



COLLATERAL DAMAGE: EFFECTS OF THE PANDEMIC ON ACADEME, CONTINUED

In this 2023 NEA Special Salary issue, we take a post-pandemic look at faculty salaries in 2022. What we find, looking at federal data, is that U.S. faculty's purchasing power—that is the value of your salary,

considering inflation—is at historical lows. All the gains that were made incrementally since the Great Recession of 2008 have evaporated in pandemic-related inflation. This year's analysis also shows persistent gaps in pay for HBCU faculty and for women, in general, who typically work in the lowest paid ranks in the lowest-paid types of institutions. On the bright side, this issue's Special Salary issue also points to one possible solution. The data shows clearly that faculty represented by unions are paid more. In other words, the solution to low pay can be found in the power of your voices, raised together, in union.

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A Post-Pandemic Look at Faculty Salaries

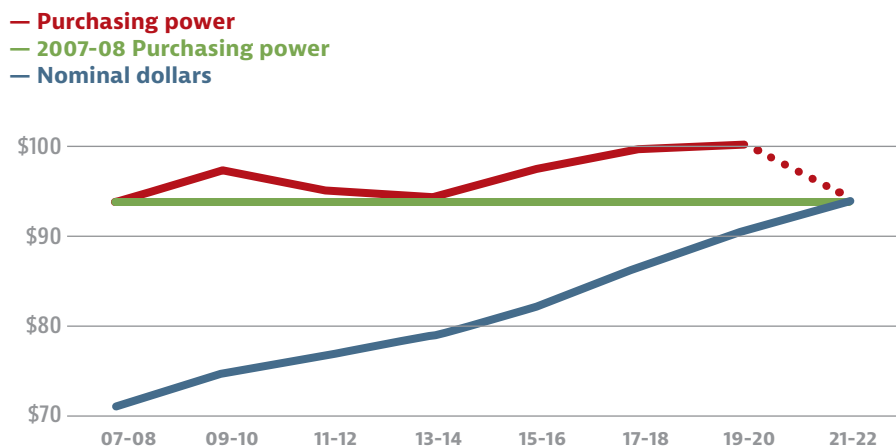
Regular readers of the NEA Higher Ed salary issue will recall that, at the time of last year's annual update on faculty salaries¹, some states were reporting increased spending on higher education that was near pre-pandemic spending levels, or even at historical highs. Other states were not feeling as flush—and, in those places, higher education budgets were falling. Regardless, last year's update showed increasing pay, for most faculty, between 2019-20 and 2020-21—in nominal or “real” dollars. But “real” dollars don't paint a complete picture of faculty's purchasing power, which can be obscured by rising costs. And indeed, given the high rate of inflation, faculty's purchasing power actually declined in 2021-2022.

Initially, in preparing this year's annual update on faculty salaries, we were cautiously optimistic about 2021-22 faculty salaries, because of funding increases in some states. However, as inflation rose, our optimism shattered. While we identified a “real” one-year increase in dollars paid to faculty of about 2 percent overall, we also found that exceptionally high inflation had caused a dramatic decline in faculty purchasing power. Specifically, purchasing power fell 5 percent in just the one year between 2020-21 and 2021-22 (Figure 1).

Prior to the pandemic, faculty purchasing power had been steadily increasing. Indeed, purchasing power grew from a pre-recession high of \$90,000 in 2007-08 to roughly \$100,000 in 2019-20. Then the pandemic hit. And, although faculty's real salaries continued to increase, inflation forced purchasing power back to the 2007-08 level.

We also have been watching trends in faculty employment: Just prior to the pandemic, the number of full-time faculty

Figure 1. Faculty experienced decreased purchasing power through the COVID pandemic, and 2021-22 purchasing power is less than the recent historical high point in 2007-08.



Source: ASA Research analysis of U.S. Department of Education, Integrated Postsecondary Education Data System, Faculty Salary Data, 2007-08 to 2021-22.

was holding steady, while the number of part-time faculty trended upward. With the onset of the pandemic, employment for both part- and full-time faculty tumbled, with part-time faculty hit hardest in 2020-21 (Figure 2). In the following academic year, 2021-22, part-time faculty employment began to recover—with the number of part-time faculty members increasing from about 568,000 to 580,000—but full-time

employment continued to fall, with about 6,000 fewer full-time faculty in 2021-22 than 2020-21. Over the pandemic years, 2019-20 to 2021-22, there was an overall 3 percent decline in full-time faculty positions in higher education. (This analysis reflects the status of faculty of record in November 2021.)

In 2021-22, state budgets were a mixed bag, with some restoring funding to pre-

pandemic levels or higher, and others cutting.ⁱⁱ

In report, we consider trends in faculty salary by rank, gender, and collective bargaining status in 2021-22. Analysis of further effects of the pandemic and economy on academe during 2022-2023 will be available in early 2024. The fact that real, or nominal, salaries continued to increase during ongoing financial flux across states suggests that, once the economy stabilizes, the financial future of faculty is promising.

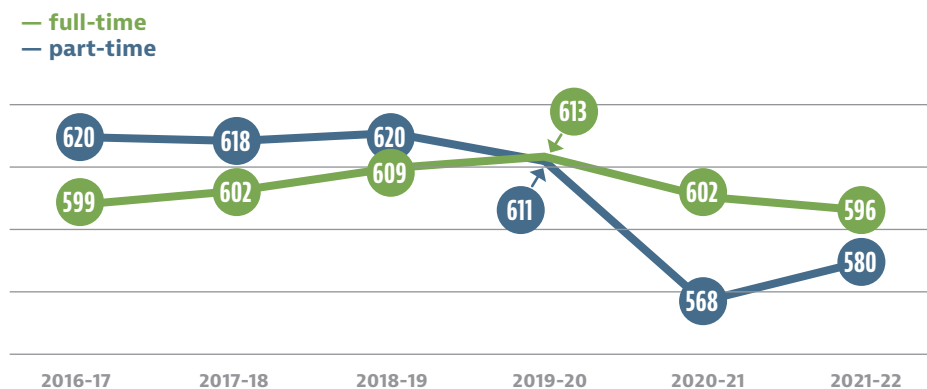
Faculty: Where They Teach and How They Distribute Across Ranks and Tenure

In 2021-22, 596,428 full-time faculty worked in the country’s public and private (non-profit) colleges and universities. This represents a 1 percent decline and a loss of over 5,000 full-time positions between 2020-21 and 2021-22, and it follows a 2 percent decline, over 10,000 positions, over the prior year. This decline in full-time faculty positions matches roughly with a concurrent 1 percent decline in student enrollment at public and private institutions between 2021 and 2022.ⁱⁱⁱ

Meanwhile, over the years, where faculty teach—that is the distribution by institution sector—has remained steady. In 2021-22, 7-in-10 faculty taught in public institutions, with over 4-in-10 in research universities and 2-in-10 in community colleges (Figure 3); 2-in-10 faculty teach in private research universities. The remaining 15 percent are spread across public and private 4-year liberal arts and comprehensive

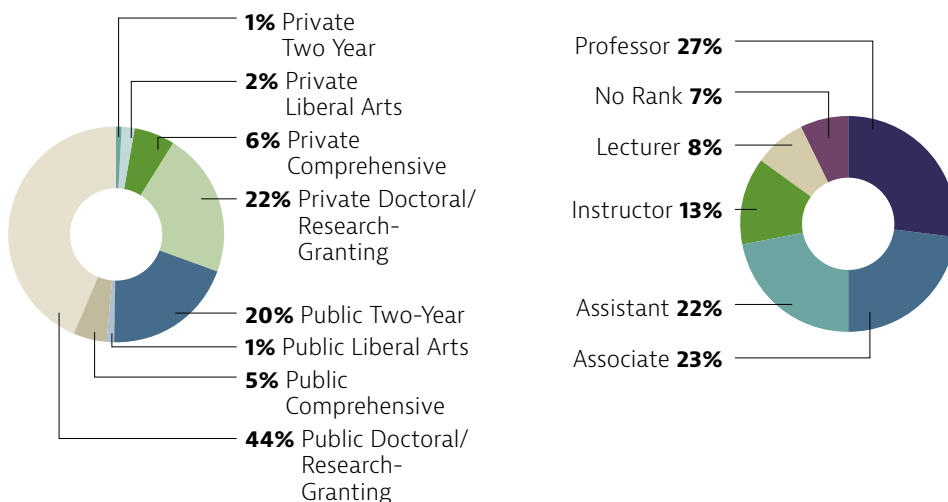
Figure 2. Previously holding steady or increasing, the number of both full-time and part-time faculty declined during the first full pandemic academic year, 2020-21. The number of full-time faculty continued to decline in 2021-22 while the number of part-time began to recover.

Number of full-time and part-time faculty, 2016-17 to 2021-22 (in thousands)



Source: ASA Research analysis of U.S. Department of Education, Integrated Postsecondary Education Data System, Fall Staff and Salary Data, 2016-17 to 2021-22.

Figure 3. 7-in-10 full-time faculty teach in public institutions, and more than 7-in-10 hold full, associate, or assistant professor positions--those most likely to have tenure or be on tenure track.



Source: ASA Research analysis of U.S. Department of Education, Integrated Postsecondary Education Data System, Faculty Salary Data, 2021-22.

institutions, as well as private 2-year institutions.

Additionally, our analysis of faculty rank shows that 72 percent of faculty are full,

associate, or assistant professors—those most likely to have tenure status or be on track for tenure. Specifically, 27 percent are full professors, while 22 and 23 percent are assistant and associate

professors. Nearly half of the remaining 28 percent of faculty (13 percent) are instructors, 8 percent are lecturers and 7 percent are faculty teaching with no rank.

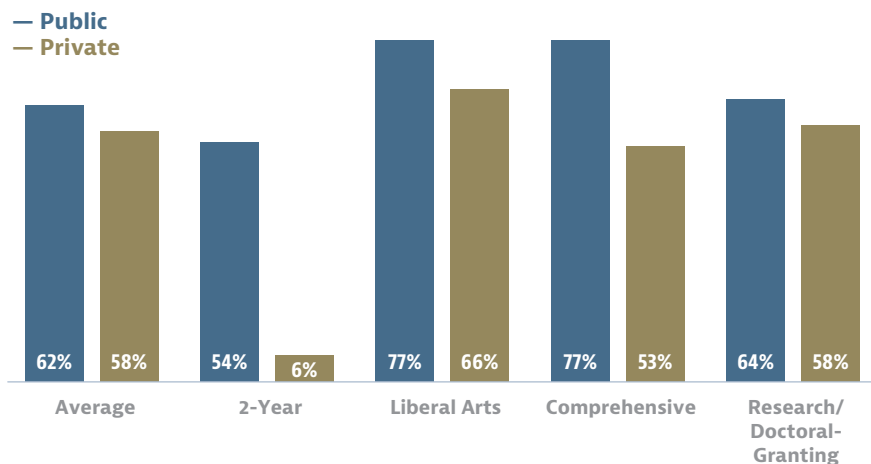
The vast majority of faculty (84 percent) teach with 9/10-month contracts; the remaining share works on 11/12-month contracts. This distribution also has remained consistent over time. Note that the distributions in Figure 3 include only full-time faculty. As noted, prior to the pandemic, similar numbers of part- and full-time faculty were employed, 611,000 and 613,000, respectively (Figure 2).

On average, 62 percent of faculty teaching in public institutions have tenure or are on tenure track (Figure 4). However, faculty in 4-year institutions are more likely to have tenure or be on-track compared with those in 2-year colleges, 64 to 77 percent and 54 percent, respectively. And, across all institution levels, faculty in public institutions are more likely to have tenure than those teaching in privates—a 6 to 14 percentage point difference in 4-year institutions. Note: the private 2-year sector comprises just 1 percent of institutions.

Non-tenured faculty work on multi-year, indefinite, annual, or less-than-annual contracts (Figure 5). Not only are they less likely to have the option for tenure, but the vast majority of untenured faculty in community colleges have annual or less-than-annual contracts compared with their colleagues at 4-year institutions, where many more hold multi-year or indefinite contracts. Eighty-

Figure 4. Faculty in 4-year and public institutions are more likely to have tenure than those in 2-year and private institutions.

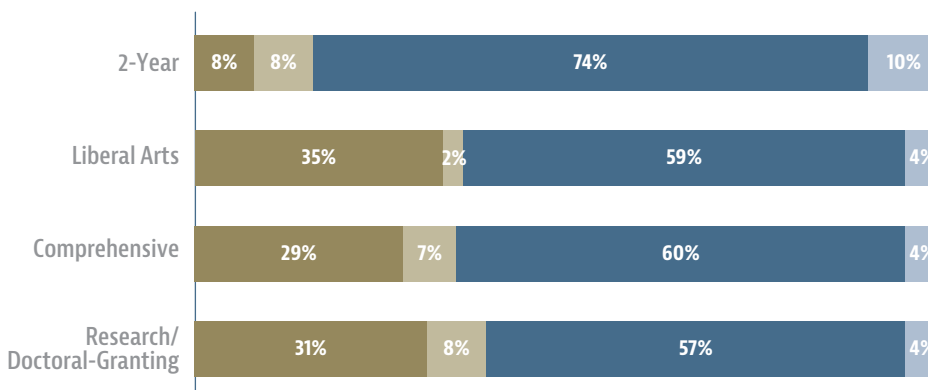
Percent of Public and Private Full-time Faculty with Tenure or On Tenure Track, 2021-22



Source: ASA Research analysis of U.S. Department of Education, Integrated Postsecondary Education Data System, Faculty Salary and Staff Data, 2021-22.

Figure 5. The vast majority of faculty teaching in 2-year colleges hold annual or less than annual contracts while faculty in 4-years are more likely to hold multi-year or even indefinite contracts.

Distribution of Contract Type, Non-tenured/Not on Track Faculty in Public Institutions, 2021-22



Source: ASA Research analysis of U.S. Department of Education, Integrated Postsecondary Education Data System, Faculty Salary and Staff Data, 2021-22.

four percent of untenured community college faculty are on annual or less than annual contracts compared with 61 to 64 percent of those in 4-year institutions.

Faculty Salaries, 2021-2022

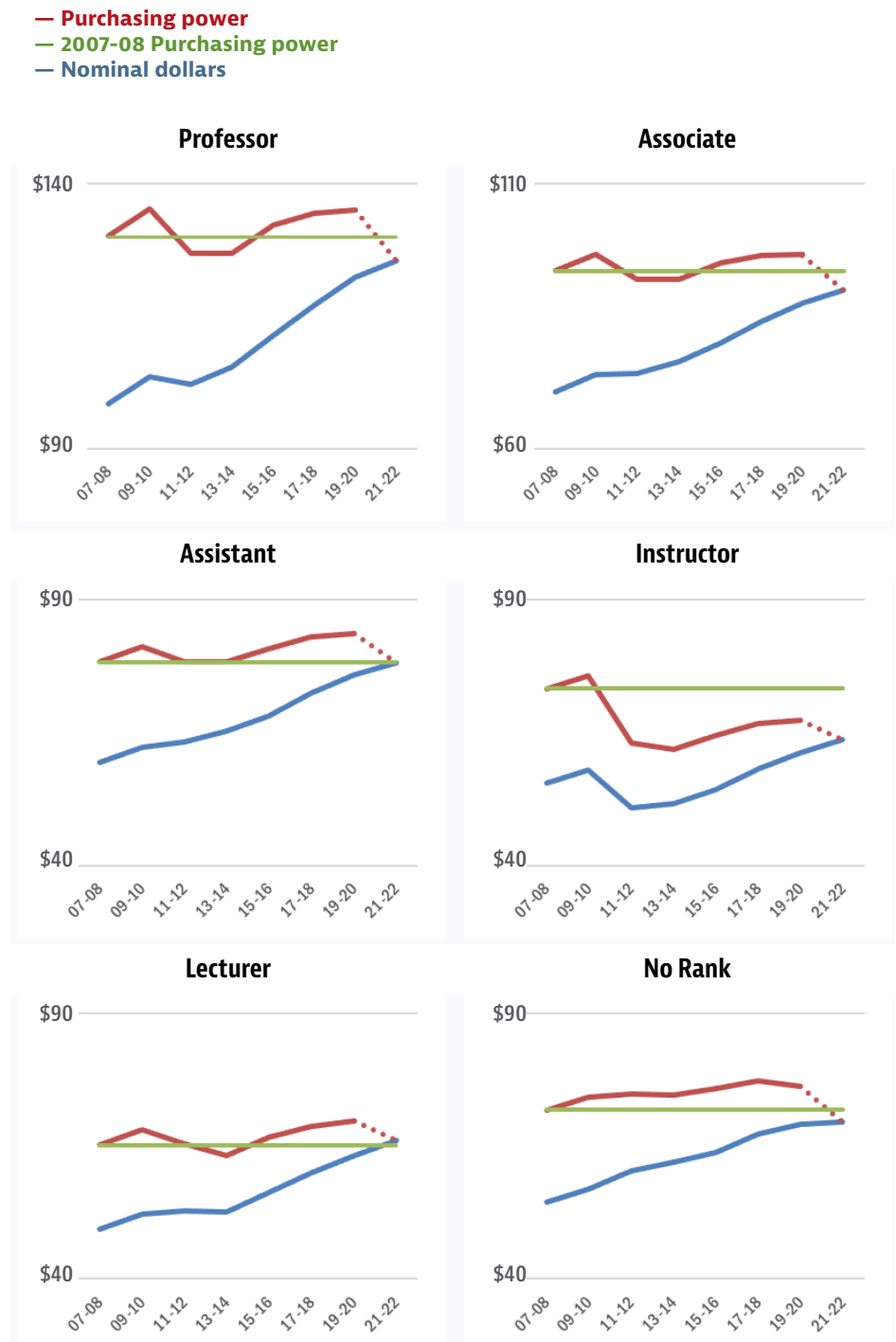
OVER THE PAST YEAR, FACULTY SALARIES INCREASED 2 PERCENT, BUT WITH 7 PERCENT INFLATION, PURCHASING POWER BUYS A SMALLER BASKET OF GOODS.

No one is a stranger to the story of high inflation over the past couple of years. The cost of food, services, clothing, entertainment, housing—virtually everything—has increased noticeably. Regardless of profession, nearly all Americans have been affected by the high inflation rate and have experienced a decrease in purchasing power, or inflation-adjusted earnings.

In 2021-22, the average salary for faculty on 9/10-month contracts was \$93,914, which was 2.1 percent higher, on average, than the 2020-21 average salary in nominal dollars. However, taking inflation into account, faculty purchasing power declined by 5 percent over the year, and faculty felt an overall effective loss of \$4,837.

A longer historical perspective reveals that for all faculty, regardless of rank, purchasing power is lower today than it has been in quite a while. After the historic lows of the 2008-09 Great Recession, faculty’s purchasing power had been recovering. For instance, for faculty with no rank, nominal salaries increased annually from 2007-08 through 2021-22, and the increases outpaced inflation, resulting in purchasing power continually above the 2007-08 level. Pandemic-related inflation has erased those gains. In 2021-22, inflation resulted in purchasing power eroding to a level slightly lower than the 2007-08 level (Figure 6). Assistant

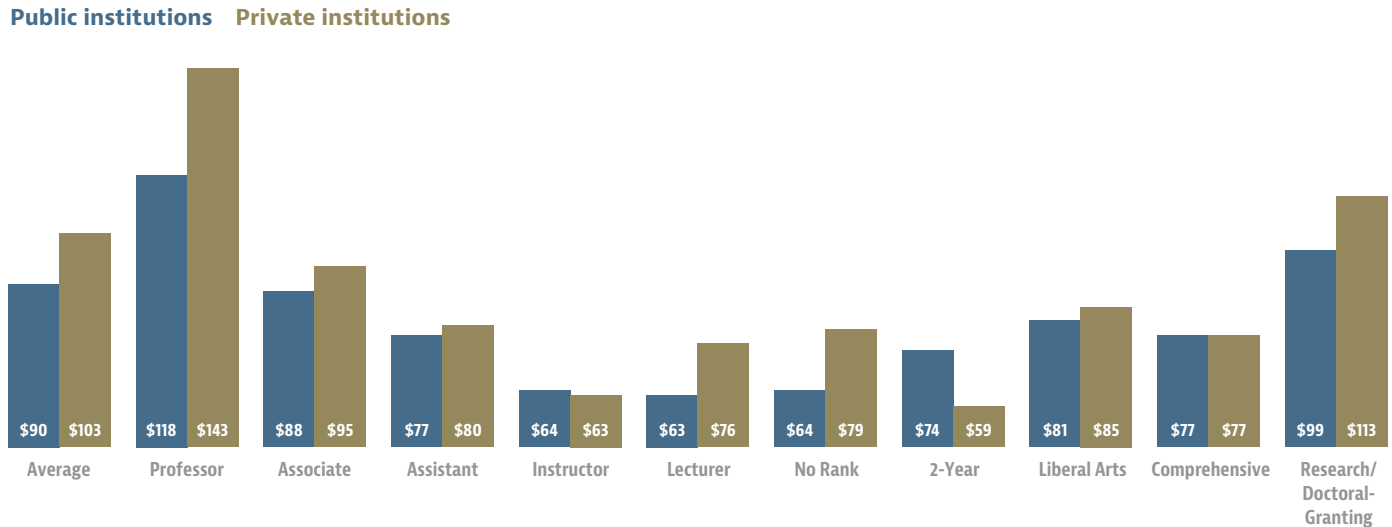
Figure 6. All ranks experienced decreased purchasing power through the COVID pandemic, and for some ranks, 2021-22 purchasing power is less than the recent historical high point in 2007-08.



Source: ASA Research analysis of U.S. Department of Education, Integrated Postsecondary Education Data System, Faculty Salary Data, 2007-08 to 2021-22.

Figure 7. Academic rank is correlated with salary, and faculty in private institutions generally earn higher salaries than faculty in public institutions.

Average salaries for faculty on 9/10-month contracts (in thousands), 2021-22



Source: ASA Research analysis of U.S. Department of Education, Integrated Postsecondary Education Data System, Faculty Salary Data, 2021-22.

professor and lecturer are the only faculty ranks whose 2021-22 purchasing power levels remained at or very near to the 2007-08 levels. Instructors' nominal salaries, or real dollars paid, tumbled during the years of the Great Recession and did not recover as quickly as salaries paid to other faculty. As a result, not only did instructor purchasing power decline in recent years, but it is also significantly lower than pre-recessionary levels.

Sector and Academic Rank. Salary correlates to academic rank: at public colleges and universities, associate professors historically earn about three-quarters of full professors' earnings, assistant professors about two-thirds, and instructors, lecturers, and faculty with no rank earn about one-half. In the private sector, due to the very high earnings of full professors, the ratios are a little smaller. These ratios held in 2021-22 with professors teaching in public institutions earning \$118,000; associates

earning \$88,000; assistants earning \$77,000; and instructors, lecturers, and faculty with no rank earning similar averages ranging from \$63,000 to \$64,000 (Figure 7).

The type of institution also makes a difference. Faculty teaching in community colleges earn about 75 cents to the dollar of faculty in public research universities. And, faculty in public liberal arts and comprehensive institutions earn 78 to 82 cents to the dollar earned by faculty in research universities.

On average, faculty teaching in private institutions earn more than those in public institutions, \$103,000 compared with \$90,000, on average, for a \$13,000 difference (or 14 percent) in 2021-22. A key exception is faculty in 2-year institutions, where community college faculty earn about \$15,000 more than their private institution counterparts; however, the private 2-year sector

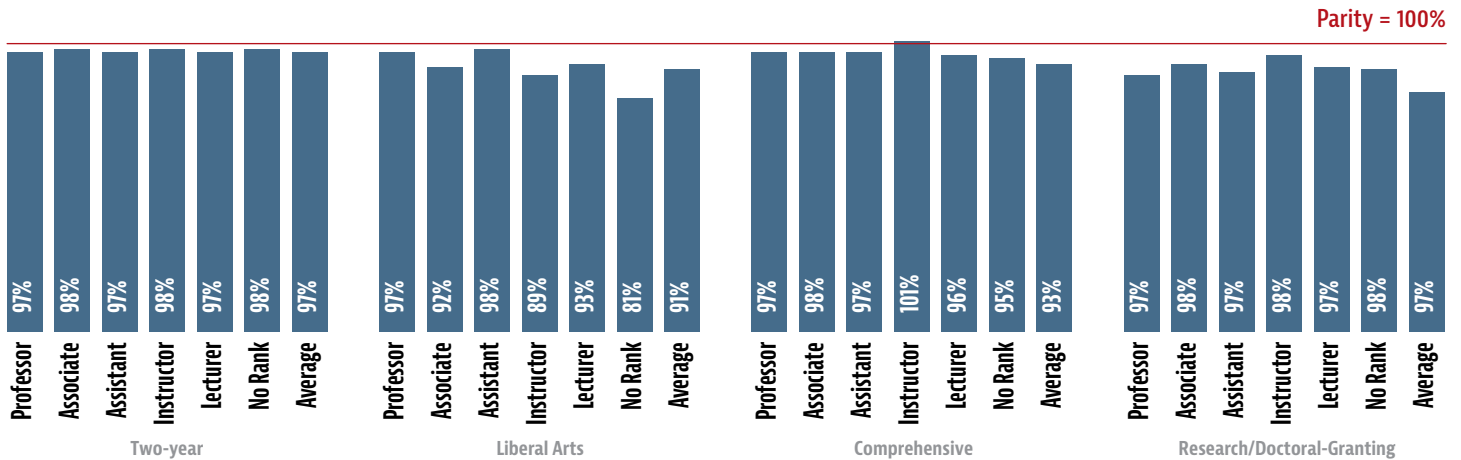
comprises just 1 percent of faculty. Diving into specific ranks, professors at private institutions earn about \$28,000 more than those in public institutions, for a 22 percent difference. Meanwhile, faculty with no rank in private institutions also have a 25 percent advantage over those in public. By institution type, faculty in research universities at private institutions earn \$14,000, or 14 percent, more than those in public universities.

The Gender Wage Gap Persists.

Nationally, women earned 83 cents to a man's dollar earned in 2021.^{iv} This differential is marginally improved in academe, where, on average, women teaching in public institutions earned 85 cents to a man's dollar. But again, institutional type and faculty rank make a difference. Earnings parity almost exists in community colleges, where women earn 97 to 98 percent of what men earn, but notably, community

Figure 8. Women earn cents to men’s dollar. The gender wage gap is smallest in lowest paid community colleges and largest in highest paid research universities, especially at the highest paid professorial rank.

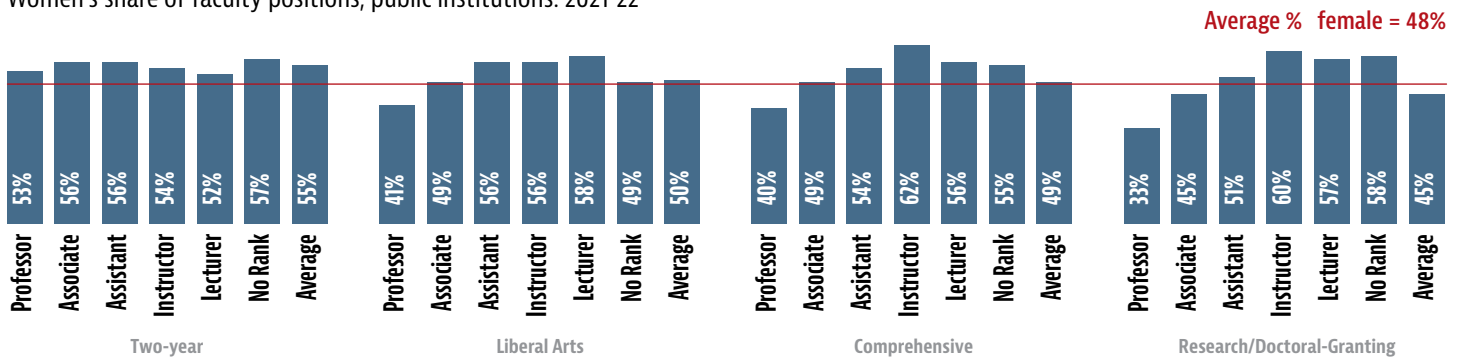
Women’s salaries as a percent of men’s, public institutions: 2021-22



Source: ASA Research analysis of U.S. Department of Education, Integrated Postsecondary Education Data System, Faculty Salary Data, 2021-22.

Figure 9. Women comprise large shares of community college faculty positions and small shares of the highest paid faculty ranks at research universities.

Women’s share of faculty positions, public institutions: 2021-22



Source: ASA Research analysis of U.S. Department of Education, Integrated Postsecondary Education Data System, Faculty Salary Data, 2021-22.

colleges have the lowest-paid faculty among public institutions (Figure 8). At the highest-paid research universities, female professors earn 89 percent of men’s earnings, and 83 percent over all ranks.

The fact is that women are more likely to teach in lower-paid institutions and hold positions in lower-paid ranks. While

women comprise 48 percent of all faculty, they are over-represented in all ranks of community colleges, where they are 52 to 57 percent of faculty (Figure 9). Conversely, women are under-represented in the highest-paid ranks in the highest-paid public institutions; they are only 33 and 45 percent of professors and associate professors. In fact, across all types of 4-year institutions, women

are under-represented in the highest-paid professorial ranks.

What’s Happening Within States? Regional, state, and local economies and politics have an intrinsic bearing on salaries, as do institutional enrollments, types of programs offered, faculty’s rights to collective bargaining, and a multitude of additional factors.

Table 1. Average salaries and change in salaries for faculty on 9/10-month contracts, by state and sector, 2021-22¹

State	Average 2021-22 Salary and Rank Within Sector						Percent Change in Salaries: 2020-21 to 2021-22		
	Public 4-year		Public 2-year		Independent		Public 4-year	Public 2-year	Independent
Average	\$96,414		\$74,173		\$103,033		2%	2%	2%
California	\$121,071	1	\$105,759	1	\$122,200	4	1%	4%	2%
New Jersey	\$121,056	2	\$80,528	9	\$128,785	2	2%	1%	4%
Delaware	\$116,394	3	\$74,977	13	\$79,190	27	1%	3%	3%
Hawaii	\$110,204	4	\$80,791	8	\$77,016	31	3%	1%	1%
Connecticut	\$109,530	5	\$85,602	4	\$125,745	3	-1%	-2%	4%
Michigan	\$104,706	6	\$85,773	3	\$73,297	36	2%	0%	1%
Washington	\$103,101	7	\$75,636	12	\$83,724	24	3%	4%	1%
Massachusetts	\$102,048	8	\$68,324	21	\$129,866	1	0%	-1%	3%
Pennsylvania	\$101,519	9	\$73,046	16	\$101,919	11	2%	3%	1%
Virginia	\$101,425	10	\$69,697	20	\$78,923	28	5%	4%	0%
Iowa	\$101,207	11	\$64,642	25	\$70,153	37	2%	2%	4%
New York	\$100,189	12	\$86,601	2	\$115,817	8	4%	4%	2%
Florida	\$100,126	13	\$62,576	30	\$89,836	21	2%	3%	3%
Maryland	\$99,713	14	\$79,011	10	\$109,971	9	3%	2%	4%
Arizona	\$99,098	15	\$76,990	11	\$74,152	34	5%	3%	1%
Rhode Island	\$98,997	16	\$67,666	22	\$120,968	5	5%	3%	0%
Illinois	\$97,392	17	\$83,029	6	\$108,030	10	2%	1%	1%
Ohio	\$96,972	18	\$70,510	19	\$78,510	29	2%	2%	2%
Minnesota	\$96,553	19	\$73,985	15	\$81,605	26	1%	-1%	2%
New Hampshire	\$95,237	20	\$71,017	18	\$117,018	7	-1%	0%	1%
Texas	\$94,781	21	\$64,719	24	\$99,838	12	3%	4%	2%
Utah	\$94,364	22	\$72,844	17	\$91,018	19	4%	3%	2%
Nevada	\$94,143	23	\$74,759	14	\$48,686	50	-1%	0%	-25%
Oregon	\$93,307	24	\$81,428	7	\$82,250	25	1%	3%	4%
Indiana	\$93,107	25	\$53,133	42	\$89,881	20	1%	2%	3%
Colorado	\$92,181	26	\$62,819	28	\$95,660	14	4%	0%	0%
Nebraska	\$89,770	27	\$64,133	26	\$73,394	35	3%	0%	4%
Wyoming	\$89,741	28	\$58,120	36	--	--	0%	-4%	--
Wisconsin	\$89,651	29	\$84,623	5	\$75,021	33	2%	2%	1%
Vermont	\$88,273	30	\$64,738	23	\$89,278	22	-1%	-2%	2%
South Carolina	\$87,379	31	\$52,370	45	\$63,300	40	3%	4%	2%
District of Columbia	\$87,026	32	--	--	\$119,460	6	-1%	--	3%
North Carolina	\$87,011	33	\$52,811	43	\$97,151	13	-1%	2%	2%
Alabama	\$86,762	34	\$62,997	27	\$65,650	39	3%	3%	1%
Tennessee	\$85,032	35	\$57,312	37	\$91,798	18	3%	3%	-1%
Georgia	\$84,655	36	\$53,647	41	\$87,885	23	1%	1%	1%
Maine	\$84,209	37	\$59,606	32	\$92,618	17	1%	-3%	3%
Alaska	\$84,063	38	--	--	\$60,098	44	0%	--	-1%
Kansas	\$83,153	39	\$59,201	34	\$56,635	46	1%	2%	1%
Missouri	\$80,980	40	\$62,692	29	\$94,941	15	3%	3%	4%
New Mexico	\$80,444	41	\$56,200	38	\$77,470	30	2%	1%	-4%
North Dakota	\$80,213	42	\$59,273	33	\$56,298	47	1%	3%	-3%
Montana	\$79,719	43	\$54,160	39	\$55,592	48	2%	6%	-1%
Oklahoma	\$79,342	44	\$54,103	40	\$75,198	32	1%	1%	1%
Idaho	\$78,392	45	\$58,203	35	\$66,561	38	3%	3%	4%
Kentucky	\$77,923	46	\$51,451	47	\$62,849	41	1%	0%	0%
West Virginia	\$76,407	47	\$52,721	44	\$53,612	49	1%	0%	0%
South Dakota	\$75,541	48	\$60,103	31	\$57,321	45	3%	2%	-1%
Arkansas	\$74,163	49	\$51,204	48	\$61,846	43	-3%	2%	2%
Louisiana	\$73,995	50	\$50,278	49	\$92,788	16	3%	4%	1%
Mississippi	\$73,096	51	\$52,335	46	\$61,960	42	3%	0%	0%

Further, the pandemic and current high inflation put pressure on state and institutional revenues, politics, and budgets. So, are there notable related, state-level trends in faculty salaries?

In the public 4-year sector, the traditional top-five states persisted in 2021-22: California, New Jersey, Delaware, Hawaii, and Connecticut (Table 1).

California, the perennial leader among public 4-years, had an average salary of \$121,071; just \$15 behind it was New Jersey at \$121,056. Moving from 4th to 5th place, Connecticut's average salary decreased slightly from 2020-21, by 1 percent, to \$109,530 in 2021-22. Two years ago, in 2020-21, eight additional states paid over \$100,000. In 2021-22, that number fell to five: Pennsylvania, Virginia, Iowa, New York, and Florida. We also see the same states at the bottom: Louisiana and Mississippi; however, the cost of living in these two states is significantly less compared with other states. And, notably, faculty salaries increased by 3 percent in both states over the past year, more than the 2 percent increase for the sector.

¹--Not applicable

Ranked by salary in public 4-year institutions

Salary data based on 100.0 percent of public 2-year and 4-year, and private institutions in the NEA universe; change in salary based 100% of public 2-year and 4-year institutions, 98% of private institutions.

Source: ASA Research analysis of U.S. Department of Education, Integrated Postsecondary Education Data System, Faculty Salary Data, 2021-22.

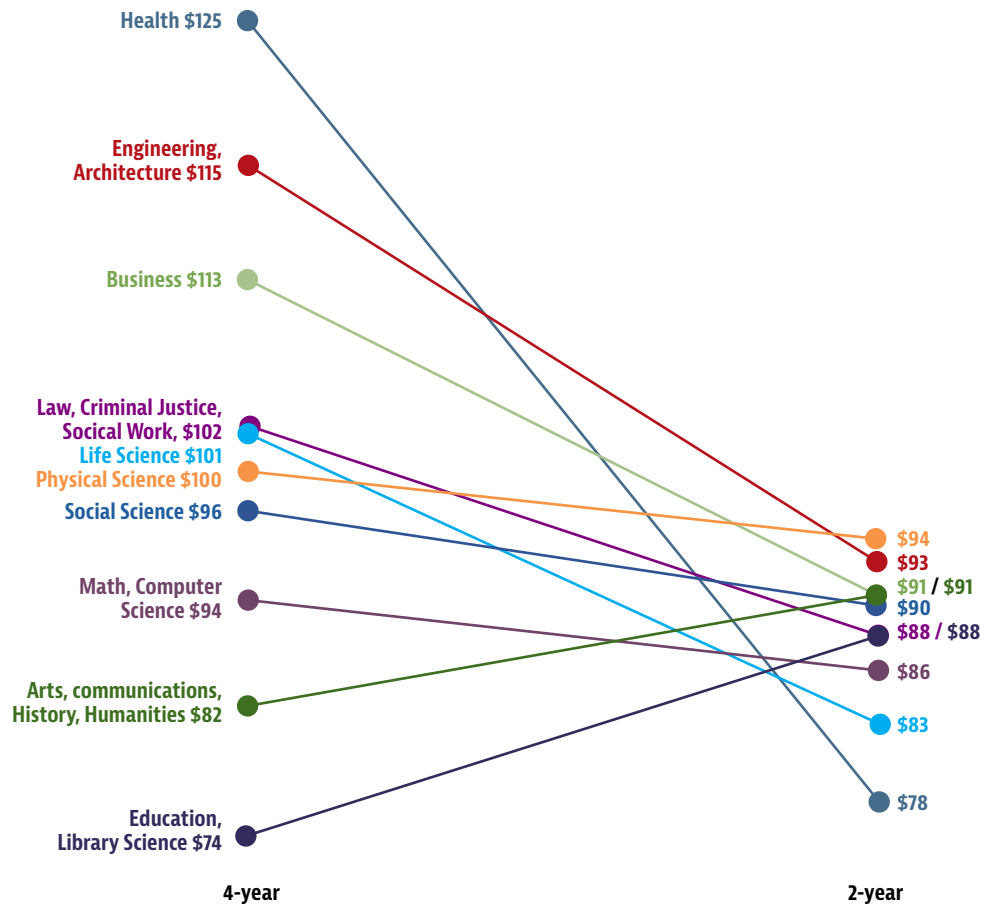
For the second year, California is the only state where community college faculty earned over \$100,000 (\$105,759) in 2021-22. New York was a distant second with an average salary of \$86,601—nearly \$20,000 less than California. Notably, the average salary for New York’s community college faculty increased 4 percent in 2021-22, following a 3 percent increase in the prior year, which, cumulatively, moved New York to second place, up from 7th in the nation two years ago. Meanwhile, Connecticut’s community college salaries, which ranked 2nd last year, declined to fourth. Eight states pay community college faculty between \$80,000 and \$90,000, on average: New York, Michigan, Connecticut, Wisconsin, Illinois, Oregon, Hawaii, and New Jersey. Arkansas and Louisiana have the lowest average salaries for community college faculty.

Massachusetts remains the perennial leader in private institutions’ average faculty salaries: \$129,866 in 2021-22. New Jersey follows closely with an average of \$128,785. Five states—Massachusetts, New Jersey, Connecticut, California and Rhode Island – pay private institution faculty more than \$120,000, on average. Interestingly, the District of Columbia’s average faculty salary (\$119,460) ranked sixth, while its public 4-year salaries ranked 32nd.

States vary in the difference paid to faculty in 2- and 4-year public institutions. Across states, the average difference between 2- and 4-year faculty salaries was \$25,421 in 2021-22. Delaware and New Jersey had the largest difference, \$41,417 and \$40,528 respectively. Likewise, although salaries may be disparate, some states’ rank are

Figure 10. By discipline, salaries in 4-year institutions range about \$50,000 while the range is smaller in 2-year institutions, \$16,000. Health has the highest paid faculty in 4-year, but the lowest in 2-year institutions. The lowest paid 4-year disciplines, education and arts/humanities, are mid-range in 2-year institutions.

Faculty salaries by discipline, 2- and 4-year institutions, May 2021 (in thousands)



Source: ASA Research analysis of U.S. Bureau of Labor Statistics, Occupational Employment and Wage Statistics, May 2021 National Industry-Specific Occupational Employment and Wage Estimates.

similar across sectors; for example, California’s average faculty salary ranked 1st in both 2- and 4-year public institutions in 2021-2022, but the dollar difference was over \$15,000. Conversely, some states’ had very different ranks, even when salaries were relatively similar. In Wisconsin, for example, the difference in salaries between 2- and 4-years is only \$5,028, but the state ranked 5th among 2-years and 29th

among 4-years. Wisconsin is the only state with a 2- and 4-year differential under \$10,000.

In large part, average state salaries at public 2- and 4-year institutions changed slightly (between 1 and 3 percent) or not at all in 2021-22. In public 4-year institutions, only six states saw salary increases of at least 4 or 5 percent; in 2-year colleges, seven states did.

However, even these larger increases did not keep pace with inflation.

Differences by Discipline. What is taught and where it is taught matter.

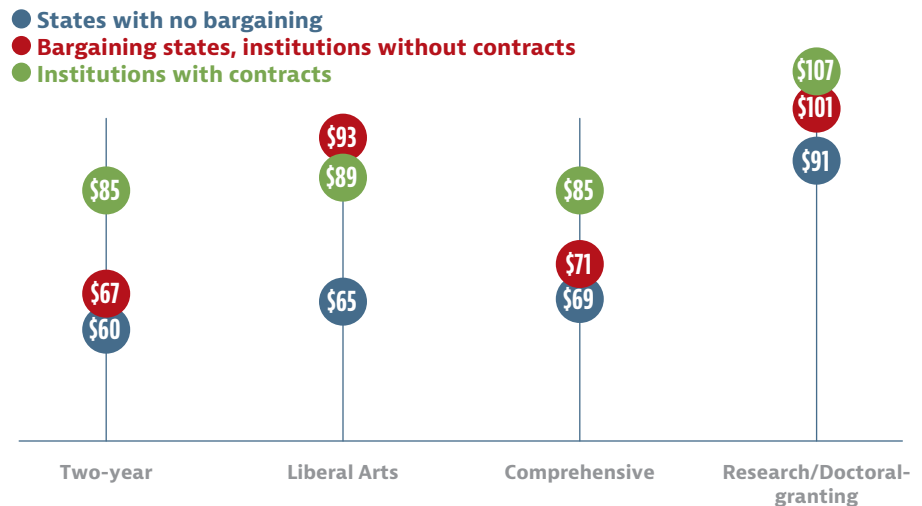
Faculty teaching in health fields at 4-year institutions have the highest earnings, averaging about \$125,000; however, at 2-year institutions, health faculty are the lowest paid, at about \$78,000 (Figure 10). On the other hand, education and library science faculty are the lowest paid in 4-year institutions, but at an average of \$76,000, fall near the mid-range at 2-year colleges. Physical science faculty are among the highest paid at 2-year colleges, earning \$94,000; but at 4-year institutions, where they earn about \$96,000, they are mid-range.

Engineering/architecture and business faculty’s average salaries are similarly ranked 2nd and 3rd in both 2- and 4-year institutions, although the salaries are much higher in 4-year institutions. Only arts, communications, history, humanities, and education and library science faculty earn, on average, more in 2-year colleges than they do in 4-year colleges.

Interestingly, the range in salaries by discipline is much larger in 4-year institutions than 2-year colleges. From a high of \$125,000 for health faculty to a low of \$76,000 for education and library science faculty, the range in salaries at 4-years is \$49,000. At 2-years, the range is only \$16,000—from a high of \$94,000 for physical science faculty to a low of \$78,000 for health faculty.

The Union Advantage. Research has shown that unions benefit not only union members but also their families, non-union workers, and the economy at

Figure 11. The presence of faculty contracts is correlated with higher salaries. Salaries for faculty in public institutions by bargaining status (in thousands), 2021-22



Source: ASA Research analysis of U.S. Department of Education, Integrated Postsecondary Education Data System, Faculty Salary Data, 2021-22.

large. Union members enjoy higher wages as well as enhanced benefits including health insurance, paid time off, and pensions.^v Further, the U.S. Department of Labor reports that when union density increases, so do wages for union and non-union workers alike. Unions negotiate for—and pay scales are transparent to—all workers, which helps to close pay equity gaps.^{vi} The presence of unions has also been linked to safer working conditions, increased government revenue (as opposed to high government spending), improved well-being and peace of mind, and increased community engagement.^{vii} And, markedly, unions played a vital role in supporting workers through the pandemic by ensuring access to protective equipment and paid medical leave or time off, and by negotiating working conditions and potential furloughs.^{viii}

Additionally, the presence of faculty contracts in colleges and universities is

associated with higher salaries. Figure 11 illustrates the faculty salaries for (1) institutions with faculty contracts, (2) institutions in the same states but without faculty contracts, and (3) institutions in states where no faculty contracts exist in colleges and universities. As a general rule, faculty in institutions with contracts earn more—and the difference is considerable in some cases. For example, community college faculty with the presence of contracts earn, on average, \$19,000 more than their colleagues without contracts. At comprehensive institutions, the earnings advantage is \$14,000; at research universities, it’s \$6,000.

Notably, salaries in states with no collective bargaining are the lowest across institution types. This finding aligns with the notion that the presence of unions, regardless of membership, increases benefits for non-members. However, additional factors may be considered: for example, these are

largely southern states with lower cost of living. As such, salaries for institutions with contracts and those in the same states, but without contracts, are the most comparable with one another.

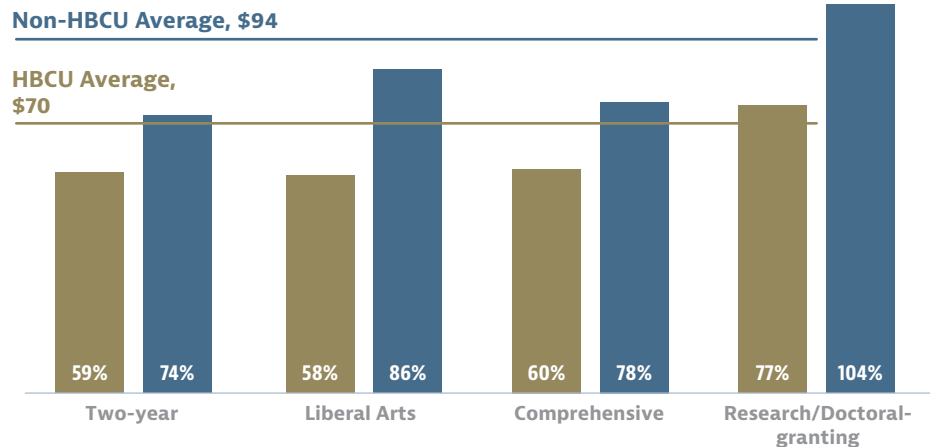
The HBCU Disadvantage. There are just over 100 Historically Black Colleges and Universities (HBCUs) in the U.S. These institutions provide higher education via a campus climate that fosters success, and where students of color feel comfortable, supported, and safe.^{ix} Although HBCUs accelerate social mobility for underserved students, they are doing so with fewer resources, and their faculty are being paid less than faculty at comparable institutions. On average, HBCU faculty are paid \$70,488, compared to \$94,391 for faculty at non-HBCUs; this represents 75 cents to the dollar of other faculty’s earnings (Figure 12).

The difference holds across institutional types. At community colleges, HBCU faculty are paid about \$59,000—or about 79 percent of non-HBCU faculty, who are paid \$74,000, on average. In research universities, HBCU faculty earn 74 percent of non-HBCU faculty earnings.

Land-grant HBCUs ≠ Land-grant non-HBCUs. Faculty teaching in the HBCU land-grant institutions earn cents to the dollar of those teaching in non-HBCU land-grants. Even when taking different economies into account, in some states HBCU faculty earn about half of those teaching in non-HBCU land-grants. For example, HBCU faculty teaching in Missouri and Ohio earn 51 cents to the dollar of their non-HBCU colleagues (Figure 13; Lincoln University and University of Missouri, and Central State University and Ohio State

Figure 12. HBCU Faculty earn 75 cents to the dollar of non-HBCU faculty, and the difference is larger in some sectors.

Average salaries for faculty on 9/10-month contracts by HBCU designation, 2021-22 (in thousands)



Source: ASA Research analysis of U.S. Department of Education, Integrated Postsecondary Education Data System, Faculty Salary Data, 2021-22.

The student environment fit is very important for student success. The majority of HBCU enrollments are low-income, first-generation students. HBCUs are referred to as “best value” institutions of higher education and provide quality education at 30 percent lower cost than comparable institutions.¹ HBCUs represent only three percent of higher education institutions but they enroll 10 percent of higher education’s African American students, produce 15 percent of the African American bachelor’s degree recipients, and 19 percent of black STEM degree recipients.^{2,3} HBCUs are persistently underfunded and have lower revenue streams from tuition and fees, state and federal funding sources, and smaller endowments.⁴

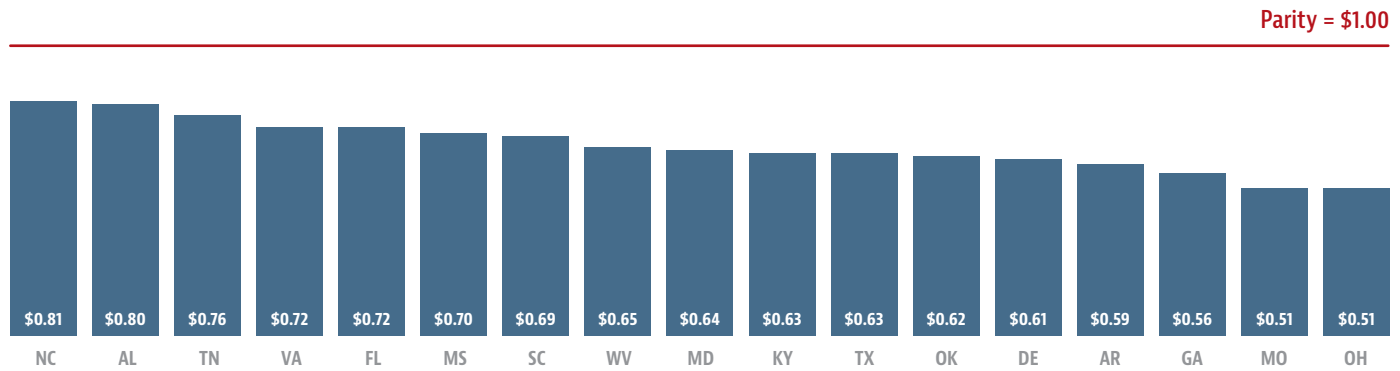
University are the 1890 and 1862 land-grant universities, respectively). The salary gap is the smallest in North Carolina where faculty teaching at N.C. Agricultural and Technical (A&T) State University (an 1890 HBCU land-grant university) earn 81 cents for every dollar earned by faculty at the University of North Carolina (the 1862 land-grant).

Graduate Assistant Earnings.

Graduate assistants typically earn a stipend for teaching, conducting research, or working in labs. Although not universal, some may also receive tuition waivers. The average stipend paid to graduate assistants in 2021-22 was \$19,078 (Figure 14), assuming the assistant is employed at half-time.

Figure 13. Land-grant HBCU faculty earn cents to the dollar of non-HBCU land-grant faculty. Ohio and Missouri display the largest earnings discrepancies; North Carolina and Alabama have the smallest.

Average salaries for HBCU faculty on 9/10-month contracts compared with non-HBCU, public land grant institutions, 2021-22



Source: ASA Research analysis of U.S. Department of Education, Integrated Postsecondary Education Data System, Faculty Salary Data, 2021-22.

Research assistants, on average, receive the highest stipend, \$20,300, while teaching assistants and graduate associates earn about \$2,000 to \$2,500 less. On average, stipends are similar in size to those paid last year, so graduate assistants' earnings are not keeping pace with inflation.

By discipline, the average stipend range is small, between \$13,000 and \$22,000, with the majority around \$18,000 to \$21,000 (Figure 15). The highest stipend (\$96,000) was paid to engineering graduate assistants in 2021-22, followed by education (\$72,000). These “high” stipends appear to be outliers, as the overall discipline average stipend was similar across disciplines.

What are We Looking Forward To?

Forecasts report that, across the U.S. in a variety of industries, businesses predict spending 4.3 percent of their payroll on salary increases in 2023^x and increasing salaries around 4.6 percent^{xi}—the largest in over 20 years. A survey conducted in

Legislation in 1862 – the First Morrill Act – gave land to states with the aim to provide more Americans with broad access to education, in disciplines of need at the time, such as agriculture and mechanical arts. States could either sell this land to fund the creation of a new public postsecondary institution or use this land to expand an existing institution. However, many African Americans were denied admission to these 1862 land-grant universities. The Second Morrill Act of 1890, shortly after the Civil War, required states to create additional land-grant institutions for African Americans, or provide evidence that race was not an admission criterion for their existing land grant institution. Today, every state plus the District of Columbia has an 1862 land grant institution—typically the state’s large flagship university. And 19 of the 107 HBCU institutions, mostly in southeastern states, are 1890 land-grant HBCUs. Although the 1890 land-grant institutions were created to provide equal opportunity, funding requirements and streams differ between the 1862 and 1890 land-grant institutions, and often, the 1890 land-grant institutions are under-funded.

the last quarter of 2022 shows employers are having difficulty attracting and retaining workers and they cite this difficulty, along with inflationary pressures, as the reasons for the salary

bump.^{xii} Federal workers are to receive a 4.6 percent salary increase in 2023 as well.^{xiii} However, a cautionary note: employers need to fund these pay raises and cited a variety of methods for doing

so, including raising prices, eliminating staff benefits, and staff restructuring and layoffs.^{xiv} Additionally, if inflation continues at its current pace, these salary increases would not necessarily keep up with the rising costs of food, clothing, transportation, etc. However, economists forecast a rapid slowdown of inflation beginning early in 2023, and a more manageable 2.9 percent rate of inflation for the year^{xv}. If this occurs, anticipated salary increases will outpace inflation.

The question is—what will happen with faculty salaries in 2023? Will institutions grant the same salary increases predicted in other industries? If so, will the increases come in tandem with layoffs, restructuring, or a reduction in benefits? And, of course, inflation plays a big part in this: Will the current high rate of inflation continue and further erode the purchasing power of any salary increases, or will it slow down to allow faculty earnings to catch up?

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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 2021-22, NCES collected data from 3,861 degree-granting colleges and universities as part of the annual IPEDS data collection for higher education institutions. This analysis excluded 902 seminaries, religious training institutions, and for-profit colleges, leaving 2,959 institutions. At the time of analysis, these data include the provisional release of the IPEDS data and results may differ from data reported by NCES in the future.

This report also includes U.S. Bureau of Labor Statistics wage estimates for faculty teaching in 2- and 4-year institutions by discipline in May 2021. Wage estimates are computed with data collected from a statistical sample of institutions of all sizes, in every state and the District of Columbia.

An analysis of the Oklahoma State University's Graduate Assistant Stipend Survey data for 2021-22 is also included; this survey includes 48 land-grant institutions and 68,956 graduate assistants.

2023 Salary Review

2021-22 Faculty Salary Report

The 2021-22 institutional faculty salary report provides salary and compensation information for the 1,565 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 2021-22. 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 2020-21 and 2021-22. All dollar amounts are reported in thousands.

State/School				Inst./ Lect./ No Rank (\$)	Avg. (\$)	% Chng. (%)
	Prof. (\$)	Assoc. (\$)	Asst. (\$)			
ALABAMA						
AA						
Bevill State Community College	.	.	.	63.9	63.9	5.2
Bishop State Community College	.	.	.	64.7	64.7	3.3
Central Alabama Community College	.	.	.	62.9	62.9	3.2
Chattahoochee Valley Community College	.	.	.	58.1	58.1	0.3
Coastal Alabama Community College	.	.	.	66.3	66.3	3.3
Enterprise State Community College	.	.	.	81.1	81.1	32.1
Gadsden State Community College	.	.	.	61.5	61.5	1.7
George C Wallace Community College-Dothan	.	.	.	58.1	58.1	-0.0
George C Wallace State Community College-Hanceville	.	.	.	71.6	71.6	1.9
George C Wallace State Community College-Selma	.	.	.	57.3	57.3	0.6
H Council Trenholm State Community College	.	.	.	60.1	60.1	4.5
J F Ingram State Technical College
J. F. Drake State Community and Technical College	.	.	.	54.8	54.8	3.3
Jefferson State Community College	.	.	.	63.5	63.5	0.4
John C Calhoun State Community College	.	.	.	63.4	63.4	2.1
Lawson State Community College	.	.	.	61.7	61.7	1.2
Lurleen B Wallace Community College	.	.	.	60.0	60.0	2.9
Marion Military Institute	.	.	.	59.7	59.7	3.1
Northeast Alabama Community College	.	.	.	65.1	65.1	2.6

State/School				Inst./ Lect./ No Rank (\$)	Avg. (\$)	% Chng. (%)
	Prof. (\$)	Assoc. (\$)	Asst. (\$)			
Northwest-Shoals Community College	.	.	.	59.7	59.7	1.7
Reid State Technical College	.	.	.	61.3	61.3	3.6
Shelton State Community College	.	.	.	62.5	62.5	2.3
Snead State Community College	.	.	.	61.8	61.8	-21.2
Southern Union State Community College	.	.	.	55.2	55.2	2.8
BA+						
Athens State University	93.6	79.1	66.5	74.0	77.4	1.4
University of Montevallo	79.3	66.3	63.8	53.0	67.7	-1.4
DOCTORAL						
Alabama A & M University	106.1	90.6	80.9	44.6	79.1	13.9
Alabama State University	94.8	79.9	69.8	54.1	77.0	7.0
Auburn University	139.9	100.3	88.1	57.4	97.2	3.5
Auburn University at Montgomery	94.7	74.6	69.8	53.3	72.1	1.9
Jacksonville State University	85.4	70.2	62.6	52.7	66.5	4.2
The University of Alabama	153.6	100.0	81.6	57.4	96.5	1.1
Troy University	87.3	77.9	73.9	58.4	71.2	5.6
University of Alabama at Birmingham	139.4	94.5	82.8	67.4	101.8	4.1
University of Alabama in Huntsville	132.9	96.9	79.4	57.5	88.4	0.1
University of North Alabama	96.5	79.4	69.3	59.7	77.0	-4.8
University of South Alabama	95.0	72.5	66.7	49.2	71.2	1.0
University of West Alabama	75.9	66.2	59.3	47.4	62.8	1.0

State/School	Inst./Lect./			Avg. (\$)	% Chng. (%)
	Prof. (\$)	Assoc. (\$)	Asst. (\$)		

ALASKA

AA

Illisagvik College
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BA+

University of Alaska Southeast	89.5	81.6	67.3	52.1	76.4	-0.3
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DOCTORAL

University of Alaska Anchorage	102.7	86.3	73.8	59.5	84.3	0.6
University of Alaska Fairbanks	104.3	89.8	72.4	72.2	86.2	-0.7

ARIZONA

AA

Arizona Western College	.	.	.	68.6	68.6	1.4
Central Arizona College	62.5	.	.	.	62.5	0.1
Chandler-Gilbert Community College	.	.	.	84.2	84.2	3.5
Cochise County Community College District	.	.	.	60.2	60.2	0.7
Coconino Community College	.	.	.	67.0	67.0	-1.7
Dine College	65.2	60.1	52.8	53.1	57.1	2.3
Eastern Arizona College	86.2	65.4	.	.	72.1	2.7
Estrella Mountain Community College	.	.	.	84.0	84.0	3.3
GateWay Community College	.	.	.	82.5	82.5	2.4
Glendale Community College	.	.	.	85.9	85.9	3.8
Mesa Community College	.	.	.	86.2	86.2	3.0
Mohave Community College	.	.	.	57.1	57.1	-2.9
Northland Pioneer College	.	.	.	63.4	63.4	3.8
Paradise Valley Community College	.	.	.	85.1	85.1	3.2
Phoenix College	.	.	.	84.1	84.1	3.5
Pima Community College	.	.	.	65.6	65.6	0.5
Rio Salado College	.	.	.	94.1	94.1	4.9
Scottsdale Community College	.	.	.	89.0	89.0	6.0
South Mountain Community College	.	.	.	86.3	86.3	4.9
Tohono O'odham Community College	.	.	.	55.3	55.3	0.6
Yavapai College	.	.	.	70.1	70.1	2.4

DOCTORAL

Arizona State University Campus Immersion	157.5	114.9	93.2	61.7	105.3	3.7
Arizona State University Digital Immersion	149.8	109.2	87.4	61.1	90.2	1.2
Northern Arizona University	114.0	81.4	71.1	56.4	79.9	-0.8
University of Arizona	139.8	100.5	83.0	57.2	103.5	12.7

State/School	Inst./Lect./			Avg. (\$)	% Chng. (%)
	Prof. (\$)	Assoc. (\$)	Asst. (\$)		

ARKANSAS

AA

Arkansas Northeastern College	52.8	54.6	58.6	41.6	46.7	0.8
Arkansas State University Mid-South	.	.	.	42.6	42.6	1.0
Arkansas State University Three Rivers	54.4	56.3	49.2	43.9	46.2	-0.9
Arkansas State University-Beebe	64.6	64.4	48.1	43.1	47.6	0.3
Arkansas State University-Mountain Home	.	.	55.6	47.9	49.6	3.7
Arkansas State University-Newport	56.2	50.9	47.9	48.2	48.4	-0.2
Arkansas Tech University	80.2	68.0	61.7	45.6	61.4	1.4
Black River Technical College	.	.	.	45.3	45.3	-0.2
Cossatot Community College of the University of Arkansas	.	.	.	47.5	47.5	-1.2
East Arkansas Community College	.	.	.	49.6	49.6	0.4
National Park College	54.0	51.8	50.2	.	50.7	9.0
North Arkansas College	51.9	48.7	49.3	45.8	48.0	1.1
NorthWest Arkansas Community College	63.0	63.5	54.9	57.6	59.0	0.6
Ozarka College	.	.	.	43.5	43.5	-0.2
Phillips Community College of the University of Arkansas	.	.	.	45.3	45.3	2.0
South Arkansas Community College	60.4	47.8	43.2	45.2	48.9	3.1
Southeast Arkansas College	.	.	.	46.9	46.9	1.7
Southern Arkansas University Tech	.	.	.	43.8	43.8	4.1
University of Arkansas Community College Rich Mountain	.	.	.	42.7	42.7	-5.2
University of Arkansas Community College-Batesville	.	.	.	43.7	43.7	-3.3
University of Arkansas Community College-Morrilton	.	.	.	48.2	48.2	1.1
University of Arkansas Hope-Texarkana	.	.	.	43.5	43.5	8.6
University of Arkansas at Monticello	59.0	53.1	49.7	44.7	49.9	0.0
University of Arkansas-Pulaski Technical College	.	.	.	45.9	45.9	5.0

BA+

Henderson State University	69.2	69.3	52.5	46.4	60.4	-0.5
University of Arkansas-Fort Smith	80.6	68.6	61.6	52.9	63.3	-0.4

DOCTORAL

Arkansas State University	89.5	73.9	62.2	44.2	67.2	1.7
Southern Arkansas University Main Campus	80.1	66.1	62.2	48.1	62.8	1.9
University of Arkansas	139.5	98.4	91.0	58.0	90.3	0.4
University of Arkansas at Little Rock	92.2	68.8	67.5	49.5	72.8	-23.3
University of Arkansas at Pine Bluff	66.7	62.4	54.8	47.2	53.3	1.6

State/School	Inst./Lect./			Avg. (\$)	% Chng. (%)
	Prof. (\$)	Assoc. (\$)	Asst. (\$)		
University of Arkansas for Medical Sciences					
University of Central Arkansas	81.9	68.7	66.3	51.8	65.0

CALIFORNIA

AA

Allan Hancock College				94.0	94.0	4.2
American River College				98.7	98.7	7.4
Antelope Valley Community College District				91.9	91.9	-3.4
Bakersfield College				108.6	108.6	10.5
Barstow Community College	107.1	86.2	77.8		97.7	3.4
Berkeley City College				101.0	101.0	5.7
Butte College				108.8	108.8	9.0
Cabrillo College				87.8	87.8	3.7
Canada College				116.5	116.5	8.0
Cerritos College				114.9	114.9	-0.6
Cerro Coso Community College				111.2	111.2	0.1
Chabot College				112.0	112.0	2.8
Chaffey College				105.8	105.8	3.5
Citrus College				88.7	88.7	-14.5
City College of San Francisco				101.8	101.8	-0.0
Clovis Community College				100.9	100.9	4.7
Coastline Community College				114.8	114.8	6.9
College of Alameda				101.1	101.1	7.2
College of Marin				124.2	124.2	5.9
College of San Mateo				113.5	113.5	8.0
College of the Canyons	126.7	91.6	93.3		114.4	1.0
College of the Desert	120.6	117.9	101.1	95.5	110.2	4.5
College of the Redwoods				79.7	79.7	14.6
College of the Sequoias				105.6	105.6	9.5
College of the Siskiyous				86.3	86.3	7.1
Columbia College				103.8	103.8	3.5
Compton College				93.7	93.7	-7.3
Contra Costa College				99.5	99.5	2.4
Copper Mountain Community College				83.8	83.8	-10.8
Cosumnes River College				96.5	96.5	7.6
Crafton Hills College				103.8	103.8	-2.1
Cuesta College				106.6	106.6	4.5
Cuyamaca College				74.4	74.4	5.0
Cypress College				105.6	105.6	23.4
De Anza College				99.4	99.4	0.3
Diablo Valley College				99.9	99.9	1.1
East Los Angeles College				108.1	108.1	4.5
El Camino Community College District				99.7	99.7	0.4
Evergreen Valley College				146.3	146.3	3.9
Feather River Community College District				97.9	97.9	-4.6

State/School	Inst./Lect./			Avg. (\$)	% Chng. (%)	
	Prof. (\$)	Assoc. (\$)	Asst. (\$)			
Folsom Lake College				96.1	96.1	6.3
Foothill College				101.7	101.7	-0.7
Fresno City College				104.3	104.3	3.5
Fullerton College				105.4	105.4	9.4
Gavilan College				95.9	95.9	-12.1
Glendale Community College				104.3	104.3	3.5
Golden West College				118.7	118.7	6.8
Grossmont College				82.9	82.9	1.9
Hacienda La Puente Adult Education				69.1	69.1	0.0
Hartnell College				100.1	100.1	-11.8
Imperial Valley College				98.1	98.1	-1.5
Irvine Valley College				115.7	115.7	1.3
Lake Tahoe Community College				91.8	91.8	4.7
Laney College				99.7	99.7	4.8
Las Positas College				112.1	112.1	5.5
Lassen Community College				84.9	84.9	-1.5
Long Beach City College						
Los Angeles City College				112.1	112.1	-0.0
Los Angeles County College of Nursing and Allied Health						
Los Angeles Harbor College				111.2	111.2	7.2
Los Angeles Mission College				104.4	104.4	5.0
Los Angeles Pierce College				104.3	104.3	0.8
Los Angeles Southwest College				101.2	101.2	-3.7
Los Angeles Trade Technical College				110.3	110.3	3.9
Los Angeles Valley College				108.3	108.3	2.8
Los Medanos College				99.1	99.1	1.7
Madera Community College				101.2	101.2	
Mendocino College				106.5	106.5	-0.8
Merced College				89.4	89.4	0.4
Merritt College				98.1	98.1	3.2
MiraCosta College				139.4	139.4	-8.8
Mission College				122.7	122.7	5.3
Modesto Junior College				102.9	102.9	3.2
Monterey Peninsula College				98.0	98.0	10.4
Moorpark College				99.0	99.0	2.8
Moreno Valley College				118.4	118.4	6.0
Mt San Antonio College				114.8	114.8	2.4
Mt San Jacinto Community College District				111.3	111.3	2.7
Napa Valley College				98.2	98.2	3.3
Norco College				119.8	119.8	7.0
Ohlone College				123.4	123.4	4.6
Orange Coast College				117.3	117.3	7.7
Oxnard College				98.6	98.6	0.4
Palo Verde College				91.7	91.7	5.1
Palomar College				115.4	115.4	6.2
Pasadena City College				98.4	98.4	0.1

State/School	Prof. (\$)	Assoc. (\$)	Asst. (\$)	Inst./ Lect./ No Rank (\$)	Avg. (\$)	% Chng. (%)
Peralta Community College System Office	.	.	.	121.6	121.6	.
Porterville College	.	.	.	103.1	103.1	1.3
Reedley College	.	.	.	104.2	104.2	3.9
Rio Hondo College	.	.	.	109.9	109.9	6.6
Riverside City College	.	.	.	121.8	121.8	6.0
Sacramento City College	.	.	.	97.1	97.1	7.2
Saddleback College	.	.	.	117.9	117.9	1.8
San Bernardino Valley College	.	.	.	103.4	103.4	-1.1
San Diego City College	.	.	.	94.9	94.9	2.1
San Diego Mesa College	.	.	.	92.9	92.9	2.3
San Diego Miramar College	.	.	.	92.9	92.9	1.7
San Joaquin Delta College	.	.	.	105.3	105.3	3.4
San Jose City College	.	.	.	147.9	147.9	7.1
Santa Ana College	.	.	.	115.9	115.9	2.6
Santa Barbara City College	.	.	.	102.8	102.8	0.4
Santa Monica College	.	.	.	119.8	119.8	4.6
Santa Rosa Junior College	.	.	.	109.0	109.0	5.9
Santiago Canyon College	.	.	.	128.2	128.2	9.2
Shasta College	.	.	.	89.6	89.6	0.8
Sierra College	.	.	.	80.4	80.4	9.6
Skyline College	.	.	.	116.8	116.8	9.2
Solano Community College	.	.	.	96.2	96.2	3.6
Southwestern College	106.2	.	80.7	.	101.6	0.9
Taft College	116.5	96.1	.	42.7	110.7	2.9
Ventura College	.	.	.	98.6	98.6	3.4
Victor Valley College	.	.	.	98.7	98.7	3.6
West Hills College-Coalinga	.	.	.	99.9	99.9	-6.2
West Hills College-Lemoore	.	.	.	105.7	105.7	0.4
West Los Angeles College	.	.	.	105.9	105.9	0.5
West Valley College	.	.	.	126.1	126.1	5.8
Woodland Community College	.	.	.	115.2	115.2	16.2
Yuba College	.	.	.	106.8	106.8	0.0

BA

Foothill-De Anza Community College District	.	.	.	.	.	.
Los Angeles Community College District Office	.	.	.	.	.	.
San Mateo County Community College District Office	.	.	.	.	.	.
Yosemite Community College District Office	.	.	.	113.3	113.3	2.8

BA+

California Polytechnic State University-San Luis Obispo	112.8	99.7	88.7	72.7	95.1	-0.8
California State Polytechnic University-Humboldt	104.0	90.7	77.5	66.5	88.1	-0.2

State/School	Prof. (\$)	Assoc. (\$)	Asst. (\$)	Inst./ Lect./ No Rank (\$)	Avg. (\$)	% Chng. (%)
California State University Academy	119.7	97.8	81.3	68.7	92.8	-0.2
California State University-Channel Islands	120.2	102.8	87.1	69.6	91.8	-1.1
California State University-Chico	105.9	90.1	78.5	64.7	85.5	-0.8
California State University-Dominguez Hills	116.6	99.3	83.7	63.5	90.1	0.0
California State University-Monterey Bay	114.5	95.6	84.1	59.2	89.7	-0.6
Sonoma State University	109.4	89.1	79.9	65.9	94.4	0.2
Teachers College of San Joaquin	.	.	.	109.1	109.1	1.9

DOCTORAL

California State Polytechnic University-Pomona	116.1	98.6	86.4	66.1	95.0	-1.2
California State University-Bakersfield	112.3	94.8	81.4	65.0	85.3	-0.1
California State University-E Bay	112.3	98.8	81.3	66.8	93.1	-0.1
California State University-Fresno	108.3	93.3	80.1	63.5	86.1	-0.1
California State University-Fullerton	110.5	98.6	87.8	65.9	93.1	-0.1
California State University-Long Beach	111.5	98.0	86.2	71.2	91.9	0.3
California State University-Los Angeles	110.3	99.2	90.6	60.9	89.5	-1.2
California State University-Northridge	106.9	94.1	87.6	66.0	91.1	-2.0
California State University-Sacramento	104.8	89.9	79.4	64.0	87.0	-1.0
California State University-San Bernardino	109.9	91.6	79.2	64.8	89.0	0.2
California State University-S Marcos	112.4	98.0	88.4	64.9	90.6	0.1
California State University-S tanislaus	105.0	91.3	79.1	60.7	87.0	0.3
San Diego State University	121.8	104.1	93.6	67.4	97.8	-2.2
San Francisco State University	116.7	100.1	92.3	63.1	97.1	-2.4
San Jose State University	114.6	102.3	90.3	69.2	93.9	-0.7
University of California-Berkeley	223.0	150.3	125.5	101.5	174.0	4.1
University of California-Davis	189.5	125.5	109.5	84.1	142.0	3.9
University of California-Irvine	195.3	132.4	109.5	102.5	152.1	2.0
University of California-Los Angeles	241.8	153.5	118.9	91.8	185.1	2.4
University of California-Merced	168.5	125.5	103.8	71.3	110.5	3.6
University of California-Riverside	184.0	121.4	103.9	85.6	132.7	2.8
University of California-San Diego	203.6	137.3	118.4	93.8	152.3	1.3
University of California-Santa Barbara	209.6	126.2	112.8	100.0	159.0	4.5
University of California-Santa Cruz	184.6	125.8	107.6	91.9	140.1	1.9
University of California-System Administration Central Office	.	.	.	.	.	.

State/School

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

COLORADO

AA

Aims Community College	69.8	58.0	58.5	55.4	63.5	-1.6
Arapahoe Community College	70.8	.	.	.	70.8	2.3
Colorado Mountain College	97.6	82.1	80.4	.	93.3	4.8
Colorado Northwestern Community College	.	.	.	49.0	49.0	-8.1
Community College of Aurora	.	.	.	65.3	65.3	6.0
Community College of Denver	70.1	56.2	50.4	.	61.3	-1.7
Front Range Community College	64.4	.	.	.	64.4	-1.6
Lamar Community College	39.7	.	.	.	39.7	-13.0
Morgan Community College	.	.	.	61.6	61.6	3.7
Northeastern Junior College	55.8	45.4	44.8	.	47.8	-10.3
Otero Junior College	.	.	.	51.6	51.6	6.3
Pikes Peak Community College	.	.	.	60.8	60.8	1.5
Pueblo Community College	.	.	.	60.0	60.0	2.9
Red Rocks Community College	.	.	.	62.3	62.3	3.8
Trinidad State College	.	.	.	48.0	48.0	-0.6

BA

United States Air Force Academy
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BA+

Colorado State University-Global Campus
Fort Lewis College	78.6	67.8	60.9	45.6	65.0	-1.0
Metropolitan State University Denver	106.6	86.5	83.2	78.8	97.3	6.8
Western Colorado University	77.1	60.2	61.3	49.2	62.6	4.9

DOCTORAL

Adams State University	77.8	74.2	64.7	48.8	58.2	1.8
Colorado Mesa University	83.9	71.3	66.9	51.2	64.3	1.6
Colorado School of Mines	150.9	109.8	95.6	88.2	113.8	2.3
Colorado State University Pueblo	86.0	70.2	60.6	42.8	62.3	-3.3
Colorado State University-Fort Collins	129.1	99.4	82.1	61.1	98.8	0.5
University of Colorado Boulder	149.7	105.9	103.7	69.3	108.4	6.7
University of Colorado Colorado Springs	114.1	92.9	77.0	53.2	77.3	4.7
University of Colorado Denver/Anschutz Medical Campus	121.6	95.1	85.4	65.4	91.1	6.3
University of Northern Colorado	89.0	67.3	60.8	49.5	72.1	1.6

CONNECTICUT

AA

Asnuntuck Community College	91.2	71.5	68.4	63.2	82.0	3.1
Capital Community College	94.1	76.8	67.0	68.3	82.7	-2.5
Gateway Community College	96.8	78.9	67.7	67.6	85.9	-7.6

State/School

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

Housatonic Community College	92.4	76.7	69.8	61.5	80.7	-1.1
Manchester Community College	93.7	73.5	65.7	63.2	84.8	-2.3
Middlesex Community College	95.5	82.2	67.3	62.5	90.7	-0.9
Naugatuck Valley Community College	94.6	79.7	68.3	61.4	88.9	-0.6
Northwestern Connecticut Community College	99.9	74.9	86.8	62.3	86.4	0.7
Norwalk Community College	99.7	77.0	68.7	65.5	90.6	1.2
Quinebaug Valley Community College	90.5	72.1	68.9	61.4	84.1	2.0
Three Rivers Community College	93.2	75.2	70.9	68.2	84.5	-0.4
Tunxis Community College	92.4	71.7	64.3	65.7	82.2	-3.4

BA

United States Coast Guard Academy	154.1	135.3	108.5	100.8	127.5	4.1
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BA+

Eastern Connecticut State University	108.5	85.1	72.4	63.3	93.7	0.4
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DOCTORAL

Central Connecticut State University	114.0	90.2	75.0	62.0	97.8	-0.7
Southern Connecticut State University	111.7	89.5	77.0	66.0	96.0	-0.6
University of Connecticut	158.8	109.6	92.2	81.7	119.4	-1.9
Western Connecticut State University	110.0	89.6	83.2	73.1	98.7	1.3

DELAWARE

AA

Delaware Technical Community College-Terry	.	.	.	75.0	75.0	3.1
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BA

Delaware Technical Community College-Central Office
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DOCTORAL

Delaware State University	93.1	79.4	63.1	57.2	74.8	-2.1
University of Delaware	161.3	114.1	99.9	81.2	123.0	1.6

DISTRICT OF COLUMBIA

DOCTORAL

University of the District Columbia	115.8	84.5	74.2	67.3	87.0	-1.2
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State/School

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

FLORIDA

AA

Broward College	75.8	63.4	54.3	56.6	61.7	-0.3
Chipola College	70.2	61.5	60.0	49.6	58.5	1.5
College of Central Florida	65.8	57.7	52.5	50.9	54.9	1.2
Daytona State College	68.8	59.9	54.2	47.6	62.9	2.4
Eastern Florida State College	68.2	61.9	52.1	47.4	55.5	1.9
Florida Gateway College	.	.	.	55.5	55.5	4.3
Florida SouthWestern State College	.	.	.	59.3	59.3	-0.1
Florida State College at Jacksonville	.	.	.	57.0	57.0	0.7
Gulf Coast State College	67.2	58.7	53.7	48.1	56.3	3.0
Hillsborough Community College	74.8	68.0	61.1	52.3	61.3	1.3
Indian River State College	104.6	94.2	82.2	69.7	86.6	.
Lake-Sumter State College	55.7	55.6	49.5	45.0	48.9	0.8
Miami Dade College	88.9	75.6	65.1	56.9	74.0	-0.4
North Florida College	.	.	.	50.7	50.7	1.8
Northwest Florida State College	63.3	.	51.5	49.2	55.1	-1.5
Palm Beach State College	66.5	58.8	58.1	58.4	60.0	5.6
Pasco-Hernando State College	63.1	54.9	51.2	46.4	53.1	-1.5
Pensacola State College	56.9	49.0	44.6	41.0	47.3	-1.0
Polk State College	.	.	.	58.1	58.1	3.1
Saint Johns River State College	50.7	.	.	50.6	50.6	5.4
Santa Fe College	.	.	.	53.7	53.7	0.7
Seminole State College of Florida	.	.	.	65.5	65.5	-0.5
South Florida State College	.	.	.	55.8	55.8	3.9
St Petersburg College	.	.	.	67.2	67.2	1.1
State College of Florida-Manatee-Sarasota	71.6	61.3	52.0	54.1	60.1	1.0
Tallahassee Community College	62.5	51.6	47.7	46.7	55.4	-0.7
The College of the Florida Keys	68.9	67.9	64.7	62.2	66.4	-0.3
Valencia College	.	.	.	70.4	70.4	1.9

BA

University of Florida-Online	136.2	.	88.0	56.7	64.1	20.1
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BA+

Florida Polytechnic University	149.0	100.0	80.9	62.8	87.2	8.1
New College of Florida	91.8	79.8	67.4	57.6	77.0	-0.3

DOCTORAL

Florida Agricultural and Mechanical University	107.6	78.1	101.3	50.2	84.8	10.6
Florida Atlantic University	112.4	92.4	80.4	62.8	89.4	-0.9
Florida Gulf Coast University	109.2	83.1	74.5	54.8	78.2	1.1
Florida International University	143.2	101.7	93.3	74.6	102.6	2.0
Florida State University	139.1	103.8	90.1	79.9	110.4	0.8
The University of West Florida	109.7	86.6	76.4	57.5	82.7	1.2
University of Central Florida	146.8	102.5	84.5	67.9	97.7	1.4
University of Florida	159.4	111.7	97.1	71.1	118.4	2.6

State/School

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

University of North Florida	103.3	82.9	71.7	53.9	76.9	-0.5
University of South Florida	134.9	98.4	88.7	65.4	99.4	0.4

GEORGIA

AA

Abraham Baldwin Agricultural College	66.8	56.8	58.4	49.3	58.6	2.4
Albany Technical College	.	.	.	47.2	47.2	-5.6
Athens Technical College	.	.	.	55.9	55.9	-0.2
Atlanta Metropolitan State College	58.0	58.7	53.1	42.1	49.9	-0.9
Atlanta Technical College	.	.	.	42.2	42.2	-0.2
Augusta Technical College	.	.	.	.	.	.
Central Georgia Technical College	.	.	.	.	.	.
Chattahoochee Technical College	.	.	.	50.4	50.4	6.3
Coastal Pines Technical College	.	.	.	39.8	39.8	-2.6
College of Coastal Georgia	74.0	71.6	59.7	53.2	63.2	-0.7
Columbus Technical College	.	.	.	.	.	.
East Georgia State College	62.1	49.0	44.1	40.6	52.1	1.9
Georgia Highlands College	59.5	49.9	46.5	43.5	50.9	-0.1
Georgia Military College	47.2	48.1	51.1	.	49.8	.
Georgia Northwestern Technical College	.	.	.	55.6	55.6	3.0
Georgia Piedmont Technical College	.	.	.	.	.	.
Georgia State University-Perimeter College	69.9	56.6	51.2	45.2	53.7	0.8
Gordon State College	66.2	57.5	51.0	44.6	58.7	4.7
Gwinnett Technical College	.	.	.	48.9	48.9	1.2
Lanier Technical College	.	.	.	.	.	.
North Georgia Technical College	.	.	.	41.8	41.8	0.8
Oconee Fall Line Technical College	.	.	.	.	.	.
Ogeechee Technical College	.	.	.	.	.	.
Savannah Technical College	.	.	.	46.3	46.3	0.0
South Georgia State College	59.0	56.1	48.2	43.7	51.8	0.3
South Georgia Technical College	.	.	.	.	.	.
Southeastern Technical College	.	.	.	.	.	.
Southern Crescent Technical College	.	.	.	.	.	.
Southern Regional Technical College	.	.	.	47.8	47.8	1.2
West Georgia Technical College	.	.	.	43.1	43.1	0.0
Wiregrass Georgia Technical College	.	.	.	37.0	37.0	-0.4

BA

Dalton State College	68.9	59.8	56.9	53.4	60.3	0.1
Georgia Gwinnett College	87.3	72.8	70.7	51.1	71.6	0.4

BA+

Albany State University	70.9	58.9	55.5	47.1	58.7	-1.4
Clayton State University	77.6	68.4	65.1	52.7	66.6	1.0
Fort Valley State University	71.7	61.8	57.6	46.5	61.0	0.4

State/School	Inst./Lect./			Avg. (\$)	% Chng. (%)	
	Prof. (\$)	Assoc. (\$)	Asst. (\$)			
Georgia Southwestern State University	69.5	68.5	64.6	51.9	63.5	1.1
Savannah State University	82.9	64.9	62.0	48.2	63.8	1.0

DOCTORAL

Augusta University	94.5	73.7	70.4	51.1	71.2	0.6
Columbus State University	82.8	71.1	62.4	49.8	68.8	0.0
Georgia College & State University	88.5	70.5	67.7	54.1	71.8	0.0
Georgia Institute of Technology-Main Campus	162.1	117.4	108.7	79.4	128.1	-0.3
Georgia Southern University	90.7	78.6	73.0	53.0	73.4	0.9
Georgia State University	145.7	94.5	90.2	58.9	96.5	0.0
Kennesaw State University	95.0	77.5	73.6	55.4	73.7	1.0
Middle Georgia State University	73.4	61.7	58.4	49.3	60.2	-0.7
University of Georgia	141.9	102.7	99.3	77.0	109.2	1.7
University of North Georgia	81.9	70.0	63.1	46.3	62.3	-0.1
University of West Georgia	86.4	67.4	61.7	48.1	66.3	1.5
Valdosta State University	81.2	69.2	64.6	47.8	67.9	0.8

HAWAII

AA

Hawaii Community College	100.7	86.1	73.4	64.9	76.5	-0.5
Honolulu Community College	101.8	84.3	75.6	62.8	80.5	1.4
Kapiolani Community College	100.9	84.8	75.9	69.6	81.8	-0.3
Kauai Community College	102.2	84.5	79.8	60.9	83.6	2.0
Leeward Community College	100.7	84.2	75.0	62.5	81.6	2.1
University of Hawaii Maui College	100.3	89.9	73.0	65.7	80.3	3.3
Windward Community College	101.5	81.8	71.9	64.2	80.8	-0.4

BA

University of Hawaii-West Oahu	109.4	88.7	81.5	69.0	90.7	1.7
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DOCTORAL

University of Hawaii at Hilo	108.0	91.1	89.4	68.0	94.2	2.1
University of Hawaii at Manoa	144.9	107.6	95.8	72.4	114.9	2.9

IDAHO

AA

College of Eastern Idaho	.	.	.	59.5	59.5	8.3
College of Southern Idaho	66.4	57.0	52.8	48.1	57.2	1.8
College of Western Idaho	61.9	59.6	53.1	52.4	54.3	1.7
North Idaho College	67.0	63.5	58.2	.	63.0	5.2

BA+

Lewis-Clark State College	74.3	63.5	52.5	48.5	61.2	4.5
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DOCTORAL

Boise State University	97.8	87.7	80.3	51.5	79.8	3.9
Idaho State University	95.9	75.8	69.8	50.1	71.3	1.8

State/School	Inst./Lect./			Avg. (\$)	% Chng. (%)	
	Prof. (\$)	Assoc. (\$)	Asst. (\$)			
University of Idaho	111.5	89.1	75.2	58.3	88.4	2.6

ILLINOIS

AA

Black Hawk College	74.4	59.8	55.7	50.7	63.7	0.9
Carl Sandburg College	.	.	.	61.3	61.3	3.0
City Colleges of Chicago-Harold Washington College	109.2	101.7	90.3	79.2	94.0	2.2
City Colleges of Chicago-Harry S Truman College	122.8	105.6	98.0	78.5	92.2	2.0
City Colleges of Chicago-Kennedy-King College	113.1	100.7	85.6	79.1	88.3	2.1
City Colleges of Chicago-Malcolm X College	120.1	105.6	92.3	83.8	89.6	0.7
City Colleges of Chicago-Olive-Harvey College	116.0	100.5	93.2	80.7	95.4	-0.3
City Colleges of Chicago-Richard J Daley College	126.7	103.0	92.5	83.1	92.6	3.7
City Colleges of Chicago-Wilbur Wright College	112.9	101.8	93.4	83.8	99.6	4.1
College of DuPage	134.5	101.5	82.7	68.4	111.6	2.7
College of Lake County	.	.	.	105.4	105.4	0.6
Darville Area Community College	63.7	.	.	61.3	62.2	2.8
Elgin Community College	123.2	100.3	83.2	60.8	99.7	-0.9
Frontier Community College	.	70.4	.	51.6	59.2	-2.7
Heartland Community College	75.9	60.6	56.0	53.9	67.2	2.4
Highland Community College	.	.	.	86.9	86.9	3.9
Illinois Central College	80.0	65.5	60.4	55.6	73.5	4.7
Illinois Valley Community College	.	.	.	73.4	73.4	-0.7
John A Logan College	80.1	74.3	71.8	61.1	70.3	-0.9
John Wood Community College	77.0	74.2	59.3	49.6	60.0	2.7
Joliet Junior College	.	.	.	.	.	.
Kankakee Community College	70.8	.	59.5	.	69.9	0.3
Kaskaskia College	94.8	85.4	71.4	.	80.9	-1.6
Kishwaukee College	.	.	.	65.7	65.7	0.3
Lake Land College	.	.	.	60.2	60.2	0.9
Lewis and Clark Community College	92.4	72.5	63.4	52.3	79.0	1.0
Lincoln Land Community College	98.1	76.8	72.8	60.7	87.9	-0.7
Lincoln Trail College	93.2	66.3	60.6	52.8	58.8	0.0
McHenry County College	.	.	.	99.7	99.7	1.5
Moraine Valley Community College	91.2	79.5	71.5	65.3	80.6	4.0
Morton College	.	.	.	76.0	76.0	0.9
Oakton Community College	101.2	77.0	69.1	64.9	89.0	0.4
Olney Central College	77.8	67.7	61.8	51.6	60.4	3.4
Parkland College	93.0	79.3	76.9	52.3	80.4	2.1
Prairie State College	90.5	73.0	65.8	.	80.1	3.9
Rend Lake College	73.4	60.9	.	.	71.5	0.4
Richland Community College	70.8	66.0	61.7	57.8	65.0	1.9

State/School	Inst./Lect./			Avg. (\$)	% Chng. (%)	
	Prof. (\$)	Assoc. (\$)	Asst. (\$)			
Rock Valley College	80.6	66.1	60.0	61.3	70.5	-1.0
Sauk Valley Community College	67.1	66.4	55.6	66.0	62.0	2.6
Shawnee Community College	.	.	.	70.3	70.3	4.1
South Suburban College	.	.	.	71.7	71.7	2.3
Southeastern Illinois College	.	.	.	60.9	60.9	4.1
Southwestern Illinois College	82.8	63.7	53.3	54.1	69.3	1.6
Spoon River College	.	.	.	61.1	61.1	2.0
Triton College	.	.	.	72.4	72.4	2.5
Wabash Valley College	88.7	71.3	67.4	52.0	60.1	-7.5
Waubonsee Community College	114.1	89.5	81.3	78.5	93.2	2.7
William Rainey Harper College	117.1	97.6	74.9	59.4	96.3	3.8

BA+

Eastern Illinois University	97.9	81.2	74.3	53.5	76.6	0.4
Northeastern Illinois University	99.9	85.5	76.0	52.7	79.3	3.5

DOCTORAL

Chicago State University	87.8	82.0	71.9	52.4	76.4	3.8
Governors State University	108.3	90.1	77.0	61.5	86.7	1.0
Illinois State University	97.0	84.4	76.7	48.3	77.9	-0.5
Northern Illinois University	107.0	90.7	89.5	46.1	85.6	4.1
Southern Illinois University-Carbondale	95.2	70.4	65.5	41.9	70.4	0.7
Southern Illinois University-Edwardsville	91.5	83.6	70.3	50.3	73.5	0.8
University of Illinois Chicago	164.7	123.8	104.2	65.1	120.4	2.1
University of Illinois Springfield	95.1	76.8	76.2	53.6	76.1	1.4
University of Illinois Urbana-Champaign	157.7	109.1	99.9	68.2	120.4	1.9
Western Illinois University	99.5	79.7	64.9	52.4	80.2	0.2

INDIANA

AA

Ivy Tech Community College	63.0	56.6	52.1	47.6	52.9	2.0
Vincennes University	65.2	55.8	50.8	52.4	54.7	0.9

BA+

Indiana University-East	86.6	81.1	70.5	52.5	69.6	2.4
Indiana University-Kokomo	91.9	71.0	64.5	52.4	64.3	2.7
Indiana University-Northwest	89.7	73.2	65.6	53.8	70.4	-0.4
Indiana University-South Bend	77.2	66.8	66.3	48.7	66.0	1.6
Indiana University-Southeast	86.5	74.6	69.0	55.0	72.5	0.6
Purdue University Fort Wayne	81.2	72.3	71.3	26.5	55.6	-13.8

DOCTORAL

Ball State University	94.6	77.5	72.6	52.4	69.4	0.6
Indiana State University	97.9	77.7	67.4	52.3	75.1	1.5
Indiana University-Bloomington	140.3	106.1	103.9	66.3	109.3	1.5
Indiana University-Purdue University-Indianapolis	85.3	85.3	120.7	88.0	79.0	56.8
			0.8			

State/School	Inst./Lect./			Avg. (\$)	% Chng. (%)	
	Prof. (\$)	Assoc. (\$)	Asst. (\$)			
Purdue University Global	.	.	.	.	.	.
Purdue University Northwest	99.9	81.0	75.3	48.0	80.5	2.7
Purdue University-Main Campus	152.2	110.8	100.4	58.8	117.6	1.7
University of Southern Indiana	87.4	74.0	66.7	54.9	69.6	2.1

IOWA

AA

Des Moines Area Community College	75.1	67.4	.	62.5	71.5	1.7
Eastern Iowa Community College District	.	.	.	55.2	55.2	3.3
Ellsworth Community College	70.8	61.9	54.4	46.7	65.0	0.8
Hawkeye Community College	.	.	.	60.7	60.7	2.6
Indian Hills Community College	68.3	55.5	.	49.0	58.4	1.4
Iowa Central Community College	72.7	71.8	71.2	70.2	70.8	1.4
Iowa Lakes Community College	64.4	53.4	49.9	50.3	58.3	-2.9
Iowa Western Community College	65.0	57.5	55.6	53.5	56.1	3.6
Kirkwood Community College	79.9	69.4	63.1	60.3	69.8	1.6
Marshalltown Community College	75.9	61.8	52.3	50.8	70.1	1.3
North Iowa Area Community College	.	.	.	64.3	64.3	-1.0
Northeast Iowa Community College	.	.	.	55.7	55.7	1.7
Northwest Iowa Community College	.	.	.	53.0	53.0	-3.9
Southeastern Community College	.	.	.	72.7	72.7	10.4
Southwestern Community College	.	.	.	51.4	51.4	2.8
Western Iowa Tech Community College	.	.	.	60.1	60.1	1.5

DOCTORAL

Iowa State University	135.3	97.5	85.2	54.2	107.2	4.1
University of Iowa	150.9	92.1	85.3	57.7	104.0	1.0
University of Northern Iowa	89.3	76.6	68.6	60.6	75.9	-0.1

KANSAS

AA

Allen County Community College	.	.	.	53.2	53.2	2.7
Barton County Community College	.	.	.	55.9	55.9	7.1
Butler Community College	61.8	48.3	45.6	.	55.1	-1.2
Cloud County Community College	.	.	.	45.1	45.1	0.5
Coffeyville Community College	.	.	.	47.9	47.9	-0.5
Colby Community College	.	.	.	45.3	45.3	.
Cowley County Community College	.	.	.	53.5	53.5	1.6
Dodge City Community College	58.0	54.8	48.4	44.2	54.8	1.0
Flint Hills Technical College	.	.	.	.	.	.
Fort Scott Community College	.	.	.	43.0	43.0	3.3
Garden City Community College	59.2	53.9	53.4	66.2	56.9	5.8
Highland Community College	.	.	.	51.4	51.4	2.7
Hutchinson Community College	54.2	49.0	38.1	51.6	51.5	-1.1

State/School

	Prof. (\$)	Assoc. (\$)	Asst. (\$)	Inst./Lect./No Rank (\$)	Avg. (\$)	% Chng. (%)
Independence Community College	62.0	47.8	.	.	56.9	23.6
Johnson County Community College	83.4	76.1	72.3	.	79.2	1.5
Kansas City Kansas Community College	92.1	87.1	75.8	64.3	73.4	0.5
Labette Community College	58.7	51.4	50.3	54.1	55.6	6.3
Manhattan Area Technical College	.	.	.	59.5	59.5	177
Neosho County Community College	54.6	40.1	51.5	45.1	50.0	4.2
North Central Kansas Technical College	.	.	.	45.7	45.7	9.0
Northwest Kansas Technical College	.	.	.	51.1	51.1	1.5
Pratt Community College	.	.	.	52.4	52.4	2.8
Salina Area Technical College	.	.	.	51.5	51.5	1.9
Seward County Community College	.	.	.	50.3	50.3	3.3
Wichita State University-Campus Applied Sciences and Technology	.	.	.	46.8	46.8	of 2.8

BA

Haskell Indian Nations University
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DOCTORAL

Emporia State University	70.0	64.4	61.7	45.3	61.6	-0.7
Fort Hays State University	90.0	73.4	62.8	54.5	67.6	2.7
Kansas State University	112.3	90.0	75.8	58.8	86.1	0.6
Pittsburg State University	77.9	66.8	60.0	48.9	66.0	-0.7
University of Kansas	125.9	87.5	89.9	54.1	99.5	1.0
Washburn University	95.6	75.5	62.1	52.8	71.4	-0.7
Wichita State University	98.7	72.8	64.6	68.6	76.9	1.2

KENTUCKY

AA

Ashland Community and Technical College	61.0	50.1	43.0	40.0	50.5	0.8
Big Sandy Community and Technical College	60.8	50.0	42.7	38.9	52.0	-2.1
Bluegrass Community and Technical College	61.4	53.1	45.9	40.5	50.7	2.4
Elizabethtown Community and Technical College	61.2	50.3	45.8	42.5	52.4	1.9
Gateway Community and Technical College	58.9	51.8	49.6	47.2	50.4	0.6
Hazard Community and Technical College	62.6	51.4	45.6	42.3	53.8	-1.5
Henderson Community College	62.2	49.4	43.1	42.7	52.0	-0.4
Hopkinsville Community College	60.1	49.5	42.9	41.0	47.6	2.7
Jefferson Community and Technical College	62.1	55.2	48.1	49.5	54.0	-0.3
Madisonville Community College	59.4	52.6	42.0	41.9	53.3	0.7
Maysville Community and Technical College	61.0	49.7	44.5	42.4	50.4	-0.7

State/School

	Prof. (\$)	Assoc. (\$)	Asst. (\$)	Inst./Lect./No Rank (\$)	Avg. (\$)	% Chng. (%)
Owensboro Community and Technical College	60.4	49.6	45.2	39.7	53.0	0.2
Somerset Community College	61.2	49.9	43.2	40.9	49.9	0.3
Southcentral Kentucky Community and Technical College	58.7	48.5	41.9	37.5	47.1	1.4
Southeast Kentucky Community & Technical College	63.1	49.8	45.2	42.6	54.4	-0.9
West Kentucky Community and Technical College	61.6	52.9	44.3	43.7	50.5	-2.5

DOCTORAL

Eastern Kentucky University	73.0	65.5	64.4	54.6	65.5	2.5
Kentucky State University	79.2	64.6	59.4	44.5	63.7	8.1
Morehead State University	72.7	66.0	59.4	43.0	60.2	4.2
Murray State University	79.1	68.9	63.7	49.3	64.4	3.0
Northern Kentucky University	103.4	75.6	77.4	52.6	74.0	2.6
University of Kentucky	131.4	97.9	87.8	64.7	100.5	1.0
University of Louisville	110.8	80.1	66.7	57.8	81.0	0.7
Western Kentucky University	87.1	68.2	64.4	49.2	67.9	-2.2

LOUISIANA

AA

Baton Rouge Community College	63.6	59.4	54.3	53.0	57.3	4.1
Bossier Parish Community College	62.7	55.8	52.6	45.9	52.8	10.7
Central Louisiana Technical Community College	56.3	.	.	46.8	47.0	6.3
Delgado Community College	65.6	46.6	46.2	42.3	51.2	-0.8
Fletcher Technical Community College	60.4	55.3	51.3	47.6	48.7	5.7
Louisiana Delta Community College	60.4	56.6	55.5	44.5	47.2	13.0
Louisiana State University-Eunice	55.9	55.2	44.2	48.2	49.2	-2.8
Northshore Technical Community College	.	53.6	50.9	44.9	45.8	3.0
Northwest Louisiana Technical Community College	.	.	.	42.8	42.8	9.4
Nunez Community College	57.8	54.0	51.0	46.5	49.6	9.7
River Parishes Community College	56.3	52.7	48.9	48.1	49.4	2.6
SOWELA Technical Community College	63.5	53.9	52.9	49.7	51.5	6.8
South Louisiana Community College	58.0	50.2	46.2	44.7	46.5	4.1
Southern University at Shreveport	59.7	55.8	45.5	49.5	50.0	9.1

BA

Louisiana State University-Alexandria	58.2	57.9	54.9	48.8	55.2	4.2
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BA+

Nicholls State University	82.6	64.5	59.4	46.7	59.7	1.9
Southern University at New Orleans	72.3	62.1	56.4	.	62.3	12.2

State/School

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

DOCTORAL

Grambling State University	72.1	61.3	48.9	40.0	54.3	0.6
Louisiana State University Health Sciences Center-New Orleans	.	.	.	.	.	.
Louisiana State University Health Sciences Center-Shreveport	.	.	.	.	.	.
Louisiana State University and Agricultural & Mechanical College	129.6	90.6	89.5	53.7	93.2	1.7
Louisiana State University-Shreveport	80.8	74.5	84.2	68.6	78.0	4.1
Louisiana Tech University	96.4	78.8	71.8	56.1	72.7	4.4
McNeese State University	85.5	68.3	62.1	46.7	65.1	3.2
Northwestern State University Louisiana	76.0	62.4	54.6	48.0	58.9	3.4
Southeastern Louisiana University	84.8	73.8	66.9	48.8	61.8	1.7
Southern University and A & M College	.	.	.	.	.	.
University of Louisiana at Lafayette	109.2	80.4	69.1	53.7	76.2	2.0
University of Louisiana at Monroe	74.5	66.4	59.7	49.0	60.9	2.9
University of New Orleans	95.1	78.2	77.9	46.4	75.6	2.4

MAINE

AA

Central Maine Community College	.	.	.	54.6	54.6	-6.9
Eastern Maine Community College	.	.	.	59.3	59.3	-1.9
Kennebec Valley Community College	.	.	.	57.5	57.5	1.8
Northern Maine Community College	.	.	.	56.3	56.3	-7.0
Southern Maine Community College	67.7	63.9	64.8	59.9	64.6	-2.4
Washington County Community College	.	.	.	58.5	58.5	2.2
York County Community College	.	.	.	61.3	61.3	2.7

BA

University of Maine at Fort Kent	86.7	68.8	54.4	48.9	62.7	0.5
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BA+

Maine Maritime Academy
University of Maine at Augusta	81.8	71.2	58.9	54.1	66.4	0.6
University of Maine at Farmington	81.5	68.3	54.3	53.8	68.4	3.6
University of Maine at Presque Isle	79.8	68.0	57.9	62.5	71.0	0.6

DOCTORAL

University of Maine	123.0	90.9	74.9	61.1	92.2	-1.1
University of Southern Maine	109.1	90.0	72.9	60.9	84.7	0.9

MARYLAND

AA

Allegany College of Maryland	67.1	56.7	51.4	47.2	55.7	4.7
Anne Arundel Community College	93.4	80.9	71.6	57.4	80.3	6.3
Baltimore City Community College	85.3	71.9	62.2	54.0	70.6	0.7

State/School

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

Carroll Community College	75.5	67.5	57.4	55.2	63.3	4.8
Cecil College	.	.	75.6	.	75.6	12.7
Chesapeake College	87.4	78.5	65.3	58.8	73.8	11.6
College of Southern Maryland	99.6	98.1	52.1	94.8	82.0	1.1
Community College of Baltimore County	102.4	87.3	71.7	58.5	82.3	4.8
Frederick Community College	88.2	77.1	65.4	.	76.8	2.9
Garrett College	75.6	66.0	64.3	.	69.9	3.4
Hagerstown Community College	83.2	68.4	65.0	52.7	65.5	4.9
Harford Community College	86.1	69.0	61.9	.	66.8	2.5
Howard Community College	88.9	74.0	68.8	58.8	76.6	1.5
Montgomery College	96.9	80.0	75.4	.	92.4	-0.7
Prince George's Community College	86.7	76.3	69.5	.	79.4	1.7
Wor-Wic Community College	81.6	65.9	60.7	57.0	64.8	6.4

BA

United States Naval Academy	148.6	126.0	103.1	111.4	126.8	1.9
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BA+

St. Mary's College of Maryland	98.7	78.5	65.0	45.0	80.7	1.8
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DOCTORAL

Bowie State University	102.9	83.7	77.4	65.3	80.6	1.5
Coppin State University	97.8	85.8	79.2	63.7	83.8	2.6
Frostburg State University	95.1	75.6	82.3	55.7	83.8	3.8
Morgan State University	116.1	94.4	82.4	55.2	84.4	3.8
Salisbury University	101.4	81.3	82.3	69.3	87.8	2.1
Towson University	106.1	87.6	76.2	53.1	81.4	3.7
University of Baltimore	149.0	108.7	88.1	86.7	116.0	1.0
University of Maryland Eastern Shore	90.3	81.9	72.6	57.2	77.2	3.7
University of Maryland Global Campus	.	.	.	.	.	.
University of Maryland, Baltimore	183.4	115.1	93.1	73.3	133.1	-2.5
University of Maryland-Baltimore County	129.7	97.1	86.1	65.9	94.9	2.7
University of Maryland-College Park	171.2	119.0	108.0	77.4	120.5	1.9

MASSACHUSETTS

AA

Berkshire Community College	72.0	58.3	55.8	.	64.7	-1.5
Bristol Community College	73.4	63.2	58.7	61.3	66.7	-0.4
Bunker Hill Community College	72.3	62.5	62.0	.	69.2	-5.9
Cape Cod Community College	75.9	64.0	65.8	65.9	69.5	-1.2
Greenfield Community College	72.5	62.0	58.5	58.9	68.1	-0.4
Holyoke Community College	72.8	60.9	58.6	55.8	67.8	-0.4
Massachusetts Bay Community College	76.4	65.1	65.1	.	69.8	-0.4
Massasoit Community College	80.0	64.2	65.0	59.1	70.6	0.0

State/School	Inst./Lect./			No Rank (\$)	Avg. (\$)	% Chng. (%)
	Prof. (\$)	Assoc. (\$)	Asst. (\$)			
Middlesex Community College	73.0	574	56.1	.	67.9	0.5
Mount Wachusett Community College	81.3	677	55.8	64.2	71.4	-1.6
North Shore Community College	73.0	62.9	58.5	52.5	66.4	-0.3
Northern Essex Community College	71.7	60.7	55.2	53.0	65.9	-2.0
Quincy College	74.8	71.3	66.6	57.5	71.4	-9.0
Quinsigamond Community College	68.8	64.7	57.1	53.5	66.2	-4.7
Roxbury Community College	.	.	.	.	.	.
Springfield Technical Community College	78.2	65.5	60.8	53.5	70.6	6.6

BA+

Bridgewater State University	103.2	83.8	70.9	48.7	87.8	-1.0
Fitchburg State University	103.6	79.9	68.8	65.4	84.4	-1.0
Framingham State University	98.2	83.0	72.5	.	85.8	1.3
Massachusetts College of Art and Design	104.6	79.3	67.3	.	86.9	-4.0
Massachusetts College of Liberal Arts	98.4	73.3	63.2	.	79.5	-2.1
Massachusetts Maritime Academy	107.3	81.3	71.8	65.3	88.7	0.0
Salem State University	104.8	90.1	80.5	75.2	94.4	0.3
Westfield State University	99.6	84.4	72.2	60.3	88.7	-1.6
Worcester State University	101.5	76.3	63.5	61.6	79.8	-3.5

DOCTORAL

University of Massachusetts-Amherst	157.1	110.4	97.6	78.9	116.5	0.5
University of Massachusetts-Boston	144.6	112.2	89.8	71.6	100.7	-1.6
University of Massachusetts-Dartmouth	136.3	101.8	89.7	71.0	103.1	6.4
University of Massachusetts-Lowell	151.4	116.4	96.4	81.3	110.8	0.4

MICHIGAN

AA

Alpena Community College	.	.	.	85.1	85.1	0.8
Bay Mills Community College	.	.	.	49.6	49.6	5.0
Bay de Noc Community College	.	.	.	.	.	.
Delta College	102.0	90.2	80.8	64.7	90.5	3.9
Glen Oaks Community College	80.6	.	.	61.3	74.2	3.9
Gogebic Community College	.	.	.	64.6	64.6	0.6
Grand Rapids Community College	97.8	83.1	66.5	60.3	82.9	4.6
Henry Ford College	.	.	.	93.9	93.9	-11.1
Jackson College	.	.	.	.	.	.
Kalamazoo Valley Community College	.	.	.	94.4	94.4	3.7
Kellogg Community College	87.4	.	.	72.5	83.8	-1.7
Keweenaw Bay Ojibwa Community College	.	.	.	46.3	46.3	0.7
Kirtland Community College	.	.	.	.	.	.

State/School	Inst./Lect./			No Rank (\$)	Avg. (\$)	% Chng. (%)
	Prof. (\$)	Assoc. (\$)	Asst. (\$)			
Lake Michigan College	.	.	.	88.9	88.9	5.7
Lansing Community College	79.3	.	.	.	79.3	2.6
Macomb Community College	90.7	.	.	78.3	88.5	3.0
Mid Michigan College	83.0	74.5	73.1	69.1	76.2	2.8
Monroe County Community College	99.6	95.3	89.5	83.3	90.9	-0.6
Montcalm Community College	.	.	.	84.5	84.5	-0.8
Mott Community College	.	.	.	81.2	81.2	3.3
Muskegon Community College	.	.	.	99.8	99.8	3.5
North Central Michigan College	90.7	.	.	89.8	90.6	-9.8
Northwestern Michigan College	.	.	.	81.0	81.0	1.9
Oakland Community College	.	.	.	89.5	89.5	-8.2
Saginaw Chippewa Tribal College	.	.	.	54.7	54.7	0.0
Schoolcraft College	.	.	.	98.8	98.8	-0.6
Southwestern Michigan College	69.6	59.9	53.1	.	61.8	2.7
St Clair County Community College	88.5	.	.	71.5	86.2	.
Washtenaw Community College	.	.	.	.	.	.
Wayne County Community College District	.	.	.	73.2	73.2	0.6
West Shore Community College	81.0	68.9	.	.	79.5	3.9

BA

Lake Superior State University	74.9	68.0	60.4	42.2	62.1	2.0
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DOCTORAL

Central Michigan University	108.3	88.1	83.6	59.2	91.0	1.3
Eastern Michigan University	101.3	85.6	74.0	48.6	87.8	-0.3
Ferris State University	107.2	86.0	77.1	50.1	87.3	2.2
Grand Valley State University	113.1	91.0	83.9	53.0	86.4	1.0
Michigan State University	160.5	105.1	85.7	67.0	112.2	1.9
Michigan Technological University	125.8	97.3	88.9	69.6	98.2	2.0
Northern Michigan University	90.5	78.1	66.8	55.3	75.2	-3.2
Oakland University	114.1	88.1	73.0	71.3	87.7	1.5
Saginaw Valley State University	86.2	75.5	58.3	50.8	74.7	-1.5
University of Michigan-Ann Arbor	182.2	121.2	103.4	78.0	135.2	2.7
University of Michigan-Dearborn	121.9	102.0	90.5	66.4	96.2	1.7
University of Michigan-Flint	128.1	86.9	79.1	64.4	87.8	3.9
Wayne State University	138.7	103.5	92.8	67.6	103.4	-0.5
Western Michigan University	114.3	88.6	75.2	57.5	95.0	3.0

MINNESOTA

AA

Alexandria Technical & Community College	.	.	.	75.2	75.2	-0.5
Anoka Technical College	.	.	.	75.4	75.4	0.1
Anoka-Ramsey Community College	.	.	.	75.6	75.6	-0.4
Central Lakes College-Brainerd	.	.	.	75.1	75.1	-0.4
Century College	.	.	.	77.7	77.7	0.7
Dakota County Technical College	.	.	.	74.3	74.3	-0.8

State/School				Inst./ Lect./ No Rank (\$)	Avg. (\$)	% Chng. (%)
	Prof. (\$)	Assoc. (\$)	Asst. (\$)			
Fond du Lac Tribal and Community College	.	.	.	72.4	72.4	-0.3
Hennepin Technical College	.	.	.	72.9	72.9	-1.9
Hibbing Community College	.	.	.	71.5	71.5	-1.1
Inver Hills Community College	.	.	.	74.2	74.2	-2.0
Itasca Community College	.	.	.	72.7	72.7	-2.9
Lake Superior College	.	.	.	71.9	71.9	-1.3
Leech Lake Tribal College	.	.	.	37.2	37.2	13.0
Mesabi Range College	.	.	.	73.8	73.8	0.2
Minneapolis Community and Technical College	.	.	.	76.5	76.5	0.2
Minnesota State College Southeast	.	.	.	75.2	75.2	-0.4
Minnesota State Community and Technical College	.	.	.	74.2	74.2	-1.7
Minnesota West Community and Technical College	.	.	.	72.5	72.5	-0.3
Normandale Community College	.	.	.	75.8	75.8	0.1
North Hennepin Community College	.	.	.	75.0	75.0	-0.4
Northland Community and Technical College	.	.	.	74.2	74.2	-0.4
Northwest Technical College	.	.	.	69.0	69.0	-0.5
Pine Technical & Community College	.	.	.	71.6	71.6	-0.4
Rainy River Community College	.	.	.	73.4	73.4	-1.8
Red Lake Nation College	.	.	.	55.5	55.5	9.3
Ridgewater College	.	.	.	72.1	72.1	-1.4
Riverland Community College	.	.	.	72.6	72.6	-1.2
Rochester Community and Technical College	.	.	.	77.3	77.3	-1.5
Saint Paul College	.	.	.	73.2	73.2	0.0
South Central College	.	.	.	72.6	72.6	-2.5
St Cloud Technical and Community College	.	.	.	74.2	74.2	-1.2
Vermilion Community College	.	.	.	69.7	69.7	-0.4

BA

University of Minnesota-Crookston	94.1	78.5	74.6	62.4	72.7	0.4
University of Minnesota-Morris	85.1	71.1	56.5	51.5	68.8	1.1
University of Minnesota-Rochester	.	82.3	71.5	61.5	66.6	7.7

BA+

Bemidji State University	96.7	79.4	69.2	.	80.2	0.5
Southwest Minnesota State University	99.6	81.2	69.5	53.0	85.7	-0.5

DOCTORAL

Metropolitan State University	100.4	86.7	78.8	.	89.0	1.5
Minnesota State University Moorhead	93.4	80.1	72.8	53.3	84.4	0.1
Minnesota State University-Mankato	103.2	83.6	75.6	56.1	88.0	-0.1
Saint Cloud State University	101.7	89.5	73.5	61.7	89.4	-0.2
University of Minnesota-Duluth	100.4	80.5	67.0	55.6	75.6	-2.3
University of Minnesota-Twin Cities	154.7	104.0	97.7	63.8	116.0	1.6

State/School				Inst./ Lect./ No Rank (\$)	Avg. (\$)	% Chng. (%)
	Prof. (\$)	Assoc. (\$)	Asst. (\$)			
Winona State University	96.9	81.7	72.2	51.2	84.2	-0.4

MISSISSIPPI

AA

Coahoma Community College	.	.	.	53.4	53.4	-0.1
Copiah-Lincoln Community College	.	.	.	51.1	51.1	8.2
East Central Community College	.	.	.	50.5	50.5	2.9
East Mississippi Community College	.	.	.	60.9	60.9	2.9
Hinds Community College	.	.	.	45.2	45.2	-6.2
Holmes Community College	.	.	.	58.8	58.8	2.9
Itawamba Community College	.	.	.	65.3	65.3	0.9
Jones County Junior College	.	.	.	50.7	50.7	-3.0
Meridian Community College	.	.	.	52.9	52.9	7.0
Mississippi Delta Community College	.	.	.	52.3	52.3	-1.3
Mississippi Gulf Coast Community College	.	.	.	54.0	54.0	-0.2
Northeast Mississippi Community College	.	.	.	50.6	50.6	1.6
Northwest Mississippi Community College	.	.	.	53.4	53.4	-0.9
Pearl River Community College	.	.	.	49.3	49.3	-1.3
Southwest Mississippi Community College	.	.	.	55.8	55.8	0.9

BA+

Mississippi Valley State University	64.0	56.5	52.7	46.0	54.5	2.2
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DOCTORAL

Alcorn State University	72.5	60.1	56.4	43.8	55.3	-3.0
Delta State University	71.4	66.8	61.5	54.0	62.0	5.3
Jackson State University	72.5	62.7	76.2	38.6	63.2	-4.4
Mississippi State University	112.5	86.1	82.1	44.0	78.8	4.8
Mississippi University for Women	68.8	57.1	52.5	52.2	57.0	1.0
University of Mississippi	113.5	87.8	76.2	50.7	82.3	2.8
University of Southern Mississippi	91.1	72.2	66.1	55.5	71.1	1.9

MISSOURI

AA

Crowder College	.	.	.	43.8	43.8	1.5
East Central College	79.2	76.4	57.8	51.8	58.3	7.5
Jefferson College	77.1	61.1	55.9	48.1	64.1	2.2
Metropolitan Community College-Kansas City	.	.	.	70.6	70.6	4.2
Mineral Area College	56.2	49.4	49.3	45.5	50.6	1.2
Missouri State University-West Plains	68.1	58.5	51.5	49.0	56.5	4.6
Moberly Area Community College	53.2	47.6	46.3	45.1	47.7	4.0
North Central Missouri College	.	.	.	49.2	49.2	4.2
Ozarks Technical Community College	.	.	.	55.5	55.5	3.3

State/School	Inst./Lect./			Avg. (\$)	% Chng. (%)	
	Prof. (\$)	Assoc. (\$)	Asst. (\$)			
Saint Louis Community College	87.0	78.4	69.4	62.1	77.2	2.9
St Charles Community College	84.1	72.8	62.8	57.1	71.2	1.8
State Fair Community College	.	.	.	51.5	51.5	4.4
State Technical College of Missouri	.	.	.	52.4	52.4	10.2
Three Rivers College	59.9	50.0	48.4	43.7	49.7	3.8

BA

Harris-Stowe State University	76.0	66.1	55.3	52.1	59.9	6.6
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BA+

Lincoln University	64.9	55.3	49.0	40.2	53.5	2.7
Missouri Southern State University	81.2	60.9	59.3	52.9	62.9	3.5
Missouri Western State University	73.4	60.3	62.5	50.3	63.8	0.3
Northwest Missouri State University	86.6	70.9	66.0	54.8	67.7	1.9
Southeast Missouri State University	91.2	71.1	62.7	50.8	68.8	6.0
Truman State University	74.7	65.9	56.4	45.0	64.5	-2.8
University of Central Missouri	88.2	79.0	71.9	56.7	70.6	7.1

DOCTORAL

Missouri State University-Springfield	88.6	74.7	68.0	47.9	71.2	3.5
Missouri University of Science and Technology	128.8	87.8	79.5	43.4	101.4	2.1
University of Missouri-Columbia	137.2	93.1	91.0	57.8	104.1	3.2
University of Missouri-Kansas City	110.3	84.8	80.5	58.3	89.6	2.5
University of Missouri-St Louis	101.6	79.2	71.9	.	83.5	1.9

MONTANA

AA

Aaniih Nakoda College	.	.	.	42.4	42.4	4.8
Chief Dull Knife College	.	.	.	50.4	50.4	25.0
Dawson Community College	.	.	.	50.4	50.4	3.2
Flathead Valley Community College	72.4	61.7	60.6	54.3	63.3	7.3
Fort Peck Community College	.	.	.	49.0	49.0	0.8
Great Falls College Montana State University	.	.	.	56.5	56.5	0.2
Helena College University of Montana	.	.	.	55.8	55.8	3.0
Little Big Horn College	.	.	.	.	.	.
Miles Community College	.	.	.	50.5	50.5	-0.7
Salish Kootenai College	.	.	.	50.2	50.2	8.2
Stone Child College	.	.	.	55.2	55.2	19.3

BA

The University of Montana-Western	75.8	62.5	55.1	48.9	63.5	-0.5
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BA+

Montana State University Billings	83.8	61.7	56.5	51.4	60.4	0.2
Montana State University-Northern	72.3	56.4	57.1	48.9	61.1	3.7

State/School	Inst./Lect./			Avg. (\$)	% Chng. (%)	
	Prof. (\$)	Assoc. (\$)	Asst. (\$)			
DOCTORAL						
Montana State University	110.1	85.7	76.6	59.6	86.3	1.9
Montana Technological University	88.5	74.9	72.8	58.0	74.1	1.0
The University of Montana	98.0	80.6	66.7	46.2	84.2	1.5

NEBRASKA

AA

Central Community College	.	.	.	61.5	61.5	2.7
Little Priest Tribal College	.	.	.	41.3	41.3	.
Metropolitan Community College Area	.	.	.	72.7	72.7	2.5
Mid-Plains Community College	.	.	.	64.9	64.9	.
Nebraska College of Technical Agriculture	.	80.7	68.4	55.7	71.4	-9.2
Nebraska Indian Community College	.	.	.	.	.	.
Northeast Community College	.	.	.	.	.	.
Southeast Community College Area	.	.	.	61.6	61.6	-2.4
Western Nebraska Community College	.	.	.	63.1	63.1	0.6

BA+

Chadron State College	80.9	65.5	55.6	49.2	67.4	0.4
Peru State College	83.7	72.7	57.4	55.3	65.5	0.2
University of Nebraska at Kearney	88.0	70.5	66.7	51.1	71.7	2.0
Wayne State College	84.7	65.6	56.8	55.6	70.2	1.0

DOCTORAL

University of Nebraska Medical Center	106.1	94.8	78.5	62.5	67.5	2.2
University of Nebraska at Omaha	100.9	83.3	77.3	54.1	77.2	1.3
University of Nebraska-Lincoln	140.1	102.3	94.7	52.6	108.9	4.7

NEVADA

AA

College of Southern Nevada	80.5	.	.	64.3	76.4	0.6
Great Basin College	77.6	.	.	65.2	72.1	6.6
Truckee Meadows Community College	80.1	.	.	59.3	72.2	-4.2
Western Nevada College	74.6	.	.	62.9	69.2	-4.5

BA+

Nevada State College	94.4	86.1	71.4	55.5	70.7	-3.3
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DOCTORAL

University of Nevada-Las Vegas	134.8	101.5	80.7	62.1	95.9	-1.3
University of Nevada-Reno	132.9	97.4	84.3	67.1	94.6	-0.0

NEW HAMPSHIRE

AA

Great Bay Community College	75.2	64.2	58.6	.	72.4	-0.8
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State/School				Inst./		
	Prof. (\$)	Assoc. (\$)	Asst. (\$)	Lect./ No Rank (\$)	Avg. (\$)	% Chng. (%)
Lakes Region Community College	76.3	59.8	57.5	48.8	63.7	-7.0
Manchester Community College	75.7	64.4	65.0	59.4	71.9	1.0
NHTI-Concord's Community College	77.4	65.7	54.9	.	75.1	0.6
Nashua Community College	71.5	66.5	.	.	70.7	-0.4
River Valley Community College	75.0	59.4	57.1	.	67.3	1.4
White Mountains Community College	72.0	65.6	56.8	57.1	67.6	1.3

BA

University of New Hampshire at Manchester	131.1	93.2	82.1	76.1	88.7	0.8
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BA+

Granite State College
Keene State College	100.1	82.1	71.3	50.0	85.3	-2.8

DOCTORAL

Plymouth State University	94.9	79.2	68.2	63.3	79.1	-2.7
University of New Hampshire-Main Campus	134.4	105.0	88.0	73.2	100.9	-0.9

NEW JERSEY

AA

Atlantic Cape Community College	82.4	69.8	60.7	62.7	71.0	-5.3
Bergen Community College	105.2	86.4	72.2	36.1	79.5	1.0
Brookdale Community College	98.6	82.9	75.0	65.6	85.1	1.5
Camden County College	101.5	87.5	72.5	54.9	81.6	1.5
County College of Morris	109.3	85.3	73.1	65.9	85.6	3.6
Essex County College	.	.	.	.	.	.
Hudson County Community College	93.9	70.9	66.7	60.9	69.2	1.3
Mercer County Community College	97.3	73.9	60.4	53.9	83.1	-0.3
Middlesex College	117.4	103.5	84.6	62.7	94.0	-0.8
Ocean County College	81.8	71.0	72.1	65.9	73.0	-1.9
Passaic County Community College	.	.	.	.	.	.
Raritan Valley Community College	97.5	84.0	70.4	63.3	81.6	-0.2
Rowan College South Jersey Cumberland Campus	85.3	70.1	62.8	58.8	66.1	-1.6
Rowan College at Burlington County	.	72.1	68.9	54.6	62.3	2.7
Rowan College of South Jersey Gloucester Campus	88.7	76.9	74.5	52.5	69.9	0.6
Salem Community College	.	67.3	72.8	59.8	66.7	3.3
Sussex County Community College	80.6	73.5	52.0	47.8	62.4	-8.6
Union County College	119.6	96.2	79.2	.	105.1	-0.8
Warren County Community College	81.6	68.4	60.8	.	74.4	2.5

BA+

The College of New Jersey	128.7	107.6	88.0	79.9	110.8	1.7
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DOCTORAL

Kean University	132.2	107.9	90.4	71.7	101.3	-2.0
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State/School				Inst./		
	Prof. (\$)	Assoc. (\$)	Asst. (\$)	Lect./ No Rank (\$)	Avg. (\$)	% Chng. (%)
Montclair State University	138.3	112.0	98.0	81.7	118.4	3.0
New Jersey City University	139.1	107.0	96.2	.	114.7	3.5
New Jersey Institute of Technology	193.8	133.0	106.6	77.5	129.8	3.4
Ramapo College of New Jersey	131.9	109.6	91.3	66.9	112.5	3.4
Rowan University	137.5	102.7	89.1	59.6	92.3	1.9
Rutgers University-Camden	168.4	113.2	93.8	72.7	126.5	3.9
Rutgers University-New Brunswick	181.0	118.8	91.5	65.5	133.0	2.2
Rutgers University-Newark	198.8	135.4	115.1	69.5	146.1	2.2
Stockton University	131.4	103.3	82.0	67.3	103.4	3.4
William Paterson University of New Jersey	136.1	106.7	90.7	77.9	119.6	3.0

NEW MEXICO

AA

Central New Mexico Community College	.	.	.	59.2	59.2	1.7
Clovis Community College	.	.	.	48.1	48.1	-1.1
Eastern New Mexico University Ruidoso Branch Community College	58.7	52.9	.	.	56.8	3.4
Eastern New Mexico University-Roswell Campus	.	.	.	50.8	50.8	4.3
Luna Community College	.	.	.	43.2	43.2	2.2
Mesalands Community College	.	.	.	51.7	51.7	0.0
Navajo Technical University	67.3	58.0	52.3	43.0	50.6	1.7
New Mexico Junior College	53.0	.	.	.	53.0	-13.5
New Mexico Military Institute	84.7	69.6	61.3	50.3	68.1	2.8
New Mexico State University-Alamogordo	65.9	58.7	56.5	47.7	60.5	-1.6
New Mexico State University-Dona Ana	66.1	56.7	53.0	48.7	56.2	2.6
New Mexico State University-Grants	64.7	58.0	51.3	44.3	53.0	-4.1
Northern New Mexico College	.	58.6	55.7	43.9	54.3	1.9
San Juan College	64.0	59.1	55.0	49.0	56.3	0.5
Santa Fe Community College	56.3	60.1	55.5	.	56.2	1.6
Southeast New Mexico College	68.8	62.3	54.7	48.7	59.0	3.4
Southwestern Indian Polytechnic Institute	.	.	.	.	.	.
University of New Mexico-Gallup Campus	88.6	68.1	61.8	58.0	63.2	1.8
University of New Mexico-Alamos Campus	.	.	.	48.4	48.4	-8.7
University of New Mexico-Taos Campus	.	68.4	52.5	52.0	55.5	3.2
University of New Mexico-Valencia County Campus	65.0	54.2	47.5	54.1	52.0	2.7

BA+

Eastern New Mexico University-Main Campus	86.6	70.9	61.2	54.2	65.5	2.1
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State/School	Inst./ Lect./			Avg. (\$)	% Chng. (%)
	Prof. (\$)	Assoc. (\$)	Asst. (\$)		
Institute of American Indian and Alaska Native Culture and Arts Development	76.9	71.2	63.7	66.2	4.2
New Mexico Highlands University	70.0	60.8	54.0	56.7	-2.3
Western New Mexico University	73.4	65.5	60.4	64.1	2.0

DOCTORAL

New Mexico Institute of Mining and Technology	103.4	82.3	71.7	52.6	82.7	2.9
New Mexico State University- Main Campus	102.6	78.1	72.2	52.1	80.9	1.5
University of New Mexico- Main Campus	114.9	84.9	80.3	58.9	88.3	2.4

NEW YORK

AA

CUNY Borough of Manhattan Community College	125.1	102.6	87.0	75.7	99.2	5.2
CUNY Bronx Community College	127.1	100.0	87.9	82.1	102.9	5.2
CUNY Hostos Community College	120.1	97.3	88.7	82.8	98.2	5.6
CUNY Kingsborough Community College	126.4	103.6	89.6	82.2	99.8	4.9
CUNY LaGuardia Community College	119.3	99.7	85.3	86.3	106.2	6.9
CUNY Queensborough Community College	126.3	103.4	89.4	83.8	101.4	5.2
CUNY Stella and Charles Guttman Community College	125.1	105.3	86.6	81.6	97.8	7.4
Cayuga County Community College	89.7	75.7	68.5	61.1	84.0	2.1
Clinton Community College	65.2	64.9	48.3	47.4	57.7	-0.1
Columbia-Greene Community College	64.8	56.7	49.4	54.7	56.8	-0.7
Dutchess Community College	103.1	85.4	75.5	66.1	83.0	-0.3
Erie Community College	.	.	.	43.3	43.3	.
Fashion Institute of Technology	.	.	.	.	.	.
Finger Lakes Community College	79.1	67.8	60.9	53.3	68.4	1.8
Fulton-Montgomery Community College	99.9	86.4	73.1	58.2	79.0	3.0
Genesee Community College	69.9	61.8	58.9	50.9	60.9	3.4
Herkimer County Community College	63.5	55.8	52.3	52.7	55.7	2.7
Hudson Valley Community College	80.7	68.5	61.1	49.6	62.4	-2.0
Jamestown Community College	78.1	51.4	52.9	52.3	58.9	-1.8
Jefferson Community College	85.2	68.7	58.3	48.8	66.6	-1.1
Mohawk Valley Community College	78.5	65.4	58.4	52.2	63.8	1.3
Monroe Community College	80.3	63.0	58.1	54.2	67.1	-0.4
Nassau Community College	119.0	101.3	84.8	63.3	101.1	4.6
Niagara County Community College	103.6	81.9	69.8	52.3	87.0	1.2
North Country Community College	70.6	67.4	54.3	45.3	55.3	4.2
Onondaga Community College	85.6	65.2	58.2	48.0	72.0	0.4

State/School	Inst./ Lect./			Avg. (\$)	% Chng. (%)	
	Prof. (\$)	Assoc. (\$)	Asst. (\$)			
Orange County Community College	98.0	80.8	67.8	58.3	79.2	-1.5
Rockland Community College	117.8	97.8	86.0	65.4	92.9	6.1
SUNY Adirondack	73.3	65.7	54.7	45.9	62.7	0.4
SUNY Broome Community College	74.9	66.4	57.5	53.8	67.1	1.1
SUNY College of Technology at Alfred	90.8	70.7	62.0	42.5	60.5	5.2
SUNY Corning Community College	78.8	59.2	57.4	49.9	67.9	3.7
SUNY Morrisville	83.8	69.2	61.1	60.0	68.7	6.7
SUNY Westchester Community College	135.6	118.6	98.3	71.7	106.8	2.9
Schenectady County Community College	65.7	52.9	46.0	42.6	56.9	-0.4
Suffolk County Community College	126.6	103.0	91.6	73.4	110.4	2.5
Sullivan County Community College	60.8	55.9	47.2	42.1	56.1	-3.8
Tompkins Cortland Community College	79.8	66.3	61.7	54.3	74.8	-1.2
Ulster County Community College	64.9	59.0	54.0	45.0	59.3	-3.4

BA

CUNY Medgar Evers College	130.4	107.0	91.2	83.9	103.7	4.1
CUNY New York City College of Technology	125.8	105.1	92.3	87.2	106.0	5.1
SUNY College of Agriculture and Technology at Cobleskill	84.7	70.0	58.2	49.2	68.6	2.9
SUNY College of Technology at Canton	95.0	80.1	65.9	55.2	71.9	5.4
United States Military Academy	.	.	.	.	.	.

BA+

CUNY Brooklyn College	130.4	107.0	91.8	79.3	111.9	4.3
CUNY John Jay College of Criminal Justice	130.8	107.9	91.8	78.9	106.7	3.8
CUNY Queens College	131.2	107.7	90.5	82.6	108.3	3.4
CUNY York College	121.9	105.0	90.6	87.1	104.2	4.1
Farmingdale State College	111.7	89.8	77.3	67.9	86.1	3.3
SUNY Buffalo State	102.1	84.5	71.1	59.2	82.9	4.7
SUNY College at Genesee	101.4	79.9	71.9	58.5	81.7	5.8
SUNY College at Old Westbury	115.6	98.3	87.5	64.8	93.8	3.5
SUNY College at Oswego	97.8	80.1	63.4	47.4	75.3	3.8
SUNY College at Plattsburgh	95.6	75.9	64.2	57.4	74.4	4.8
SUNY College at Potsdam	87.4	70.3	55.4	53.0	68.2	4.9
SUNY College of Technology at Delhi	79.7	67.1	58.9	49.3	65.0	4.6
SUNY Cortland	92.3	75.4	63.4	51.4	70.8	2.9
SUNY Maritime College	107.5	89.9	77.9	65.5	81.8	7.3
SUNY Oneonta	88.9	75.7	64.4	52.7	72.3	4.5
SUNY at Fredonia	94.9	76.9	66.4	50.5	75.1	5.3
SUNY at Purchase College	102.6	82.8	63.6	57.8	77.7	3.6
State University of New York at New Paltz	99.6	79.4	71.5	57.6	76.9	2.9

State/School	Prof. (\$)	Assoc. (\$)	Asst. (\$)	Inst./ Lect./ No Rank (\$)	Avg. (\$)	% Chng. (%)
United States Merchant Marine Academy	.	.	.	.	.	.
DOCTORAL						
Binghamton University	148.4	107.2	88.7	59.7	102.9	3.5
CUNY Bernard M Baruch College	134.5	111.3	94.7	87.0	114.4	4.4
CUNY City College	133.9	109.7	94.2	89.0	117.0	4.0
CUNY Graduate School and University Center	131.1	112.5	95.6	80.0	121.9	2.6
CUNY Hunter College	130.2	111.0	93.7	87.4	115.0	4.6
CUNY Lehman College	128.8	106.7	93.2	85.6	105.7	4.6
College of Staten Island CUNY	129.3	105.9	92.6	81.6	112.1	5.9
SUNY Brockport	96.2	82.6	74.0	60.5	80.0	4.3
SUNY College of Environmental Science and Forestry	114.4	92.5	73.7	61.5	88.3	5.6
SUNY Downstate Health Sciences University	.	116.5	111.8	119.3	118.0	1.4
SUNY Empire State College	.	.	.	.	.	.
SUNY Polytechnic Institute	137.0	107.6	85.9	55.4	100.7	4.4
SUNY at Albany	137.6	102.8	89.4	61.6	102.4	3.3
Stony Brook University	171.8	119.6	101.8	74.0	129.9	4.4
University at Buffalo	151.1	104.0	83.6	75.1	111.3	3.4
Upstate Medical University	.	.	.	.	.	.

NORTH CAROLINA

AA

Alamance Community College	.	.	.	48.3	48.3	12.0
Asheville-Buncombe Technical Community College	.	.	.	46.6	46.6	-0.8
Beaufort County Community College	.	.	.	46.8	46.8	2.5
Bladen Community College	.	.	.	69.4	69.4	21.2
Blue Ridge Community College	.	.	.	52.4	52.4	-1.2
Brunswick Community College	.	.	.	46.6	46.6	-3.1
Caldwell Community College and Technical Institute	.	.	.	49.1	49.1	3.6
Cape Fear Community College	.	.	.	52.6	52.6	2.7
Carolinas College of Health Sciences	.	.	.	.	.	.
Carteret Community College	.	.	.	51.3	51.3	1.8
Catawba Valley Community College	.	.	.	49.1	49.1	-0.4
Central Carolina Community College	.	.	.	50.8	50.8	3.2
Central Piedmont Community College	.	.	.	58.1	58.1	-1.2
Cleveland Community College	.	.	.	49.6	49.6	-0.1
Coastal Carolina Community College	.	.	.	47.1	47.1	-0.8
College of the Albemarle	.	.	.	52.2	52.2	3.5
Craven Community College	.	.	.	52.0	52.0	2.9
Davidson-Davie Community College	.	.	.	58.1	58.1	18.3
Durham Technical Community College	.	.	.	53.3	53.3	-5.1
Edgecombe Community College	.	.	.	46.9	46.9	3.6

State/School	Prof. (\$)	Assoc. (\$)	Asst. (\$)	Inst./ Lect./ No Rank (\$)	Avg. (\$)	% Chng. (%)
Fayetteville Technical Community College	.	.	.	65.5	65.5	1.4
Forsyth Technical Community College	49.9	47.1	46.9	50.7	50.0	2.9
Gaston College	.	.	.	52.4	52.4	0.9
Guilford Technical Community College	.	.	.	56.1	56.1	2.4
Halifax Community College	.	.	.	50.9	50.9	0.2
Haywood Community College	.	.	.	50.8	50.8	-0.3
Isothermal Community College	.	.	.	55.6	55.6	2.0
James Sprunt Community College	.	.	.	48.5	48.5	-0.1
Johnston Community College	.	.	.	56.8	56.8	-1.3
Lenoir Community College	.	.	.	45.3	45.3	0.1
Martin Community College	.	.	.	52.4	52.4	4.6
Mayland Community College	.	.	.	57.9	57.9	2.8
McDowell Technical Community College	.	.	.	51.1	51.1	-2.4
Mitchell Community College	.	.	.	53.7	53.7	-1.4
Montgomery Community College	.	.	.	48.9	48.9	0.9
Nash Community College	.	.	.	50.7	50.7	1.8
Pamlico Community College	.	.	.	47.0	47.0	10.2
Piedmont Community College	.	.	.	53.7	53.7	12.7
Pitt Community College	.	.	.	49.8	49.8	-0.6
Randolph Community College	.	.	.	50.3	50.3	3.4
Richmond Community College	.	.	.	56.7	56.7	1.8
Roanoke-Chowan Community College	.	.	.	54.1	54.1	4.5
Robeson Community College	.	.	.	58.0	58.0	1.9
Rockingham Community College	.	.	.	47.9	47.9	-0.3
Rowan-Cabarrus Community College	.	.	.	52.2	52.2	-0.9
Sampson Community College	.	.	.	58.0	58.0	22.5
Sandhills Community College	.	.	.	51.0	51.0	2.2
South Piedmont Community College	.	.	.	53.2	53.2	2.9
Southeastern Community College	.	.	.	56.9	56.9	0.1
Southwestern Community College	.	.	.	53.2	53.2	2.5
Stanly Community College	.	.	.	48.7	48.7	15.1
Surry Community College	.	.	.	54.5	54.5	6.8
Tri-County Community College	.	.	.	50.1	50.1	0.9
Vance-Granville Community College	.	.	.	43.4	43.4	-5.4
Wake Technical Community College	.	.	.	50.4	50.4	1.6
Wayne Community College	.	.	.	48.1	48.1	2.9
Western Piedmont Community College	.	.	.	50.8	50.8	2.3
Wilkes Community College	.	.	.	49.4	49.4	2.6
Wilson Community College	.	.	.	48.6	48.6	1.0

BA+

Elizabeth City State University	85.5	71.5	66.2	56.8	70.5	-0.5
University of North Carolina School of the Arts	79.5	71.0	69.1	53.4	68.7	-1.1
University of North Carolina Asheville	87.7	77.7	69.5	54.6	73.1	-2.0

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

University of North Carolina 827	71.4	65.5	51.3	67.3	73.0	-0.6
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DOCTORAL

Appalachian State University	91.4	74.9	70.3	50.2	73.0	-2.9
East Carolina University	99.9	78.7	69.4	54.1	77.5	0.3
Fayetteville State University	88.0	75.7	80.9	61.9	77.1	-0.9
North Carolina A & T State University	101.7	82.4	78.2	58.7	83.2	-0.8
North Carolina Central University	101.7	80.5	73.6	54.1	77.0	0.5
North Carolina State University Raleigh	135.6	96.3	82.7	52.5	103.1	-0.3
University of North Carolina Wilmington	98.3	78.3	75.3	51.1	76.5	0.2
University of North Carolina Chapel Hill	158.3	103.3	102.7	59.7	119.7	0.3
University of North Carolina Charlotte	118.9	90.2	83.3	58.4	90.3	-0.7
University of North Carolina Greensboro	112.0	84.7	76.4	49.5	81.3	-1.1
Western Carolina University	97.4	73.0	67.2	45.9	71.1	0.3
Winston-Salem State University	94.6	76.9	69.3	62.6	77.4	-0.7

NORTH DAKOTA

AA

Bismarck State College	71.7	58.7	53.1	49.8	57.3	0.4
Cankdeska Cikana Community College	.	.	.	.	.	.
Dakota College at Bottineau	49.5	48.9	.	45.4	47.4	2.5
Lake Region State College	74.1	63.2	59.3	56.0	61.6	2.1
North Dakota State College of Science	72.4	64.8	59.7	51.9	62.1	0.5
Nueta Hidatsa Sahnish College	.	.	.	58.8	58.8	.
Sitting Bull College	.	.	.	54.5	54.5	34.1
Williston State College	77.7	70.7	57.3	53.0	64.5	-1.3

BA+

Dickinson State University	81.6	67.0	59.2	44.2	63.4	-0.8
Mayville State University	63.8	53.6	56.0	47.4	53.9	-1.1
Minot State University	86.5	63.7	63.1	50.8	66.4	-1.0
Valley City State University	72.0	58.0	49.9	.	56.5	1.2

DOCTORAL

North Dakota State University-Main Campus	112.6	82.1	76.2	54.9	84.3	1.0
University of North Dakota	113.8	89.4	75.6	59.9	88.3	1.3

OHIO

AA

Belmont College	50.1	44.9	43.1	42.0	46.6	-0.0
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State/School	Inst./Lect./No Rank					% Chng. (%)
	Prof. (\$)	Assoc. (\$)	Asst. (\$)	Avg. (\$)		

Bowling Green State University-Firelands	81.5	72.6	53.5	.	69.5	0.6
Central Ohio Technical College	74.9	67.0	60.7	57.4	62.7	1.0
Cincinnati State Technical and Community College	.	.	.	51.8	51.8	-23.8
Clark State College	66.6	58.7	52.7	50.2	55.7	1.5
Columbus State Community College	81.4	65.9	55.4	47.3	63.9	3.8
Cuyahoga Community College District	102.7	96.4	83.7	49.3	85.3	4.2
Eastern Gateway Community College	76.5	62.0	65.3	62.6	64.0	16.0
Edison State Community College	60.0	52.1	46.5	49.8	51.4	2.4
Hocking College	.	.	.	55.3	55.3	0.4
James A. Rhodes State College	64.7	56.9	52.7	46.4	51.1	1.4
Kent State University at Ashtabula	91.1	78.3	82.6	59.9	68.4	3.2
Kent State University at East Liverpool	.	78.6	.	54.7	67.3	0.3
Kent State University at Geauga	92.1	70.7	55.1	50.5	62.9	0.3
Kent State University at Salem	93.4	73.3	55.6	60.3	64.0	0.5
Kent State University at Stark	95.0	79.9	62.6	58.1	74.8	3.1
Kent State University at Trumbull	96.3	77.2	68.5	59.0	75.9	2.5
Kent State University at Tuscarawas	102.6	77.4	60.0	54.6	68.1	2.2
Lakeland Community College	103.3	80.4	68.2	73.0	93.2	1.6
Lorain County Community College	88.5	74.8	66.5	54.8	74.9	0.0
Marion Technical College	58.5	56.6	54.7	51.1	56.0	3.3
North Central State College	.	52.6	47.4	44.4	48.4	0.1
Northwest State Community College	.	.	.	61.0	61.0	1.5
Ohio State University Agricultural Technical Institute	.	88.2	80.9	.	85.3	7.2
Ohio State University-Lima Campus	110.9	80.7	73.4	.	90.6	-1.1
Ohio State University-Mansfield Campus	99.5	79.4	64.6	.	83.0	3.2
Ohio State University-Marion Campus	109.1	85.4	79.9	.	89.4	4.0
Ohio State University-Newark Campus	107.5	94.5	76.0	.	93.2	1.6
Ohio University-Chillicothe Campus	.	82.4	62.9	58.9	67.5	6.5
Ohio University-Eastern Campus	.	77.8	62.9	62.1	72.9	2.3
Ohio University-Lancaster Campus	97.2	78.8	62.5	61.8	76.2	5.6
Ohio University-Southern Campus	85.5	75.2	61.4	60.6	65.5	4.6
Ohio University-Zanesville Campus	90.1	74.2	62.0	58.2	74.9	2.7
Owens Community College	65.6	57.9	55.2	45.4	59.7	-1.2
Sinclair Community College	85.7	66.3	58.1	48.1	72.2	3.2
Southern State Community College	78.9	69.5	60.2	44.5	61.1	-0.9
Stark State College	82.6	70.0	62.5	51.0	62.5	1.2
Terra State Community College	69.1	61.2	56.3	58.5	61.0	4.3
University of Cincinnati-Blue Ash College	104.1	80.8	61.3	54.3	80.5	3.8

State/School				Inst./		
	Prof. (\$)	Assoc. (\$)	Asst. (\$)	Lect./ No Rank (\$)	Avg. (\$)	% Chng. (%)
University of Cincinnati-Clermont College	105.2	81.8	62.3	64.0	87.3	-0.2
Washington State Community College	51.8	59.0	60.1	55.2	56.6	10.7
Zane State College	60.8	53.2	48.1	42.8	52.8	0.1

BA+

Central State University	79.1	63.4	54.5	44.3	62.9	5.5
Miami University-Hamilton	108.0	81.9	70.0	51.5	74.3	2.9
Miami University-Middletown	105.2	76.5	61.0	51.7	71.7	0.8

DOCTORAL

Bowling Green State University-Main Campus	106.8	85.3	67.5	.	89.0	1.2
Cleveland State University	111.6	90.5	83.1	65.7	88.0	1.3
Kent State University at Kent	113.1	87.5	75.2	60.2	87.9	1.4
Miami University-Oxford	130.1	102.2	87.8	61.8	94.1	-0.8
Ohio State University-Main Campus	155.6	105.7	102.7	148.3	127.6	3.7
Ohio University-Main Campus	109.8	89.7	81.2	62.9	86.4	6.0
Shawnee State University	77.8	63.6	54.4	44.9	64.2	7.2
University of Akron Main Campus	109.5	90.9	79.3	64.7	88.6	-4.3
University of Cincinnati-Main Campus	132.7	97.3	78.1	57.0	102.8	2.4
University of Toledo	114.6	94.5	90.0	60.5	89.6	2.4
Wright State University-Main Campus	111.1	90.7	85.7	59.6	88.5	4.1
Youngstown State University	91.6	80.1	70.8	51.6	76.6	-1.0

OKLAHOMA

AA

Carl Albert State College	.	.	.	46.5	46.5	-5.8
College of the Muscogee Nation	.	.	.	.	.	.
Connors State College	.	.	.	47.5	47.5	1.4
Eastern Oklahoma State College	48.0	.	.	44.3	46.1	8.9
Murray State College	57.2	.	49.3	45.1	46.4	3.9
Northeastern Oklahoma A&M College	.	.	.	49.4	49.4	0.2
Northern Oklahoma College	.	.	.	52.5	52.5	2.5
Oklahoma City Community College	56.7	.	.	.	56.7	4.6
Oklahoma State University Institute of Technology	.	.	.	.	.	.
Oklahoma State University-Oklahoma City	65.5	54.3	48.4	46.0	50.7	2.4
Redlands Community College	50.6	.	.	49.4	50.6	0.2
Rose State College	46.6	.	.	32.5	45.8	-3.8
Seminole State College	50.8	41.9	44.8	40.0	45.4	4.7
Tulsa Community College	81.4	70.2	60.7	.	66.0	1.2
Western Oklahoma State College	.	.	.	49.3	49.3	2.2

State/School				Inst./		
	Prof. (\$)	Assoc. (\$)	Asst. (\$)	Lect./ No Rank (\$)	Avg. (\$)	% Chng. (%)
Oklahoma Panhandle State University	48.7	48.2	44.5	38.3	42.9	0.5
University of Science and Arts Oklahoma	61.0	54.0	46.7	38.5	51.7	-3.6

BA

Cameron University	73.7	60.8	51.4	41.8	57.3	0.2
East Central University	72.6	61.3	57.7	53.0	58.9	0.3
Rogers State University	67.9	54.1	49.1	46.9	54.4	-0.7
Southeastern Oklahoma State University	81.2	75.6	64.7	43.0	67.4	4.1
University of Central Oklahoma	90.1	73.9	68.2	43.6	71.0	1.8

DOCTORAL

Langston University	.	62.1	53.2	50.6	53.7	-1.1
Northeastern State University	75.7	61.7	57.3	47.1	62.6	1.7
Northwestern Oklahoma State University	74.1	64.8	53.6	47.0	58.6	1.2
Oklahoma State University-Main Campus	117.5	91.8	84.8	60.2	88.2	0.6
Southwestern Oklahoma State University	75.0	66.8	55.3	52.8	61.7	0.2
University of Oklahoma-Health Sciences Center	99.8	75.0	70.9	67.6	69.9	.
University of Oklahoma-Norman Campus	131.1	89.7	88.5	51.3	98.5	1.8

OREGON

AA

Blue Mountain Community College	.	.	.	86.7	86.7	4.7
Central Oregon Community College	88.0	71.8	60.4	55.7	72.2	1.5
Chemeketa Community College	.	.	.	84.8	84.8	7.1
Clackamas Community College	.	.	.	88.5	88.5	0.5
Clatsop Community College	.	.	.	82.9	82.9	26.7
Columbia Gorge Community College	.	.	.	65.2	65.2	-0.2
Klamath Community College	.	.	.	65.3	65.3	2.4
Lane Community College	.	.	.	84.5	84.5	2.9
Linn-Benton Community College	.	.	.	83.7	83.7	2.2
Mt Hood Community College	.	.	.	93.8	93.8	2.3
Oregon Coast Community College	.	.	.	57.2	57.2	-2.4
Portland Community College	.	.	.	82.5	82.5	1.9
Rogue Community College	.	.	.	83.2	83.2	3.1
Southwestern Oregon Community College	73.9	60.0	55.6	.	63.7	2.5
Tillamook Bay Community College	.	.	.	71.7	71.7	2.5
Treasure Valley Community College	.	.	.	63.9	63.9	-2.8
Umpqua Community College	.	.	.	67.4	67.4	1.6

BA+

Eastern Oregon University	87.7	75.1	61.3	52.2	70.8	2.5
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State/School	Inst./Lect./			Avg. (\$)	% Chng. (%)	
	Prof. (\$)	Assoc. (\$)	Asst. (\$)			
Oregon Institute of Technology	991	73.5	64.1	59.6	77.8	3.2
Southern Oregon University	96.4	75.0	67.8	77.7	82.0	0.5
Western Oregon University	80.6	66.3	54.5	46.9	62.9	0.5

DOCTORAL

Oregon Health & Science University			80.0	63.8	70.5	3.9
Oregon State University	142.9	104.7	93.1	57.7	96.5	1.0
Portland State University	122.5	93.9	79.4	66.0	94.0	1.9
University of Oregon	140.7	103.3	92.3	64.8	104.3	-1.3

PENNSYLVANIA

AA

Bucks County Community College	75.4	63.8	59.0	59.0	68.2	-2.8
Butler County Community College	85.5	69.3	67.9	49.6	65.1	2.8
Central Pennsylvania Institute of Science and Technology						
Community College of Allegheny County	76.7	54.2	49.6	46.7	65.1	2.7
Community College of Beaver County	69.5	56.6	45.4	43.2	52.3	-3.0
Community College of Philadelphia	93.5	84.1	77.5	72.7	78.9	7.1
Delaware County Community College	110.2	96.5	73.0	56.1	98.5	2.7
Harrisburg Area Community College	75.5	59.7	50.3	50.8	64.9	4.5
Lancaster County Career and Technology Center				58.9	58.9	2.5
Lehigh Carbon Community College	75.6	63.1	59.1	48.8	64.0	2.3
Luzerne County Community College	75.2	64.6	54.2	56.9	63.3	1.0
Montgomery County Community College	82.6	71.7	67.4	57.6	68.5	1.1
Northampton County Area Community College	78.7	66.0	60.2	54.6	71.2	1.1
Pennsylvania College of Technology	122.7	105.2	92.6	78.1	88.9	1.5
Pennsylvania Highlands Community College	62.4	53.8	45.8	44.8	52.8	2.4
Reading Area Community College	78.4	65.7	60.9	59.8	66.5	2.7
Thaddeus Stevens College of Technology	89.6	85.6	83.4	78.8	81.9	3.5
University of Pittsburgh-Titusville	74.5	75.4	42.4	69.1	68.0	3.3
Westmoreland County Community College	74.1	65.7	61.5	55.3	62.9	1.1

BA

Cheyney University of Pennsylvania	113.9	94.3	71.8	51.1	96.0	-1.1
University of Pittsburgh-Bradford	90.1	78.3	59.0	59.3	68.6	2.1
University of Pittsburgh-Greensburg	87.2	73.5	67.1	52.9	65.8	-0.0
University of Pittsburgh-Johnstown	98.1	72.8	60.4	55.5	68.8	0.8

State/School	Inst./Lect./			Avg. (\$)	% Chng. (%)	
	Prof. (\$)	Assoc. (\$)	Asst. (\$)			
BA+						
Lincoln University	105.3	83.5	72.0	60.9	80.4	-0.2
Lock Haven University	114.0	94.1	74.2	57.7	97.9	2.9
Mansfield University of Pennsylvania	115.2	91.2	76.2	59.5	95.5	3.1

DOCTORAL

Bloomsburg University of Pennsylvania	115.2	90.3	75.1	53.8	91.1	1.4
California University of Pennsylvania	115.5	95.1	78.8	56.4	94.9	1.5
Clarion University of Pennsylvania	114.1	90.2	74.1	53.4	89.7	4.5
East Stroudsburg University of Pennsylvania	114.0	89.9	73.1	56.0	92.0	0.7
Edinboro University of Pennsylvania	115.4	93.3	74.4	58.1	94.0	1.8
Indiana University of Pennsylvania-Main Campus	113.5	87.1	71.2	52.4	95.7	2.7
Kutztown University of Pennsylvania	109.3	90.1	67.8	52.2	90.2	2.7
Millersville University of Pennsylvania	116.6	91.1	70.5		92.5	1.7
Shippensburg University of Pennsylvania	117.1	96.5	76.3	55.5	100.3	5.3
Slippery Rock University of Pennsylvania	117.4	93.4	77.1	54.9	90.8	1.6
Temple University	169.8	112.7	90.9	68.4	117.2	1.9
The Pennsylvania State University	151.3	99.9	82.9	61.2	104.9	2.2
University of Pittsburgh-Pittsburgh Campus	157.9	105.4	95.1	54.4	106.0	-1.6
West Chester University of Pennsylvania	113.8	91.7	77.6	53.9	91.3	2.1

RHODE ISLAND

AA

Community College of Rhode Island	80.9	62.6	57.7	41.1	67.7	2.8
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DOCTORAL

Rhode Island College	118.7	95.7	74.7		99.9	13.2
University of Rhode Island	133.1	99.9	90.9	62.3	98.6	1.3

SOUTH CAROLINA

AA

Aiken Technical College				52.4	52.4	2.6
Central Carolina Technical College				47.7	47.7	0.1
Denmark Technical College				47.9	47.9	7.9
Florence-Darlington Technical College				52.7	52.7	0.8
Greenville Technical College				48.8	48.8	13.1
Horry-Georgetown Technical College				55.1	55.1	2.3
Midlands Technical College				57.3	57.3	2.3

State/School				Inst./		
	Prof. (\$)	Assoc. (\$)	Asst. (\$)	Lect./ No Rank (\$)	Avg. (\$)	% Chng. (%)
Northeastern Technical College	.	.	.	45.2	45.2	5.7
Orangeburg Calhoun Technical College	.	.	.	51.2	51.2	4.0
Piedmont Technical College	.	.	.	50.0	50.0	4.3
Spartanburg Community College	.	.	.	53.6	53.6	2.5
Technical College of the Lowcountry	.	.	.	.	.	.
Tri-County Technical College	.	.	.	49.4	49.4	2.6
Trident Technical College	.	.	.	55.9	55.9	4.6
University of South Carolina-Lancaster	68.2	57.4	47.0	53.9	57.7	3.6
University of South Carolina-68.8	58.1	47.2	52.7	54.8	3.4	Salkehatchie
University of South Carolina-Sumter	69.9	58.5	55.3	45.2	52.6	2.0
University of South Carolina-Union	71.9	67.7	54.8	55.9	58.3	4.7
Williamsburg Technical College	.	.	.	42.8	42.8	4.2
York Technical College	.	.	.	51.5	51.5	1.1

BA+

Citadel Military College of South Carolina	96.5	81.3	72.6	61.1	81.2	2.0
College of Charleston	99.9	79.4	74.8	62.3	82.4	3.7
Lander University	69.9	70.5	58.2	43.7	58.0	-0.6
University of South Carolina Aiken	85.1	68.5	63.1	53.7	67.0	3.8
University of South Carolina Beaufort	84.5	70.7	65.6	56.7	67.5	4.5
University of South Carolina-Upstate	79.4	73.3	64.9	55.3	66.7	1.8
Winthrop University	86.5	72.6	66.7	50.9	73.1	2.8

DOCTORAL

Clemson University	138.9	98.9	96.5	61.6	97.5	3.0
Coastal Carolina University	98.8	78.0	68.0	52.7	72.8	5.2
Francis Marion University	83.4	70.2	56.3	54.2	68.8	1.3
Medical University of South Carolina	.	.	.	.	.	.
South Carolina State University	77.6	72.0	64.2	51.4	66.9	2.0
University of South Carolina-Columbia	140.1	98.5	94.9	62.8	104.9	4.3

SOUTH DAKOTA

AA

Lake Area Technical College	.	.	.	60.9	60.9	2.7
Mitchell Technical College	.	.	.	62.5	62.5	2.5
Oglala Lakota College	66.6	60.4	57.3	.	57.9	3.5
Sisseton Wahpeton College	.	.	.	41.8	41.8	-7.8
Southeast Technical College	.	.	.	61.1	61.1	1.9
Western Dakota Technical College	.	.	.	60.3	60.3	0.4

State/School				Inst./		
	Prof. (\$)	Assoc. (\$)	Asst. (\$)	Lect./ No Rank (\$)	Avg. (\$)	% Chng. (%)
BA+						
Black Hills State University	85.2	65.3	58.9	48.8	65.7	2.6
Northern State University	88.1	73.4	62.4	45.4	67.5	-0.5
Sinte Gleska University	.	.	.	.	.	.

DOCTORAL

Dakota State University	105.4	84.0	74.2	54.9	77.2	3.6
South Dakota School of Mines and Technology	114.1	90.8	77.9	59.4	82.6	-0.1
South Dakota State University	99.9	83.8	77.4	61.1	77.3	3.1
University of South Dakota	103.1	82.7	71.9	59.6	75.4	4.2

TENNESSEE

AA

Chattanooga State Community College	72.8	63.3	57.3	49.7	57.5	2.5
Cleveland State Community College	65.7	58.4	53.9	51.2	56.5	2.9
Columbia State Community College	72.2	49.8	45.3	44.2	49.7	-1.3
Dyersburg State Community College	68.1	62.8	54.6	47.3	58.4	4.8
Jackson State Community College	67.7	60.6	41.3	44.8	56.4	-2.0
Motlow State Community College	65.7	57.0	47.0	44.2	51.1	-3.1
Nashville State Community College	77.0	61.2	52.2	48.5	55.9	2.8
Northeast State Community College	69.7	62.0	55.2	50.1	58.3	6.7
Pellissippi State Community College	76.7	62.7	55.6	51.4	62.3	3.4
Roane State Community College	71.5	62.5	55.6	41.6	61.1	4.2
Southwest Tennessee Community College	72.5	60.8	50.6	42.8	55.4	5.8
Volunteer State Community College	78.0	63.4	53.8	49.6	60.4	5.5
Walters State Community College	69.6	60.2	52.5	46.8	56.4	2.3

BA+

The University of Tennessee-Martin	80.4	74.0	69.8	51.4	68.7	1.7
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DOCTORAL

Austin Peay State University	88.9	72.2	64.6	51.7	74.3	2.0
East Tennessee State University	84.9	73.4	65.8	46.1	69.7	3.9
Middle Tennessee State University	102.7	81.0	72.7	51.8	80.4	2.0
Tennessee State University	83.8	71.2	64.5	52.8	72.7	4.3
Tennessee Technological University	97.8	77.8	75.6	49.3	75.4	0.0
The University of Tennessee Health Science Center	138.3	94.1	82.2	.	105.0	9.1
The University of Tennessee-Chattanooga	104.6	91.1	70.4	55.2	79.2	3.2
The University of Tennessee-Knoxville	155.6	106.3	93.3	62.7	106.5	3.7
University of Memphis	113.5	85.1	77.8	53.7	83.9	2.1

State/School	Inst./Lect./			Avg. (\$)	% Chng. (%)
	Prof. (\$)	Assoc. (\$)	Asst. (\$)		

TEXAS

AA

Alvin Community College	.	.	.	65.3	65.3	5.4
Amarillo College	69.2	61.8	59.2	52.6	56.7	-0.5
Angelina College	.	.	.	53.3	53.3	1.3
Austin Community College District	84.3	69.0	62.2	62.7	74.4	2.1
Blinn College	.	.	.	57.9	57.9	2.2
Brazosport College	81.3	73.3	59.7	55.6	63.4	4.2
Central Texas College	62.8	.	.	.	62.8	9.7
Cisco College	42.8	.	.	35.7	42.3	4.3
Clarendon College	44.1	51.6	46.2	43.0	44.5	12.4
Coastal Bend College	57.7	49.0	45.6	51.3	51.2	5.1
College of the Mainland	70.7	59.0	60.3	.	62.1	0.4
Collin County Community College District	.	.	.	72.6	72.6	2.7
Dallas College	.	.	.	71.1	71.1	5.3
Del Mar College	87.9	73.6	63.3	55.0	69.8	2.4
El Paso Community College	67.2	55.1	49.4	45.8	56.1	0.0
Frank Phillips College	48.9	44.8	45.0	43.7	45.7	4.3
Galveston College	78.2	73.8	69.6	59.9	63.6	5.6
Grayson College	62.1	.	.	.	62.1	6.0
Hill College	.	.	.	53.0	53.0	8.0
Houston Community College	.	.	.	73.0	73.0	0.4
Howard College	50.9	49.8	41.6	44.3	46.7	4.2
Kilgore College	.	.	.	48.9	48.9	0.0
Lamar Institute of Technology	.	.	.	53.5	53.5	0.9
Lamar State College-Orange	68.7	54.1	57.8	52.4	53.7	10.1
Lamar State College-Port Arthur	67.7	59.6	50.9	43.8	45.3	2.3
Laredo College	67.3	55.9	58.2	53.5	63.3	3.0
Lee College	.	.	.	65.2	65.2	1.5
Lone Star College System	83.3	70.9	64.3	62.2	81.0	10.5
McLennan Community College	78.4	66.3	61.5	59.4	72.4	2.1
Midland College	77.5	64.1	63.2	57.6	66.7	2.3
Navarro College	67.8	55.5	58.2	.	57.7	-2.2
North Central Texas College	.	.	.	58.0	58.0	4.7
Northeast Lakeview College	73.8	67.5	62.8	54.7	64.4	2.9
Northeast Texas Community College	62.4	57.2	51.1	46.7	56.6	0.2
Northwest Vista College	76.5	67.9	62.3	56.4	65.2	3.6
Odessa College	70.8	63.1	58.0	54.9	60.8	13.7
Palo Alto College	81.6	72.9	65.4	55.5	65.9	1.9
Panola College	57.9	.	.	56.8	57.7	2.5
Paris Junior College	.	.	.	60.9	60.9	3.3
Ranger College	42.2	41.0	.	41.5	41.5	3.4
San Antonio College	82.9	74.9	65.7	56.4	69.5	1.4
San Jacinto Community College	.	.	.	64.5	64.5	2.5
South Plains College	63.7	54.5	54.2	50.6	55.0	2.0

State/School	Inst./Lect./			Avg. (\$)	% Chng. (%)
	Prof. (\$)	Assoc. (\$)	Asst. (\$)		

South Texas College	71.7	68.8	62.5	56.8	58.1	-4.1
Southwest Texas Junior College	68.0	56.0	58.6	51.0	52.2	66.3
St Philip's College	77.7	70.6	61.3	54.1	59.7	1.5
Tarrant County College District	75.7	71.5	71.7	65.0	69.6	6.3
Temple College	61.1	51.3	53.1	.	55.4	3.1
Texarkana College	64.0	55.6	51.0	35.7	56.2	0.5
Texas Southmost College	.	.	.	.	.	.
Texas State Technical College	.	53.3	.	48.3	48.8	5.4
Trinity Valley Community College	.	.	.	57.7	57.7	1.4
Tyler Junior College	54.4	.	.	.	54.4	0.6
Vernon College	.	.	.	52.9	52.9	4.3
Victoria College	69.3	56.9	54.3	56.4	60.3	1.3
Weatherford College	.	.	.	57.2	57.2	0.2
Western Texas College	75.1	61.2	56.2	48.5	52.2	-3.0
Wharton County Junior College	.	.	.	55.6	55.6	0.2

BA+

Sul Ross State University	77.9	71.5	59.0	43.3	63.8	8.5
Texas A&M University-Central Texas	88.7	72.2	74.6	74.7	74.1	-0.1
Texas A&M University-San Antonio	102.1	78.5	74.1	53.8	68.3	0.6
The University of Texas MD Anderson Cancer Center	.	.	.	.	.	.
The University of Texas Permian Basin	97.1	88.2	74.1	58.1	76.5	1.5
University of Houston-Downtown	99.6	81.0	79.2	56.4	76.5	1.8
University of Houston-Victoria	104.6	85.3	67.9	55.4	81.1	0.5

DOCTORAL

Angelo State University	85.5	74.0	67.9	56.7	70.2	0.7
Lamar University	102.7	82.4	77.4	56.1	75.9	1.9
Midwestern State University	95.2	81.5	66.2	45.9	75.1	1.9
Prairie View A & M University	109.0	84.6	68.3	56.7	73.5	3.3
Sam Houston State University	101.9	83.7	71.5	44.2	72.5	1.8
Stephen F Austin State University	82.4	74.0	67.2	52.4	68.5	-0.0
Tarleton State University	96.9	78.7	63.7	45.3	68.0	1.4
Texas A & M International University	103.9	84.5	73.2	54.0	75.2	-2.6
Texas A & M University-College Station	162.7	111.8	90.1	69.5	117.4	3.1
Texas A & M University-Commerce	94.9	87.4	70.6	76.8	81.7	9.9
Texas A & M University-Corpus Christi	104.7	77.6	66.1	41.9	76.6	2.4
Texas A & M University-Kingsville	89.3	73.1	66.3	44.7	71.4	-20.7
Texas A&M University-Texarkana	91.4	71.9	73.2	60.2	73.5	1.1
Texas Southern University	115.4	84.5	69.2	51.2	75.3	-2.2
Texas State University	108.0	86.9	78.4	54.4	76.6	2.5
Texas Tech University	133.9	95.2	87.8	53.6	96.7	3.4
Texas Tech University Health Sciences Center	.	.	.	.	.	.

State/School				Inst./		
	Prof. (\$)	Assoc. (\$)	Asst. (\$)	Lect./ No Rank (\$)	Avg. (\$)	% Chng. (%)
Texas Tech University Health Sciences Center-El Paso						
Texas Woman's University	102.3	77.5	65.7	55.1	78.8	-0.1
The University of Texas Health Science Center at Houston						
The University of Texas Health Science Center at San Antonio			71.4		71.4	0.0
The University of Texas Medical Branch at Galveston						
The University of Texas Rio Grande Valley	101.9	81.0	78.8	61.8	76.9	7.3
The University of Texas at Arlington	139.4	101.9	91.3	62.5	91.4	-1.6
The University of Texas at Austin	186.3	126.1	113.0	71.8	127.5	3.1
The University of Texas at Dallas	175.1	131.6	119.7	77.4	120.7	4.7
The University of Texas at El Paso	118.4	90.8	84.7	57.4	82.7	-0.5
The University of Texas at San Antonio	128.2	83.3	74.6	44.8	88.8	1.5
The University of Texas at Tyler	106.0	86.9	77.8	63.2	80.3	2.6
University of Houston	162.0	107.7	99.8	75.7	119.5	4.6
University of Houston-Clear Lake	107.2	86.9	77.3	67.7	86.0	3.7
University of North Texas	129.3	93.4	88.5	68.1	94.4	2.0
University of North Texas at Dallas	100.0	91.7	85.0	68.9	79.8	4.0
West Texas A & M University	88.9	76.1	74.5	54.0	72.0	2.2

UTAH

AA

Dixie State University	86.0	72.5	62.8	50.7	66.4	2.4
Salt Lake Community College	79.1	62.3	56.9	49.4	62.8	4.1
Snow College	74.8	64.5	57.8	55.3	61.0	0.8
Utah Valley University	97.9	80.7	72.9	63.5	77.8	3.7
Weber State University	99.6	79.4	72.8	55.7	78.4	0.8

BA+

Southern Utah University	91.3	73.2	63.7	53.3	68.9	4.3
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DOCTORAL

University of Utah	156.1	102.7	97.1	65.3	117.6	4.7
Utah State University	114.6	89.0	77.7	59.9	85.6	3.1

VERMONT

AA

Vermont Technical College	76.0	67.0	54.1		64.7	-1.5
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BA+

Castleton University	72.6	61.4	51.5		63.5	1.7
Northern Vermont University	74.4	64.5	51.7		65.5	3.3

DOCTORAL

University of Vermont	125.6	97.0	81.2	64.4	94.2	-1.7
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State/School				Inst./		
	Prof. (\$)	Assoc. (\$)	Asst. (\$)	Lect./ No Rank (\$)	Avg. (\$)	% Chng. (%)

VIRGINIA

AA

Blue Ridge Community College	68.3	65.7	61.5	57.9	63.3	4.8
Brightpoint Community College	73.6	70.7	63.1	55.7	64.9	3.7
Central Virginia Community College	73.7	65.6	60.3	56.5	65.8	3.3
Dabney S Lancaster Community College		64.9	55.5	53.9	56.8	-3.0
Danville Community College	70.6	64.9	58.0	62.9	63.8	6.6
Eastern Shore Community College	68.6	63.8	61.1	56.9	61.2	9.2
Germanna Community College	76.7	70.5	63.5	51.4	63.6	4.6
J Sargeant Reynolds Community College	71.8	69.9	60.9	59.9	67.0	4.0
Laurel Ridge Community College	71.1	68.0	60.2	56.2	64.7	1.9
Mountain Empire Community College	69.9	67.0	61.4	55.7	62.9	9.4
New River Community College	76.9	71.3	66.0	61.2	70.2	4.0
Northern Virginia Community College	90.6	81.5	72.9	67.2	80.8	4.8
Patrick Henry Community College	74.4	65.5	63.8	51.6	62.1	4.2
Paul D Camp Community College		64.7	56.6	52.5	58.8	1.5
Piedmont Virginia Community College	69.0	63.0	58.8	55.2	62.7	-0.5
Rappahannock Community College	69.2	64.7	59.7	58.6	63.0	4.6
Richard Bland College	74.4	61.1	54.7	50.5	61.1	8.6
Southside Virginia Community College	71.3	68.7	60.7	59.1	65.8	2.6
Southwest Virginia Community College	68.6	65.6	57.7	49.5	57.8	6.2
Tidewater Community College	74.3	70.4	62.2	57.0	66.2	5.2
Virginia Highlands Community College	72.6	66.0	58.6	52.0	61.8	4.7
Virginia Peninsula Community College	81.9	74.5	70.3	64.1	72.5	5.6
Virginia Western Community College	74.9	66.6	62.9	59.8	66.0	5.7
Wytheville Community College	70.6	64.9	57.3	58.3	61.3	4.8

BA

University of Virginia's College at Wise	91.9	72.9	71.6	60.5	74.0	4.9
Virginia Military Institute						

BA+

Christopher Newport University	112.7	87.0	79.5	69.6	86.2	5.2
Longwood University	90.1	74.5	71.2	50.7	73.0	10.8
University of Mary Washington	90.1	76.9	66.2	69.3	77.6	7.4

DOCTORAL

George Mason University	148.2	103.5	92.1	73.1	109.7	5.1
James Madison University	100.5	84.3	80.1	64.3	85.6	3.6

State/School	Inst./Lect./					% Chng. (%)
	Prof. (\$)	Assoc. (\$)	Asst. (\$)	No Rank (\$)	Avg. (\$)	
Norfolk State University	96.9	80.3	71.3	59.7	81.2	2.8
Old Dominion University	128.5	93.3	83.5	61.0	89.7	4.5
Radford University	97.0	80.3	72.2	61.9	81.3	6.9
University of Virginia-Main Campus	194.7	125.1	97.3	59.6	139.3	3.1
Virginia Commonwealth University	141.7	97.5	74.1	60.4	92.5	6.2
Virginia Polytechnic Institute and State University	144.8	106.3	95.1	55.9	104.8	4.9
Virginia State University	97.2	82.2	67.3	51.0	75.6	4.2
William & Mary	144.5	106.6	84.5	66.5	111.0	4.1

WASHINGTON

AA

Bates Technical College	.	.	.	73.3	73.3	-8.9
Bellevue College	96.6	84.5	74.6	71.6	85.2	2.3
Bellingham Technical College	.	.	.	85.7	85.7	3.0
Big Bend Community College	.	.	.	75.4	75.4	3.0
Cascadia College	.	.	.	79.1	79.1	6.6
Centralia College	.	.	.	67.5	67.5	1.1
Clark College	.	.	.	83.1	83.1	5.8
Clover Park Technical College	.	.	.	78.7	78.7	22.6
Columbia Basin College	.	.	.	71.1	71.1	2.5
Edmonds College	.	.	.	74.7	74.7	0.5
Everett Community College	.	.	.	72.3	72.3	0.4
Grays Harbor College	.	.	71.4	.	71.4	1.1
Green River College	.	.	.	77.0	77.0	1.1
Highline College	.	.	.	77.4	77.4	5.7
Lake Washington Institute of Technology	.	.	.	74.7	74.7	8.0
Lower Columbia College	.	.	.	71.5	71.5	3.1
North Seattle College	.	.	.	79.1	79.1	11.0
Northwest Indian College	.	.	.	46.6	46.6	6.7
Olympic College	.	.	.	74.9	74.9	5.6
Peninsula College	.	.	.	70.8	70.8	22.2
Pierce College District	.	.	.	72.8	72.8	2.1
Renton Technical College	.	.	.	87.7	87.7	2.9
Seattle Central College	.	.	.	81.6	81.6	6.0
Shoreline Community College	.	.	.	78.9	78.9	5.1
Skagit Valley College	.	.	.	75.4	75.4	0.2
South Puget Sound Community College	.	.	.	65.9	65.9	1.6
South Seattle College	.	.	.	75.0	75.0	5.1
Spokane Community College	.	.	.	71.9	71.9	3.7
Spokane Falls Community College	.	.	.	70.2	70.2	8.4
Tacoma Community College	.	.	.	77.0	77.0	3.8
Walla Walla Community College	.	.	.	75.2	75.2	8.4
Wenatchee Valley College	.	.	.	77.1	77.1	.
Whatcom Community College	.	.	.	75.2	75.2	10.7

State/School	Inst./Lect./					% Chng. (%)
	Prof. (\$)	Assoc. (\$)	Asst. (\$)	No Rank (\$)	Avg. (\$)	
Yakima Valley College	.	.	.	69.5	69.5	1.3

BA+

Central Washington University	106.6	86.3	71.5	51.9	82.6	11.8
The Evergreen State College	.	.	.	74.4	74.4	12.2
University of Washington-Bothell Campus	127.6	103.9	91.2	86.1	104.7	2.9

DOCTORAL

Eastern Washington University	111.4	88.6	76.1	60.5	85.1	7.0
University of Washington-eattle Campus	153.0	111.3	101.2	59.0	124.5	1.0
University of Washington-Tacoma Campus	131.7	94.5	85.7	60.0	97.0	3.6
Washington State University	120.0	85.9	73.5	50.8	88.9	-0.2
Western Washington University	121.6	96.4	76.4	67.2	98.1	5.5

WEST VIRGINIA

AA

Blue Ridge Community and Technical College	.	96.6	55.0	52.6	57.7	5.4
BridgeValley Community & Technical College	68.1	65.1	55.4	44.1	56.9	1.3
Carver Career Center	.	.	.	.	.	.
Eastern West Virginia Community and Technical College	.	49.5	.	39.8	41.7	1.5
Mountwest Community and Technical College	67.9	53.2	39.5	33.4	50.8	-1.0
New River Community and Technical College	71.3	55.7	46.5	52.6	53.2	8.0
Pierpont Community and Technical College	74.1	58.5	54.4	47.7	55.1	-4.6
Potomac State College of West Virginia University	73.6	63.3	52.9	47.4	56.9	0.2
Southern West Virginia Community Technical College	55.6	49.8	43.5	39.6	46.3	0.6
West Virginia Northern Community College	61.0	53.1	50.5	43.7	50.0	-4.5
West Virginia University at 721	55.9	46.9	36.0	51.2	-0.9	Parkersburg

BA

Bluefield State College	72.5	61.5	54.1	41.0	59.0	2.8
Glenville State University	66.8	60.5	49.1	43.8	55.1	5.6
West Virginia University Institute of Technology	101.2	76.0	63.0	51.6	69.1	-1.0

BA+

Concord University	69.6	64.0	57.9	41.4	60.9	3.6
Fairmont State University	74.8	64.7	54.3	45.5	61.4	0.4
West Liberty University	79.8	65.5	51.2	48.4	62.0	-2.1
West Virginia State University	68.9	59.9	52.1	40.0	57.5	1.2

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

DOCTORAL

Marshall University	84.4	74.2	67.2	40.0	72.4	1.8
Shepherd University	76.8	65.9	61.5	46.9	65.5	1.0
West Virginia University	120.2	89.3	78.7	53.1	91.9	1.2

WISCONSIN

AA

Blackhawk Technical College	.	.	.	75.6	75.6	2.2
Chippewa Valley Technical College	.	.	.	72.2	72.2	3.4
Fox Valley Technical College	.	.	.	84.6	84.6	3.5
Gateway Technical College	.	.	.	85.1	85.1	4.0
Lac Courte Oreilles Ojibwe College	.	.	.	51.2	51.2	3.7
Lakeshore Technical College	.	.	.	72.7	72.7	-1.0
Madison Area Technical College	.	.	.	96.7	96.7	0.8
Mid-State Technical College	.	.	.	73.7	73.7	0.3
Milwaukee Area Technical College	.	.	.	98.5	98.5	0.0
Moraine Park Technical College	.	.	.	77.7	77.7	0.2
Nicolet Area Technical College	.	.	.	.	.	.
Northcentral Technical College	.	.	.	73.3	73.3	0.8
Northeast Wisconsin Technical College	.	.	.	.	.	.
Northwood Technical College	.	.	.	72.8	72.8	4.7
Southwest Wisconsin Technical College	.	.	.	72.8	72.8	2.3
Waukesha County Technical College	.	.	.	84.9	84.9	4.6
Western Technical College	.	.	.	73.1	73.1	-0.1

BA+

University of Wisconsin-Parkside	87.7	68.5	68.1	47.6	67.2	6.7
University of Wisconsin-Platteville	76.5	69.3	64.6	48.3	65.4	2.1
University of Wisconsin-River Falls	80.0	72.9	70.9	46.7	72.7	2.1
University of Wisconsin-Superior	69.8	64.0	60.7	49.1	60.6	0.6

DOCTORAL

University of Wisconsin-Eau Claire	85.6	72.0	75.6	52.1	74.0	3.1
University of Wisconsin-Green Bay	76.3	65.4	70.4	50.6	63.9	2.5
University of Wisconsin-Crosse	83.7	72.4	71.5	49.2	68.8	1.7
University of Wisconsin-Madison	161.8	115.5	103.7	70.0	130.6	1.7
University of Wisconsin-Milwaukee	113.3	84.9	82.5	50.4	83.3	1.6
University of Wisconsin-Oshkosh	82.1	69.0	67.7	51.7	68.5	0.5
University of Wisconsin-Stevens Point	73.5	62.6	62.0	46.9	64.5	1.8
University of Wisconsin-Stout	77.4	71.0	67.8	52.7	68.4	1.3
University of Wisconsin-Whitewater	81.6	77.2	79.8	55.4	73.4	0.7

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

WYOMING

AA

Casper College	.	.	.	62.6	62.6	-0.3
Central Wyoming College	48.7	52.8	41.9	28.3	42.1	-27.8
Eastern Wyoming College	60.1	49.0	48.1	46.3	51.5	-6.6
Laramie County Community College	.	.	.	61.1	61.1	-0.9
Northern Wyoming Community College District	.	36.4	65.4	54.5	59.8	0.2
Northwest College	76.3	64.7	64.6	55.5	63.2	-0.2
Western Wyoming Community College	71.6	61.5	54.7	48.6	58.0	2.8

DOCTORAL

University of Wyoming	118.2	87.7	81.5	61.2	89.7	-0.3
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