

The Calm before COVID:

THE LAST LOOK AT FACULTY SALARIES **BEFORE THE TUMULTUOUS PANDEMIC**

Over the past year, COVID-19 has thrown the U.S. and the world into turmoil, uncertainty, anxiety, stress, and isolation—and more. Our nation's colleges and universities, staff, faculty, and students were, and still are, at the center of much of this. As states tightened their belts over the last decade, higher education experienced significant disinvestment, resulting in increased tuition. Just prior to COVID, both federal and state funding increased. Much of these increases were earmarked to restrict tuition increases or freeze tuition and boost financial aid with the hope of relieving the tuition burden on families.¹ During 2018-19—the academic year just prior to the pandemic—faculty purchasing power recovered from the 2008 Great Recession and rose above 2008 pre-recessionary levels.²

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his report, exploring the state of academe in terms of faculty salaries and composition, was written amidst the tumult and uncertainty of the pandemic and includes data reflecting the 2019-20 academic year, a year split in two: (1) the pre-COVID-19 fall semester, and (2) the 2020 winter and spring terms spent in the throes of the pandemic and the nation's ensuing shutdown. During the latter, institutions announced furloughs and temporary layoffs, cut salaries, and suspended capital projects to mitigate financial losses. This analysis reflects wages paid to faculty of record in November 2019, prior to any staff restructuring. This analysis also provides an update of the status of academia at that point in time, including: composition of faculty, a historical perspective on salaries, and differences by rank, where faculty teach, gender, and collective bargaining status. Subsequent analysis of how the pandemic affected academe during the 2020-21 academic year will be available early in 2022.

Faculty Composition

In 2019-20, 612,913 full-time faculty were employed in the nation's public and independent colleges and universities. While student enrollments held steady over the past 10 years, the number of full-time faculty increased by 11 percent. With this growth, the distribution of faculty—where they teach and the positions they hold—has changed slightly over the past several decades.

WHERE DO FACULTY TEACH? More than four out of 10 faculty teach in public research universities. About half as many, or two out of 10, teach in community colleges (Figure 1). A similar share (two in 10) teach in independent research/doctoral-granting universities. In sum, seven out of 10 faculty teach in public institutions. At the same time, more than eight out of 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, or 26 percent, of full-time faculty hold full-professor positions, while 22 and 23 percent hold associate or assistant professor positions, respectively. Instructors comprise 14 percent of faculty while lecturers and faculty with no rank make up the remaining 15 percent. Instructors, lecturers, and faculty with no rank are often contingent or adjunct faculty and face the greatest risk of layoffs, salary cuts, and furloughs. Combined, they account for nearly 3

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 2019-20, NCES collected data from 3,938 degree-granting colleges and universities as part of the annual IPEDS data collection for higher education institutions.

This analysis excluded 930 seminaries, religious training institutions, and for-profit colleges, leaving 3,003 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 2019-20 average salaries in 436 public four- and two-year institutions, by academic specialty; this report reflects 126,834 tenured or tenure-track faculty members.

out of 10 of full-time faculty. Notably, this figure does not include part-time faculty, whose numbers have grown in recent years and whose job security also is at higher risk.

WHO HAS TENURE? WHAT ABOUT CONTRACT TYPE? A larger share of faculty in public institutions have tenure or are on-track (62 percent), compared with those teaching in independent institutions (57 percent). (See 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). Note, however, that these faculty members at comprehensive institutions represent a relatively small sector, comprising only about 33,000, or 5 percent of full-time faculty. With just over a half (54 percent), community colleges have the smallest share of faculty on tenure or on-track in the public sector, yet community college faculty comprise three out of 10 faculty teaching in public institutions.

Institutions provide a variety of contracts to non-tenured faculty and those not on-track. Among community-college faculty without tenure, 75 percent are on annual contracts, while just 15 percent hold multi-year or indefinite contracts. By comparison 32 to 43 percent at other public institutions have multi-year or indefinite contracts. (See Figure 3). Further, one in 10 community college faculty hold less than annual contracts—a larger share than at other types of public institutions.

FIGURE 1: THE NATION'S 612,913 FULL-TIME FACULTY ARE DISPERSED ACROSS INSTITUTION TYPE AND FACULTY RANK

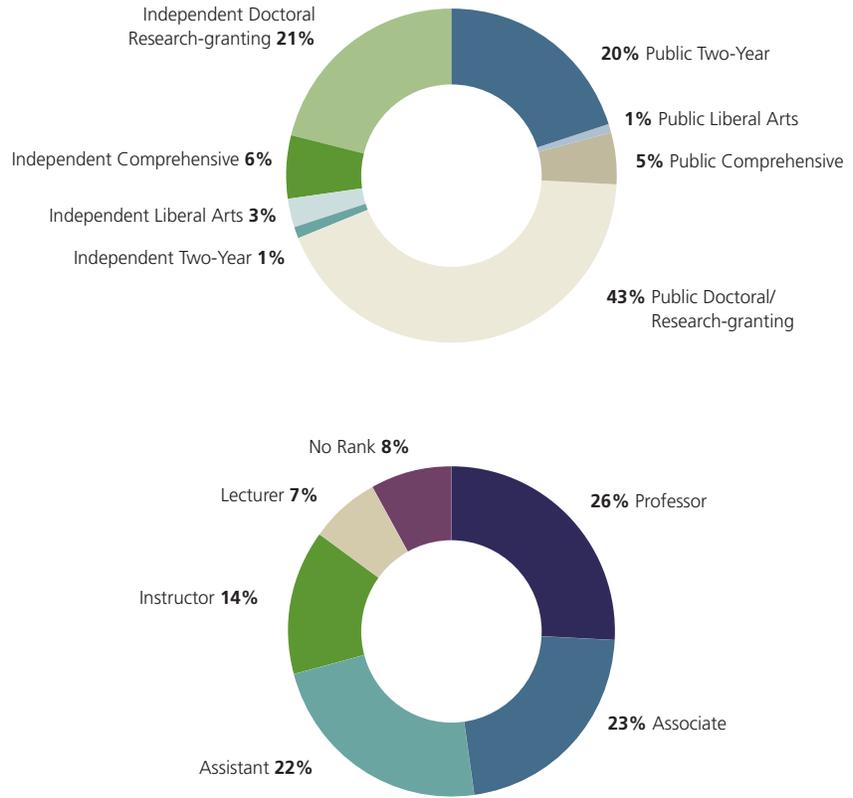
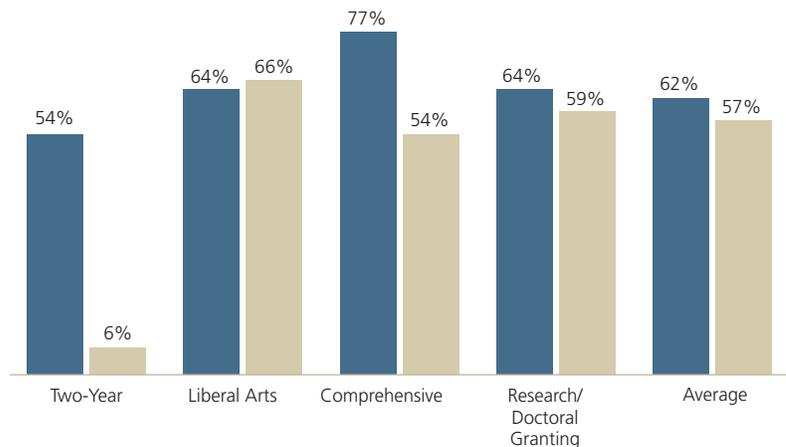


FIGURE 2: FACULTY IN PUBLIC INSTITUTIONS ARE GENERALLY MORE LIKELY TO HAVE TENURE, BUT COMMUNITY COLLEGE FACULTY ARE THE LEAST LIKELY TO HAVE TENURE

Percent of Full-time Faculty with Tenure, 2019-20: ■ Public ■ Independent



Source: ASA Research analysis of U.S. Department of Education's, Integrated Postsecondary Education Data System, Salary Survey Data, 2019-20.

Faculty Salaries

IMPROVED PURCHASING POWER.

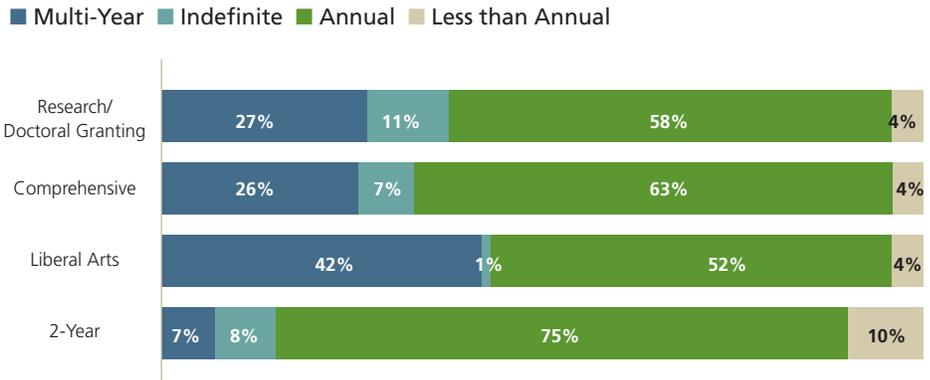
Purchasing power is the financial strength to buy products and services. In other words, it refers to the value of money. Faculty purchasing power—salary paid, corrected for inflation—is the magnitude of the ability of faculty to purchase goods. It tends to fluctuate with changes that mirror the nation’s economy. For example, purchasing power typically declines during inflationary periods and recessions, such as the housing crisis in the early 2000s, and improves during periods of economic recovery or growth, such as the 1990s tech boom.

Faculty purchasing power, on average, was about \$4,000 higher in 2019-20 than 2010-11—when we were in the midst of the Great Recession—a 5 percent improvement over the 10 years. (See Figure 4). However, not all faculty fared well. Instructors experienced a fairly strong decline in purchasing power, decreasing by nearly \$6,000, or 9 percent, over those 10 years. Meanwhile, purchasing power for faculty in the lower ranks—assistants, lecturers, and faculty with no rank—improved 4 to 6 percent, or about \$3,000 to \$4,000. Full and associate professors also saw increases in purchasing power of about \$1,000, or 1 percent.

SALARIES IN 2019-20. The average salary in 2019-20 for faculty on 9/10-month contracts was \$90,749. This represents a 2 percent increase over the 2018-19 average. Salaries vary across institutional sectors, ranks, genders, disciplines, and states. For example, faculty teaching in

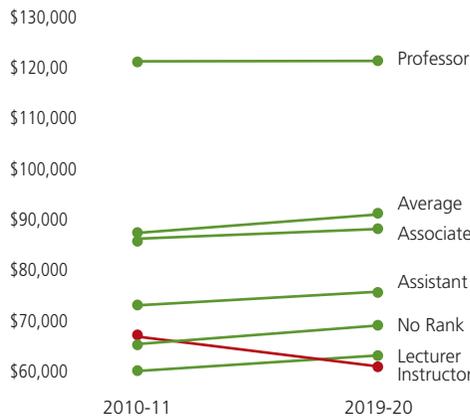
FIGURE 3: MOST COMMUNITY COLLEGE FACULTY ARE ON ANNUAL CONTRACTS, WHILE OTHER FACULTY HOLD MULTI-YEAR AND INDEFINITE CONTRACTS AT WELL OVER DOUBLE THE RATE OF COMMUNITY COLLEGE FACULTY

Distribution of Contract Type, Non-tenured/Not on Track Faculty in Public Institutions, 2019-20



Source: ASA Research analysis of U.S. Department of Education’s, Integrated Postsecondary Education Data System, Salary Survey Data, 2019-20.

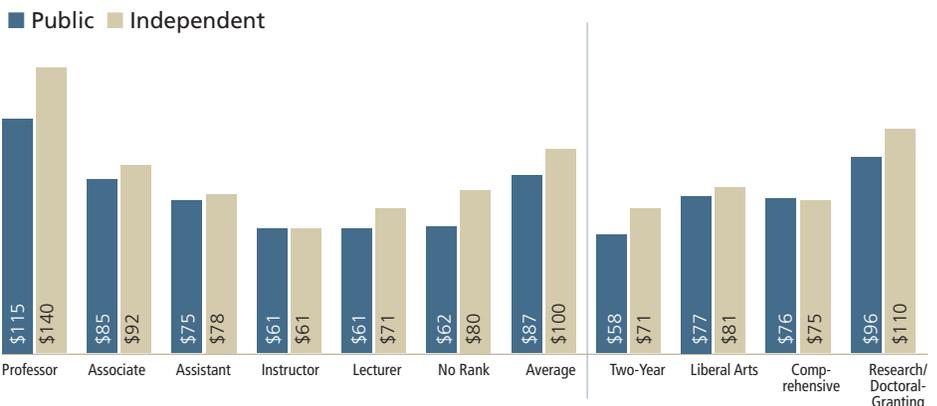
FIGURE 4: FACULTY PURCHASING POWER IN 2019-20 IMPROVED OVER 2010-11 PURCHASING POWER FOR ALL RANKS, EXCEPT INSTRUCTORS



Source: ASA Research analysis of U.S. Department of Education, Integrated Postsecondary Education Data System, Faculty Salary Data, 2019-20.

FIGURE 5: ACADEMIC RANK IS CORRELATED WITH SALARY. FACULTY IN INDEPENDENT INSTITUTIONS GENERALLY EARN MORE THAN FACULTY IN PUBLIC INSTITUTIONS

Faculty salaries, 2019-20 (\$ in thousands)



Source: ASA Research analysis of U.S. Department of Education, Integrated Postsecondary Education Data System, Faculty Salary Data, 2019-20.

independent institutions earned, on average, almost \$13,000 more than colleagues in public institutions (\$99,715 and \$87,009, respectively; Figure 5). This 15 percent differential has held steady for some time.

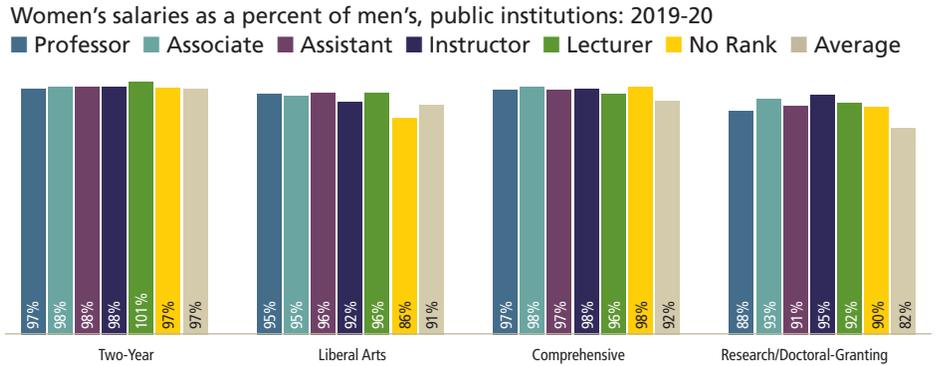
ACADEMIC RANK AND SECTOR.

Academic rank correlates positively with higher salaries, and the relative differences across faculty rank have been the same for some time. Associate and assistant professors earn about three-quarters and two-thirds (\$85,469 and \$74,865 in public institutions, respectively) of the salaries of full professors (\$114,690), while instructors, lecturers, and faculty with no rank earn about one-half of the average full professor salary (\$61,069, \$61,025, and \$62,090, respectively).

Within the faculty ranks, average salaries at independent institutions are higher than public institutions, although the magnitude of the differences varies. The difference is largest among full professors, where faculty at independent institutions earn more than \$25,000 more than full professors at public institutions, a 22 percent difference. A large difference also exists for faculty with no rank, where colleagues teaching at public institutions earn about \$18,000 less than those at independents, a 28 percent difference. The difference is the smallest for instructors (1 percent) and assistant professors (4 percent).

The public-independent institution differential is seen largely at research/doctoral-granting institutions where faculty at public institutions earn nearly \$14,000 less than those at independents, a 14 percent difference. While faculty teaching in community

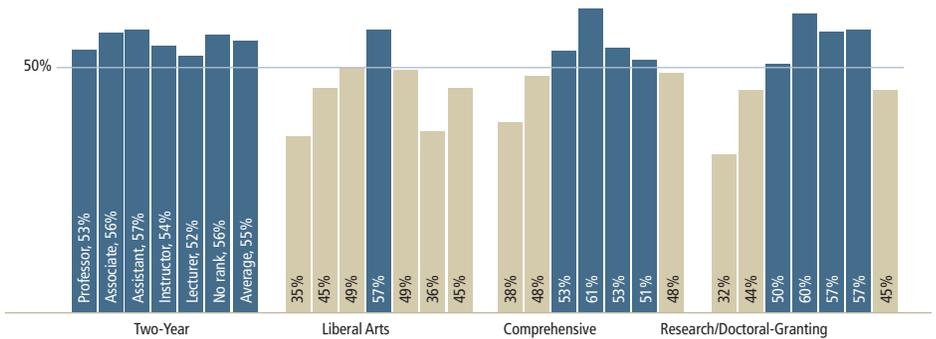
FIGURE 6: THE GENDER WAGE-GAP IS SMALLEST AT COMMUNITY COLLEGES, LARGEST AT RESEARCH UNIVERSITIES, ESPECIALLY IN HIGHEST-PAID FULL PROFESSOR RANK



Source: ASA Research analysis of U.S. Department of Education, Integrated Postsecondary Education Data System, Faculty Salary Data, 2019-20.

FIGURE 7: THE GENDER PAY GAP IS EXACERBATED BY SMALLER SHARES OF WOMEN IN HIGH-PAID RANKS AND SECTORS.

Women share of faculty positions, public institutions: 2019-20



Source: ASA Research analysis of U.S. Department of Education, Integrated Postsecondary Education Data System, Faculty Salary Data, 2019-20.

colleges earn more than faculty at independent two-year institutions, the independent two-year sector is very small, comprising only 1 percent of faculty. The differential liberal arts and comprehensive institutions is small, but these are relatively small sectors also.

GENDER. According to the U.S. Census Bureau, women earned 82 cents to every dollar earned by men in 2019.³ This trend persists among faculty, but with a slightly smaller gap. Among faculty, women earned about 87 to 88 percent of men’s earnings, on average, in 2019-20. Additionally, within specific sectors and ranks, the gap is reduced.

In community colleges, for example, women earned 97 to 99 percent of men’s earnings, depending on rank, with the exception of women lecturers who earn slightly more than men (Figure 6). The largest disparity occurs among the higher-paid faculty positions—women earned only 82 percent of men’s earnings at research/doctoral-granting universities on average, and 88 to 95 percent of men’s earnings by rank.

Confounding the academe’s gender wage gap is the fact that women are more likely to teach in lower-paying sectors and ranks. In 2019-20, women

TABLE 1. AVERAGE SALARIES AND CHANGE IN SALARIES FOR FACULTY ON 9/10-MONTH CONTRACTS, BY STATE AND SECTOR

State	Average Salary and Rank Within Sector			2018-19 to 2019-20 Change in Salaries		
	Public 4-year	Public 2-year	Independent	Public 4-year	Public 2-year	Independent
Average	\$93,201	\$71,334	\$99,961	2.4	1.6	2.5
California	\$118,801 1	\$98,872 1	\$119,893 4	3.5	1.8	3.2
New Jersey	\$116,046 2	\$78,892 8	\$122,013 2	2.5	1.4	3.2
Delaware	\$115,467 3	\$72,060 14	\$67,627 37	2.4	1.8	-8.1
Connecticut	\$105,408 4	\$81,242 5	\$121,749 3	6.1	5.5	2.2
Hawaii	\$105,137 5	\$77,085 9	\$76,802 29	1.6	1.6	-3.4
Michigan	\$102,367 6	\$84,251 3	\$72,864 33	2.0	0.6	1.9
Massachusetts	\$101,926 7	\$66,246 21	\$125,537 1	4.8	0.1	2.2
Washington	\$99,999 8	\$69,547 17	\$81,346 26	2.6	6.2	0.4
Pennsylvania	\$97,884 9	\$70,764 16	\$99,778 10	-0.2	1.8	2.5
Iowa	\$96,921 10	\$63,436 24	\$68,303 36	1.7	2.1	0.9
Florida	\$96,450 11	\$60,859 29	\$86,949 19	1.7	1.0	1.7
Virginia	\$96,075 12	\$66,870 20	\$73,539 32	3.8	4.0	-5.4
Maryland	\$95,905 13	\$76,938 10	\$93,605 14	5.4	2.6	5.2
Minnesota	\$95,494 14	\$71,908 15	\$80,287 27	2.1	-1.0	3.4
Nevada	\$94,931 15	\$74,846 13	\$62,680 39	1.7	2.3	-20.6
New Hampshire	\$94,840 16	\$66,886 19	\$111,087 8	-2.6	-0.5	-0.4
New York	\$94,114 17	\$80,420 7	\$112,371 7	-1.2	1.2	2.2
Arizona	\$93,876 18	\$75,114 12	\$73,955 30	2.2	0.1	-2.0
Ohio	\$93,440 19	\$69,484 18	\$77,402 28	2.2	0.8	1.8
Rhode Island	\$93,345 20	\$61,224 28	\$118,233 6	6.6	-1.5	2.7
Illinois	\$92,993 21	\$80,469 6	\$105,341 9	3.4	2.0	2.9
Texas	\$91,726 22	\$62,601 26	\$96,226 11	2.9	1.2	3.8
Indiana	\$91,259 23	\$52,304 44	\$86,916 20	1.6	2.3	2.7
Colorado	\$91,130 24	\$63,111 25	\$94,624 13	1.8	3.3	1.4
Wyoming	\$90,181 25	\$60,552 30	--	0.0	2.2	--
Vermont	\$88,810 26	\$64,079 23	\$85,952 21	3.3	10.7	1.9
Oregon	\$88,432 27	\$76,233 11	\$81,923 25	2.1	2.9	2.3
North Carolina	\$87,295 28	\$51,974 46	\$94,627 12	0.2	-0.7	3.0
Nebraska	\$86,658 29	\$64,291 22	\$72,401 34	1.9	3.1	1.4
Utah	\$84,672 30	\$62,441 27	\$85,531 23	2.5	1.8	0.8
South Carolina	\$83,993 31	\$51,093 48	\$62,326 40	2.3	2.0	1.8
Alabama	\$83,665 32	\$58,252 34	\$64,582 38	1.4	3.9	8.6
Wisconsin	\$83,613 33	\$82,697 4	\$73,875 31	3.0	0.9	2.1
Alaska	\$82,793 34	\$90,588 2	\$57,633 47	0.5	--	5.2
Georgia	\$82,705 35	\$52,709 42	\$85,852 22	3.7	3.5	2.4
Tennessee	\$81,903 36	\$54,937 39	\$93,133 15	1.1	1.0	3.9
Kansas	\$81,458 37	\$57,239 35	\$54,075 48	1.6	1.5	2.2
Maine	\$80,681 38	\$59,052 32	\$88,904 18	2.6	0.7	0.5
District of Columbia	\$78,101 39	--	\$119,816 5	1.8	--	1.6
Kentucky	\$77,628 40	\$51,481 47	\$62,208 41	2.1	-1.3	1.0
New Mexico	\$77,596 41	\$55,673 38	\$81,957 24	3.3	3.5	18.2
Oklahoma	\$77,343 42	\$52,401 43	\$71,259 35	4.8	5.1	-1.9
North Dakota	\$77,300 43	\$56,391 37	\$58,115 45	2.7	1.8	-0.8
Missouri	\$76,488 44	\$60,403 31	\$90,267 17	0.9	2.0	3.2
Montana	\$76,432 45	\$53,510 40	\$49,037 50	2.1	6.2	-1.0
Idaho	\$76,121 46	\$56,598 36	\$61,997 42	3.5	0.8	-2.8
West Virginia	\$74,238 47	\$53,327 41	\$52,920 49	2.5	6.4	1.0
South Dakota	\$72,518 48	\$58,311 33	\$57,995 46	2.0	1.8	1.7
Arkansas	\$72,486 49	\$50,041 49	\$59,744 44	0.9	-0.2	-1.6
Louisiana	\$71,813 50	\$46,572 50	\$90,805 16	0.8	2.9	2.8
Mississippi	\$70,659 51	\$52,289 45	\$61,375 43	0.4	0.6	-0.8

Ranked by salary in public 4-year institutions.
-- Not applicable.

Source: ASA Research analysis of U.S. Department of Education, Integrated Postsecondary Education Data System, Faculty Salary Data, 2019-20.

comprised almost half of the professoriate (48 percent), but were well over half of community college faculty, and less than one-third of the highest-paid, full professor faculty at research universities. (See Figure 7). Men dominated the full-professor rank, holding up to two-thirds of positions at the higher paid institutions, while the majority of women held the lower-paid instructor and lecturer ranks.

STATE. Differences in state, regional, and local economies, cost of living, state policies and budgets, collective bargaining ability, student enrollments, demographics, labor markets, political environment, administration, and a multitude of other factors, affect faculty salaries and their year-to-year increases across states. Support for the varying types of institutions within a state may differ, resulting in faculty salaries being quite different across a state’s institutions. (See Table 1.) Wisconsin is an interesting example where faculty in public 4-year institutions earn about \$84,000, which is relatively similar to the \$83,000 average salary in the state’s public 2-year institutions. Unlike Wisconsin, in most states, faculty at public 2-year institutions are paid lower than colleagues in the 4-year sector. As a result, Wisconsin ranks 33rd in the nation for its faculty pay at public 4-years and 4th for its salaries at public 2-years. On the other hand, Connecticut’s public 4-year and 2-year faculty salaries rank 4th and 5th, respectively, with very different salary levels of about \$105,000 and \$81,000, respectively.

Within each sector, the rankings of faculty salaries by state remain fairly

TABLE 2. AVERAGE SALARIES FOR TENURED AND ON-TENURE-TRACK FACULTY IN PUBLIC INSTITUTIONS, 2019-20

Discipline	Salary
All Disciplines	\$85,009
Legal Professions and Studies	\$124,766
Business, Management, Marketing, and Related Support Services	\$118,801
Engineering	\$106,547
Computer and Information Sciences and Support Services	\$102,643
Multi/Interdisciplinary Studies	\$90,725
Architecture and Related Services	\$89,878
Natural Resources and Conservation	\$88,423
Health Professions and Related Programs	\$88,369
Area, Ethnic, Cultural, Gender and Group Studies	\$86,870
Agriculture, Agriculture Operations, and Related Sciences	\$86,693
Physical Sciences	\$85,581
Biological and Biomedical Sciences	\$84,535
Engineering Technologies and Engineering Related Fields	\$84,456
Parks, Recreation, Leisure and Fitness Studies”	\$83,313
Social Sciences	\$82,931
Mathematics and Statistics	\$82,807
Psychology	\$82,019
Philosophy and Religious Studies	\$81,505
Public Administration and Social Service Professions	\$81,258
Family and Consumer Sciences/Human Sciences	\$81,213
Transportation and Material Services	\$80,755
Liberal Arts and Sciences, General Studies and Humanities	\$79,164
Education	\$79,154
History	\$78,032
Homeland Security, Law Enforcement, Firefighting and Related Protective Service	\$77,957
Communications Technologies/Technicians and Support Services	\$77,736
Communication, Journalism and Related Programs	\$76,956
World Languages, Literatures, and Linguistics	\$76,224
English Language and Literature/Letters	\$75,523
Library Science	\$74,895
Visual and Performing Arts	\$73,882

Source: ASA Research analysis of Pritchard, A., et al. (March 2020). Faculty in Higher Education Annual Report 2019-20. College and University Professional Association for Human Resources.

Note: The CUPA data includes 126,834 full-time tenured and on-tenure track faculty from 436 public 2- and 4-year institutions.

consistent. In the public 4-year sector, California, New Jersey and Delaware consistently vie for the top three seats, with average salaries ranging from \$115,000 to \$118,000. Notably, salaries in each of these three states increased last year at an above-average rate. In

Connecticut, Hawaii and Michigan, average salaries also top \$100,000. With a relatively large 4.8 percent increase last year, Massachusetts’ public 4-year faculty joined the top earners, with an average salary over \$100,000. Arkansas, Louisiana, and Mississippi tend to fall at

the bottom, but cost of living is lower in these states; faculty in these three states saw only very modest increases in earnings over the last year.

Continuing a trend of many years, California community colleges topped the ranks in the public 2-year sector with an average salary of nearly \$99,000. Alaska follows at \$91,000, as does Michigan at about \$84,000. Wisconsin is not far behind with salaries averaging about \$83,000. Note, this is the first year Alaska has reported faculty salaries for 2-year and 4-year institutions separately. Louisiana and Arkansas are at the low end of the 2-year ranking, joined this year by South Carolina.

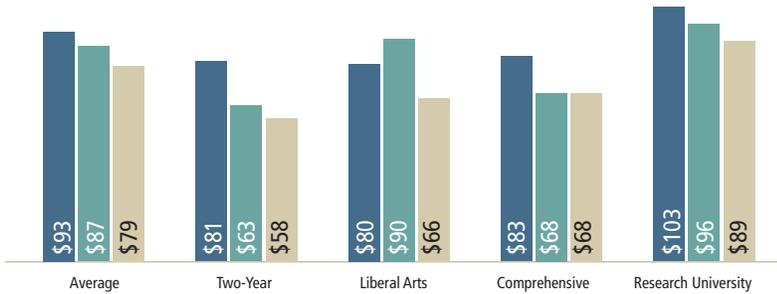
In the independent sector, faculty teaching in Massachusetts earn the highest salaries, averaging about \$126,000. New Jersey faculty follow at \$122,000. In ten states, public 4-year faculty earn more than faculty in independent institutions, with differences as large as \$33,000 in Alaska and \$11,000 and \$12,000 in Michigan and Nevada, respectively. Where the independents pay more, the differences are often quite large, often \$30,000 or \$40,000, and up to \$57,000 in Rhode Island.

DISCIPLINE. Salaries by discipline vary widely—from a low of \$73,882 for faculty teaching in visual and performing arts to a high of \$124,766 for law faculty. (See Table 2). Legal professions, business fields, engineering, and computer and information sciences regularly top the list, with salaries averaging over \$100,000. In ten of the 31 disciplines, average salaries fall below \$80,000; historically, the same disciplines remain

FIGURE 8. THE PRESENCE OF FACULTY CONTRACTS IS CORRELATED WITH HIGHER SALARIES.

Salaries for faculty in public institutions (in thousands), 2019-20.

■ With contract ■ State with bargaining, no contract ■ No faculty contract in state



Source: ASA Research analysis of U.S. Department of Education, Integrated Postsecondary Education Data System, Faculty Salary Data, 2019-20.

at the bottom—arts, library science, English and world languages, and communications.

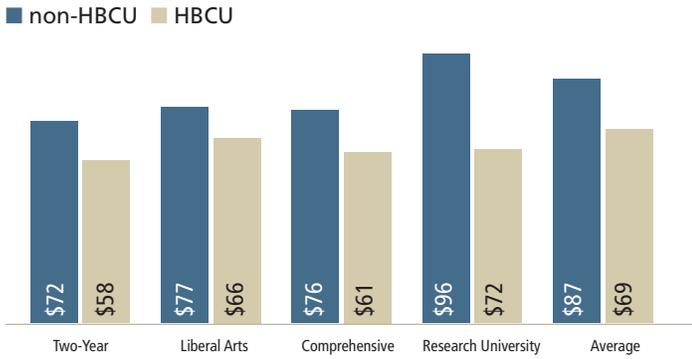
THE COLLECTIVE BARGAINING ADVANTAGE. Research shows a relationship between the presence of unions and increased faculty wages and other benefits, and unions also are credited with helping to raise nonunion wages.⁴ Adjunct faculty at institutions with collective bargaining—even if adjunct faculty are not party to the agreement—have seen salary increases above the national faculty average.⁵ The presence of unions also is related to the closure of pay gaps between men and women and across racial/ethnic groups, and provides protection against discriminatory treatment.⁶ Unionized institutions are more likely to have larger shares of female faculty in full professor positions.⁷ The presence of unions also has been shown to benefit individuals' health and relationships, provide protection against poverty inducing events, and to decrease the risk of political and socioeconomic disenfranchisement.^{8,9}

Figure 8 shows average faculty salaries (in thousands of dollars) for public institutions (1) with faculty collective bargaining agreements, (2) without faculty collective bargaining agreements, but located in the same state as institutions with faculty unions, and (3) in states without any faculty collective bargaining agreements.

The presence of faculty unions correlates to higher salaries. (See Figure 8.) In almost every sector, at public institutions where faculty collectively bargain, faculty earn more than their peers at institutions without contracts. Only liberal arts institutions, which comprise 1 percent of faculty, are exceptions. On average, faculty at institutions with contracts earn about \$6,000 more than those working without contracts in states that have collective bargaining. Compared to faculty in states without any collective bargaining, faculty with collectively bargained contracts earn \$14,000 more. These states without any collective bargaining are largely southern and workers of all types tend to have lower salaries. Thus, the first two groups—

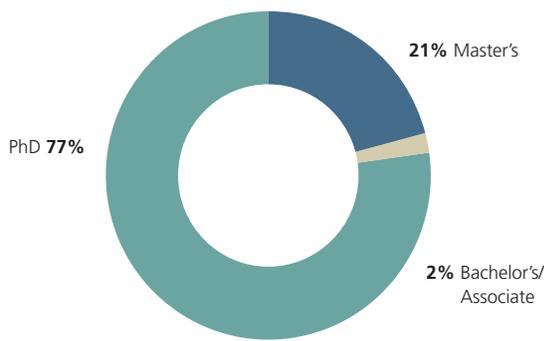
FIGURE 9. HBCU FACULTY EARN AN AVERAGE OF \$18,000 LESS THAN FACULTY TEACHING IN NON-HBCU INSTITUTIONS.

Average salaries for faculty on 9/10-month contracts in public institutions, 2019-20



Source: ASA Research analysis of U.S. Department of Education, Integrated Postsecondary Education Data System, Faculty Salary Data, 2019-20.

FIGURE 10: DISTRIBUTION OF FACULTY BY HIGHEST DEGREE EARNED



Source: ASA Research analysis of Pritchard, A., et al. (March 2020). Faculty in Higher Education Annual Report 2019-20. College and University Professional Association for Human Resources.

faculty with collectively bargained contracts and those without contracts but in states with collective bargaining—are most comparable, as regional differences are minimized.

The largest difference occurs in public 2-year institutions, where faculty at institutions with contracts earn about \$18,000, or 30 percent, more than those working in the same states without collectively bargaining contracts. Meanwhile, the union advantage is \$15,000 at comprehensive institutions and \$8,000 at research/doctoral-granting institutions.

THE HBCU DISADVANTAGE. There are 101 historically Black colleges and universities (HBCUs) in the U.S. Many were founded to provide educational opportunity to African American students in the years after the Civil War, a time of severe segregation and discrimination when most colleges and universities were predominantly white. Those white institutions in the south did not permit African Americans to enroll, while many in other parts of the country strictly limited African American enrollment. Today, HBCUs continue to benefit Black students—

and often while assessing lower tuition than other institutions.¹⁰ Nonetheless, because of institutional racism in banking and housing industries, Black students tend to accumulate larger student loan debt than white students¹¹, and student loan delinquency occurs at greater rates in Black communities.¹² HBCUs also provide an environment where Black students feel welcome and are embraced in a thriving Black community.¹³ Compared to predominantly White institutions, HBCUs graduate more Black students in fields yielding high wages, particularly science, technology, engineering and math (STEM).¹⁴

Nonetheless, the salaries paid to HBCU faculty are lower than the salaries paid to faculty elsewhere, and the gap persists across institution types. The average difference is about \$18,000, with faculty teaching in HBCUs earning \$69,180, on average, compared to \$87,384 for faculty in non-HBCUs. (See Figure 9). The largest difference is found at research/doctoral-granting institutions where faculty at HBCUs earn about \$72,418, or about \$24,000 less than their colleagues in non-HBCUs who earn \$96,451, on average. Among other institution types, the gap ranges from \$12,000 to \$16,000.

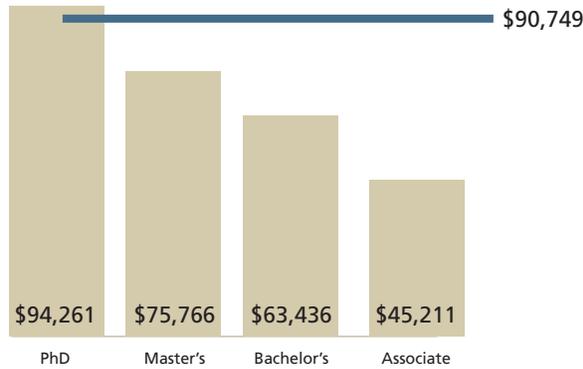
FACULTY SALARIES COMPARED WITH U.S. POPULATION EARNINGS. Over three-quarters of faculty hold a Ph.D., 21 percent hold a master's degree, and the remaining 2 percent, a bachelor's or associate degree. (See Figure 10). The average faculty salary of \$90,749 is about \$3,500 less than the average for all Ph.D.-workers (\$94,261), but \$15,000 more than the average for

those with master’s degrees (\$75,766). Notably, the faculty average is earned over 9/10-month contracts, while the overall U.S. population earnings are based on year-round work. (Note, 84 percent of faculty teach on 9/10-month contracts). The average 2019-20 salary for faculty teaching on 11/12-month contracts was \$138,726, about \$44,000 more than the earnings of the overall Ph.D.-educated population.

GRADUATE ASSISTANTS. Graduate assistant compensation varies quite dramatically. Graduate assistants typically receive a stipend, and often receive waivers for tuition and fees. Assuming half-time work equivalency, the average graduate assistant stipend was about \$18,500 in 2019-20 and graduate assistants received additional tuition and fees waivers for an average total compensation of about \$26,000 (Figure 12). Across the graduate assistant types — teaching assistant, research assistant, and graduate associate — the average total compensation ranges by about \$4,000 with graduate associates earning the highest total compensation, about \$30,000. By discipline, average total compensation ranges from a low of \$20,266 in library science to a high of \$32,585 in health residency programs, a difference of \$12,319 (Table 3). Large ranges exist within discipline: three disciplines pay a minimum compensation below \$1,000, but high compensation amounts are over \$50,000. Education has the largest difference between the high and low compensation, about \$85,000, followed by engineering with about a \$68,000 difference; engineering-related technologies has the smallest difference, \$21,000.

FIGURE 11. FACULTY SALARIES ARE COMPARABLE TO EARNINGS OF THE U.S. POPULATION HOLDING A PHD

■ Average earnings for the U.S. population by highest degree earned
■ 9/10-month average faculty salary*

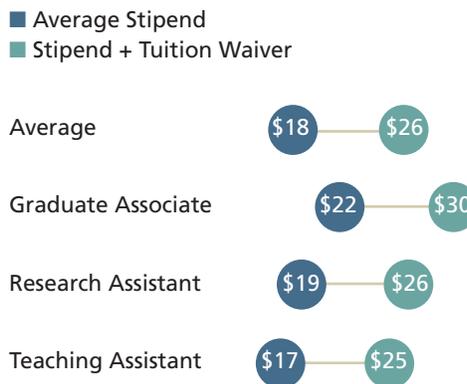


*U.S. population earnings are for 2017 and corrected for inflation to equate to 2019-20; average faculty salaries reflect 2019-20.

Source: U.S. Bureau of Labor Statistics (<https://www.bls.gov/careeroutlook/2018/data-on-display/education-pays.htm>) and ASA Research analysis of U.S. Department of Education, Integrated Postsecondary Education Data System, Faculty Salary Data, 2019-20.

FIGURE 12. THE AVERAGE STIPEND PAID TO GRADUATE ASSISTANTS IS \$18K PLUS \$8K OF TUITION WAIVERS. GRADUATE ASSOCIATES EARN \$4K TO \$5K MORE THAN OTHER GRADUATE ASSISTANTS

Paid to Graduate Assistants, 2019-20 (in thousands)



Source: ASA Research analysis of Oklahoma State University, Graduate Assistant Stipend Survey, 2019-20.

TABLE 3. LOW, HIGH, AND AVERAGE STIPEND AND TUITION WAIVER PAID TO GRADUATE ASSISTANTS, BY DISCIPLINE*: 2019-20

Discipline	Stipend only				Stipend + Tuition Waiver			
	Average	Low	High	Low - High Difference	Average	Low	High	Low - High Difference
All Fields	\$18,462	\$294	\$78,306	\$78,012	\$26,097	\$294	\$86,072	\$85,778
All Fields, Without Medical	\$18,361	\$294	\$78,306	\$78,012	\$26,035	\$294	\$86,072	\$85,778
Residency Programs In Health Industry	\$26,968	\$5,877	\$54,820	\$48,943	\$32,585	\$5,877	\$54,820	\$48,943
Protective Services	\$18,759	\$8,396	\$34,000	\$25,604	\$28,267	\$12,476	\$44,540	\$32,064
Physical Sciences	\$20,528	\$386	\$57,260	\$56,874	\$28,196	\$386	\$59,505	\$59,119
Mathematics	\$20,319	\$1,248	\$53,967	\$52,719	\$28,133	\$2,237	\$59,943	\$57,706
Engineering	\$19,407	\$1,787	\$60,000	\$58,213	\$28,061	\$1,787	\$69,586	\$67,799
Biological Sciences/Life Sciences	\$20,853	\$296	\$65,440	\$65,144	\$27,946	\$1,636	\$65,440	\$63,804
Health Professions And Related Sciences	\$20,140	\$654	\$54,765	\$54,111	\$27,056	\$654	\$60,501	\$59,847
Multi/Interdisciplinary Studies	\$18,935	\$676	\$46,914	\$46,238	\$27,046	\$2,454	\$47,502	\$45,048
Computer And Information Sciences	\$19,143	\$1,125	\$56,000	\$54,875	\$26,734	\$2,454	\$64,470	\$62,016
Psychology	\$18,066	\$294	\$45,760	\$45,466	\$25,605	\$294	\$53,584	\$53,290
Social Sciences And History	\$17,704	\$2,011	\$50,124	\$48,113	\$25,244	\$2,011	\$58,752	\$56,741
English Language And Literature/Letters	\$17,450	\$1,963	\$41,333	\$39,370	\$25,138	\$6,735	\$49,157	\$42,422
Conservation & Renewable Natural Resources	\$17,985	\$5,200	\$51,125	\$45,925	\$25,089	\$9,916	\$51,125	\$41,209
Foreign Languages And Literatures	\$17,526	\$3,141	\$45,000	\$41,859	\$24,802	\$9,216	\$52,824	\$43,608
Business Management & Administrative Services	\$16,977	\$2,611	\$58,559	\$55,948	\$24,723	\$5,635	\$68,833	\$63,198
Philosophy And Religion	\$17,379	\$6,220	\$59,112	\$52,892	\$24,702	\$13,716	\$66,878	\$53,162
Communications	\$16,859	\$1,095	\$39,343	\$38,248	\$24,527	\$1,095	\$47,971	\$46,876
Agricultural Business And Production	\$17,641	\$5,800	\$47,222	\$41,422	\$24,478	\$9,376	\$56,174	\$46,798
Home Economics	\$16,832	\$2,625	\$46,667	\$44,042	\$24,356	\$10,161	\$58,339	\$48,178
Liberal Arts & Sciences, General Studies, & Humanities	\$15,276	\$3,110	\$37,000	\$33,890	\$24,330	\$10,876	\$49,608	\$38,732
Public Administration And Services	\$17,274	\$2,860	\$56,556	\$53,696	\$23,974	\$3,014	\$63,216	\$60,202
History	\$16,596	\$4,090	\$34,000	\$29,910	\$23,767	\$8,862	\$45,468	\$36,606
Education	\$16,288	\$900	\$78,306	\$77,406	\$23,659	\$1,095	\$86,072	\$84,977
Parks, Recreation, Leisure, & Fitness Studies	\$16,454	\$377	\$44,790	\$44,413	\$23,290	\$2,189	\$45,508	\$43,319
Engineering-Related Technologies	\$15,226	\$3,750	\$26,200	\$22,450	\$22,541	\$11,286	\$32,176	\$20,890
Area, Ethnic, And Cultural Studies	\$15,661	\$4,500	\$33,200	\$28,700	\$22,499	\$12,036	\$43,740	\$31,704
Visual And Performing Arts	\$14,289	\$1,400	\$46,667	\$45,267	\$22,100	\$5,727	\$54,491	\$48,764
Architecture And Related Programs	\$13,152	\$864	\$40,900	\$40,036	\$21,338	\$2,103	\$43,863	\$41,760
Law And Legal Studies	\$13,678	\$1,250	\$38,835	\$37,585	\$20,806	\$5,966	\$38,835	\$32,869
Library Science	\$14,042	\$2,454	\$36,027	\$33,573	\$20,266	\$2,454	\$47,699	\$45,245

*Sorted by Average Stipend + Tuition Waiver.

Source: ASA Research analysis of Oklahoma State University, Graduate Assistant Stipend Survey, 2019-20.

Conclusion

While government investment in higher education appeared to increase in the year pre-COVID, faculty salaries fluctuated over the past decade. Faculty purchasing power, on average, is higher than pre-recessionary levels, but some faculty, depending on their rank or institution, aren't as well off. In some states, average salaries declined. Meanwhile, the gender gap persists as women continue to work in lower-paying sectors and do not hold the high-paying full-professor positions, and the salaries of faculty teaching in HBCUs also remain significantly lower than their peers teaching at non-HBCU institutions. One bright spot: the presence of faculty unions relates to higher pay. And, not captured here, is a likely spillover effect: Where unions are present, working conditions and earnings for those not in the bargaining unit may be better, and equity gaps smaller.

As we continue through the last months, hopefully, of the pandemic, the question now is: what does the future hold? What will happen to government funding of higher education? To date, three federal stimulus packages, aiming to counter the pandemic's financial blows, have brought millions of dollars to colleges and universities. As we re-open campuses, it will be critical to monitor student enrollments and safety measures. Which practices or policies implemented during the pandemic are worth keeping? And how do we correct inequities that were uncovered by the effects of the pandemic? Further, how do we investigate our policies and practices to root out additional inequities, and how does all of this continue to change the work of higher education faculty?

ENDNOTES

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2021 Salary Review

2019–2020 Faculty Salary Report

The 2019-20 institutional faculty salary report provides salary and compensation information for the 1,579 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 Provisional Salary Data for 2019–20. 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 2018-19 and 2019-20. All dollar amounts are reported in thousands.

State/School	Prof. (\$)	Assoc. (\$)	Asst. (\$)	Inst./ Lect./ No Rank (\$)	Avg. (\$)	% Chng. (%)
ALABAMA						
AA						
Bevill State Community College	–	–	–	60.7	60.7	-0.5
Bishop State Community College	–	–	–	61.5	61.5	4.0
Central Alabama Community College	–	–	–	59.6	59.6	2.7
Chattahoochee Valley Community College	–	–	–	58.0	58.0	5.4
Coastal Alabama Community College	–	–	–	59.8	59.8	5.2
Enterprise State Community College	–	–	–	61.3	61.3	3.8
Gadsden State Community College	–	–	–	60.3	60.3	4.1
George C Wallace Community College-Dothan	–	–	–	55.3	55.3	1.8
George C Wallace State Community College-Hanceville	–	–	–	59.1	59.1	8.8
George C Wallace State Community College-Selma	–	–	–	55.6	55.6	14.8
H Council Trenholm State Community College	–	–	–	57.8	57.8	19.3
J F Ingram State Technical College	–	–	–	25.7	25.7	-48.6
J. F. Drake State Community and Technical College	–	–	–	57.8	57.8	5.3
Jefferson State Community College	–	–	–	60.9	60.9	2.7
John C Calhoun State Community College	–	–	–	60.4	60.4	2.3
Lawson State Community College	–	–	–	60.2	60.2	5.6

State/School	Prof. (\$)	Assoc. (\$)	Asst. (\$)	Inst./ Lect./ No Rank (\$)	Avg. (\$)	% Chng. (%)
Lurleen B Wallace Community College	–	–	–	55.6	55.6	3.9
Marion Military Institute	–	–	–	58.7	58.7	0.9
Northeast Alabama Community College	–	–	–	59.1	59.1	4.8
Northwest-Shoals Community College	–	–	–	58.0	58.0	38.7
Reid State Technical College	–	–	–	59.1	59.1	5.4
Shelton State Community College	–	–	–	61.2	61.2	–
Snead State Community College	–	–	–	66.1	66.1	6.8
Southern Union State Community College	–	–	–	55.5	55.5	-2.6
BA+						
Athens State University	92.6	77.8	59.8	68.1	73.7	-2.0
University of Montevallo	81.4	70.1	61.0	55.6	69.8	0.6
University of North Alabama	93.2	77.3	67.1	56.6	74.9	5.8
DOCTORAL						
Alabama A & M University	93.8	75.7	63.2	48.8	69.4	0.7
Alabama State University	93.3	74.5	66.6	49.0	72.4	-7.1
Auburn University	134.5	98.9	83.5	55.2	93.8	2.5
Auburn University at Montgomery	96.7	72.9	64.9	50.5	72.6	3.0
Jacksonville State University	80.1	66.3	60.7	51.7	64.1	2.8
The University of Alabama	152.7	100.4	81.1	56.2	95.4	0.4
Troy University	88.5	73.8	68.5	54.8	66.7	-0.5
University of Alabama at Birmingham	129.1	91.6	79.9	63.9	96.1	4.7
University of Alabama in Huntsville	133.7	97.3	78.0	56.2	88.3	2.4

State/School	Inst./			No Rank	Avg.	% Chng.
	Prof. (\$)	Assoc. (\$)	Asst. (\$)			
University of South Alabama	89.6	71.0	65.5	46.5	67.5	0.1
University of West Alabama	76.7	63.9	56.0	42.5	61.1	0.0

ALASKA

AA

Ilisagvik College	–	102.4	89.6	82.9	90.6	–
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BA+

University of Alaska Southeast	88.7	78.7	66.4	47.5	75.3	2.2
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DOCTORAL

University of Alaska Anchorage	101.9	89.1	69.4	54.5	81.6	-0.2
University of Alaska Fairbanks	105.4	87.6	71.9	67.5	86.5	0.8

ARIZONA

AA

Arizona Western College	–	–	–	58.4	58.4	-2.2
Central Arizona College	61.1	–	–	–	61.1	1.9
Chandler-Gilbert Community College	–	–	–	81.8	81.8	0.5
Cochise County Community College District	–	–	–	60.5	60.5	-0.8
Coconino Community College	–	–	–	67.1	67.1	4.2
Dine College	59.6	52.1	49.2	52.8	53.6	4.3
Eastern Arizona College	84.2	64.7	–	–	69.6	-4.4
Estrella Mountain Community College	–	–	–	81.8	81.8	2.9
GateWay Community College	–	–	–	81.1	81.1	-1.1
Glendale Community College	–	–	–	83.2	83.2	1.9
Mesa Community College	–	–	–	84.8	84.8	1.2
Mohave Community College	–	–	–	59.0	59.0	2.1
Northland Pioneer College	–	–	–	54.0	54.0	-6.7
Paradise Valley Community College	–	–	–	83.5	83.5	0.9
Phoenix College	–	–	–	81.1	81.1	0.0
Pima Community College	–	–	–	–	–	–
Rio Salado College	–	–	–	69.7	69.7	-20.2
Scottsdale Community College	–	–	–	83.2	83.2	1.4
South Mountain Community College	–	–	–	83.5	83.5	2.8
Tohono O’odham Community College	–	–	–	55.0	55.0	-0.8
Yavapai College	–	–	–	67.7	67.7	1.3

BA+

University of Arizona-Sierra Vista	90.4	80.9	73.5	53.0	74.7	1.7
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DOCTORAL

Arizona State University-Downtown Phoenix	145.4	98.6	75.5	53.6	85.2	3.9
Arizona State University-Polytechnic	137.0	97.2	81.8	52.6	80.4	4.5
Arizona State University-Skysong	139.9	102.1	87.0	57.5	84.2	3.6
Arizona State University-Tempe	150.3	110.9	94.3	61.7	105.9	2.0

State/School	Inst./			No Rank	Avg.	% Chng.
	Prof. (\$)	Assoc. (\$)	Asst. (\$)			
Arizona State University-West	147.7	95.7	75.4	52.9	85.6	-5.5
Northern Arizona University	109.6	79.0	68.8	53.9	75.7	2.5
University of Arizona	134.7	97.6	81.6	58.9	101.0	1.7

ARKANSAS

AA

Arkansas Northeastern College	50.7	51.1	51.2	47.2	48.2	1.1
Arkansas State University Mid-South	–	–	–	41.9	41.9	-1.8
Arkansas State University Three Rivers	–	–	–	47.5	47.5	1.6
Arkansas State University-Beebe	65.5	61.0	48.1	42.0	47.0	0.6
Arkansas State University-Mountain Home	–	–	57.7	46.0	47.7	1.8
Arkansas State University-Newport	55.1	50.7	47.0	50.5	48.7	1.0
Arkansas Tech University	80.5	67.3	58.7	46.2	60.9	0.9
Black River Technical College	–	–	–	37.9	37.9	-15.7
Cossatot Community College of the University of Arkansas	–	–	–	49.7	49.7	5.5
East Arkansas Community College	–	–	–	48.9	48.9	-3.2
National Park College	–	–	–	47.3	47.3	0.3
North Arkansas College	55.4	52.9	49.4	48.7	49.7	6.1
NorthWest Arkansas Community College	63.4	56.2	55.7	53.9	56.3	0.3
Ozarka College	–	–	–	44.2	44.2	6.6
Phillips Community College of the University of Arkansas	–	–	–	45.6	45.6	1.9
South Arkansas Community College	56.9	46.8	47.0	44.7	47.7	0.0
Southeast Arkansas College	–	–	–	46.1	46.1	-0.3
Southern Arkansas University Tech	–	–	–	41.5	41.5	-0.1
University of Arkansas Community College Rich Mountain	–	–	–	45.1	45.1	-4.7
University of Arkansas Community College-Batesville	–	–	–	44.3	44.3	-0.4
University of Arkansas Community College-Morrilton	–	–	–	48.4	48.4	2.0
University of Arkansas Hope-Texarkana	–	–	–	39.9	39.9	5.5
University of Arkansas at Monticello	57.9	58.2	47.4	44.9	49.8	0.3
University of Arkansas -Pulaski Technical College	–	–	–	43.5	43.5	-1.0

BA+

Henderson State University	71.3	70.0	54.0	48.6	61.7	2.4
Southern Arkansas University Main Campus	75.0	68.9	59.9	46.3	61.1	-0.4
University of Arkansas-Fort Smith	85.8	68.0	60.0	52.8	62.8	1.2

State/School	Inst./Lect./No Rank			Avg. (\$)	% Chng. (%)
	Prof. (\$)	Assoc. (\$)	Asst. (\$)		
DOCTORAL					
Arkansas State University- Main Campus	89.5	72.7	61.4	43.2	65.9 5.1
University of Arkansas	141.1	98.1	85.7	57.0	89.6 0.6
University of Arkansas at Little Rock	87.3	64.7	58.2	42.3	66.9 -6.2
University of Arkansas at Pine Bluff	65.3	60.7	54.9	45.3	51.9 -0.6
University of Arkansas for Medical Sciences	-	-	-	-	- -
University of Central Arkansas	81.6	67.7	64.8	50.9	63.6 1.0

CALIFORNIA

AA

Allan Hancock College	-	-	-	89.1	89.1	2.7
American River College	-	-	-	90.6	90.6	4.4
Antelope Valley College	100.7	90.0	-	75.7	89.5	-2.2
Bakersfield College	-	-	-	103.7	103.7	-3.8
Barstow Community College	108.6	86.1	76.2	66.8	94.5	-1.7
Berkeley City College	-	-	-	93.9	93.9	3.5
Butte College	-	-	-	91.4	91.4	3.5
Cabrillo College	-	-	-	84.5	84.5	4.5
Canada College	-	-	-	105.0	105.0	0.7
Cerritos College	-	-	-	106.5	106.5	0.1
Cerro Coso Community College	-	-	-	110.1	110.1	-18.7
Chabot College	-	-	-	99.5	99.5	0.6
Chaffey College	-	-	-	100.3	100.3	1.6
Citrus College	-	-	-	80.4	80.4	-18.0
City College of San Francisco	-	-	-	103.6	103.6	6.4
Clovis Community College	-	-	-	94.5	94.5	2.2
Coastline Community College	-	-	-	109.1	109.1	3.2
College of Alameda	-	-	-	93.1	93.1	3.8
College of Marin	-	-	-	111.4	111.4	4.1
College of San Mateo	-	-	-	104.3	104.3	-0.4
College of the Canyons	89.5	92.4	88.5	-	89.8	-12.4
College of the Desert	-	-	-	105.7	105.7	5.4
College of the Redwoods	-	-	-	74.3	74.3	-0.0
College of the Sequoias	-	-	-	95.3	95.3	4.7
College of the Siskiyous	-	-	-	80.5	80.5	0.7
Columbia College	-	-	-	99.4	99.4	11.6
Compton College	-	-	-	89.1	89.1	-0.7
Contra Costa College	-	-	-	89.4	89.4	-1.5
Copper Mountain Community College	-	-	-	92.0	92.0	3.7
Cosumnes River College	-	-	-	87.7	87.7	3.5
Crafton Hills College	-	-	-	102.0	102.0	2.7
Cuesta College	-	-	-	100.9	100.9	8.1
Cuyamaca College	-	-	-	70.3	70.3	-7.3
Cypress College	-	-	-	120.9	120.9	0.9

State/School	Inst./Lect./No Rank			Avg. (\$)	% Chng. (%)	
	Prof. (\$)	Assoc. (\$)	Asst. (\$)			
De Anza College	-	-	-	101.8	101.8	6.2
Diablo Valley College	-	-	-	92.0	92.0	-0.4
East Los Angeles College	-	-	-	101.6	101.6	4.6
East San Gabriel Valley Regional Occupational Program	-	-	-	-	-	-
El Camino Community College District	-	-	-	96.9	96.9	-11.3
Evergreen Valley College	-	-	-	121.1	121.1	-11.0
Feather River Community College District	-	-	-	89.4	89.4	11.4
Folsom Lake College	-	-	-	88.4	88.4	3.9
Foothill College	-	-	-	105.0	105.0	7.9
Fresno City College	-	-	-	99.0	99.0	0.7
Fullerton College	-	-	-	119.4	119.4	-0.5
Gavilan College	-	-	-	99.7	99.7	-1.5
Glendale Community College	-	-	-	95.0	95.0	-0.6
Golden West College	-	-	-	111.5	111.5	2.7
Grossmont College	-	-	-	82.2	82.2	0.2
Hacienda La Puente Adult Education	-	-	-	69.1	69.1	6.0
Hartnell College	-	-	-	108.0	108.0	6.0
Imperial Valley College	-	-	-	95.7	95.7	9.7
Irvine Valley College	-	-	-	108.0	108.0	5.6
Lake Tahoe Community College	-	-	-	80.7	80.7	31.7
Laney College	-	-	-	93.0	93.0	1.1
Las Positas College	-	-	-	96.1	96.1	0.4
Lassen Community College	-	-	-	85.3	85.3	4.4
Long Beach City College	-	-	-	-	-	-
Los Angeles City College	-	-	-	108.4	108.4	21.4
Los Angeles County College of Nursing and Allied Health	-	-	-	-	-	-
Los Angeles Harbor College	-	-	-	97.3	97.3	7.5
Los Angeles Mission College	-	-	-	97.3	97.3	7.8
Los Angeles Pierce College	-	-	-	99.4	99.4	6.4
Los Angeles Southwest College	-	-	-	99.5	99.5	4.2
Los Angeles Trade Technical College	-	-	-	99.4	99.4	3.6
Los Angeles Valley College	-	-	-	102.6	102.6	6.7
Los Medanos College	-	-	-	68.3	68.3	-22.8
Mendocino College	-	-	-	92.0	92.0	9.7
Merced College	-	-	-	87.5	87.5	0.3
Merritt College	-	-	-	93.0	93.0	-0.8
MiraCosta College	-	-	-	132.1	132.1	2.6
Mission College	-	-	-	108.9	108.9	4.1
Modesto Junior College	-	-	-	99.2	99.2	12.6
Monterey Peninsula College	-	-	-	88.5	88.5	3.8
Moorpark College	-	-	-	89.4	89.4	4.0
Moreno Valley College	-	-	-	110.5	110.5	5.3
Mt San Antonio College	-	-	-	106.9	106.9	2.8

State/School	Prof. (\$)	Assoc. (\$)	Asst. (\$)	Inst./ Lect./ No Rank (\$)	Avg. (\$)	% Chng. (%)
Mt San Jacinto Community College District	-	-	-	103.6	103.6	11.5
Napa Valley College	-	-	-	93.8	93.8	6.3
Norco College	-	-	-	111.5	111.5	5.8
Ohlone College	-	-	-	116.2	116.2	-0.5
Orange Coast College	-	-	-	110.0	110.0	2.8
Oxnard College	-	-	-	92.1	92.1	1.8
Palo Verde College	-	-	-	89.1	89.1	-1.0
Palomar College	-	-	-	107.4	107.4	2.1
Pasadena City College	-	-	-	91.8	91.8	0.2
Peralta Community College System Office	-	-	-	102.3	102.3	-
Porterville College	-	-	-	106.7	106.7	-17.0
Reedley College	-	-	-	98.3	98.3	2.3
Rio Hondo College	-	-	-	100.4	100.4	2.9
Riverside City College	-	-	-	114.7	114.7	5.9
Sacramento City College	-	-	-	89.4	89.4	4.0
Saddleback College	-	-	-	111.5	111.5	6.2
San Bernardino Valley College	-	-	-	103.5	103.5	9.1
San Diego City College	-	-	-	90.5	90.5	0.8
San Diego Mesa College	-	-	-	90.1	90.1	1.1
San Diego Miramar College	-	-	-	89.7	89.7	0.0
San Joaquin Delta College	-	-	-	99.8	99.8	1.4
San Jose City College	-	-	-	122.8	122.8	-2.4
Santa Ana College	-	-	-	110.9	110.9	2.9
Santa Barbara City College	-	-	-	92.3	92.3	-3.5
Santa Monica College	-	-	-	111.6	111.6	3.6
Santa Rosa Junior College	-	-	-	99.8	99.8	2.1
Santiago Canyon College	-	-	-	112.4	112.4	2.1
Shasta College	-	-	-	86.6	86.6	2.1
Sierra College	-	-	-	70.8	70.8	-0.2
Skyline College	-	-	-	106.6	106.6	1.3
Solano Community College	-	-	-	91.9	91.9	7.1
Southwestern College	107.2	-	81.9	28.8	100.8	8.8
Taft College	110.0	95.9	-	37.2	105.4	6.5
Ventura College	-	-	-	85.8	85.8	0.6
Victor Valley College	-	-	-	68.1	68.1	-26.7
West Hills College-Coalinga	-	-	-	103.7	103.7	0.1
West Hills College-Lemoore	-	-	-	103.8	103.8	-1.2
West Los Angeles College	-	-	-	101.2	101.2	7.0
West Valley College	-	-	-	110.2	110.2	4.1
Woodland Community College	-	-	-	81.1	81.1	-
Yuba College	-	-	-	77.7	77.7	18.6

BA

Los Angeles Community College District Office	-	-	-	105.5	105.5	7.9
San Diego Community College District-District Office	-	-	-	104.0	104.0	-

State/School	Prof. (\$)	Assoc. (\$)	Asst. (\$)	Inst./ Lect./ No Rank (\$)	Avg. (\$)	% Chng. (%)
San Mateo County Community College District Office	-	-	-	93.8	93.8	-
Yosemite Community College District Office	-	-	-	108.1	108.1	12.7

BA+

California Polytechnic State University-San Luis Obispo	113.8	99.8	88.0	73.5	95.2	2.4
California State University Maritime Academy	117.0	98.8	83.5	67.5	91.3	2.6
California State University-Channel Islands	121.0	102.8	88.5	69.6	90.5	3.7
California State University-Chico	107.9	91.5	79.5	64.2	86.9	0.1
California State University-Dominguez Hills	115.8	103.1	84.7	63.7	89.4	0.6
California State University-Monterey Bay	113.9	94.9	84.0	58.4	87.5	2.4
Humboldt State University	107.2	91.0	78.6	64.0	88.3	2.3
Sonoma State University	109.3	89.6	81.0	67.5	94.3	2.7
Teachers College of San Joaquin	120.0	-	-	108.6	112.0	-

DOCTORAL

California State Polytechnic University-Pomona	116.1	97.4	88.0	67.5	96.8	1.7
California State University-Bakersfield	113.0	97.6	82.6	65.3	86.7	0.5
California State University-East Bay	112.4	98.8	84.7	64.7	93.4	1.5
California State University-Fresno	109.3	93.8	80.7	65.5	87.1	2.6
California State University-Fullerton	110.6	99.3	90.0	66.5	93.9	1.8
California State University-Long Beach	111.9	97.9	87.8	70.4	92.5	1.5
California State University-Los Angeles	111.6	97.2	89.9	61.9	90.9	4.2
California State University-Northridge	107.7	94.2	86.4	72.2	93.8	3.5
California State University-Sacramento	105.5	92.4	80.6	64.5	88.3	0.5
California State University-San Bernardino	110.0	92.9	79.5	61.4	87.4	0.5
California State University-San Marcos	113.9	97.0	87.6	65.2	91.3	3.1
California State University-Stanislaus	106.0	93.5	79.5	59.8	87.1	2.1
San Diego State University	122.6	103.0	94.2	68.0	99.6	2.7
San Francisco State University	117.0	100.0	92.3	64.8	98.7	1.4
San Jose State University	114.9	101.8	89.8	69.9	95.2	0.5
University of California-Berkeley	213.1	142.4	118.8	90.6	164.5	3.7
University of California-Davis	183.7	123.1	104.3	84.6	136.8	5.5
University of California-Irvine	190.5	128.5	107.1	93.4	145.8	4.6
University of California-Los Angeles	229.5	149.3	112.9	90.8	177.1	3.5
University of California-Merced	163.8	117.8	102.4	67.9	104.7	3.7

State/School	Prof. (\$)	Assoc. (\$)	Asst. (\$)	Inst./ Lect./ No Rank (\$)	Avg. (\$)	% Chng. (%)
University of California-Riverside	178.6	117.2	98.2	80.5	126.9	5.0
University of California-San Diego	196.7	133.7	114.1	92.6	150.1	5.5
University of California-Santa Barbara	200.5	122.1	108.6	91.4	150.3	4.4
University of California-Santa Cruz	178.0	121.1	105.4	86.4	137.1	5.1
University of California-System Administration Central Office	173.5	-	-	-	173.5	-

COLORADO

AA

Aims Community College	72.4	57.5	52.6	54.1	63.7	1.1
Arapahoe Community College	68.7	-	-	-	68.7	3.1
Colorado Mountain College	100.8	79.6	76.6	-	92.1	8.4
Colorado Northwestern Community College	-	-	-	54.7	54.7	15.8
Community College of Aurora	-	-	-	63.6	63.6	2.2
Community College of Denver	74.9	64.2	56.9	50.7	63.1	0.6
Front Range Community College	66.2	-	-	-	66.2	2.9
Lamar Community College	-	-	-	46.9	46.9	7.5
Morgan Community College	-	-	-	60.1	60.1	3.4
Northeastern Junior College	64.5	49.6	42.6	46.6	51.2	19.1
Otero Junior College	-	-	-	50.7	50.7	2.9
Pikes Peak Community College	-	-	-	60.7	60.7	2.8
Pueblo Community College	-	-	-	59.3	59.3	2.5
Red Rocks Community College	-	-	-	60.8	60.8	2.7
Trinidad State Junior College	-	-	-	45.8	45.8	-1.6

BA

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

Colorado State University-Global Campus	-	-	-	-	-	-
Fort Lewis College	83.4	70.3	59.3	45.2	65.9	0.5
Metropolitan State University of Denver	106.9	73.3	83.6	66.1	88.7	2.0
Western Colorado University	74.3	71.8	58.7	44.8	61.0	0.2

DOCTORAL

Adams State University	68.1	64.2	58.3	49.2	56.7	1.6
Colorado Mesa University	82.3	69.4	63.4	47.3	61.5	0.4
Colorado School of Mines	147.7	109.9	94.9	78.4	108.6	0.1
Colorado State University-Fort Collins	130.1	99.5	83.4	59.6	98.8	3.0
Colorado State University-Pueblo	83.3	66.7	60.8	37.0	63.3	2.2
University of Colorado Boulder	147.1	106.1	101.8	66.5	107.0	1.8
University of Colorado Colorado Springs	118.0	91.6	78.3	53.0	76.8	1.9
University of Colorado Denver/Anschutz Medical Campus	123.6	96.4	86.9	64.7	90.8	-0.1
University of Northern Colorado	88.2	65.4	59.2	49.6	70.8	-0.3

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

AA

Asnuntuck Community College	88.2	68.0	63.8	58.7	75.6	1.6
Capital Community College	89.2	72.8	65.6	57.6	77.4	4.9
Gateway Community College	94.0	77.2	66.6	59.2	82.0	3.7
Housatonic Community College	89.8	72.3	67.5	59.0	77.1	6.5
Manchester Community College	93.2	71.1	64.2	57.5	81.6	5.6
Middlesex Community College	91.8	75.1	70.5	50.0	82.7	4.5
Naugatuck Valley Community College	92.8	77.6	63.6	58.1	84.3	5.4
Northwestern Connecticut Community College	95.3	77.0	62.7	57.5	82.4	5.8
Norwalk Community College	91.8	76.0	65.4	65.3	84.9	5.7
Quinebaug Valley Community College	85.8	69.1	64.0	-	79.0	7.4
Three Rivers Community College	86.8	73.7	67.8	60.1	78.5	9.2
Tunxis Community College	91.0	69.2	62.8	69.7	83.5	5.2

BA

United States Coast Guard Academy	148.0	131.7	108.6	95.1	122.7	33.2
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BA+

Eastern Connecticut State University	103.6	82.9	68.2	59.8	87.7	2.6
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DOCTORAL

Central Connecticut State University	110.4	87.9	72.4	60.9	93.9	4.9
Southern Connecticut State University	108.1	85.9	74.2	62.2	91.3	3.3
University of Connecticut	158.5	106.1	88.1	80.1	117.3	6.6
Western Connecticut State University	108.4	88.2	76.9	62.3	93.9	5.1

DELAWARE

AA

Delaware Technical Community College-Terry	-	-	-	72.1	72.1	1.8
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DOCTORAL

Delaware State University	93.7	80.5	61.3	59.0	75.6	-0.5
University of Delaware	162.2	113.0	97.0	80.4	121.3	2.6

DISTRICT OF COLUMBIA

DOCTORAL

University of the District of Columbia	108.1	76.1	64.1	58.2	78.1	1.8
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FLORIDA

AA

Broward College	76.0	63.4	58.9	60.7	61.8	-1.0
Chipola College	66.9	58.9	56.0	52.3	57.3	3.8
College of Central Florida	64.0	54.7	48.7	45.0	53.8	0.9
Daytona State College	67.4	58.9	53.6	46.6	61.3	2.3

State/School				Inst./		
	Prof. (\$)	Assoc. (\$)	Asst. (\$)	Lect./ No Rank (\$)	Avg. (\$)	% Chng. (%)
Eastern Florida State College	69.9	64.5	53.7	46.6	55.7	2.6
Florida Gateway College	–	–	–	52.3	52.3	3.8
Florida SouthWestern State College	–	–	–	56.2	56.2	-0.6
Florida State College at Jacksonville	–	–	–	56.8	56.8	2.3
Gulf Coast State College	66.3	60.4	51.4	44.4	55.4	0.3
Hillsborough Community College	77.4	67.6	60.4	59.1	61.0	0.7
Indian River State College	–	–	–	–	–	–
Lake-Sumter State College	55.7	57.0	50.0	46.2	47.9	0.0
Miami Dade College	91.0	76.9	66.9	58.5	75.5	3.3
North Florida College	–	–	–	50.0	50.0	6.9
Northwest Florida State College	62.6	–	50.4	49.1	56.7	-0.3
Palm Beach State College	65.4	57.7	55.2	55.0	57.2	1.6
Pasco-Hernando State College	68.1	56.2	51.0	46.4	54.3	-1.9
Pensacola State College	57.1	48.6	45.0	40.4	47.3	1.2
Polk State College	–	–	–	56.4	56.4	-0.5
Saint Johns River State College	48.7	–	–	48.2	48.3	-0.0
Santa Fe College	–	–	–	54.1	54.1	0.7
Seminole State College of Florida	–	–	–	66.3	66.3	1.2
South Florida State College	–	–	–	54.5	54.5	-1.1
St Petersburg College	–	–	–	66.6	66.6	-2.5
State College of Florida-Manatee-Sarasota	70.4	60.2	54.5	54.7	60.8	0.6
Tallahassee Community College	63.5	49.9	47.3	45.2	55.1	1.0
The College of the Florida Keys	–	–	–	–	–	–
Valencia College	–	–	–	67.6	67.6	1.6
BA						
University of Florida-Online	–	–	–	60.8	60.8	16.4
BA+						
Florida Polytechnic University	144.7	98.0	75.5	59.4	80.4	-0.1
New College of Florida	97.2	77.2	64.6	59.8	77.4	1.6
University of South Florida-Sarasota-Manatee	130.3	105.4	74.9	65.4	86.6	0.4
University of South Florida-St Petersburg	125.3	91.0	65.0	63.3	86.8	1.1
DOCTORAL						
Florida Agricultural and Mechanical University	105.4	78.0	68.8	47.9	75.9	-0.8
Florida Atlantic University	115.1	88.9	78.9	59.7	87.1	5.3
Florida Gulf Coast University	107.5	79.5	73.3	51.7	74.6	3.5
Florida International University	136.9	100.9	90.8	72.0	98.6	2.6
Florida State University	138.3	100.2	91.3	73.3	107.8	0.1
The University of West Florida	106.2	83.3	74.5	56.9	78.9	3.2
University of Central Florida	145.1	102.7	84.0	66.0	94.9	2.0
University of Florida	157.6	107.3	93.1	66.9	114.5	0.8
University of North Florida	98.9	77.7	70.9	52.0	74.0	-3.1
University of South Florida-Main Campus	133.2	96.5	89.1	62.8	97.7	1.1

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

GEORGIA

AA

Abraham Baldwin Agricultural College	64.5	54.5	58.8	46.2	57.3	5.2
Albany Technical College	–	–	–	44.8	44.8	–
Athens Technical College	–	–	–	56.4	56.4	2.2
Atlanta Metropolitan State College	61.5	58.6	51.3	40.3	49.6	2.4
Atlanta Technical College	–	–	–	40.1	40.1	–
Augusta Technical College	–	–	–	–	–	–
Central Georgia Technical College	–	–	–	51.3	51.3	2.8
Chattahoochee Technical College	–	–	–	44.7	44.7	-0.2
Coastal Pines Technical College	–	–	–	40.1	40.1	-4.4
College of Coastal Georgia	75.7	67.6	61.7	52.9	62.7	3.8
Columbus Technical College	–	–	–	–	–	–
East Georgia State College	63.5	51.3	45.1	40.7	50.1	4.5
Georgia Highlands College	60.6	51.4	48.2	42.0	50.6	4.1
Georgia Military College	–	–	–	–	–	–
Georgia Northwestern Technical College	–	–	–	55.0	55.0	41.1
Georgia Piedmont Technical College	–	–	–	–	–	–
Georgia State University-Perimeter College	69.5	57.6	48.2	44.5	51.7	4.2
Gordon State College	68.0	56.2	49.9	44.3	56.9	4.3
Gwinnett Technical College	–	–	–	48.1	48.1	-2.8
Lanier Technical College	–	–	–	–	–	–
North Georgia Technical College	–	–	–	58.6	58.6	30.4
Oconee Fall Line Technical College	–	–	–	–	–	–
Ogeechee Technical College	–	–	–	–	–	–
Savannah Technical College	–	–	–	45.2	45.2	4.7
South Georgia State College	61.9	51.1	50.1	42.0	49.4	-1.7
South Georgia Technical College	–	–	–	–	–	–
Southeastern Technical College	–	–	–	37.4	37.4	–
Southern Crescent Technical College	–	–	–	–	–	–
Southern Regional Technical College	–	–	–	49.0	49.0	2.2
West Georgia Technical College	–	–	–	42.6	42.6	-8.0
Wiregrass Georgia Technical College	–	–	–	34.4	34.4	-1.6

BA

Dalton State College	67.8	59.3	59.3	49.1	59.0	4.9
Georgia Gwinnett College	93.1	73.0	69.7	52.4	71.4	2.7

BA+

Albany State University	70.9	58.5	56.2	50.2	59.3	1.4
Clayton State University	76.2	67.2	63.4	54.4	65.7	-0.6
Fort Valley State University	69.9	60.8	57.2	45.3	60.2	1.4

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

Georgia Southwestern State University	70.1	66.2	62.8	52.2	62.7	4.6
Middle Georgia State University	74.7	61.8	57.7	48.2	60.4	3.3
Savannah State University	85.7	66.0	60.4	46.9	63.1	5.4

DOCTORAL

Augusta University	93.2	70.8	69.3	51.9	70.1	6.5
Columbus State University	82.5	70.1	63.0	51.9	68.5	2.8
Georgia College & State University	87.4	70.2	64.6	53.0	69.6	1.9
Georgia Institute of Technology-Main Campus	162.0	115.9	105.7	68.1	124.4	2.9
Georgia Southern University	90.0	77.5	70.5	51.2	71.5	6.4
Georgia State University	140.7	93.1	87.8	54.4	94.4	4.5
Kennesaw State University	93.8	75.5	68.3	53.1	71.6	1.4
University of Georgia	141.5	102.7	95.9	72.8	107.2	3.4
University of North Georgia	83.7	70.6	63.3	44.1	61.4	5.2
University of West Georgia	87.4	68.5	60.5	46.3	64.1	3.4
Valdosta State University	83.4	67.1	64.0	49.0	68.2	2.0

HAWAII

AA

Hawaii Community College	102.3	86.9	72.6	62.9	74.7	3.7
Honolulu Community College	99.3	83.3	74.3	60.6	76.0	0.1
Kapiolani Community College	99.2	85.6	75.2	66.5	79.4	1.4
Kauai Community College	96.8	88.7	78.2	60.1	78.6	4.4
Leeward Community College	97.7	82.9	73.6	60.9	77.1	1.2
University of Hawaii Maui College	94.6	87.7	74.6	61.9	75.5	1.9
Windward Community College	100.8	81.0	70.1	62.3	77.6	0.2

BA

University of Hawaii-West Oahu	107.1	91.3	78.8	66.5	86.6	1.2
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DOCTORAL

University of Hawaii at Hilo	104.3	87.7	83.1	64.5	88.2	1.2
University of Hawaii at Manoa	142.6	104.4	91.9	69.2	109.9	1.7

IDAHO

AA

College of Eastern Idaho	-	-	-	55.9	55.9	-0.7
College of Southern Idaho	65.3	57.0	52.3	43.9	55.0	-0.9
College of Western Idaho	-	60.1	53.9	51.9	54.5	1.3
North Idaho College	-	-	56.8	60.4	60.2	2.0

BA

Lewis-Clark State College	72.5	61.2	50.8	46.9	58.6	4.8
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DOCTORAL

Boise State University	96.0	82.5	75.7	49.8	76.0	2.4
Idaho State University	95.2	73.5	67.1	48.3	69.6	4.6
University of Idaho	112.6	86.7	74.6	55.4	87.2	4.1

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

ILLINOIS

AA

Black Hawk College	72.6	61.5	52.9	46.7	61.9	2.0
Carl Sandburg College	-	-	-	59.3	59.3	-1.9
City Colleges of Chicago-Harold Washington College	104.2	93.8	85.3	77.3	87.7	7.9
City Colleges of Chicago-Harry S Truman College	113.2	102.2	89.5	78.0	87.9	9.4
City Colleges of Chicago-Kennedy-King College	108.7	94.1	78.9	76.1	82.9	7.5
City Colleges of Chicago-Malcolm X College	130.3	104.2	88.0	81.7	87.3	7.6
City Colleges of Chicago-Olive-Harvey College	104.0	101.7	89.8	76.8	90.2	9.3
City Colleges of Chicago-Richard J Daley College	116.8	94.6	83.6	78.1	85.6	6.0
City Colleges of Chicago-Wilbur Wright College	103.0	97.2	84.8	77.2	90.7	8.9
College of DuPage	124.4	92.9	74.4	60.1	98.1	-3.0
College of Lake County	-	-	-	104.7	104.7	8.6
Danville Area Community College	60.3	-	-	55.7	57.9	1.4
Elgin Community College	118.5	97.9	82.0	59.2	98.5	-0.6
Frontier Community College	-	66.0	61.5	54.2	59.7	2.6
Heartland Community College	76.8	59.3	52.9	51.9	68.1	1.8
Highland Community College	-	-	-	79.5	79.5	0.1
Illinois Central College	77.5	63.4	58.2	53.9	69.8	1.1
Illinois Valley Community College	-	-	-	72.8	72.8	0.5
John A Logan College	87.0	70.4	68.4	59.1	68.7	2.2
John Wood Community College	73.6	70.3	57.4	46.2	57.3	-0.7
Joliet Junior College	-	-	-	99.4	99.4	2.7
Kankakee Community College	71.2	-	57.2	50.8	69.2	2.6
Kaskaskia College	92.0	81.3	70.0	-	79.6	1.1
Kishwaukee College	-	-	-	63.9	63.9	2.7
Lake Land College	-	-	-	59.2	59.2	2.4
Lewis and Clark Community College	89.6	71.5	62.5	52.0	77.8	2.5
Lincoln Land Community College	96.5	71.3	71.6	58.6	86.2	1.2
Lincoln Trail College	80.6	57.6	60.7	47.3	58.2	3.4
McHenry County College	-	-	-	95.9	95.9	2.2
Moraine Valley Community College	86.9	74.8	68.2	60.1	74.8	2.9
Morton College	-	-	-	74.5	74.5	-4.9
Oakton Community College	101.9	73.4	69.9	62.1	90.7	0.0
Olney Central College	71.5	66.0	60.8	47.5	58.6	-0.7
Parkland College	90.8	76.6	73.2	53.3	77.6	0.5
Prairie State College	88.4	69.6	66.5	-	75.9	4.3
Rend Lake College	71.3	60.5	-	63.6	68.1	1.7
Richland Community College	70.1	64.0	60.3	57.2	64.0	1.4
Rock Valley College	83.0	68.2	60.6	57.8	72.7	3.2
Sauk Valley Community College	66.4	60.3	52.1	51.1	57.3	4.3

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

Shawnee Community College	–	–	–	69.7	69.7	2.9
South Suburban College	–	–	–	72.2	72.2	4.1
Southeastern Illinois College	–	–	–	58.2	58.2	-3.9
Southwestern Illinois College	83.7	73.6	65.2	55.8	68.6	-8.1
Spoon River College	–	–	–	57.3	57.3	-1.7
Triton College	–	–	–	70.4	70.4	-4.1
Wabash Valley College	82.5	72.0	63.4	50.2	62.9	0.2
Waubensee Community College	107.5	87.0	79.5	64.5	86.8	-1.1
William Rainey Harper College	113.9	92.4	70.6	57.8	90.6	3.8

BA+

Eastern Illinois University	93.9	77.2	76.6	52.7	74.6	0.9
Northeastern Illinois University	95.3	82.6	71.3	49.3	74.4	2.6

DOCTORAL

Chicago State University	82.2	74.3	71.8	46.4	69.1	0.4
Governors State University	105.1	85.0	71.9	105.0	83.5	6.5
Illinois State University	97.9	81.6	76.8	46.2	76.7	1.7
Northern Illinois University	97.8	81.4	81.8	44.8	76.8	3.1
Southern Illinois University-Carbondale	96.0	70.4	64.3	42.7	70.1	-0.1
Southern Illinois University-Edwardsville	86.7	76.2	66.3	46.4	69.3	3.1
University of Illinois at Chicago	156.1	114.1	98.8	60.7	110.8	7.7
University of Illinois at Springfield	108.9	73.5	72.2	54.0	73.4	1.7
University of Illinois at Urbana-Champaign	154.4	107.6	97.7	68.5	118.1	2.0
Western Illinois University	99.7	80.1	64.1	51.2	79.4	-0.6

INDIANA

AA

Ivy Tech Community College	63.9	54.6	50.6	48.1	52.0	2.3
Vincennes University	65.6	56.8	49.8	51.5	54.4	2.5

BA+

Indiana University-East	86.4	75.3	70.9	51.4	68.6	3.5
Indiana University-Kokomo	96.1	71.0	62.2	51.6	63.2	1.5
Indiana University-Northwest	89.8	72.0	65.5	52.9	70.4	1.6
Indiana University-South Bend	75.1	68.0	66.4	47.5	64.6	1.6
Indiana University-Southeast	89.7	75.0	67.8	54.7	71.4	2.5
Purdue University Fort Wayne	88.3	74.2	70.3	45.4	68.8	-0.6

DOCTORAL

Ball State University	96.2	76.5	69.2	51.2	68.0	3.3
Indiana State University	99.5	77.2	65.6	50.6	73.4	-0.6
Indiana University-Bloomington	142.4	102.3	100.6	64.4	107.1	1.8
Indiana University-Purdue University-Indianapolis	119.7	88.2	78.4	55.2	84.1	1.4
Purdue University Global	–	–	–	–	–	–
Purdue University Northwest	100.3	78.8	73.3	39.5	73.6	-4.1
Purdue University-Main Campus	149.2	108.5	95.6	58.3	115.2	2.3
University of Southern Indiana	88.3	73.6	63.8	51.9	67.4	0.1

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

IOWA

AA

Des Moines Area Community College	73.1	64.6	–	62.9	69.4	1.8
Eastern Iowa Community College District	–	–	–	55.2	55.2	-0.6
Ellsworth Community College	73.1	62.5	52.4	54.0	65.4	0.5
Hawkeye Community College	–	–	–	58.3	58.3	1.2
Indian Hills Community College	63.3	59.4	–	50.9	58.7	0.0
Iowa Central Community College	72.4	69.7	70.8	68.4	69.2	2.2
Iowa Lakes Community College	64.5	51.3	47.1	48.3	57.5	-2.9
Iowa Western Community College	63.5	57.2	53.7	51.3	53.1	2.2
Kirkwood Community College	77.3	66.1	62.7	57.8	67.9	1.6
Marshalltown Community College	75.7	59.5	50.8	47.7	67.7	-0.4
North Iowa Area Community College	–	–	–	66.0	66.0	2.6
Northeast Iowa Community College	–	–	–	54.4	54.4	7.6
Northwest Iowa Community College	–	–	–	61.5	61.5	19.3
Southeastern Community College	–	–	–	70.7	70.7	0.0
Southwestern Community College	–	–	–	49.0	49.0	2.5
Western Iowa Tech Community College	–	–	–	59.3	59.3	-1.3

DOCTORAL

Iowa State University	134.2	93.9	83.0	58.8	102.9	1.8
University of Iowa	142.5	93.3	81.3	56.8	98.9	1.8
University of Northern Iowa	91.4	75.1	68.5	59.9	75.6	0.6

KANSAS

AA

Allen County Community College	–	–	–	52.5	52.5	2.6
Barton County Community College	–	–	–	54.0	54.0	8.1
Butler Community College	63.4	48.8	45.8	45.4	55.7	1.7
Cloud County Community College	–	–	–	–	–	–
Coffeyville Community College	–	–	–	49.6	49.6	-0.0
Colby Community College	–	–	–	–	–	–
Cowley County Community College	–	–	–	53.2	53.2	3.5
Dodge City Community College	58.2	53.7	50.0	43.8	55.0	2.7
Flint Hills Technical College	–	–	–	47.0	47.0	-2.1
Fort Scott Community College	–	–	–	42.3	42.3	4.8
Garden City Community College	–	–	–	53.7	53.7	1.6
Haskell Indian Nations University	–	–	–	–	–	–
Highland Community College	–	–	–	50.7	50.7	2.9
Hutchinson Community College	–	–	–	47.3	47.3	-5.0
Independence Community College	45.9	38.5	46.7	–	43.0	-25.4
Johnson County Community College	80.2	73.8	61.2	69.3	75.0	4.3

State/School				Inst./		
	Prof. (\$)	Assoc. (\$)	Asst. (\$)	Lect./ No Rank (\$)	Avg. (\$)	% Chng. (%)
Kansas City Kansas Community College	89.8	84.0	73.0	61.7	71.8	1.9
Labette Community College	53.7	54.4	47.3	48.0	51.7	0.2
Manhattan Area Technical College	–	–	–	49.6	49.6	0.5
Neosho County Community College	51.6	47.9	42.5	43.8	46.9	1.7
North Central Kansas Technical College	–	–	–	40.5	40.5	-0.3
Northwest Kansas Technical College	–	–	–	47.6	47.6	-3.1
Pratt Community College	–	–	–	50.6	50.6	2.2
Salina Area Technical College	–	–	–	49.9	49.9	-1.6
Seward County Community College	–	–	–	49.0	49.0	6.4
Wichita State University-Campus of Applied Sciences and Technology	–	–	–	46.6	46.6	1.9
DOCTORAL						
Emporia State University	71.6	65.6	61.0	46.0	61.7	1.2
Fort Hays State University	83.0	71.7	63.4	51.6	63.1	-3.7
Kansas State University	111.6	88.4	76.9	55.1	83.5	2.6
Pittsburg State University	80.7	68.7	59.2	49.3	67.0	1.8
University of Kansas	128.6	88.0	82.1	61.3	98.3	3.0
Washburn University	99.1	72.1	61.6	51.0	71.1	-0.6
Wichita State University	98.7	74.7	61.3	60.0	75.1	2.4
KENTUCKY						
AA						
Ashland Community and Technical College	61.2	50.4	42.5	40.1	50.2	-0.8
Big Sandy Community and Technical College	61.0	50.2	43.3	38.0	52.6	0.7
Bluegrass Community and Technical College	60.4	52.8	45.7	39.2	51.4	-2.3
Elizabethtown Community and Technical College	61.4	49.7	44.4	39.3	51.8	0.6
Gateway Community and Technical College	60.2	52.3	51.6	46.6	50.4	-1.1
Hazard Community and Technical College	62.3	51.9	44.6	38.5	53.9	-0.6
Henderson Community College	61.9	49.5	42.7	42.0	51.8	-2.6
Hopkinsville Community College	59.5	50.7	42.2	38.2	46.2	-4.7
Jefferson Community and Technical College	62.5	53.9	51.1	44.5	53.4	-0.9
Madisonville Community College	59.7	51.4	45.7	43.4	53.8	-0.8
Maysville Community and Technical College	63.4	50.4	44.2	40.8	51.0	-0.8
Owensboro Community and Technical College	61.1	50.2	43.2	39.5	52.8	1.4
Somerset Community College	61.9	50.4	43.4	39.8	50.6	-3.1
Southcentral Kentucky Community and Technical College	59.4	48.6	42.7	36.8	45.7	-1.1

State/School				Inst./		
	Prof. (\$)	Assoc. (\$)	Asst. (\$)	Lect./ No Rank (\$)	Avg. (\$)	% Chng. (%)
Southeast Kentucky Community and Technical College	63.6	48.9	43.4	42.2	53.8	-0.4
West Kentucky Community and Technical College	61.0	52.3	45.2	42.0	51.6	-2.3
DOCTORAL						
Eastern Kentucky University	72.5	65.4	61.1	52.5	63.1	0.1
Kentucky State University	69.6	60.1	55.6	40.0	58.1	8.8
Morehead State University	72.1	63.8	55.3	42.1	58.3	0.2
Murray State University	79.3	67.4	60.0	44.9	61.7	-2.4
Northern Kentucky University	106.3	76.0	74.9	51.2	73.2	4.0
University of Kentucky	130.2	98.5	85.9	64.1	99.2	2.2
University of Louisville	121.3	81.7	71.5	55.6	87.5	1.5
Western Kentucky University	86.2	68.6	64.5	50.7	68.6	4.4

LOUISIANA

AA						
Baton Rouge Community College	58.0	53.6	51.6	48.1	52.5	9.1
Bossier Parish Community College	56.4	45.8	43.9	41.5	46.3	3.4
Central Louisiana Technical Community College	35.8	–	–	44.2	44.1	5.3
Delgado Community College	64.6	48.4	42.7	40.3	49.2	2.6
Fletcher Technical Community College	43.0	43.6	47.1	42.3	43.0	6.8
Louisiana Delta Community College	51.0	47.0	49.0	38.7	40.9	1.1
Louisiana State University-Eunice	57.0	48.9	42.7	47.5	48.4	0.9
Northshore Technical Community College	–	45.8	45.4	42.9	43.1	0.6
Northwest Louisiana Technical College	43.1	–	–	33.8	34.5	-10.5
Nunez Community College	41.0	43.4	43.0	44.3	43.2	-0.4
River Parishes Community College	52.3	50.6	43.5	43.7	45.3	-3.5
SOWELA Technical Community College	52.5	58.2	50.0	44.3	46.4	4.1
South Louisiana Community College	55.5	44.9	44.8	44.2	45.4	4.2
Southern University at Shreveport	59.1	47.0	43.5	44.7	45.5	-2.4
BA						
Louisiana State University-Alexandria	57.3	56.6	52.1	41.8	52.4	-1.3
BA+						
McNeese State University	84.4	65.5	60.4	44.1	63.0	5.0
Nicholls State University	82.4	61.6	58.8	44.6	57.8	3.4
Southern University at New Orleans	61.9	52.2	53.7	–	54.9	3.5
DOCTORAL						
Grambling State University	68.7	60.4	56.1	41.5	56.3	10.3
Louisiana State University Health Sciences Center-New Orleans	–	–	–	–	–	–
Louisiana State University Health Sciences Center-Shreveport	–	–	–	–	–	–

State/School	Inst./Lect./No Rank			Avg. (\$)	% Chng. (%)	
	Prof. (\$)	Assoc. (\$)	Asst. (\$)			
Louisiana State University and Agricultural & Mechanical College	128.0	87.0	86.0	52.9	92.2	0.2
Louisiana State University-Shreveport	69.1	65.4	83.3	69.2	72.4	11.4
Louisiana Tech University	91.1	74.6	72.2	53.0	69.4	0.1
Northwestern State University of Louisiana	72.8	57.0	53.2	43.5	55.7	-1.8
Southeastern Louisiana University	81.9	72.9	59.6	47.4	59.7	-0.9
Southern University and A & M College	75.8	66.7	61.0	46.6	63.7	-0.1
University of Louisiana at Lafayette	107.2	81.2	68.7	54.3	75.5	-0.4
University of Louisiana at Monroe	76.9	62.8	57.8	46.7	59.6	0.2
University of New Orleans	89.5	71.5	76.6	41.5	71.8	0.2

MAINE

AA

Central Maine Community College	-	-	-	55.3	55.3	-2.9
Eastern Maine Community College	-	-	-	60.3	60.3	5.0
Kennebec Valley Community College	-	-	-	57.4	57.4	2.0
Northern Maine Community College	-	-	-	57.0	57.0	-1.5
Southern Maine Community College	65.8	60.2	62.0	59.1	62.4	0.1
Washington County Community College	-	-	-	56.8	56.8	-1.1
York County Community College	-	-	-	58.9	58.9	3.7

BA

University of Maine at Augusta	80.9	69.9	55.1	55.0	66.1	-0.7
University of Maine at Fort Kent	82.9	66.9	50.8	53.1	63.4	-1.1
University of Maine at Machias	75.0	60.1	51.0	44.6	62.1	2.6
University of Maine at Presque Isle	75.8	65.3	54.9	51.1	67.2	7.4

BA+

Maine Maritime Academy	-	-	-	-	-	-
University of Maine at Farmington	79.9	66.9	54.6	50.0	65.7	2.8

DOCTORAL

University of Maine	116.2	89.2	74.4	59.4	89.7	4.0
University of Southern Maine	102.0	85.7	70.1	56.6	79.8	0.6

MARYLAND

AA

Allegany College of Maryland	63.2	56.1	49.4	44.8	54.0	1.6
Anne Arundel Community College	90.0	77.7	67.4	55.8	75.6	-0.2
Baltimore City Community College	83.1	71.0	62.3	-	69.9	5.3
Carroll Community College	73.0	66.2	56.1	50.2	59.6	-0.5
Cecil College	83.9	66.2	59.8	43.7	68.5	2.3
Chesapeake College	90.2	76.6	65.9	52.3	64.4	-8.1
College of Southern Maryland	90.9	73.2	68.8	63.8	82.2	1.5

State/School	Inst./Lect./No Rank			Avg. (\$)	% Chng. (%)	
	Prof. (\$)	Assoc. (\$)	Asst. (\$)			
Community College of Baltimore County 4.5	100.8	85.4	71.2	58.1	79.1	
Frederick Community College	87.7	71.7	63.6	-	73.3	3.4
Garrett College	71.2	56.6	58.5	-	65.6	3.9
Hagerstown Community College	81.7	65.3	61.6	54.7	64.9	1.3
Harford Community College	82.6	67.0	59.0	-	64.0	0.8
Howard Community College	87.5	74.9	66.8	60.1	76.0	3.7
Montgomery College	95.7	78.8	73.8	70.3	91.3	2.4
Prince George's Community College	87.9	74.8	68.1	53.9	78.8	5.7
Wor-Wic Community College	76.1	63.1	57.0	53.7	61.0	0.1

BA

United States Naval Academy	143.0	120.4	100.4	106.9	122.3	7.2
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BA+

St. Mary's College of Maryland	96.0	77.8	63.8	46.2	78.6	6.1
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DOCTORAL

Bowie State University	101.4	81.5	74.0	59.8	77.6	2.5
Coppin State University	99.4	78.9	76.8	55.3	80.5	6.1
Frostburg State University	93.3	76.5	70.2	54.4	80.4	4.9
Morgan State University	120.5	89.9	82.0	52.6	79.3	7.2
Salisbury University	100.2	81.2	76.0	75.1	85.3	6.0
Towson University	99.7	86.6	72.9	49.9	76.9	5.1
University of Baltimore	156.3	118.7	87.2	85.6	113.2	7.5
University of Maryland Eastern Shore	87.4	80.6	69.9	56.0	74.2	5.8
University of Maryland Global Campus	-	-	-	-	-	-
University of Maryland, Baltimore	184.7	109.8	95.1	74.0	134.1	-2.4
University of Maryland-Baltimore County	122.7	95.2	82.0	62.9	91.4	5.8
University of Maryland-College Park	165.1	115.4	102.4	67.0	117.5	4.9

MASSACHUSETTS

AA

Berkshire Community College	71.8	57.3	53.6	-	63.1	-3.5
Bristol Community College	72.8	60.1	58.0	51.0	64.6	-1.1
Bunker Hill Community College	73.5	64.4	62.1	-	69.5	4.6
Cape Cod Community College	72.6	61.8	61.6	67.5	67.0	1.7
Greenfield Community College	71.2	61.7	56.2	52.4	64.9	-1.7
Holyoke Community College	70.3	57.0	55.3	53.6	64.6	-0.7
Massachusetts Bay Community College	74.6	62.4	60.3	-	66.6	-3.1
Massasoit Community College	78.6	61.5	56.8	58.1	66.7	-0.1
Middlesex Community College	71.4	59.1	53.1	-	64.8	-2.0
Mount Wachusett Community College	78.5	66.6	55.4	61.1	69.2	-1.6
North Shore Community College	69.9	58.7	56.4	53.0	63.2	0.3
Northern Essex Community College	69.2	55.2	53.8	41.9	62.2	-3.1
Quincy College	81.5	65.7	65.9	65.1	73.2	2.4

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

Quinsigamond Community College	68.9	60.5	58.1	47.6	65.4	2.2
Roxbury Community College	-	-	-	-	-	-
Springfield Technical Community College	77.0	61.1	59.3	56.7	69.3	0.8

BA+

Bridgewater State University	104.0	85.8	70.9	48.3	86.6	4.8
Fitchburg State University	105.6	82.3	69.2	66.3	85.6	4.2
Framingham State University	101.1	83.5	74.5	62.1	84.9	6.1
Massachusetts College of Art and Design	107.8	82.7	67.2	-	91.6	5.8
Massachusetts College of Liberal Arts	101.9	77.4	62.3	48.0	82.4	4.3
Massachusetts Maritime Academy	107.7	79.1	75.9	64.4	89.3	-7.7
Salem State University	104.9	90.3	78.9	74.2	94.0	4.9
Westfield State University	106.4	83.7	70.8	64.2	87.9	3.4
Worcester State University	103.9	81.3	63.5	63.3	82.9	4.2

DOCTORAL

University of Massachusetts-Amherst	160.7	112.1	97.1	77.4	116.6	4.5
University of Massachusetts-Boston	146.8	114.5	90.5	70.1	101.8	6.0
University of Massachusetts-Dartmouth	133.4	106.3	87.1	71.9	102.7	5.0
University of Massachusetts-Lowell	153.0	118.2	97.2	77.9	109.9	5.0

MICHIGAN

AA

Alpena Community College	-	-	-	82.1	82.1	3.3
Bay Mills Community College	-	-	-	46.1	46.1	5.6
Bay de Noc Community College	-	-	-	78.3	78.3	1.9
Delta College	99.2	87.9	76.4	66.1	87.5	2.1
Glen Oaks Community College	76.5	-	-	54.1	69.3	7.3
Gogebic Community College	-	-	-	64.1	64.1	5.2
Grand Rapids Community College	96.3	82.6	63.8	59.6	82.0	3.4
Henry Ford College	-	-	-	104.5	104.5	2.1
Jackson College	-	-	-	-	-	-
Kalamazoo Valley Community College	-	-	-	89.0	89.0	0.4
Kellogg Community College	86.5	-	-	72.9	84.6	1.3
Keweenaw Bay Ojibwa Community College	-	-	-	46.3	46.3	0.4
Kirtland Community College	-	-	-	-	-	-
Lake Michigan College	-	-	-	82.8	82.8	6.3
Lansing Community College	78.2	-	-	-	78.2	1.5
Macomb Community College	-	-	-	83.2	83.2	1.2
Mid Michigan College	80.0	69.8	70.0	62.5	71.4	3.9
Monroe County Community College	96.4	89.8	86.1	73.6	85.5	2.6
Montcalm Community College	-	-	-	81.2	81.2	1.1

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

Mott Community College	-	-	-	77.7	77.7	4.6
Muskegon Community College	-	-	-	93.7	93.7	3.4
North Central Michigan College	89.9	-	-	70.2	88.0	0.5
Northwestern Michigan College	-	-	-	72.3	72.3	5.4
Oakland Community College	-	-	-	99.9	99.9	-14.4
Saginaw Chippewa Tribal College	-	-	-	51.6	51.6	-0.1
Schoolcraft College	-	-	-	94.9	94.9	2.5
Southwestern Michigan College	64.7	58.7	53.0	-	58.0	0.6
St Clair County Community College	83.3	-	-	70.0	81.6	7.8
Washtenaw Community College	-	-	-	-	-	-
Wayne County Community College District	-	-	-	69.7	69.7	2.1
West Shore Community College	80.2	55.1	-	-	72.2	-1.7

BA

Lake Superior State University	71.6	63.1	53.8	38.5	57.9	-1.0
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DOCTORAL

Central Michigan University	108.1	84.6	84.4	56.5	86.3	2.5
Eastern Michigan University	100.2	83.1	76.2	48.3	85.7	-2.2
Ferris State University	109.0	84.8	76.5	48.2	86.0	5.3
Grand Valley State University	113.2	90.3	77.5	49.9	84.3	3.6
Michigan State University	161.7	105.6	85.9	65.5	111.8	1.0
Michigan Technological University	120.5	94.3	84.1	69.8	94.9	1.9
Northern Michigan University	93.7	79.1	67.7	54.0	77.0	0.8
Oakland University	114.5	84.5	73.4	69.9	86.8	2.0
Saginaw Valley State University	87.0	72.3	73.9	53.5	76.8	3.1
University of Michigan-Ann Arbor	179.6	118.4	102.1	73.8	132.9	2.1
University of Michigan-Dearborn	119.8	103.8	87.6	61.8	94.3	3.5
University of Michigan-Flint	121.3	84.8	76.5	58.4	81.3	-0.2
Wayne State University	137.8	101.9	90.2	65.3	101.0	1.6
Western Michigan University	114.9	88.2	73.9	55.4	94.4	1.4

MINNESOTA

AA

Alexandria Technical & Community College	-	-	-	72.8	72.8	-1.1
Anoka Technical College	-	-	-	72.2	72.2	-1.0
Anoka-Ramsey Community College	-	-	-	72.7	72.7	-1.4
Central Lakes College-Brainerd	-	-	-	72.7	72.7	-1.7
Century College	-	-	-	74.8	74.8	0.4
Dakota County Technical College	-	-	-	71.7	71.7	-1.6
Fond du Lac Tribal and Community College	-	-	-	70.3	70.3	-0.7
Hennepin Technical College	-	-	-	72.4	72.4	-0.3
Hibbing Community College	-	-	-	70.9	70.9	-0.7
Inver Hills Community College	-	-	-	72.9	72.9	0.2
Itasca Community College	-	-	-	72.2	72.2	-0.5
Lake Superior College	-	-	-	70.0	70.0	-3.0

State/School				Inst./ Lect./ No Rank (\$)	Avg. (\$)	% Chng. (%)
	Prof. (\$)	Assoc. (\$)	Asst. (\$)			
Leech Lake Tribal College	–	–	–	32.9	32.9	-31.2
Mesabi Range College	–	–	–	72.1	72.1	-1.0
Minneapolis Community and Technical College	–	–	–	73.5	73.5	0.3
Minnesota State College Southeast	–	–	–	72.5	72.5	-0.3
Minnesota State Community and Technical College	–	–	–	72.1	72.1	-1.3
Minnesota West Community and Technical College	–	–	–	70.2	70.2	-0.2
Normandale Community College	–	–	–	73.0	73.0	-0.6
North Hennepin Community College	–	–	–	72.7	72.7	-0.0
Northland Community and Technical College	–	–	–	71.9	71.9	-1.5
Northwest Technical College	–	–	–	68.4	68.4	-1.3
Pine Technical & Community College	–	–	–	69.0	69.0	-1.0
Rainy River Community College	–	–	–	69.7	69.7	0.0
Red Lake Nation College	–	–	–	52.6	52.6	-4.5
Ridgewater College	–	–	–	71.2	71.2	-1.1
Riverland Community College	–	–	–	71.2	71.2	-2.5
Rochester Community and Technical College	–	–	–	74.9	74.9	0.1
Saint Paul College	–	–	–	70.6	70.6	-0.4
South Central College	–	–	–	71.9	71.9	-1.2
St Cloud Technical and Community College	–	–	–	71.8	71.8	-0.2
Vermilion Community College	–	–	–	68.6	68.6	-2.5
BA						
University of Minnesota-Crookston	92.9	77.5	72.3	63.8	71.8	2.8
University of Minnesota-Morris	89.9	71.3	57.2	49.6	67.4	2.6
University of Minnesota-Rochester	–	81.9	71.6	54.1	62.1	3.1
BA+						
Bemidji State University	93.5	80.6	68.6	–	79.0	1.3
Southwest Minnesota State University	98.7	84.7	66.7	53.2	85.4	2.0
DOCTORAL						
Metropolitan State University	100.1	86.0	74.0	–	86.4	1.5
Minnesota State University Moorhead	91.7	80.8	71.0	50.5	82.3	0.4
Minnesota State University-Mankato	103.0	86.2	71.8	53.6	86.5	1.8
Saint Cloud State University	101.2	85.2	71.9	58.6	89.5	1.4
University of Minnesota-Duluth	102.5	82.8	68.0	57.5	77.3	2.0
University of Minnesota-Twin Cities	153.1	103.7	95.3	63.2	114.0	2.2
Winona State University	97.5	79.6	72.0	50.6	83.7	2.0

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

MISSISSIPPI

AA						
Coahoma Community College	–	–	–	53.6	53.6	2.3
Copiah-Lincoln Community College	–	–	–	47.3	47.3	2.0
East Central Community College	–	–	–	49.4	49.4	0.9
East Mississippi Community College	–	–	–	59.7	59.7	8.9
Hinds Community College	–	–	–	48.2	48.2	-2.0
Holmes Community College	–	–	–	58.4	58.4	0.9
Itawamba Community College	–	–	–	64.0	64.0	2.9
Jones County Junior College	–	–	–	50.8	50.8	-5.5
Meridian Community College	–	–	–	48.7	48.7	1.1
Mississippi Delta Community College	–	–	–	52.0	52.0	0.4
Mississippi Gulf Coast Community College	–	–	–	53.2	53.2	0.4
Northeast Mississippi Community College	–	–	–	49.6	49.6	1.6
Northwest Mississippi Community College	–	–	–	53.7	53.7	1.3
Pearl River Community College	–	–	–	49.8	49.8	4.0
Southwest Mississippi Community College	–	–	–	56.1	56.1	0.5
BA+						
Mississippi Valley State University	63.4	56.9	51.4	44.4	52.7	-0.1
DOCTORAL						
Alcorn State University	72.6	63.6	53.0	42.5	55.1	-8.4
Delta State University	70.1	62.7	57.3	50.2	58.2	-0.2
Jackson State University	82.4	67.8	57.2	46.3	63.3	-2.4
Mississippi State University	108.0	86.1	77.1	41.3	75.6	1.8
Mississippi University for Women	67.5	57.3	53.8	52.1	57.3	2.8
University of Mississippi	115.7	85.2	74.0	48.3	79.7	0.5
University of Southern Mississippi	90.5	69.1	64.2	53.0	68.8	1.5

MISSOURI

AA						
Crowder College	–	–	–	44.1	44.1	27.7
East Central College	73.7	70.5	52.8	49.6	54.2	2.6
Jefferson College	74.1	61.1	54.4	45.8	61.2	0.6
Metropolitan Community College-Kansas City	–	–	–	65.2	65.2	2.4
Mineral Area College	56.3	50.5	47.4	46.4	50.2	-2.5
Missouri State University-West Plains	65.6	55.8	50.7	46.2	54.2	8.8
Moberly Area Community College	53.1	47.7	47.5	45.6	48.0	0.3
North Central Missouri College	–	–	–	47.7	47.7	2.6
Ozarks Technical Community College	–	–	–	52.7	52.7	3.1
Saint Louis Community College	83.8	73.8	66.8	59.7	75.5	1.2

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

St Charles Community College	80.4	70.1	61.4	55.5	68.5	0.3
State Fair Community College	–	–	–	50.2	50.2	1.3
State Technical College of Missouri	–	–	–	49.8	49.8	1.5
Three Rivers College	60.2	49.9	46.3	45.3	49.3	1.5

BA

Harris-Stowe State University	71.5	58.0	49.0	46.2	54.4	–
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BA+

Lincoln University	64.9	57.3	44.9	38.6	52.3	0.3
Missouri Southern State University	79.2	61.3	54.9	49.9	61.3	4.1
Missouri Western State University	74.9	60.9	56.9	42.5	59.9	-2.1
Northwest Missouri State University	84.3	70.7	64.0	53.5	66.4	3.2
Southeast Missouri State University	84.7	68.7	58.9	47.9	64.1	0.8
Truman State University	76.2	66.8	55.7	47.1	66.0	-0.5
University of Central Missouri	85.6	75.7	70.3	54.6	67.3	3.6

DOCTORAL

Missouri State University-Springfield	86.0	71.6	66.3	45.8	68.8	3.5
Missouri University of Science and Technology	131.6	86.2	76.5	55.6	98.3	1.5
University of Missouri-Columbia	130.4	88.4	86.0	50.5	96.5	1.7
University of Missouri-Kansas City	111.4	81.2	75.6	51.3	85.5	-1.0
University of Missouri-St Louis	101.1	77.8	66.2	60.0	79.4	3.3

MONTANA

AA

Aaniih Nakoda College	–	–	–	42.4	42.4	5.2
Chief Dull Knife College	–	–	–	60.9	60.9	20.7
Dawson Community College	–	–	–	49.0	49.0	1.8
Flathead Valley Community College	69.1	58.4	56.8	–	60.7	4.6
Fort Peck Community College	–	–	–	48.9	48.9	8.7
Great Falls College Montana State University	–	–	–	53.7	53.7	4.7
Helena College University of Montana	–	–	–	52.9	52.9	1.4
Little Big Horn College	–	–	–	37.4	37.4	21.6
Miles Community College	–	–	–	49.1	49.1	2.6
Salish Kootenai College	–	–	–	49.6	49.6	13.5
Stone Child College	–	–	–	44.9	44.9	18.3
The University of Montana-Western	72.0	58.0	50.5	46.1	60.2	2.7

BA+

Montana State University Billings	80.2	65.7	53.1	48.8	59.3	1.3
Montana State University-Northern	69.1	71.4	44.4	46.7	55.4	2.5

DOCTORAL

Montana State University	106.5	80.3	74.5	55.4	81.5	1.7
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State/School				Inst./		
	Prof. (\$)	Assoc. (\$)	Asst. (\$)	Lect./ No Rank (\$)	Avg. (\$)	% Chng. (%)

Montana Technological University	83.7	73.8	66.9	56.4	70.5	2.4
The University of Montana	94.3	76.3	59.5	44.5	80.1	2.6

NEBRASKA

AA

Central Community College	–	–	–	58.6	58.6	0.6
Little Priest Tribal College	–	–	–	–	–	–
Metropolitan Community College Area	–	–	–	69.1	69.1	0.9
Mid-Plains Community College	–	–	–	62.7	62.7	4.7
Nebraska College of Technical Agriculture	104.3	67.7	70.4	41.0	67.0	6.3
Nebraska Indian Community College	–	–	–	–	–	–
Northeast Community College	–	–	–	–	–	–
Southeast Community College Area	–	–	–	65.0	65.0	21.0
Western Nebraska Community College	–	–	–	63.6	63.6	2.8

BA+

Chadron State College	79.7	64.0	54.0	48.2	67.2	2.8
Peru State College	85.8	56.9	58.5	57.8	63.9	2.4
University of Nebraska at Kearney	87.1	71.0	62.7	48.4	69.6	1.7
Wayne State College	82.6	62.9	54.3	52.5	67.4	1.2

DOCTORAL

University of Nebraska Medical Center	105.8	110.4	76.0	59.4	66.0	0.6
University of Nebraska at Omaha	96.2	80.7	77.4	50.5	75.7	-0.7
University of Nebraska-Lincoln	134.6	97.1	98.3	67.8	103.5	2.5

NEVADA

AA

College of Southern Nevada	80.4	–	–	63.3	75.0	2.5
Great Basin College	79.6	–	–	67.5	73.1	1.6
Truckee Meadows Community College	84.2	–	–	62.1	76.1	1.9
Western Nevada College	79.8	–	–	62.7	71.7	1.7

BA+

Nevada State College	92.6	89.6	75.5	60.0	74.5	4.1
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DOCTORAL

University of Nevada-Las Vegas	138.3	102.1	85.3	65.5	96.3	1.0
University of Nevada-Reno	135.2	98.3	85.1	68.0	95.3	2.4

NEW HAMPSHIRE

AA

Great Bay Community College	65.4	58.6	56.5	–	64.0	-5.7
Lakes Region Community College	75.1	64.6	54.5	47.3	67.0	-0.1
Manchester Community College	72.6	59.3	61.8	56.5	67.0	0.5
NHTI-Concord's Community College	73.1	62.4	54.3	52.3	70.6	0.2
Nashua Community College	68.0	60.8	–	–	66.8	-1.0

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

River Valley Community College	69.7	56.3	50.2	–	63.0	1.5
White Mountains Community College	65.8	60.0	59.3	51.1	61.6	1.3

BA

University of New Hampshire at Manchester	125.3	95.0	83.8	71.9	88.3	2.1
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BA+

Granite State College	–	–	–	–	–	–
Keene State College	102.8	83.8	71.1	56.3	87.4	4.1

DOCTORAL

Plymouth State University	94.8	77.9	66.6	62.4	79.6	1.1
University of New Hampshire-Main Campus	136.9	108.2	88.1	66.0	100.6	-6.4

NEW JERSEY

AA

Atlantic Cape Community College	83.4	70.2	60.9	65.7	71.1	4.2
Bergen Community College	107.2	80.8	67.8	43.7	82.3	2.1
Brookdale Community College	96.5	80.3	70.6	61.3	81.7	1.2
Camden County College	100.5	87.4	71.4	56.5	80.3	-2.7
County College of Morris	96.1	78.1	61.1	54.3	72.4	-1.5
Cumberland County College	81.8	71.3	61.4	57.7	66.7	0.6
Essex County College	–	–	–	–	–	–
Hudson County Community College	90.6	71.8	62.9	52.1	65.3	23.8
Mercer County Community College	92.1	72.5	68.1	60.6	81.5	3.1
Middlesex County College	122.0	106.0	87.9	63.4	96.9	1.2
Ocean County College	87.3	73.4	71.4	65.1	75.1	-1.1
Passaic County Community College	120.6	88.2	77.4	55.8	81.6	4.3
Raritan Valley Community College	95.1	78.9	66.8	60.0	78.0	-1.8
Rowan College at Burlington County	102.5	64.5	61.6	47.6	56.0	7.5
Rowan College of South Jersey Gloucester Campus	91.6	78.0	79.0	49.8	70.8	-1.0
Salem Community College	75.6	69.3	64.9	59.0	66.7	7.9
Sussex County Community College	76.3	68.7	68.8	45.9	66.5	2.6
Union County College	116.8	98.2	78.4	–	104.2	6.5
Warren County Community College	80.7	66.0	58.5	–	69.6	2.8

BA+

Ramapo College of New Jersey	127.7	102.6	84.6	74.3	106.6	1.4
The College of New Jersey	124.1	102.2	83.8	82.5	105.0	1.0

DOCTORAL

Kean University	127.8	103.2	85.5	72.7	97.1	1.4
Montclair State University	131.0	106.9	88.1	70.9	110.1	0.9
New Jersey City University	130.3	102.6	89.8	–	106.6	1.1
New Jersey Institute of Technology	187.5	130.3	103.9	72.9	127.7	1.3

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

Rowan University	132.1	99.6	81.5	55.1	87.7	1.0
Rutgers University-Camden	166.3	104.6	97.2	68.4	121.4	5.4
Rutgers University-New Brunswick	177.3	117.9	90.6	64.2	130.0	4.0
Rutgers University-Newark	195.2	135.9	109.6	71.7	142.9	4.0
Stockton University	124.6	99.9	76.7	63.0	94.9	0.1
William Paterson University of New Jersey	130.4	103.2	85.5	74.0	111.7	-0.2

NEW MEXICO

AA

Central New Mexico Community College	–	–	–	58.0	58.0	4.6
Clovis Community College	–	–	–	48.3	48.3	3.5
Eastern New Mexico University Ruidoso Branch Community College	57.3	51.6	–	–	55.4	4.3
Eastern New Mexico University-Roswell Campus	–	–	–	50.4	50.4	5.2
Luna Community College	–	–	–	41.5	41.5	7.7
Mesalands Community College	–	–	–	61.2	61.2	6.5
Navajo Technical University	70.6	57.3	53.3	38.6	50.0	-0.4
New Mexico Junior College	55.9	–	–	–	55.9	-1.3
New Mexico Military Institute	87.9	70.4	56.2	44.8	66.6	2.8
New Mexico State University-Alamogordo	65.0	56.7	57.2	44.7	60.4	5.2
New Mexico State University-Carlsbad	66.8	59.9	54.3	49.3	56.8	6.6
New Mexico State University-Dona Ana	65.2	55.8	52.9	47.3	55.0	6.9
New Mexico State University-Grants	63.7	56.9	51.4	45.5	55.3	10.1
Northern New Mexico College	–	52.9	54.4	37.8	51.3	2.3
San Juan College	63.3	59.6	54.8	49.0	55.9	2.9
Santa Fe Community College	61.1	62.8	55.8	–	57.1	8.2
Southwestern Indian Polytechnic Institute	–	–	–	–	–	–
University of New Mexico-Gallup Campus	77.0	65.8	60.9	58.2	61.1	0.9
University of New Mexico-Los Alamos Campus	–	–	–	48.8	48.8	-8.0
University of New Mexico-Taos Campus	–	57.9	55.1	48.4	50.7	-4.6
University of New Mexico-Valencia County Campus	59.7	52.3	47.5	53.6	51.6	1.2
BA+						
Eastern New Mexico University-Main Campus	84.6	72.1	59.4	52.9	64.5	2.2
Institute of American Indian and Alaska Native Culture and Arts Development	–	66.6	58.2	–	60.1	5.8
New Mexico Highlands University	71.0	65.8	53.5	49.3	58.5	0.4
Western New Mexico University	75.6	60.3	58.6	49.5	62.0	8.9

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

DOCTORAL

New Mexico Institute of Mining and Technology	94.7	80.6	68.4	49.2	79.0	3.8
New Mexico State University-Main Campus	101.7	78.0	70.7	49.6	80.0	3.0
University of New Mexico-Main Campus	111.3	82.8	78.1	54.9	83.7	3.3

NEW YORK

AA

Adirondack Community College	74.4	63.7	53.6	45.3	62.0	-0.3
CUNY Borough of Manhattan Community College	116.1	94.2	79.2	70.2	89.9	1.2
CUNY Bronx Community College	116.4	93.4	76.9	71.4	91.6	2.2
CUNY Hostos Community College	113.2	91.5	79.6	71.9	87.2	-0.3
CUNY Kingsborough Community College	117.6	94.6	81.0	73.1	89.1	1.0
CUNY LaGuardia Community College	113.6	91.0	77.2	77.3	93.9	1.4
CUNY Medgar Evers College	120.8	97.6	84.3	76.9	95.2	-0.2
CUNY Queensborough Community College	119.1	95.4	80.8	75.0	91.3	2.0
CUNY Stella and Charles Guttman Community College	115.5	98.8	78.9	72.1	86.1	3.3
Cayuga County Community College	86.3	72.7	65.8	58.7	79.1	2.5
Clinton Community College	65.8	60.2	46.2	47.4	58.6	-0.5
Columbia-Greene Community College	65.3	60.0	51.7	55.1	58.6	0.5
Dutchess Community College	102.8	93.2	79.6	68.9	84.8	3.6
Erie Community College	80.9	66.6	59.0	43.2	63.8	-2.3
Fashion Institute of Technology	-	-	-	-	-	-
Finger Lakes Community College	77.9	65.4	58.4	51.4	65.1	4.9
Fulton-Montgomery Community College	96.5	82.8	70.6	55.9	76.4	2.7
Genesee Community College	71.2	59.1	57.4	49.4	60.0	1.1
Herkimer County Community College	63.5	55.1	50.9	47.6	53.9	-0.2
Hudson Valley Community College	83.6	69.1	62.6	50.2	63.8	-1.2
Jamestown Community College	67.1	62.0	51.4	50.8	57.3	-5.4
Jefferson Community College	82.9	70.0	59.1	42.6	65.7	-1.0
Mohawk Valley Community College	80.9	65.6	59.1	52.7	62.8	2.8
Monroe Community College	86.2	63.8	58.9	55.2	68.7	5.0
Nassau Community College	118.4	98.5	83.8	63.5	98.0	2.4
Niagara County Community College	101.6	73.9	67.8	51.1	83.8	7.7
North Country Community College	65.0	64.5	62.7	44.0	51.5	0.6
Onondaga Community College	85.3	64.8	61.3	48.1	72.4	0.5
Orange County Community College	99.5	80.1	69.0	55.5	78.6	0.4

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

Rockland Community College	116.7	97.0	80.7	66.0	87.3	0.8
SUNY Broome Community College	75.6	66.2	55.3	48.3	65.1	3.0
SUNY College of Technology at Alfred	80.8	68.1	58.5	38.5	57.2	-1.3
SUNY College of Technology at Delhi	77.9	65.0	56.2	49.4	62.2	2.6
SUNY Corning Community College	73.3	60.9	55.8	45.7	61.8	2.6
SUNY Morrisville	78.9	65.3	56.6	17.6	61.8	2.1
SUNY Westchester Community College	132.7	116.8	95.0	69.3	103.7	-0.7
Schenectady County Community College	65.3	56.6	51.2	45.3	57.0	0.1
Suffolk County Community College	123.6	99.4	86.4	68.8	106.7	1.7
Sullivan County Community College	62.8	53.8	47.9	-	57.6	1.4
Tompkins Cortland Community College	76.3	66.4	58.8	51.4	72.1	-3.0
Ulster County Community College	72.0	63.9	52.2	47.6	61.2	-1.2

BA

CUNY New York City College of Technology	116.8	96.6	84.0	79.3	95.8	2.1
SUNY College of Agriculture and Technology at Cobleskill	81.4	74.4	55.8	42.3	67.3	2.6
SUNY College of Technology at Canton	87.5	73.5	65.9	51.2	67.2	6.1
United States Military Academy	-	-	-	-	-	-

BA+

CUNY Brooklyn College	120.1	98.9	84.7	70.3	100.7	-2.3
CUNY John Jay College of Criminal Justice	121.7	99.9	85.2	73.5	98.4	-2.2
CUNY Queens College	121.7	99.4	83.1	74.2	99.4	-1.1
CUNY York College	114.0	97.7	82.6	78.2	96.0	0.3
Farmingdale State College	106.8	85.2	75.0	68.7	83.2	1.2
SUNY Buffalo State	97.8	80.7	69.0	53.5	78.8	0.1
SUNY College at Brockport	94.8	79.8	68.5	59.0	76.0	-0.2
SUNY College at Geneseo	97.0	78.0	64.3	54.8	76.6	1.2
SUNY College at Old Westbury	110.4	93.9	81.6	59.1	88.1	1.3
SUNY College at Oswego	94.8	77.9	59.7	46.7	71.1	0.3
SUNY College at Plattsburgh	91.5	73.0	62.3	53.9	71.0	0.2
SUNY College at Potsdam	84.9	67.5	53.7	45.1	65.4	0.9
SUNY Cortland	89.3	72.6	60.2	48.1	68.1	0.1
SUNY Empire State College	-	-	-	-	-	-
SUNY Maritime College	98.8	80.4	73.5	63.0	79.3	0.1
SUNY Oneonta	86.6	72.9	63.1	50.0	69.6	1.1
SUNY at Fredonia	92.7	72.5	61.2	47.1	70.9	1.1
SUNY at Purchase College	101.3	80.5	61.6	55.3	75.0	-0.5
State University of New York at New Paltz	102.0	75.7	67.8	54.8	74.1	1.3

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

United States Merchant Marine Academy	-	-	-	-	-	-
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DOCTORAL

Binghamton University	140.6	101.0	84.4	59.5	99.3	1.8
CUNY Bernard M Baruch College	124.5	103.4	88.0	78.9	104.9	-12.3
CUNY City College	124.2	102.0	87.5	81.4	107.7	-4.1
CUNY Graduate School and University Center	121.8	104.2	89.0	74.1	114.2	-18.1
CUNY Hunter College	119.8	101.8	86.3	79.1	105.1	-2.7
CUNY Lehman College	119.2	98.3	84.5	77.6	95.2	-0.9
College of Staten Island CUNY	118.1	98.6	84.1	70.9	99.5	0.3
SUNY College of Environmental Science and Forestry	108.2	86.7	69.9	60.8	84.5	1.4
SUNY Downstate Health Sciences University	.	121.9	106.1	104.4	109.7	-19.1
SUNY Polytechnic Institute	128.9	102.3	83.9	60.2	96.7	-0.1
SUNY at Albany	134.1	99.9	85.5	58.3	98.7	1.8
Stony Brook University	161.9	112.1	101.5	69.4	121.9	1.1
University at Buffalo	145.6	99.2	82.8	74.5	108.3	0.9
Upstate Medical University	-	-	-	-	-	-

NORTH CAROLINA

AA

Alamance Community College	-	-	-	43.4	43.4	-19.8
Asheville-Buncombe Technical Community College	-	-	-	47.4	47.4	-0.7
Beaufort County Community College	-	-	-	47.1	47.1	-1.4
Bladen Community College	-	-	-	58.8	58.8	0.8
Blue Ridge Community College	-	-	-	52.9	52.9	1.2
Brunswick Community College	-	-	-	48.6	48.6	0.8
Caldwell Community College and Technical Institute	-	-	-	48.1	48.1	-1.4
Cape Fear Community College	-	-	-	50.6	50.6	1.2
Carolinas College of Health Sciences	-	-	-	-	-	-
Carteret Community College	-	-	-	50.2	50.2	3.0
Catawba Valley Community College	-	-	-	50.2	50.2	1.4
Central Carolina Community College	-	-	-	49.6	49.6	-0.3
Central Piedmont Community College	-	-	-	59.8	59.8	-1.0
Cleveland Community College	-	-	-	49.7	49.7	-0.7
Coastal Carolina Community College	-	-	-	47.9	47.9	0.5
College of the Albemarle	-	-	-	50.5	50.5	-2.2
Craven Community College	-	-	-	51.2	51.2	0.0
Davidson County Community College	-	-	-	52.8	52.8	6.9
Durham Technical Community College	-	-	-	42.4	42.4	-23.9

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

Edgecombe Community College	-	-	-	46.7	46.7	-23.7
Fayetteville Technical Community College	-	-	-	61.5	61.5	6.2
Forsyth Technical Community College	49.6	46.1	44.4	49.8	48.9	-1.8
Gaston College	-	-	-	51.5	51.5	-1.8
Guilford Technical Community College	-	-	-	55.4	55.4	-0.4
Halifax Community College	-	-	-	49.6	49.6	-2.9
Haywood Community College	-	-	-	50.6	50.6	-0.5
Isothermal Community College	-	-	-	54.6	54.6	0.4
James Sprunt Community College	-	-	-	48.2	48.2	-2.0
Johnston Community College	-	-	-	57.8	57.8	-1.3
Lenoir Community College	-	-	-	46.3	46.3	0.6
Martin Community College	-	-	-	49.7	49.7	0.9
Mayland Community College	-	-	-	56.0	56.0	-1.0
McDowell Technical Community College	-	-	-	51.6	51.6	0.9
Mitchell Community College	-	-	-	57.2	57.2	4.8
Montgomery Community College	-	-	-	48.9	48.9	-2.2
Nash Community College	-	-	-	49.6	49.6	-1.1
Pamlico Community College	-	-	-	48.8	48.8	23.9
Piedmont Community College	-	-	-	51.3	51.3	0.0
Pitt Community College	-	-	-	50.5	50.5	-0.5
Randolph Community College	-	-	-	51.1	51.1	2.8
Richmond Community College	-	-	-	55.8	55.8	0.2
Roanoke-Chowan Community College	-	-	-	53.4	53.4	3.5
Robeson Community College	-	-	-	55.9	55.9	-7.2
Rockingham Community College	-	-	-	48.4	48.4	-0.8
Rowan-Cabarrus Community College	-	-	-	52.5	52.5	-0.6
Sampson Community College	-	-	-	50.0	50.0	9.9
Sandhills Community College	-	-	-	49.7	49.7	1.1
South Piedmont Community College	-	-	-	51.6	51.6	1.6
Southeastern Community College	-	-	-	56.9	56.9	-0.7
Southwestern Community College	-	-	-	52.0	52.0	0.4
Stanly Community College	-	-	-	43.9	43.9	4.4
Surry Community College	-	-	-	51.7	51.7	-0.6
Tri-County Community College	-	-	-	48.9	48.9	2.0
Vance-Granville Community College	-	-	-	46.5	46.5	3.7
Wake Technical Community College	-	-	-	49.9	49.9	0.1
Wayne Community College	-	-	-	47.4	47.4	0.4
Western Piedmont Community College	-	-	-	50.1	50.1	-0.1
Wilkes Community College	-	-	-	48.2	48.2	0.9
Wilson Community College	-	-	-	47.5	47.5	-0.4

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

Elizabeth City State University	79.8	71.1	64.7	54.5	69.3	0.4
University of North Carolina School of the Arts	80.4	73.0	67.7	53.8	70.0	-0.7
University of North Carolina at Asheville	93.0	80.1	71.5	55.4	76.6	0.1
University of North Carolina at Pembroke	86.4	71.4	62.3	52.8	67.7	0.9

DOCTORAL

Appalachian State University	96.3	78.6	68.9	48.2	75.2	0.1
East Carolina University	103.5	78.7	70.7	54.2	77.7	-0.2
Fayetteville State University	88.4	79.0	74.4	64.2	77.8	-0.5
North Carolina A & T State University	102.5	85.0	76.1	58.8	83.6	-0.5
North Carolina Central University	100.7	82.5	70.6	54.7	76.4	0.3
North Carolina State University at Raleigh	137.3	97.9	85.6	52.4	103.0	-0.0
University of North Carolina Wilmington	99.8	77.8	72.6	52.8	75.9	1.5
University of North Carolina at Chapel Hill	160.8	103.4	101.5	57.2	119.5	-0.0
University of North Carolina at Charlotte	122.7	90.1	82.4	57.6	90.0	1.9
University of North Carolina at Greensboro	113.1	84.3	76.5	48.6	81.2	-0.9
Western Carolina University	95.7	71.6	65.0	46.5	70.4	-0.9
Winston-Salem State University	95.5	77.9	70.4	64.5	77.4	0.9

NORTH DAKOTA

AA

Bismarck State College	68.8	55.9	52.8	—	55.9	1.3
Cankdeska Cikana Community College	—	—	—	51.8	51.8	4.8
Dakota College at Bottineau	45.5	45.8	45.6	42.5	43.5	-2.5
Lake Region State College	71.6	66.0	54.7	55.6	60.2	8.5
North Dakota State College of Science	78.8	63.4	58.3	55.6	61.3	0.4
Nueta Hidatsa Sahnish College	—	—	—	—	—	—
Sitting Bull College	—	—	—	41.1	41.1	9.7
Williston State College	75.9	69.2	48.7	55.6	65.3	4.2

BA+

Dickinson State University	85.2	62.3	61.9	39.9	59.8	0.8
Mayville State University	61.0	52.8	52.3	41.5	51.2	-1.1
Minot State University	86.6	71.1	64.5	40.6	64.0	1.5
Valley City State University	69.6	57.9	48.9	45.7	54.9	2.5

DOCTORAL

North Dakota State University-Main Campus	111.9	82.5	74.0	52.5	81.9	0.6
University of North Dakota	108.6	86.0	77.2	56.0	85.1	5.7

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

AA

Belmont College	49.3	44.0	41.8	40.8	45.4	1.3
Bowling Green State University-Firelands	81.0	68.4	48.3	—	68.3	-2.0
Central Ohio Technical College	74.5	64.0	59.2	55.0	60.2	0.8
Cincinnati State Technical and Community College	—	—	—	76.1	76.1	-11.4
Clark State Community College	67.0	56.6	49.7	45.1	53.7	-0.1
Columbus State Community College	77.7	64.0	54.3	45.4	61.0	0.3
Cuyahoga Community College District	101.4	91.4	79.3	48.0	81.8	2.1
Eastern Gateway Community College	67.6	70.9	65.4	50.6	55.4	-1.5
Edison State Community College	72.0	50.3	43.7	46.2	48.2	-1.7
Hocking College	—	—	—	57.9	57.9	10.7
James A Rhodes State College	63.5	61.7	52.3	43.7	51.3	3.4
Kent State University at Ashtabula	88.1	76.5	72.6	57.7	66.1	4.2
Kent State University at East Liverpool	—	76.4	—	52.3	63.7	0.7
Kent State University at Geauga	90.9	71.0	51.6	47.7	60.9	-0.0
Kent State University at Salem	103.5	75.1	61.8	58.0	64.8	-3.5
Kent State University at Stark	99.9	80.7	62.4	54.1	71.9	1.8
Kent State University at Trumbull	106.5	75.4	66.2	56.1	72.5	1.4
Kent State University at Tuscarawas	101.1	78.3	59.5	50.6	65.2	2.4
Lakeland Community College	103.8	76.9	69.6	65.9	91.7	1.8
Lorain County Community College	87.0	74.6	67.1	56.7	75.6	0.7
Marion Technical College	58.5	55.3	52.1	50.5	54.4	1.0
North Central State College	—	52.3	46.2	45.8	48.5	1.7
Northwest State Community College	—	—	—	60.0	60.0	2.9
Ohio State University Agricultural Technical Institute	—	78.5	77.3	—	77.7	4.1
Ohio State University-Lima Campus	113.9	78.7	72.4	—	91.9	5.0
Ohio State University-Mansfield Campus	97.7	76.5	64.8	—	79.9	4.6
Ohio State University-Marion Campus	109.6	82.4	77.0	—	84.4	4.6
Ohio State University-Newark Campus	106.0	93.8	80.3	—	92.5	2.5
Ohio University-Chillicothe Campus	—	82.1	64.4	58.3	65.6	0.7
Ohio University-Eastern Campus	—	77.7	62.4	61.7	75.3	1.8
Ohio University-Lancaster Campus	95.2	78.4	62.9	59.3	75.3	1.0
Ohio University-Southern Campus	—	76.4	60.9	60.5	65.7	-0.2
Ohio University-Zanesville Campus	91.1	74.8	61.0	63.3	76.0	5.2
Owens Community College	63.9	60.7	54.7	46.8	59.3	-1.9
Sinclair Community College	82.8	64.4	57.2	49.5	70.7	1.1
Southern State Community College	—	70.5	58.7	53.7	64.5	3.0

State/School	Inst./Lect./No Rank					% Chng. (%)
	Prof. (\$)	Assoc. (\$)	Asst. (\$)	Avg. (\$)	No Rank (\$)	
Stark State College	79.5	69.5	60.7	53.8	62.1	2.4
Terra State Community College	64.2	59.4	51.6	50.6	55.3	0.9
University of Akron Wayne College	95.6	73.1	59.3	56.3	76.1	4.8
University of Cincinnati-Blue Ash College	101.5	78.6	58.5	51.0	75.2	1.7
University of Cincinnati-Clermont College	99.5	76.4	63.0	-	83.6	3.8
Washington State Community College	54.8	54.9	49.5	51.9	52.3	8.2
Zane State College	60.3	54.5	47.0	42.7	51.4	0.2

BA

Central State University	79.9	65.0	53.3	43.3	62.6	0.0
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BA+

Miami University-Hamilton	112.7	80.8	65.9	45.2	69.9	9.0
Miami University-Middletown	97.4	79.3	62.2	51.9	68.0	0.7
Shawnee State University	75.3	62.3	53.7	44.3	62.3	2.2

DOCTORAL

Bowling Green State University-Main Campus	104.0	82.7	64.7	-	84.1	2.6
Cleveland State University	110.8	87.9	82.3	63.6	87.1	1.6
Kent State University at Kent	115.0	88.7	72.1	57.2	86.2	3.1
Miami University-Oxford	129.9	95.3	93.2	56.5	89.1	3.9
Ohio State University-Main Campus	151.3	102.5	97.5	202.2	122.8	2.1
Ohio University-Main Campus	113.1	87.8	80.6	61.8	84.5	1.2
University of Akron Main Campus	119.3	92.5	81.4	63.2	91.1	3.3
University of Cincinnati-Main Campus	127.4	91.6	77.1	54.4	98.2	2.4
University of Toledo	111.4	95.4	80.5	57.9	84.7	0.7
Wright State University-Main Campus	110.8	89.2	72.3	57.4	85.7	-0.7
Youngstown State University	93.3	79.6	66.8	50.8	76.5	2.2

OKLAHOMA

AA

Carl Albert State College	-	-	-	45.1	45.1	2.4
College of the Muscogee Nation	-	-	-	-	-	-
Connors State College	-	-	-	46.7	46.7	4.9
Eastern Oklahoma State College	47.3	-	-	41.4	43.9	-0.9
Murray State College	50.8	48.3	45.5	42.9	43.5	-1.0
Northeastern Oklahoma A&M College	-	-	-	48.2	48.2	6.8
Northern Oklahoma College	-	-	-	51.0	51.0	3.6
Oklahoma City Community College	-	-	-	50.4	50.4	3.3
Oklahoma State University Institute of Technology	-	-	-	-	-	-
Oklahoma State University-Oklahoma City	65.8	56.1	46.0	42.9	49.1	1.7
Redlands Community College	50.7	-	-	49.7	50.7	4.0
Rose State College	48.8	-	-	32.9	47.7	1.3

State/School	Inst./Lect./No Rank					% Chng. (%)
	Prof. (\$)	Assoc. (\$)	Asst. (\$)	Avg. (\$)	No Rank (\$)	
Seminole State College	51.1	45.3	42.8	34.6	44.1	3.5
Tulsa Community College	-	71.0	59.9	53.1	64.4	10.3
Western Oklahoma State College	-	-	-	47.3	47.3	5.3

BA

Oklahoma Panhandle State University	49.8	46.2	44.0	40.1	43.5	1.9
University of Science and Arts of Oklahoma	59.3	52.4	47.6	39.1	51.2	1.3

BA+

Cameron University	74.0	62.0	52.0	41.6	57.9	1.8
East Central University	71.5	60.6	57.7	53.9	59.2	2.7
Rogers State University	70.5	54.6	49.5	44.9	54.9	2.9
Southeastern Oklahoma State University	73.2	70.9	63.9	42.9	64.1	6.0
University of Central Oklahoma	89.5	72.9	66.6	42.7	69.5	2.4

DOCTORAL

Langston University	57.4	62.4	55.4	50.1	54.5	1.4
Northeastern State University	77.7	63.9	55.4	48.1	61.2	7.7
Northwestern Oklahoma State University	77.3	66.9	60.3	43.1	61.1	6.7
Oklahoma State University-Main Campus	116.7	90.2	84.9	56.2	86.5	3.7
Southwestern Oklahoma State University	78.5	63.0	59.8	51.5	61.4	4.6
University of Oklahoma-Health Sciences Center	-	-	64.7	61.0	62.2	11.1
University of Oklahoma-Norman Campus	127.7	88.5	83.7	46.9	95.3	6.5

OREGON

AA

Blue Mountain Community College	-	-	-	81.4	81.4	7.4
Central Oregon Community College	85.3	71.1	60.1	53.7	69.1	3.7
Chemeketa Community College	-	-	-	79.4	79.4	7.8
Clackamas Community College	-	-	-	83.4	83.4	4.1
Clatsop Community College	-	-	-	73.9	73.9	2.5
Columbia Gorge Community College	-	-	-	65.2	65.2	-0.6
Klamath Community College	-	-	-	60.8	60.8	1.2
Lane Community College	-	-	-	78.0	78.0	3.6
Linn-Benton Community College	-	-	-	79.4	79.4	1.5
Mt Hood Community College	-	-	-	87.7	87.7	4.3
Oregon Coast Community College	-	-	-	56.7	56.7	0.9
Portland Community College	-	-	-	74.1	74.1	-0.5
Rogue Community College	-	-	-	79.5	79.5	0.7
Southwestern Oregon Community College	67.9	55.5	53.2	45.8	59.4	1.9
Tillamook Bay Community College	-	-	-	68.0	68.0	-6.7
Treasure Valley Community College	-	-	-	75.5	75.5	13.1

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

Umpqua Community College	–	–	–	64.2	64.2	2.1
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BA+

Eastern Oregon University	80.4	56.3	58.0	47.9	61.3	-6.6
Oregon Institute of Technology	90.8	69.4	58.6	54.4	70.2	2.3
Southern Oregon University	94.8	75.8	64.2	84.5	82.5	5.7
Western Oregon University	85.2	71.7	54.1	46.5	63.5	1.2

DOCTORAL

Oregon Health & Science University	–	–	75.6	62.5	68.8	-0.1
Oregon State University	135.7	100.9	91.5	55.7	92.6	1.9
Portland State University	121.5	93.3	78.0	64.2	91.4	4.5
University of Oregon	137.8	99.9	91.1	54.4	94.8	1.0

PENNSYLVANIA**AA**

Bucks County Community College	77.9	62.6	58.7	55.6	68.4	1.3
Butler County Community College	82.3	69.1	59.4	47.4	62.2	0.1
Central Pennsylvania Institute of Science and Technology	–	–	–	–	–	–
Community College of Allegheny County	78.1	52.7	51.7	53.9	66.9	0.6
Community College of Beaver County	71.8	58.4	49.2	44.6	55.8	-2.3
Community College of Philadelphia	86.7	76.7	69.2	74.8	71.9	10.5
Delaware County Community College	107.2	92.3	71.9	50.3	92.6	1.6
Harrisburg Area Community College	74.3	61.6	50.8	48.8	63.8	1.8
Lancaster County Career and Technology Center	–	–	–	68.8	68.8	-1.8
Lehigh Carbon Community College	73.6	63.6	55.5	42.4	61.3	-2.6
Luzerne County Community College	73.7	63.6	53.7	52.7	63.2	1.1
Montgomery County Community College	85.3	70.8	64.8	55.1	65.5	11.2
Northampton County Area Community College	79.9	64.9	57.1	54.7	68.6	1.4
Pennsylvania College of Technology	120.0	109.7	89.9	76.6	88.0	-0.7
Pennsylvania Highlands Community College	60.1	48.4	44.3	42.4	49.0	-2.4
Reading Area Community College	80.6	66.8	60.1	55.9	65.1	2.1
Thaddeus Stevens College of Technology	83.5	78.9	77.5	73.3	76.1	8.6
University of Pittsburgh-Titusville	73.2	71.0	52.9	62.0	60.3	8.7
Westmoreland County Community College	77.5	69.6	61.8	53.7	63.9	2.5

BA

Cheyney University of Pennsylvania	111.8	94.9	67.8	50.1	93.3	-0.8
University of Pittsburgh-Bradford	90.2	77.4	59.1	53.0	68.2	0.8
University of Pittsburgh-Greensburg	87.0	71.5	65.3	48.9	65.0	1.9

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

University of Pittsburgh-Johnstown	98.0	73.9	60.2	53.3	68.1	3.0
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BA+

Lincoln University	105.3	81.0	68.8	60.0	80.2	1.1
Lock Haven University	110.8	91.0	71.3	55.3	93.5	0.8
Mansfield University of Pennsylvania	113.4	90.6	71.9	56.4	90.7	1.7

DOCTORAL

Bloomsburg University of Pennsylvania	113.7	88.9	72.9	52.9	88.1	3.2
California University of Pennsylvania	114.2	93.6	78.0	55.8	92.7	1.9
Clarion University of Pennsylvania	115.0	89.9	72.8	51.7	85.4	-1.3
East Stroudsburg University of Pennsylvania	112.7	89.1	71.4	52.3	87.1	1.6
Edinboro University of Pennsylvania	114.1	90.9	73.8	54.4	90.9	1.9
Indiana University of Pennsylvania-Main Campus	113.2	86.6	67.7	52.2	91.2	1.9
Kutztown University of Pennsylvania	108.8	90.0	65.8	51.0	85.9	1.5
Millersville University of Pennsylvania	114.7	89.8	68.7	61.6	91.1	1.2
Pennsylvania State University-Main Campus	151.1	100.1	80.4	57.3	101.8	-7.6
Shippensburg University of Pennsylvania	114.7	94.2	73.8	50.8	93.2	1.0
Slippery Rock University of Pennsylvania	116.2	91.9	75.7	52.1	87.1	1.1
Temple University	163.6	107.0	84.8	64.3	110.3	1.6
University of Pittsburgh-Pittsburgh Campus	159.4	104.9	93.2	53.1	106.9	2.9
West Chester University of Pennsylvania	114.0	90.3	76.1	54.2	88.9	1.1

RHODE ISLAND**AA**

Community College of Rhode Island	76.2	58.4	51.0	38.2	61.2	-1.5
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DOCTORAL

Rhode Island College	94.9	80.7	66.9	–	81.6	11.6
University of Rhode Island	130.0	98.2	89.3	60.2	98.9	4.7

SOUTH CAROLINA**AA**

Aiken Technical College	–	–	–	51.5	51.5	1.2
Central Carolina Technical College	–	–	–	47.0	47.0	1.2
Denmark Technical College	–	–	–	43.6	43.6	2.6
Florence-Darlington Technical College	–	–	–	52.9	52.9	1.1
Greenville Technical College	–	–	–	47.4	47.4	0.6

State/School				Inst./		
	Prof.	Assoc.	Asst.	Lect./	Avg.	%
	(\$)	(\$)	(\$)	No Rank	(\$)	Chng.
				(\$)		(%)
Horry-Georgetown Technical College	–	–	–	53.9	53.9	0.8
Midlands Technical College	–	–	–	57.0	57.0	3.1
Northeastern Technical College	–	–	–	40.1	40.1	2.8
Orangeburg Calhoun Technical College	–	–	–	47.7	47.7	1.9
Piedmont Technical College	–	–	–	48.5	48.5	4.3
Spartanburg Community College	–	–	–	52.8	52.8	3.9
Technical College of the Lowcountry	–	–	–	51.0	51.0	-0.9
Tri-County Technical College	–	–	–	48.4	48.4	2.9
Trident Technical College	–	–	–	52.3	52.3	2.8
University of South Carolina-Lancaster	67.5	57.1	46.8	51.0	54.5	-0.5
University of South Carolina-Salkehatchie	67.1	56.7	47.1	49.5	53.0	2.4
University of South Carolina-Sumter	64.8	62.2	51.0	43.5	50.6	1.7
University of South Carolina-Union	–	65.8	51.3	55.9	54.9	0.8
Williamsburg Technical College	–	–	–	41.2	41.2	0.5
York Technical College	–	–	–	51.5	51.5	2.3

BA+

Citadel Military College of South Carolina	92.0	81.4	69.4	62.1	80.0	3.0
College of Charleston	97.5	77.4	69.9	59.3	79.4	3.6
Lander University	66.2	68.8	58.4	48.7	59.6	6.4
University of South Carolina Aiken	81.7	69.0	62.1	49.5	64.4	4.0
University of South Carolina Beaufort	81.7	69.6	62.5	54.3	63.3	0.0
University of South Carolina-Upstate	79.1	71.1	62.5	52.6	64.2	3.9
Winthrop University	85.7	71.4	64.8	47.9	70.1	0.6

DOCTORAL

Clemson University	143.1	99.4	91.4	58.4	96.9	4.4
Coastal Carolina University	95.7	75.8	65.3	49.5	69.0	2.5
Francis Marion University	84.4	70.7	55.2	52.2	67.7	1.9
Medical University of South Carolina	–	–	–	–	–	–
South Carolina State University	74.3	68.2	62.1	50.9	64.7	1.6
University of South Carolina-Columbia	129.4	92.8	90.0	60.0	97.6	-1.2

SOUTH DAKOTA

AA

Lake Area Technical College	–	–	–	59.3	59.3	3.9
Mitchell Technical Institute	–	–	–	61.5	61.5	2.3
Oglala Lakota College	62.5	55.6	53.4	–	54.0	4.4
Sinte Gleska University	–	–	–	–	–	–
Sisseton Wahpeton College	–	–	–	39.9	39.9	-17.6

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

Southeast Technical Institute	–	–	–	60.0	60.0	-0.2
Western Dakota Technical Institute	–	–	–	59.0	59.0	-0.0

BA+

Black Hills State University	87.1	65.4	56.5	46.5	63.0	-0.2
Northern State University	86.5	67.8	56.9	43.3	64.6	-0.9

DOCTORAL

Dakota State University	100.9	82.5	72.6	53.1	74.9	4.6
South Dakota School of Mines and Technology	108.5	85.8	77.4	56.6	81.0	2.7
South Dakota State University	94.8	79.1	76.6	57.7	73.9	2.9
University of South Dakota	102.8	78.1	70.3	56.5	72.3	1.5

TENNESSEE

AA

Chattanooga State Community College	70.1	60.6	54.2	47.8	55.7	1.5
Cleveland State Community College	62.7	54.8	53.2	50.6	53.9	2.9
Columbia State Community College	60.8	41.3	46.3	35.7	44.4	-13.6
Dyersburg State Community College	65.1	60.1	54.8	49.3	57.3	2.2
Jackson State Community College	68.1	59.5	50.9	47.6	57.3	2.1
Motlow State Community College	61.2	53.3	49.3	41.9	48.2	-3.6
Nashville State Community College	80.7	60.8	52.3	46.7	54.2	2.3
Northeast State Community College	65.5	57.5	52.7	48.6	55.1	1.0
Pellissippi State Community College	76.6	61.3	53.4	49.1	60.4	1.5
Roane State Community College	68.6	60.8	52.4	50.2	58.8	0.7
Southwest Tennessee Community College	72.4	58.8	51.4	41.3	52.8	6.8
Volunteer State Community College	75.0	63.2	51.1	49.6	58.8	5.5
Walters State Community College	67.1	58.0	50.4	43.1	54.6	1.5

BA+

The University of Tennessee-Martin	81.2	71.3	66.7	49.0	66.7	1.7
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DOCTORAL

Austin Peay State University	89.4	70.9	60.3	48.9	72.7	0.6
East Tennessee State University	86.3	70.1	61.6	39.5	66.6	2.4
Middle Tennessee State University	98.4	76.4	70.3	50.1	76.9	1.4
Tennessee State University	88.9	67.4	63.5	35.2	71.9	3.6
Tennessee Technological University	93.7	76.0	68.5	48.2	73.2	-0.4
The University of Tennessee Health Science Center	136.5	92.9	77.2	–	102.2	5.5
The University of Tennessee-Chattanooga	102.9	86.8	71.2	50.5	76.3	0.3

State/School	Inst./			No Rank	Avg.	% Chng.
	Prof. (\$)	Assoc. (\$)	Asst. (\$)			
The University of Tennessee -Knoxville	149.5	101.7	89.7	58.5	103.1	2.0
University of Memphis	110.6	82.3	75.7	51.8	81.9	-1.5

TEXAS**AA**

Alvin Community College	–	–	–	61.0	61.0	3.4
Amarillo College	69.8	62.4	61.4	53.2	57.4	1.8
Angelina College	–	–	–	52.9	52.9	-6.2
Austin Community College District	82.3	66.6	63.4	65.2	73.2	-1.7
Blinn College	–	–	–	55.0	55.0	4.4
Brazosport College	77.9	72.3	60.5	54.1	63.2	-0.4
Brookhaven College	–	–	–	69.8	69.8	1.9
Cedar Valley College	–	–	–	68.7	68.7	2.9
Central Texas College	57.1	–	–	–	57.1	3.1
Cisco College	42.2	–	–	32.9	41.0	6.2
Clarendon College	41.7	40.7	48.1	37.9	39.2	-3.1
Coastal Bend College	53.0	48.2	47.9	47.8	49.2	1.8
College of the Mainland	68.8	59.7	58.9	–	61.2	1.8
Collin County Community College District	–	–	–	69.4	69.4	1.0
Del Mar College	85.6	71.9	62.8	53.0	68.0	1.6
Eastfield College	–	–	–	70.2	70.2	2.0
El Centro College	–	–	–	67.3	67.3	2.7
El Paso Community College	67.2	53.8	48.5	45.0	56.3	0.9
Frank Phillips College	48.3	44.6	41.2	37.5	41.6	-1.9
Galveston College	75.6	70.6	69.5	57.7	62.1	-1.3
Grayson College	56.1	–	–	–	56.1	1.9
Hill College	–	–	–	48.1	48.1	1.2
Houston Community College	–	–	–	73.9	73.9	0.4
Howard College	52.3	47.2	41.4	41.2	44.1	4.1
Kilgore College	–	–	–	49.6	49.6	-2.8
Lamar Institute of Technology	–	–	–	52.8	52.8	2.8
Lamar State College-Orange	64.6	51.0	58.6	46.2	48.9	4.4
Lamar State College-Port Arthur	62.9	56.3	48.4	43.0	45.2	1.2
Laredo College	68.7	52.1	53.6	52.5	63.3	3.3
Lee College	–	–	–	65.0	65.0	2.9
Lone Star College System	77.0	64.2	57.5	29.8	72.9	0.9
McLennan Community College	76.5	64.2	61.6	54.3	70.1	2.3
Midland College	69.5	58.1	59.9	50.4	60.4	-7.6
Mountain View College	–	–	–	71.4	71.4	3.3
Navarro College	70.6	55.1	54.8	26.5	58.0	-1.8
North Central Texas College	–	–	–	54.8	54.8	-3.4
North Lake College	–	–	–	70.1	70.1	1.8
Northeast Lakeview College	70.9	64.1	61.8	50.8	61.3	-2.1
Northeast Texas Community College	63.7	56.9	52.6	47.1	59.3	1.0
Northwest Vista College	73.4	65.2	59.7	53.5	61.3	1.4

State/School	Inst./			No Rank	Avg.	% Chng.
	Prof. (\$)	Assoc. (\$)	Asst. (\$)			
Odessa College	73.6	63.2	60.3	55.6	60.7	3.1
Palo Alto College	78.5	72.5	63.7	53.2	64.4	-0.3
Panola College	57.1	–	–	54.9	56.7	0.8
Paris Junior College	–	–	–	57.9	57.9	0.9
Ranger College	47.9	–	–	–	47.9	2.1
Richland College	–	–	–	73.5	73.5	1.4
San Antonio College	79.9	70.9	64.8	54.8	67.2	-1.5
San Jacinto Community College	–	–	–	63.5	63.5	3.0
South Plains College	63.8	55.1	52.3	50.3	54.5	2.6
South Texas College	74.7	68.9	62.1	59.2	60.1	2.1
Southwest Texas Junior College	60.6	51.6	55.8	49.6	51.0	0.1
St Philip's College	77.5	68.0	59.4	52.4	57.8	-2.1
Tarrant County College District	73.7	67.7	68.5	62.0	66.4	2.0
Temple College	58.9	51.5	51.2	55.5	54.7	-0.4
Texarkana College	63.7	56.4	50.2	34.6	55.7	2.6
Texas Southmost College	–	–	–	50.5	50.5	-8.9
Texas State Technical College	–	53.3	–	47.8	48.1	16.0
Trinity Valley Community College	–	–	–	57.1	57.1	2.5
Tyler Junior College	54.6	–	–	–	54.6	2.8
Vernon College	–	–	–	49.9	49.9	3.4
Victoria College	68.4	55.4	53.2	55.4	59.5	1.2
Weatherford College	–	–	–	56.3	56.3	0.0
Western Texas College	–	90.6	67.4	43.5	53.4	-7.2
Wharton County Junior College	–	–	–	55.0	55.0	-0.2

BA+

Midwestern State University	94.5	78.4	62.9	47.7	73.2	1.0
Sul Ross State University	73.8	66.6	55.1	45.0	58.8	6.0
Texas A&M University-Central Texas	82.1	68.5	72.4	67.9	71.2	-1.6
Texas A&M University-San Antonio	105.5	80.6	76.5	55.0	71.7	5.8
The University of Texas MD Anderson Cancer Center	–	–	–	–	–	–
The University of Texas of the Permian Basin	150.0	76.7	63.6	51.5	63.0	-14.3
University of Houston-Downtown	99.2	78.6	78.9	53.7	75.0	4.3
University of Houston-Victoria	104.6	87.6	63.6	52.8	78.3	1.7

DOCTORAL

Angelo State University	86.3	76.1	68.0	54.4	69.6	4.3
Lamar University	104.4	80.8	73.9	53.9	75.4	3.8
Prairie View A & M University	105.4	84.2	67.3	56.1	71.1	-2.5
Sam Houston State University	101.7	83.3	69.7	41.0	71.8	3.2
Stephen F Austin State University	85.7	75.2	66.6	52.9	68.5	2.2
Tarleton State University	93.9	77.6	63.5	44.7	66.7	-0.3
Texas A & M International University	101.3	80.2	74.1	50.2	75.5	1.0
Texas A & M University-College Station	158.4	107.3	87.3	66.5	113.8	2.3
Texas A & M University-Commerce	93.8	77.4	66.5	60.3	74.4	-0.1

State/School				Inst./		
	Prof. (\$)	Assoc. (\$)	Asst. (\$)	Lect./No Rank (\$)	Avg. (\$)	% Chng. (%)
Texas A & M University-Corpus Christi	101.8	74.3	67.8	41.0	74.8	2.3
Texas A & M University-Kingsville	87.9	47.1	105.5	31.5	63.9	-10.8
Texas A&M University-Texarkana	90.2	73.0	68.5	59.9	72.6	-4.2
Texas Southern University	114.6	78.3	80.1	56.1	76.3	3.2
Texas State University	104.9	85.9	77.5	53.0	74.0	5.4
Texas Tech University	132.5	92.6	84.6	63.4	93.2	7.4
Texas Tech University Health Sciences Center	-	-	-	-	-	-
Texas Tech University Health Sciences Center-El Paso	-	-	-	-	-	-
Texas Woman's University	104.2	75.9	64.5	55.6	79.1	3.2
The University of Texas Health Science Center at Houston	-	-	-	-	-	-
The University of Texas Health Science Center at San Antonio	-	-	71.4	-	71.4	17.1
The University of Texas Medical Branch at Galveston	-	-	-	-	-	-
The University of Texas Rio Grande Valley	107.7	80.5	83.7	49.8	69.5	-0.4
The University of Texas at Arlington	137.1	98.3	88.6	55.5	85.6	2.9
The University of Texas at Austin	175.7	117.5	108.7	71.7	123.5	6.1
The University of Texas at Dallas	166.4	128.0	115.7	74.0	115.3	1.3
The University of Texas at El Paso	120.6	91.8	83.5	56.9	83.3	2.2
The University of Texas at San Antonio	131.3	90.2	79.7	44.7	85.4	4.7
The University of Texas at Tyler	101.2	84.0	72.0	61.1	76.8	2.6
University of Houston	158.3	106.3	95.6	73.4	113.8	2.4
University of Houston-Clear Lake	105.3	81.9	75.2	65.5	82.4	2.8
University of North Texas	123.2	90.5	80.3	64.1	89.8	1.6
University of North Texas at Dallas	94.3	85.1	85.2	58.6	73.6	-4.9
West Texas A & M University	88.9	74.7	70.2	53.2	69.8	2.5

UTAH

AA						
Dixie State University	86.8	69.5	61.9	50.2	66.3	1.2
Salt Lake Community College	77.3	61.5	55.3	47.6	60.8	1.9
Snow College	72.7	65.1	57.9	55.8	60.4	2.0
BA+						
Southern Utah University	88.7	72.9	58.6	56.8	66.5	2.9
Utah Valley University	93.3	77.6	70.4	60.3	74.7	2.7
DOCTORAL						
University of Utah	142.5	103.6	93.3	61.5	111.1	2.8
Utah State University	109.0	87.0	76.9	58.8	83.4	2.1
Weber State University	97.9	79.3	72.7	54.5	75.1	3.6

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

VERMONT

AA						
Vermont Technical College	73.3	64.2	53.2	-	64.1	10.7
BA+						
Castleton University	70.7	59.1	51.2	-	61.0	2.1
Northern Vermont University	70.2	61.6	50.6	-	61.9	1.7
DOCTORAL						
University of Vermont	127.6	98.0	82.0	65.5	96.1	3.8

VIRGINIA

AA						
Blue Ridge Community College	66.7	62.6	59.6	52.0	60.1	2.8
Central Virginia Community College	70.2	65.2	58.6	54.7	63.8	4.5
Dabney S Lancaster Community College	-	60.8	59.9	55.6	58.9	2.3
Danville Community College	67.3	61.8	56.2	55.3	59.7	2.9
Eastern Shore Community College	63.5	60.7	59.9	45.2	55.9	2.7
Germanna Community College	71.6	66.8	58.9	49.7	60.0	2.1
J Sargeant Reynolds Community College	69.0	67.3	59.8	57.6	64.5	2.9
John Tyler Community College	69.1	66.5	56.9	52.9	60.6	0.7
Lord Fairfax Community College	72.6	64.2	58.2	49.5	62.9	-0.4
Mountain Empire Community College	68.7	60.4	59.2	39.1	55.8	-3.1
New River Community College	71.0	65.7	62.3	57.3	65.7	-0.3
Northern Virginia Community College	88.7	78.6	69.8	65.2	77.4	6.9
Patrick Henry Community College	70.8	68.0	53.6	50.8	60.3	10.7
Paul D Camp Community College	-	64.5	57.9	52.1	58.6	5.6
Piedmont Virginia Community College	68.5	63.4	59.4	52.1	62.4	1.7
Rappahannock Community College	67.0	63.0	59.4	52.2	60.9	4.4
Richard Bland College	68.1	57.3	51.6	46.9	56.3	0.5
Southside Virginia Community College	70.3	66.1	59.1	54.3	63.6	2.4
Southwest Virginia Community College	65.4	59.3	55.6	47.6	54.6	-1.6
Thomas Nelson Community College	79.7	70.9	67.9	60.3	68.6	2.4
Tidewater Community College	72.9	66.3	60.1	54.5	63.5	2.5
Virginia Highlands Community College	70.9	64.3	57.7	50.5	60.1	5.1
Virginia Western Community College	71.3	62.4	62.4	55.7	62.7	2.8
Wytheville Community College	66.6	62.5	55.0	55.5	58.5	-1.2
BA						
The University of Virginia's College at Wise	86.2	71.4	66.8	59.2	71.2	1.5
Virginia Military Institute	106.3	79.2	67.0	57.2	87.3	8.1

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

BA+

Christopher Newport University	109.8	84.6	73.7	66.0	81.1	3.6
Longwood University	87.4	72.3	68.4	47.7	69.9	3.9
University of Mary Washington	87.5	74.5	62.4	66.8	75.6	1.7

DOCTORAL

George Mason University	141.8	99.0	83.8	68.9	103.5	5.2
James Madison University	98.9	81.5	76.0	61.3	82.3	5.7
Norfolk State University	97.3	75.3	66.4	63.1	76.9	2.8
Old Dominion University	123.7	88.4	79.9	59.0	85.0	5.0
Radford University	91.9	74.9	67.9	58.7	76.5	1.5
University of Virginia- Main Campus	185.1	125.3	96.0	56.5	133.1	3.1
Virginia Commonwealth University	138.4	93.7	73.2	57.0	86.1	6.5
Virginia Polytechnic Institute and State University	144.5	103.2	91.9	54.3	101.8	1.1
Virginia State University	95.2	78.6	68.4	50.1	72.1	4.8
William & Mary	138.8	102.6	76.4	62.2	103.5	2.8

WASHINGTON

AA

Bates Technical College	-	-	-	65.3	65.3	7.1
Bellevue College	90.3	80.0	72.5	67.2	80.2	8.3
Bellingham Technical College	-	-	-	79.2	79.2	15.3
Big Bend Community College	-	-	-	71.3	71.3	12.6
Cascadia College	-	-	-	72.0	72.0	9.5
Centralia College	-	-	-	63.8	63.8	-5.7
Clark College	-	-	-	65.8	65.8	0.0
Clover Park Technical College	-	-	-	58.2	58.2	2.6
Columbia Basin College	-	-	-	66.7	66.7	4.1
Edmonds Community College	-	-	-	69.0	69.0	1.1
Everett Community College	-	-	-	69.6	69.6	8.0
Grays Harbor College	-	-	66.6	-	66.6	4.2
Green River College	-	-	-	75.7	75.7	10.9
Highline College	-	-	-	71.0	71.0	-
Lake Washington Institute of Technology	-	-	-	60.0	60.0	2.5
Lower Columbia College	-	-	-	68.7	68.7	6.4
North Seattle College	-	-	-	71.3	71.3	-3.9
Northwest Indian College	-	-	-	43.4	43.4	2.4
Olympic College	-	-	-	69.3	69.3	6.4
Peninsula College	-	-	-	56.6	56.6	64.3
Pierce College-Fort Steilacoom	-	-	-	68.8	68.8	5.3
Pierce College-Puyallup	-	-	-	66.3	66.3	4.8
Renton Technical College	-	-	-	78.8	78.8	8.4
Seattle Central College	-	-	-	77.0	77.0	16.1
Shoreline Community College	-	-	-	75.7	75.7	13.3
Skagit Valley College	-	-	-	73.0	73.0	5.1

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

South Puget Sound Community College	-	-	-	63.8	63.8	2.2
South Seattle College	-	-	-	71.3	71.3	6.4
Spokane Community College	-	-	-	66.5	66.5	7.8
Spokane Falls Community College	-	-	-	63.1	63.1	5.6
Tacoma Community College	-	-	-	71.3	71.3	4.0
Walla Walla Community College	-	-	-	69.8	69.8	10.4
Wenatchee Valley College	-	-	-	64.2	64.2	-
Whatcom Community College	70.6	64.7	63.2	66.0	66.3	4.8
Yakima Valley College	-	-	-	66.6	66.6	3.2

BA+

Central Washington University	104.4	87.0	74.4	50.6	76.4	3.5
The Evergreen State College	-	-	-	81.8	81.8	5.7
University of Washington- Bothell Campus	131.5	114.0	100.7	78.9	100.8	3.0
Western Washington University	119.0	95.1	76.9	58.4	92.0	1.6

DOCTORAL

Eastern Washington University	106.5	84.5	75.0	59.7	82.0	2.4
University of Washington- Seattle Campus	153.5	117.6	109.4	76.0	122.6	2.1
University of Washington- Tacoma Campus	125.2	101.5	89.9	73.1	93.3	2.7
Washington State University	124.4	88.2	89.6	59.6	86.8	1.4

WEST VIRGINIA

AA

Blue Ridge Community and Technical College	-	79.8	45.4	51.1	53.0	-4.9
BridgeValley Community & Technical College	74.0	64.1	51.3	43.4	56.6	14.6
Carver Career Center	-	-	-	-	-	-
Eastern West Virginia Community and Technical College	-	44.6	50.2	-	46.5	16.0
Mountwest Community and Technical College	67.0	54.7	42.4	37.3	50.2	-0.0
New River Community and Technical College	102.3	59.2	49.6	48.4	59.4	20.3
Pierpont Community and Technical College	65.1	52.8	52.3	51.3	53.7	2.4
Potomac State College of West Virginia University	72.6	62.4	52.5	46.3	54.8	1.6
Southern West Virginia Community and Technical College	56.2	53.4	43.8	38.7	45.8	7.1
West Virginia Northern Community College	67.9	59.0	52.4	47.1	53.1	3.9
West Virginia University at Parkersburg	71.8	56.8	48.4	40.0	54.1	7.3

BA

Bluefield State College	72.7	67.6	55.7	41.4	61.4	5.9
Glenville State College	68.4	60.4	50.7	44.7	56.2	3.6

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

West Virginia University Institute of Technology	84.4	75.0	63.0	49.1	68.4	3.5
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BA+

Concord University	70.0	61.0	54.3	42.2	58.1	3.8
Fairmont State University	74.0	61.2	56.7	40.9	61.6	2.6
West Liberty University	74.2	67.9	58.6	46.5	62.4	3.4
West Virginia State University	70.4	61.0	42.5	38.5	53.8	-1.5

DOCTORAL

Marshall University	84.5	71.3	65.5	41.9	70.3	3.7
Shepherd University	77.5	66.1	61.7	46.3	64.9	-0.8
West Virginia University	118.0	87.1	74.7	56.8	88.6	2.8

WISCONSIN

AA

Blackhawk Technical College	-	-	-	74.8	74.8	-1.9
Chippewa Valley Technical College	-	-	-	70.1	70.1	-0.8
Fox Valley Technical College	-	-	-	82.9	82.9	1.8
Gateway Technical College	-	-	-	82.3	82.3	-1.1
Lac Courte Oreilles Ojibwe College	-	-	-	47.4	47.4	-4.5
Lakeshore Technical College	-	-	-	74.8	74.8	-0.5
Madison Area Technical College	-	-	-	96.1	96.1	0.1
Mid-State Technical College	-	-	-	74.7	74.7	1.7
Milwaukee Area Technical College	-	-	-	95.3	95.3	-0.3
Moraine Park Technical College	-	-	-	76.7	76.7	2.6
Nicolet Area Technical College	-	-	-	75.0	75.0	.
Northcentral Technical College	-	-	-	71.9	71.9	0.3
Northeast Wisconsin Technical College	-	-	-	82.1	82.1	1.1
Southwest Wisconsin Technical College	-	-	-	72.7	72.7	2.4
Waukesha County Technical College	-	-	-	83.8	83.8	2.7
Western Technical College	-	-	-	71.6	71.6	2.9
Wisconsin Indianhead Technical College	-	-	-	68.4	68.4	16.8

BA+

University of Wisconsin-Parkside	76.0	67.7	62.7	46.9	62.4	5.2
University of Wisconsin-Platteville	75.6	64.7	62.8	48.8	62.7	2.3
University of Wisconsin-River Falls	78.1	68.8	67.4	44.3	69.5	0.1
University of Wisconsin-Superior	69.0	58.6	60.4	46.5	58.8	0.3

DOCTORAL

University of Wisconsin-Eau Claire	81.7	69.9	69.7	47.7	70.2	2.1
University of Wisconsin-Green Bay	71.5	63.2	62.3	50.6	61.4	2.3
University of Wisconsin-La Crosse	82.9	68.6	68.2	47.8	65.9	2.9
University of Wisconsin-Madison	147.0	108.9	92.7	70.0	121.6	2.7
University of Wisconsin-Milwaukee	108.3	81.6	76.3	48.4	79.1	1.6
University of Wisconsin-Oshkosh	79.9	64.7	69.5	49.2	67.1	2.9

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

University of Wisconsin-Stevens Point	71.8	59.6	60.0	44.8	62.6	2.9
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University of Wisconsin-Stout	76.0	68.5	64.8	50.8	65.8	1.7
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University of Wisconsin-Whitewater	80.1	71.9	78.1	54.6	70.6	4.2
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WYOMING

AA

Casper College	-	-	-	64.4	64.4	1.8
Central Wyoming College	64.1	57.6	48.6	51.5	57.7	-2.3
Eastern Wyoming College	63.2	51.0	49.7	46.3	53.9	3.5
Laramie County Community College	-	-	-	62.1	62.1	8.1
Northern Wyoming Community College District	-	-	-	58.6	58.6	2.8
Northwest College	76.9	65.2	63.5	55.0	61.9	0.0
Western Wyoming Community College	62.8	72.5	53.8	49.5	58.5	-0.3

DOCTORAL

University of Wyoming	119.8	88.2	83.0	62.9	90.2	0.0
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