 52.0          | 44.7          | 39.2                    | —                  | 46.6         | 4.9               | 66               | 56               | —                 | 3                 | 18                    |
| <b>DOCTORAL</b>                       |               |               |               |                         |                    |              |                   |                  |                  |                   |                   |                       |
| University of Wyoming (1)             | 84.2          | 65.3          | 57.5          | 45.5                    | —                  | 64.6         | -0.6              | 585              | 34               | 40                | 15                | 20                    |