

This annual full-time faculty salary report was prepared for NEA by ASA Research prior to the coronavirus pandemic, which closed campuses across the U.S. and destabilized college enrollment and public funding. Until then,

higher education's fiscal environment appeared to be stabilizing, for the first time since the tumultuous years of and subsequent to the Great Recession in 2008. Faculty salaries in 2018-2019 were slightly improved, although large gaps persisted between women's and men's salaries and between the salaries paid to HBCU faculty compared to their colleagues at other land-grant institutions. What's ahead now for faculty salaries, as states and institutions cope with a pandemic-altered landscape, is unclear. But this salary report also shows one important point: full-time faculty at institutions with collectively bargained contracts do much better than their peers without a union.

Illustration: JJPan

WHAT'S UP... OR DOWN

BY SUE CLERY,
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Although state appropriations declined between 2009 and 2012, they have increased annually over the past seven years.¹ In response, the higher education landscape looks quite different than it did before the Great Recession. Students and families, instead of states, now bear a greater burden of the cost of public higher education: from 2006 to 2018, the average inflation-adjusted tuition revenue per student at a public institution increased from \$4,800 to \$6,800, while government appropriations per student declined from \$8,500 to \$7,800.² Students and families now contribute about 47 percent of public institutions' revenues, up from 37 percent in 2006.³

States are beginning to limit increases in tuition, expand financial aid programs and target funds to support career and technical education programs in an effort to better-align education with labor market needs.⁴

The academic workforce continued to grow and increased by about 7,000 over the past year, or about 1 percent. Faculty purchasing power remained at similar levels since last year but, for some faculty, has not kept pace with inflation over the past 10 years. For some faculty, purchasing power is significantly lower than pre-recessionary levels.

This analysis provides an update of the status of academia: trends faculty composition, historical and current

perspectives on faculty salaries, and comparisons of faculty salaries across sectors, ranks, states, genders, disciplines, and collective bargaining status.

Faculty Composition

In 2018-19, more than 600,000 full-time faculty were employed in the nation's public and independent colleges and universities. As enrollments have increased, so has the number of faculty, which is about 10 percent greater than a decade ago. With this growth, the distribution of faculty — where they teach and the positions they hold — has remained relatively steady over the past several decades.

WHERE DO FACULTY TEACH? The nation's 609,318 full-time faculty are dispersed across institution types with the largest group — over 4-in-10 — teaching in public research universities (Figure 1). Half as many, 2-in-10, teach in community colleges, while a similar proportion teach in independent research universities. In sum, 7-in-10 faculty teach in public institutions, and more than 8-in-10 faculty are on 9/10-month contracts with the balance working with 11/12-month contracts.

WHAT RANKS DO FACULTY HOLD? Just over a quarter, 26 percent, of full-time faculty hold full-professor positions (Figure 1). Similar percentages hold associate and assistant professor positions: 23 and

DATA SOURCES

This report relies largely on U.S. Department of Education (ED), National Center for Education Statistics (NCES), Integrated Postsecondary Education Data System (IPEDS) Human Resources data. Reflecting 2018-19, NCES collected data from 4,014 degree-granting colleges and universities as part of the annual IPEDS data collection for higher education institutions.

This analysis excluded 989 seminaries, religious training institutions, and for-profit colleges, leaving 3,025 institutions. At the time of analysis, these data are the provisional release of the IPEDS data and results may differ from data reported by NCES in the future.

This report also makes use of data provided by the College and University Professional Association (CUPA) reflecting 2018-19 average salaries in 340 public four- and two-year institutions, by academic specialty; this report reflects 111,142 tenured or tenure-track faculty members.

WHAT'S UP...
OR DOWN

22 percent, respectively. Instructors comprise 14 percent of faculty, while lecturers and faculty with no rank make up the remaining 15 percent.

TENURE AND CONTRACT TYPE. A larger share of faculty in public institutions have tenure or are on-track than (63 percent) those teaching in independent institutions (58 percent; Figure 2). Within the public sector, faculty in comprehensive institutions are the most likely to have tenure or be on-track for tenure, (77 percent); notably, this is a relatively small sector comprising only about 35,000, or 6 percent of full-time faculty. A smaller share of faculty in community colleges have tenure or are on-track (55 percent) compared with those in public research institutions (65 percent).

Institutions provide a variety of contracts to faculty without tenure or not on-track. The majority of community college faculty, 75 percent, are on annual contracts and only 15 percent hold multi-year or indefinite contracts (Figure 3). Meanwhile, faculty in other public institutions are more likely to hold multi-year contracts (34 percent) or indefinite contracts (47 percent.)

Faculty Salaries

THE RECESSIONARY EFFECT. Purchasing power is the salary paid in a given year corrected for inflation. It represents the ability — or power — to purchase goods and services. Over time, fluctuations in faculty purchasing power mirror the country's economy. During inflationary periods and recessions, purchasing power typically declines. Likewise, it generally improves during periods of economic

FIGURE 1: THE NATION'S 609,318 FULL-TIME FACULTY MEMBERS ARE DISPERSED ACROSS SECTORS AND RANKS

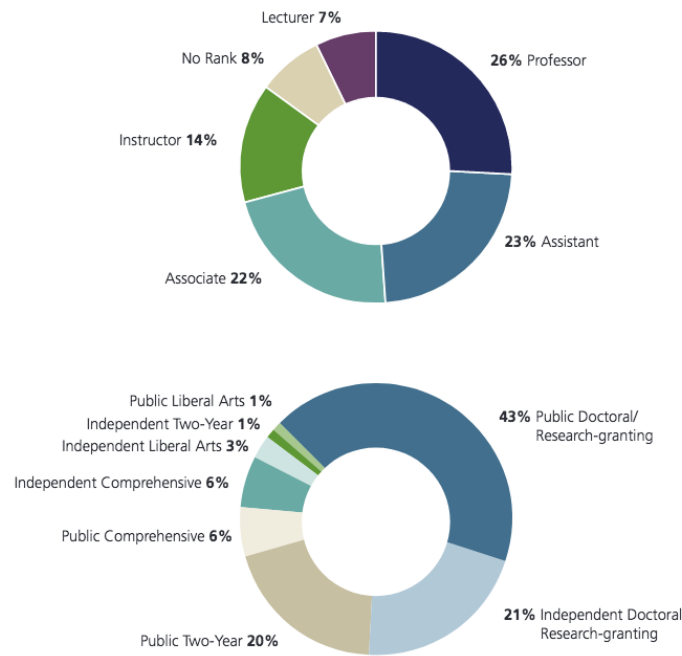
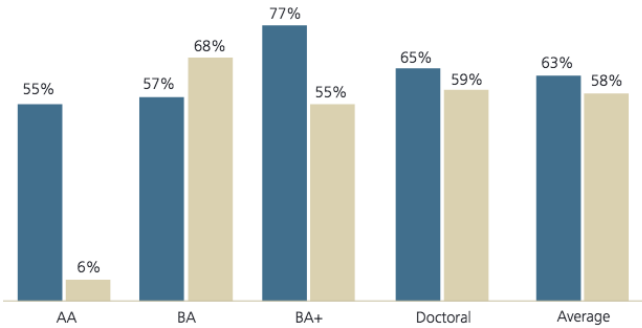


FIGURE 2: TENURE IS MOST FREQUENT IN PUBLIC COMPREHENSIVE INSTITUTIONS
Percent of Faculty Tenured/On Tenure Track, 2018-19: ■ Public ■ Independent



Source: ASA Research analysis of U.S. Department of Education's, Integrated Postsecondary Education Data System, Salary Survey Data, 2018-19.

WHAT'S UP...
OR DOWN

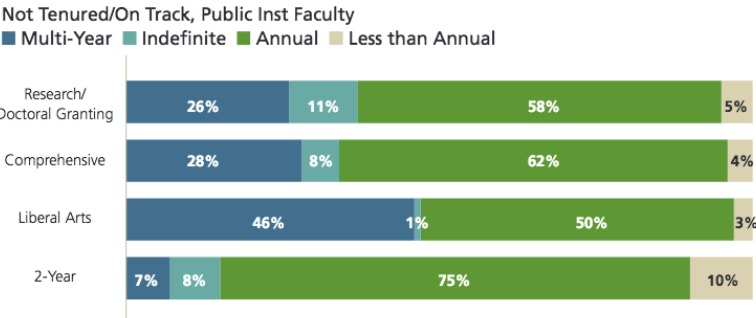
recovery or growth, such as the 1990s tech boom.

Figure 4 displays faculty purchasing power in 2008-09, prior to the start of the Great Recession, compared to 2018-19 purchasing power. On average, faculty felt slightly “richer” in 2018-19 compared with 2008-09 as purchasing power improved over the decade by \$1,367, or 2 percent. However, within faculty ranks, the change was negative in some cases. For example, full professors experienced a 2 percent decline in purchasing power over the decade, almost \$2,000, while instructors experienced the largest loss in purchasing power, an 11 percent decline, from an average purchasing power of about \$68,000 in 2008-09 to about \$60,000 in 2018-19.

SALARIES IN 2018-19. The \$88,719 average salary for faculty on 9/10-month contracts in 2018-19 represents a 2 percent increase over 2017-18 (Figure 4) (not adjusted for inflation). Salary differentials exist across institutional sectors, ranks, genders, disciplines, and states. For example, faculty teaching in independent institutions were paid, on average, over \$12,000 more than colleagues in public institutions, a 14 percent differential (\$85,114 and \$97,224, respectively; Figure 5).

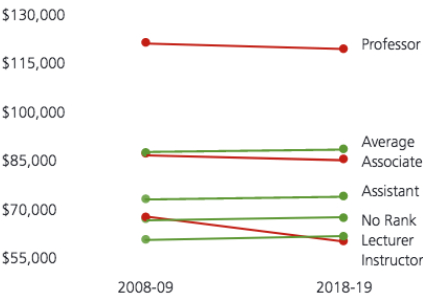
SALARIES BY ACADEMIC RANK AND SECTOR. Academic rank correlates positively with higher salaries (Figure 5). Associate and assistant professors earn about three-quarters and two-thirds of the salaries of full professors; full professors teaching in public institutions averaged \$112,214 in 2018-19, associates and assistants earned \$83,623 and \$73,132, respectively.

FIGURE 3: THE MAJORITY OF COMMUNITY COLLEGE FACULTY ARE ON ANNUAL CONTRACTS WHILE FACULTY IN OTHER PUBLIC INSTITUTIONS HOLD MULTI-YEAR AND INDEFINITE CONTRACTS AT RATES DOUBLE THAT OR MORE OF COMMUNITY COLLEGES.



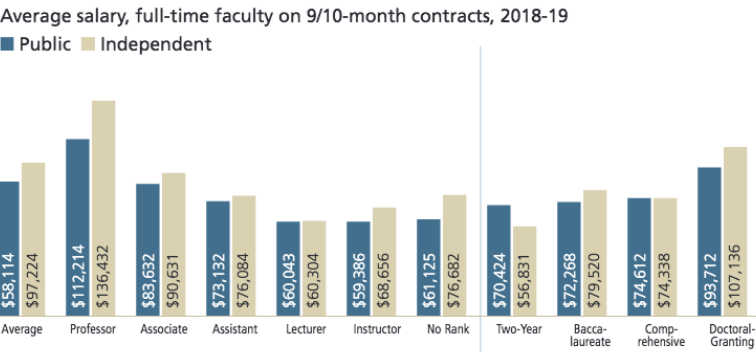
Source: ASA Research analysis of U.S. Department of Education's, Integrated Postsecondary Education Data System, Salary Survey Data, 2018-19.

FIGURE 4: SOME FACULTY FARE BETTER OVER TIME
Average Purchasing Power of Full-Time Faculty on 9/10-Month Contracts: 2008-09 and 2018-19



Source: ASA Research analysis of U.S. Department of Education's, Integrated Postsecondary Education Data System, Salary Survey Data, 2008-09 and 2018-19.

FIGURE 5: HIGHER ACADEMIC RANK IS POSITIVELY CORRELATED WITH HIGHER SALARIES; FACULTY IN INDEPENDENT INSTITUTIONS GENERALLY EARN MORE THAN THOSE IN PUBLICS



Source: ASA Research analysis of U.S. Department of Education's, Integrated Postsecondary Education Data System, Salary Survey Data, 2018-19.

WHAT'S UP...
OR DOWN

Instructors, lecturers, and faculty with no rank in public institutions earned slightly more than one-half of the average salaries of full professors, ranging from \$59,000 to \$61,000.

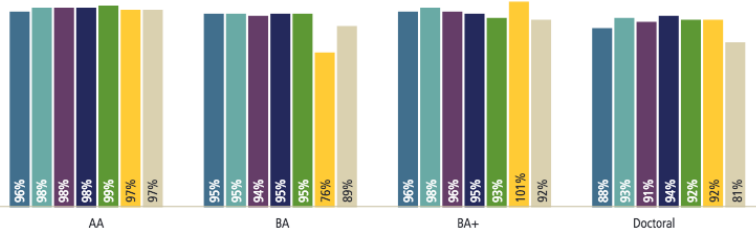
Within the faculty ranks, independent institutions' average salaries were higher than those at public institutions, with the differential ranging from \$261 for lecturers to over \$24,000 for full professors. However, by sector, faculty teaching in community colleges earn, on average, higher salaries compared with colleagues in the independent sector.

SALARIES BY GENDER. Among workers in all industries, female, full-time workers earn about 82 cents to a dollar of men's earnings.⁵ The same is true, overall, in academia, with women faculty averaging 84 percent of men's earnings at public institutions, and 81 percent at independent institutions in 2018-19. However, when comparing men's and women's salaries by sector and rank, the magnitude of the salary disparity is often reduced: Depending on rank, women earned 97 to 99 percent of men's earnings in community colleges (Figure 6). However, the disparity between men's and women's salaries is much larger in the better well-paid faculty positions: Women earned only 81 percent overall, and 88 percent of men professor's earnings at public research universities.

The overall pay disparity is due, in part, to the fact that more women work in lower-paying sectors and ranks than men. In 2018-19, women comprised almost one-half of the professoriate (47 percent in public and 45 percent in independent institutions). Yet, women represented only 31 percent of all full

FIGURE 6: THE GENDER GAP IS SMALLEST AT PUBLIC TWO-YEAR INSTITUTIONS; LARGEST FOR PROFESSORS IN RESEARCH UNIVERSITIES.

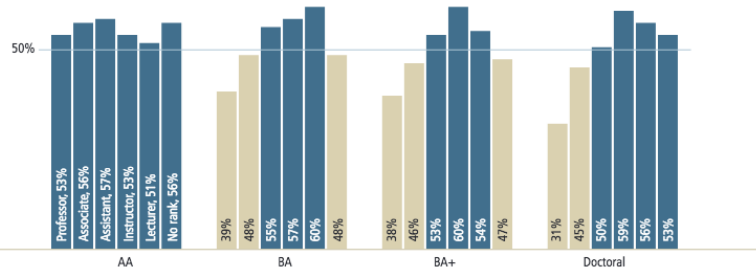
Women salaries as a percent of men salaries, public institutions: 2018-19
■ Professor ■ Associate ■ Assistant ■ Instructor ■ Lecturer ■ No Rank ■ Average



Source: ASA Research analysis of U.S. Department of Education's, Integrated Postsecondary Education Data System, Salary Survey Data, 2018-19.

FIGURE 7: NEARLY 50% OF THE PROFESSORIATE ARE WOMEN. BUT WOMEN ARE MORE LIKELY TO TEACH AT LOWER-PAYING, 2-YEAR COLLEGES, AND LESS LIKELY TO HOLD THE HIGHER PAID, FULL PROFESSOR POSITIONS IN 4-YEAR COLLEGES AND UNIVERSITIES.

Women share of all faculty, 2018-19



Source: ASA Research analysis of U.S. Department of Education's, Integrated Postsecondary Education Data System, Salary Survey Data, 2018-19.

professors at public research/doctoral-granting institutions (Figure 7).

SALARIES BY STATE. Due to differences in local and regional economies, cost of living, state budgets, union representation, demographics, and student and labor force demands, faculty salaries and changes in salaries vary widely by state and sector. And, although the ranking of salaries by state across sectors (e.g., public 2-year compared with public 4-year) are not always similar, state rankings within sector remain relatively stable over time.

Among public four-year institutions, California, New Jersey, and Delaware have held the top ranks for a number of years, with Hawaii, Michigan and Connecticut following closely. California faculty salaries increased about 4 percent over the last year to \$114,755 in 2018-19, which lands them at the top of the ranking for 4-year institutions. Last year's number one, New Jersey, saw a small, less-than-one percent increase and an average salary of \$113,212 (Table 1). Delaware came in a close third with an average salary of

WHAT'S UP... OR DOWN

TABLE 1. AVERAGE SALARIES FOR FACULTY ON 9/10 MONTH CONTRACTS BY STATE AND SECTOR: 2018-19

State	Average Salary			Rank			Percent Change		
	Public 2-Year	Public 4-Year	Private	Public 2-Year	Public 4-Year	Private	Public 2-Year	Public 4-Year	Private
Average	\$70,297	\$90,976	\$97,487	—	—	—	2.1%	2.1%	2.1%
CA	97,171	114,755	116,242	1	1	5	4.2	4.1	0.8
NJ	77,802	113,212	118,190	6	2	3	1.5	0.6	2.6
DE	70,754	112,746	73,575	14	3	32	1.8	1.6	-2.7
HI	75,878	103,506	79,474	8	4	26	2.8	3.1	0.6
MI	83,708	100,357	71,511	2	5	35	4.2	0.4	0.6
CT	76,987	99,372	119,107	7	6	2	-0.6	-1.1	4.7
WA	65,466	97,428	81,044	19	7	24	4.7	3.2	1.3
NH	67,223	97,354	110,282	17	8	7	8.1	0.9	1.3
MA	66,164	97,295	122,715	18	9	1	-1.4	-0.6	2.8
PA	69,511	95,670	97,351	15	10	10	1.3	2.0	1.7
NY	79,972	95,651	110,000	4	11	8	1.1	3.1	2.3
IA	62,148	95,342	67,727	23	12	38	1.7	0.5	1.4
FL	60,256	94,872	85,405	27	13	19	-0.7	1.8	1.2
MN	72,612	93,541	77,648	13	14	28	3.9	2.7	1.3
NV	73,187	93,366	78,922	12	15	27	1.1	1.8	-1.1
VA	64,269	92,550	77,536	20	16	29	-0.1	0.7	0.8
AZ	75,024	91,856	76,004	9	17	31	11.1	2.4	5.0
OH	68,773	91,450	76,018	16	18	30	3.1	2.2	0.4
MD	75,021	90,967	88,980	10	19	15	1.8	-0.5	6.0
WY	59,268	90,173	—	28	20	—	1.6	4.2	—
IL	78,928	89,931	102,500	5	21	9	1.0	1.7	2.4
IN	51,112	89,852	84,619	43	22	21	-1.7	1.3	1.4
CO	61,090	89,491	93,307	26	23	11	-0.2	11.7	2.3
TX	61,884	89,169	92,727	24	24	12	1.6	2.1	2.2
RI	62,179	87,541	115,077	22	25	6	-0.9	0.0	2.7
NC	52,332	87,134	91,946	39	26	13	1.7	0.9	2.2
OR	74,108	86,583	79,810	11	27	25	3.3	4.3	2.1
VT	57,874	85,966	82,019	32	28	23	-1.8	2.4	1.7
NE	62,348	85,080	71,423	21	29	36	2.0	1.3	2.5
UT	61,318	82,571	84,893	25	30	20	3.0	0.8	4.5
AL	56,046	82,523	59,473	35	31	44	2.7	2.6	1.5
AK	—	82,350	54,804	—	32	47	—	-1.4	2.7
SC	50,093	82,126	61,262	45	33	42	1.0	-0.5	-2.1
WI	81,984	81,166	72,352	3	34	34	1.1	1.8	1.4
TN	54,383	81,011	89,374	37	35	14	2.0	2.8	3.2
KS	56,420	80,161	52,935	33	36	48	2.3	1.7	0.5
GA	51,922	80,157	83,831	42	37	22	-0.2	-0.1	2.6
ME	58,663	78,653	88,465	30	38	16	2.8	2.2	8.1
DC	—	76,695	117,945	—	39	4	—	0.2	-2.2
KY	52,135	76,008	61,608	40	40	41	-1.5	0.6	1.8
MO	59,229	75,769	87,517	29	41	18	-0.1	2.5	2.4
ND	55,391	75,238	58,573	36	42	45	0.4	0.1	2.6
NM	53,789	75,106	69,321	38	43	37	2.3	0.7	2.2
MT	49,966	74,068	48,185	46	44	50	-4.2	1.6	-8.1
OK	49,837	73,813	72,641	47	45	33	1.9	1.6	0.5
ID	56,131	73,572	64,536	34	46	39	0.9	3.1	5.1
WV	50,559	72,901	52,397	44	47	49	3.6	5.1	2.2
LA	45,262	71,214	88,344	49	48	17	1.2	1.0	4.7
AR	47,191	70,582	60,731	48	49	43	0.2	0.5	1.4
MS	52,000	70,387	61,895	41	50	40	-0.5	2.3	2.4
SD	58,490	70,116	57,038	31	51	46	1.0	1.7	-0.1

*Ranked in descending order of the average salary in public 4-year institutions. Based on 100.0 percent of the public institution universe (1,017 institutions).

— Not applicable.

Source: ASA Research analysis of U.S. Department of Education's, Integrated Postsecondary Education Data System, Salary Survey Data, 2018-19.

WHAT'S UP...
OR DOWN

\$112,746. Two other states—Hawaii and Michigan—paid public four-year faculty over \$100,000, on average. Connecticut, where last years’ public 4-year average salaries were over \$100,00, experienced a small decline—about 1 percent—and the average salary was just under \$100,000 in 2018-19. This decline likely does not represent a decline in salaries paid to individuals, it is more likely due to a shift of faculty across ranks, e.g., an influx of younger faculty taking over for retiring, full professors. States that are perennially among the lowest ranking for public four-year institutions—Mississippi, Arkansas, Louisiana, West Virginia and South Dakota—all have average faculty salaries over \$70,000 for the first time. And, some of the lower ranked states saw relatively large increases, outpacing inflation. For example, West Virginia had a 5 percent increase, and Idaho, 3 percent.

State rankings among public two-year institutions also are consistent. California community colleges, as they have for many years, topped the public two-year chart with an average salary of \$97,171, which, notably, represents a relatively large, 4 percent increase over last year. Ranked number two, Michigan’s average 2-year salary is about \$13,000 less, or \$83,708. Wisconsin, New York and Illinois are close behind with salaries ranging about \$79,000 to \$82,000. Louisiana and Arkansas placed at the bottom of the ranking for public two-year institutions, as they have historically, with average salaries of \$45,262 and \$47,191. For the second year, Arizona experienced large increases (11.1 percent) in salaries, improving its

TABLE 2. AVERAGE SALARIES FOR TENURED AND ON-TENURE-TRACK FACULTY IN PUBLIC INSTITUTIONS, BY DISCIPLINE: 2018-19

Discipline	Salary
Average	\$82,632
Legal Professions and Studies	120,145
Business, Management, Marketing, and Related Support Services"	116,262
Engineering	104,611
Computer and Information Sciences and Support Services	99,510
Multi/Interdisciplinary Studies	92,439
Natural Resources and Conservation	89,764
Architecture and Related Services	88,005
Agriculture, Agriculture Operations, and Related Sciences"	86,533
Area, Ethnic, Cultural, Gender and Group Studies"	85,385
Physical Sciences	84,424
Biological and Biomedical Sciences	83,368
Engineering Technologies and Engineering Related Fields	82,304
Social Sciences	81,877
Psychology	81,234
Mathematics and Statistics	80,976
Public Administration and Social Service Professions	80,709
Family and Consumer Sciences/Human Sciences	79,954
Philosophy and Religious Studies	78,602
Transportation and Material Services	78,517
Liberal Arts and Sciences, General Studies and Humanities"	77,580
Homeland Security, Law Enforcement, Firefighting and Related Protective Service	76,476
Parks, Recreation, Leisure and Fitness Studies	76,322
Education	76,182
History	75,993
Communication, Journalism and Related Programs"	74,959
Foreign Languages, Literatures, and Linguistics"	74,225
English Language and Literature/Letters	73,713
Visual and Performing Arts	72,693
Library Science	72,327
Communications Technologies/Technicians and Support Services	70,646

Source: ASA Research analysis of the College and University Professional Association (CUPA), 2018-19 Faculty in Higher Education Annual Report.

public two-year average salary ranking from 17th to 9th.

The range in average salary across states was \$51,909 in public two-years and \$44,639 in public four-years in 2018-19; these differences have grown over time.⁶ Not surprisingly, for the most part, states are ranked similarly in

both sectors: example, Texas is ranked 24th in salary at two-year and four-year institutions.

On average, faculty earned \$20,679 more at public four-year institutions than at two-year colleges. By state, the differences vary widely from \$11,003 in Illinois to \$41,992 in Delaware. The

WHAT'S UP... OR DOWN

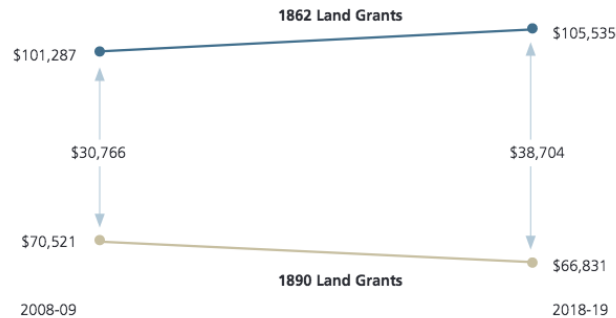
exception is Wisconsin where public four-year faculty earned \$818 less than faculty teaching in public two-year colleges.

Among independent institutions, with an average faculty salary of \$122,715 and a 2.8 percent increase over 2017-18, Massachusetts regained its perennial number-one rank. Independent institutions paid higher average salaries than public four-year institutions in 19 states, with faculty teaching at independent institutions in the District of Columbia having the largest advantage over colleagues at the University of the District of Columbia (\$117,945 and \$76,695, respectively, or a \$41,250 difference). Delaware faculty at public four-years had the largest advantage over those at independent institutions (\$112,746 compared with \$73,575, a \$39,171 difference).

SALARY BY DISCIPLINE. Salaries paid to faculty vary widely depending on the discipline taught. Historically, faculty teaching in legal professions, business, engineering and computer science fields rank at the top, while those teaching arts and library science tend near the bottom. This trend held in 2018-19 with faculty teaching at public institutions in legal professions, business, and engineering fields topping the charts with salaries averaging over \$100,000, while those traditionally at the bottom were paid around \$72,000 (Table 2).⁷ Communications technologies is new to the bottom of the list this year with an average salary of \$70,626; however, also new to this data report is the inclusion of public 2-year institutions' data (in prior years, this report included exclusively public 4-year institutions).

FIGURE 8. HBCU FACULTY PURCHASING POWER DECREASED WHILE IT INCREASED FOR FACULTY IN 1862 LAND GRANT INSTITUTIONS, FURTHER WIDENING THE PRE-RECESSIONARY PAY DISPARITY.

Faculty purchasing power in 1862 and 1890 land grant institutions: 2008-09 and 2018-19.



Source: ASA Research analysis of U.S. Department of Education's, Integrated Postsecondary Education Data System, Salary Survey Data, 2008-09 and 2018-19.

THE HBCU DISADVANTAGE. Land grant institutions are funded under the federal Morrill Act. The 1862 Act provided land and funding to institutions to provide career-type training in fields such as agriculture, science, military science, and engineering. Sixty institutions are funded under the 1862 Morrill Act; these are typically states' large research and flagship institutions. Subsequently, the 1890 Morrill Act established historically black colleges and universities (HBCUs); today, 19 HBCUs, primarily in the southeastern states, have land-grant designation.

HBCUs depend more on governmental funding compared with the large, research university land grant institutions: 30 percent of HBCU's funding is from appropriations compared with 17 percent of the 1862 Morrill Act land grant institutions. The Morrill Act requires institutions and states to match the earmarked federal dollars in order to receive the federally appropriated amount. While states are

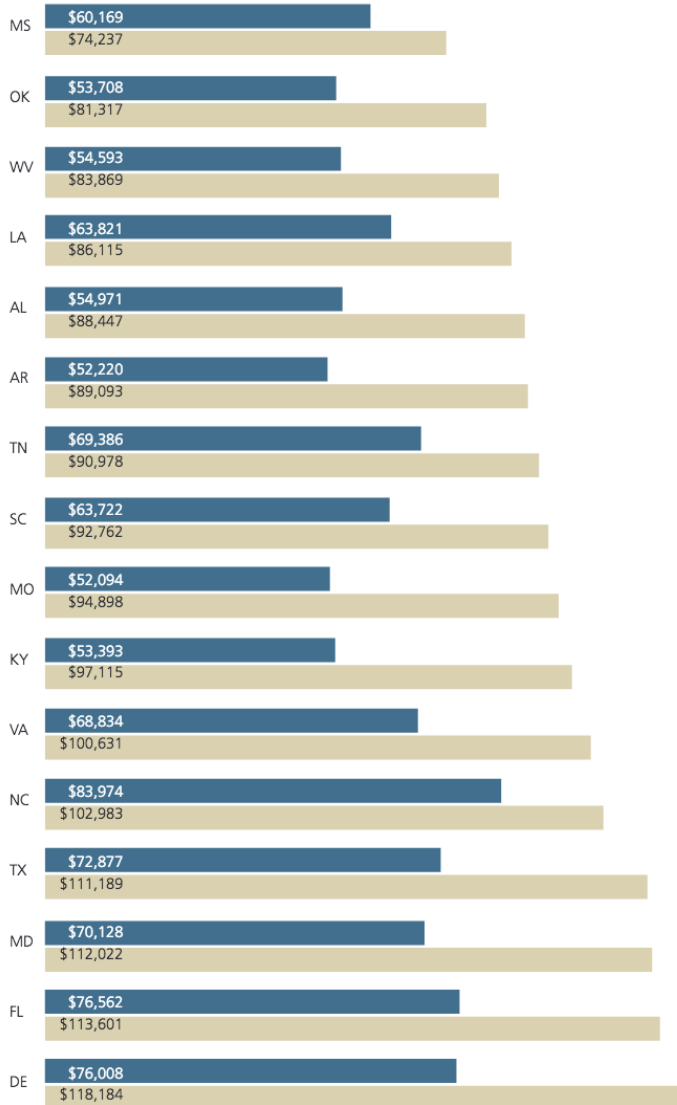
required to match 100 percent of the 1862 land grant appropriations, the same is not true for HBCUs. If 100 percent of the HBCU match is not made, the HBCU is in danger of losing a portion of the federal allocation in addition to the loss of the non-matched funds. This funding framework has resulted in HBCUs losing revenue streams of over \$10 million in a given year.⁸

HBCUs generally have more limited financial resources than the 1862 land grants, and their funding is more tenuous, affecting the institutional budgeting process. About 82,000 full-time faculty teach in 1862 land grant institutions, while 4,300 teach in HBCUs with land grant designation. The 2018-19 average salary for the 1862 land grant institutions was \$105,535, compared with \$66,831 for faculty in the 1890 HBCU land-grant institutions. As noted above, overall faculty purchasing power is higher today than the pre-recessionary period, 2008-09. Yet, as shown in Figure 8,

WHAT'S UP... OR DOWN

FIGURE 9. FACULTY SALARIES ARE SIGNIFICANTLY LOWER AT HBCUS THAN AT THE 1862 LAND GRANTS—ON AVERAGE, \$31,936 LOWER.

Average Faculty Salary, States with Both 1862 And 1890 Land Grant Institutions: 2018-19. ■ 1890 ■ 1862



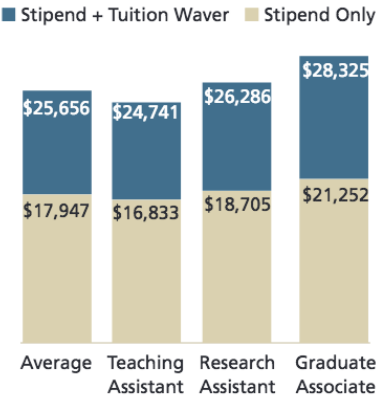
Source: ASA Research analysis of U.S. Department of Education's, Integrated Postsecondary Education Data System, Salary Survey Data, 2018-19.

while faculty purchasing power increased for faculty teaching in 1862 land grant institutions by 4 percent, or more than \$4,200, those teaching in HBCU land grants felt a decline in purchasing power of nearly \$4,000, or 5 percent. These changes resulted in an \$8,000 growth in the wage gap between faculty teaching at 1862 and 1890 land grant institutions, for a \$38,702 difference in the average salary in 2018-19.

HBCUs do not operate in all states or regions; most are in the south and southeastern states where the cost of living and salaries are generally lower than in other areas of the country. However, even when comparing average salaries in the 16 states that house HBCUs, faculty salaries are significantly lower at HBCUs than at the 1862 land grants in the same states—on average, \$31,936 lower (Figure 9). Faculty in Kentucky experience the largest difference, \$43,722 and Mississippi the smallest, \$14,063.

WHAT'S UP...
OR DOWN

FIGURE 10. AVERAGE STIPEND & TUITION DISCOUNT PAID TO GRADUATE ASSISTANTS: 2018-19



Source: ASA Research analysis of Oklahoma State University, Graduate Assistant Stipend Survey, 2018-19

Graduate Employees

Graduate assistants (GAs) or graduate employees receive compensation, generally, in two forms—stipends and tuition and fees waivers, both of which can range widely in value. In 2018-19, the average GA stipend was \$17,947. Including tuition and fees waivers, average total compensation was \$25,656 (Figure 10). Across the graduate employee types — teaching assistant, research assistant, and graduate associate — the average stipend ranged by \$4,419, while the average stipend plus tuition waiver amount ranged by \$3,584. However, by discipline, the total compensation amount ranged from an average low of \$20,100 in architecture to an average high of \$34,263 in health residency programs, a difference of \$14,163 (Table 3). Large ranges also exist within discipline, for example, five disciplines had minimum compensation

amounts below \$1,000, but high compensation amounts over \$50,000. Biology and life science had the largest difference between the high and low compensation, nearly \$100,000, followed by business with about a \$90,000 difference.

Salary by Collective Bargaining Status

Figure 11 displays average faculty salaries (in thousands of dollars) for public institutions (1) with faculty collective bargaining agreements, (2) in the same states as the former, but without faculty collective bargaining agreements, and (3) in states where there is no presence of faculty collective bargaining agreements. States without presence of collective bargaining are largely southern states and, given their economies, tend to have lower salaries than institutions in other areas of the country. Thus, the

first two groups are most comparable as regional effects are minimized. In states where some public institutions have faculty contracts, faculty at those public institutions with contracts had an average salary advantage of about \$6,000 over faculty teaching in institutions in the same state without faculty contracts. The advantage for faculty at institutions with contracts over those teaching in states without the presence of faculty contracts was \$14,000 last year; as noted, regional economies and cost of living differences may contribute to this difference. In states with faculty contracts, faculty teaching in community colleges enjoy a large salary advantage when a faculty contract is present and earned about \$18,000, or 30 percent, more than faculty in the same states without contracts. Faculty teaching with contracts in comprehensive institutions also enjoyed a large salary advantage

FIGURE 11. HIGHER SALARIES ARE RELATED TO THE PRESENCE OF COLLECTIVE BARGAINING AGREEMENTS
Salaries for faculty on 9/10-month contracts in public institutions: 2018-19 (in thousands)



Source: ASA Research analysis of U.S. Department of Education's, Integrated Postsecondary Education Data System, Salary Survey Data, 2018-19.

WHAT'S UP... OR DOWN

TABLE 3: LOW, HIGH, AND AVERAGE STIPEND AND TUITION DISCOUNTS PAID TO GRADUATE ASSISTANTS, BY DISCIPLINE: 2017-18

Discipline	STIPEND ONLY				STIPEND + TUITION DISCOUNT			
	Low	High	Average	Low-high difference	Low	High	Average	Low-high difference
All Disciplines	\$116	\$63,750	\$17,261	\$63,634	\$500	\$69,436	\$24,600	\$24,100
Legal Professions and Studies	1,250	20,000	11,678	18,750	1,250	27,256	19,375	18,125
Visual and Performing Arts	602	49,914	12,917	49,312	1,000	57,330	19,537	18,537
Engineering Technologies and Engineering-Related Fields	2,250	20,500	13,272	18,250	2,250	29,708	19,799	17,549
Architecture and Related Services	5,800	34,032	12,418	28,232	6,433	43,454	20,093	13,660
Library Science	3,229	28,575	12,543	25,346	9,187	39,601	20,313	11,126
History	2,000	40,500	15,124	38,500	5,795	46,984	22,023	16,228
Education	500	41,349	15,471	40,849	500	50,490	22,174	21,674
Philosophy and Religious Studies	6,035	30,323	15,584	24,288	6,035	36,807	22,456	16,421
Public Administration and Social Service Professions	1,928	34,001	16,584	32,073	1,928	44,387	22,511	20,583
Business, Management, Marketing, and Related Support Services	2,000	52,273	15,343	50,273	2,000	63,241	22,846	20,846
Psychology	3,000	42,581	15,898	39,581	3,000	50,650	22,952	19,952
Parks, Recreation, Leisure, and Fitness Studies	2,000	54,861	16,278	52,861	5,000	60,373	23,078	18,078
Family and Consumer Sciences/Human Sciences	3,750	40,167	15,436	36,417	8,000	46,046	23,123	15,123
Communication, Journalism, and Related Programs	3,280	33,700	15,971	30,420	4,500	44,726	23,406	18,906
Area, Ethnic, Cultural, Gender and Group Studies	6,750	33,189	15,491	26,439	7,744	43,575	23,552	15,808
English Language and Literature/Letters	3,750	40,000	16,223	36,250	5,000	47,256	23,552	18,552
Transportation and Materials Moving	7,758	17,014	15,422	9,256	14,240	26,222	23,651	9,411
Foreign Languages, Literatures, and Linguistics	4,031	36,000	16,370	31,969	5,319	44,324	23,701	18,382
Homeland Security, Law Enforcement, Firefighting and Related Services	6,750	34,000	15,567	27,250	7,388	44,386	23,899	16,511
Social Sciences	1,000	61,112	16,657	60,112	1,000	69,436	24,006	23,006
Natural Resources and Conservation	116	48,457	17,190	48,341	500	59,483	24,459	23,959
Agriculture, Agriculture Operations and Related Science	3,750	43,200	17,750	39,450	3,750	49,093	24,720	20,970
Liberal Arts and Sciences, General Studies and Humanities	4,500	26,666	15,859	22,166	9,187	35,414	24,803	15,616
Computer and Information Sciences and Support Services	1,200	49,198	18,635	47,998	1,200	60,166	26,080	24,880
Health Professions and Related Programs	1,504	56,592	18,051	55,088	1,562	64,068	26,159	24,597
Engineering	1,834	52,758	18,671	50,924	1,834	58,270	26,719	24,885
Biological and Biomedical Sciences	1,200	48,114	19,628	46,914	1,200	53,752	26,834	25,634
Mathematics and Statistics	3,600	39,778	19,248	36,178	3,600	50,804	26,921	23,321
Physical Sciences	1,500	40,500	19,656	39,000	2,400	50,298	27,008	24,608
Multi/Interdisciplinary Studies	1,620	40,351	18,844	38,731	1,620	47,767	28,325	26,705

Note: Sorted by average stipend + tuition discount.

Source: ASA Research analysis of Oklahoma State University, Graduate Assistant Stipend Survey, 2017-18.

WHAT'S UP...
OR DOWN

over their non-bargaining colleagues, about \$15,000, and salaries averaging about 22 percent more. Faculty in doctoral-granting institutions with contracts also had a salary advantage, although the difference is not quite as large — \$7,000 dollars, or about 8 percent.

Conclusion

Faculty salaries fluctuate over time. Although faculty purchasing power, on average, is higher than pre-recessionary levels, some faculty, depending on rank or institution type, are not feeling as financially strong as they did in pre-recessionary times. Some states have felt the brunt of tightening finances. As public funding has declined, so have average faculty salaries — with such magnitude that their ranking across states fell as well. And historically, women continue to work in lower-paying sectors and do not hold the high-paying full-professor positions with as much frequency as men; thus, women's salaries, on average, are lower. At HBCUs, purchasing power of faculty declined over the past decade, even as the purchasing power of their colleagues teaching in the 1862 land-grant institutions increased, causing a widening of the pay gap. Meanwhile, as graduate employees take on more and more teaching and research responsibilities, the large differences seen in their pay and tuition waivers make it apparent that compensation standards for graduate students likely do not exist.

The data also shows that faculty teaching in institutions with collective bargaining agreements have higher average salaries than those teaching in institutions without agreements. Thus, it follows that, particularly among faculty groups where salaries lag or gaps are increasing — including part-time or contingent faculty, who are not addressed in these pages due to lack of data availability — union representation likely could address compensation and workplace conditions.

ENDNOTES

1 National Association of State Budget Officers, 2019. *2019 State Expenditure Report: Fiscal Years 2017 — 2019*. Washington, DC: NASBO. Available: <https://www.nasbo.org/reports-data/state-expenditure-report>.

2 State Higher Education Executive Officers Association, 2019. *State Higher Education Finance: FY 2018*. Boulder, CO: SHEEO. Available: https://sheeo.org/wp-content/uploads/2019/04/SHEEO_SHEF_FY18_Report.pdf

3 Ibid.

4 NASBO.

5 Institute for Women's Policy Research, 2019. *Pay Equity & Discrimination*. Available: https://iwpr.org/issue/employment-education-economic-change/pay-equity-discrimination/?gclid=Cj0KCQIAgKzwBRcJARIsABBBFuhMnSqMOW9tG3VRfdJxH0pnPKInBTopycQqOfR3jVHzVCXRDo8VADlaAk-DZEALw_wcB

6 The growth in the magnitude of the difference occurs because an average percentage increase on larger salaries — or those high in the rankings — results in a larger dollar increase compared with the same percentage increase on a smaller salary, those lower in the rankings

7 These data reflect tenured and tenure-track faculty at a sample of 2- and 4-year public institutions. Source: ASA Research analysis of the College and University Professional Association. 2019. *2018–19 Faculty in Higher Education Annual Report: Key Findings, Trends, and Comprehensive Tables for Tenure-Track, Non-Tenure Teaching, and Non-Tenure Research Faculty; Academic Department Heads; and Adjunct Faculty for the 2018-19 Academic Year*. Washington, D.C.: CUPA.

8 National Education Association, N.D. *A Looming Crisis for HBCUs? An Analysis of Funding Sources for Land Grant Universities*. Washington, DC: NEA. Available: <http://www.nea.org/assets/docs/NEA%20CGP%20Research%20HBCU%20Brief%202.pdf>

2020 Salary Review

2018–2019 Faculty Salary Report

The 2018-19 institutional faculty salary report provides salary and compensation information for the XXXX public institutions in NEA's faculty salary universe. The data are organized by state, institutional type, and control. The data are provided by the U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System's Preliminary Salary Data for 2018–19. The detailed data reported are for faculty on 9/10 month contracts only. Changes in average faculty salaries are reported only for institutions responding to the NCES Salary Surveys in both 2017–18 and 2018–19. All dollar amounts are reported in thousands.

State/School

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

AA

Bevill State Community College	–	–	–	61.0	61.0	4.6
Bishop State Community College	–	–	–	59.1	59.1	2.3
Central Alabama Community College	–	–	–	58.1	58.1	6.6
Chattahoochee Valley Community College	–	–	–	55.0	55.0	2.5
Coastal Alabama Community College	–	–	–	56.8	56.8	10.7
Enterprise State Community College	–	–	–	59.1	59.1	1.7
Gadsden State Community College	–	–	–	57.9	57.9	3.2
George C Wallace Community College-Dothan	–	–	–	54.3	54.3	2.5
George C Wallace State Community College-Hanceville	–	–	–	54.3	54.3	3.9
George C Wallace State Community College-Selma	–	–	–	48.4	48.4	6.3
H Council Trenholm State Community College	–	–	–	48.5	48.5	-6.2
J F Ingram State Technical College	–	–	–	50.0	50.0	4.2
J. F. Drake State Community and Technical College	–	–	–	54.9	54.9	1.9
Jefferson State Community College	–	–	–	59.2	59.2	3.5
John C Calhoun State Community College	–	–	–	59.0	59.0	1.2

State/School

Prof. (\$)	Assoc. (\$)	Asst. (\$)	Inst./ Lect./ No Rank (\$)	Avg. (\$)	% Chng. (%)
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Lawson State Community College	–	–	–	57.0	57.0	5.0
Lurleen B Wallace Community College	–	–	–	53.6	53.6	-5.9
Marion Military Institute	–	–	–	58.1	58.1	–
Northeast Alabama Community College	–	–	–	56.4	56.4	–
Northwest-Shoals Community College	–	–	–	41.8	41.8	-5.0
Reid State Technical College	–	–	–	56.1	56.1	3.3
Shelton State Community College	–	–	–	–	–	–
Snead State Community College	–	–	–	61.9	61.9	11.5
Southern Union State Community College	–	–	–	57.0	57.0	1.1

BA+

Athens State University	92.3	80.4	63.1	63.1	75.2	2.7
University of Montevallo	80.7	68.1	61.0	59.3	69.4	3.5
University of North Alabama	88.5	76.5	64.0	51.1	70.8	3.8

DOCTORAL

Alabama A & M University	95.5	76.4	62.2	44.5	68.9	9.4
Alabama State University	100.1	79.1	74.6	50.3	78.0	3.0
Auburn University	130.7	94.8	81.7	52.0	91.5	1.5
Auburn University at Montgomery	96.5	71.8	63.9	46.4	70.5	2.9
Jacksonville State University	78.3	63.9	59.3	49.6	62.4	1.8
The University of Alabama	151.6	99.1	81.0	55.9	95.0	1.7
Troy University	88.1	74.1	67.5	54.6	67.1	3.2

FACULTY SALARY ANALYSIS: 2018-19

State/School	Prof. (\$)	Assoc. (\$)	Asst. (\$)	Inst./ Lect./ No Rank (\$)	Avg. (\$)	% Chng. (%)
University of Alabama at Birmingham	122.2	91.4	76.6	60.7	91.7	2.2
University of Alabama in Huntsville	132.9	95.3	75.9	54.5	86.2	1.3
University of South Alabama	90.0	70.1	66.3	46.8	67.4	0.5
University of West Alabama	76.2	65.6	55.5	42.6	61.1	0.1

ALASKA**AA**

Ilisagvik College	—	—	—	—	—	—
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BA+

University of Alaska Southeast	89.7	75.0	67.4	47.5	73.7	-2.5
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DOCTORAL

University of Alaska Anchorage	105.5	87.7	70.0	54.0	81.8	-1.8
University of Alaska Fairbanks	105.8	87.5	73.7	66.0	85.9	-0.4

ARIZONA**AA**

Arizona Western College	—	—	—	59.7	59.7	-2.4
Central Arizona College	60.0	—	—	—	60.0	1.0
Chandler-Gilbert Community College	—	—	—	81.4	81.4	7.5
Cochise County Community College District	—	—	—	61.0	61.0	0.9
Coconino Community College	—	—	—	64.3	64.3	1.3
Dine College	58.2	52.9	—	50.9	51.4	6.2
Eastern Arizona College	83.6	69.2	—	—	72.8	0.3
Estrella Mountain Community College	—	—	—	79.5	79.5	5.6
GateWay Community College	—	—	—	82.0	82.0	6.8
Glendale Community College	—	—	—	81.7	81.7	7.9
Mesa Community College	—	—	—	83.8	83.8	3.4
Mohave Community College	—	—	—	57.7	57.7	-7.3
Northland Pioneer College	—	—	—	57.9	57.9	1.5
Paradise Valley Community College	—	—	—	82.7	82.7	-0.5
Phoenix College	—	—	—	81.1	81.1	9.6
Pima Community College	—	—	—	—	—	—
Rio Salado College	—	—	—	87.3	87.3	-1.4
Scottsdale Community College	—	—	—	82.1	82.1	-1.3
South Mountain Community College	—	—	—	81.3	81.3	7.5
Tohono O'Odham Community College	—	—	—	55.4	55.4	8.2
Yavapai College	—	—	—	66.9	66.9	3.2

BA+

University of Arizona-South	93.4	82.4	70.4	54.0	73.4	6.8
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State/School	Prof. (\$)	Assoc. (\$)	Asst. (\$)	Inst./ Lect./ No Rank (\$)	Avg. (\$)	% Chng. (%)
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DOCTORAL

Arizona State University-Downtown Phoenix	137.3	93.4	72.4	51.9	82.0	2.9
Arizona State University-Polytechnic	129.9	94.1	81.8	56.8	76.9	1.7
Arizona State University-SkySong	135.4	97.1	87.1	56.2	81.2	4.5
Arizona State University-Tempe	146.9	107.5	91.8	59.3	103.8	1.3
Arizona State University-West	162.5	99.4	73.7	52.3	90.6	18.6
Northern Arizona University	108.1	77.1	67.0	52.1	73.8	-0.2
University of Arizona	131.8	96.2	82.5	56.0	99.3	2.2

ARKANSAS**AA**

Arkansas Northeastern College	49.7	50.1	52.7	46.8	47.7	-0.1
Arkansas State University Mid-South	—	—	—	42.6	42.6	0.0
Arkansas State University-Beebe	64.2	62.8	48.2	42.4	46.7	-1.3
Arkansas State University-Mountain Home	—	—	56.9	45.2	46.9	3.2
Arkansas State University-Newport	54.1	63.1	46.7	42.8	48.2	-3.9
Black River Technical College	—	—	—	44.9	44.9	0.3
College of the Ouachitas	—	—	—	46.7	46.7	3.1
Cossatot Community College of the University of Arkansas	—	—	—	47.1	47.1	0.3
East Arkansas Community College	—	—	—	50.6	50.6	3.5
National Park College	—	—	—	47.1	47.1	0.8
North Arkansas College	—	49.0	46.2	46.6	46.8	0.1
NorthWest Arkansas Community College	62.9	56.4	56.9	53.8	56.1	-0.5
Ozarka College	—	—	—	41.5	41.5	0.2
Phillips Community College of the University of Arkansas	—	—	—	44.7	44.7	1.7
South Arkansas Community College	57.4	46.4	46.6	44.5	47.7	1.5
Southeast Arkansas College	—	—	—	46.2	46.2	-0.0
Southern Arkansas University Tec	—	—	—	41.6	41.6	-1.3
University of Arkansas Community College Rich Mountain	—	—	—	47.4	47.4	9.9
University of Arkansas Community College-Batesville	—	—	—	44.5	44.5	2.2
University of Arkansas Community College-Hope	—	—	—	37.8	37.8	-0.5
University of Arkansas Community College-Morrilton	—	—	—	47.5	47.5	1.4
University of Arkansas at Monticello	57.0	58.1	47.6	44.6	49.6	0.8
University of Arkansas-Pulaski Technical College	—	—	—	43.9	43.9	-0.9

FACULTY SALARY ANALYSIS: 2018-19

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

Henderson State University	70.1	65.7	56.1	44.3	60.3	1.5
Southern Arkansas University Main Campus	77.3	68.5	59.5	47.2	61.3	0.0
University of Arkansas- Fort Smith	88.9	67.0	58.5	52.6	62.1	-0.8

DOCTORAL

Arkansas State University- Main Campus	86.9	69.9	59.4	41.7	62.7	-2.8
Arkansas Tech University	81.1	67.4	58.4	45.0	60.4	3.1
University of Arkansas	138.1	98.4	85.0	55.9	89.1	2.2
University of Arkansas at Little Rock	91.2	70.5	64.9	45.8	71.3	-4.9
University of Arkansas at Pine Bluff	62.7	60.9	54.0	45.9	52.2	-0.3
University of Arkansas for Medical Sciences	-	-	-	-	-	-
University of Central Arkansas	80.5	68.3	64.6	49.9	62.9	1.1

CALIFORNIA**AA**

Allan Hancock College	-	-	-	86.8	86.8	7.9
American River College	-	-	-	86.7	86.7	-0.7
Antelope Valley College	101.3	96.4	92.0	84.3	91.5	-0.4
Bakersfield College	-	-	-	107.8	107.8	14.4
Barstow Community College	-	-	-	96.2	96.2	13.0
Berkeley City College	-	-	-	90.7	90.7	5.6
Butte College	-	-	-	88.3	88.3	5.8
Cabrillo College	-	-	-	80.8	80.8	6.5
Canada College	-	-	-	104.3	104.3	3.9
Cerritos College	-	-	-	106.4	106.4	1.7
Cerro Coso Community College	-	-	-	135.4	135.4	31.6
Chabot College	-	-	-	98.9	98.9	-1.5
Chaffey College	-	-	-	98.8	98.8	4.3
Citrus College	-	-	-	98.0	98.0	13.4
City College of San Francisco	-	-	-	97.4	97.4	4.7
Clovis Community College	-	-	-	92.4	92.4	2.3
Coastline Community College	-	-	-	105.8	105.8	4.9
College of Alameda	-	-	-	89.7	89.7	6.4
College of Marin	-	-	-	107.0	107.0	3.8
College of San Mateo	-	-	-	104.6	104.6	2.3
College of the Canyons	110.9	88.4	85.3	-	102.5	5.3
College of the Desert	-	-	-	100.3	100.3	3.2
College of the Redwoods	-	-	-	74.3	74.3	-9.5
College of the Sequoias	-	-	-	91.1	91.1	3.0
College of the Siskiyous	-	-	-	79.9	79.9	3.1
Columbia College	-	-	-	89.0	89.0	1.2

State/School	Prof. (\$)	Assoc. (\$)	Asst. (\$)	Inst./ Lect./ No Rank (\$)	Avg. (\$)	% Chng. (%)
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Compton College	-	-	-	89.7	89.7	5.5
Contra Costa College	-	-	-	90.8	90.8	0.3
Copper Mountain Community College	-	-	-	88.7	88.7	-8.2
Cosumnes River College	-	-	-	84.7	84.7	-0.1
Crafton Hills College	-	-	-	99.3	99.3	6.9
Cuesta College	-	-	-	93.3	93.3	8.4
Cuyamaca College	-	-	-	75.8	75.8	-7.6
Cypress College	-	-	-	119.8	119.8	18.4
De Anza College	-	-	-	95.8	95.8	-0.2
Diablo Valley College	-	-	-	92.3	92.3	-0.3
East Los Angeles College	-	-	-	97.2	97.2	5.2
El Camino Community College District	-	-	-	109.3	109.3	17.1
Evergreen Valley College	-	-	-	136.1	136.1	3.9
Feather River Community College District	-	-	-	80.2	80.2	7.6
Folsom Lake College	-	-	-	85.1	85.1	1.2
Foothill College	-	-	-	97.3	97.3	3.1
Fresno City College	-	-	-	98.2	98.2	3.2
Fullerton College	-	-	-	120.0	120.0	23.4
Gavilan College	-	-	-	101.2	101.2	3.2
Glendale Community College	-	-	-	95.6	95.6	7.8
Golden West College	-	-	-	108.5	108.5	3.8
Grossmont College	-	-	-	82.1	82.1	4.4
Hacienda La Puente Adult Education	-	-	-	65.2	65.2	-
Hartnell College	-	-	-	101.9	101.9	17.7
Imperial Valley College	-	-	-	87.3	87.3	1.6
Irvine Valley College	-	-	-	102.2	102.2	1.1
Lake Tahoe Community College	-	-	-	61.3	61.3	-18.1
San Jose State University	-	-	-	92.0	92.0	4.9
Las Positas College	-	-	-	95.7	95.7	-1.5
Lassen Community College	-	-	-	81.8	81.8	6.9
Long Beach City College	-	-	-	-	-	-
Los Angeles City College	-	-	-	89.2	89.2	-8.7
Los Angeles County College of Nursing and Allied Health	-	-	-	-	-	-
Los Angeles Harbor College	-	-	-	90.5	90.5	-2.4
Los Angeles Mission College	-	-	-	90.3	90.3	0.9
Los Angeles Pierce College	-	-	-	93.4	93.4	1.1
Los Angeles Southwest College	-	-	-	95.5	95.5	1.3
Los Angeles Trade Technical College	-	-	-	96.0	96.0	4.1
Los Angeles Valley College	-	-	-	96.1	96.1	3.5
Los Medanos College	-	-	-	88.5	88.5	1.6
Mendocino College	-	-	-	83.9	83.9	14.5
Merced College	-	-	-87.2	87.2	8.7	

FACULTY SALARY ANALYSIS: 2018-19

State/School	Prof. (\$)	Assoc. (\$)	Asst. (\$)	Inst./ Lect./ No Rank (\$)	Avg. (\$)	% Chng. (%)
Merritt College	—	—	—	93.8	93.8	6.9
MiraCosta College	—	—	—	128.7	128.7	1.6
Mission College	—	—	—	104.6	104.6	14.5
Modesto Junior College	—	—	—	88.1	88.1	-0.4
Monterey Peninsula College	—	—	—	85.3	85.3	0.4
Moorpark College	—	—	—	85.9	85.9	-1.7
Moreno Valley College	—	—	—	104.9	104.9	4.9
Mt San Antonio College	—	—	—	104.0	104.0	0.8
Mt San Jacinto Community College District	—	—	—	92.9	92.9	14.6
Napa Valley College	—	—	—	88.3	88.3	-2.1
Norco College	—	—	—	105.4	105.4	5.8
Ohlone College	—	—	—	116.9	116.9	6.1
Orange Coast College	—	—	—	106.9	106.9	3.5
Oxnard College	—	—	—	90.5	90.5	1.5
Palo Verde College	—	—	—	90.0	90.0	4.5
Palomar College	—	—	—	105.2	105.2	4.1
Pasadena City College	—	—	—	91.6	91.6	-0.0
Porterville College	—	—	—	128.5	128.5	36.8
Reedley College	—	—	—	96.0	96.0	4.5
Rio Hondo College	—	—	—	97.5	97.5	3.5
Riverside City College	—	—	—	108.2	108.2	4.7
Sacramento City College	—	—	—	85.9	85.9	0.2
Saddleback College	—	—	—	105.0	105.0	2.1
San Bernardino Valley College	—	—	—	94.9	94.9	9.4
San Diego City College	—	—	—	89.8	89.8	-0.6
San Diego Mesa College	—	—	—	89.1	89.1	-3.4
San Diego Miramar College	—	—	—	89.7	89.7	-1.2
San Joaquin Delta College	—	—	—	98.4	98.4	0.1
San Jose City College	—	—	—	125.8	125.8	5.6
Santa Ana College	—	—	—	107.8	107.8	10.3
Santa Barbara City College	—	—	—	95.7	95.7	12.6
Santa Monica College	—	—	—	107.8	107.8	-0.6
Santa Rosa Junior College	—	—	—	97.7	97.7	4.7
Santiago Canyon College	—	—	—	110.0	110.0	8.5
Shasta College	—	—	—	84.8	84.8	2.3
Sierra College	—	—	—	70.9	70.9	-6.6
Skyline College	—	—	—	105.3	105.3	4.0
Solano Community College	—	—	—	85.8	85.8	5.3
Southwestern College	98.5	—	74.0	44.2	92.7	1.0
Taft College	106.6	81.0	—	36.0	99.0	4.8
Ventura College	—	—	—	85.2	85.2	0.7
Victor Valley College	—	—	—	92.8	92.8	8.1
West Hills College-Coalinga	—	—	—	103.6	103.6	.
West Hills College-Lemoore	—	—	—	105.0	105.0	4.2
West Los Angeles College	—	—	—	94.6	94.6	3.4
West Valley College	—	—	—	105.8	105.8	12.3
Woodland Community College	—	—	—	—	—	—

State/School	Prof. (\$)	Assoc. (\$)	Asst. (\$)	Inst./ Lect./ No Rank (\$)	Avg. (\$)	% Chng. (%)
Yuba College	—	—	—	65.5	65.5	-0.7
BA						
Los Angeles Community College District Office	—	—	—	97.8	97.8	—
Rancho Santiago Community College District Office	—	—	—	—	—	—
Yosemite Community College District Office	—	—	—	95.9	95.9	-0.7
BA+						
California Polytechnic State University-San Luis Obispo	111.4	96.8	86.1	71.4	92.9	3.4
California State University Maritime Academy	111.9	95.9	82.4	66.1	89.0	4.1
California State University-Channel Islands	118.2	99.8	87.0	68.5	87.2	1.0
California State University-Chico	106.2	89.4	79.3	64.0	86.8	2.8
California State University-Dominguez Hills	113.6	102.3	83.8	62.9	88.9	4.1
California State University-Monterey Bay	109.3	94.7	83.1	58.5	85.4	1.6
Humboldt State University	105.5	89.4	77.0	62.3	86.3	1.5
Sonoma State University	106.4	88.3	79.3	65.1	91.8	4.5
Teachers College of San Joaquin	—	—	—	—	—	—
DOCTORAL						
California State Polytechnic University-Pomona	113.9	96.2	86.1	65.9	95.2	3.1
California State University-Bakersfield	111.0	97.0	81.5	64.0	86.2	3.5
California State University-East Bay	109.9	97.1	82.2	63.9	92.0	4.0
California State University-Fresno	108.1	90.6	79.7	63.0	84.8	2.2
California State University-Fullerton	108.7	97.0	90.0	66.1	92.3	4.7
California State University-Long Beach	109.3	96.1	86.1	69.9	91.2	3.3
California State University-Los Angeles	108.8	94.6	87.1	59.5	87.2	2.6
California State University-Northridge	105.8	91.0	83.1	70.2	90.6	3.6
California State University-Sacramento	103.3	91.2	79.1	64.7	87.9	3.5
California State University-San Bernardino	108.3	89.1	78.4	61.2	87.0	1.9
California State University-San Marcos	111.7	94.6	85.1	62.7	88.5	3.8
California State University-Stanislaus	103.6	91.9	79.2	57.8	85.4	1.8
San Diego State University	118.7	98.7	92.0	68.0	97.0	2.3
San Francisco State University	114.4	96.9	89.8	66.1	97.4	3.3
San Jose State University	112.7	97.2	88.5	69.4	94.7	2.8
University of California-Berkeley	202.1	136.9	115.8	88.8	158.6	3.5
University of California-Davis	173.8	115.8	98.5	80.5	129.7	2.9

FACULTY SALARY ANALYSIS: 2018-19

State/School	Prof. (\$)	Assoc. (\$)	Asst. (\$)	Inst./ Lect./ No Rank (\$)	Avg. (\$)	% Chng. (%)
University of California-Irvine	180.9	121.9	102.1	88.9	139.4	2.8
University of California-Los Angeles	219.4	144.6	109.6	89.9	171.2	4.0
University of California-Merced	160.0	112.8	97.1	66.0	101.0	6.4
University of California-Riverside	169.7	111.5	93.6	76.6	120.8	4.6
University of California-San Diego	185.0	127.2	108.0	87.4	142.3	5.7
University of California-Santa Barbara	187.5	115.6	100.5	90.8	144.1	4.9
University of California-Santa Cruz	168.7	114.3	100.4	83.5	130.5	0.7
University of California-System Administration Central Office	—	—	—	—	—	—

COLORADO

AA

Aims Community College	71.7	56.4	53.2	51.8	63.0	0.9
Arapahoe Community College	66.6	—	—	—	66.6	2.9
Colorado Mountain College	92.4	79.0	71.0	—	85.0	3.2
Colorado Northwestern Community College	—	—	—	47.2	47.2	-9.8
Community College of Aurora	—	—	—	62.3	62.3	2.0
Community College of Denver	71.6	62.0	54.1	50.4	62.7	—
Front Range Community College	64.3	—	—	—	64.3	1.5
Lamar Community College	—	—	—	43.6	43.6	-9.9
Morgan Community College	—	—	—	58.2	58.2	1.0
Northeastern Junior College	56.6	33.3	45.4	38.6	43.0	-14.0
Otero Junior College	—	—	—	49.2	49.2	0.9
Pikes Peak Community College	—	—	—	59.0	59.0	-1.4
Pueblo Community College	—	—	—	57.8	57.8	-0.8
Red Rocks Community College	—	—	—	59.2	59.2	-1.8
Trinidad State Junior College	—	—	—	46.5	46.5	11.6

BA

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

Colorado State University-Global Campus	—	—	—	—	—	—
Colorado State University-Pueblo	84.1	64.4	59.1	36.7	62.0	3.0
Fort Lewis College	84.5	69.9	56.7	44.6	65.6	2.2
Metropolitan State University of Denver	99.9	74.9	80.7	64.9	87.0	8.9
Western State Colorado University	72.8	72.7	59.1	44.9	60.8	3.8

DOCTORAL

Adams State University	65.5	61.5	61.8	46.4	55.9	3.1
Colorado Mesa University	80.8	67.6	62.8	48.4	61.3	1.3
Colorado School of Mines	148.3	109.0	93.2	78.3	108.6	5.8
Colorado State University-Fort Collins	125.5	95.4	81.5	56.4	96.0	3.2
University of Colorado Boulder	143.5	103.3	98.7	64.1	105.2	—

State/School	Prof. (\$)	Assoc. (\$)	Asst. (\$)	Inst./ Lect./ No Rank (\$)	Avg. (\$)	% Chng. (%)
University of Colorado Colorado Springs	113.1	87.3	77.8	51.3	75.4	3.5
University of Colorado Denver/Anschutz Medical Campus	121.3	96.3	88.0	65.9	90.8	3.1
University of Northern Colorado	88.6	66.5	58.2	49.8	71.0	0.4

CONNECTICUT

AA

Asnuntuck Community College	89.0	65.7	59.4	56.0	74.4	1.1
Capital Community College	84.3	70.3	62.5	55.6	73.8	0.1
Gateway Community College	90.5	71.5	63.4	55.2	79.1	-2.9
Housatonic Community College	86.1	69.0	61.4	54.4	72.4	2.3
Manchester Community College	88.0	67.8	59.7	54.4	77.2	-0.0
Middlesex Community College	87.4	73.8	66.5	56.9	79.1	-1.4
Naugatuck Valley Community College	87.9	73.1	60.0	54.7	80.0	0.9
Northwestern Connecticut Community College	90.9	75.0	61.6	55.6	77.9	0.9
Norwalk Community College	88.0	69.5	62.0	57.0	80.4	1.2
Quinebaug Valley Community College	79.4	65.3	59.6	—	73.6	-2.6
Three Rivers Community College	80.8	68.3	62.9	59.1	71.9	-5.0
Tunxis Community College	86.9	65.7	60.0	57.2	79.4	-2.0

BA

United States Coast Guard Academy	127.0	105.4	86.9	61.9	92.1	-16.7
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BA+

Eastern Connecticut State University	99.3	80.2	65.4	55.0	85.5	-0.8
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DOCTORAL

Central Connecticut State University	105.7	84.7	69.6	58.1	89.5	-0.2
Southern Connecticut State University	104.0	83.1	70.9	65.7	88.4	-2.2
University of Connecticut	150.6	102.2	82.9	76.9	110.0	-0.2
Western Connecticut State University	103.7	86.0	72.2	66.8	89.3	-1.1

DELAWARE

AA

Delaware Technical Community College-Terry	—	—	—	70.8	70.8	1.8
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DOCTORAL

Delaware State University	92.7	80.0	65.8	56.8	76.0	-1.7
University of Delaware	158.0	110.2	93.9	78.4	118.2	1.7

DISTRICT OF COLUMBIA

DOCTORAL

University of the District of Columbia	104.7	75.4	62.6	56.8	76.7	0.2
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FACULTY SALARY ANALYSIS: 2018-19

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

AA

Broward College	77.2	65.8	59.3	61.1	62.4	2.0
Chipola College	64.4	—	56.3	50.4	55.1	2.8
College of Central Florida	63.9	55.3	48.8	48.2	53.4	-0.5
Daytona State College	65.8	57.8	52.8	46.2	59.9	-0.1
Eastern Florida State College	68.1	62.7	51.6	45.1	54.3	0.4
Florida Gateway College	—	—	—	50.4	50.4	3.3
Florida Keys Community College	72.2	67.4	67.4	62.7	67.4	2.5
Florida SouthWestern State College	—	—	—	56.5	56.5	-2.2
Florida State College at Jacksonville	—	—	—	55.5	55.5	0.3
Gulf Coast State College	65.6	58.7	50.7	41.7	55.2	1.0
Hillsborough Community College	74.3	65.7	59.6	51.3	60.5	3.0
Indian River State College	—	—	—	—	—	—
Lake-Sumter State College	56.8	56.6	51.6	46.3	47.9	3.9
Miami Dade College	88.7	74.4	65.0	56.8	73.1	2.9
North Florida Community College	—	—	—	46.8	46.8	-0.3
Northwest Florida State College	61.8	—	47.4	48.7	56.9	2.0
Palm Beach State College	64.1	57.4	53.3	54.7	56.3	-1.2
Pasco-Hernando State College	68.8	57.0	51.8	46.3	55.4	0.1
Pensacola State College	56.2	49.0	44.3	39.9	46.8	0.7
Polk State College	—	—	—	56.7	56.7	0.8
Saint Johns River State College	49.1	—	—	48.1	48.4	-0.1
Santa Fe College	—	—	—	53.8	53.8	-1.8
Seminole State College of Florida	—	—	—	65.5	65.5	0.9
South Florida State College	—	—	—	55.1	55.1	-0.1
St Petersburg College	—	—	—	68.3	68.3	-0.2
State College of Florida-Manatee-Sarasota	70.3	60.8	53.0	52.0	60.4	2.0
Tallahassee Community College	66.5	49.2	45.9	45.6	54.6	-2.5
Valencia College	—	—	—	66.5	66.5	0.9

BA

University of Florida-Online	—	—	—	52.2	52.2	-18.3
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BA+

Florida Polytechnic University	144.4	93.5	75.9	59.7	80.5	2.0
New College of Florida	94.7	73.6	64.9	57.5	76.2	1.5
University of South Florida-Sarasota-Manatee	139.2	101.7	75.7	65.3	86.3	6.2
University of South Florida-St Petersburg	127.8	90.6	65.7	61.5	85.8	3.6

DOCTORAL

Florida Agricultural and Mechanical University	104.4	77.2	67.6	50.2	76.6	0.1
Florida Atlantic University	110.3	83.2	75.2	57.5	82.7	-1.2
Florida Gulf Coast University	101.4	81.1	68.3	51.8	72.1	2.4

State/School	Prof. (\$)	Assoc. (\$)	Asst. (\$)	Inst./ Lect./ No Rank (\$)	Avg. (\$)	% Chng. (%)
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Florida International University	132.1	99.7	89.2	70.8	96.2	3.0
Florida State University	136.9	100.1	91.0	73.9	107.7	2.8
The University of West Florida	102.6	82.9	70.6	54.9	76.4	3.3
University of Central Florida	142.9	99.1	81.5	63.9	93.0	4.8
University of Florida	153.8	102.3	93.8	65.2	113.6	-2.2
University of North Florida	103.5	78.1	69.6	52.9	76.4	5.3
University of South Florida-Main Campus	131.9	96.2	88.7	61.9	96.6	1.8

GEORGIA

AA

Abraham Baldwin Agricultural College	62.5	52.4	55.8	45.9	54.5	0.9
Albany State University	70.7	57.1	53.8	50.9	58.5	-0.9
Albany Technical College	—	—	—	—	—	—
Athens Technical College	—	—	—	55.2	55.2	2.6
Atlanta Metropolitan State College	60.5	56.5	50.6	41.0	48.4	-10.7
Atlanta Technical College	—	—	—	—	—	—
Augusta Technical College	—	—	—	—	—	—
Central Georgia Technical College	—	—	—	49.9	49.9	10.9
Chattahoochee Technical College	—	—	—	44.8	44.8	2.2
Coastal Pines Technical College	—	—	—	41.9	41.9	2.2
College of Coastal Georgia	73.3	65.3	59.9	50.6	60.4	1.1
Columbus Technical College	—	—	—	—	—	—
East Georgia State College	59.4	49.8	44.1	41.4	48.0	1.1
Georgia Highlands College	58.9	49.5	46.7	41.9	48.6	-0.3
Georgia Military College	—	—	—	—	—	—
Georgia Northwestern Technical College	—	—	—	39.0	39.0	-1.2
Georgia Piedmont Technical College	—	—	—	—	—	—
Georgia State University-Perimeter College	66.4	55.0	45.9	43.0	49.6	0.5
Gordon State College	65.5	55.0	49.9	41.0	54.5	1.4
Gwinnett Technical College	—	—	—	49.5	49.5	20.3
Lanier Technical College	—	—	—	—	—	—
North Georgia Technical College	—	—	—	44.9	44.9	-2.4
Oconee Fall Line Technical College	—	—	—	—	—	—
Ogeechee Technical College	—	—	—	—	—	—
Savannah Technical College	—	—	—	43.2	43.2	-3.7
South Georgia State College	61.6	52.0	49.6	42.5	50.3	3.2
South Georgia Technical College	—	—	—	—	—	—
Southeastern Technical College	—	—	—	—	—	—
Southern Crescent Technical College	—	—	—	—	—	—
Southern Regional Technical College	—	—	—	48.0	48.0	-0.2
West Georgia Technical College	—	—	—	46.3	46.3	6.9

FACULTY SALARY ANALYSIS: 2018-19

State/School	Prof. (\$)	Assoc. (\$)	Asst. (\$)	Inst./ Lect./ No Rank (\$)	Avg. (\$)	% Chng. (%)
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Wiregrass Georgia Technical College	—	—	—	35.0	35.0	9.9
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BA

Dalton State College	65.4	57.2	56.8	44.6	56.2	0.4
Georgia Gwinnett College	92.2	72.1	67.7	51.7	69.5	0.9

BA+

Clayton State University	76.6	67.8	64.2	53.8	66.1	-0.8
Fort Valley State University	67.8	60.6	57.6	44.1	59.4	-0.1

Georgia Southwestern State University	67.5	63.5	58.2	51.2	60.0	-1.0
Middle Georgia State University	73.3	59.5	56.3	46.5	58.5	0.7
Savannah State University	80.7	66.3	58.2	45.1	59.9	2.0

DOCTORAL

Augusta University	87.6	67.9	62.3	48.6	65.9	-0.2
Columbus State University	79.3	69.2	61.6	50.4	66.6	1.5
Georgia College & State University	85.8	68.4	62.5	52.7	68.3	-0.4
Georgia Institute of Technology- Main Campus	158.8	112.2	106.2	61.9	121.0	0.1
Georgia Southern University	83.0	73.2	67.2	48.4	67.1	-2.7
Georgia State University	131.6	89.8	85.1	53.2	90.3	1.1
Kennesaw State University	91.6	74.4	66.2	52.0	70.6	1.3
University of Georgia	135.5	97.3	91.3	68.0	103.6	0.7
University of North Georgia	79.4	66.6	60.2	42.8	58.4	1.1
University of West Georgia	85.6	68.0	59.1	45.0	62.0	-0.5
Valdosta State University	82.5	64.5	64.1	48.6	66.9	0.2

HAWAII**AA**

Hawaii Community College	98.3	85.3	72.8	61.2	72.1	1.5
Honolulu Community College	96.4	82.3	73.5	60.7	75.9	1.8
Kapiolani Community College	97.0	82.9	74.4	65.5	78.2	3.4
Kauai Community College	95.8	88.2	77.5	61.4	75.2	5.0
Leeward Community College	95.8	82.7	72.2	62.0	76.2	2.5
University of Hawaii Maui College	93.5	84.3	74.9	61.9	74.1	2.8
Windward Community College	99.4	79.2	71.8	61.9	77.4	2.6

BA

University of Hawaii-West Oahu	104.3	92.1	77.7	67.9	85.6	3.9
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DOCTORAL

University of Hawaii at Hilo	103.3	87.0	77.2	62.0	87.2	4.1
University of Hawaii at Manoa	140.8	101.7	89.4	66.5	108.1	2.7

IDAHO**AA**

College of Eastern Idaho	—	—	—	56.3	56.3	-8.8
College of Southern Idaho	64.3	54.8	53.0	44.4	55.5	1.4
College of Western Idaho	—	58.8	52.9	51.7	53.8	3.8
North Idaho College	—	61.8	53.8	41.9	59.0	1.0

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

Lewis-Clark State College	67.8	59.5	49.7	46.2	55.9	2.7
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DOCTORAL

Boise State University	94.9	79.2	75.1	47.7	74.3	3.6
Idaho State University	89.6	71.7	64.1	46.5	66.6	2.7
University of Idaho	106.7	82.7	74.4	53.1	83.8	3.1

ILLINOIS**AA**

Black Hawk College	71.8	59.2	52.8	46.0	60.7	-1.0
Carl Sandburg College	—	—	—	60.4	60.4	—
City Colleges of Chicago- Harold Washington College	94.9	87.5	78.6	73.1	81.4	0.8
City Colleges of Chicago- Harry S Truman College	102.2	89.8	84.4	71.9	80.4	-2.2
City Colleges of Chicago- Kennedy-King College	97.7	87.7	74.9	72.2	77.1	2.2
City Colleges of Chicago- Malcolm X College	121.3	97.1	84.1	76.1	81.1	0.3
City Colleges of Chicago- Olive-Harvey College	109.6	95.7	82.1	75.3	82.5	2.2
City Colleges of Chicago- Richard J Daley College	107.9	89.6	77.3	73.6	80.7	-0.0
City Colleges of Chicago- Wilbur Wright College	95.7	92.8	78.1	69.6	83.3	-0.4
College of DuPage	124.8	92.9	75.4	59.8	101.2	0.4
College of Lake County	—	—	—	96.4	96.4	-1.7
Danville Area Community College	58.6	—	—	55.7	57.1	-0.0
Elgin Community College	118.0	97.9	80.4	60.1	99.1	1.3
Frontier Community College	—	56.1	64.1	52.8	58.1	4.4
Heartland Community College	76.3	58.9	53.5	51.4	66.9	1.8
Highland Community College	—	—	—	79.4	79.4	2.4
Illinois Central College	75.5	62.2	58.4	53.2	69.0	1.2
Illinois Valley Community College	—	—	—	72.5	72.5	2.1
John A Logan College	82.4	70.1	67.3	62.5	67.2	-3.0
John Wood Community College	71.9	70.4	57.2	47.7	57.7	1.5
Joliet Junior College	—	—	—	96.7	96.7	2.9
Kankakee Community College	69.4	—	56.5	49.5	67.4	0.9
Kaskaskia College	89.5	78.3	69.2	—	78.7	2.6
Kishwaukee College	—	—	—	62.2	62.2	4.0
Lake Land College	—	—	—	57.8	57.8	1.1
Lewis and Clark Community College	88.7	71.4	61.6	50.0	75.9	4.5
Lincoln Land Community College	94.0	71.1	70.5	57.4	85.1	0.5
Lincoln Trail College	78.5	56.1	59.2	46.9	56.2	-0.3
McHenry County College	—	—	—	93.8	93.8	-0.6
Moraine Valley Community College	85.0	72.7	66.0	58.7	72.7	3.0
Morton College	—	—	—	78.4	78.4	-4.5
Oakton Community College	101.0	72.1	69.1	57.5	90.6	1.1

FACULTY SALARY ANALYSIS: 2018-19

State/School	Prof. (\$)	Assoc. (\$)	Asst. (\$)	Inst./ Lect./ No Rank (\$)	Avg. (\$)	% Chng. (%)
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Olney Central College	68.6	65.5	64.6	46.7	59.0	1.0
Parkland College	89.7	75.1	70.0	50.3	77.2	2.3
Prairie State College	84.0	67.3	62.1	—	72.7	2.3
Rend Lake College	69.9	59.3	—	61.4	66.9	5.6
Richland Community College	68.8	65.3	59.3	54.1	63.1	-0.8
Rock Valley College	81.6	65.3	57.2	54.4	70.4	5.6
Sauk Valley Community College	63.7	56.0	48.9	52.0	54.9	-4.1
Shawnee Community College	—	—	—	67.7	67.7	1.8
South Suburban College	—	—	—	69.4	69.4	-6.1
Southeastern Illinois College	—	—	—	60.6	60.6	6.6
Southwestern Illinois College	95.9	81.1	68.3	60.0	74.7	4.1
Spoon River College	—	—	—	58.3	58.3	1.7
Triton College	—	—	—	73.4	73.4	2.4
Wabash Valley College	80.4	70.1	60.9	51.3	62.8	5.6
Waubensee Community College	109.2	88.4	80.2	64.2	87.7	5.3
William Rainey Harper College	110.9	90.0	68.1	55.2	87.3	1.4

BA+

Eastern Illinois University	93.0	74.5	79.4	51.9	74.0	1.2
Northeastern Illinois University	93.5	82.4	69.7	47.1	72.5	1.5

DOCTORAL

Chicago State University	83.3	72.1	72.1	46.6	68.9	5.5
Governors State University	103.7	84.6	58.4	130.0	78.4	-9.8
Illinois State University	96.8	79.4	76.6	45.4	75.4	3.6
Northern Illinois University	95.9	76.9	77.0	45.5	74.5	0.9
Southern Illinois University-Carbondale	94.4	72.5	66.7	41.1	70.2	-0.6
Southern Illinois University-Edwardsville	86.6	74.2	62.7	44.7	67.2	3.1
University of Illinois at Chicago	146.2	104.6	90.9	53.4	102.8	-0.9
University of Illinois at Springfield	107.3	73.2	71.7	51.7	72.1	-3.1
University of Illinois at Urbana-Champaign	152.5	105.4	95.4	64.5	115.7	3.0
Western Illinois University	102.1	81.9	63.7	49.8	79.9	3.2

INDIANA**AA**

Ivy Tech Community College	60.8	53.7	49.8	46.2	50.8	-1.5
Vincennes University	65.5	56.9	47.2	51.5	53.1	-2.8

BA+

Indiana University-East	89.1	75.9	65.7	51.7	66.3	4.1
Indiana University-Kokomo	95.2	70.8	60.1	50.9	62.3	2.4
Indiana University-Northwest	88.9	69.8	63.9	52.7	69.3	2.8
Indiana University-South Bend	73.0	65.8	66.8	47.7	63.6	1.4
Indiana University-Southeast	88.1	74.7	63.9	53.1	69.6	1.8
Purdue University Fort Wayne	86.1	71.8	65.4	52.2	69.2	0.6

DOCTORAL

Ball State University	93.5	75.1	56.6	48.4	65.9	-0.7
Indiana State University	101.1	78.1	65.7	49.6	73.8	-0.7

State/School	Prof. (\$)	Assoc. (\$)	Asst. (\$)	Inst./ Lect./ No Rank (\$)	Avg. (\$)	% Chng. (%)
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Indiana University-Bloomington	141.2	98.6	98.8	63.0	105.2	0.7
Indiana University-Purdue University-Indianapolis	120.3	87.1	77.2	54.8	82.9	0.8
Purdue University Global-Indianapolis	—	—	—	—	—	—
Purdue University Northwest	99.5	79.8	74.6	47.8	76.7	1.2
Purdue University-Main Campus	147.1	105.4	93.2	57.8	112.6	2.2
University of Southern Indiana	89.9	74.4	64.2	51.1	67.3	0.4

IOWA**AA**

Des Moines Area Community College	71.3	63.9	—	62.3	68.2	1.3
Eastern Iowa Community College District	—	—	—	55.5	55.5	1.1
Ellsworth Community College	73.9	62.4	55.6	53.6	65.1	2.3
Hawkeye Community College	—	—	—	57.6	57.6	0.8
Indian Hills Community College	—	—	—	58.6	58.6	0.0
Iowa Central Community College	71.4	70.7	68.5	66.9	67.7	4.3
Iowa Lakes Community College	64.6	49.5	47.8	50.4	59.2	-0.1
Iowa Western Community College	62.9	55.8	52.1	49.8	52.0	-0.7
Kirkwood Community College	76.3	65.2	61.9	56.9	66.9	3.1
Marshalltown Community College	74.4	61.4	56.0	46.6	67.9	1.5
North Iowa Area Community College	—	—	—	64.3	64.3	4.0
Northeast Iowa Community College	—	—	—	50.6	50.6	-2.2
Northwest Iowa Community College	—	—	—	51.5	51.5	2.1
Purdue University Global-Des Moines	—	—	—	—	—	—
Southeastern Community College	—	—	—	70.7	70.7	-7.1
Southwestern Community College	—	—	—	47.9	47.9	-3.2
Western Iowa Tech Community College	—	—	—	60.1	60.1	11.0

DOCTORAL

Iowa State University	135.9	99.2	86.7	63.3	101.0	2.1
Purdue University Global-Cedar Rapids	—	—	—	—	—	—
University of Iowa	138.5	91.8	78.9	55.2	97.1	-0.9
University of Northern Iowa	91.3	74.6	67.1	59.3	75.1	-2.3

KANSAS**AA**

Allen County Community College	—	—	—	51.1	51.1	3.5
Barton County Community College	—	—	—	50.0	50.0	-0.7
Butler Community College	60.7	51.5	44.5	42.8	54.8	1.4
Cloud County Community College	—	—	—	—	—	—

FACULTY SALARY ANALYSIS: 2018-19

State/School	Prof. (\$)	Assoc. (\$)	Asst. (\$)	Inst./ Lect./ No Rank (\$)	Avg. (\$)	% Chng. (%)
Coffeyville Community College	—	—	—	49.6	49.6	0.1
Colby Community College	—	—	—	—	—	—
Cowley County Community College	—	—	—	51.4	51.4	17.3
Dodge City Community College	58.1	52.4	46.7	43.9	53.6	4.1
Flint Hills Technical College	—	—	—	47.9	47.9	-7.6
Fort Scott Community College	—	—	—	40.4	40.4	-0.5
Garden City Community College	—	—	—	52.9	52.9	-3.0
Haskell Indian Nations University	—	—	—	—	—	—
Highland Community College	—	—	—	49.2	49.2	3.8
Hutchinson Community College	—	—	—	49.8	49.8	-1.0
Independence Community College	57.1	58.2	—	—	57.7	16.1
Johnson County Community College	78.2	73.0	55.5	34.6	71.9	-0.8
Kansas City Kansas Community College	87.8	80.8	73.0	61.1	70.5	6.3
Labette Community College	53.1	54.8	45.4	45.4	51.6	—
Manhattan Area Technical College	—	—	—	49.4	49.4	-5.9
Neosho County Community College	—	—	—	46.1	46.1	4.2
North Central Kansas Technical College	—	—	—	40.6	40.6	-0.9
Northwest Kansas Technical College	—	—	—	49.1	49.1	0.8
Pratt Community College	—	—	—	49.5	49.5	1.9
Salina Area Technical College	—	—	—	50.7	50.7	5.7
Seward County Community College	—	—	—	46.1	46.1	1.3
Wichita State University-Campus of Applied Sciences and Technology	—	—	—	45.7	45.7	-0.2
DOCTORAL						
Emporia State University	70.4	62.7	61.6	41.0	61.0	-0.5
Fort Hays State University	86.4	72.4	62.0	52.1	65.6	5.1
Kansas State University	108.3	85.1	76.1	53.5	81.4	0.1
Pittsburg State University	80.4	67.3	59.2	48.3	65.8	5.2
University of Kansas	126.7	85.6	76.4	59.5	95.4	1.5
Washburn University	101.4	70.7	60.8	49.0	71.5	2.4
Wichita State University	96.5	73.2	60.3	52.0	73.4	3.1
KENTUCKY						
AA						
Ashland Community and Technical College	62.1	51.2	43.2	40.3	50.6	-0.8
Big Sandy Community and Technical College	60.7	49.6	43.5	38.1	52.3	-1.6
Bluegrass Community and Technical College	60.3	53.3	46.4	40.2	52.6	-0.4
Elizabethtown Community and Technical College	61.7	50.0	44.1	39.4	51.5	-1.5

State/School	Prof. (\$)	Assoc. (\$)	Asst. (\$)	Inst./ Lect./ No Rank (\$)	Avg. (\$)	% Chng. (%)
Gateway Community and Technical College	60.4	51.7	52.0	47.2	50.9	-0.8
Hazard Community and Technical College	62.7	51.5	44.1	39.2	54.3	-1.3
Henderson Community College	63.4	49.3	42.7	42.3	53.2	-2.9
Hopkinsville Community College	61.4	51.2	42.2	38.8	48.4	-4.0
Jefferson Community and Technical College	62.6	54.0	49.2	44.5	53.9	-3.5
Madisonville Community College	59.9	51.6	43.8	45.6	54.2	0.1
Maysville Community and Technical College	63.3	50.8	43.4	41.1	51.4	-1.1
Owensboro Community and Technical College	60.9	49.3	42.9	41.2	52.0	-1.3
Somerset Community College	62.0	50.6	44.8	39.9	52.3	-1.8
Southcentral Kentucky Community and Technical College	61.7	48.8	43.6	36.6	46.2	-0.4
Southeast Kentucky Community and Technical College	64.2	51.1	43.0	42.5	54.0	0.4
West Kentucky Community and Technical College	60.6	51.8	47.0	42.1	52.9	-1.6
DOCTORAL						
Eastern Kentucky University	77.5	65.7	61.0	54.2	63.0	-0.4
Kentucky State University	66.7	55.4	49.7	34.7	53.4	-3.3
Morehead State University	71.1	63.7	52.9	43.0	58.1	-2.1
Murray State University	84.2	67.2	59.4	46.6	63.2	0.2
Northern Kentucky University	100.4	73.4	68.2	49.4	70.4	1.1
University of Kentucky	126.5	95.0	84.8	62.6	97.1	-0.4
University of Louisville	121.0	81.1	69.0	53.6	86.2	-0.2
Western Kentucky University	83.7	66.5	60.6	49.8	65.8	1.6
LOUISIANA						
AA						
Baton Rouge Community College	55.2	48.7	48.5	44.0	48.1	0.3
Bossier Parish Community College	54.9	41.3	42.9	41.5	44.8	2.7
Central Louisiana Technical Community College	44.7	—	—	41.8	41.9	-2.2
Delgado Community College	64.0	48.8	40.9	38.8	47.9	1.3
Fletcher Technical Community College	—	—	45.2	39.5	40.3	1.1
Louisiana Delta Community College	47.1	46.5	46.5	38.7	40.5	-0.3
Louisiana State University-Eunice	54.7	47.5	41.1	47.2	47.9	1.1
Northshore Technical Community College	—	46.2	45.5	42.4	42.9	6.6
Northwest Louisiana Technical College	47.9	40.2	—	37.7	38.6	3.6
Nunez Community College	47.4	45.8	42.2	41.3	43.4	-2.8
River Parishes Community College	50.7	51.1	46.5	45.2	46.9	4.8
SOWELA Technical Community College	65.4	51.9	47.3	42.4	44.6	-0.6
South Louisiana Community College	57.2	45.4	44.2	42.3	43.5	-0.1

FACULTY SALARY ANALYSIS: 2018-19

State/School	Prof. (\$)	Assoc. (\$)	Asst. (\$)	Inst./ Lect./ No Rank (\$)	Avg. (\$)	% Chng. (%)
Southern University at Shreveport	54.8	34.4	55.7	47.4	46.6	2.8
BA						
Louisiana State University- Alexandria	61.8	55.4	52.0	45.2	53.1	5.2
BA+						
McNeese State University	79.9	62.6	57.9	42.1	60.0	0.1
Nicholls State University	76.8	59.7	58.5	43.2	55.9	3.7
Southern University at New Orleans	61.8	51.4	51.1	.	53.0	-1.4
DOCTORAL						
Grambling State University	68.7	60.4	47.6	31.1	51.0	-12.6
Louisiana State University Health Sciences Center-New Orleans	—	—	—	—	—	—
Louisiana State University Health Sciences Center-Shreveport	—	—	—	—	—	—
Louisiana State University and Agricultural & Mechanical College	127.0	87.2	84.3	53.5	92.0	2.9
Louisiana State University- Shreveport	71.3	58.3	74.2	38.6	65.0	3.6
Louisiana Tech University	91.5	73.1	74.0	52.3	69.4	5.7
Northwestern State University of Louisiana	74.8	57.0	53.6	44.0	56.7	-0.7
Southeastern Louisiana University	84.5	72.3	61.3	47.3	60.3	2.3
Southern University and A & M College	77.6	65.6	60.3	44.0	63.8	0.0
University of Louisiana at Lafayette	105.8	82.3	68.9	57.8	75.8	-2.9
University of Louisiana at Monroe	78.2	61.8	58.0	46.5	59.4	1.2
University of New Orleans	90.6	69.9	75.9	40.0	71.7	2.8
MAINE						
AA						
Central Maine Community College	—	—	—	57.0	57.0	3.8
Eastern Maine Community College	—	—	—	57.4	57.4	4.2
Kennebec Valley Community College	—	—	—	56.3	56.3	-0.9
Northern Maine Community College	—	—	—	57.9	57.9	1.4
Southern Maine Community College	65.2	60.9	62.1	57.7	62.3	2.0
Washington County Community College	—	—	—	57.4	57.4	5.0
York County Community College	—	—	—	56.8	56.8	6.3
BA						
University of Maine at Augusta	79.2	69.3	54.6	53.1	66.5	-2.0
University of Maine at Fort Kent	78.8	64.6	52.2	51.3	64.1	2.1
University of Maine at Machias	73.3	60.3	49.8	41.5	60.5	6.1

State/School	Prof. (\$)	Assoc. (\$)	Asst. (\$)	Inst./ Lect./ No Rank (\$)	Avg. (\$)	% Chng. (%)
University of Maine at Presque Isle	73.3	62.8	54.0	48.8	62.6	3.3
BA+						
Maine Maritime Academy	—	—	—	—	—	—
University of Maine at Farmington	78.2	65.3	53.3	49.0	63.9	1.6
DOCTORAL						
Purdue University Global- Augusta	—	—	—	—	—	—
University of Maine	113.4	87.8	69.9	57.2	86.2	3.3
University of Southern Maine	99.1	85.0	68.4	56.4	79.3	-0.0
MARYLAND						
AA						
Allegany College of Maryland	62.6	55.3	48.0	43.6	53.2	-2.5
Anne Arundel Community College	88.5	76.2	66.9	60.8	75.7	0.9
Baltimore City Community College	79.4	69.8	59.6	.	66.4	-0.4
Carroll Community College	74.2	65.8	56.7	49.9	59.9	3.3
Cecil College	81.4	64.2	57.6	41.0	67.0	2.0
Chesapeake College	83.1	74.7	63.3	57.9	70.1	1.9
College of Southern Maryland	90.6	71.9	67.0	59.6	81.0	-1.3
Community College of Baltimore County	96.8	81.9	68.7	57.1	75.7	1.6
Frederick Community College	89.1	68.9	62.8	—	70.9	2.6
Garrett College	69.4	55.2	55.5	—	63.2	3.3
Hagerstown Community College	81.5	65.1	60.0	54.5	64.1	2.3
Harford Community College	82.4	68.2	57.1	—	63.5	5.0
Howard Community College	85.5	73.3	63.3	59.2	73.3	2.7
Montgomery College	96.0	80.6	72.2	75.6	89.1	1.5
Prince George's Community College	83.7	70.7	63.9	—	74.5	4.6
Wor-Wic Community College	76.4	62.6	56.7	54.0	61.0	5.6
BA						
United States Naval Academy	132.4	112.0	95.9	103.4	114.1	-2.9
BA+						
St. Mary's College of Maryland	91.7	73.0	60.5	52.0	74.1	-1.7
DOCTORAL						
Bowie State University	94.5	77.6	70.7	63.7	75.8	-1.7
Coppin State University	88.3	76.0	73.4	55.1	75.8	0.1
Frostburg State University	90.6	71.7	67.8	48.6	76.7	-0.5
Morgan State University	112.2	88.6	74.8	49.2	74.0	-1.1
Salisbury University	94.4	77.5	72.3	71.5	80.5	-0.5
Towson University	94.4	82.1	70.4	47.0	73.2	0.3
University of Baltimore	147.0	111.0	83.6	75.4	105.3	-2.1
University of Maryland Eastern Shore	86.9	75.0	66.7	54.1	70.1	-0.5
University of Maryland, Baltimore	180.3	108.0	94.6	74.8	137.4	1.2

FACULTY SALARY ANALYSIS: 2018-19

State/School	Prof. (\$)	Assoc. (\$)	Asst. (\$)	Inst./ Lect./ No Rank (\$)	Avg. (\$)	% Chng. (%)
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University of Maryland-Baltimore County	117.1	90.3	77.2	58.8	86.3	-0.9
University of Maryland-College Park	158.8	109.8	95.2	63.3	112.0	0.1
University of Maryland-University College	—	—	—	—	—	—

MASSACHUSETTS

AA

Berkshire Community College	74.1	55.9	51.9	—	65.4	-0.8
Bristol Community College	74.1	61.7	56.0	52.0	65.3	-0.8
Bunker Hill Community College	72.0	58.9	58.6	—	66.5	-2.1
Cape Cod Community College	74.0	59.8	60.2	62.6	65.9	-0.8
Greenfield Community College	73.1	60.8	56.7	55.9	66.0	-0.3
Holyoke Community College	71.4	57.2	54.6	52.9	65.1	-0.5
Massachusetts Bay Community College	74.3	65.5	60.5	—	68.8	-3.4
Massasoit Community College	78.5	61.4	57.0	57.1	66.7	-0.8
Middlesex Community College	72.4	58.7	52.3	—	66.1	-1.2
Mount Wachusett Community College	79.8	67.4	57.1	57.8	70.4	-2.3
North Shore Community College	71.6	59.3	54.8	52.5	63.0	-2.0
Northern Essex Community College	69.9	56.7	56.6	49.4	64.2	1.5
Quincy College	79.7	63.7	63.0	66.8	71.5	1.2
Quinsigamond Community College	67.4	57.2	56.0	—	64.0	-3.8
Roxbury Community College	65.2	62.8	63.2	56.3	62.9	-6.5
Springfield Technical Community College	74.6	63.3	57.1	55.3	68.7	-1.0

BA+

Bridgewater State University	99.2	81.5	68.9	50.2	82.6	-1.1
Fitchburg State University	100.3	78.7	65.9	68.5	82.1	-0.7
Framingham State University	96.8	78.5	70.8	59.5	80.0	-0.5
Massachusetts College of Art and Design	102.3	80.5	65.7	—	86.6	-3.4
Massachusetts College of Liberal Arts	96.9	72.8	59.6	49.4	78.9	-4.4
Massachusetts Maritime Academy	131.2	83.0	71.1	65.8	96.7	13.0
Salem State University	101.6	84.9	74.6	78.9	89.7	-0.4
Westfield State University	103.2	79.1	68.8	62.6	85.0	-0.7
Worcester State University	98.2	78.5	61.6	60.9	79.5	-0.4

DOCTORAL

University of Massachusetts-Amherst	151.8	106.6	91.6	74.0	111.5	-1.3
University of Massachusetts-Boston	138.6	108.7	86.8	67.0	96.0	-1.9
University of Massachusetts-Dartmouth	125.8	99.9	90.6	67.7	97.9	0.3
University of Massachusetts-Lowell	147.5	111.8	92.3	74.2	104.6	-0.3

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

AA

Alpena Community College	—	—	—	79.5	79.5	4.7
Bay Mills Community College	—	—	—	43.7	43.7	-3.1
Bay de Noc Community College	—	—	—	76.8	76.8	0.9
Delta College	97.6	86.8	75.5	64.1	85.7	2.5
Glen Oaks Community College	71.3	—	—	54.3	64.6	-0.0
Gogebic Community College	—	—	—	61.0	61.0	-1.9
Grand Rapids Community College	93.2	79.9	61.3	54.8	79.3	0.4
Henry Ford College	—	—	—	102.3	102.3	1.8
Jackson College	—	—	—	—	—	—
Kalamazoo Valley Community College	—	—	—	88.7	88.7	1.6
Kellogg Community College	83.5	—	—	—	83.5	1.4
Keweenaw Bay Ojibwa Community College	—	—	—	46.1	46.1	7.9
Kirtland Community College	—	—	—	—	—	—
Lake Michigan College	—	—	—	77.9	77.9	7.3
Lansing Community College	77.0	—	—	—	77.0	1.5
Macomb Community College	—	—	—	82.2	82.2	2.5
Mid Michigan College	78.3	69.3	66.9	58.5	68.7	10.5
Monroe County Community College	98.4	86.7	82.1	73.9	83.3	-1.6
Montcalm Community College	—	—	—	80.3	80.3	2.2
Mott Community College	—	—	—	74.3	74.3	2.4
Muskegon Community College	—	—	—	90.6	90.6	1.5
North Central Michigan College	87.6	—	—	—	87.6	10.6
Northwestern Michigan College	—	—	—	68.6	68.6	-6.9
Oakland Community College	—	—	—	116.7	116.7	29.4
Saginaw Chippewa Tribal College	—	—	—	51.7	51.7	3.6
Schoolcraft College	—	—	—	92.6	92.6	4.5
Southwestern Michigan College	—	—	—	57.6	57.6	1.2
St Clair County Community College	78.4	—	—	57.3	75.6	-2.4
Washtenaw Community College	—	—	—	—	—	—
Wayne County Community College District	—	—	—	68.3	68.3	-2.3
West Shore Community College	78.7	60.4	—	—	73.4	1.3

BA

Lake Superior State University	72.2	62.9	54.3	44.1	58.4	-3.3
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DOCTORAL

Central Michigan University	108.9	84.4	80.7	52.9	84.2	2.4
Eastern Michigan University	104.9	84.6	75.7	46.7	87.7	1.9
Ferris State University	104.0	82.1	73.5	47.7	81.7	0.2
Grand Valley State University	108.4	87.1	75.6	49.6	81.3	-12.5
Michigan State University	157.7	103.6	85.2	64.7	110.6	0.5
Michigan Technological University	118.3	94.8	81.3	66.8	93.1	1.5
Northern Michigan University	91.8	77.8	67.0	53.4	76.4	1.1
Oakland University	112.7	83.5	72.1	68.5	85.1	2.5

FACULTY SALARY ANALYSIS: 2018-19

State/School	Prof. (\$)	Assoc. (\$)	Asst. (\$)	Inst./ Lect./ No Rank (\$)	Avg. (\$)	% Chng. (%)
Saginaw Valley State University	87.6	72.2	68.4	46.0	74.5	0.9
University of Michigan-Ann Arbor	175.6	115.4	99.8	71.7	130.2	3.7
University of Michigan-Dearborn	116.7	96.8	85.7	61.3	91.1	-5.0
University of Michigan-Flint	117.9	83.6	76.8	59.7	81.4	6.9
Wayne State University	133.8	100.3	88.8	63.8	99.4	2.2
Western Michigan University	112.5	86.1	73.5	54.0	93.1	2.3

MINNESOTA

AA

Alexandria Technical & Community College	—	—	—	73.7	73.7	2.9
Anoka Technical College	—	—	—	73.0	73.0	2.7
Anoka-Ramsey Community College	—	—	—	73.8	73.8	4.2
Central Lakes College-Brainerd	—	—	—	74.0	74.0	3.7
Century College	—	—	—	74.5	74.5	4.6
Dakota County Technical College	—	—	—	72.9	72.9	5.0
Fond du Lac Tribal and Community College	—	—	—	70.8	70.8	3.6
Hennepin Technical College	—	—	—	72.6	72.6	4.3
Hibbing Community College	—	—	—	71.4	71.4	3.1
Inver Hills Community College	—	—	—	72.8	72.8	5.8
Itasca Community College	—	—	—	72.6	72.6	1.8
Lake Superior College	—	—	—	72.2	72.2	4.4
Leech Lake Tribal College	—	—	—	47.8	47.8	-1.0
Mesabi Range College	—	—	—	72.8	72.8	3.4
Minneapolis Community and Technical College	—	—	—	73.3	73.3	2.7
Minnesota State College Southeast	—	—	—	72.7	72.7	3.7
Minnesota State Community and Technical College	—	—	—	73.0	73.0	4.7
Minnesota West Community and Technical College	—	—	—	70.3	70.3	4.0
Normandale Community College	—	—	—	73.5	73.5	4.6
North Hennepin Community College	—	—	—	72.7	72.7	3.4
Northland Community and Technical College	—	—	—	73.0	73.0	4.9
Northwest Technical College	—	—	—	69.3	69.3	0.8
Pine Technical & Community College	—	—	—	69.7	69.7	1.2
Rainy River Community College	—	—	—	69.7	69.7	5.5
Red Lake Nation College	—	—	—	55.1	55.1	.
Ridgewater College	—	—	—	72.0	72.0	3.6
Riverland Community College	—	—	—	73.1	73.1	2.6
Rochester Community and Technical College	—	—	—	74.8	74.8	4.7
Saint Paul College	—	—	—	70.9	70.9	4.0
South Central College	—	—	—	72.7	72.7	3.5

State/School	Prof. (\$)	Assoc. (\$)	Asst. (\$)	Inst./ Lect./ No Rank (\$)	Avg. (\$)	% Chng. (%)
St Cloud Technical and Community College	—	—	—	71.9	71.9	2.9
Vermilion Community College	—	—	—	70.3	70.3	4.5

BA

University of Minnesota-Crookston	89.8	75.8	70.0	62.4	69.9	3.5
University of Minnesota-Morris	87.3	70.3	56.3	47.3	65.6	0.2
University of Minnesota-Rochester	—	80.9	70.5	52.7	60.3	1.2

BA+

Bemidji State University	91.5	77.7	68.5	51.2	78.0	4.6
Southwest Minnesota State University	95.9	81.4	64.1	44.2	83.8	2.8

DOCTORAL

Metropolitan State University	99.4	84.6	72.0	—	85.2	4.4
Minnesota State University Moorhead	91.3	78.6	71.1	49.9	82.0	3.4
Minnesota State University-Mankato	100.7	85.0	70.9	54.0	85.0	3.7
Saint Cloud State University	99.2	84.2	71.6	58.9	88.2	5.0
University of Minnesota-Duluth	103.1	81.0	66.9	54.9	75.8	3.3
University of Minnesota-Twin Cities	150.8	102.0	92.5	62.1	111.5	1.2
Winona State University	97.8	78.6	70.3	48.0	82.0	4.9

MISSISSIPPI

AA

Coahoma Community College	—	—	—	52.4	52.4	5.3
Copiah-Lincoln Community College	—	—	—	46.4	46.4	-0.5
East Central Community College	—	—	—	48.9	48.9	3.4
East Mississippi Community College	—	—	—	54.8	54.8	1.2
Hinds Community College	—	—	—	49.2	49.2	-0.5
Holmes Community College	—	—	—	57.9	57.9	0.7
Itawamba Community College	—	—	—	62.2	62.2	-3.3
Jones County Junior College	—	—	—	53.8	53.8	-4.9
Meridian Community College	—	—	—	48.2	48.2	0.5
Mississippi Delta Community College	—	—	—	51.8	51.8	-8.3
Mississippi Gulf Coast Community College	—	—	—	53.1	53.1	2.3
Northeast Mississippi Community College	—	—	—	48.8	48.8	-3.6
Northwest Mississippi Community College	—	—	—	53.0	53.0	-0.9
Pearl River Community College	—	—	—	47.9	47.9	4.0
Southwest Mississippi Community College	—	—	—	55.8	55.8	-0.6

FACULTY SALARY ANALYSIS: 2018-19

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

Alcorn State University	72.8	75.1	57.3	41.7	60.2	0.2
Mississippi Valley State University	64.7	56.3	51.1	44.0	52.7	0.9

DOCTORAL

Delta State University	75.2	62.8	58.4	49.6	58.4	3.9
Jackson State University	84.1	70.3	58.5	46.9	64.9	0.0
Mississippi State University	107.2	84.5	76.1	41.6	74.2	2.5
Mississippi University for Women	66.1	56.3	50.4	52.7	55.8	-0.6
University of Mississippi	118.0	85.8	74.7	48.1	79.4	2.9
University of Southern Mississippi	88.5	68.6	64.2	51.0	67.7	1.9

MISSOURI**AA**

Crowder College	—	—	—	34.5	34.5	-23.4
East Central College	79.7	69.1	53.0	48.2	52.8	2.9
Jefferson College	71.0	57.8	60.9	46.2	60.8	4.5
Metropolitan Community College-Kansas City	—	—	—	63.7	63.7	2.2
Mineral Area College	58.2	52.1	50.4	47.2	51.5	-2.8
Missouri State University-West Plains	61.6	52.5	46.5	37.9	49.8	-0.2
Moberly Area Community College	52.8	47.5	46.6	45.6	47.9	0.1
North Central Missouri College	—	—	—	46.5	46.5	1.2
Ozarks Technical Community College	—	—	—	51.1	51.1	0.8
Saint Louis Community College	82.9	71.9	65.2	58.9	74.6	3.7
St Charles Community College	80.8	69.6	62.0	54.3	68.3	-0.9
State Fair Community College	—	—	—	49.6	49.6	-1.5
State Technical College of Missouri	—	—	—	49.1	49.1	-0.8
Three Rivers College	59.7	50.0	43.9	45.4	48.6	-0.4

BA

Harris-Stowe State University	—	—	—	—	—	—
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BA+

Lincoln University	62.8	55.5	44.9	38.3	52.1	1.4
Missouri Southern State University	75.5	59.0	51.1	45.4	58.9	-2.1
Missouri Western State University	75.2	63.8	56.7	43.6	61.1	1.2
Northwest Missouri State University	81.8	70.0	62.2	52.2	64.4	3.4
Southeast Missouri State University	85.2	67.8	59.7	46.3	63.6	-0.2
Truman State University	76.8	66.7	55.7	46.4	66.3	3.6
University of Central Missouri	84.7	69.9	68.5	52.8	65.0	1.5

DOCTORAL

Missouri State University-Springfield	83.3	69.5	64.8	44.0	66.4	0.4
Missouri University of Science and Technology	128.1	83.7	76.4	53.1	96.8	1.9
University of Missouri-Columbia	126.8	84.9	81.8	46.5	94.9	5.1

State/School	Prof. (\$)	Assoc. (\$)	Asst. (\$)	Inst./ Lect./ No Rank (\$)	Avg. (\$)	% Chng. (%)
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University of Missouri-Kansas City	111.8	80.9	73.9	43.6	86.3	1.8
University of Missouri-St Louis	101.8	71.2	64.9	60.0	76.9	1.3

MONTANA**AA**

Aaniih Nakoda College	—	—	—	40.3	40.3	2.2
Chief Dull Knife College	—	—	—	50.5	50.5	4.2
Dawson Community College	—	—	—	48.1	48.1	3.2
Flathead Valley Community College	—	—	—	58.1	58.1	1.0
Fort Peck Community College	—	—	—	45.0	45.0	-11.3
Great Falls College Montana State University	—	—	—	51.3	51.3	-29.6
Helena College University of Montana	—	—	—	52.2	52.2	1.1
Little Big Horn College	—	—	—	30.8	30.8	162.1
Miles Community College	—	—	—	47.9	47.9	2.7
Stone Child College	—	—	—	38.0	38.0	-13.8

BA

The University of Montana-Western	70.7	56.8	49.3	45.0	58.6	-0.6
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BA+

Montana State University Billings	76.9	63.5	54.2	48.3	58.5	-2.0
Montana State University-Northern	51.7	60.0	54.4	47.0	54.1	-5.6

DOCTORAL

Montana State University	103.7	77.1	72.8	55.6	80.1	2.4
Montana Technological University	82.0	72.6	66.1	53.8	68.8	0.8
The University of Montana	92.3	73.7	61.4	44.5	78.1	2.9

NEBRASKA**AA**

Central Community College	—	—	—	58.3	58.3	2.4
Little Priest Tribal College	—	—	—	—	—	—
Metropolitan Community College Area	—	—	—	68.5	68.5	2.9
Mid-Plains Community College	—	—	—	59.8	59.8	-3.1
Nebraska College of Technical Agriculture	100.8	75.2	56.0	39.8	63.0	-10.7
Nebraska Indian Community College	—	—	—	—	—	—
Northeast Community College	—	—	—	—	—	—
Southeast Community College Area	—	—	—	53.8	53.8	1.3
Western Nebraska Community College	—	—	—	61.9	61.9	6.8

BA+

Chadron State College	77.8	62.4	51.9	45.1	65.4	1.6
Peru State College	87.3	45.3	47.8	79.3	62.4	-8.2

FACULTY SALARY ANALYSIS: 2018-19

State/School	Prof. (\$)	Assoc. (\$)	Asst. (\$)	Inst./ Lect./ No Rank (\$)	Avg. (\$)	% Chng. (%)
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University of Nebraska at Kearney	86.0	71.5	59.6	48.4	68.4	1.3
Wayne State College	80.8	61.7	53.5	48.0	66.6	1.5

DOCTORAL

Purdue University Global-Lincoln	—	—	—	—	—	—
Purdue University Global-Omaha	—	—	—	—	—	—

University of Nebraska Medical Center	104.1	108.1	75.7	57.9	65.7	1.9
University of Nebraska at Omaha	95.1	81.8	74.1	50.0	76.3	0.5

University of Nebraska-Lincoln	132.4	93.4	94.9	65.2	101.0	2.0
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NEVADA**AA**

College of Southern Nevada	77.5	—	—	62.2	73.2	2.1
Great Basin College	77.8	—	—	67.5	72.0	2.0

Truckee Meadows Community College	81.5	—	—	63.1	74.7	-0.7
Western Nevada College	77.0	—	—	63.1	70.6	—

BA

Nevada State College	91.3	82.0	75.6	58.5	71.6	-0.2
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DOCTORAL

University of Nevada-Las Vegas	133.5	98.8	82.2	63.6	95.3	2.2
University of Nevada-Reno	133.2	96.1	82.5	66.8	93.0	1.8

NEW HAMPSHIRE**AA**

Great Bay Community College	71.2	56.9	56.5	48.2	67.9	8.2
Lakes Region Community College	74.2	63.3	54.1	45.5	67.0	20.4

Manchester Community College	73.2	59.0	61.8	54.3	66.7	8.5
NHTI-Concord's Community College	72.7	62.3	53.3	50.2	70.5	6.4

Nashua Community College	69.2	59.4	—	—	67.5	7.7
River Valley Community College	70.1	56.7	50.2	—	62.1	5.4

White Mountains Community College	63.7	61.3	59.3	49.9	60.8	3.6
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BA

University of New Hampshire at Manchester	120.9	94.5	80.9	71.9	86.5	0.8
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BA+

Granite State College	—	—	—	—	—	—
Keene State College	100.6	81.7	68.5	55.5	83.9	-0.6

DOCTORAL

Plymouth State University	93.7	77.4	65.7	60.7	78.8	0.4
University of New Hampshire-Main Campus	134.4	106.5	86.4	80.3	107.5	1.7

NEW JERSEY**AA**

Atlantic Cape Community College	82.1	67.4	58.9	62.8	68.2	-2.1
Bergen Community College	103.5	79.4	65.3	42.0	80.6	-1.1

State/School	Prof. (\$)	Assoc. (\$)	Asst. (\$)	Inst./ Lect./ No Rank (\$)	Avg. (\$)	% Chng. (%)
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Brookdale Community College	96.7	78.9	69.0	59.3	80.7	0.5
Camden County College	108.6	84.9	72.6	58.3	82.5	3.0

County College of Morris	99.9	78.6	60.4	55.6	73.5	-3.9
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Cumberland County College	81.0	70.3	58.8	—	66.4	5.6
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Essex County College	—	—	—	—	—	—
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Hudson County Community College	68.4	58.8	47.7	49.4	52.7	-0.7
Mercer County Community College	90.5	73.1	65.8	58.8	79.1	0.8

Middlesex County College	120.0	104.8	88.6	63.5	95.8	12.2
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Ocean County College	87.8	72.2	71.3	65.5	75.9	2.7
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Passaic County Community College	121.6	85.6	75.0	52.8	78.2	2.5
Raritan Valley Community College	97.4	80.2	68.1	60.4	79.5	3.2

Rowan College at Burlington County	68.1	42.5	59.6	47.7	52.1	-3.7
Rowan College at Gloucester County	93.0	83.6	78.1	49.5	71.5	-1.4

Salem Community College	74.1	59.5	63.2	59.8	61.9	-3.2
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Sussex County Community College	73.8	67.3	68.5	44.3	64.9	-5.7
Union County College	113.8	93.2	70.2	91.6	97.9	13.8

Warren County Community College	79.0	65.8	56.2	—	67.8	1.0
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BA+

Ramapo College of New Jersey	126.4	101.2	83.8	73.2	105.1	1.7
The College of New Jersey	123.4	101.6	83.3	72.4	104.0	2.7

DOCTORAL

Kean University	128.0	102.8	84.8	70.2	95.8	5.2
Montclair State University	130.5	105.7	86.6	77.1	109.2	2.0

New Jersey City University	128.6	101.3	86.3	—	105.4	1.4
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New Jersey Institute of Technology	183.8	129.1	102.0	73.4	126.1	-0.8
Rowan University	131.6	103.0	79.9	53.0	86.8	-1.2

Rutgers University-Camden	158.0	98.5	92.4	62.0	115.1	0.7
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Rutgers University-New Brunswick	169.2	111.5	85.5	60.3	125.0	-0.7
Rutgers University-Newark	186.8	130.4	106.2	71.0	137.4	0.0

Stockton University	124.3	98.4	76.4	63.5	94.8	0.9
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William Paterson University of New Jersey	131.4	103.1	84.7	72.6	111.9	3.0
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NEW MEXICO**AA**

Central New Mexico Community College	—	—	—	55.5	55.5	3.7
Clovis Community College	—	—	—	46.7	46.7	0.9

Eastern New Mexico University Ruidoso Branch Community College	55.1	49.1	—	—	53.1	7.3
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FACULTY SALARY ANALYSIS: 2018-19

State/School	Prof. (\$)	Assoc. (\$)	Asst. (\$)	Inst./ Lect./ No Rank (\$)	Avg. (\$)	% Chng. (%)
Eastern New Mexico University- Roswell Campus	—	—	—	47.9	47.9	5.1
Luna Community College	—	—	—	38.6	38.6	1.4
Mesalands Community College	57.4	—	—	—	57.4	43.5
Navajo Technical University	69.2	56.6	51.3	43.3	50.2	3.8
New Mexico Junior College	56.7	—	—	—	56.7	1.6
New Mexico Military Institute	81.9	68.2	56.8	40.2	64.7	5.2
New Mexico State University- Alamogordo	62.1	55.1	55.2	46.6	57.4	2.5
New Mexico State University- Carlsbad	60.8	57.9	52.4	46.0	53.3	-2.8
New Mexico State University- Dona Ana	58.3	53.2	49.6	45.5	51.4	-0.0
New Mexico State University- Grants	60.8	52.2	—	41.9	50.2	-0.9
Northern New Mexico College	—	50.7	52.5	29.2	50.1	1.8
San Juan College	60.5	57.5	52.8	49.0	54.3	1.8
Santa Fe Community College	58.8	57.2	51.6	—	52.8	-2.2
Southwestern Indian Polytechnic Institute	—	—	—	70.6	70.6	—
University of New Mexico- Gallup Campus	94.8	64.0	59.3	55.4	60.5	2.3
University of New Mexico- Los Alamos Campus	—	58.1	—	47.9	53.0	0.0
University of New Mexico- Taos Campus	—	58.8	53.0	49.8	53.2	0.6
University of New Mexico- Valencia County Campus	64.5	50.3	46.1	51.0	51.0	1.6
BA+						
Eastern New Mexico University- Main Campus	81.1	67.1	59.8	51.0	63.1	2.3
Institute of American Indian & Alaska Native Culture & Arts Development	—	65.8	54.7	—	56.8	2.4
New Mexico Highlands University	75.0	62.4	52.6	47.3	58.3	-1.1
Western New Mexico University	72.9	56.7	56.7	33.0	57.0	-12.3
DOCTORAL						
New Mexico Institute of Mining and Technology	91.0	79.3	65.0	53.8	76.2	1.3
New Mexico State University- Main Campus	98.8	74.2	67.6	52.8	77.6	2.2
University of New Mexico- Main Campus	108.3	77.9	78.1	52.9	81.0	1.3
NEW YORK						
AA						
Adirondack Community College	73.9	62.4	53.7	46.4	62.2	1.7
CUNY Borough of Manhattan Community College	117.1	93.7	79.0	69.1	88.8	1.3
CUNY Bronx Community College	115.7	94.4	74.5	68.6	89.6	2.5
CUNY Hostos Community College	114.6	92.4	79.8	71.4	87.4	0.8

State/School	Prof. (\$)	Assoc. (\$)	Asst. (\$)	Inst./ Lect./ No Rank (\$)	Avg. (\$)	% Chng. (%)
CUNY Kingsborough Community College	116.8	93.4	79.8	71.7	88.2	0.5
CUNY LaGuardia Community College	114.0	90.5	77.2	77.0	92.6	2.0
CUNY Medgar Evers College	121.4	96.6	83.2	77.8	95.5	-0.0
CUNY New York City College of Technology	117.7	96.7	82.9	74.4	93.8	0.9
CUNY Queensborough Community College	118.9	95.2	80.0	73.0	89.5	0.1
Cayuga County Community College	84.6	71.4	64.6	57.6	77.2	2.7
Clinton Community College	65.8	60.0	49.1	—	58.9	-0.5
Columbia-Greene Community College	64.5	60.0	49.1	53.6	58.3	1.0
Corning Community College	70.9	55.2	53.9	48.4	60.3	1.2
Dutchess Community College	100.4	88.5	76.9	64.6	81.9	1.8
Erie Community College	81.4	69.4	62.5	46.5	65.3	1.0
Fashion Institute of Technology	—	—	—	—	—	—
Finger Lakes Community College	74.5	62.4	56.8	49.5	62.1	-0.9
Fulton-Montgomery Community College	93.9	81.1	69.4	57.0	74.4	4.0
Genesee Community College	70.8	58.3	55.7	48.8	59.3	0.6
Herkimer County Community College	65.3	55.6	49.9	46.0	54.0	0.5
Hudson Valley Community College	84.7	69.3	63.6	50.7	64.6	-4.2
Jamestown Community College	70.7	58.9	55.1	59.8	60.6	0.3
Jefferson Community College	83.4	69.4	58.3	47.1	66.4	5.5
Mohawk Valley Community College	79.0	64.3	58.1	50.9	61.1	6.2
Monroe Community College	84.5	62.0	56.9	52.6	65.5	1.7
Nassau Community College	115.9	95.4	83.0	62.5	95.7	1.9
Niagara County Community College	91.3	72.5	67.6	46.5	77.7	1.2
North Country Community College	62.0	63.8	52.3	45.0	51.1	0.0
Onondaga Community College	89.3	67.5	49.9	64.1	72.1	4.7
Orange County Community College	99.8	80.4	68.4	54.0	78.2	-1.5
Rockland Community College	114.9	93.5	78.1	62.6	86.7	-4.5
SUNY Broome Community College	75.8	65.7	53.6	49.4	63.2	1.1
SUNY College of Technology at Alfred	78.4	67.6	59.0	39.8	58.0	-0.2
SUNY College of Technology at Canton	86.4	73.7	64.9	44.9	63.3	4.1
SUNY College of Technology at Delhi	77.1	64.8	55.5	50.0	60.6	4.8
SUNY Morrisville	77.7	65.0	56.5	21.3	60.5	1.7
SUNY Westchester Community College	130.1	114.2	96.4	70.5	104.5	0.1
Schenectady County Community College	64.9	56.7	50.2	44.9	57.0	3.2

FACULTY SALARY ANALYSIS: 2018-19

State/School	Prof. (\$)	Assoc. (\$)	Asst. (\$)	Inst./ Lect./ No Rank (\$)	Avg. (\$)	% Chng. (%)
Stella and Charles Guttman Community College	112.5	102.6	77.9	67.9	83.4	0.7
Suffolk County Community College	123.5	98.7	82.9	70.2	104.9	1.9
Sullivan County Community College	62.2	56.0	45.5	—	56.8	3.2
Tompkins Cortland Community College	81.1	65.1	60.0	32.5	74.3	2.3
Ulster County Community College	71.9	65.5	53.1	48.0	61.9	2.2
BA						
SUNY College of Agriculture and Technology at Cobleskill	88.0	63.3	53.8	45.1	65.6	3.7
United States Military Academy	—	—	—	—	—	—
BA+						
CUNY Brooklyn College	123.7	99.0	87.5	69.7	103.1	0.4
CUNY John Jay College of Criminal Justice	126.6	100.9	84.0	75.7	100.6	0.1
CUNY Lehman College	122.5	97.5	84.8	77.1	96.0	-0.5
CUNY Queens College	124.4	100.4	83.6	73.9	100.5	-0.1
CUNY York College	113.9	97.1	82.2	78.6	95.7	1.5
Farmingdale State College	106.0	84.1	74.6	68.5	82.2	2.6
SUNY Buffalo State	97.2	80.3	67.3	53.1	78.7	4.8
SUNY College at Brockport	98.6	79.4	66.7	55.3	76.1	4.2
SUNY College at Geneseo	97.1	77.9	61.1	54.7	75.6	3.7
SUNY College at Old Westbury	108.6	92.1	81.9	61.0	86.9	4.0
SUNY College at Oswego	93.7	77.4	59.6	46.8	70.9	6.3
SUNY College at Plattsburgh	91.6	72.4	63.0	52.9	70.8	4.2
SUNY College at Potsdam	83.4	66.5	54.0	41.9	64.8	3.0
SUNY Cortland	88.2	72.4	59.5	49.0	68.0	5.7
SUNY Empire State College	—	—	—	—	—	—
SUNY Maritime College	97.2	81.4	72.0	64.0	79.2	5.5
SUNY Oneonta	87.1	72.0	63.3	50.0	68.8	5.8
SUNY at Fredonia	93.1	71.3	62.1	45.8	70.1	1.9
SUNY at Purchase College	100.7	79.3	61.4	59.1	75.4	4.7
State University of New York at New Paltz	101.2	75.3	66.8	55.0	73.1	4.4
United States Merchant Marine Academy	—	—	—	—	—	—
DOCTORAL						
Binghamton University	137.0	98.7	82.8	59.3	97.6	5.8
CUNY Bernard M Baruch College	137.1	117.5	111.5	78.4	119.7	0.2
CUNY City College	133.4	103.2	89.3	79.9	112.2	0.8
CUNY Graduate School and University Center	153.8	111.8	95.9	70.2	139.5	7.0
CUNY Hunter College	124.9	103.2	87.6	77.9	108.0	0.4
College of Staten Island CUNY	119.5	98.9	83.9	71.8	99.2	-0.0
SUNY College of Environmental Science and Forestry	106.3	85.3	65.9	62.8	83.4	5.9
SUNY Downstate Medical Center	111.3	—	104.6	138.5	135.5	-4.8
SUNY Polytechnic Institute	134.4	100.6	81.6	58.8	96.8	5.5

State/School	Prof. (\$)	Assoc. (\$)	Asst. (\$)	Inst./ Lect./ No Rank (\$)	Avg. (\$)	% Chng. (%)
SUNY at Albany	131.3	99.6	82.4	56.9	96.9	5.4
Stony Brook University	161.6	110.0	98.3	69.1	120.6	6.7
University at Buffalo	143.9	97.9	84.3	73.6	107.4	5.4
Upstate Medical University	—	—	—	—	—	—

NORTH CAROLINA

AA

Alamance Community College	—	—	—	54.1	54.1	-1.8
Asheville-Buncombe Technical Community College	—	—	—	47.8	47.8	2.3
Beaufort County Community College	—	—	—	47.8	47.8	1.5
Bladen Community College	—	—	—	58.3	58.3	-2.6
Blue Ridge Community College	—	—	—	52.3	52.3	0.7
Brunswick Community College	—	—	—	48.2	48.2	-2.8
Caldwell Community College and Technical Institute	—	—	—	48.7	48.7	3.6
Cape Fear Community College	—	—	—	50.0	50.0	0.6
Carolinas College of Health Sciences	—	—	—	—	—	—
Carteret Community College	—	—	—	48.8	48.8	2.5
Catawba Valley Community College	—	—	—	49.6	49.6	0.4
Central Carolina Community College	—	—	—	49.8	49.8	1.7
Central Piedmont Community College	—	—	—	60.4	60.4	1.4
Cleveland Community College	—	—	—	50.0	50.0	0.2
Coastal Carolina Community College	—	—	—	47.7	47.7	1.1
College of the Albemarle	—	—	—	51.6	51.6	1.3
Craven Community College	—	—	—	51.2	51.2	0.4
Davidson County Community College	—	—	—	49.4	49.4	-2.2
Durham Technical Community College	—	—	—	55.7	55.7	4.1
Edgecombe Community College	—	—	—	61.3	61.3	12.2
Fayetteville Technical Community College	—	—	—	57.9	57.9	2.6
Forsyth Technical Community College	—	—	—	49.8	49.8	2.7
Gaston College	—	—	—	52.5	52.5	2.5
Guilford Technical Community College	—	—	—	55.7	55.7	2.8
Halifax Community College	—	—	—	51.1	51.1	1.0
Haywood Community College	—	—	—	50.8	50.8	0.4
Isothermal Community College	—	—	—	54.4	54.4	0.8
James Sprunt Community College	—	—	—	49.2	49.2	-0.1
Johnston Community College	—	—	—	58.6	58.6	-1.4
Lenoir Community College	—	—	—	46.0	46.0	1.7
Martin Community College	—	—	—	49.3	49.3	0.9
Mayland Community College	—	—	—	56.6	56.6	-0.6

FACULTY SALARY ANALYSIS: 2018-19

State/School	Prof. (\$)	Assoc. (\$)	Asst. (\$)	Inst./ Lect./ No Rank (\$)	Avg. (\$)	% Chng. (%)
McDowell Technical Community College	—	—	—	51.1	51.1	2.9
Mitchell Community College	—	—	—	54.6	54.6	2.8
Montgomery Community College	—	—	—	50.0	50.0	5.6
Nash Community College	—	—	—	50.2	50.2	0.6
Pamlico Community College	—	—	—	39.3	39.3	-16.9
Piedmont Community College	—	—	—	51.3	51.3	9.1
Pitt Community College	—	—	—	50.7	50.7	-0.4
Randolph Community College	—	—	—	49.7	49.7	1.9
Richmond Community College	—	—	—	55.6	55.6	1.7
Roanoke-Chowan Community College	—	—	—	51.6	51.6	-2.6
Robeson Community College	—	—	—	60.3	60.3	2.0
Rockingham Community College	—	—	—	48.8	48.8	1.6
Rowan-Cabarrus Community College	—	—	—	52.8	52.8	2.8
Sampson Community College	—	—	—	45.5	45.5	—
Sandhills Community College	—	—	—	49.1	49.1	4.0
South Piedmont Community College	58.8	50.6	48.6	50.1	50.8	2.6
Southeastern Community College	—	—	—	57.3	57.3	0.9
Southwestern Community College	—	—	—	51.8	51.8	2.5
Stanly Community College	—	—	—	42.0	42.0	-9.7
Surry Community College	—	—	—	52.0	52.0	3.3
Tri-County Community College	—	—	—	47.9	47.9	1.0
Vance-Granville Community College	—	—	—	44.8	44.8	2.3
Wake Technical Community College	—	—	—	49.8	49.8	1.9
Wayne Community College	—	—	—	47.2	47.2	2.1
Western Piedmont Community College	—	—	—	50.1	50.1	0.7
Wilkes Community College	—	—	—	47.7	47.7	2.1
Wilson Community College	—	—	—	47.7	47.7	-13.9
BA+						
Elizabeth City State University	81.1	72.6	65.1	52.1	69.1	-1.6
University of North Carolina School of the Arts	81.0	72.6	67.0	55.7	70.5	2.5
University of North Carolina at Asheville	94.5	80.5	69.8	57.0	76.5	-1.6
University of North Carolina at Pembroke	89.1	68.3	62.0	54.3	67.1	0.5
DOCTORAL						
Appalachian State University	97.1	78.7	70.0	48.3	75.1	-0.8
East Carolina University	104.8	80.6	76.6	56.1	77.9	-0.5
Fayetteville State University	84.6	80.5	77.4	66.9	78.1	0.9
North Carolina A & T State University	102.5	85.2	75.0	59.2	84.0	4.5
North Carolina Central University	101.7	81.6	71.0	59.1	76.2	2.7
North Carolina State University at Raleigh	139.5	97.3	84.3	53.2	103.0	1.7

State/School	Prof. (\$)	Assoc. (\$)	Asst. (\$)	Inst./ Lect./ No Rank (\$)	Avg. (\$)	% Chng. (%)
University of North Carolina Wilmington	99.2	75.2	71.1	52.6	74.7	-0.6
University of North Carolina at Chapel Hill	162.1	104.6	102.1	73.0	119.6	3.2
University of North Carolina at Charlotte	126.1	90.4	82.6	61.4	88.3	-0.2
University of North Carolina at Greensboro	115.7	84.5	79.2	51.7	81.9	2.2
Western Carolina University	95.9	72.8	64.5	46.8	71.0	-0.4
Winston-Salem State University	94.5	77.7	69.9	64.1	76.7	-0.2

NORTH DAKOTA

AA						
Bismarck State College	67.7	55.9	50.9	50.9	55.2	0.2
Cankdeska Cikana Community College	—	—	—	49.4	49.4	3.0
Dakota College at Bottineau	42.9	46.8	49.0	42.9	44.7	-3.6
Lake Region State College	68.0	61.7	53.8	50.0	55.5	-2.5
North Dakota State College of Science	77.2	63.0	56.2	54.2	61.1	0.8
Nueta Hidatsa Sahnish College	—	—	—	—	—	—
Sitting Bull College	—	—	—	37.5	37.5	-1.2
Williston State College	81.0	67.7	50.6	53.0	62.6	3.9

BA+

Dickinson State University	82.6	62.9	61.4	39.0	59.3	-2.3
Mayville State University	60.1	52.8	49.9	44.6	51.7	4.3
Minot State University	82.1	69.2	57.5	50.7	63.1	-2.9
Valley City State University	70.0	57.2	48.5	44.7	53.6	-0.9

DOCTORAL

North Dakota State University-Main Campus	112.1	83.6	72.1	51.3	81.4	0.6
University of North Dakota	103.7	80.6	70.5	54.0	80.6	-0.6

OHIO

AA						
Belmont College	49.5	43.2	39.8	40.0	44.8	3.8
Bowling Green State University-Firelands	95.9	71.4	55.5	62.2	69.7	3.8
Central Ohio Technical College	77.7	62.7	57.0	54.1	59.7	-21.1
Cincinnati State Technical and Community College	—	—	—	85.9	85.9	20.0
Clark State Community College	67.7	56.1	50.1	44.1	53.8	-0.8
Columbus State Community College	77.6	64.4	54.1	44.9	60.9	1.9
Cuyahoga Community College District	99.3	89.9	77.8	47.3	80.1	2.3
Eastern Gateway Community College	66.8	69.3	65.5	50.5	56.3	9.6
Edison State Community College	66.6	50.9	43.3	46.6	49.0	1.1
Hocking College	—	—	—	52.3	52.3	-3.6
James A Rhodes State College	60.1	51.6	52.4	43.2	49.6	1.0

FACULTY SALARY ANALYSIS: 2018-19

State/School	Prof. (\$)	Assoc. (\$)	Asst. (\$)	Inst./ Lect./ No Rank (\$)	Avg. (\$)	% Chng. (%)
Kent State University at Ashtabula	106.4	75.4	61.5	56.4	63.5	0.7
Kent State University at East Liverpool	—	72.1	—	53.3	63.2	1.1
Kent State University at Geauga	97.5	70.4	52.6	47.1	60.9	1.4
Kent State University at Salem	103.0	75.9	58.8	60.2	67.2	0.1
Kent State University at Stark	95.2	77.4	61.2	56.4	70.7	1.6
Kent State University at Trumbull	102.4	73.0	69.4	56.9	71.4	0.7
Kent State University at Tuscarawas	99.6	76.7	58.2	50.4	63.7	-0.2
Lakeland Community College	103.0	77.1	67.1	65.2	90.1	3.5
Lorain County Community College	85.2	72.0	66.5	56.5	75.1	1.5
Marion Technical College	57.3	54.4	50.1	49.4	53.8	1.9
North Central State College	56.5	51.1	45.2	42.4	47.7	1.2
Northwest State Community College	—	—	—	58.3	58.3	-3.0
Ohio State University Agricultural Technical Institute	—	76.7	73.5	—	74.7	0.5
Ohio State University-Mansfield Campus	96.8	73.9	62.0	—	76.3	1.9
Ohio State University-Marion Campus	110.4	79.7	73.9	—	80.7	3.1
Ohio State University-Newark Campus	101.4	90.3	79.9	—	90.2	4.1
Ohio University-Chillicothe Campus	84.3	81.3	64.2	56.8	65.2	-1.0
Ohio University-Eastern Campus	—	78.2	65.6	61.1	74.0	2.2
Ohio University-Lancaster Campus	94.1	76.9	61.7	59.1	74.5	2.6
Ohio University-Southern Campus	96.4	75.8	60.4	59.7	65.8	0.5
Ohio University-Zanesville Campus	89.9	74.5	60.8	58.9	72.2	0.6
Owens Community College	64.3	60.2	57.8	47.5	60.5	4.8
Sinclair Community College	81.7	62.8	55.8	46.2	69.9	3.3
Southern State Community College	—	70.8	60.2	48.7	62.6	0.8
Stark State College	76.8	68.2	59.4	51.9	60.6	1.4
Terra State Community College	66.2	60.3	56.2	47.7	54.9	2.5
University of Akron Wayne College	92.3	69.4	57.0	54.0	72.6	1.4
University of Cincinnati-Blue Ash College	98.1	77.1	58.8	50.2	73.9	4.4
University of Cincinnati-Clermont College	97.2	74.3	60.6	56.3	80.5	5.5
Washington State Community College	51.3	49.8	45.7	47.4	48.4	4.4
Zane State College	63.6	53.5	47.6	43.5	51.3	1.3

State/School	Prof. (\$)	Assoc. (\$)	Asst. (\$)	Inst./ Lect./ No Rank (\$)	Avg. (\$)	% Chng. (%)
BA						
Central State University	79.0	63.9	53.6	—	62.6	6.1
Ohio State University-Lima Campus	113.5	76.3	64.3	—	87.5	2.8
BA+						
Miami University-Hamilton	113.0	75.1	62.3	43.9	64.1	2.1
Miami University-Middletown	96.7	79.3	63.6	47.3	67.6	3.2
Shawnee State University	75.6	63.1	53.9	38.1	60.9	-6.1
DOCTORAL						
Bowling Green State University-Main Campus	114.7	88.2	75.8	58.7	82.0	2.9
Cleveland State University	110.6	86.1	82.8	63.9	85.7	1.6
Kent State University at Kent	112.1	87.0	70.2	57.6	83.6	2.1
Miami University-Oxford	127.8	93.5	91.6	51.1	85.8	1.5
Ohio State University-Main Campus	150.0	100.8	92.2	211.1	120.2	2.0
Ohio University-Main Campus	113.5	86.4	79.4	60.4	83.5	1.6
University of Akron Main Campus	117.5	89.9	77.9	59.6	88.2	2.9
University of Cincinnati-Main Campus	126.6	90.0	76.2	55.9	96.0	1.8
University of Toledo	109.5	94.5	81.5	56.6	84.1	2.5
Wright State University-Main Campus	114.3	89.5	74.8	56.3	86.4	4.0
Youngstown State University	91.7	77.7	65.9	51.3	74.8	2.1

OKLAHOMA

AA						
Carl Albert State College	—	—	—	44.1	44.1	4.5
College of the Muscogee Nation	—	—	—	—	—	—
Connors State College	—	—	—	44.5	44.5	4.9
Eastern Oklahoma State College	46.1	—	—	41.8	44.3	9.7
Murray State College	48.4	45.9	42.1	43.9	43.9	0.0
Northeastern Oklahoma A&M College	—	—	—	45.2	45.2	-0.4
Northern Oklahoma College	—	—	—	49.2	49.2	-0.6
Oklahoma City Community College	—	—	—	48.7	48.7	1.9
Oklahoma State University Institute of Technology	—	—	—	—	—	—
Oklahoma State University-Oklahoma City	65.9	55.6	43.8	40.6	48.2	0.6
Redlands Community College	49.2	—	—	43.5	48.7	1.5
Rose State College	48.4	—	—	32.1	47.1	5.2
Seminole State College	51.2	43.6	41.6	39.9	42.7	-0.7
Tulsa Community College	—	63.9	54.3	—	58.4	0.7
Western Oklahoma State College	—	—	—	44.9	44.9	-1.1

FACULTY SALARY ANALYSIS: 2018-19

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

Oklahoma Panhandle State University	48.6	43.8	43.9	39.2	42.7	5.1
University of Science and Arts of Oklahoma	57.5	50.7	45.7	40.2	50.6	2.9

BA+

Cameron University	74.2	58.2	51.6	41.0	56.9	1.7
East Central University	69.7	59.2	55.7	52.3	57.6	4.0
Rogers State University	64.2	59.1	48.5	42.6	53.3	7.3
Southeastern Oklahoma State University	68.6	65.2	59.2	39.6	60.5	-1.3
University of Central Oklahoma	87.1	70.8	62.6	41.5	67.8	0.5

DOCTORAL

Langston University	—	61.6	53.1	50.5	53.7	2.1
Northeastern State University	72.4	60.4	51.0	43.6	56.8	-3.3
Northwestern Oklahoma State University	70.3	64.8	55.3	43.5	57.3	1.9
Oklahoma State University-Main Campus	111.8	85.5	82.9	52.7	83.4	1.5
Southwestern Oklahoma State University	75.5	60.6	55.9	50.9	58.7	3.2
University of Oklahoma-Health Sciences Center	—	—	58.6	54.8	56.0	4.1
University of Oklahoma-Norman Campus	121.3	83.7	78.3	44.7	89.5	1.3

OREGON**AA**

Blue Mountain Community College	—	—	—	75.8	75.8	-2.0
Central Oregon Community College	82.6	67.1	56.5	51.4	66.6	3.0
Chemeketa Community College	—	—	—	73.7	73.7	9.8
Clackamas Community College	—	—	—	80.2	80.2	2.9
Clatsop Community College	—	—	—	72.1	72.1	5.7
Columbia Gorge Community College	—	—	—	65.6	65.6	4.1
Klamath Community College	—	—	—	60.0	60.0	5.8
Lane Community College	—	—	—	75.3	75.3	-2.3
Linn-Benton Community College	—	—	—	78.2	78.2	1.6
Mt Hood Community College	—	—	—	84.1	84.1	10.3
Oregon Coast Community College	—	—	—	56.2	56.2	1.3
Portland Community College	—	—	—	74.5	74.5	2.2
Rogue Community College	—	—	—	78.9	78.9	1.3
Southwestern Oregon Community College	67.1	62.0	59.2	51.3	58.2	0.9
Tillamook Bay Community College	—	—	—	72.9	72.9	3.2
Treasure Valley Community College	—	—	—	66.8	66.8	-0.3
Umpqua Community College	—	—	—	62.9	62.9	3.5

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

Eastern Oregon University	79.0	67.9	57.0	49.7	65.6	3.3
Oregon Institute of Technology	88.0	68.9	58.2	54.8	68.6	0.3
Southern Oregon University	89.4	71.3	61.9	80.2	78.0	10.6
Western Oregon University	83.4	69.3	52.3	45.1	62.7	3.7

DOCTORAL

Oregon Health & Science University	—	—	75.8	62.0	68.9	3.5
Oregon State University	133.4	98.5	87.7	53.7	90.9	2.0
Portland State University	116.8	89.2	75.7	61.4	87.5	6.0
University of Oregon	133.3	98.8	88.6	55.0	93.9	4.9

PENNSYLVANIA**AA**

Bucks County Community College	77.2	60.8	56.8	54.0	67.5	3.0
Butler County Community College	80.4	68.1	60.6	47.5	62.1	0.1
Central Pennsylvania Institute of Science and Technology	—	—	—	—	—	—
Community College of Allegheny County	76.3	54.8	49.5	47.7	66.5	0.8
Community College of Beaver County	70.8	56.5	50.5	42.1	57.1	4.9
Community College of Philadelphia	82.9	73.0	62.7	53.8	65.1	-1.8
Delaware County Community College	108.0	90.3	79.6	48.7	91.2	3.2
Harrisburg Area Community College	74.9	62.1	53.2	43.9	62.6	0.3
Lancaster County Career and Technology Center	—	—	—	70.1	70.1	-6.7
Lehigh Carbon Community College	71.3	68.7	54.6	47.4	63.0	5.2
Luzerne County Community College	73.8	64.4	52.1	51.2	62.6	2.0
Montgomery County Community College	—	77.6	54.0	52.5	59.0	-5.2
Northampton County Area Community College	76.9	71.1	55.8	37.3	67.7	0.2
Pennsylvania College of Technology	120.8	109.4	91.1	76.4	88.7	-0.6
Pennsylvania Highlands Community College	58.0	51.1	46.6	44.8	50.2	21.1
Pennsylvania State University-Penn State DuBois	110.8	86.0	70.1	50.1	71.2	0.3
Pennsylvania State University-Penn State Shenango	105.9	81.9	63.6	62.2	67.0	3.1
Reading Area Community College	79.5	64.8	59.1	57.2	63.8	1.5
Thaddeus Stevens College of Technology	79.4	74.5	70.1	66.9	70.1	5.5
University of Pittsburgh-Titusville	71.5	69.3	51.5	44.9	55.5	2.4

FACULTY SALARY ANALYSIS: 2018-19

State/School	Prof. (\$)	Assoc. (\$)	Asst. (\$)	Inst./ Lect./ No Rank (\$)	Avg. (\$)	% Chng. (%)
Westmoreland County Community College	76.8	76.2	59.8	52.5	62.4	1.8
BA						
Cheyney University of Pennsylvania	110.6	92.3	69.8	50.1	94.1	5.3
Pennsylvania State University-Penn State Abington	110.2	87.1	67.8	50.8	74.5	1.1
Pennsylvania State University-Penn State Altoona	109.2	79.3	62.7	54.8	73.0	3.4
Pennsylvania State University-Penn State Beaver	113.6	80.2	71.3	69.1	78.8	3.4
Pennsylvania State University-Penn State Berks	111.2	84.7	70.0	60.8	79.6	3.4
Pennsylvania State University-Penn State Brandywine	116.8	88.9	71.0	59.9	81.5	2.1
Pennsylvania State University-Penn State Fayette- Eberly	—	84.1	59.0	62.1	70.2	1.2
Pennsylvania State University-Penn State Greater Allegheny	91.9	85.8	72.8	60.6	77.0	0.5
Pennsylvania State University-Penn State Hazleton	100.7	91.1	69.4	64.6	79.5	1.3
Pennsylvania State University-Penn State Lehigh Valley	102.6	82.6	62.4	50.4	70.7	2.8
Pennsylvania State University-Penn State Mont Alto	91.3	84.9	75.1	66.6	73.9	3.0
Pennsylvania State University-Penn State New Kensington	106.8	95.0	64.5	63.8	74.6	-3.4
Pennsylvania State University-Penn State Schuylkill	131.4	89.4	64.8	61.5	78.0	-1.0
Pennsylvania State University-Penn State Scranton	130.5	90.9	73.2	58.9	74.6	0.9
Pennsylvania State University-Penn State Wilkes-Barre	106.6	91.5	69.5	51.0	76.8	4.0
University of Pittsburgh-Bradford	87.4	75.8	59.9	53.2	67.7	-0.1
University of Pittsburgh-Greensburg	84.7	71.0	65.1	46.2	63.8	1.8
University of Pittsburgh-Johnstown	97.7	73.7	58.4	51.7	66.1	2.4
BA+						
Lincoln University	103.6	79.1	66.5	58.1	79.4	3.0
Lock Haven University	109.8	89.4	69.5	56.3	92.8	1.3
Mansfield University of Pennsylvania	113.8	90.0	69.7	58.1	89.1	1.7
Pennsylvania State University-Penn State Erie-Behrend College	123.2	93.3	78.6	64.5	84.0	1.8
Pennsylvania State University-Penn State York	111.2	84.7	74.7	70.3	81.8	2.4
DOCTORAL						
Bloomsburg University of Pennsylvania	111.7	88.1	71.4	51.0	85.4	2.4
California University of Pennsylvania	112.1	92.0	76.3	52.8	91.0	-0.3
Clarion University of Pennsylvania	113.5	89.2	71.3	50.7	86.6	-0.2

State/School	Prof. (\$)	Assoc. (\$)	Asst. (\$)	Inst./ Lect./ No Rank (\$)	Avg. (\$)	% Chng. (%)
East Stroudsburg University of Pennsylvania	111.7	88.7	71.0	51.0	85.7	-0.7
Edinboro University of Pennsylvania	112.4	89.8	73.4	52.6	89.2	2.3
Indiana University of Pennsylvania-Main Campus	111.7	86.4	66.8	51.4	89.5	1.8
Kutztown University of Pennsylvania	108.2	88.5	64.2	50.2	84.6	1.2
Millersville University of Pennsylvania	112.9	89.5	67.9	53.8	90.0	-0.3
Pennsylvania State University-Main Campus	153.3	103.2	82.8	58.9	110.2	2.5
Pennsylvania State University-Penn State Harrisburg	122.6	102.3	76.9	66.9	89.2	2.5
Pennsylvania State University-World Campus	—	—	—	—	—	—
Shippensburg University of Pennsylvania	112.6	92.6	73.1	49.1	92.2	-0.6
Slippery Rock University of Pennsylvania	113.7	90.4	75.1	51.3	86.2	0.1
Temple University	162.5	107.1	82.5	64.6	108.6	2.8
University of Pittsburgh-Pittsburgh Campus	153.0	102.6	89.0	51.5	103.9	0.9
West Chester University of Pennsylvania	112.6	89.2	75.0	53.4	88.0	3.0

RHODE ISLAND

AA						
Community College of Rhode Island	77.1	58.6	51.4	38.2	62.2	-0.9
DOCTORAL						
Rhode Island College	83.3	73.0	63.0	—	73.1	0.7
University of Rhode Island	123.9	92.0	85.8	56.6	94.5	-0.4

SOUTH CAROLINA

AA						
Aiken Technical College	—	—	—	50.9	50.9	0.3
Central Carolina Technical College	—	—	—	46.4	46.4	-1.0
Denmark Technical College	—	—	—	42.5	42.5	2.8
Florence-Darlington Technical College	—	—	—	52.3	52.3	0.6
Greenville Technical College	—	—	—	47.1	47.1	-1.2
Horry-Georgetown Technical College	—	—	—	53.5	53.5	2.7
Midlands Technical College	—	—	—	55.3	55.3	-0.2
Northeastern Technical College	—	—	—	39.0	39.0	1.1
Orangeburg Calhoun Technical College	—	—	—	46.8	46.8	0.2
Piedmont Technical College	—	—	—	46.5	46.5	1.6
Spartanburg Community College	—	—	—	50.8	50.8	3.0
Technical College of the Lowcountry	—	—	—	51.5	51.5	2.4

FACULTY SALARY ANALYSIS: 2018-19

State/School	Prof. (\$)	Assoc. (\$)	Asst. (\$)	Inst./ Lect./ No Rank (\$)	Avg. (\$)	% Chng. (%)
Tri-County Technical College	—	—	—	47.0	47.0	0.9
Trident Technical College	—	—	—	50.9	50.9	2.7
University of South Carolina-Lancaster	73.2	56.8	46.4	50.8	54.8	1.5
University of South Carolina-Salkehatchie	65.0	56.5	46.4	46.5	51.7	2.0
University of South Carolina-Sumter	65.2	57.7	44.9	42.2	49.7	-6.3
University of South Carolina-Union	—	64.5	52.5	51.0	54.4	-4.3
Williamsburg Technical College	—	—	—	41.0	41.0	6.7
York Technical College	—	—	—	50.3	50.3	-2.0
BA						
University of South Carolina-Beaufort	83.5	69.6	61.2	54.1	63.3	-0.8
BA+						
Citadel Military College of South Carolina	89.8	80.5	66.5	61.7	77.7	-0.5
College of Charleston	94.9	75.2	68.4	56.6	76.7	-0.9
Lander University	65.1	62.1	56.8	45.2	56.0	1.4
University of South Carolina-Aiken	80.8	67.3	59.1	47.9	61.9	-0.9
University of South Carolina-Upstate	76.8	66.3	62.1	50.9	61.7	0.8
Winthrop University	85.4	70.1	63.5	46.2	69.7	-0.9
DOCTORAL						
Clemson University	136.9	97.6	85.9	55.9	92.8	-0.8
Coastal Carolina University	94.8	73.0	65.3	47.6	67.3	-3.4
Francis Marion University	83.9	69.8	54.1	51.5	66.5	0.3
Medical University of South Carolina	—	—	—	—	—	—
South Carolina State University	73.1	66.9	61.8	50.1	63.7	-2.3
University of South Carolina-Columbia	133.4	93.7	88.6	60.7	98.8	1.1
SOUTH DAKOTA						
AA						
Lake Area Technical Institute	—	—	—	57.1	57.1	-1.5
Mitchell Technical Institute	—	—	—	60.2	60.2	1.1
Sisseton Wahpeton College	—	—	—	48.4	48.4	8.3
Southeast Technical Institute	—	—	—	60.1	60.1	1.1
Western Dakota Technical Institute	—	—	—	59.0	59.0	4.8
BA+						
Black Hills State University	88.2	57.1	58.1	50.2	63.1	2.4
Northern State University	83.8	66.6	55.6	47.4	65.2	4.5
Oglala Lakota College	58.7	54.0	51.5	—	51.7	12.8
DOCTORAL						
Dakota State University	98.1	78.9	69.8	49.6	71.6	1.2
South Dakota School of Mines and Technology	103.7	84.0	76.1	55.8	78.8	-1.1

State/School	Prof. (\$)	Assoc. (\$)	Asst. (\$)	Inst./ Lect./ No Rank (\$)	Avg. (\$)	% Chng. (%)
South Dakota State University	93.3	78.5	73.9	55.7	71.8	2.0
University of South Dakota	101.8	75.9	69.3	54.8	71.3	0.8

TENNESSEE

AA						
Chattanooga State Community College	67.1	58.9	53.2	46.9	54.8	1.3
Cleveland State Community College	62.3	54.0	51.0	47.9	52.4	3.5
Columbia State Community College	57.4	57.1	47.7	37.6	51.4	9.1
Dyersburg State Community College	63.8	59.0	53.2	49.6	56.0	1.4
Jackson State Community College	68.6	58.2	49.9	45.5	56.1	2.3
Motlow State Community College	63.1	54.3	52.1	43.0	50.0	1.6
Nashville State Community College	76.4	61.2	53.0	46.4	52.9	0.1
Northeast State Community College	64.3	56.6	52.1	48.8	54.6	3.0
Pellissippi State Community College	75.8	60.8	51.2	47.7	59.5	1.0
Roane State Community College	67.4	59.9	51.4	48.6	58.4	1.4
Southwest Tennessee Community College	66.8	55.2	47.7	40.4	49.4	1.4
Volunteer State Community College	72.1	58.0	51.8	47.2	55.7	4.4
Walters State Community College	65.4	56.9	51.1	43.1	53.8	1.0
BA+						
The University of Tennessee-Martin	80.3	70.3	64.3	47.7	65.6	1.9
DOCTORAL						
Austin Peay State University	86.6	69.7	60.5	47.0	72.2	4.6
East Tennessee State University	85.9	69.5	60.1	38.8	65.1	2.1
Middle Tennessee State University	97.1	77.2	68.0	48.8	75.8	3.2
Tennessee State University	87.3	66.3	60.5	32.8	69.4	0.8
Tennessee Technological University	93.7	76.3	67.6	48.2	73.5	2.1
The University of Tennessee Health Science Center	128.9	91.1	75.8	.	96.9	2.4
The University of Tennessee-Chattanooga	100.2	83.2	71.0	50.1	76.1	4.4
The University of Tennessee-Knoxville	146.8	100.5	85.6	58.6	101.0	2.9
University of Memphis	117.3	81.9	73.3	50.5	83.1	2.0

FACULTY SALARY ANALYSIS: 2018-19

State/School

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

TEXAS

AA

Alvin Community College	—	—	—	59.0	59.0	-1.5
Amarillo College	67.4	60.4	59.9	52.5	56.3	-3.0
Angelina College	—	—	—	56.4	56.4	9.1
Austin Community College District	84.9	67.3	61.7	63.8	74.4	5.0
Blinn College	—	—	—	52.7	52.7	0.7
Brazosport College	78.9	68.3	59.9	53.8	63.4	2.1
Brookhaven College	—	—	—	68.5	68.5	0.3
Cedar Valley College	—	—	—	66.8	66.8	1.4
Central Texas College	55.4	—	—	—	55.4	-1.5
Cisco College	39.8	—	—	25.2	38.6	3.5
Clarendon College	—	40.5	48.6	38.2	40.4	-0.4
Coastal Bend College	49.7	46.9	48.9	48.0	48.3	2.1
College of the Mainland	68.6	59.6	57.4	—	60.2	4.2
Collin County Community College District	—	—	—	68.7	68.7	2.8
Del Mar College	83.5	70.2	61.7	52.4	67.0	2.6
Eastfield College	—	—	—	68.8	68.8	2.1
El Centro College	—	—	—	65.5	65.5	3.4
El Paso Community College	65.9	52.0	47.4	45.1	55.8	1.5
Frank Phillips College	48.3	42.4	41.7	39.8	42.4	3.3
Galveston College	79.7	69.0	70.7	58.0	62.9	6.0
Grayson College	55.1	—	—	—	55.1	1.2
Hill College	—	—	—	47.6	47.6	2.5
Houston Community College	—	—	—	73.6	73.6	-0.2
Howard College	48.7	46.3	41.1	39.0	42.4	1.0
Kilgore College	—	—	—	51.0	51.0	12.2
Lamar Institute of Technology	—	—	—	51.4	51.4	1.0
Lamar State College-Orange	62.0	47.0	55.4	44.3	46.8	-2.4
Lamar State College-Port Arthur	61.1	54.6	48.5	42.6	44.7	1.1
Laredo College	—	—	—	61.3	61.3	3.3
Lee College	—	—	—	63.2	63.2	-7.2
Lone Star College System	76.5	63.7	60.9	38.8	72.3	0.7
McLennan Community College	76.1	62.8	59.9	52.6	68.5	1.3
Midland College	75.8	63.0	58.4	56.7	65.3	2.4
Mountain View College	—	—	—	69.1	69.1	2.0
Navarro College	69.5	55.9	57.2	39.0	59.1	3.8
North Central Texas College	—	—	—	56.7	56.7	-6.8
North Lake College	—	—	—	68.9	68.9	2.1
Northeast Lakeview College	73.6	65.3	62.3	56.5	62.6	4.2
Northeast Texas Community College	63.0	57.2	49.8	44.7	58.6	4.7
Northwest Vista College	73.1	64.4	59.7	55.5	60.5	3.0
Odessa College	70.2	58.7	62.5	54.5	58.9	-4.3
Palo Alto College	77.7	72.3	63.9	54.4	64.6	2.9
Panola College	56.9	—	—	53.2	56.3	3.3

State/School

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

Paris Junior College	—	—	—	57.3	57.3	-1.4
Ranger College	46.9	—	—	—	46.9	27.5
Richland College	—	—	—	72.5	72.5	1.6
San Antonio College	80.6	70.6	66.9	55.7	68.2	1.7
San Jacinto Community College	—	—	—	61.7	61.7	0.4
South Plains College	62.3	54.7	49.9	48.0	53.1	2.8
South Texas College	73.1	67.5	60.4	57.9	58.9	1.9
Southwest Texas Junior College	62.4	51.2	53.2	49.6	51.0	4.2
St Philip's College	78.4	71.0	66.0	54.9	59.0	3.5
Tarrant County College District	73.0	65.6	67.6	60.6	65.1	0.4
Temple College	60.0	50.4	51.5	51.2	55.0	2.9
Texarkana College	60.6	55.4	48.6	33.2	54.3	-1.5
Texas Southmost College	—	—	—	55.5	55.5	2.6
Texas State Technical College	—	52.0	—	40.7	41.5	-5.4
Trinity Valley Community College	—	—	—	55.7	55.7	1.9
Tyler Junior College	53.1	—	—	—	53.1	0.0
Vernon College	—	—	—	48.3	48.3	-0.7
Victoria College	68.2	55.4	51.8	53.5	58.7	3.4
Weatherford College	—	—	—	56.3	56.3	1.7
Western Texas College	—	91.5	65.6	51.8	57.6	-1.2
Wharton County Junior College	—	—	—	55.1	55.1	-0.3

BA+

Midwestern State University	92.4	78.4	65.3	46.3	72.5	2.5
Sul Ross State University	69.7	58.6	52.9	39.7	55.5	1.0
Texas A & M University-Central Texas	82.1	72.9	72.2	68.9	72.3	14.5
Texas A&M University-San Antonio	94.3	77.6	70.4	48.5	67.8	3.7
The University of Texas MD Anderson Cancer Center	—	—	—	—	—	—
The University of Texas of the Permian Basin	100.8	85.3	68.5	50.4	73.5	6.8
University of Houston-Downtown	97.7	76.7	75.6	52.7	71.9	-0.4
University of Houston-Victoria	101.5	85.7	62.2	49.2	77.0	3.8

DOCTORAL

Angelo State University	82.6	72.0	64.3	51.7	66.8	1.7
Lamar University	98.7	80.2	70.5	51.5	72.7	-2.5
Prairie View A & M University	104.1	83.1	69.0	60.0	72.9	8.0
Sam Houston State University	99.8	80.3	67.8	38.6	69.5	1.9
Stephen F Austin State University	83.8	73.2	64.6	51.8	67.0	3.0
Tarleton State University	93.0	77.5	63.2	47.1	67.0	-0.2
Texas A & M International University	99.8	80.4	73.2	49.5	74.8	0.3
Texas A & M University-College Station	152.3	106.4	86.3	63.8	111.2	-3.1
Texas A & M University-Commerce	94.1	77.1	68.6	59.1	74.5	-7.5
Texas A & M University-Corpus Christi	78.5	75.6	69.0	48.6	73.2	4.0

FACULTY SALARY ANALYSIS: 2018-19

State/School	Prof. (\$)	Assoc. (\$)	Asst. (\$)	Inst./ Lect./ No Rank (\$)	Avg. (\$)	% Chng. (%)
Texas A & M University-Kingsville	89.0	73.3	65.3	44.0	71.6	4.2
Texas A&M University- Texarkana	96.1	73.3	71.5	62.4	75.8	2.5
Texas Southern University	106.2	79.4	74.2	56.8	73.9	-1.1
Texas State University	102.9	81.7	72.7	52.0	70.3	0.5
Texas Tech University	125.6	90.2	78.9	42.1	86.8	3.7
Texas Tech University Health Sciences Center	—	—	—	—	—	—
Texas Tech University Health Sciences Center-El Paso	—	—	—	—	—	—
Texas Woman's University	101.9	73.5	62.9	55.1	76.6	2.2
The University of Texas Health Science Center at Houston	—	—	—	—	—	—
The University of Texas Health Science Center at San Antonio	—	—	61.0	—	61.0	3.4
The University of Texas Medical Branch	—	—	—	—	—	—
The University of Texas Rio Grande Valley	106.8	78.9	83.3	50.1	69.8	2.2
The University of Texas at Arlington	128.4	94.9	86.0	54.3	83.2	-1.4
The University of Texas at Austin	168.5	114.0	103.4	66.8	116.5	3.7
The University of Texas at Dallas	160.3	122.4	111.8	74.8	113.9	-1.4
The University of Texas at El Paso	117.8	89.7	79.8	54.5	81.5	1.7
The University of Texas at San Antonio	125.6	88.7	77.8	34.7	81.6	-2.2
The University of Texas at Tyler	99.0	84.8	70.1	57.5	74.9	1.4
University of Houston	154.7	102.7	96.1	70.0	111.1	5.2
University of Houston-Clear Lake	102.7	82.0	72.4	64.9	80.1	-0.1
University of North Texas	121.1	89.2	77.8	61.9	88.4	-8.0
University of North Texas at Dallas	95.9	82.9	86.6	62.8	77.4	-6.3
West Texas A & M University	88.0	74.8	68.1	51.9	68.1	0.2

UTAH

AA

Dixie State University	83.8	71.0	60.8	50.5	65.5	1.6
Salt Lake Community College	76.2	61.3	53.8	46.0	59.7	1.7
Snow College	73.5	68.6	56.7	54.3	59.2	9.3

BA+

Southern Utah University	88.0	72.2	58.0	53.6	64.6	1.1
Utah Valley University	91.5	74.9	67.8	58.6	72.7	2.2
Weber State University	93.6	75.3	70.3	53.1	72.5	1.6

DOCTORAL

University of Utah	138.5	98.4	92.3	60.1	108.1	4.6
Utah State University	106.2	84.8	75.4	57.6	81.7	2.3

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

AA

Vermont Technical College	67.6	57.1	48.8	—	57.9	-1.8
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BA+

Castleton University	70.5	56.3	48.3	—	59.7	-1.1
Northern Vermont University	69.9	56.9	50.1	—	60.9	-4.9

DOCTORAL

University of Vermont	122.4	96.6	79.8	63.3	92.5	4.1
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VIRGINIA

AA

Blue Ridge Community College	64.6	61.4	57.6	50.9	58.5	0.1
Central Virginia Community College	68.6	61.8	58.3	49.8	61.1	3.1
Dabney S Lancaster Community College	—	59.0	59.3	54.3	57.6	-2.9
Danville Community College	65.6	60.2	54.0	52.4	58.0	-0.4
Eastern Shore Community College	63.5	58.9	58.2	43.9	54.4	-3.3
Germania Community College	67.9	64.7	56.9	48.5	58.8	2.2
J Sargeant Reynolds Community College	68.5	65.3	57.2	54.8	62.7	-0.4
John Tyler Community College	67.9	64.1	60.9	51.0	60.1	-0.3
Lord Fairfax Community College	70.5	63.2	58.7	52.3	63.2	1.4
Mountain Empire Community College	66.7	60.3	57.3	48.3	57.6	-0.3
New River Community College	71.7	65.7	61.5	57.3	65.8	-2.0
Northern Virginia Community College	81.9	73.2	66.8	61.5	72.4	-0.1
Patrick Henry Community College	66.8	60.3	52.8	44.1	54.5	-2.2
Paul D Camp Community College	—	65.8	54.8	49.0	55.5	-0.8
Piedmont Virginia Community College	67.2	62.1	58.5	52.0	61.4	-0.3
Rappahannock Community College	65.0	60.8	56.6	51.5	58.3	1.0
Richard Bland College	66.5	56.6	50.8	46.7	56.0	0.8
Southside Virginia Community College	67.3	64.8	58.1	54.0	62.2	3.6
Southwest Virginia Community College	66.7	61.1	55.3	45.6	55.4	0.9
Thomas Nelson Community College	77.4	69.2	66.5	59.5	67.0	-1.5
Tidewater Community College	72.1	64.5	58.8	53.0	62.0	-0.6
Virginia Highlands Community College	67.1	61.8	54.6	47.1	57.2	-0.5
Virginia Western Community College	69.5	61.2	59.8	54.4	61.0	0.9
Wytheville Community College	67.5	62.5	54.0	56.8	59.2	-0.7

FACULTY SALARY ANALYSIS: 2018-19

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

The University of Virginia's College at Wise	86.1	75.9	62.9	55.9	70.2	4.0
Virginia Military Institute	98.4	75.4	63.6	49.3	80.8	3.7

BA+

Christopher Newport University	107.5	83.8	70.0	64.1	78.4	2.1
Longwood University	83.2	70.8	65.8	51.7	67.3	-1.9
University of Mary Washington	86.6	72.0	63.7	66.8	74.3	0.7

DOCTORAL

College of William and Mary	134.9	99.8	73.4	60.8	100.6	-0.6
George Mason University	137.7	92.4	81.2	63.9	98.4	-1.9
James Madison University	94.2	76.6	71.1	59.2	77.9	-0.4
Norfolk State University	88.7	73.7	65.9	60.6	74.8	-1.6
Old Dominion University	117.4	85.0	74.8	55.8	80.9	0.0
Radford University	91.2	72.6	67.6	56.0	75.3	1.0
University of Virginia-Main Campus	176.6	119.2	92.0	59.5	129.1	2.4
Virginia Commonwealth University	128.3	86.5	70.2	52.6	80.9	1.6
Virginia Polytechnic Institute and State University	141.9	100.6	90.4	53.8	100.6	2.3
Virginia State University	82.9	71.3	63.6	62.3	68.8	1.0

WASHINGTON**AA**

Bates Technical College	—	—	—	61.0	61.0	1.7
Bellevue College	—	76.8	68.0	61.6	74.0	9.9
Bellingham Technical College	—	—	—	68.7	68.7	4.4
Big Bend Community College	—	—	—	63.3	63.3	3.6
Cascadia College	—	—	—	65.7	65.7	7.5
Centralia College	—	—	—	67.7	67.7	12.0
Clark College	—	—	—	65.8	65.8	2.9
Clover Park Technical College	—	—	—	56.8	56.8	-6.6
Columbia Basin College	—	—	—	64.1	64.1	9.1
Edmonds Community College	—	—	—	68.2	68.2	3.3
Everett Community College	—	—	—	64.5	64.5	4.2
Grays Harbor College	—	—	63.9	—	63.9	3.2
Green River College	—	—	—	68.3	68.3	7.7
Highline College	—	—	—	—	—	—
Lake Washington Institute of Technology	—	—	—	58.6	58.6	4.4
Lower Columbia College	—	—	—	64.6	64.6	3.8
North Seattle College	—	—	—	74.2	74.2	18.4
Northwest Indian College	—	—	—	42.4	42.4	0.3
Olympic College	—	—	—	65.2	65.2	7.8
Peninsula College	—	—	—	34.5	34.5	—
Pierce College-Fort Steilacoom	—	—	—	65.4	65.4	2.6
Pierce College-Puyallup	—	—	—	63.3	63.3	4.5
Renton Technical College	—	—	—	72.7	72.7	14.2

State/School

Prof. (\$)	Assoc. (\$)	Asst. (\$)	Inst./ Lect./ No Rank (\$)	Avg. (\$)	% Chng. (%)
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Seattle Central College	—	—	—	66.3	66.3	3.1
Shoreline Community College	—	—	—	66.8	66.8	0.2
Skagit Valley College	—	—	—	69.5	69.5	3.0
South Puget Sound Community College	—	—	—	62.4	62.4	5.8
South Seattle College	—	—	—	67.0	67.0	5.4
Spokane Community College	—	—	—	61.7	61.7	3.4
Spokane Falls Community College	—	—	—	59.7	59.7	4.1
Tacoma Community College	—	—	—	68.5	68.5	4.3
Walla Walla Community College	—	—	—	63.2	63.2	4.5
Wenatchee Valley College	—	—	—	—	—	—
Whatcom Community College	71.3	61.7	60.9	57.3	63.2	4.4
Yakima Valley College	—	—	—	64.5	64.5	3.7

BA+

Central Washington University	94.7	81.9	69.0	59.1	73.8	0.5
The Evergreen State College	—	—	—	77.4	77.4	3.5
University of Washington-Bothell Campus	128.6	112.0	98.0	75.2	97.8	1.7
Western Washington University	111.9	88.7	76.1	61.4	90.5	2.8

DOCTORAL

Eastern Washington University	105.7	82.2	73.7	55.4	80.1	5.4
University of Washington-Seattle Campus	150.8	113.2	104.3	74.8	120.1	4.0
University of Washington-Tacoma Campus	122.5	104.1	88.2	68.3	90.9	3.6
Washington State University	123.8	87.0	86.2	58.5	85.7	0.3

WEST VIRGINIA**AA**

Blue Ridge Community and Technical College	104.4	76.0	49.7	50.5	55.8	10.6
BridgeValley Community & Technical College	63.4	61.7	49.2	36.4	49.4	3.9
Carver Career Center	—	—	—	51.5	51.5	-1.0
Eastern West Virginia Community and Technical College	—	40.5	—	39.6	40.1	-3.7
Glenville State College	66.0	58.3	47.7	42.9	54.2	2.3
Mountwest Community and Technical College	66.9	49.2	43.2	34.1	50.2	2.0
New River Community and Technical College	68.7	53.9	48.9	40.6	49.4	-0.5
Pierpont Community and Technical College	69.8	56.9	48.9	46.7	52.5	6.0
Potomac State College of West Virginia University	73.4	60.2	50.3	45.1	54.0	1.3
Southern West Virginia Community and Technical College	54.8	49.3	41.5	35.4	42.8	6.3
West Virginia Northern Community College	64.3	56.0	50.4	46.2	51.1	4.9
West Virginia University at Parkersburg	64.4	54.0	48.0	39.8	50.4	0.6

FACULTY SALARY ANALYSIS: 2018-19

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

Bluefield State College	68.2	62.2	52.8	43.2	58.0	-3.0
West Virginia University Institute of Technology	82.3	73.9	61.9	46.8	66.1	3.3

BA+

Concord University	66.5	57.6	52.3	38.1	56.0	54.9
Fairmont State University	71.6	61.8	55.6	43.6	60.1	1.2
West Liberty University	71.1	67.3	55.6	46.7	60.4	1.4
West Virginia State University	65.2	56.2	51.2	33.8	54.6	-0.9

DOCTORAL

Marshall University	81.8	69.4	63.0	40.3	67.8	5.9
Shepherd University	79.1	65.6	61.4	47.9	65.4	1.0
West Virginia University	117.0	84.1	73.0	52.3	86.2	4.7

WISCONSIN**AA**

Blackhawk Technical College	—	—	—	76.3	76.3	-3.0
Chippewa Valley Technical College	—	—	—	70.6	70.6	0.7
Fox Valley Technical College	—	—	—	81.4	81.4	2.4
Gateway Technical College	—	—	—	83.2	83.2	3.5
Lac Courte Oreilles Ojibwa Community College	—	—	—	49.6	49.6	3.8
Lakeshore Technical College	—	—	—	75.1	75.1	-0.2
Madison Area Technical College	—	—	—	95.9	95.9	2.6
Mid-State Technical College	—	—	—	73.4	73.4	-0.5
Milwaukee Area Technical College	—	—	—	95.6	95.6	-1.6
Moraine Park Technical College	—	—	—	74.7	74.7	1.5
Nicolet Area Technical College	—	—	—	—	—	—
Northcentral Technical College	—	—	—	71.7	71.7	1.3
Northeast Wisconsin Technical College	—	—	—	81.2	81.2	1.2
Southwest Wisconsin Technical College	—	—	—	71.0	71.0	-1.9
Waukesha County Technical College	—	—	—	81.7	81.7	-1.2
Western Technical College	—	—	—	69.6	69.6	3.4
Wisconsin Indianhead Technical College	—	—	—	58.5	58.5	-4.9

BA+

University of Wisconsin-Parkside	74.0	64.8	59.5	44.2	59.3	1.4
University of Wisconsin- Platteville	75.1	63.1	61.5	46.7	61.3	3.2
University of Wisconsin- River Falls	76.1	66.5	69.3	45.0	69.4	3.1
University of Wisconsin-Superior	68.7	57.1	58.9	46.6	58.7	2.3

DOCTORAL

University of Wisconsin- Eau Claire	80.8	67.3	67.2	49.9	68.7	0.9
University of Wisconsin- Green Bay	68.6	59.8	62.4	49.0	60.0	-1.1

State/School	Prof. (\$)	Assoc. (\$)	Asst. (\$)	Inst./ Lect./ No Rank (\$)	Avg. (\$)	% Chng. (%)
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University of Wisconsin- La Crosse	81.4	67.2	64.8	47.1	64.0	1.1
University of Wisconsin- Madison	141.6	103.2	92.1	65.9	118.3	3.7
University of Wisconsin- Milwaukee	105.7	79.8	76.2	48.0	77.9	1.1
University of Wisconsin-Oshkosh	77.8	63.5	66.7	48.0	65.2	-2.0
University of Wisconsin- Stevens Point	70.4	57.4	58.4	43.4	60.9	0.4
University of Wisconsin-Stout	75.3	66.6	63.4	50.3	64.7	5.1
University of Wisconsin- Whitewater	78.8	69.2	73.8	52.4	67.7	0.8

WYOMING**AA**

Casper College	—	—	—	63.3	63.3	-0.0
Central Wyoming College	64.2	55.7	54.9	55.4	59.0	1.7
Eastern Wyoming College	—	—	—	52.1	52.1	0.5
Laramie County Community College	—	—	—	57.4	57.4	3.2
Northern Wyoming Community College District	—	—	—	57.0	57.0	2.4
Northwest College	76.3	65.8	62.7	55.7	61.9	2.9
Western Wyoming Community College	75.8	65.4	56.2	49.8	58.6	2.1

DOCTORAL

University of Wyoming	123.4	87.0	81.6	61.9	90.2	4.2
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