



# Advocate Salary Review

The 2005–06 institutional faculty salary report provides salary and compensation information for the 1,670 institutions in NEA’s public faculty salary universe. The data are organized by state, institutional type, and control, and are taken from the Integrated Postsecondary Education Data System’s Preliminary Salary Data for 2005–06 of the National Center for Education Statistics (NCES) at the U.S. Department of Education.

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 2004–05 and 2005–06. All dollar amounts are reported in thousands of dollars.

| State/<br>School                          | Prof.<br>(\$) | Assc.<br>(\$) | Asst.<br>(\$) | Inst./<br>Lect.<br>(\$) | Avg.<br>(\$) | %<br>Chng.<br>(%) | Avg.<br>Bene.<br>(\$) | State/<br>School  | Prof.<br>(\$) | Assc.<br>(\$) | Asst.<br>(\$) | Inst./<br>Lect.<br>(\$) | Avg.<br>(\$) | %<br>Chng.<br>(%) | Avg.<br>Bene.<br>(\$) |
|---|---------------|---------------|---------------|-------------------------|--------------|-------------------|-----------------------|---|---------------|---------------|---------------|-------------------------|--------------|-------------------|-----------------------|
| <b>ALABAMA</b>                            |               |               |               |                         |              |                   |                       |   |               |               |               |                         |              |                   |                       |
| <b>AA</b>                                 |               |               |               |                         |              |                   |                       |   |               |               |               |                         |              |                   |                       |
| ALABAMA SOUTHERN COMMUNITY COLLEGE (1)    | -             | -             | -             | -                       | 45.6         | 11.8              | 16                    | GEORGE C WALLACE COMMUNITY COLLEGE-DOTHAN (1)           | -             | -             | -             | -                       | 45.9         | 5.1               | 15                    |
| BEVILL STATE COMMUNITY COLLEGE (1)        | -             | -             | -             | -                       | 46.7         | 7.7               | 16                    | GEORGE C WALLACE STATE COMMUNITY COLLEGE-HANCEVILLE (1) | -             | -             | -             | -                       | 46.6         | 9.2               | 16                    |
| BISHOP STATE COMMUNITY COLLEGE (1)        | -             | -             | -             | -                       | 47.3         | 7.7               | 16                    | GEORGE C WALLACE STATE COMMUNITY COLLEGE-SELMA (1)      | -             | -             | -             | -                       | 44.8         | 7.0               | 15                    |
| CENTRAL ALABAMA COMMUNITY COLLEGE (1)     | -             | -             | -             | -                       | 48.8         | 4.8               | 16                    | H COUNCILL TRENHOLM STATE TECHNICAL COLLEGE (1)         | -             | -             | -             | -                       | 44.8         | 3.8               | 15                    |
| CHATAHOOCHEE VALLEY COMMUNITY COLLEGE (1) | -             | -             | -             | -                       | 43.8         | -5.0              | 15                    | J F DRAKE STATE TECHNICAL COLLEGE (1)                   | -             | -             | -             | -                       | 43.1         | 12.0              | 15                    |
| ENTERPRISE-OZARK COMMUNITY COLLEGE (1)    | -             | -             | -             | -                       | 48.3         | 8.7               | 15                    | J F INGRAM STATE TECHNICAL COLLEGE (1)                  | -             | -             | -             | -                       | 40.2         | 8.0               | 15                    |
| GADSDEN STATE COMMUNITY COLLEGE (1)       | -             | -             | -             | -                       | 47.8         | 7.9               | 16                    | JAMES H FAULKNER STATE COMMUNITY COLLEGE (1)            | -             | -             | -             | -                       | 48.3         | 9.9               | 16                    |
|   |               |               |               |                         |              |                   |                       | JEFFERSON DAVIS COMMUNITY COLLEGE (1)                   | -             | -             | -             | -                       | 46.5         | 8.8               | 15                    |

**Definitions for the institutional report column headings are as follows:**

- PROF (\$): Average salary for professors on 9/10 month contracts, in thousands of dollars.
- ASSC (\$): Average salary for associate professors on 9/10 month contracts, in thousands of dollars.
- ASST (\$): Average salary for assistant professors on 9/10 month contracts, in thousands of dollars.
- INST/LECT (\$): Average salary for instructors and/or lecturers on 9/10 month contracts, in thousands of dollars.
- AVG (\$): Average salary for all faculty on 9/10 month contracts, in thousands of dollars.
- % CHG (%): Percent change in average faculty salary from 2004-05 to 2005-06.
- AVG BENE (\$): Average benefits for faculty on 9/10 month contracts, in thousands of dollars.

**The following notes are used throughout the report:**

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

## SPECIAL Salary Review

| State/<br>School                                     | Prof.<br>(\$) | Assc.<br>(\$) | Asst.<br>(\$) | Inst./<br>Lect.<br>(\$) | Avg.<br>(\$) | %<br>Chng.<br>(%) | Avg.<br>Bene.<br>(\$) |
|--|---------------|---------------|---------------|-------------------------|--------------|-------------------|-----------------------|
| JEFFERSON STATE COMMUNITY COLLEGE (1)                | -             | -             | -             | -                       | 47.1         | 5.7               | 16                    |
| JOHN C CALHOUN STATE COMMUNITY COLLEGE (1)           | -             | -             | -             | -                       | 50.6         | 7.2               | 16                    |
| LAWSON STATE COMMUNITY COLLEGE BIRMINGHAM CAMPUS (1) | -             | -             | -             | -                       | 45.3         | -0.5              | 15                    |
| LURLEEN B WALLACE COMMUNITY COLLEGE (1)              | -             | -             | -             | -                       | 47.6         | 5.1               | 16                    |
| NORTHEAST ALABAMA COMMUNITY COLLEGE (1)              | -             | -             | -             | -                       | 49.1         | 7.7               | 16                    |
| NORTHWEST SHOALS COMMUNITY COLLEGE MUSCLE SHOALS (1) | -             | -             | -             | -                       | 47.3         | 4.3               | 17                    |
| REID STATE TECHNICAL COLLEGE (1)                     | -             | -             | -             | -                       | 46.8         | 4.9               | 15                    |
| SHELTON STATE COMMUNITY COLLEGE (1)                  | -             | -             | -             | -                       | 48.9         | 5.7               | 16                    |
| SNEAD STATE COMMUNITY COLLEGE (1)                    | -             | -             | -             | -                       | 48.0         | 9.9               | 17                    |
| SOUTHERN UNION STATE COMMUNITY COLLEGE (1)           | -             | -             | -             | -                       | 45.5         | 4.4               | 15                    |
| <b>BA</b>  |               |               |               |                         |              |                   |                       |
| ATHENS STATE UNIVERSITY (1)                          | 81.3          | 61.3          | -             | -                       | 62.3         | 9.5               | 19                    |
| <b>BA+</b>   |               |               |               |                         |              |                   |                       |
| JACKSONVILLE STATE UNIVERSITY (1)                    | 73.3          | 62.3          | 49.3          | 42.9                    | 54.2         | 5.2               | 18                    |
| TROY UNIVERSITY (1)                                  | 65.8          | 54.1          | 48.1          | 36.4                    | 50.8         | 0.2               | 1                     |
| UNIVERSITY OF MONTEVALLO (1)                         | 62.7          | 52.1          | 41.6          | 37.5                    | 49.2         | 2.7               | 9                     |
| UNIVERSITY OF NORTH ALABAMA (1)                      | 66.1          | 57.5          | 49.3          | 43.1                    | 55.1         | 5.9               | 14                    |
| UNIVERSITY OF WEST ALABAMA (1)                       | 60.6          | 56.5          | 44.6          | 30.5                    | 48.9         | 7.1               | 14                    |
| <b>DOCTORAL</b>                                      |               |               |               |                         |              |                   |                       |
| ALABAMA A & M UNIVERSITY (1)                         | 64.4          | 56.3          | 45.8          | 35.7                    | 48.9         | -0.1              | 9                     |
| ALABAMA STATE UNIVERSITY (1)                         | 68.7          | 55.4          | 49.0          | 38.5                    | 52.5         | 4.7               | 12                    |
| AUBURN UNIVERSITY MAIN CAMPUS (1)                    | 95.1          | 67.6          | 43.0          | 34.0                    | 69.1         | -1.0              | 16                    |
| AUBURN UNIVERSITY MONTGOMERY (1)                     | 73.2          | 59.3          | 50.1          | 39.6                    | 57.5         | 7.2               | 13                    |
| THE UNIVERSITY OF ALABAMA (1)                        | 97.8          | 71.2          | 56.0          | 37.2                    | 73.1         | 6.6               | 18                    |
| UNIVERSITY OF ALABAMA AT BIRMINGHAM (1)              | 86.2          | 66.2          | 55.2          | 39.0                    | 64.3         | 6.2               | 23                    |
| UNIVERSITY OF ALABAMA IN HUNTSVILLE (1)              | 90.7          | 67.0          | 58.6          | 38.3                    | 67.1         | 5.6               | 17                    |
| UNIVERSITY OF SOUTH ALABAMA (1)                      | 81.7          | 61.1          | 51.3          | 40.4                    | 58.1         | 3.4               | 15                    |

## ALASKA

### AA

| State/<br>School                           | Prof.<br>(\$) | Assc.<br>(\$) | Asst.<br>(\$) | Inst./<br>Lect.<br>(\$) | Avg.<br>(\$) | %<br>Chng.<br>(%) | Avg.<br>Bene.<br>(\$) |
|--|---------------|---------------|---------------|-------------------------|--------------|-------------------|-----------------------|
| ILISAGVIK COLLEGE (1)                      | -             | -             | -             | -                       | -            | -                 | -                     |
| PRINCE WILLIAM SOUND COMMUNITY COLLEGE (1) | 80.3          | 61.4          | 53.6          | -                       | 69.5         | 14.9              | 24                    |

### BA+

| State/<br>School                   | Prof.<br>(\$) | Assc.<br>(\$) | Asst.<br>(\$) | Inst./<br>Lect.<br>(\$) | Avg.<br>(\$) | %<br>Chng.<br>(%) | Avg.<br>Bene.<br>(\$) |
|------------------------------------|---------------|---------------|---------------|-------------------------|--------------|-------------------|-----------------------|
| UNIVERSITY OF ALASKA ANCHORAGE (1) | 75.7          | 62.4          | 53.9          | 42.2                    | 59.6         | 2.5               | 19                    |
| UNIVERSITY OF ALASKA SOUTHEAST (1) | 78.8          | 58.2          | 48.0          | -                       | 52.9         | 3.0               | 17                    |

### DOCTORAL

| State/<br>School                   | Prof.<br>(\$) | Assc.<br>(\$) | Asst.<br>(\$) | Inst./<br>Lect.<br>(\$) | Avg.<br>(\$) | %<br>Chng.<br>(%) | Avg.<br>Bene.<br>(\$) |
|------------------------------------|---------------|---------------|---------------|-------------------------|--------------|-------------------|-----------------------|
| UNIVERSITY OF ALASKA FAIRBANKS (1) | 81.4          | 61.6          | 54.6          | 46.8                    | 62.2         | 3.9               | 20                    |

## ARIZONA

### AA

| State/<br>School            | Prof.<br>(\$) | Assc.<br>(\$) | Asst.<br>(\$) | Inst./<br>Lect.<br>(\$) | Avg.<br>(\$) | %<br>Chng.<br>(%) | Avg.<br>Bene.<br>(\$) |
|-----------------------------|---------------|---------------|---------------|-------------------------|--------------|-------------------|-----------------------|
| ARIZONA WESTERN COLLEGE (1) | 47.5          | -             | -             | -                       | 47.5         | 1.8               | 14                    |

| State/<br>School            | Prof.<br>(\$) | Assc.<br>(\$) | Asst.<br>(\$) | Inst./<br>Lect.<br>(\$) | Avg.<br>(\$) | %<br>Chng.<br>(%) | Avg.<br>Bene.<br>(\$) |
|-----------------------------|---------------|---------------|---------------|-------------------------|--------------|-------------------|-----------------------|
| CENTRAL ARIZONA COLLEGE (1) | -             | -             | -             | -                       | 51.5         | -1.6              | 15                    |

| State/<br>School                       | Prof.<br>(\$) | Assc.<br>(\$) | Asst.<br>(\$) | Inst./<br>Lect.<br>(\$) | Avg.<br>(\$) | %<br>Chng.<br>(%) | Avg.<br>Bene.<br>(\$) |
|--|---------------|---------------|---------------|-------------------------|--------------|-------------------|-----------------------|
| CHANDLER/GILBERT COMMUNITY COLLEGE (1) | -             | -             | -             | -                       | 70.2         | 3.1               | 14                    |

| State/<br>School    | Prof.<br>(\$) | Assc.<br>(\$) | Asst.<br>(\$) | Inst./<br>Lect.<br>(\$) | Avg.<br>(\$) | %<br>Chng.<br>(%) | Avg.<br>Bene.<br>(\$) |
|---------------------|---------------|---------------|---------------|-------------------------|--------------|-------------------|-----------------------|
| COCHISE COLLEGE (1) | -             | -             | -             | -                       | 47.9         | 2.2               | 11                    |

| State/<br>School                      | Prof.<br>(\$) | Assc.<br>(\$) | Asst.<br>(\$) | Inst./<br>Lect.<br>(\$) | Avg.<br>(\$) | %<br>Chng.<br>(%) | Avg.<br>Bene.<br>(\$) |
|---------------------------------------|---------------|---------------|---------------|-------------------------|--------------|-------------------|-----------------------|
| COCONINO COUNTY COMMUNITY COLLEGE (1) | -             | -             | -             | 49.2                    | 49.2         | -5.4              | 10                    |

| State/<br>School            | Prof.<br>(\$) | Assc.<br>(\$) | Asst.<br>(\$) | Inst./<br>Lect.<br>(\$) | Avg.<br>(\$) | %<br>Chng.<br>(%) | Avg.<br>Bene.<br>(\$) |
|-----------------------------|---------------|---------------|---------------|-------------------------|--------------|-------------------|-----------------------|
| EASTERN ARIZONA COLLEGE (1) | -             | -             | -             | 51.1                    | 51.1         | 4.8               | 21                    |

| State/<br>School                        | Prof.<br>(\$) | Assc.<br>(\$) | Asst.<br>(\$) | Inst./<br>Lect.<br>(\$) | Avg.<br>(\$) | %<br>Chng.<br>(%) | Avg.<br>Bene.<br>(\$) |
|---|---------------|---------------|---------------|-------------------------|--------------|-------------------|-----------------------|
| ESTRELLA MOUNTAIN COMMUNITY COLLEGE (1) | -             | -             | -             | -                       | 68.3         | 2.9               | 14                    |

| State/<br>School              | Prof.<br>(\$) | Assc.<br>(\$) | Asst.<br>(\$) | Inst./<br>Lect.<br>(\$) | Avg.<br>(\$) | %<br>Chng.<br>(%) | Avg.<br>Bene.<br>(\$) |
|-------------------------------|---------------|---------------|---------------|-------------------------|--------------|-------------------|-----------------------|
| GATEWAY COMMUNITY COLLEGE (1) | -             | -             | -             | -                       | 70.0         | 0.9               | 14                    |

| State/<br>School               | Prof.<br>(\$) | Assc.<br>(\$) | Asst.<br>(\$) | Inst./<br>Lect.<br>(\$) | Avg.<br>(\$) | %<br>Chng.<br>(%) | Avg.<br>Bene.<br>(\$) |
|--------------------------------|---------------|---------------|---------------|-------------------------|--------------|-------------------|-----------------------|
| GLENDALE COMMUNITY COLLEGE (1) | -             | -             | -             | -                       | 70.5         | 3.7               | 15                    |

| State/<br>School           | Prof.<br>(\$) | Assc.<br>(\$) | Asst.<br>(\$) | Inst./<br>Lect.<br>(\$) | Avg.<br>(\$) | %<br>Chng.<br>(%) | Avg.<br>Bene.<br>(\$) |
|----------------------------|---------------|---------------|---------------|-------------------------|--------------|-------------------|-----------------------|
| MESA COMMUNITY COLLEGE (1) | -             | -             | -             | -                       | 70.6         | 4.4               | 15                    |

| State/<br>School             | Prof.<br>(\$) | Assc.<br>(\$) | Asst.<br>(\$) | Inst./<br>Lect.<br>(\$) | Avg.<br>(\$) | %<br>Chng.<br>(%) | Avg.<br>Bene.<br>(\$) |
|------------------------------|---------------|---------------|---------------|-------------------------|--------------|-------------------|-----------------------|
| MOHAVE COMMUNITY COLLEGE (1) | -             | -             | -             | 47.2                    | 47.2         | -7.1              | 12                    |

| State/<br>School              | Prof.<br>(\$) | Assc.<br>(\$) | Asst.<br>(\$) | Inst./<br>Lect.<br>(\$) | Avg.<br>(\$) | %<br>Chng.<br>(%) | Avg.<br>Bene.<br>(\$) |
|-------------------------------|---------------|---------------|---------------|-------------------------|--------------|-------------------|-----------------------|
| NORTHLAND PIONEER COLLEGE (1) | -             | -             | -             | -                       | 49.9         | 3.6               | 14                    |

| State/<br>School                      | Prof.<br>(\$) | Assc.<br>(\$) | Asst.<br>(\$) | Inst./<br>Lect.<br>(\$) | Avg.<br>(\$) | %<br>Chng.<br>(%) | Avg.<br>Bene.<br>(\$) |
|---------------------------------------|---------------|---------------|---------------|-------------------------|--------------|-------------------|-----------------------|
| PARADISE VALLEY COMMUNITY COLLEGE (1) | -             | -             | -             | -                       | 69.6         | 1.8               | 14                    |

| State/<br>School    | Prof.<br>(\$) | Assc.<br>(\$) | Asst.<br>(\$) | Inst./<br>Lect.<br>(\$) | Avg.<br>(\$) | %<br>Chng.<br>(%) | Avg.<br>Bene.<br>(\$) |
|---------------------|---------------|---------------|---------------|-------------------------|--------------|-------------------|-----------------------|
| PHOENIX COLLEGE (1) | -             | -             | -             | -                       | 70.6         | 2.2               | 15                    |

| State/<br>School           | Prof.<br>(\$) | Assc.<br>(\$) | Asst.<br>(\$) | Inst./<br>Lect.<br>(\$) | Avg.<br>(\$) | %<br>Chng.<br>(%) | Avg.<br>Bene.<br>(\$) |
|----------------------------|---------------|---------------|---------------|-------------------------|--------------|-------------------|-----------------------|
| PIMA COMMUNITY COLLEGE (1) | -             | -             | -             | -                       | 53.4         | -0.4              | 13                    |

| State/<br>School       | Prof.<br>(\$) | Assc.<br>(\$) | Asst.<br>(\$) | Inst./<br>Lect.<br>(\$) | Avg.<br>(\$) | %<br>Chng.<br>(%) | Avg.<br>Bene.<br>(\$) |
|------------------------|---------------|---------------|---------------|-------------------------|--------------|-------------------|-----------------------|
| RIO SALADO COLLEGE (1) | -             | -             | -             | -                       | 72.6         | 2.7               | 15                    |

| State/<br>School                 | Prof.<br>(\$) | Assc.<br>(\$) | Asst.<br>(\$) | Inst./<br>Lect.<br>(\$) | Avg.<br>(\$) | %<br>Chng.<br>(%) | Avg.<br>Bene.<br>(\$) |
|----------------------------------|---------------|---------------|---------------|-------------------------|--------------|-------------------|-----------------------|
| SCOTTSDALE COMMUNITY COLLEGE (1) | -             | -             | -             | -                       | 69.2         | 1.0               | 14                    |

## SPECIAL Salary Review

| State/<br>School | Prof.<br>(\$) | Assc.<br>(\$) | Asst.<br>(\$) | Inst./<br>Lect.<br>(\$) | Avg.<br>(\$) | %<br>Chng.<br>(%) | Avg.<br>Bene.<br>(\$) |
|------------------|---------------|---------------|---------------|-------------------------|--------------|-------------------|-----------------------|
|------------------|---------------|---------------|---------------|-------------------------|--------------|-------------------|-----------------------|

|                                      |   |   |   |      |      |     |    |
|--------------------------------------|---|---|---|------|------|-----|----|
| SOUTH MOUNTAIN COMMUNITY COLLEGE (1) | - | - | - | -    | 71.3 | 1.3 | 15 |
| YAVAPAI COLLEGE (1)                  | - | - | - | 47.3 | 47.3 | 3.6 | 25 |

### BA+

|  |      |      |      |      |      |      |    |
|--|------|------|------|------|------|------|----|
| ARIZONA STATE UNIVERSITY WEST CAMPUS (1) | 88.8 | 70.1 | 58.4 | 41.5 | 60.5 | -4.0 | 18 |
|--|------|------|------|------|------|------|----|

### DOCTORAL

|   |       |      |      |      |      |     |    |
|---|-------|------|------|------|------|-----|----|
| ARIZONA STATE UNIVERSITY TEMPE CAMPUS (1) | 105.9 | 71.3 | 64.9 | 46.9 | 78.6 | 4.1 | 20 |
|---|-------|------|------|------|------|-----|----|

|                                 |      |      |      |      |      |     |    |
|---------------------------------|------|------|------|------|------|-----|----|
| NORTHERN ARIZONA UNIVERSITY (1) | 77.8 | 57.9 | 49.8 | 39.3 | 60.1 | 4.5 | 19 |
|---------------------------------|------|------|------|------|------|-----|----|

|                           |       |      |      |      |      |     |    |
|---------------------------|-------|------|------|------|------|-----|----|
| UNIVERSITY OF ARIZONA (1) | 102.7 | 71.7 | 61.7 | 44.8 | 79.1 | 0.6 | 20 |
|---------------------------|-------|------|------|------|------|-----|----|

## ARKANSAS

### AA

|                                   |   |   |   |   |      |     |    |
|-----------------------------------|---|---|---|---|------|-----|----|
| ARKANSAS NORTHEASTERN COLLEGE (1) | - | - | - | - | 40.1 | 0.7 | 13 |
|-----------------------------------|---|---|---|---|------|-----|----|

|                                     |      |      |      |      |      |     |    |
|-------------------------------------|------|------|------|------|------|-----|----|
| ARKANSAS STATE UNIVERSITY-BEEBE (1) | 51.1 | 42.7 | 41.0 | 37.0 | 39.4 | 6.7 | 12 |
|-------------------------------------|------|------|------|------|------|-----|----|

|   |   |   |      |      |      |     |    |
|---|---|---|------|------|------|-----|----|
| ARKANSAS STATE UNIVERSITY MOUNTAIN HOME (1) | - | - | 43.0 | 36.8 | 38.5 | 3.3 | 11 |
|---|---|---|------|------|------|-----|----|

|                                       |   |   |      |      |      |     |    |
|---------------------------------------|---|---|------|------|------|-----|----|
| ARKANSAS STATE UNIVERSITY-NEWPORT (1) | - | - | 38.8 | 33.4 | 36.8 | 8.9 | 11 |
|---------------------------------------|---|---|------|------|------|-----|----|

|                                   |   |   |   |   |      |     |    |
|-----------------------------------|---|---|---|---|------|-----|----|
| BLACK RIVER TECHNICAL COLLEGE (1) | - | - | - | - | 36.6 | 3.1 | 12 |
|-----------------------------------|---|---|---|---|------|-----|----|

|  |   |   |   |      |      |     |    |
|--|---|---|---|------|------|-----|----|
| COSSATOT COMMUNITY COLLEGE OF THE UNIVERSITY OF AR (1) | - | - | - | 35.6 | 35.6 | 4.3 | 13 |
|--|---|---|---|------|------|-----|----|

|                                     |   |   |   |   |      |     |    |
|-------------------------------------|---|---|---|---|------|-----|----|
| EAST ARKANSAS COMMUNITY COLLEGE (1) | - | - | - | - | 43.2 | 1.8 | 15 |
|-------------------------------------|---|---|---|---|------|-----|----|

|                                 |   |   |   |      |      |     |    |
|---------------------------------|---|---|---|------|------|-----|----|
| MID-SOUTH COMMUNITY COLLEGE (1) | - | - | - | 35.6 | 35.6 | 5.1 | 14 |
|---------------------------------|---|---|---|------|------|-----|----|

|                                     |   |   |   |      |      |     |    |
|-------------------------------------|---|---|---|------|------|-----|----|
| NATIONAL PARK COMMUNITY COLLEGE (1) | - | - | - | 41.1 | 41.1 | 1.4 | 14 |
|-------------------------------------|---|---|---|------|------|-----|----|

|                            |   |   |   |      |      |      |    |
|----------------------------|---|---|---|------|------|------|----|
| NORTH ARKANSAS COLLEGE (1) | - | - | - | 44.8 | 44.8 | -4.1 | 19 |
|----------------------------|---|---|---|------|------|------|----|

|  |   |   |   |   |      |     |    |
|--|---|---|---|---|------|-----|----|
| NORTHWEST ARKANSAS COMMUNITY COLLEGE (1) | - | - | - | - | 43.8 | 8.0 | 10 |
|--|---|---|---|---|------|-----|----|

|                                |   |   |   |   |      |     |    |
|--------------------------------|---|---|---|---|------|-----|----|
| OUACHITA TECHNICAL COLLEGE (1) | - | - | - | - | 39.9 | 8.7 | 12 |
|--------------------------------|---|---|---|---|------|-----|----|

|                    |   |   |   |      |      |     |    |
|--------------------|---|---|---|------|------|-----|----|
| OZARKA COLLEGE (1) | - | - | - | 33.4 | 33.4 | 4.6 | 16 |
|--------------------|---|---|---|------|------|-----|----|

|  |   |   |   |      |      |     |    |
|--|---|---|---|------|------|-----|----|
| PHILLIPS COMMUNITY COLLEGE OF THE UNIVERSITY OF AR (1) | - | - | - | 38.8 | 38.8 | 0.8 | 14 |
|--|---|---|---|------|------|-----|----|

|                               |   |   |   |      |      |     |    |
|-------------------------------|---|---|---|------|------|-----|----|
| PULASKI TECHNICAL COLLEGE (1) | - | - | - | 43.0 | 43.0 | 1.8 | 13 |
|-------------------------------|---|---|---|------|------|-----|----|

|                                     |   |   |   |   |      |     |    |
|-------------------------------------|---|---|---|---|------|-----|----|
| RICH MOUNTAIN COMMUNITY COLLEGE (1) | - | - | - | - | 44.2 | 3.1 | 17 |
|-------------------------------------|---|---|---|---|------|-----|----|

|                                      |   |   |   |   |      |     |    |
|--------------------------------------|---|---|---|---|------|-----|----|
| SOUTH ARKANSAS COMMUNITY COLLEGE (1) | - | - | - | - | 42.8 | 1.3 | 15 |
|--------------------------------------|---|---|---|---|------|-----|----|

| State/<br>School | Prof.<br>(\$) | Assc.<br>(\$) | Asst.<br>(\$) | Inst./<br>Lect.<br>(\$) | Avg.<br>(\$) | %<br>Chng.<br>(%) | Avg.<br>Bene.<br>(\$) |
|------------------|---------------|---------------|---------------|-------------------------|--------------|-------------------|-----------------------|
|------------------|---------------|---------------|---------------|-------------------------|--------------|-------------------|-----------------------|

|                                |   |   |   |      |      |     |    |
|--------------------------------|---|---|---|------|------|-----|----|
| SOUTHEAST ARKANSAS COLLEGE (1) | - | - | - | 40.0 | 40.0 | 1.9 | 11 |
|--------------------------------|---|---|---|------|------|-----|----|

|                                       |   |   |   |      |      |     |    |
|---------------------------------------|---|---|---|------|------|-----|----|
| SOUTHERN ARKANSAS UNIVERSITY TECH (1) | - | - | - | 38.7 | 38.7 | 0.6 | 12 |
|---------------------------------------|---|---|---|------|------|-----|----|

|   |   |   |   |      |      |     |   |
|---|---|---|---|------|------|-----|---|
| UNIVERSITY OF ARKANSAS COMMUNITY COLLEGE-BATESVILLE (1) | - | - | - | 35.0 | 35.0 | 1.4 | 9 |
|---|---|---|---|------|------|-----|---|

|   |   |   |   |      |      |     |    |
|---|---|---|---|------|------|-----|----|
| UNIVERSITY OF ARKANSAS COMMUNITY COLLEGE-HOPE (1) | - | - | - | 38.2 | 38.2 | 5.1 | 20 |
|---|---|---|---|------|------|-----|----|

|  |   |   |   |      |      |     |    |
|--|---|---|---|------|------|-----|----|
| UNIVERSITY OF ARKANSAS COMMUNITY COLLEGE-MORRILTON (1) | - | - | - | 36.5 | 36.5 | 2.9 | 12 |
|--|---|---|---|------|------|-----|----|

### BA

|                                       |      |      |      |      |      |     |    |
|---------------------------------------|------|------|------|------|------|-----|----|
| UNIVERSITY OF ARKANSAS FORT SMITH (1) | 71.5 | 58.5 | 50.1 | 38.8 | 49.2 | 5.7 | 14 |
|---------------------------------------|------|------|------|------|------|-----|----|

### BA+

|                              |      |      |      |      |      |     |    |
|------------------------------|------|------|------|------|------|-----|----|
| ARKANSAS TECH UNIVERSITY (1) | 62.6 | 53.4 | 45.7 | 35.3 | 49.3 | 3.0 | 14 |
|------------------------------|------|------|------|------|------|-----|----|

|                                |      |      |      |      |      |     |    |
|--------------------------------|------|------|------|------|------|-----|----|
| HENDERSON STATE UNIVERSITY (1) | 61.6 | 54.5 | 41.4 | 38.5 | 51.9 | 3.8 | 13 |
|--------------------------------|------|------|------|------|------|-----|----|

|  |      |      |      |      |      |     |    |
|--|------|------|------|------|------|-----|----|
| SOUTHERN ARKANSAS UNIVERSITY MAIN CAMPUS (1) | 64.3 | 53.3 | 42.9 | 37.9 | 47.8 | 2.3 | 14 |
|--|------|------|------|------|------|-----|----|

|  |      |      |      |      |      |     |    |
|--|------|------|------|------|------|-----|----|
| UNIVERSITY OF ARKANSAS AT MONTICELLO (1) | 57.0 | 48.1 | 43.3 | 35.7 | 45.4 | 1.8 | 12 |
|--|------|------|------|------|------|-----|----|

|  |      |      |      |      |      |     |    |
|--|------|------|------|------|------|-----|----|
| UNIVERSITY OF ARKANSAS AT PINE BLUFF (1) | 54.4 | 49.9 | 45.1 | 35.7 | 44.7 | 2.0 | 11 |
|--|------|------|------|------|------|-----|----|

### DOCTORAL

|   |      |      |      |      |      |     |    |
|---|------|------|------|------|------|-----|----|
| ARKANSAS STATE UNIVERSITY MAIN CAMPUS (1) | 68.8 | 55.5 | 49.8 | 35.1 | 51.5 | 3.9 | 13 |
|---|------|------|------|------|------|-----|----|

|   |      |      |      |      |      |     |    |
|---|------|------|------|------|------|-----|----|
| UNIVERSITY OF ARKANSAS AT LITTLE ROCK (1) | 77.2 | 63.4 | 54.4 | 36.9 | 58.9 | 5.4 | 12 |
|---|------|------|------|------|------|-----|----|

|   |   |   |   |   |   |   |   |
|---|---|---|---|---|---|---|---|
| UNIVERSITY OF ARKANSAS FOR MEDICAL SCIENCES (1) | - | - | - | - | - | - | - |
|---|---|---|---|---|---|---|---|

|  |      |      |      |      |      |     |    |
|--|------|------|------|------|------|-----|----|
| UNIVERSITY OF ARKANSAS MAIN CAMPUS (1) | 90.6 | 68.1 | 54.0 | 35.6 | 68.2 | 4.5 | 16 |
|--|------|------|------|------|------|-----|----|

|                                    |      |      |      |      |      |     |    |
|------------------------------------|------|------|------|------|------|-----|----|
| UNIVERSITY OF CENTRAL ARKANSAS (1) | 69.2 | 56.8 | 48.1 | 38.0 | 49.6 | 3.0 | 12 |
|------------------------------------|------|------|------|------|------|-----|----|

## CALIFORNIA

### AA

|                           |   |   |   |      |      |     |    |
|---------------------------|---|---|---|------|------|-----|----|
| ALLAN HANCOCK COLLEGE (1) | - | - | - | 66.0 | 66.0 | 5.2 | 18 |
|---------------------------|---|---|---|------|------|-----|----|

|                            |   |   |   |      |      |     |    |
|----------------------------|---|---|---|------|------|-----|----|
| AMERICAN RIVER COLLEGE (1) | - | - | - | 65.9 | 65.9 | 1.6 | 15 |
|----------------------------|---|---|---|------|------|-----|----|

|                             |      |      |      |      |      |      |    |
|-----------------------------|------|------|------|------|------|------|----|
| ANTELOPE VALLEY COLLEGE (1) | 78.8 | 67.2 | 62.9 | 59.4 | 65.9 | -2.1 | 21 |
|-----------------------------|------|------|------|------|------|------|----|

|                         |   |   |   |      |      |      |    |
|-------------------------|---|---|---|------|------|------|----|
| BAKERSFIELD COLLEGE (1) | - | - | - | 78.9 | 78.9 | -4.1 | 22 |
|-------------------------|---|---|---|------|------|------|----|

|                               |   |   |   |      |      |     |    |
|-------------------------------|---|---|---|------|------|-----|----|
| BARSTOW COMMUNITY COLLEGE (1) | - | - | - | 67.9 | 67.9 | 5.8 | 21 |
|-------------------------------|---|---|---|------|------|-----|----|

|                   |   |   |   |      |      |     |    |
|-------------------|---|---|---|------|------|-----|----|
| BUTTE COLLEGE (1) | - | - | - | 71.2 | 71.2 | 4.1 | 22 |
|-------------------|---|---|---|------|------|-----|----|

|                      |   |   |   |      |      |       |   |
|----------------------|---|---|---|------|------|-------|---|
| CABRILLO COLLEGE (1) | - | - | - | 63.9 | 63.9 | -11.2 | 8 |
|----------------------|---|---|---|------|------|-------|---|

## SPECIAL Salary Review

| State/<br>School                                       | Prof.<br>(\$) | Assc.<br>(\$) | Asst.<br>(\$) | Inst./<br>Lect.<br>(\$) | Avg.<br>(\$) | %<br>Chng.<br>(%) | Avg.<br>Bene.<br>(\$) | State/<br>School  | Prof.<br>(\$) | Assc.<br>(\$) | Asst.<br>(\$) | Inst./<br>Lect.<br>(\$) | Avg.<br>(\$) | %<br>Chng.<br>(%) | Avg.<br>Bene.<br>(\$) |
|--|---------------|---------------|---------------|-------------------------|--------------|-------------------|-----------------------|---|---------------|---------------|---------------|-------------------------|--------------|-------------------|-----------------------|
| CANADA COLLEGE (1)                                     | -             | -             | -             | 69.4                    | 69.4         | 6.0               | 18                    | EL CAMINO COLLEGE (1)                                       | -             | -             | -             | 73.0                    | 73.0         | 2.0               | 11                    |
| CERRITOS COLLEGE (1)                                   | -             | -             | -             | 70.4                    | 70.4         | 2.9               | 18                    | EVERGREEN VALLEY COLLEGE (1)                                | -             | -             | -             | 72.2                    | 72.2         | 3.7               | 20                    |
| CERRO COSO COMMUNITY COLLEGE (1)                       | -             | -             | -             | 72.7                    | 72.7         | -1.4              | 21                    | FEATHER RIVER COMMUNITY COLLEGE DISTRICT (1)                | -             | -             | -             | 68.4                    | 68.4         | 3.1               | 23                    |
| CHABOT COLLEGE (1)                                     | -             | -             | -             | 78.8                    | 78.8         | 5.0               | 21                    | FOLSOM LAKE COLLEGE (1)                                     | -             | -             | -             | 63.2                    | 63.2         | 3.4               | 15                    |
| CHAFFEY COLLEGE (1)                                    | -             | -             | -             | 73.9                    | 73.9         | 1.5               | 19                    | FOOTHILL COLLEGE (1)  | -             | -             | -             | 74.6                    | 74.6         | 3.1               | 23                    |
| CITRUS COLLEGE (1)                                     | -             | -             | -             | 70.9                    | 70.9         | 4.1               | 8                     | FRESNO CITY COLLEGE (1)                                     | -             | -             | -             | 79.2                    | 79.2         | 3.1               | 10                    |
| CITY COLLEGE OF SAN FRANCISCO (1)                      | -             | -             | -             | 77.4                    | 77.4         | 2.6               | 14                    | FULLERTON COLLEGE (1)                                       | -             | -             | -             | 80.9                    | 80.9         | 3.9               | 13                    |
| COASTLINE COMMUNITY COLLEGE (1)                        | -             | -             | -             | 78.7                    | 78.7         | 6.1               | 20                    | GAVILAN COLLEGE (1)   | -             | -             | -             | 71.1                    | 71.1         | -1.7              | 83                    |
| COLLEGE OF ALAMEDA (1)                                 | -             | -             | -             | 64.3                    | 64.3         | 2.4               | 30                    | GLENDALE COMMUNITY COLLEGE (1)                              | -             | -             | -             | 72.3                    | 72.3         | 8.5               | 16                    |
| COLLEGE OF MARIN (1)                                   | -             | -             | -             | 74.4                    | 74.4         | 0.9               | 20                    | GOLDEN WEST COLLEGE (1)                                     | -             | -             | -             | 80.3                    | 80.3         | 4.0               | 20                    |
| COLLEGE OF SAN MATEO (1)                               | -             | -             | -             | 71.3                    | 71.3         | 4.7               | 17                    | GROSSMONT COLLEGE (1)                                       | -             | -             | -             | 65.7                    | 65.7         | 0.9               | 19                    |
| COLLEGE OF THE CANYONS (1)                             | 85.2          | 72.1          | 60.8          | -                       | 74.6         | 4.5               | 17                    | HARTNELL COLLEGE (1)  | -             | -             | -             | 65.8                    | 65.8         | 9.5               | 20                    |
| COLLEGE OF THE DESERT (1)                              | 80.1          | 76.7          | 65.5          | 55.8                    | 73.9         | 9.8               | 21                    | IMPERIAL VALLEY COLLEGE (1)                                 | -             | -             | -             | 60.0                    | 60.0         | -                 | 17                    |
| COLLEGE OF THE REDWOODS (1)                            | -             | -             | -             | 76.7                    | 76.7         | 8.6               | 21                    | IRVINE VALLEY COLLEGE (1)                                   | -             | -             | -             | 78.1                    | 78.1         | 9.5               | 25                    |
| COLLEGE OF THE SEQUOIAS (1)                            | -             | -             | -             | 74.7                    | 74.9         | 8.6               | 19                    | LAKE TAHOE COMMUNITY COLLEGE (1)                            | -             | -             | -             | 60.7                    | 60.7         | 5.2               | 20                    |
| COLLEGE OF THE SISKIYOU (1)                            | -             | -             | -             | 62.8                    | 62.8         | 1.8               | 21                    | LANEY COLLEGE (1)   | -             | -             | -             | 63.3                    | 63.3         | 2.4               | 29                    |
| COLUMBIA COLLEGE (1)                                   | -             | -             | -             | 74.2                    | 74.2         | 4.2               | 18                    | LAS POSITAS COLLEGE (1)                                     | -             | -             | -             | 76.3                    | 76.3         | 5.9               | 20                    |
| COMPTON COMMUNITY COLLEGE (1)                          | 78.2          | 73.5          | 65.4          | 57.2                    | 68.4         | 4.4               | 21                    | LASSEN COMMUNITY COLLEGE (1)                                | -             | -             | -             | 71.8                    | 71.8         | 7.7               | 21                    |
| CONTRA COSTA COLLEGE (1)                               | -             | -             | -             | 70.6                    | 70.6         | -7.0              | 18                    | LONG BEACH CITY COLLEGE (1)                                 | -             | -             | -             | 75.8                    | 75.8         | 6.7               | 22                    |
| COPPER MOUNTAIN COLLEGE (1)                            | 62.6          | -             | -             | -                       | 62.6         | -2.3              | 26                    | LOS ANGELES CITY COLLEGE (1)                                | -             | -             | -             | 69.4                    | 69.4         | -3.6              | 15                    |
| COSUMNES RIVER COLLEGE (1)                             | -             | -             | -             | 67.2                    | 67.2         | 1.1               | 15                    | LOS ANGELES COUNTY COLLEGE OF NURSING AND ALLIED HEALTH (1) | -             | -             | -             | -                       | -            | -                 | -                     |
| CRAFTON HILLS COLLEGE (1)                              | -             | -             | -             | 69.3                    | 69.3         | 12.7              | 16                    | LOS ANGELES HARBOR COLLEGE (1)                              | -             | -             | -             | 80.1                    | 80.1         | 6.0               | 13                    |
| CUESTA COLLEGE (1)                                     | -             | -             | -             | 69.9                    | 69.9         | 5.9               | 16                    | LOS ANGELES MISSION COLLEGE (1)                             | -             | -             | -             | 72.1                    | 72.1         | 5.0               | 16                    |
| CUYAMACA COLLEGE (1)                                   | -             | -             | -             | 63.6                    | 63.6         | -2.0              | 18                    | LOS ANGELES PIERCE COLLEGE (1)                              | -             | -             | -             | 69.2                    | 69.2         | -5.9              | 15                    |
| CYPRESS COLLEGE (1)                                    | -             | -             | -             | 80.8                    | 80.8         | 5.5               | 13                    | LOS ANGELES SOUTHWEST COLLEGE (1)                           | -             | -             | -             | 76.0                    | 76.0         | 2.7               | 15                    |
| DE ANZA COLLEGE (1)                                    | -             | -             | -             | 73.3                    | 73.3         | 2.5               | 23                    | LOS ANGELES TRADE TECHNICAL COLLEGE (1)                     | -             | -             | -             | 80.7                    | 80.7         | 6.0               | 17                    |
| DEFENSE LANGUAGE INSTITUTE (1)                         | -             | -             | -             | -                       | -            | -                 | -                     | LOS ANGELES VALLEY COLLEGE (1)                              | -             | -             | -             | 73.3                    | 73.3         | 2.0               | 17                    |
| DIABLO VALLEY COLLEGE (1)                              | -             | -             | -             | 72.5                    | 72.5         | -7.3              | 18                    | LOS MEDANOS COLLEGE (1)                                     | -             | -             | -             | 72.0                    | 72.0         | -8.6              | 17                    |
| EAST LOS ANGELES COLLEGE (1)                           | -             | -             | -             | 58.8                    | 58.8         | -16.3             | 10                    | MENDOCINO COLLEGE (1)                                       | -             | -             | -             | 69.5                    | 69.5         | 0.9               | 18                    |
| EAST SAN GABRIEL VALLEY REGIONAL OCCUPATIONAL PROG (1) | -             | -             | -             | -                       | -            | -                 | -                     |   |               |               |               |                         |              |                   |                       |

## SPECIAL Salary Review

| State/<br>School                  | Prof.<br>(\$) | Assc.<br>(\$) | Asst.<br>(\$) | Inst./<br>Lect.<br>(\$) | Avg.<br>(\$) | %<br>Chng.<br>(%) | Avg.<br>Bene.<br>(\$) | State/<br>School                                       | Prof.<br>(\$) | Assc.<br>(\$) | Asst.<br>(\$) | Inst./<br>Lect.<br>(\$) | Avg.<br>(\$) | %<br>Chng.<br>(%) | Avg.<br>Bene.<br>(\$) |
|-----------------------------------|---------------|---------------|---------------|-------------------------|--------------|-------------------|-----------------------|--|---------------|---------------|---------------|-------------------------|--------------|-------------------|-----------------------|
| MERCED COLLEGE (1)                | -             | -             | -             | 70.7                    | 70.7         | 5.2               | 21                    | SANTA ROSA JUNIOR COLLEGE (1)                          | -             | -             | -             | 73.7                    | 73.7         | 5.0               | 19                    |
| MERRITT COLLEGE (1)               | -             | -             | -             | 63.5                    | 63.5         | 1.3               | 29                    | SANTIAGO CANYON COLLEGE (1)                            | -             | -             | -             | 73.5                    | 73.5         | 12.2              | 19                    |
| MIRACOSTA COLLEGE (1)             | -             | -             | -             | 102.6                   | 102.6        | 1.8               | 33                    | SHASTA COLLEGE (1)                                     | -             | -             | -             | 65.9                    | 65.9         | 0.9               | 20                    |
| MISSION COLLEGE (1)               | -             | -             | -             | 59.6                    | 59.6         | 5.5               | 15                    | SIERRA COLLEGE (1)                                     | -             | -             | -             | 67.7                    | 67.7         | 4.2               | 17                    |
| MODESTO JUNIOR COLLEGE (1)        | -             | -             | -             | 72.4                    | 72.4         | 6.8               | 18                    | SKYLINE COLLEGE (1)                                    | -             | -             | -             | 72.4                    | 72.4         | 3.2               | 18                    |
| MONTEREY PENINSULA COLLEGE (1)    | -             | -             | -             | 72.6                    | 72.6         | 12.1              | 31                    | SOLANO COMMUNITY COLLEGE (1)                           | -             | -             | -             | 66.1                    | 66.1         | 0.1               | 19                    |
| MOORPARK COLLEGE (1)              | -             | -             | -             | 72.6                    | 72.6         | -0.5              | 21                    | SOUTHWESTERN COLLEGE (1)                               | -             | -             | -             | 48.0                    | 48.0         | -12.0             | 20                    |
| MT SAN ANTONIO COLLEGE (1)        | -             | -             | -             | 76.2                    | 76.2         | -0.7              | 17                    | TAFT COLLEGE (1)                                       | -             | -             | -             | 75.0                    | 75.0         | 4.2               | 20                    |
| MT SAN JACINTO COLLEGE (1)        | -             | -             | -             | -                       | 68.9         | 0.3               | 14                    | VENTURA COLLEGE (1)                                    | -             | -             | -             | 75.1                    | 75.1         | -0.0              | 21                    |
| NAPA VALLEY COLLEGE (1)           | -             | -             | -             | 67.5                    | 67.5         | 3.9               | 14                    | VICTOR VALLEY COMMUNITY COLLEGE (1)                    | -             | -             | -             | 68.5                    | 68.5         | 0.7               | 16                    |
| OHLONE COLLEGE (1)                | -             | -             | -             | 81.3                    | 81.3         | 2.4               | 9                     | VISTA COLLEGE (1)                                      | -             | -             | -             | 59.3                    | 59.3         | -2.3              | 27                    |
| ORANGE COAST COLLEGE (1)          | -             | -             | -             | 78.5                    | 78.5         | 5.3               | 20                    | WEST HILLS COMMUNITY COLLEGE (1)                       | -             | -             | -             | 62.1                    | 62.1         | -12.8             | 11                    |
| OXNARD COLLEGE (1)                | -             | -             | -             | 73.2                    | 73.2         | 1.2               | 21                    | WEST LOS ANGELES COLLEGE (1)                           | -             | -             | -             | 70.7                    | 70.7         | -3.8              | 14                    |
| PALO VERDE COLLEGE (1)            | -             | -             | -             | 63.3                    | 63.3         | 0.8               | 19                    | WEST VALLEY COLLEGE (1)                                | -             | -             | -             | 60.7                    | 60.7         | 3.2               | 14                    |
| PALOMAR COLLEGE (1)               | -             | -             | -             | 76.8                    | 76.8         | 9.8               | 19                    | YUBA COLLEGE (1)                                       | -             | -             | -             | 75.6                    | 75.6         | 9.0               | 24                    |
| PASADENA CITY COLLEGE (1)         | -             | -             | -             | 71.9                    | 71.9         | 3.9               | 18                    | <b>BA</b>  |               |               |               |                         |              |                   |                       |
| PORTERVILLE COLLEGE (1)           | -             | -             | -             | 78.0                    | 78.0         | 3.9               | 22                    | CALIFORNIA MARITIME ACADEMY (1)                        | 87.0          | 75.3          | 58.1          | 53.2                    | 69.7         | 5.5               | 21                    |
| REEDLEY COLLEGE (1)               | -             | -             | -             | 78.1                    | 78.1         | 7.1               | 10                    | <b>BA+</b>   |               |               |               |                         |              |                   |                       |
| RIO HONDO COLLEGE (1)             | -             | -             | -             | 77.6                    | 77.6         | 9.9               | 30                    | CALIFORNIA POLYTECHNIC STATE UNIVERSITY SAN LUIS O (1) | 86.7          | 69.6          | 59.8          | 57.1                    | 72.2         | 1.7               | 21                    |
| RIVERSIDE COMMUNITY COLLEGE (1)   | -             | -             | -             | 77.0                    | 77.0         | 4.4               | 15                    | CALIFORNIA STATE POLYTECHNIC UNIVERSITY POMONA (1)     | 88.0          | 67.5          | 58.0          | 56.9                    | 75.9         | 2.1               | 21                    |
| SACRAMENTO CITY COLLEGE (1)       | -             | -             | -             | 67.7                    | 67.7         | 2.7               | 15                    | CALIFORNIA STATE UNIVERSITY BAKERSFIELD (1)            | 86.7          | 66.2          | 56.5          | 50.1                    | 65.9         | 4.4               | 19                    |
| SADDLEBACK COLLEGE (1)            | -             | -             | -             | 83.6                    | 83.6         | 11.2              | 25                    | CALIFORNIA STATE UNIVERSITY CHANNEL ISLANDS (1)        | 95.4          | 80.1          | 74.9          | 57.1                    | 70.1         | 5.0               | 20                    |
| SAN BERNARDINO VALLEY COLLEGE (1) | -             | -             | -             | 73.1                    | 73.1         | 6.9               | 15                    | CALIFORNIA STATE UNIVERSITY CHICO (1)                  | 85.9          | 64.5          | 52.3          | 52.9                    | 71.1         | 2.1               | 20                    |
| SAN DIEGO CITY COLLEGE (1)        | -             | -             | -             | 57.0                    | 57.0         | -8.8              | 10                    | CALIFORNIA STATE UNIVERSITY DOMINGUEZ HILLS (1)        | 85.2          | 69.3          | 59.9          | 59.8                    | 72.2         | 6.1               | 20                    |
| SAN DIEGO MESA COLLEGE (1)        | -             | -             | -             | 58.2                    | 58.2         | -3.5              | 11                    | CALIFORNIA STATE UNIVERSITY EAST BAY (1)               | 87.8          | 70.2          | 61.2          | 58.4                    | 74.0         | 2.7               | 21                    |
| SAN DIEGO MIRAMAR COLLEGE (1)     | -             | -             | -             | 61.2                    | 61.2         | -4.7              | 11                    | CALIFORNIA STATE UNIVERSITY FULLERTON (1)              | 87.0          | 70.3          | 58.6          | 52.7                    | 70.0         | 2.1               | 20                    |
| SAN JOAQUIN DELTA COLLEGE (1)     | -             | -             | -             | 81.7                    | 81.7         | 4.2               | 23                    | CALIFORNIA STATE UNIVERSITY MONTEREY BAY (1)           | 84.1          | 66.4          | 56.4          | 45.6                    | 63.2         | 0.2               | 19                    |
| SAN JOSE CITY COLLEGE (1)         | -             | -             | -             | 72.4                    | 72.4         | 2.7               | 20                    | CALIFORNIA STATE UNIVERSITY NORTHRIDGE (1)             | 85.3          | 67.6          | 57.5          | 51.1                    | 68.9         | 2.0               | 19                    |
| SANTA ANA COLLEGE (1)             | -             | -             | -             | 74.1                    | 74.1         | 1.4               | 19                    |  |               |               |               |                         |              |                   |                       |
| SANTA BARBARA CITY COLLEGE (1)    | -             | -             | -             | 71.8                    | 71.8         | 3.3               | 16                    |  |               |               |               |                         |              |                   |                       |
| SANTA MONICA COLLEGE (1)          | -             | -             | -             | 82.6                    | 82.6         | 0.9               | 22                    |  |               |               |               |                         |              |                   |                       |

## SPECIAL Salary Review

| State/<br>School                                  | Prof.<br>(\$) | Assc.<br>(\$) | Asst.<br>(\$) | Inst./<br>Lect.<br>(\$) | Avg.<br>(\$) | %<br>Chng.<br>(%) | Avg.<br>Bene.<br>(\$) | State/<br>School                               | Prof.<br>(\$) | Assc.<br>(\$) | Asst.<br>(\$) | Inst./<br>Lect.<br>(\$) | Avg.<br>(\$) | %<br>Chng.<br>(%) | Avg.<br>Bene.<br>(\$) |
|---|---------------|---------------|---------------|-------------------------|--------------|-------------------|-----------------------|--|---------------|---------------|---------------|-------------------------|--------------|-------------------|-----------------------|
| CALIFORNIA STATE UNIVERSITY<br>SAN BERNARDINO (1) | 84.6          | 67.7          | 54.0          | 50.9                    | 69.5         | 3.4               | 21                    | ARAPAHOE COMMUNITY<br>COLLEGE (1)              | -             | -             | -             | 40.9                    | 40.9         | -0.8              | 8                     |
| CALIFORNIA STATE UNIVERSITY<br>SAN MARCOS (1)     | 83.7          | 69.8          | 58.0          | 55.9                    | 69.2         | 4.4               | 20                    | COLORADO MOUNTAIN<br>COLLEGE (1)               | 71.7          | 60.0          | 50.3          | 47.3                    | 61.9         | 4.6               | 15                    |
| CALIFORNIA STATE UNIVERSITY<br>STANISLAUS (1)     | 82.6          | 63.7          | 52.7          | 49.1                    | 65.8         | 2.1               | 19                    | COLORADO NORTHWESTERN COMMUNITY<br>COLLEGE (1) | -             | -             | -             | 36.4                    | 36.4         | 3.6               | 4                     |
| HUMBOLDT STATE<br>UNIVERSITY (1)                  | 83.1          | 64.9          | 51.7          | 53.4                    | 68.7         | 1.4               | 20                    | COMMUNITY COLLEGE OF<br>AURORA (1)             | 47.9          | 45.3          | -             | -                       | 46.7         | -0.4              | 7                     |
| SAN JOSE STATE<br>UNIVERSITY (1)                  | 86.3          | 71.0          | 61.3          | 61.3                    | 75.1         | 2.1               | 21                    | COMMUNITY COLLEGE OF<br>DENVER (1)             | 45.7          | 43.4          | -             | 41.0                    | 42.6         | -0.1              | 9                     |
| SONOMA STATE<br>UNIVERSITY (1)                    | 82.9          | 64.8          | 54.7          | 54.5                    | 67.9         | 1.7               | 19                    | FRONT RANGE COMMUNITY<br>COLLEGE (1)           | -             | -             | -             | 42.3                    | 42.3         | 2.4               | 5                     |
| <b>DOCTORAL</b>                                   |               |               |               |                         |              |                   |                       | LAMAR COMMUNITY<br>COLLEGE (1)                 | -             | -             | -             | 40.0                    | 40.0         | -2.1              | 8                     |
| CALIFORNIA STATE UNIVERSITY<br>FRESNO (1)         | 86.6          | 66.5          | 52.8          | 49.0                    | 67.2         | 0.3               | 19                    | MORGAN COMMUNITY<br>COLLEGE (1)                | -             | -             | -             | -                       | 39.6         | 0.2               | 8                     |
| CALIFORNIA STATE UNIVERSITY<br>LONG BEACH (1)     | 85.9          | 69.1          | 57.7          | 55.1                    | 70.3         | 2.2               | 19                    | NORTHEASTERN JUNIOR<br>COLLEGE (1)             | -             | -             | -             | -                       | 37.0         | 1.5               | 7                     |
| CALIFORNIA STATE UNIVERSITY<br>LOS ANGELES (1)    | 85.0          | 69.7          | 60.8          | 53.1                    | 73.0         | 2.2               | 20                    | OTERO JUNIOR COLLEGE (1)                       | -             | -             | -             | -                       | 37.9         | 2.4               | 9                     |
| CALIFORNIA STATE UNIVERSITY<br>SACRAMENTO (1)     | 85.7          | 64.8          | 55.4          | 54.6                    | 68.5         | 3.3               | 20                    | PIKES PEAK COMMUNITY<br>COLLEGE (1)            | -             | -             | -             | -                       | 43.7         | 4.2               | 8                     |
| SAN DIEGO STATE<br>UNIVERSITY (1)                 | 88.0          | 70.6          | 61.1          | 55.3                    | 72.5         | 2.8               | 20                    | PUEBLO COMMUNITY<br>COLLEGE (1)                | -             | -             | -             | -                       | 47.0         | 2.3               | 9                     |
| SAN FRANCISCO STATE<br>UNIVERSITY (1)             | 87.0          | 71.6          | 64.8          | 57.3                    | 74.4         | 3.6               | 20                    | RED ROCKS COMMUNITY<br>COLLEGE (1)             | 48.6          | 43.7          | 38.9          | -                       | 41.6         | 2.7               | 5                     |
| UNIVERSITY OF CALIFORNIA<br>BERKELEY (1)          | 125.7         | 81.5          | 74.6          | 55.6                    | 102.3        | 2.1               | 14                    | TRINIDAD STATE JUNIOR<br>COLLEGE (1)           | 44.3          | 37.8          | 35.0          | -                       | 39.0         | 1.8               | 9                     |
| UNIVERSITY OF CALIFORNIA<br>DAVIS (1)             | 111.5         | 72.2          | 65.5          | 59.7                    | 88.7         | 4.7               | 14                    | <b>BA</b>                                      |               |               |               |                         |              |                   |                       |
| UNIVERSITY OF CALIFORNIA<br>IRVINE (1)            | 113.8         | 75.3          | 67.8          | 54.9                    | 88.3         | 4.2               | 14                    | FORT LEWIS COLLEGE (1)                         | 56.3          | 48.6          | 42.8          | -                       | 46.9         | -1.1              | 10                    |
| UNIVERSITY OF CALIFORNIA<br>LOS ANGELES (1)       | 128.1         | 83.8          | 70.2          | 61.4                    | 106.2        | 4.7               | 14                    | METROPOLITAN STATE COLLEGE<br>OF DENVER (1)    | 69.9          | 55.9          | 43.9          | 35.6                    | 52.8         | -0.5              | 9                     |
| UNIVERSITY OF CALIFORNIA<br>MERCED (1)            | 112.0         | 79.8          | 65.1          | 43.3                    | 73.5         | -                 | 13                    | UNITED STATES AIR FORCE<br>ACADEMY (1)         | -             | -             | 49.9          | 31.6                    | 40.7         | -                 | 2                     |
| UNIVERSITY OF CALIFORNIA<br>RIVERSIDE (1)         | 108.8         | 72.9          | 65.5          | 43.5                    | 81.4         | 2.8               | 13                    | WESTERN STATE COLLEGE<br>OF COLORADO (1)       | 54.4          | 49.3          | 41.8          | 32.1                    | 48.0         | 6.9               | 11                    |
| UNIVERSITY OF CALIFORNIA<br>SAN DIEGO (1)         | 118.2         | 73.3          | 66.3          | 56.3                    | 93.4         | 2.8               | 14                    | <b>BA+</b>                                     |               |               |               |                         |              |                   |                       |
| UNIVERSITY OF CALIFORNIA<br>SANTA BARBARA (1)     | 114.6         | 69.9          | 63.7          | 52.4                    | 91.1         | 4.3               | 14                    | ADAMS STATE COLLEGE (1)                        | 53.6          | 45.7          | 41.4          | 32.7                    | 45.4         | -0.8              | 9                     |
| UNIVERSITY OF CALIFORNIA<br>SANTA CRUZ (1)        | 103.3         | 69.0          | 61.1          | 55.4                    | 83.3         | 3.1               | 13                    | COLORADO STATE UNIVERSITY<br>PUEBLO (1)        | 63.0          | 50.4          | 46.1          | 31.7                    | 49.5         | -1.7              | 10                    |
| <b>COLORADO</b>                                   |               |               |               |                         |              |                   |                       | MESA STATE COLLEGE (1)                         | 57.7          | 46.5          | 42.9          | 32.8                    | 45.4         | 2.8               | 11                    |
| <b>AA</b>   |               |               |               |                         |              |                   |                       | <b>DOCTORAL</b>                                |               |               |               |                         |              |                   |                       |
| AIMS COMMUNITY<br>COLLEGE (1)                     | 49.0          | 43.9          | 43.0          | 39.4                    | 46.1         | 0.0               | 13                    | COLORADO SCHOOL<br>OF MINES (1)                | 107.8         | 75.5          | 66.0          | 50.0                    | 82.8         | 3.7               | 20                    |
|   |               |               |               |                         |              |                   |                       | COLORADO STATE<br>UNIVERSITY (1)               | 91.7          | 69.7          | 58.6          | 35.1                    | 71.3         | 3.8               | 14                    |
|   |               |               |               |                         |              |                   |                       | UNIVERSITY OF COLORADO<br>AT BOULDER (1)       | 102.8         | 74.5          | 65.2          | 44.6                    | 79.3         | 2.6               | 18                    |

## SPECIAL Salary Review

| State/<br>School | Prof.<br>(\$) | Assc.<br>(\$) | Asst.<br>(\$) | Inst./<br>Lect.<br>(\$) | Avg.<br>(\$) | %<br>Chng.<br>(%) | Avg.<br>Bene.<br>(\$) |
|------------------|---------------|---------------|---------------|-------------------------|--------------|-------------------|-----------------------|
|------------------|---------------|---------------|---------------|-------------------------|--------------|-------------------|-----------------------|

|   |      |      |      |      |      |     |    |
|---|------|------|------|------|------|-----|----|
| UNIVERSITY OF COLORADO<br>AT COLORADO SPRINGS (1) | 83.2 | 63.8 | 52.6 | 34.4 | 57.4 | 0.4 | 12 |
|---|------|------|------|------|------|-----|----|

|  |      |      |      |      |      |      |    |
|--|------|------|------|------|------|------|----|
| UNIVERSITY OF COLORADO AT DENVER AND<br>HEALTH SCIENCE (1) | 92.0 | 68.6 | 58.5 | 39.8 | 60.0 | -2.1 | 13 |
|--|------|------|------|------|------|------|----|

|  |      |      |      |      |      |     |    |
|--|------|------|------|------|------|-----|----|
| UNIVERSITY OF NORTHERN<br>COLORADO (1) | 71.8 | 54.0 | 46.6 | 36.6 | 55.9 | 3.3 | 11 |
|--|------|------|------|------|------|-----|----|

### CONNECTICUT

#### AA

|                                    |      |      |      |      |      |     |    |
|------------------------------------|------|------|------|------|------|-----|----|
| ASNUNTUCK COMMUNITY<br>COLLEGE (1) | 77.3 | 58.5 | 50.3 | 48.4 | 71.2 | 6.7 | 33 |
|------------------------------------|------|------|------|------|------|-----|----|

|                                  |      |      |      |      |      |     |    |
|----------------------------------|------|------|------|------|------|-----|----|
| CAPITAL COMMUNITY<br>COLLEGE (1) | 76.8 | 56.7 | 56.0 | 44.2 | 62.1 | 3.0 | 23 |
|----------------------------------|------|------|------|------|------|-----|----|

|                                  |      |      |      |      |      |     |    |
|----------------------------------|------|------|------|------|------|-----|----|
| GATEWAY COMMUNITY<br>COLLEGE (1) | 78.9 | 58.5 | 55.5 | 44.9 | 67.3 | 3.4 | 23 |
|----------------------------------|------|------|------|------|------|-----|----|

|                                     |      |      |      |      |      |     |    |
|-------------------------------------|------|------|------|------|------|-----|----|
| HOUSATONIC COMMUNITY<br>COLLEGE (1) | 78.1 | 58.3 | 51.2 | 42.7 | 59.3 | 3.1 | 21 |
|-------------------------------------|------|------|------|------|------|-----|----|

|                                     |      |      |      |      |      |     |    |
|-------------------------------------|------|------|------|------|------|-----|----|
| MANCHESTER COMMUNITY<br>COLLEGE (1) | 75.8 | 60.4 | 52.5 | 45.6 | 61.8 | 5.3 | 24 |
|-------------------------------------|------|------|------|------|------|-----|----|

|                                    |      |      |      |      |      |     |    |
|------------------------------------|------|------|------|------|------|-----|----|
| MIDDLESEX COMMUNITY<br>COLLEGE (1) | 76.6 | 60.9 | 53.2 | 46.6 | 65.5 | 5.8 | 22 |
|------------------------------------|------|------|------|------|------|-----|----|

|   |      |      |      |      |      |     |    |
|---|------|------|------|------|------|-----|----|
| NAUGATUCK VALLEY COMMUNITY<br>COLLEGE (1) | 75.8 | 61.0 | 51.7 | 44.7 | 61.7 | 0.9 | 25 |
|---|------|------|------|------|------|-----|----|

|   |      |      |      |      |      |     |    |
|---|------|------|------|------|------|-----|----|
| NORTHWESTERN CONNECTICUT COMMUNITY<br>COLLEGE (1) | 74.7 | 59.1 | 52.4 | 48.0 | 64.4 | 5.8 | 24 |
|---|------|------|------|------|------|-----|----|

|                                  |      |      |      |      |      |     |    |
|----------------------------------|------|------|------|------|------|-----|----|
| NORWALK COMMUNITY<br>COLLEGE (1) | 75.3 | 58.7 | 52.4 | 43.8 | 59.3 | 2.3 | 24 |
|----------------------------------|------|------|------|------|------|-----|----|

|   |      |      |      |      |      |     |    |
|---|------|------|------|------|------|-----|----|
| OUINEBAUG VALLEY COMMUNITY<br>COLLEGE (1) | 74.6 | 56.8 | 49.8 | 44.7 | 55.7 | 6.0 | 19 |
|---|------|------|------|------|------|-----|----|

|                                       |      |      |      |      |      |     |    |
|---------------------------------------|------|------|------|------|------|-----|----|
| THREE RIVERS COMMUNITY<br>COLLEGE (1) | 77.5 | 61.5 | 52.6 | 45.3 | 60.2 | 2.8 | 25 |
|---------------------------------------|------|------|------|------|------|-----|----|

|                                 |      |      |      |      |      |     |    |
|---------------------------------|------|------|------|------|------|-----|----|
| TUNXIS COMMUNITY<br>COLLEGE (1) | 78.1 | 59.7 | 54.2 | 47.6 | 62.3 | 4.8 | 24 |
|---------------------------------|------|------|------|------|------|-----|----|

#### BA+

|   |      |      |      |      |      |     |    |
|---|------|------|------|------|------|-----|----|
| EASTERN CONNECTICUT<br>STATE UNIVERSITY (1) | 85.1 | 64.5 | 53.6 | 43.1 | 66.6 | 4.9 | 22 |
|---|------|------|------|------|------|-----|----|

#### DOCTORAL

|   |      |      |      |      |      |     |    |
|---|------|------|------|------|------|-----|----|
| CENTRAL CONNECTICUT<br>STATE UNIVERSITY (1) | 82.8 | 66.8 | 54.0 | 44.9 | 68.7 | 4.4 | 21 |
|---|------|------|------|------|------|-----|----|

|  |      |      |      |      |      |     |    |
|--|------|------|------|------|------|-----|----|
| SOUTHERN CONNECTICUT<br>STATE UNIVERSITY (1) | 85.1 | 65.7 | 55.5 | 40.0 | 70.4 | 5.7 | 22 |
|--|------|------|------|------|------|-----|----|

|                                  |       |      |      |      |      |     |    |
|----------------------------------|-------|------|------|------|------|-----|----|
| UNIVERSITY OF<br>CONNECTICUT (1) | 116.7 | 82.3 | 65.8 | 59.9 | 89.3 | 3.8 | 25 |
|----------------------------------|-------|------|------|------|------|-----|----|

|   |      |      |      |   |      |     |    |
|---|------|------|------|---|------|-----|----|
| WESTERN CONNECTICUT STATE<br>UNIVERSITY (1) | 86.5 | 68.9 | 57.4 | - | 73.5 | 4.6 | 24 |
|---|------|------|------|---|------|-----|----|

| State/<br>School | Prof.<br>(\$) | Assc.<br>(\$) | Asst.<br>(\$) | Inst./<br>Lect.<br>(\$) | Avg.<br>(\$) | %<br>Chng.<br>(%) | Avg.<br>Bene.<br>(\$) |
|------------------|---------------|---------------|---------------|-------------------------|--------------|-------------------|-----------------------|
|------------------|---------------|---------------|---------------|-------------------------|--------------|-------------------|-----------------------|

### DELAWARE

#### AA

|   |   |   |   |   |      |     |    |
|---|---|---|---|---|------|-----|----|
| DELAWARE TECHNICAL AND COMMUNITY<br>COLLEGE-OWENS (1) | - | - | - | - | 60.2 | 5.2 | 24 |
|---|---|---|---|---|------|-----|----|

|   |   |   |   |   |      |     |    |
|---|---|---|---|---|------|-----|----|
| DELAWARE TECHNICAL AND COMMUNITY<br>COLLEGE-STANTON-WILMINGTON (1)-<br>23 | - | - | - | - | 62.1 | 5.7 | 23 |
|---|---|---|---|---|------|-----|----|

|   |   |   |   |   |      |     |    |
|---|---|---|---|---|------|-----|----|
| DELAWARE TECHNICAL AND COMMUNITY<br>COLLEGE-TERRY (1) | - | - | - | - | 60.4 | 6.8 | 23 |
|---|---|---|---|---|------|-----|----|

#### DOCTORAL

|                                  |      |      |      |      |      |     |    |
|----------------------------------|------|------|------|------|------|-----|----|
| DELAWARE STATE<br>UNIVERSITY (1) | 77.3 | 65.1 | 59.4 | 43.8 | 62.5 | 5.3 | 15 |
|----------------------------------|------|------|------|------|------|-----|----|

|                               |       |      |      |      |      |     |    |
|-------------------------------|-------|------|------|------|------|-----|----|
| UNIVERSITY OF<br>DELAWARE (1) | 112.9 | 78.7 | 64.0 | 49.8 | 82.7 | 0.2 | 27 |
|-------------------------------|-------|------|------|------|------|-----|----|

### DISTRICT OF COLUMBIA

#### BA+

|   |      |      |      |      |      |      |   |
|---|------|------|------|------|------|------|---|
| UNIVERSITY OF THE DISTRICT<br>OF COLUMBIA (1) | 81.0 | 56.8 | 53.7 | 46.9 | 66.4 | -2.6 | 1 |
|---|------|------|------|------|------|------|---|

### FLORIDA

#### AA

|                                  |      |      |      |      |      |     |    |
|----------------------------------|------|------|------|------|------|-----|----|
| BREVARD COMMUNITY<br>COLLEGE (1) | 54.9 | 49.9 | 47.3 | 42.5 | 48.7 | 0.3 | 13 |
|----------------------------------|------|------|------|------|------|-----|----|

|                                  |      |      |      |      |      |     |    |
|----------------------------------|------|------|------|------|------|-----|----|
| BROWARD COMMUNITY<br>COLLEGE (1) | 66.3 | 60.1 | 53.3 | 50.8 | 55.8 | 7.6 | 12 |
|----------------------------------|------|------|------|------|------|-----|----|

|  |   |   |   |   |      |     |    |
|--|---|---|---|---|------|-----|----|
| CENTRAL FLORIDA COMMUNITY<br>COLLEGE (1) | - | - | - | - | 45.2 | 2.2 | 10 |
|--|---|---|---|---|------|-----|----|

|  |      |      |      |      |      |     |    |
|--|------|------|------|------|------|-----|----|
| DAYTONA BEACH COMMUNITY<br>COLLEGE (1) | 66.4 | 53.6 | 48.2 | 44.2 | 56.7 | 2.1 | 18 |
|--|------|------|------|------|------|-----|----|

|                    |   |   |   |   |      |      |    |
|--------------------|---|---|---|---|------|------|----|
| EDISON COLLEGE (1) | - | - | - | - | 51.7 | -1.4 | 14 |
|--------------------|---|---|---|---|------|------|----|

|  |      |   |   |      |      |      |    |
|--|------|---|---|------|------|------|----|
| FLORIDA COMMUNITY COLLEGE<br>AT JACKSONVILLE (1) | 44.7 | - | - | 35.4 | 44.6 | -1.2 | 14 |
|--|------|---|---|------|------|------|----|

|                                       |      |      |      |   |      |     |    |
|---------------------------------------|------|------|------|---|------|-----|----|
| FLORIDA KEYS COMMUNITY<br>COLLEGE (1) | 42.7 | 36.4 | 37.4 | - | 40.6 | 8.8 | 12 |
|---------------------------------------|------|------|------|---|------|-----|----|

|                                     |      |      |      |      |      |     |    |
|-------------------------------------|------|------|------|------|------|-----|----|
| GULF COAST COMMUNITY<br>COLLEGE (1) | 66.6 | 50.0 | 45.4 | 44.3 | 48.7 | 4.1 | 11 |
|-------------------------------------|------|------|------|------|------|-----|----|

|                                       |      |      |      |      |      |     |    |
|---------------------------------------|------|------|------|------|------|-----|----|
| HILLSBOROUGH COMMUNITY<br>COLLEGE (1) | 62.3 | 56.7 | 50.8 | 44.4 | 48.9 | 3.7 | 13 |
|---------------------------------------|------|------|------|------|------|-----|----|

|                                       |      |      |      |      |      |     |    |
|---------------------------------------|------|------|------|------|------|-----|----|
| INDIAN RIVER COMMUNITY<br>COLLEGE (1) | 80.6 | 72.5 | 63.2 | 51.5 | 66.0 | 3.3 | 15 |
|---------------------------------------|------|------|------|------|------|-----|----|

|                                    |   |   |   |      |      |     |    |
|------------------------------------|---|---|---|------|------|-----|----|
| LAKE CITY COMMUNITY<br>COLLEGE (1) | - | - | - | 45.4 | 43.9 | 3.3 | 13 |
|------------------------------------|---|---|---|------|------|-----|----|

|                                      |   |   |   |   |      |     |    |
|--------------------------------------|---|---|---|---|------|-----|----|
| LAKE-SUMTER COMMUNITY<br>COLLEGE (1) | - | - | - | - | 42.9 | 0.3 | 13 |
|--------------------------------------|---|---|---|---|------|-----|----|

|                                  |      |      |      |      |      |     |    |
|----------------------------------|------|------|------|------|------|-----|----|
| MANATEE COMMUNITY<br>COLLEGE (1) | 61.5 | 53.5 | 43.8 | 37.2 | 48.1 | 2.4 | 11 |
|----------------------------------|------|------|------|------|------|-----|----|

# SPECIAL Salary Review

| State/<br>School                                   | Prof.<br>(\$) | Assc.<br>(\$) | Asst.<br>(\$) | Inst./<br>Lect.<br>(\$) | Avg.<br>(\$) | %<br>Chng.<br>(%) | Avg.<br>Bene.<br>(\$) |
|--|---------------|---------------|---------------|-------------------------|--------------|-------------------|-----------------------|
| NORTH FLORIDA COMMUNITY COLLEGE (1)                | -             | -             | -             | -                       | 43.1         | -0.4              | 10                    |
| PALM BEACH COMMUNITY COLLEGE (1)                   | 59.2          | 52.7          | 50.5          | 47.3                    | 49.6         | 3.8               | 13                    |
| PASCO-HERNANDO COMMUNITY COLLEGE (1)               | 56.4          | 45.4          | 41.1          | 40.0                    | 46.9         | 1.6               | 12                    |
| PENSACOLA JUNIOR COLLEGE (1)                       | 50.8          | 45.1          | 38.2          | 34.2                    | 44.1         | -0.3              | 11                    |
| POLK COMMUNITY COLLEGE (1)                         | 34.8          | -             | -             | -                       | 45.6         | 2.5               | 12                    |
| SAINT JOHNS RIVER COMMUNITY COLLEGE (1)            | -             | -             | -             | 46.4                    | 46.4         | -1.8              | 9                     |
| SANTA FE COMMUNITY COLLEGE (1)                     | -             | -             | -             | -                       | 47.4         | 0.3               | 13                    |
| SEMINOLE COMMUNITY COLLEGE (1)                     | -             | -             | -             | -                       | 46.1         | 3.2               | 12                    |
| SOUTH FLORIDA COMMUNITY COLLEGE (1)                | -             | -             | -             | 47.3                    | 47.3         | 1.7               | 12                    |
| TALLAHASSEE COMMUNITY COLLEGE (1)                  | -             | -             | -             | -                       | 59.0         | 2.7               | 13                    |
| VALENCIA COMMUNITY COLLEGE (1)                     | -             | -             | -             | -                       | 50.4         | 3.9               | 14                    |
| <b>BA</b>  |               |               |               |                         |              |                   |                       |
| CHIPOLA COLLEGE (1)                                | 49.7          | 42.2          | 39.7          | 37.1                    | 45.5         | 3.3               | 11                    |
| MIAMI DADE COLLEGE (1)                             | 75.4          | 58.0          | 49.4          | 42.4                    | 60.3         | 5.5               | 15                    |
| NEW COLLEGE OF FLORIDA (1)                         | 77.7          | 61.4          | 48.0          | 40.1                    | 60.7         | 2.9               | 18                    |
| OKALOOSA-WALTON COLLEGE (1)                        | -             | -             | -             | -                       | 50.1         | 6.0               | 12                    |
| ST PETERSBURG COLLEGE (1)                          | -             | -             | -             | -                       | 58.5         | 8.9               | 16                    |
| <b>BA+</b>   |               |               |               |                         |              |                   |                       |
| FLORIDA GULF COAST UNIVERSITY (1)                  | 81.9          | 67.4          | 52.6          | 38.5                    | 58.3         | 7.8               | 16                    |
| <b>DOCTORAL</b>                                    |               |               |               |                         |              |                   |                       |
| FLORIDA AGRICULTURAL AND MECHANICAL UNIVERSITY (1) | 81.5          | 66.1          | 58.8          | 46.2                    | 62.5         | -1.3              | 2                     |
| FLORIDA ATLANTIC UNIVERSITY (1)                    | 89.1          | 63.8          | 57.6          | 42.4                    | 64.9         | 3.8               | 18                    |
| FLORIDA INTERNATIONAL UNIVERSITY (1)               | 92.3          | 70.4          | 63.4          | 52.8                    | 72.5         | 8.4               | 20                    |
| FLORIDA STATE UNIVERSITY (1)                       | 91.7          | 65.2          | 60.6          | 32.2                    | 71.5         | 1.1               | 18                    |
| THE UNIVERSITY OF WEST FLORIDA (1)                 | 81.5          | 61.8          | 53.3          | 41.7                    | 59.5         | 7.9               | 15                    |
| UNIVERSITY OF CENTRAL FLORIDA (1)                  | 100.6         | 71.4          | 59.5          | 40.7                    | 65.4         | 9.5               | 19                    |
| UNIVERSITY OF FLORIDA (1)                          | 105.5         | 72.0          | 61.6          | -                       | 82.4         | 4.6               | 22                    |

| State/<br>School                | Prof.<br>(\$) | Assc.<br>(\$) | Asst.<br>(\$) | Inst./<br>Lect.<br>(\$) | Avg.<br>(\$) | %<br>Chng.<br>(%) | Avg.<br>Bene.<br>(\$) |
|---------------------------------|---------------|---------------|---------------|-------------------------|--------------|-------------------|-----------------------|
| UNIVERSITY OF NORTH FLORIDA (1) | 80.0          | 58.0          | 49.4          | 37.0                    | 55.1         | -0.4              | 16                    |
| UNIVERSITY OF SOUTH FLORIDA (1) | 94.0          | 69.5          | 59.4          | 50.0                    | 69.9         | 7.7               | 16                    |

## GEORGIA

### AA

|  |      |      |      |      |      |      |    |
|--|------|------|------|------|------|------|----|
| ABRAHAM BALDWIN AGRICULTURAL COLLEGE (1) | 53.2 | 45.7 | 41.0 | 35.4 | 41.1 | -0.5 | 12 |
| ALBANY TECHNICAL COLLEGE (1)             | -    | -    | -    | -    | -    | -    | -  |
| ALTAMAHA TECHNICAL COLLEGE (1)           | -    | -    | -    | -    | -    | -    | -  |
| APPALACHIAN TECHNICAL COLLEGE (1)        | -    | -    | -    | -    | -    | -    | -  |
| ATHENS TECHNICAL COLLEGE (1)             | -    | -    | -    | 50.9 | 50.9 | -2.6 | 13 |
| ATLANTA METROPOLITAN COLLEGE (1)         | 59.6 | 50.6 | 44.5 | 38.9 | 47.1 | 1.1  | 12 |
| ATLANTA TECHNICAL COLLEGE (1)            | -    | -    | -    | 40.9 | 40.9 | 2.0  | 10 |
| AUGUSTA TECHNICAL COLLEGE (1)            | -    | -    | -    | -    | -    | -    | -  |
| BAINBRIDGE COLLEGE (1)                   | 59.5 | 49.6 | 40.4 | 35.5 | 43.3 | 4.1  | 12 |
| CENTRAL GEORGIA TECHNICAL COLLEGE (1)    | -    | -    | -    | 42.0 | 42.0 | 7.9  | 9  |
| CHATTAHOOCHEE TECHNICAL COLLEGE (1)      | -    | -    | -    | 46.7 | 46.7 | 34.7 | 12 |
| COASTAL GEORGIA COMMUNITY COLLEGE (1)    | 52.8 | 48.3 | 41.7 | 34.5 | 42.3 | -2.2 | 12 |
| COLUMBUS TECHNICAL COLLEGE (1)           | -    | -    | -    | -    | -    | -    | -  |
| COOSA VALLEY TECHNICAL COLLEGE (1)       | -    | -    | -    | -    | 52.2 | -    | 13 |
| DARTON COLLEGE (1)                       | 56.8 | 48.6 | 46.1 | 38.3 | 41.7 | 0.5  | 13 |
| DEKALB TECHNICAL COLLEGE (1)             | -    | -    | -    | -    | -    | -    | -  |
| EAST CENTRAL TECHNICAL COLLEGE (1)       | -    | -    | -    | -    | -    | -    | -  |
| EAST GEORGIA COLLEGE (1)                 | 55.9 | 45.2 | 41.7 | 34.4 | 40.5 | -1.4 | 12 |
| FLINT RIVER TECHNICAL COLLEGE (1)        | -    | -    | -    | -    | -    | -    | -  |
| GAINESVILLE STATE COLLEGE (1)            | 52.9 | 45.0 | 37.0 | 33.6 | 39.9 | -2.2 | 13 |
| GEORGIA AVIATION & TECHNICAL COLLEGE (1) | -    | -    | -    | -    | -    | -    | -  |
| GEORGIA HIGHLANDS COLLEGE (1)            | 54.9 | 43.6 | 41.3 | 38.6 | 43.5 | 2.5  | 12 |

## SPECIAL Salary Review

| State/<br>School                                     | Prof.<br>(\$) | Assc.<br>(\$) | Asst.<br>(\$) | Inst./<br>Lect.<br>(\$) | Avg.<br>(\$) | %<br>Chng.<br>(%) | Avg.<br>Bene.<br>(\$) | State/<br>School                                   | Prof.<br>(\$) | Assc.<br>(\$) | Asst.<br>(\$) | Inst./<br>Lect.<br>(\$) | Avg.<br>(\$) | %<br>Chng.<br>(%) | Avg.<br>Bene.<br>(\$) |
|--|---------------|---------------|---------------|-------------------------|--------------|-------------------|-----------------------|--|---------------|---------------|---------------|-------------------------|--------------|-------------------|-----------------------|
| GEORGIA MILITARY COLLEGE<br>ATLANTA CAMPUS (1)       | -             | -             | -             | -                       | -            | -                 | -                     | SOUTHWEST GEORGIA TECHNICAL<br>COLLEGE (1)         | -             | -             | -             | -                       | -            | -                 | -                     |
| GEORGIA MILITARY COLLEGE<br>AUGUSTA CAMPUS (1)       | -             | -             | -             | -                       | -            | -                 | -                     | SWAINSBORO TECHNICAL<br>COLLEGE (1)                | -             | -             | -             | -                       | -            | -                 | -                     |
| GEORGIA MILITARY COLLEGE<br>COLUMBUS CAMPUS (1)      | -             | -             | -             | -                       | -            | -                 | -                     | VALDOSTA TECHNICAL<br>COLLEGE (1)                  | -             | -             | -             | -                       | -            | -                 | -                     |
| GEORGIA MILITARY COLLEGE-MILLEDGEVILLE<br>CAMPUS (1) | 56.5          | 42.0          | 35.1          | 32.3                    | 36.3         | -4.5              | 7                     | WAYCROSS COLLEGE (1)                               | 48.3          | 51.4          | 41.2          | 33.5                    | 38.6         | -2.2              | 12                    |
| GEORGIA MILITARY COLLEGE<br>VALDOSTA CAMPUS (1)      | -             | -             | -             | -                       | -            | -                 | -                     | WEST GEORGIA TECHNICAL<br>COLLEGE (1)              | -             | -             | -             | -                       | -            | -                 | -                     |
| GEORGIA MILITARY COLLEGE-WARNER<br>ROBINS CAMPUS (1) | -             | -             | -             | -                       | -            | -                 | -                     | WEST CENTRAL TECHNICAL<br>COLLEGE (1)              | -             | -             | -             | 47.1                    | 47.1         | 13.7              | 5                     |
| GEORGIA PERIMETER<br>COLLEGE (1)                     | 57.0          | 49.4          | 42.1          | 36.3                    | 43.5         | 0.8               | 7                     | <b>BA</b>  |               |               |               |                         |              |                   |                       |
| GORDON COLLEGE (1)                                   | 60.7          | 50.9          | 45.8          | 40.5                    | 48.7         | 3.4               | 14                    | CLAYTON STATE<br>UNIVERSITY (1)                    | 66.3          | 61.7          | 47.7          | 38.4                    | 51.0         | 1.3               | 15                    |
| GRIFFIN TECHNICAL<br>COLLEGE (1)                     | -             | -             | -             | -                       | -            | -                 | -                     | DALTON STATE COLLEGE (1)                           | 69.5          | 52.5          | 43.2          | 38.1                    | 48.3         | 3.5               | 14                    |
| GWINNETT TECHNICAL<br>COLLEGE (1)                    | -             | -             | -             | -                       | -            | -                 | -                     | MACON STATE COLLEGE (1)                            | 70.0          | 55.4          | 45.6          | 41.2                    | 50.2         | 2.5               | 12                    |
| HEART OF GEORGIA TECHNICAL<br>COLLEGE (1)            | -             | -             | -             | 15.1                    | 15.1         | 22.4              | 2                     | <b>BA+</b>   |               |               |               |                         |              |                   |                       |
| LANIER TECHNICAL<br>COLLEGE (1)                      | -             | -             | -             | 38.7                    | 38.7         | -2.1              | 9                     | ALBANY STATE<br>UNIVERSITY (1)                     | 61.7          | 53.7          | 45.7          | 41.9                    | 49.5         | -3.0              | 13                    |
| MIDDLE GEORGIA<br>COLLEGE (1)                        | 60.2          | 44.7          | 38.5          | 37.0                    | 43.2         | 3.3               | 10                    | ARMSTRONG ATLANTIC STATE<br>UNIVERSITY (1)         | 70.2          | 54.5          | 49.0          | 39.8                    | 50.9         | 1.8               | 15                    |
| MIDDLE GEORGIA TECHNICAL<br>COLLEGE (1)              | -             | -             | -             | -                       | -            | -                 | -                     | AUGUSTA STATE<br>UNIVERSITY (1)                    | 72.8          | 53.6          | 48.1          | 38.1                    | 53.5         | 1.5               | 13                    |
| MOULTRIE TECHNICAL<br>COLLEGE (1)                    | -             | -             | -             | -                       | -            | -                 | -                     | COLUMBUS STATE<br>UNIVERSITY (1)                   | 64.9          | 53.0          | 43.1          | 43.0                    | 49.8         | 0.4               | 11                    |
| NORTH GEORGIA TECHNICAL<br>COLLEGE (1)               | -             | -             | -             | 58.8                    | 58.8         | 2.7               | 13                    | FORT VALLEY STATE<br>UNIVERSITY (1)                | 66.0          | 51.8          | 56.3          | 36.7                    | 55.2         | 14.8              | 11                    |
| NORTH METRO TECHNICAL<br>COLLEGE (1)                 | -             | -             | -             | -                       | -            | -                 | -                     | GEORGIA COLLEGE AND STATE<br>UNIVERSITY (1)        | 66.1          | 55.0          | 48.9          | 43.2                    | 53.9         | 5.7               | 13                    |
| NORTHWESTERN TECHNICAL<br>COLLEGE (1)                | -             | -             | -             | 50.6                    | 50.6         | 3.9               | 15                    | GEORGIA SOUTHWESTERN STATE<br>UNIVERSITY (1)       | 61.8          | 53.0          | 44.6          | 37.2                    | 50.5         | 4.4               | 14                    |
| OGEECHEE TECHNICAL<br>COLLEGE (1)                    | -             | -             | -             | 42.8                    | 42.8         | -6.4              | 11                    | KENNESAW STATE<br>UNIVERSITY (1)                   | 76.2          | 60.4          | 50.9          | 41.0                    | 55.8         | 2.8               | 13                    |
| OKEFENOKEE TECHNICAL<br>COLLEGE (1)                  | -             | -             | -             | 34.3                    | 34.3         | 9.6               | 9                     | NORTH GEORGIA COLLEGE & STATE<br>UNIVERSITY (1)    | 66.2          | 59.6          | 47.7          | 37.7                    | 50.3         | -0.1              | 11                    |
| SANDERSVILLE TECHNICAL<br>COLLEGE (1)                | -             | -             | -             | -                       | -            | -                 | -                     | SAVANNAH STATE<br>UNIVERSITY (1)                   | 64.5          | 54.1          | 49.9          | 39.5                    | 54.1         | 1.4               | 18                    |
| SAVANNAH TECHNICAL<br>COLLEGE (1)                    | -             | -             | -             | 36.7                    | 36.7         | 13.4              | 3                     | SOUTHERN POLYTECHNIC STATE<br>UNIVERSITY (1)       | 68.9          | 59.6          | 51.8          | 42.4                    | 56.2         | 0.8               | 15                    |
| SOUTH GEORGIA<br>COLLEGE (1)                         | -             | 45.1          | 39.0          | 35.1                    | 39.9         | -7.7              | 11                    | <b>DOCTORAL</b>                                    |               |               |               |                         |              |                   |                       |
| SOUTH GEORGIA TECHNICAL<br>COLLEGE (1)               | -             | -             | -             | -                       | -            | -                 | -                     | GEORGIA INSTITUTE OF TECHNOLOGY<br>MAIN CAMPUS (1) | 113.8         | 83.3          | 70.9          | 34.4                    | 87.6         | 0.7               | 22                    |
| SOUTHEASTERN TECHNICAL<br>COLLEGE (1)                | -             | -             | -             | -                       | -            | -                 | -                     | GEORGIA SOUTHERN<br>UNIVERSITY (1)                 | 72.4          | 56.8          | 51.1          | 32.4                    | 55.3         | 5.7               | 15                    |
|  |               |               |               |                         |              |                   |                       | GEORGIA STATE<br>UNIVERSITY (1)                    | 110.4         | 67.4          | 60.2          | 39.6                    | 66.3         | 3.4               | 16                    |
|  |               |               |               |                         |              |                   |                       | MEDICAL COLLEGE<br>OF GEORGIA (1)                  | 82.3          | 65.2          | 54.5          | 48.8                    | 60.4         | 8.5               | 27                    |

# SPECIAL Salary Review

| State/<br>School          | Prof.<br>(\$) | Assc.<br>(\$) | Asst.<br>(\$) | Inst./<br>Lect.<br>(\$) | Avg.<br>(\$) | %<br>Chng.<br>(%) | Avg.<br>Bene.<br>(\$) |
|---------------------------|---------------|---------------|---------------|-------------------------|--------------|-------------------|-----------------------|
| UNIVERSITY OF GEORGIA (1) | 99.4          | 67.2          | 61.9          | 52.7                    | 76.9         | 4.3               | 19                    |

|                                |      |      |      |      |      |     |    |
|--------------------------------|------|------|------|------|------|-----|----|
| UNIVERSITY OF WEST GEORGIA (1) | 74.9 | 55.0 | 48.2 | 37.4 | 52.1 | 2.6 | 14 |
|--------------------------------|------|------|------|------|------|-----|----|

|                               |      |      |      |      |      |     |    |
|-------------------------------|------|------|------|------|------|-----|----|
| VALDOSTA STATE UNIVERSITY (1) | 68.0 | 54.0 | 47.9 | 36.6 | 53.6 | 3.3 | 16 |
|-------------------------------|------|------|------|------|------|-----|----|

## HAWAII

### AA

|                              |      |      |      |      |      |     |    |
|------------------------------|------|------|------|------|------|-----|----|
| HAWAII COMMUNITY COLLEGE (1) | 65.4 | 57.2 | 49.3 | 44.5 | 56.7 | 2.1 | 19 |
|------------------------------|------|------|------|------|------|-----|----|

|                                |      |      |      |      |      |     |    |
|--------------------------------|------|------|------|------|------|-----|----|
| HONOLULU COMMUNITY COLLEGE (1) | 64.7 | 58.7 | 55.3 | 41.0 | 57.7 | 0.7 | 20 |
|--------------------------------|------|------|------|------|------|-----|----|

|                                 |      |      |      |      |      |     |    |
|---------------------------------|------|------|------|------|------|-----|----|
| KAPIOLANI COMMUNITY COLLEGE (1) | 66.5 | 58.1 | 50.9 | 44.4 | 53.1 | 3.2 | 19 |
|---------------------------------|------|------|------|------|------|-----|----|

|                             |      |      |      |      |      |      |    |
|-----------------------------|------|------|------|------|------|------|----|
| KAUAI COMMUNITY COLLEGE (1) | 64.3 | 58.3 | 54.5 | 48.5 | 54.4 | -1.2 | 19 |
|-----------------------------|------|------|------|------|------|------|----|

|                               |      |      |      |      |      |     |    |
|-------------------------------|------|------|------|------|------|-----|----|
| LEEWARD COMMUNITY COLLEGE (1) | 66.3 | 55.7 | 50.0 | 44.1 | 54.8 | 1.4 | 19 |
|-------------------------------|------|------|------|------|------|-----|----|

|                                |      |      |      |      |      |     |    |
|--------------------------------|------|------|------|------|------|-----|----|
| WINDWARD COMMUNITY COLLEGE (1) | 65.6 | 57.2 | 53.4 | 41.7 | 58.2 | 3.0 | 20 |
|--------------------------------|------|------|------|------|------|-----|----|

### BA

|                            |      |      |      |      |      |     |    |
|----------------------------|------|------|------|------|------|-----|----|
| MAUI COMMUNITY COLLEGE (1) | 66.5 | 56.5 | 52.6 | 46.0 | 54.0 | 2.8 | 19 |
|----------------------------|------|------|------|------|------|-----|----|

|                                    |      |      |      |      |      |     |    |
|------------------------------------|------|------|------|------|------|-----|----|
| UNIVERSITY OF HAWAII WEST OAHU (1) | 65.8 | 55.6 | 51.3 | 38.7 | 57.2 | 2.6 | 20 |
|------------------------------------|------|------|------|------|------|-----|----|

### BA+

|                                  |      |      |      |      |      |      |    |
|----------------------------------|------|------|------|------|------|------|----|
| UNIVERSITY OF HAWAII AT HILO (1) | 71.2 | 58.9 | 50.4 | 39.7 | 55.8 | -0.3 | 19 |
|----------------------------------|------|------|------|------|------|------|----|

### DOCTORAL

|                                   |      |      |      |      |      |     |    |
|-----------------------------------|------|------|------|------|------|-----|----|
| UNIVERSITY OF HAWAII AT MANOA (1) | 92.2 | 68.4 | 60.5 | 46.1 | 72.8 | 2.5 | 23 |
|-----------------------------------|------|------|------|------|------|-----|----|

## IDAHO

### AA

|                               |      |      |      |      |      |     |    |
|-------------------------------|------|------|------|------|------|-----|----|
| COLLEGE OF SOUTHERN IDAHO (1) | 55.6 | 47.3 | 40.4 | 33.9 | 44.9 | 6.5 | 17 |
|-------------------------------|------|------|------|------|------|-----|----|

|                                     |   |   |   |      |      |     |    |
|-------------------------------------|---|---|---|------|------|-----|----|
| EASTERN IDAHO TECHNICAL COLLEGE (1) | - | - | - | 40.4 | 40.4 | 3.4 | 16 |
|-------------------------------------|---|---|---|------|------|-----|----|

|                         |   |   |   |      |      |      |    |
|-------------------------|---|---|---|------|------|------|----|
| NORTH IDAHO COLLEGE (1) | - | - | - | 49.1 | 49.1 | 11.1 | 15 |
|-------------------------|---|---|---|------|------|------|----|

### BA

|                               |      |      |      |      |      |      |    |
|-------------------------------|------|------|------|------|------|------|----|
| LEWIS-CLARK STATE COLLEGE (1) | 53.1 | 44.1 | 38.4 | 31.0 | 44.2 | -0.2 | 17 |
|-------------------------------|------|------|------|------|------|------|----|

### DOCTORAL

|                            |      |      |      |      |      |     |    |
|----------------------------|------|------|------|------|------|-----|----|
| BOISE STATE UNIVERSITY (1) | 67.9 | 56.1 | 49.3 | 40.5 | 54.2 | 3.0 | 18 |
|----------------------------|------|------|------|------|------|-----|----|

| State/<br>School           | Prof.<br>(\$) | Assc.<br>(\$) | Asst.<br>(\$) | Inst./<br>Lect.<br>(\$) | Avg.<br>(\$) | %<br>Chng.<br>(%) | Avg.<br>Bene.<br>(\$) |
|----------------------------|---------------|---------------|---------------|-------------------------|--------------|-------------------|-----------------------|
| IDAHO STATE UNIVERSITY (1) | 65.0          | 52.1          | 47.4          | 33.9                    | 47.9         | -0.3              | 18                    |
| UNIVERSITY OF IDAHO (1)    | 74.3          | 58.6          | 50.9          | 37.5                    | 59.2         | 2.5               | 19                    |

## ILLINOIS

### AA

|                        |      |      |      |      |      |      |   |
|------------------------|------|------|------|------|------|------|---|
| BLACK HAWK COLLEGE (1) | 67.4 | 57.7 | 46.4 | 40.3 | 55.1 | -2.6 | 3 |
|------------------------|------|------|------|------|------|------|---|

|                           |   |   |   |   |      |     |   |
|---------------------------|---|---|---|---|------|-----|---|
| CARL SANDBURG COLLEGE (1) | - | - | - | - | 45.9 | 2.1 | 8 |
|---------------------------|---|---|---|---|------|-----|---|

|  |      |      |      |      |      |     |    |
|--|------|------|------|------|------|-----|----|
| CITY COLLEGES OF CHICAGO-HAROLD WASHINGTON COLLEGE (1) | 87.6 | 80.3 | 64.3 | 48.6 | 59.2 | 2.7 | 13 |
|--|------|------|------|------|------|-----|----|

|   |      |      |      |      |      |     |    |
|---|------|------|------|------|------|-----|----|
| CITY COLLEGES OF CHICAGO-HARRY S TRUMAN COLLEGE (1) | 89.0 | 76.2 | 70.5 | 55.7 | 69.1 | 1.8 | 14 |
|---|------|------|------|------|------|-----|----|

|   |      |      |      |      |      |     |    |
|---|------|------|------|------|------|-----|----|
| CITY COLLEGES OF CHICAGO-KENNEDY-KING COLLEGE (1) | 94.3 | 81.8 | 74.4 | 57.5 | 66.9 | 2.9 | 14 |
|---|------|------|------|------|------|-----|----|

|  |      |      |      |      |      |      |    |
|--|------|------|------|------|------|------|----|
| CITY COLLEGES OF CHICAGO-MALCOLM X COLLEGE (1) | 81.6 | 78.2 | 82.0 | 52.8 | 62.1 | -0.4 | 14 |
|--|------|------|------|------|------|------|----|

|   |      |      |      |      |      |     |    |
|---|------|------|------|------|------|-----|----|
| CITY COLLEGES OF CHICAGO-OLIVE-HARVEY COLLEGE (1) | 90.1 | 71.3 | 72.9 | 57.1 | 68.2 | 1.3 | 15 |
|---|------|------|------|------|------|-----|----|

|  |      |      |      |      |      |     |    |
|--|------|------|------|------|------|-----|----|
| CITY COLLEGES OF CHICAGO-RICHARD J DALEY COLLEGE (1) | 85.1 | 73.4 | 65.3 | 55.7 | 66.4 | 3.6 | 13 |
|--|------|------|------|------|------|-----|----|

|  |      |      |      |      |      |     |    |
|--|------|------|------|------|------|-----|----|
| CITY COLLEGES OF CHICAGO-WILBUR WRIGHT COLLEGE (1) | 89.0 | 73.3 | 62.4 | 50.3 | 64.2 | 1.9 | 15 |
|--|------|------|------|------|------|-----|----|

|                       |      |      |      |      |      |     |   |
|-----------------------|------|------|------|------|------|-----|---|
| COLLEGE OF DUPAGE (1) | 96.0 | 72.1 | 58.5 | 47.7 | 79.7 | 6.1 | 7 |
|-----------------------|------|------|------|------|------|-----|---|

|                            |   |   |   |      |      |     |   |
|----------------------------|---|---|---|------|------|-----|---|
| COLLEGE OF LAKE COUNTY (1) | - | - | - | 76.9 | 76.9 | 1.1 | 6 |
|----------------------------|---|---|---|------|------|-----|---|

|                                     |   |   |   |   |      |     |   |
|-------------------------------------|---|---|---|---|------|-----|---|
| DANVILLE AREA COMMUNITY COLLEGE (1) | - | - | - | - | 47.1 | 3.1 | 8 |
|-------------------------------------|---|---|---|---|------|-----|---|

|                             |      |      |      |      |      |     |   |
|-----------------------------|------|------|------|------|------|-----|---|
| ELGIN COMMUNITY COLLEGE (1) | 90.9 | 76.7 | 59.9 | 51.8 | 75.0 | 3.5 | 4 |
|-----------------------------|------|------|------|------|------|-----|---|

|                                 |      |      |      |      |      |     |   |
|---------------------------------|------|------|------|------|------|-----|---|
| HEARTLAND COMMUNITY COLLEGE (1) | 60.4 | 50.3 | 46.2 | 42.0 | 48.6 | 2.2 | 6 |
|---------------------------------|------|------|------|------|------|-----|---|

|                                |   |   |   |   |      |     |   |
|--------------------------------|---|---|---|---|------|-----|---|
| HIGHLAND COMMUNITY COLLEGE (1) | - | - | - | - | 62.5 | 2.2 | 8 |
|--------------------------------|---|---|---|---|------|-----|---|

|                              |      |      |      |      |      |     |   |
|------------------------------|------|------|------|------|------|-----|---|
| ILLINOIS CENTRAL COLLEGE (1) | 65.0 | 49.7 | 44.5 | 42.3 | 50.1 | 2.9 | 5 |
|------------------------------|------|------|------|------|------|-----|---|

|  |      |   |   |   |      |      |   |
|--|------|---|---|---|------|------|---|
| ILLINOIS EASTERN COMMUNITY COLLEGES FRONTIER COMMU (1) | 45.5 | - | - | - | 45.5 | 11.1 | 6 |
|--|------|---|---|---|------|------|---|

|   |      |   |   |   |      |      |   |
|---|------|---|---|---|------|------|---|
| ILLINOIS EASTERN COMMUNITY COLLEGES LINCOLN TRAIL (1) | 48.8 | - | - | - | 48.8 | 11.9 | 6 |
|---|------|---|---|---|------|------|---|

|   |      |   |   |   |      |     |   |
|---|------|---|---|---|------|-----|---|
| ILLINOIS EASTERN COMMUNITY COLLEGES OLNEY CENTRAL (1) | 44.7 | - | - | - | 44.7 | 9.9 | 5 |
|---|------|---|---|---|------|-----|---|

|   |      |   |   |   |      |     |   |
|---|------|---|---|---|------|-----|---|
| ILLINOIS EASTERN COMMUNITY COLLEGES WABASH VALLEY (1) | 49.7 | - | - | - | 49.7 | 9.6 | 6 |
|---|------|---|---|---|------|-----|---|

|                                       |   |   |   |      |      |     |   |
|---------------------------------------|---|---|---|------|------|-----|---|
| ILLINOIS VALLEY COMMUNITY COLLEGE (1) | - | - | - | 52.7 | 52.4 | 0.9 | 2 |
|---------------------------------------|---|---|---|------|------|-----|---|

|                          |      |      |      |      |      |     |   |
|--------------------------|------|------|------|------|------|-----|---|
| JOHN A LOGAN COLLEGE (1) | 69.8 | 60.3 | 56.6 | 52.1 | 59.2 | 2.4 | 5 |
|--------------------------|------|------|------|------|------|-----|---|

## SPECIAL Salary Review

| State/<br>School                      | Prof.<br>(\$) | Assc.<br>(\$) | Asst.<br>(\$) | Inst./<br>Lect.<br>(\$) | Avg.<br>(\$) | %<br>Chng.<br>(%) | Avg.<br>Bene.<br>(\$) | State/<br>School                               | Prof.<br>(\$) | Assc.<br>(\$) | Asst.<br>(\$) | Inst./<br>Lect.<br>(\$) | Avg.<br>(\$) | %<br>Chng.<br>(%) | Avg.<br>Bene.<br>(\$) |
|---------------------------------------|---------------|---------------|---------------|-------------------------|--------------|-------------------|-----------------------|--|---------------|---------------|---------------|-------------------------|--------------|-------------------|-----------------------|
| JOHN WOOD COMMUNITY COLLEGE (1)       | 51.5          | 48.4          | 43.3          | 40.3                    | 46.4         | 1.4               | 5                     | NORTHEASTERN ILLINOIS UNIVERSITY (1)           | 76.2          | 62.6          | 54.3          | 32.0                    | 52.8         | 3.7               | 13                    |
| JOLIET JUNIOR COLLEGE (1)             | -             | -             | -             | -                       | 61.7         | 2.2               | 2                     | SOUTHERN ILLINOIS UNIVERSITY EDWARDSVILLE (1)  | 77.1          | 60.4          | 49.5          | 35.9                    | 54.5         | 2.3               | 16                    |
| KANKAKEE COMMUNITY COLLEGE (1)        | 63.8          | -             | 37.4          | -                       | 55.6         | 1.9               | 6                     | <b>DOCTORAL</b>                                |               |               |               |                         |              |                   |                       |
| KASKASKIA COLLEGE (1)                 | 55.1          | 50.6          | 48.2          | 42.2                    | 50.2         | 5.3               | 4                     | CHICAGO STATE UNIVERSITY (1)                   | 73.9          | 60.9          | 54.5          | 34.0                    | 55.4         | 2.6               | 15                    |
| KISHWAUKEE COLLEGE (1)                | -             | -             | -             | 37.0                    | 47.0         | 2.0               | 7                     | ILLINOIS STATE UNIVERSITY (1)                  | 74.8          | 58.2          | 54.5          | -                       | 57.9         | 1.9               | 16                    |
| LAKE LAND COLLEGE (1)                 | -             | -             | -             | -                       | 47.7         | 3.2               | 4                     | NORTHERN ILLINOIS UNIVERSITY (1)               | 81.1          | 63.5          | 53.7          | 35.4                    | 59.6         | 3.0               | 16                    |
| LEWIS AND CLARK COMMUNITY COLLEGE (1) | 70.9          | 57.2          | 50.3          | 42.7                    | 54.8         | -0.4              | 5                     | SOUTHERN ILLINOIS UNIVERSITY CARBONDALE (1)    | 81.8          | 61.1          | 54.5          | 33.4                    | 56.2         | 3.9               | 13                    |
| LINCOLN LAND COMMUNITY COLLEGE (1)    | 71.5          | 54.8          | 51.5          | 42.0                    | 64.2         | 3.0               | 6                     | UNIVERSITY OF ILLINOIS AT CHICAGO (1)          | 103.2         | 74.5          | 64.7          | 38.1                    | 77.0         | 2.5               | 20                    |
| MCHENRY COUNTY COLLEGE (1)            | -             | -             | -             | -                       | 71.2         | 5.8               | 7                     | UNIVERSITY OF ILLINOIS AT SPRINGFIELD (1)      | 82.9          | 65.7          | 53.4          | 35.8                    | 59.6         | -0.7              | 17                    |
| MORAIN VALLEY COMMUNITY COLLEGE (1)   | 71.8          | 58.8          | 46.3          | 40.7                    | 51.4         | 1.0               | 10                    | UNIVERSITY OF ILLINOIS AT URBANA-CHAMPAIGN (1) | 115.7         | 78.4          | 68.9          | 50.1                    | 87.1         | 3.4               | 21                    |
| MORTON COLLEGE (1)                    | -             | -             | -             | 63.2                    | 63.2         | 1.7               | 10                    | WESTERN ILLINOIS UNIVERSITY (1)                | 78.9          | 60.3          | 48.8          | 36.7                    | 57.2         | 0.7               | 14                    |
| OAKTON COMMUNITY COLLEGE (1)          | 90.6          | 63.0          | 56.4          | 47.2                    | 76.5         | 2.8               | 4                     | <b>INDIANA</b>                                 |               |               |               |                         |              |                   |                       |
| PARKLAND COLLEGE (1)                  | 70.7          | 52.7          | 43.8          | 44.4                    | 54.7         | 4.3               | 7                     | <b>AA</b>                                      |               |               |               |                         |              |                   |                       |
| PRAIRIE STATE COLLEGE (1)             | 73.8          | 53.5          | 43.9          | -                       | 61.2         | 2.7               | 7                     | IVY TECH COMMUNITY COLLEGE BLOOMINGTON (1)     | 55.1          | 44.1          | 38.9          | 35.2                    | 40.4         | 4.9               | 14                    |
| REND LAKE COLLEGE (1)                 | 57.1          | 51.3          | -             | 44.2                    | 48.9         | 5.8               | 8                     | IVY TECH COMMUNITY COLLEGE CENTRAL INDIANA (1) | 50.3          | 49.9          | 43.1          | 37.2                    | 42.9         | -3.2              | 16                    |
| RICHLAND COMMUNITY COLLEGE (1)        | 58.2          | 53.3          | 40.6          | 37.1                    | 45.7         | -2.4              | 7                     | IVY TECH COMMUNITY COLLEGE COLUMBUS (1)        | 48.0          | 42.7          | 38.1          | 33.6                    | 40.2         | 6.7               | 14                    |
| ROCK VALLEY COLLEGE (1)               | 70.1          | 57.1          | 49.2          | 43.3                    | 55.7         | 3.4               | 7                     | IVY TECH COMMUNITY COLLEGE EAST CENTRAL (1)    | 53.0          | 48.5          | 43.1          | 36.9                    | 43.6         | 2.3               | 17                    |
| SAUK VALLEY COMMUNITY COLLEGE (1)     | 54.9          | 47.4          | 43.2          | 42.1                    | 46.8         | 0.9               | 8                     | IVY TECH COMMUNITY COLLEGE KOKOMO (1)          | 49.2          | 46.9          | 37.2          | 33.4                    | 37.1         | 2.9               | 15                    |
| SHAWNEE COMMUNITY COLLEGE (1)         | -             | -             | -             | -                       | 50.1         | 2.5               | 5                     | IVY TECH COMMUNITY COLLEGE LAFAYETTE (1)       | 54.5          | 46.6          | 41.5          | 37.0                    | 42.6         | 3.3               | 15                    |
| SOUTH SUBURBAN COLLEGE (1)            | -             | -             | -             | -                       | 59.7         | 4.4               | 8                     | IVY TECH COMMUNITY COLLEGE NORTH CENTRAL (1)   | 52.5          | 44.5          | 38.3          | 33.6                    | 38.8         | 1.4               | 16                    |
| SOUTHEASTERN ILLINOIS COLLEGE (1)     | -             | -             | -             | 51.8                    | 47.1         | -2.5              | 7                     | IVY TECH COMMUNITY COLLEGE NORTHEAST (1)       | -             | 48.3          | 43.7          | 40.2                    | 43.5         | 3.2               | 16                    |
| SOUTHWESTERN ILLINOIS COLLEGE (1)     | 77.5          | 60.2          | 50.1          | 44.0                    | 54.9         | 3.0               | 4                     | IVY TECH COMMUNITY COLLEGE NORTHWEST (1)       | 48.3          | 44.4          | 40.8          | 34.9                    | 40.5         | 0.3               | 16                    |
| SPOON RIVER COLLEGE (1)               | -             | -             | -             | -                       | 47.2         | 4.9               | 4                     | IVY TECH COMMUNITY COLLEGE SOUTH CENTRAL (1)   | 49.7          | 40.5          | 40.1          | 37.3                    | 40.7         | 0.8               | 15                    |
| TRITON COLLEGE (1)                    | -             | -             | -             | -                       | 62.9         | -1.7              | 3                     | IVY TECH COMMUNITY COLLEGE SOUTHEAST (1)       | 48.2          | 42.7          | 37.3          | 31.6                    | 39.5         | 3.3               | 18                    |
| WAUBONSEE COMMUNITY COLLEGE (1)       | 79.4          | -             | 62.3          | 59.9                    | 62.4         | 3.7               | 5                     | IVY TECH COMMUNITY COLLEGE SOUTHWEST (1)       | 56.8          | 48.1          | 45.1          | 39.3                    | 47.4         | 2.8               | 17                    |
| WILLIAM RAINEY HARPER COLLEGE (1)     | 91.8          | 72.2          | 55.1          | 44.4                    | 66.4         | 2.9               | 3                     | IVY TECH COMMUNITY COLLEGE WABASH VALLEY (1)   | 54.8          | 49.3          | 41.3          | 35.0                    | 41.8         | 4.3               | 17                    |
| <b>BA+</b>                            |               |               |               |                         |              |                   |                       |  |               |               |               |                         |              |                   |                       |
| EASTERN ILLINOIS UNIVERSITY (1)       | 73.4          | 59.9          | 50.9          | 36.6                    | 55.1         | 1.8               | 13                    |  |               |               |               |                         |              |                   |                       |
| GOVERNORS STATE UNIVERSITY (1)        | 89.3          | 74.2          | 63.0          | -                       | 75.4         | 6.1               | 19                    |  |               |               |               |                         |              |                   |                       |

## SPECIAL Salary Review

| State/<br>School   | Prof.<br>(\$) | Assc.<br>(\$) | Asst.<br>(\$) | Inst./<br>Lect.<br>(\$) | Avg.<br>(\$) | %<br>Chng.<br>(%) | Avg.<br>Bene.<br>(\$) | State/<br>School                               | Prof.<br>(\$) | Assc.<br>(\$) | Asst.<br>(\$) | Inst./<br>Lect.<br>(\$) | Avg.<br>(\$) | %<br>Chng.<br>(%) | Avg.<br>Bene.<br>(\$) |
|--|---------------|---------------|---------------|-------------------------|--------------|-------------------|-----------------------|--|---------------|---------------|---------------|-------------------------|--------------|-------------------|-----------------------|
| IVY TECH COMMUNITY COLLEGE<br>WHITEWATER (1)             | 52.5          | 44.1          | 39.4          | 35.6                    | 41.0         | 4.8               | 18                    | IOWA LAKES COMMUNITY<br>COLLEGE (1)            | 46.9          | 41.3          | 33.7          | 37.4                    | 42.4         | 5.8               | 20                    |
| <b>BA</b>  |               |               |               |                         |              |                   |                       | IOWA WESTERN COMMUNITY<br>COLLEGE (1)          |               |               |               |                         |              |                   |                       |
| VINCENNES UNIVERSITY (1)                                 | 59.1          | 54.8          | 44.7          | 46.1                    | 54.5         | 7.1               | 20                    | KIRKWOOD COMMUNITY<br>COLLEGE (1)              | 54.8          | 46.3          | 43.4          | 40.1                    | 45.8         | 4.5               | 16                    |
| <b>BA+</b>   |               |               |               |                         |              |                   |                       | MARSHALLTOWN COMMUNITY<br>COLLEGE (1)          |               |               |               |                         |              |                   |                       |
| INDIANA UNIVERSITY<br>EAST (1)                           | 71.9          | 58.9          | 45.7          | 41.0                    | 50.7         | 1.1               | 15                    | NORTH IOWA AREA COMMUNITY<br>COLLEGE (1)       | -             | -             | -             | 49.2                    | 49.2         | 4.8               | 15                    |
| INDIANA UNIVERSITY<br>KOKOMO (1)                         | 76.4          | 54.2          | 50.4          | 37.2                    | 53.3         | 0.3               | 17                    | NORTHEAST IOWA COMMUNITY<br>COLLEGE-CALMAR (1) | -             | -             | -             | -                       | 41.3         | 0.2               | 18                    |
| INDIANA UNIVERSITY<br>NORTHWEST (1)                      | 72.3          | 61.7          | 47.3          | 41.1                    | 55.2         | 2.8               | 18                    | NORTHWEST IOWA COMMUNITY<br>COLLEGE (1)        | -             | -             | -             | -                       | 37.7         | 3.6               | 15                    |
| INDIANA UNIVERSITY-PURDUE UNIVERSITY<br>FORT WAYNE (1)   | 71.5          | 57.5          | 51.0          | 36.9                    | 53.4         | 1.3               | 18                    | SOUTHEASTERN COMMUNITY<br>COLLEGE (1)          | -             | -             | -             | 54.7                    | 54.7         | 4.4               | 14                    |
| INDIANA UNIVERSITY<br>SOUTH BEND (1)                     | 77.2          | 55.2          | 49.5          | 36.3                    | 52.6         | 1.0               | 17                    | SOUTHWESTERN COMMUNITY<br>COLLEGE (1)          | -             | -             | -             | 33.1                    | 33.1         | -0.6              | 13                    |
| INDIANA UNIVERSITY<br>SOUTHEAST (1)                      | 72.9          | 60.4          | 55.4          | 40.7                    | 58.7         | 2.1               | 20                    | WESTERN IOWA TECH COMMUNITY<br>COLLEGE (1)     | -             | -             | -             | 40.9                    | 40.9         | 4.6               | 16                    |
| PURDUE UNIVERSITY<br>CALUMET CAMPUS (1)                  | 74.7          | 57.8          | 48.9          | 35.4                    | 55.7         | 4.5               | 20                    | <b>DOCTORAL</b>                                |               |               |               |                         |              |                   |                       |
| PURDUE UNIVERSITY-NORTH<br>CENTRAL CAMPUS (1)            | 67.1          | 54.8          | 46.4          | 40.5                    | 49.9         | 2.3               | 18                    | IOWA STATE UNIVERSITY (1)                      | 95.9          | 72.3          | 61.3          | 37.5                    | 70.3         | 0.4               | 21                    |
| UNIVERSITY OF<br>SOUTHERN INDIANA (1)                    | 74.6          | 57.0          | 50.6          | 39.5                    | 51.9         | 1.3               | 17                    | UNIVERSITY OF IOWA (1)                         | 100.6         | 69.4          | 60.7          | 49.1                    | 77.4         | -2.7              | 22                    |
| <b>DOCTORAL</b>  |               |               |               |                         |              |                   |                       | UNIVERSITY OF NORTHERN<br>IOWA (1)             |               |               |               |                         |              |                   |                       |
| BALL STATE UNIVERSITY (1)                                | 74.2          | 58.2          | 46.4          | 36.6                    | 54.3         | 0.8               | 24                    | 79.0   | 62.7          | 53.0          | 44.8          | 61.4                    | 0.7          | 20                |                       |
| INDIANA STATE<br>UNIVERSITY (1)                          | 74.3          | 58.0          | 50.2          | 31.1                    | 56.2         | 2.1               | 18                    | <b>KANSAS</b>                                  |               |               |               |                         |              |                   |                       |
| INDIANA UNIVERSITY<br>BLOOMINGTON (1)                    | 104.1         | 72.7          | 63.4          | 48.1                    | 80.3         | 2.7               | 25                    | <b>AA</b>                                      |               |               |               |                         |              |                   |                       |
| INDIANA UNIVERSITY-PURDUE UNIVERSITY<br>INDIANAPOLIS (1) | 92.4          | 68.0          | 57.2          | 38.0                    | 63.0         | 2.2               | 18                    | ALLEN COUNTY COMMUNITY<br>COLLEGE (1)          | -             | -             | -             | 35.1                    | 35.1         | 4.7               | 7                     |
| PURDUE UNIVERSITY<br>MAIN CAMPUS (1)                     | 107.1         | 73.1          | 65.2          | 44.4                    | 79.3         | 3.8               | 25                    | BARTON COUNTY COMMUNITY<br>COLLEGE (1)         | -             | -             | -             | -                       | 37.3         | 2.1               | 10                    |
| <b>IOWA</b>  |               |               |               |                         |              |                   |                       | BUTLER COUNTY COMMUNITY<br>COLLEGE (1)         |               |               |               |                         |              |                   |                       |
| <b>AA</b>  |               |               |               |                         |              |                   |                       | CLOUD COUNTY COMMUNITY<br>COLLEGE (1)          |               |               |               |                         |              |                   |                       |
| DES MOINES AREA<br>COMMUNITY COLLEGE (1)                 | -             | -             | -             | -                       | 48.7         | 0.7               | 15                    | COFFEYVILLE COMMUNITY<br>COLLEGE (1)           | -             | -             | -             | 39.9                    | 39.9         | 1.5               | 8                     |
| EASTERN IOWA COMMUNITY<br>COLLEGE DISTRICT (1)           | -             | -             | -             | 44.6                    | 44.6         | 1.5               | 13                    | COFFEYVILLE COMMUNITY<br>COLLEGE (1)           | -             | -             | -             | 43.3                    | 43.3         | 8.0               | 8                     |
| ELLSWORTH COMMUNITY<br>COLLEGE (1)                       | 51.0          | 40.7          | 37.2          | 32.2                    | 42.5         | 2.2               | 16                    | COLBY COMMUNITY<br>COLLEGE (1)                 | -             | -             | -             | 37.6                    | 37.6         | -0.7              | 8                     |
| HAWKEYE COMMUNITY<br>COLLEGE (1)                         | -             | -             | -             | -                       | 43.6         | 4.4               | 19                    | COWLEY COUNTY COMMUNITY<br>COLLEGE (1)         | -             | -             | -             | 39.9                    | 39.9         | 3.1               | 11                    |
| INDIAN HILLS COMMUNITY<br>COLLEGE (1)                    | -             | -             | -             | 45.5                    | 45.5         | 3.6               | 17                    | DODGE CITY COMMUNITY<br>COLLEGE (1)            | 44.8          | 38.4          | 34.1          | 31.6                    | 40.2         | 2.4               | 9                     |
| IOWA CENTRAL COMMUNITY<br>COLLEGE (1)                    | 47.9          | 46.8          | 50.5          | 45.9                    | 46.9         | 0.5               | 12                    | FLINT HILLS TECHNICAL<br>COLLEGE (1)           | -             | -             | -             | 40.6                    | 40.6         | 2.4               | 6                     |

## SPECIAL Salary Review

| State/<br>School                           | Prof.<br>(\$) | Assc.<br>(\$) | Asst.<br>(\$) | Inst./<br>Lect.<br>(\$) | Avg.<br>(\$) | %<br>Chng.<br>(%) | Avg.<br>Bene.<br>(\$) |
|--|---------------|---------------|---------------|-------------------------|--------------|-------------------|-----------------------|
| FORT SCOTT COMMUNITY COLLEGE (1)           | -             | -             | -             | 37.3                    | 37.3         | -1.6              | 9                     |
| GARDEN CITY COMMUNITY COLLEGE (1)          | -             | -             | -             | 44.8                    | 44.8         | 5.9               | 9                     |
| HIGHLAND COMMUNITY COLLEGE (1)             | -             | -             | -             | 38.1                    | 37.9         | 1.4               | 8                     |
| HUTCHINSON COMMUNITY COLLEGE (1)           | -             | -             | -             | 44.0                    | 44.0         | 0.7               | 12                    |
| INDEPENDENCE COMMUNITY COLLEGE (1)         | 41.8          | 35.6          | -             | -                       | 39.1         | 0.7               | 7                     |
| JOHNSON COUNTY COMMUNITY COLLEGE (1)       | 62.7          | 52.2          | 46.9          | -                       | 57.6         | 2.2               | 22                    |
| KANSAS CITY KANSAS COMMUNITY COLLEGE (1)   | 64.4          | 54.4          | 47.1          | 40.3                    | 56.8         | 3.7               | 13                    |
| LABETTE COMMUNITY COLLEGE (1)              | -             | -             | -             | 39.9                    | 39.9         | 5.0               | 9                     |
| MANHATTAN AREA TECHNICAL COLLEGE (1)       | -             | -             | -             | 46.0                    | 46.0         | 11.1              | 7                     |
| NEOSHO COUNTY COMMUNITY COLLEGE (1)        | -             | -             | -             | 36.4                    | 36.4         | 1.6               | 9                     |
| NORTH CENTRAL KANSAS TECHNICAL COLLEGE (1) | -             | -             | -             | 34.7                    | 33.8         | 6.2               | 9                     |
| NORTHEAST KANSAS TECHNICAL COLLEGE (1)     | -             | -             | -             | 37.5                    | 37.5         | -0.9              | 8                     |
| NORTHWEST KANSAS TECHNICAL COLLEGE (1)     | -             | -             | -             | -                       | -            | -                 | -                     |
| PRATT COMMUNITY COLLEGE (1)                | -             | -             | -             | 36.0                    | 36.0         | -0.1              | 8                     |
| SEWARD COUNTY COMMUNITY COLLEGE (1)        | -             | -             | -             | 36.7                    | 36.7         | 3.4               | 10                    |
| WICHITA AREA TECHNICAL COLLEGE (1)         | -             | -             | -             | -                       | 43.7         | -                 | 13                    |
| <b>BA</b>                                  |               |               |               |                         |              |                   |                       |
| HASKELL INDIAN NATIONS UNIVERSITY (1)      | -             | -             | -             | 53.7                    | 53.7         | -2.0              | 13                    |
| <b>BA+</b>                                 |               |               |               |                         |              |                   |                       |
| FORT HAYS STATE UNIVERSITY (1)             | 66.2          | 53.1          | 45.3          | 38.1                    | 48.1         | 2.1               | 13                    |
| PITTSBURG STATE UNIVERSITY (1)             | 69.7          | 53.3          | 47.7          | 40.1                    | 54.6         | 1.8               | 16                    |
| WASHBURN UNIVERSITY (1)                    | 87.8          | 62.7          | 48.8          | 37.8                    | 61.0         | 2.6               | 16                    |
| <b>DOCTORAL</b>                            |               |               |               |                         |              |                   |                       |
| EMPORIA STATE UNIVERSITY (1)               | 64.1          | 55.2          | 46.6          | 36.5                    | 51.0         | 1.2               | 15                    |
| KANSAS STATE UNIVERSITY (1)                | 82.9          | 64.8          | 54.8          | 40.3                    | 64.2         | 3.7               | 15                    |
| UNIVERSITY OF KANSAS MAIN CAMPUS (1)       | 98.2          | 68.6          | 59.2          | 40.6                    | 76.5         | 4.9               | 19                    |

| State/<br>School                        | Prof.<br>(\$) | Assc.<br>(\$) | Asst.<br>(\$) | Inst./<br>Lect.<br>(\$) | Avg.<br>(\$) | %<br>Chng.<br>(%) | Avg.<br>Bene.<br>(\$) |
|---|---------------|---------------|---------------|-------------------------|--------------|-------------------|-----------------------|
| UNIVERSITY OF KANSAS MEDICAL CENTER (1) | -             | 75.3          | 55.3          | 44.8                    | 58.4         | -1.6              | 16                    |
| WICHITA STATE UNIVERSITY (1)            | 81.4          | 64.5          | 54.9          | 39.9                    | 62.8         | 4.3               | 17                    |

## KENTUCKY

### AA

|  |      |      |      |      |      |      |    |
|--|------|------|------|------|------|------|----|
| ASHLAND COMMUNITY AND TECHNICAL COLLEGE (1)            | 55.1 | 47.9 | 40.9 | 35.7 | 47.6 | -2.0 | 12 |
| BIG SANDY COMMUNITY AND TECHNICAL COLLEGE (1)          | 54.8 | 45.0 | 40.7 | 33.7 | 44.7 | -0.8 | 13 |
| BOWLING GREEN TECHNICAL COLLEGE (1)                    | 57.2 | 50.9 | 43.0 | 35.2 | 43.4 | 1.2  | 11 |
| CENTRAL KENTUCKY TECHNICAL COLLEGE (1)                 | 55.9 | 52.3 | 42.3 | 39.6 | 46.5 | 5.1  | 12 |
| ELIZABETHTOWN COMMUNITY AND TECHNICAL COLLEGE (1)      | 57.3 | 45.5 | 38.2 | 34.7 | 45.3 | 3.0  | 12 |
| GATEWAY COMMUNITY AND TECHNICAL COLLEGE (1)            | 59.6 | 50.1 | 46.3 | 40.6 | 46.9 | 4.1  | 12 |
| HAZARD COMMUNITY AND TECHNICAL COLLEGE (1)             | 55.9 | 46.8 | 39.1 | 36.7 | 47.0 | 5.0  | 13 |
| HENDERSON COMMUNITY COLLEGE (1)                        | 54.1 | 46.1 | 40.4 | 38.8 | 49.1 | 4.6  | 13 |
| HOPKINSVILLE COMMUNITY COLLEGE (1)                     | 58.0 | 44.0 | 38.2 | 36.1 | 45.8 | 6.2  | 12 |
| JEFFERSON COMMUNITY COLLEGE (1)                        | 54.6 | 47.0 | 41.6 | 39.6 | 47.2 | 1.8  | 13 |
| LEXINGTON COMMUNITY COLLEGE (1)                        | 55.5 | 47.5 | 38.6 | 34.9 | 46.3 | 2.5  | 13 |
| MADISONVILLE COMMUNITY COLLEGE (1)                     | 55.8 | 45.2 | 40.8 | 36.6 | 45.6 | 3.3  | 13 |
| MAYSVILLE COMMUNITY AND TECHNICAL COLLEGE (1)          | 55.8 | 45.6 | 39.8 | 37.9 | 45.5 | 5.7  | 13 |
| OWENSBORO COMMUNITY AND TECHNICAL COLLEGE (1)          | 53.8 | 49.4 | 40.6 | 38.9 | 46.6 | 2.9  | 13 |
| SOMERSET COMMUNITY COLLEGE (1)                         | 55.5 | 44.9 | 40.0 | 33.8 | 45.2 | 1.8  | 13 |
| SOUTHEAST KENTUCKY COMMUNITY AND TECHNICAL COLLEGE (1) | 54.2 | 45.3 | 38.5 | 37.1 | 48.0 | 5.8  | 14 |
| WEST KENTUCKY COMMUNITY AND TECHNICAL COLLEGE (1)      | 55.7 | 47.6 | 40.7 | 34.7 | 48.1 | 3.7  | 13 |
| <b>BA+</b>   |      |      |      |      |      |      |    |
| EASTERN KENTUCKY UNIVERSITY (1)                        | 76.2 | 59.6 | 50.2 | 43.2 | 56.4 | 5.3  | 16 |
| KENTUCKY STATE UNIVERSITY (1)                          | 65.1 | 52.8 | 44.6 | 34.3 | 50.1 | 1.2  | 11 |
| MOREHEAD STATE UNIVERSITY (1)                          | 71.6 | 56.3 | 49.2 | 34.8 | 52.2 | 0.7  | 17 |

## SPECIAL Salary Review

| State/<br>School                                      | Prof.<br>(\$) | Assc.<br>(\$) | Asst.<br>(\$) | Inst./<br>Lect.<br>(\$) | Avg.<br>(\$) | %<br>Chng.<br>(%) | Avg.<br>Bene.<br>(\$) | State/<br>School  | Prof.<br>(\$) | Assc.<br>(\$) | Asst.<br>(\$) | Inst./<br>Lect.<br>(\$) | Avg.<br>(\$) | %<br>Chng.<br>(%) | Avg.<br>Bene.<br>(\$) |
|---|---------------|---------------|---------------|-------------------------|--------------|-------------------|-----------------------|---|---------------|---------------|---------------|-------------------------|--------------|-------------------|-----------------------|
| MURRAY STATE UNIVERSITY (1)                           | 76.5          | 60.2          | 50.8          | 40.4                    | 56.7         | 5.6               | 15                    | LOUISIANA TECHNICAL COLLEGE LAFAYETTE CAMPUS (1)          | -             | -             | -             | -                       | -            | -                 | -                     |
| NORTHERN KENTUCKY UNIVERSITY (1)                      | 79.0          | 61.9          | 60.7          | 38.2                    | 56.4         | 6.0               | 14                    | LOUISIANA TECHNICAL COLLEGE LAFOURCHE CAMPUS (1)          | -             | -             | -             | 32.1                    | 32.1         | -0.9              | 4                     |
| <b>DOCTORAL</b>                                       |               |               |               |                         |              |                   |                       | LOUISIANA TECHNICAL COLLEGE LAMAR SALTER CAMPUS (1)       | -             | -             | -             | 34.3                    | 34.3         | -                 | 14                    |
| UNIVERSITY OF KENTUCKY (1)                            | 94.6          | 66.7          | 61.1          | 46.6                    | 72.8         | 3.6               | 17                    | LOUISIANA TECHNICAL COLLEGE MORGAN SMITH CAMPUS (1)       | -             | -             | -             | 36.3                    | 36.3         | -                 | 14                    |
| UNIVERSITY OF LOUISVILLE (1)                          | 92.5          | 69.4          | 52.6          | 41.5                    | 69.2         | 3.7               | 18                    | LOUISIANA TECHNICAL COLLEGE NATCHITOCHES CAMPUS (1)       | -             | -             | -             | -                       | -            | -                 | -                     |
| WESTERN KENTUCKY UNIVERSITY (1)                       | 75.7          | 59.5          | 50.3          | 37.6                    | 54.6         | 2.6               | 17                    | LOUISIANA TECHNICAL COLLEGE-NORTH CENTRAL CAMPUS (1)      | -             | -             | -             | 32.4                    | 32.4         | 3.3               | 14                    |
| <b>LOUISIANA</b>                                      |               |               |               |                         |              |                   |                       | LOUISIANA TECHNICAL COLLEGE-NORTHEAST LA CAMPUS (1)       | -             | -             | -             | -                       | -            | -                 | -                     |
| <b>AA</b>   |               |               |               |                         |              |                   |                       | LOUISIANA TECHNICAL COLLEGE-NORTHWEST LOUISIANA CA (1)    | -             | -             | -             | 31.1                    | 31.1         | -1.0              | 9                     |
| BATON ROUGE COMMUNITY COLLEGE (1)                     | -             | -             | 39.3          | 32.2                    | 34.9         | -3.6              | 8                     | LOUISIANA TECHNICAL COLLEGE OAKDALE CAMPUS (1)            | -             | -             | -             | 28.3                    | 28.3         | -                 | 5                     |
| BOSSIER PARISH COMMUNITY COLLEGE (1)                  | 48.8          | 44.9          | 43.2          | 34.7                    | 40.3         | 1.4               | 8                     | LOUISIANA TECHNICAL COLLEGE-RIVER PARISHES CAMPUS (1)     | -             | -             | -             | 38.0                    | 38.0         | 12.6              | 12                    |
| DELGADO COMMUNITY COLLEGE (1)                         | 60.6          | 52.9          | 45.7          | 36.3                    | 45.6         | 4.2               | 0                     | LOUISIANA TECHNICAL COLLEGE RUSTON CAMPUS (1)             | -             | -             | -             | -                       | -            | -                 | -                     |
| DELTA COMMUNITY COLLEGE (1)                           | -             | 43.0          | 32.9          | 32.7                    | 33.2         | -5.6              | 11                    | LOUISIANA TECHNICAL COLLEGE-SHREVEPORT BOSSIER CAMPUS (1) | -             | -             | -             | 27.6                    | 27.6         | -                 | 6                     |
| L E FLETCHER TECHNICAL COMMUNITY COLLEGE (1)          | -             | -             | -             | 28.8                    | 28.8         | -9.5              | 9                     | LOUISIANA TECHNICAL COLLEGE-SIDNEY N COLLIER CAMPUS (1)   | -             | -             | -             | 32.0                    | 32.0         | -14.0             | 7                     |
| LOUISIANA STATE UNIVERSITY-EUNICE (1)                 | 54.6          | 43.5          | 38.2          | 34.4                    | 41.9         | -2.4              | 11                    | LOUISIANA TECHNICAL COLLEGE SLIDELL CAMPUS (1)            | -             | -             | -             | 33.5                    | 33.5         | 0.8               | 7                     |
| LOUISIANA TECHNICAL COLLEGE ACADIAN CAMPUS (1)        | -             | -             | -             | -                       | -            | -                 | -                     | LOUISIANA TECHNICAL COLLEGE SULLIVAN CAMPUS (1)           | -             | -             | -             | 31.9                    | 31.9         | 13.9              | 10                    |
| LOUISIANA TECHNICAL COLLEGE ALEXANDRIA CAMPUS (1)     | -             | -             | -             | 32.4                    | 32.4         | -                 | 8                     | LOUISIANA TECHNICAL COLLEGE T H HARRIS CAMPUS (1)         | -             | -             | -             | 32.5                    | 32.5         | -                 | 12                    |
| LOUISIANA TECHNICAL COLLEGE ASCENSION CAMPUS (1)      | -             | -             | -             | 34.9                    | 34.9         | -                 | 4                     | LOUISIANA TECHNICAL COLLEGE TALLULAH CAMPUS (1)           | -             | -             | -             | 32.8                    | 32.8         | -4.3              | 5                     |
| LOUISIANA TECHNICAL COLLEGE BATON ROUGE CAMPUS (1)    | -             | -             | -             | 34.6                    | 34.6         | -9.4              | 6                     | LOUISIANA TECHNICAL COLLEGE TECHE AREA CAMPUS (1)         | -             | -             | -             | 33.4                    | 33.4         | -3.8              | 13                    |
| LOUISIANA TECHNICAL COLLEGE DELTA OUACHITA CAMPUS (1) | -             | -             | -             | 35.3                    | 35.3         | 1.8               | 6                     | LOUISIANA TECHNICAL COLLEGE-WEST JEFFERSON CAMPUS (1)     | -             | -             | -             | -                       | -            | -                 | -                     |
| LOUISIANA TECHNICAL COLLEGE FLORIDA PARISHES (1)      | -             | -             | -             | -                       | -            | -                 | -                     | LOUISIANA TECHNICAL COLLEGE-YOUNG MEMORIAL CAMPUS (1)     | -             | -             | -             | 35.6                    | 35.6         | 23.2              | 9                     |
| LOUISIANA TECHNICAL COLLEGE FOLKES CAMPUS (1)         | -             | -             | -             | -                       | -            | -                 | -                     | RIVER PARISHES COMMUNITY COLLEGE (1)                      | -             | -             | 39.4          | 31.1                    | 33.3         | -6.2              | 8                     |
| LOUISIANA TECHNICAL COLLEGE GULF AREA CAMPUS (1)      | -             | -             | -             | 31.3                    | 31.3         | -13.8             | 5                     | SOUTH LOUISIANA COMMUNITY COLLEGE (1)                     | -             | -             | 41.3          | 35.8                    | 37.7         | 0.9               | 10                    |
| LOUISIANA TECHNICAL COLLEGE-HAMMOND AREA CAMPUS (1)   | -             | -             | -             | -                       | -            | -                 | -                     | SOUTHERN UNIVERSITY AT SHREVEPORT (1)                     | 61.3          | 44.7          | 40.0          | 34.1                    | 40.5         | -0.8              | 11                    |
| LOUISIANA TECHNICAL COLLEGE JEFFERSON CAMPUS (1)      | -             | -             | -             | 33.1                    | 33.1         | 2.7               | 5                     | SOWELA TECHNICAL COMMUNITY COLLEGE (1)                    | -             | -             | -             | 33.7                    | 33.7         | -                 | 7                     |
| LOUISIANA TECHNICAL COLLEGE JUMONVILLE MEMORIAL (1)   | -             | -             | -             | -                       | -            | -                 | -                     |   |               |               |               |                         |              |                   |                       |

## SPECIAL Salary Review

| State/<br>School | Prof.<br>(\$) | Assc.<br>(\$) | Asst.<br>(\$) | Inst./<br>Lect.<br>(\$) | Avg.<br>(\$) | %<br>Chng.<br>(%) | Avg.<br>Bene.<br>(\$) |
|------------------|---------------|---------------|---------------|-------------------------|--------------|-------------------|-----------------------|
|------------------|---------------|---------------|---------------|-------------------------|--------------|-------------------|-----------------------|

### BA

|   |      |      |      |      |      |     |    |
|---|------|------|------|------|------|-----|----|
| LOUISIANA STATE UNIVERSITY<br>AT ALEXANDRIA (1) | 54.4 | 45.1 | 39.3 | 33.6 | 41.9 | 1.7 | 11 |
|---|------|------|------|------|------|-----|----|

### BA+

|  |      |      |      |      |      |     |    |
|--|------|------|------|------|------|-----|----|
| LOUISIANA STATE UNIVERSITY<br>SHREVEPORT (1) | 57.6 | 53.2 | 48.7 | 34.6 | 50.7 | 0.4 | 14 |
|--|------|------|------|------|------|-----|----|

|                                 |      |      |      |      |      |      |    |
|---------------------------------|------|------|------|------|------|------|----|
| MCNEESE STATE<br>UNIVERSITY (1) | 66.6 | 52.4 | 44.1 | 30.8 | 48.6 | -1.2 | 13 |
|---------------------------------|------|------|------|------|------|------|----|

|                                  |      |      |      |      |      |     |    |
|----------------------------------|------|------|------|------|------|-----|----|
| NICHOLLS STATE<br>UNIVERSITY (1) | 67.7 | 51.4 | 45.5 | 32.4 | 46.7 | 2.3 | 13 |
|----------------------------------|------|------|------|------|------|-----|----|

|   |      |      |      |      |      |      |    |
|---|------|------|------|------|------|------|----|
| NORTHWESTERN STATE UNIVERSITY<br>OF LOUISIANA (1) | 67.8 | 54.6 | 44.4 | 33.8 | 47.5 | -0.2 | 12 |
|---|------|------|------|------|------|------|----|

|  |      |      |      |      |      |      |    |
|--|------|------|------|------|------|------|----|
| SOUTHEASTERN LOUISIANA<br>UNIVERSITY (1) | 67.4 | 55.9 | 47.6 | 37.6 | 48.6 | -0.3 | 11 |
|--|------|------|------|------|------|------|----|

### DOCTORAL

|                                   |      |      |      |      |      |     |    |
|-----------------------------------|------|------|------|------|------|-----|----|
| GRAMBLING STATE<br>UNIVERSITY (1) | 62.1 | 52.3 | 45.4 | 35.8 | 50.1 | 5.5 | 13 |
|-----------------------------------|------|------|------|------|------|-----|----|

|   |      |      |      |      |      |      |    |
|---|------|------|------|------|------|------|----|
| LOUISIANA STATE UNIVERSITY & AGRICULTURAL<br>& MECHANICAL (1) | 94.4 | 66.5 | 59.9 | 38.1 | 67.0 | -0.1 | 19 |
|---|------|------|------|------|------|------|----|

|  |   |   |   |   |   |   |   |
|--|---|---|---|---|---|---|---|
| LOUISIANA STATE UNIVERSITY HEALTH<br>SCIENCES CENTER (1) | - | - | - | - | - | - | - |
|--|---|---|---|---|---|---|---|

|                                  |      |      |      |      |      |      |    |
|----------------------------------|------|------|------|------|------|------|----|
| LOUISIANA TECH<br>UNIVERSITY (1) | 65.0 | 57.1 | 51.3 | 32.5 | 52.4 | -0.2 | 17 |
|----------------------------------|------|------|------|------|------|------|----|

|  |      |      |      |      |      |      |    |
|--|------|------|------|------|------|------|----|
| SOUTHERN UNIVERSITY<br>AND A & M COLLEGE (1) | 64.0 | 52.8 | 46.8 | 35.3 | 49.0 | -5.2 | 12 |
|--|------|------|------|------|------|------|----|

|   |      |      |      |      |      |     |    |
|---|------|------|------|------|------|-----|----|
| UNIVERSITY OF LOUISIANA<br>AT LAFAYETTE (1) | 84.2 | 63.7 | 50.0 | 38.3 | 59.5 | 1.3 | 13 |
|---|------|------|------|------|------|-----|----|

|  |      |      |      |      |      |     |    |
|--|------|------|------|------|------|-----|----|
| UNIVERSITY OF LOUISIANA<br>AT MONROE (1) | 63.7 | 53.5 | 46.6 | 33.5 | 48.4 | 6.5 | 14 |
|--|------|------|------|------|------|-----|----|

|                                  |      |      |      |      |      |     |    |
|----------------------------------|------|------|------|------|------|-----|----|
| UNIVERSITY OF<br>NEW ORLEANS (1) | 74.5 | 57.6 | 55.6 | 33.5 | 58.7 | 0.4 | 12 |
|----------------------------------|------|------|------|------|------|-----|----|

## MAINE

### AA

|  |   |   |   |      |      |     |    |
|--|---|---|---|------|------|-----|----|
| CENTRAL MAINE COMMUNITY<br>COLLEGE (1) | - | - | - | 52.0 | 52.0 | 6.3 | 35 |
|--|---|---|---|------|------|-----|----|

|  |   |   |   |      |      |     |    |
|--|---|---|---|------|------|-----|----|
| EASTERN MAINE COMMUNITY<br>COLLEGE (1) | - | - | - | 49.3 | 49.3 | 7.8 | 24 |
|--|---|---|---|------|------|-----|----|

|  |   |   |   |      |      |     |    |
|--|---|---|---|------|------|-----|----|
| KENNEBEC VALLEY COMMUNITY<br>COLLEGE (1) | - | - | - | 47.0 | 47.0 | 6.9 | 23 |
|--|---|---|---|------|------|-----|----|

|   |   |   |   |      |      |     |    |
|---|---|---|---|------|------|-----|----|
| NORTHERN MAINE COMMUNITY<br>COLLEGE (1) | - | - | - | 51.4 | 51.4 | 4.1 | 29 |
|---|---|---|---|------|------|-----|----|

|   |      |      |      |      |      |     |    |
|---|------|------|------|------|------|-----|----|
| SOUTHERN MAINE COMMUNITY<br>COLLEGE (1) | 57.7 | 45.6 | 41.4 | 43.4 | 48.7 | 8.1 | 24 |
|---|------|------|------|------|------|-----|----|

|  |   |   |   |      |      |     |    |
|--|---|---|---|------|------|-----|----|
| WASHINGTON COUNTY COMMUNITY<br>COLLEGE (1) | - | - | - | 49.7 | 49.7 | 5.6 | 26 |
|--|---|---|---|------|------|-----|----|

|                                      |   |   |   |   |      |     |    |
|--------------------------------------|---|---|---|---|------|-----|----|
| YORK COUNTY COMMUNITY<br>COLLEGE (1) | - | - | - | - | 43.0 | 2.7 | 20 |
|--------------------------------------|---|---|---|---|------|-----|----|

| State/<br>School | Prof.<br>(\$) | Assc.<br>(\$) | Asst.<br>(\$) | Inst./<br>Lect.<br>(\$) | Avg.<br>(\$) | %<br>Chng.<br>(%) | Avg.<br>Bene.<br>(\$) |
|------------------|---------------|---------------|---------------|-------------------------|--------------|-------------------|-----------------------|
|------------------|---------------|---------------|---------------|-------------------------|--------------|-------------------|-----------------------|

### BA

|  |      |      |      |      |      |      |    |
|--|------|------|------|------|------|------|----|
| UNIVERSITY OF MAINE<br>AT FARMINGTON (1) | 60.5 | 45.9 | 39.3 | 42.4 | 48.5 | -0.5 | 17 |
|--|------|------|------|------|------|------|----|

|   |      |      |      |      |      |      |    |
|---|------|------|------|------|------|------|----|
| UNIVERSITY OF MAINE<br>AT FORT KENT (1) | 58.8 | 49.1 | 40.3 | 38.1 | 46.5 | -1.6 | 15 |
|---|------|------|------|------|------|------|----|

|                                       |      |      |      |   |      |     |    |
|---------------------------------------|------|------|------|---|------|-----|----|
| UNIVERSITY OF MAINE<br>AT MACHIAS (1) | 57.0 | 45.5 | 38.1 | - | 45.3 | 0.5 | 17 |
|---------------------------------------|------|------|------|---|------|-----|----|

|  |      |      |      |      |      |      |    |
|--|------|------|------|------|------|------|----|
| UNIVERSITY OF MAINE<br>AT PRESQUE ISLE (1) | 55.2 | 47.1 | 41.8 | 38.2 | 46.8 | -2.1 | 16 |
|--|------|------|------|------|------|------|----|

### BA+

|                                       |      |      |      |      |      |     |    |
|---------------------------------------|------|------|------|------|------|-----|----|
| UNIVERSITY OF MAINE<br>AT AUGUSTA (1) | 59.3 | 53.2 | 42.9 | 43.1 | 52.0 | 2.1 | 17 |
|---------------------------------------|------|------|------|------|------|-----|----|

### DOCTORAL

|                         |      |      |      |      |      |     |    |
|-------------------------|------|------|------|------|------|-----|----|
| UNIVERSITY OF MAINE (1) | 75.0 | 63.5 | 51.1 | 45.2 | 63.1 | 1.9 | 20 |
|-------------------------|------|------|------|------|------|-----|----|

|                                     |      |      |      |      |      |      |    |
|-------------------------------------|------|------|------|------|------|------|----|
| UNIVERSITY OF SOUTHERN<br>MAINE (1) | 78.9 | 59.1 | 46.9 | 39.7 | 61.1 | -1.5 | 20 |
|-------------------------------------|------|------|------|------|------|------|----|

## MARYLAND

### AA

|                                     |      |      |      |      |      |     |    |
|-------------------------------------|------|------|------|------|------|-----|----|
| ALLEGANY COLLEGE<br>OF MARYLAND (1) | 57.9 | 44.2 | 36.7 | 31.2 | 46.5 | 2.4 | 16 |
|-------------------------------------|------|------|------|------|------|-----|----|

|                                       |      |      |      |      |      |     |    |
|---------------------------------------|------|------|------|------|------|-----|----|
| ANNE ARUNDEL COMMUNITY<br>COLLEGE (1) | 79.7 | 61.3 | 51.9 | 46.1 | 62.6 | 4.4 | 15 |
|---------------------------------------|------|------|------|------|------|-----|----|

|   |      |      |      |      |      |     |    |
|---|------|------|------|------|------|-----|----|
| BALTIMORE CITY COMMUNITY<br>COLLEGE (1) | 69.5 | 55.8 | 49.9 | 44.5 | 55.8 | 5.4 | 20 |
|---|------|------|------|------|------|-----|----|

|                                  |      |      |      |      |      |     |    |
|----------------------------------|------|------|------|------|------|-----|----|
| CARROLL COMMUNITY<br>COLLEGE (1) | 69.8 | 54.3 | 47.5 | 40.3 | 50.3 | 7.7 | 17 |
|----------------------------------|------|------|------|------|------|-----|----|

|                                |      |      |      |      |      |     |    |
|--------------------------------|------|------|------|------|------|-----|----|
| CECIL COMMUNITY<br>COLLEGE (1) | 67.6 | 58.0 | 45.8 | 46.1 | 56.8 | 3.6 | 15 |
|--------------------------------|------|------|------|------|------|-----|----|

|                        |      |      |      |      |      |     |    |
|------------------------|------|------|------|------|------|-----|----|
| CHESAPEAKE COLLEGE (1) | 64.7 | 57.5 | 51.2 | 42.2 | 54.5 | 5.6 | 15 |
|------------------------|------|------|------|------|------|-----|----|

|                                     |      |      |      |      |      |      |    |
|-------------------------------------|------|------|------|------|------|------|----|
| COLLEGE OF SOUTHERN<br>MARYLAND (1) | 73.7 | 59.3 | 52.6 | 43.2 | 66.0 | 10.3 | 15 |
|-------------------------------------|------|------|------|------|------|------|----|

|                                    |      |      |      |      |      |     |    |
|------------------------------------|------|------|------|------|------|-----|----|
| FREDERICK COMMUNITY<br>COLLEGE (1) | 74.4 | 65.4 | 54.1 | 47.4 | 63.3 | 4.0 | 16 |
|------------------------------------|------|------|------|------|------|-----|----|

|                     |      |      |      |   |      |     |    |
|---------------------|------|------|------|---|------|-----|----|
| GARRETT COLLEGE (1) | 51.9 | 44.8 | 41.0 | - | 48.1 | 6.6 | 18 |
|---------------------|------|------|------|---|------|-----|----|

|                                     |      |      |      |      |      |       |  |
|-------------------------------------|------|------|------|------|------|-------|--|
| HAGERSTOWN COMMUNITY<br>COLLEGE (1) | 65.0 | 50.3 | 44.2 | 40.7 | 50.7 | 17.17 |  |
|-------------------------------------|------|------|------|------|------|-------|--|

|                                  |      |      |      |      |      |     |    |
|----------------------------------|------|------|------|------|------|-----|----|
| HARFORD COMMUNITY<br>COLLEGE (1) | 72.8 | 63.8 | 52.6 | 43.3 | 54.8 | 4.2 | 17 |
|----------------------------------|------|------|------|------|------|-----|----|

|                                 |      |      |      |      |      |     |    |
|---------------------------------|------|------|------|------|------|-----|----|
| HOWARD COMMUNITY<br>COLLEGE (1) | 72.8 | 60.4 | 50.7 | 45.6 | 59.0 | 2.9 | 17 |
|---------------------------------|------|------|------|------|------|-----|----|

|                        |      |      |      |      |      |     |    |
|------------------------|------|------|------|------|------|-----|----|
| MONTGOMERY COLLEGE (1) | 75.1 | 59.0 | 51.8 | 48.4 | 66.8 | 1.9 | 15 |
|------------------------|------|------|------|------|------|-----|----|

|   |      |      |      |      |      |     |    |
|---|------|------|------|------|------|-----|----|
| PRINCE GEORGES COMMUNITY<br>COLLEGE (1) | 68.2 | 53.8 | 43.8 | 37.8 | 57.3 | 0.9 | 12 |
|---|------|------|------|------|------|-----|----|

|  |      |      |      |      |      |     |    |
|--|------|------|------|------|------|-----|----|
| THE COMMUNITY COLLEGE OF<br>BALTIMORE COUNTY (1) | 72.9 | 60.0 | 48.5 | 39.9 | 55.3 | 3.1 | 17 |
|--|------|------|------|------|------|-----|----|

|                                  |      |      |      |      |      |     |    |
|----------------------------------|------|------|------|------|------|-----|----|
| WOR-WIC COMMUNITY<br>COLLEGE (1) | 72.9 | 56.7 | 51.8 | 42.1 | 52.1 | 1.7 | 14 |
|----------------------------------|------|------|------|------|------|-----|----|

## SPECIAL Salary Review

| State/<br>School                              | Prof.<br>(\$) | Assc.<br>(\$) | Asst.<br>(\$) | Inst./<br>Lect.<br>(\$) | Avg.<br>(\$) | %<br>Chng.<br>(%) | Avg.<br>Bene.<br>(\$) | State/<br>School                              | Prof.<br>(\$) | Assc.<br>(\$) | Asst.<br>(\$) | Inst./<br>Lect.<br>(\$) | Avg.<br>(\$) | %<br>Chng.<br>(%) | Avg.<br>Bene.<br>(\$) |
|---|---------------|---------------|---------------|-------------------------|--------------|-------------------|-----------------------|---|---------------|---------------|---------------|-------------------------|--------------|-------------------|-----------------------|
| <b>BA</b>                                     |               |               |               |                         |              |                   |                       |   |               |               |               |                         |              |                   |                       |
| ST MARY'S COLLEGE OF MARYLAND (1)             | 79.6          | 58.9          | 47.6          | 36.3                    | 58.6         | -0.5              | 19                    | MOUNT WACHUSETT COMMUNITY COLLEGE (1)         | 57.9          | 44.1          | 45.1          | 40.4                    | 51.5         | -3.0              | 15                    |
| UNITED STATES NAVAL ACADEMY (1)               | 125.2         | 103.3         | 79.1          | 61.6                    | 104.7        | 21.2              | 18                    | NORTH SHORE COMMUNITY COLLEGE (1)             | 58.2          | 46.1          | 42.3          | 39.8                    | 51.8         | 0.6               | 14                    |
| <b>BA+</b>                                    |               |               |               |                         |              |                   |                       |   |               |               |               |                         |              |                   |                       |
| COPPIN STATE UNIVERSITY (1)                   | 81.6          | 61.8          | 54.7          | 42.8                    | 59.2         | 2.6               | 17                    | NORTHERN ESSEX COMMUNITY COLLEGE (1)          | 60.3          | 48.5          | 41.4          | 41.7                    | 52.0         | -1.3              | 12                    |
| FROSTBURG STATE UNIVERSITY (1)                | 74.4          | 59.7          | 55.1          | 37.3                    | 61.2         | 3.0               | 16                    | QUINCY COLLEGE (1)                            | 60.9          | -             | -             | 57.0                    | 59.4         | 2.9               | 7                     |
| SALISBURY UNIVERSITY (1)                      | 76.7          | 60.7          | 54.2          | 39.7                    | 58.2         | 3.2               | 18                    | QUINSIGAMOND COMMUNITY COLLEGE (1)            | 58.1          | 43.0          | 39.7          | 37.0                    | 49.1         | -0.8              | 14                    |
| <b>DOCTORAL</b>                               |               |               |               |                         |              |                   |                       |   |               |               |               |                         |              |                   |                       |
| BOWIE STATE UNIVERSITY (1)                    | 80.8          | 64.5          | 54.4          | 48.8                    | 58.5         | 3.8               | 18                    | ROXBURY COMMUNITY COLLEGE (1)                 | 61.9          | 54.2          | 49.8          | 44.9                    | 57.4         | 4.9               | 15                    |
| MORGAN STATE UNIVERSITY (1)                   | 85.9          | 70.8          | 58.0          | 40.5                    | 54.5         | -17.2             | 14                    | SPRINGFIELD TECHNICAL COMMUNITY COLLEGE (1)   | 59.1          | 44.6          | 45.7          | 36.5                    | 54.7         | -1.3              | 15                    |
| TOWSON UNIVERSITY (1)                         | 80.3          | 65.6          | 53.2          | 37.1                    | 58.0         | 1.2               | 18                    | <b>BA</b>                                     |               |               |               |                         |              |                   |                       |
| UNIVERSITY OF BALTIMORE (1)                   | 112.7         | 84.8          | 62.6          | 60.8                    | 87.5         | 3.7               | 26                    | BENJAMIN FRANKLIN INSTITUTE OF TECHNOLOGY (1) | -             | -             | -             | -                       | -            | -                 | -                     |
| UNIVERSITY OF MARYLAND BALTIMORE (1)          | 144.3         | 119.7         | 93.8          | 61.9                    | 125.5        | 2.6               | 24                    | <b>BA+</b>                                    |               |               |               |                         |              |                   |                       |
| UNIVERSITY OF MARYLAND BALTIMORE COUNTY (1)   | 93.4          | 69.3          | 60.2          | 48.4                    | 69.5         | 4.9               | 17                    | BRIDGEWATER STATE COLLEGE (1)                 | 67.3          | 54.6          | 50.2          | 48.3                    | 57.4         | -0.9              | 17                    |
| UNIVERSITY OF MARYLAND COLLEGE PARK (1)       | 112.8         | 78.3          | 74.2          | 52.1                    | 86.1         | 3.7               | 20                    | FITCHBURG STATE COLLEGE (1)                   | 65.6          | 54.5          | 49.7          | 49.4                    | 56.3         | -1.2              | 13                    |
| UNIVERSITY OF MARYLAND EASTERN SHORE (1)      | 71.7          | 61.2          | 56.8          | 44.6                    | 54.1         | 6.1               | 19                    | FRAMINGHAM STATE COLLEGE (1)                  | 66.1          | 54.2          | 46.2          | 37.0                    | 54.2         | -1.6              | 16                    |
| UNIVERSITY OF MARYLAND UNIVERSITY COLLEGE (1) | 37.6          | 34.8          | 38.1          | -                       | 34.1         | 0.3               | 3                     | MASSACHUSETTS COLLEGE OF ART (1)              | 64.0          | 54.4          | 52.3          | -                       | 58.8         | -1.7              | 16                    |
| <b>MASSACHUSETTS</b>                          |               |               |               |                         |              |                   |                       |   |               |               |               |                         |              |                   |                       |
| <b>AA</b>                                     |               |               |               |                         |              |                   |                       |   |               |               |               |                         |              |                   |                       |
| BERKSHIRE COMMUNITY COLLEGE (1)               | 56.5          | 48.4          | 39.6          | 33.4                    | 51.1         | 1.0               | 13                    | MASSACHUSETTS COLLEGE OF LIBERAL ARTS (1)     | 64.5          | 55.8          | 44.9          | 37.4                    | 56.0         | -2.0              | 13                    |
| BRISTOL COMMUNITY COLLEGE (1)                 | 60.1          | 47.4          | 46.3          | 38.9                    | 52.5         | 1.5               | 14                    | MASSACHUSETTS MARITIME ACADEMY (1)            | 75.8          | 64.2          | 57.4          | 49.8                    | 67.2         | 5.5               | 18                    |
| BUNKER HILL COMMUNITY COLLEGE (1)             | 59.5          | 47.8          | 51.6          | -                       | 55.9         | 0.2               | 18                    | SALEM STATE COLLEGE (1)                       | 64.7          | 55.3          | 51.1          | 40.5                    | 57.0         | 1.2               | 16                    |
| CAPE COD COMMUNITY COLLEGE (1)                | 57.0          | 50.1          | 40.8          | 41.8                    | 52.7         | 0.4               | 14                    | WESTFIELD STATE COLLEGE (1)                   | 65.8          | 58.3          | 47.1          | -                       | 56.3         | 0.9               | 10                    |
| GREENFIELD COMMUNITY COLLEGE (1)              | 57.7          | 43.2          | 40.8          | 39.5                    | 50.5         | -3.3              | 13                    | WORCESTER STATE COLLEGE (1)                   | 67.8          | 59.1          | 49.0          | 45.7                    | 58.2         | 0.3               | 14                    |
| HOLYOKE COMMUNITY COLLEGE (1)                 | 59.7          | 45.8          | 43.1          | 40.4                    | 50.4         | -1.3              | 14                    | <b>DOCTORAL</b>                               |               |               |               |                         |              |                   |                       |
| MASSACHUSETTS BAY COMMUNITY COLLEGE (1)       | 56.9          | 48.9          | 46.8          | 43.9                    | 53.5         | 1.1               | 14                    | UNIVERSITY OF MASSACHUSETTS AMHERST (1)       | 103.9         | 85.4          | 62.3          | 51.7                    | 83.7         | 0.8               | 23                    |
| MASSASOIT COMMUNITY COLLEGE (1)               | 61.1          | 45.5          | 43.8          | 40.7                    | 54.2         | -1.8              | 8                     | UNIVERSITY OF MASSACHUSETTS BOSTON (1)        | 100.0         | 78.6          | 62.3          | 51.1                    | 74.8         | -1.2              | 20                    |
| MIDDLESEX COMMUNITY COLLEGE (1)               | 57.2          | 44.8          | 41.1          | -                       | 51.4         | -0.1              | 0                     | UNIVERSITY OF MASSACHUSETTS DARTMOUTH (1)     | 94.4          | 73.2          | 62.5          | 57.1                    | 76.6         | 0.6               | 21                    |
|   |               |               |               |                         |              |                   |                       | UNIVERSITY OF MASSACHUSETTS LOWELL (1)        |               |               |               |                         |              |                   |                       |
|   |               |               |               |                         |              |                   |                       | 101.4 81.0 69.7 50.4 88.7 -0.4 24             |               |               |               |                         |              |                   |                       |
| <b>MASSACHUSETTS</b>                          |               |               |               |                         |              |                   |                       | <b>MICHIGAN</b>                               |               |               |               |                         |              |                   |                       |
| <b>AA</b>                                     |               |               |               |                         |              |                   |                       | <b>AA</b>                                     |               |               |               |                         |              |                   |                       |
|   |               |               |               |                         |              |                   |                       | ALPENA COMMUNITY COLLEGE (1)                  |               |               |               |                         |              |                   |                       |
|   |               |               |               |                         |              |                   |                       | - - - - 60.4 0.9 28                           |               |               |               |                         |              |                   |                       |

## SPECIAL Salary Review

| State/<br>School                       | Prof.<br>(\$) | Assc.<br>(\$) | Asst.<br>(\$) | Inst./<br>Lect.<br>(\$) | Avg.<br>(\$) | %<br>Chng.<br>(%) | Avg.<br>Bene.<br>(\$) | State/<br>School                                      | Prof.<br>(\$) | Assc.<br>(\$) | Asst.<br>(\$) | Inst./<br>Lect.<br>(\$) | Avg.<br>(\$) | %<br>Chng.<br>(%) | Avg.<br>Bene.<br>(\$) |
|--|---------------|---------------|---------------|-------------------------|--------------|-------------------|-----------------------|---|---------------|---------------|---------------|-------------------------|--------------|-------------------|-----------------------|
| BAY DE NOC COMMUNITY COLLEGE (1)       | -             | -             | -             | -                       | 66.1         | 6.0               | 26                    | WASHTENAW COMMUNITY COLLEGE (1)                       | -             | -             | -             | -                       | -            | -                 | -                     |
| BAY MILLS COMMUNITY COLLEGE (1)        | -             | -             | -             | -                       | 38.6         | 2.7               | 12                    | WAYNE COUNTY COMMUNITY COLLEGE DISTRICT (1)           | -             | -             | -             | 62.9                    | 62.9         | 0.4               | 15                    |
| DELTA COLLEGE (1)                      | 80.1          | 73.3          | 64.6          | 53.2                    | 67.6         | 3.7               | 25                    | WEST SHORE COMMUNITY COLLEGE (1)                      | 61.6          | -             | -             | -                       | 61.6         | 6.8               | 25                    |
| LEN OAKS COMMUNITY COLLEGE (1)         | -             | -             | -             | -                       | -            | -                 | -                     | <b>BA+</b>  |               |               |               |                         |              |                   |                       |
| GOGEBIC COMMUNITY COLLEGE (1)          | -             | -             | -             | -                       | 54.4         | 2.9               | 22                    | FERRIS STATE UNIVERSITY (1)                           | 73.0          | 60.0          | 49.8          | 42.3                    | 59.2         | -1.4              | 18                    |
| GRAND RAPIDS COMMUNITY COLLEGE (1)     | 83.4          | 69.5          | 54.4          | -                       | 73.8         | -2.9              | 34                    | GRAND VALLEY STATE UNIVERSITY (1)                     | 79.6          | 61.6          | 48.1          | 40.5                    | 54.8         | 1.6               | 19                    |
| HENRY FORD COMMUNITY COLLEGE (1)       | -             | -             | -             | 81.7                    | 81.7         | 7.6               | 34                    | LAKE SUPERIOR STATE UNIVERSITY (1)                    | 66.7          | 52.2          | 47.0          | 34.8                    | 52.1         | -1.1              | 24                    |
| JACKSON COMMUNITY COLLEGE (1)          | -             | -             | -             | -                       | -            | -                 | -                     | NORTHERN MICHIGAN UNIVERSITY (1)                      | 72.9          | 56.3          | 47.5          | 39.2                    | 58.5         | 1.0               | 24                    |
| KALAMAZOO VALLEY COMMUNITY COLLEGE (1) | -             | -             | -             | -                       | 67.4         | 5.6               | 26                    | SAGINAW VALLEY STATE UNIVERSITY (1)                   | 74.0          | 57.6          | 51.5          | 39.9                    | 60.6         | 0.6               | 20                    |
| KELLOGG COMMUNITY COLLEGE (1)          | -             | -             | -             | -                       | 67.3         | 5.1               | 26                    | UNIVERSITY OF MICHIGAN DEARBORN (1)                   | 83.5          | 68.0          | 62.7          | 39.6                    | 66.3         | 5.9               | 17                    |
| KIRTLAND COMMUNITY COLLEGE (1)         | -             | -             | -             | -                       | -            | -                 | -                     | UNIVERSITY OF MICHIGAN FLINT (1)                      | 75.0          | 62.1          | 54.6          | 42.1                    | 56.8         | 0.6               | 17                    |
| LAKE MICHIGAN COLLEGE (1)              | -             | -             | -             | 64.5                    | 64.5         | 5.4               | 27                    | <b>DOCTORAL</b>                                       |               |               |               |                         |              |                   |                       |
| LANSING COMMUNITY COLLEGE (1)          | 54.4          | -             | -             | -                       | 54.4         | -4.9              | 6                     | CENTRAL MICHIGAN UNIVERSITY (1)                       | 83.8          | 64.7          | 51.4          | 34.8                    | 63.9         | 2.2               | 22                    |
| MACOMB COMMUNITY COLLEGE (1)           | -             | -             | -             | -                       | 73.5         | 1.1               | 30                    | EASTERN MICHIGAN UNIVERSITY (1)                       | 79.9          | 64.3          | 55.9          | 33.0                    | 63.3         | 2.7               | 23                    |
| MID MICHIGAN COMMUNITY COLLEGE (1)     | 67.7          | 62.7          | 57.1          | 50.7                    | 58.1         | 8.5               | 24                    | MICHIGAN STATE UNIVERSITY (1)                         | 106.6         | 77.4          | 61.6          | 44.3                    | 83.3         | 1.3               | 29                    |
| MONROE COUNTY COMMUNITY COLLEGE (1)    | 81.1          | 78.4          | 71.5          | 65.1                    | 74.2         | 3.3               | 15                    | MICHIGAN TECHNOLOGICAL UNIVERSITY (1)                 | 83.8          | 66.0          | 61.8          | 45.7                    | 67.6         | 4.3               | 27                    |
| MONTCALM COMMUNITY COLLEGE (1)         | -             | -             | -             | 61.1                    | 61.1         | 3.0               | 25                    | OAKLAND UNIVERSITY (1)                                | 87.0          | 66.3          | 57.5          | 45.5                    | 66.9         | 2.5               | 25                    |
| MOTT COMMUNITY COLLEGE (1)             | -             | -             | -             | -                       | 64.5         | 3.3               | 30                    | UNIVERSITY OF MICHIGAN ANN ARBOR (1)                  | 125.0         | 83.2          | 73.0          | 47.4                    | 94.0         | 5.4               | 22                    |
| MUSKEGON COMMUNITY COLLEGE (1)         | -             | -             | -             | 70.0                    | 70.0         | 2.3               | 29                    | WAYNE STATE UNIVERSITY (1)                            | 100.0         | 74.8          | 62.1          | 48.4                    | 75.1         | 3.4               | 17                    |
| NORTH CENTRAL MICHIGAN COLLEGE (1)     | 63.8          | -             | -             | 47.6                    | 62.2         | -                 | 31                    | WESTERN MICHIGAN UNIVERSITY (1)                       | 89.6          | 68.6          | 54.0          | 41.6                    | 69.6         | 5.7               | 34                    |
| NORTHWESTERN MICHIGAN COLLEGE (1)      | -             | -             | -             | 63.1                    | 63.1         | 0.9               | 25                    | <b>MINNESOTA</b>                                      |               |               |               |                         |              |                   |                       |
| OAKLAND COMMUNITY COLLEGE (1)          | -             | -             | -             | 81.9                    | 81.9         | 4.4               | 34                    | <b>AA</b>   |               |               |               |                         |              |                   |                       |
| SAGINAW CHIPPEWA TRIBAL COLLEGE (1)    | -             | -             | -             | 43.0                    | 43.0         | -                 | 14                    | ALEXANDRIA TECHNICAL COLLEGE (1)                      | -             | -             | -             | -                       | 59.2         | 4.3               | 20                    |
| SCHOOLCRAFT COLLEGE (1)                | -             | -             | -             | -                       | 75.0         | 1.5               | 35                    | ANOKA TECHNICAL COLLEGE (1)                           | -             | -             | -             | -                       | 56.3         | 5.3               | 20                    |
| SOUTHWESTERN MICHIGAN COLLEGE (1)      | -             | -             | -             | 45.4                    | 45.4         | -0.8              | 20                    | ANOKA-RAMSEY COMMUNITY COLLEGE COON RAPIDS CAMPUS (1) | -             | -             | -             | -                       | 60.3         | 3.5               | 20                    |
| ST CLAIR COUNTY COMMUNITY COLLEGE (1)  | 70.1          | -             | -             | 53.5                    | 67.9         | 0.6               | 31                    | CENTRAL LAKES COLLEGE-BRAINERD (1)                    | -             | -             | -             | -                       | 58.1         | 3.5               | 19                    |

## SPECIAL Salary Review

| State/<br>School  | Prof.<br>(\$) | Assc.<br>(\$) | Asst.<br>(\$) | Inst./<br>Lect.<br>(\$) | Avg.<br>(\$) | %<br>Chng.<br>(%) | Avg.<br>Bene.<br>(\$) |
|---|---------------|---------------|---------------|-------------------------|--------------|-------------------|-----------------------|
| CENTURY COMMUNITY AND TECHNICAL COLLEGE (1)                     | -             | -             | -             | -                       | 57.6         | 3.1               | 18                    |
| DAKOTA COUNTY TECHNICAL COLLEGE (1)                             | -             | -             | -             | -                       | 58.6         | 3.8               | 19                    |
| HENNEPIN TECHNICAL COLLEGE (1)                                  | -             | -             | -             | -                       | 56.0         | 3.5               | 19                    |
| HIBBING COMMUNITY COLLEGE-A TECHNICAL AND COMMUNITY COLLEGE (1) | -             | -             | -             | -                       | 58.1         | 3.4               | 20                    |
| INVER HILLS COMMUNITY COLLEGE (1)                               | -             | -             | -             | -                       | 59.8         | 2.3               | 19                    |
| ITASCA COMMUNITY COLLEGE (1)                                    | -             | -             | -             | -                       | 60.3         | 0.3               | 21                    |
| LAKE SUPERIOR COLLEGE (1)                                       | -             | -             | -             | -                       | 58.5         | 3.8               | 19                    |
| LEECH LAKE TRIBAL COLLEGE (1)                                   | -             | -             | -             | -                       | -            | -                 | -                     |
| MESABI RANGE COMMUNITY AND TECHNICAL COLLEGE (1)                | -             | -             | -             | -                       | 58.8         | 4.4               | 20                    |
| MINNEAPOLIS COMMUNITY AND TECHNICAL COLLEGE (1)                 | -             | -             | -             | -                       | 61.7         | 1.4               | 20                    |
| MINNESOTA STATE COLLEGE-SOUTHEAST TECHNICAL-WINONA (1)          | -             | -             | -             | -                       | 58.1         | 3.6               | 20                    |
| MINNESOTA STATE COMMUNITY AND TECHNICAL COLLEGE (1)             | -             | -             | -             | -                       | 54.0         | 6.2               | 19                    |
| MINNESOTA WEST COMMUNITY AND TECHNICAL COLLEGE (1)              | -             | -             | -             | -                       | 56.4         | 5.1               | 20                    |
| NORMANDEAL COMMUNITY COLLEGE (1)                                | -             | -             | -             | -                       | 59.4         | 2.1               | 19                    |
| NORTH HENNEPIN COMMUNITY COLLEGE (1)                            | -             | -             | -             | -                       | 59.7         | -0.5              | 18                    |
| NORTHLAND COMMUNITY AND TECHNICAL COLLEGE (1)                   | -             | -             | -             | -                       | 53.4         | 4.6               | 19                    |
| NORTHWEST TECHNICAL COLLEGE (1)                                 | -             | -             | -             | -                       | 53.4         | 5.9               | 18                    |
| PINE TECHNICAL COLLEGE (1)                                      | -             | -             | -             | -                       | 54.3         | 2.2               | 19                    |
| RAINY RIVER COMMUNITY COLLEGE (1)                               | -             | -             | -             | -                       | 61.1         | 1.5               | 20                    |
| RIDGEWATER COLLEGE (1)  | -             | -             | -             | -                       | 55.9         | 2.4               | 20                    |
| RIVERLAND COMMUNITY COLLEGE (1)                                 | -             | -             | -             | -                       | 57.3         | 3.5               | 20                    |
| ROCHESTER COMMUNITY AND TECHNICAL COLLEGE (1)                   | -             | -             | -             | -                       | 56.8         | 2.5               | 19                    |
| SAINT CLOUD TECHNICAL COLLEGE (1)                               | -             | -             | -             | -                       | 57.5         | 3.7               | 20                    |
| SAINT PAUL COLLEGE - A COMMUNITY AND TECHNICAL COLLEGE (1)      | -             | -             | -             | -                       | 58.6         | 4.3               | 20                    |
| SOUTH CENTRAL COLLEGE (1)                                       | -             | -             | -             | -                       | 57.9         | 7.0               | 19                    |
| VERMILION COMMUNITY COLLEGE (1)                                 | -             | -             | -             | -                       | 60.4         | 1.6               | 21                    |

| State/<br>School                             | Prof.<br>(\$) | Assc.<br>(\$) | Asst.<br>(\$) | Inst./<br>Lect.<br>(\$) | Avg.<br>(\$) | %<br>Chng.<br>(%) | Avg.<br>Bene.<br>(\$) |
|--|---------------|---------------|---------------|-------------------------|--------------|-------------------|-----------------------|
| <b>BA</b>                                    |               |               |               |                         |              |                   |                       |
| FOND DU LAC TRIBAL AND COMMUNITY COLLEGE (1) | -             | -             | -             | -                       | 54.9         | 2.7               | 19                    |
| UNIVERSITY OF MINNESOTA CROOKSTON (1)        | 73.3          | 61.8          | 50.9          | 41.1                    | 56.2         | -2.5              | 24                    |
| UNIVERSITY OF MINNESOTA MORRIS (1)           | 72.5          | 56.8          | 44.7          | 43.0                    | 53.9         | 5.1               | 24                    |
| <b>BA+</b>                                   |               |               |               |                         |              |                   |                       |
| BEMIDJI STATE UNIVERSITY (1)                 | 75.3          | 58.7          | 48.2          | 36.2                    | 62.8         | 3.9               | 19                    |
| METROPOLITAN STATE UNIVERSITY (1)            | 79.2          | 60.8          | 53.4          | -                       | 62.3         | 3.1               | 19                    |
| MINNESOTA STATE UNIVERSITY MANKATO (1)       | 79.3          | 63.7          | 54.2          | 40.8                    | 63.6         | 3.3               | 20                    |
| MINNESOTA STATE UNIVERSITY MOORHEAD (1)      | 75.3          | 59.4          | 51.1          | 37.4                    | 60.1         | 3.1               | 19                    |
| SAINT CLOUD STATE UNIVERSITY (1)             | 75.8          | 59.9          | 54.1          | 42.1                    | 63.7         | 2.6               | 19                    |
| SOUTHWEST MINNESOTA STATE UNIVERSITY (1)     | 76.7          | 62.1          | 53.1          | 34.4                    | 61.9         | 6.6               | 19                    |
| UNIVERSITY OF MINNESOTA DULUTH (1)           | 83.3          | 68.2          | 53.8          | 42.7                    | 61.7         | 3.3               | 25                    |
| WINONA STATE UNIVERSITY (1)                  | 76.8          | 58.2          | 52.2          | 35.3                    | 62.5         | 3.0               | 19                    |
| <b>DOCTORAL</b>                              |               |               |               |                         |              |                   |                       |
| UNIVERSITY OF MINNESOTA TWIN CITIES (1)      | 112.6         | 74.9          | 64.8          | 65.2                    | 90.4         | 3.8               | 30                    |
| <b>MISSISSIPPI</b>                           |               |               |               |                         |              |                   |                       |
| <b>AA</b>                                    |               |               |               |                         |              |                   |                       |
| COAHOMA COMMUNITY COLLEGE (1)                | -             | -             | -             | 41.7                    | 41.7         | 9.6               | 9                     |
| COPIAH-LINCOLN COMMUNITY COLLEGE (1)         | -             | -             | -             | 41.7                    | 41.7         | -0.5              | 12                    |
| EAST CENTRAL COMMUNITY COLLEGE (1)           | -             | -             | -             | 40.9                    | 40.9         | -3.3              | 11                    |
| EAST MISSISSIPPI COMMUNITY COLLEGE (1)       | -             | -             | -             | -                       | 41.3         | 1.1               | 12                    |
| HINDS COMMUNITY COLLEGE (1)                  | -             | -             | -             | 40.5                    | 40.5         | 6.5               | 12                    |
| HOLMES COMMUNITY COLLEGE (1)                 | -             | -             | -             | -                       | 46.8         | 4.4               | 13                    |
| ITAWAMBA COMMUNITY COLLEGE (1)               | -             | -             | -             | -                       | 46.5         | 1.9               | 13                    |
| JONES COUNTY JUNIOR COLLEGE (1)              | -             | -             | -             | 46.6                    | 46.6         | 0.5               | 13                    |
| MERIDIAN COMMUNITY COLLEGE (1)               | -             | -             | -             | 40.7                    | 40.7         | 8.2               | 12                    |
| MISSISSIPPI DELTA COMMUNITY COLLEGE (1)      | -             | -             | -             | 43.8                    | 43.8         | -1.4              | 12                    |

## SPECIAL Salary Review

| State/<br>School                             | Prof.<br>(\$) | Assc.<br>(\$) | Asst.<br>(\$) | Inst./<br>Lect.<br>(\$) | Avg.<br>(\$) | %<br>Chng.<br>(%) | Avg.<br>Bene.<br>(\$) | State/<br>School                                     | Prof.<br>(\$) | Assc.<br>(\$) | Asst.<br>(\$) | Inst./<br>Lect.<br>(\$) | Avg.<br>(\$) | %<br>Chng.<br>(%) | Avg.<br>Bene.<br>(\$) |
|--|---------------|---------------|---------------|-------------------------|--------------|-------------------|-----------------------|--|---------------|---------------|---------------|-------------------------|--------------|-------------------|-----------------------|
| MISSISSIPPI GULF COAST COMMUNITY COLLEGE (1) | -             | -             | -             | 41.9                    | 41.9         | -1.0              | 12                    | MOBERLY AREA COMMUNITY COLLEGE (1)                   | 43.0          | 39.4          | 37.0          | 35.0                    | 37.3         | 2.6               | 10                    |
| NORTHEAST MISSISSIPPI COMMUNITY COLLEGE (1)  | -             | -             | -             | 47.9                    | 47.9         | -0.7              | 9                     | NORTH CENTRAL MISSOURI COLLEGE (1)                   | -             | -             | -             | 42.4                    | 42.4         | 7.2               | 10                    |
| NORTHWEST MISSISSIPPI COMMUNITY COLLEGE (1)  | -             | -             | -             | 48.0                    | 48.0         | 1.2               | 13                    | OZARKS TECHNICAL COMMUNITY COLLEGE (1)               | -             | -             | -             | 42.5                    | 42.5         | 0.7               | 11                    |
| PEARL RIVER COMMUNITY COLLEGE (1)            | -             | -             | -             | 44.0                    | 44.0         | 17.2              | 13                    | PENN VALLEY COMMUNITY COLLEGE (1)                    | -             | -             | -             | -                       | 52.1         | 2.0               | 16                    |
| SOUTHWEST MISSISSIPPI COMMUNITY COLLEGE (1)  | -             | -             | -             | -                       | 48.5         | -0.5              | 13                    | SAINTE LOUIS COMMUNITY COLLEGE FLORISSANT VALLEY (1) | 70.9          | 58.8          | 53.0          | 45.8                    | 58.9         | 3.0               | 15                    |
| <b>BA+</b>                                   |               |               |               |                         |              |                   |                       |  |               |               |               |                         |              |                   |                       |
| ALCORN STATE UNIVERSITY (1)                  | 59.8          | 52.9          | 46.3          | 33.6                    | 47.6         | 2.9               | 13                    | SAINTE LOUIS COMMUNITY COLLEGE FOREST PARK (1)       | 69.9          | 60.5          | 52.8          | 46.7                    | 59.0         | 3.5               | 15                    |
| MISSISSIPPI UNIVERSITY FOR WOMEN (1)         | 53.2          | 46.0          | 41.4          | 38.5                    | 43.4         | 2.1               | 12                    | SAINTE LOUIS COMMUNITY COLLEGE MERAMEC (1)           | 69.6          | 58.6          | 52.4          | 46.1                    | 59.8         | 3.3               | 15                    |
| MISSISSIPPI VALLEY STATE UNIVERSITY (1)      | 55.7          | 50.3          | 44.4          | 37.3                    | 45.6         | -1.0              | 14                    | ST CHARLES COMMUNITY COLLEGE (1)                     | 59.0          | 48.3          | 43.7          | 31.9                    | 50.7         | 2.3               | 12                    |
| <b>DOCTORAL</b>                              |               |               |               |                         |              |                   |                       |  |               |               |               |                         |              |                   |                       |
| DELTA STATE UNIVERSITY (1)                   | 56.3          | 50.4          | 44.1          | 35.7                    | 46.3         | 2.8               | 19                    | STATE FAIR COMMUNITY COLLEGE (1)                     | -             | -             | -             | 40.6                    | 40.6         | -1.6              | 10                    |
| JACKSON STATE UNIVERSITY (1)                 | 60.8          | 52.0          | 48.4          | 35.8                    | 48.2         | 1.9               | 9                     | THREE RIVERS COMMUNITY COLLEGE (1)                   | -             | -             | -             | -                       | 40.1         | 1.0               | 10                    |
| MISSISSIPPI STATE UNIVERSITY (1)             | 80.4          | 62.8          | 54.2          | 33.3                    | 57.5         | -0.7              | 10                    | <b>BA</b>  |               |               |               |                         |              |                   |                       |
| UNIVERSITY OF MISSISSIPPI MAIN CAMPUS (1)    | 84.9          | 62.0          | 55.4          | 31.8                    | 60.0         | 0.3               | 14                    | HARRIS-STOWE STATE UNIVERSITY (1)                    | 59.1          | 48.8          | 43.7          | 38.8                    | 44.1         | 5.0               | 10                    |
| UNIVERSITY OF MISSISSIPPI MEDICAL CENTER (1) | -             | -             | -             | -                       | -            | -                 | -                     | MISSOURI WESTERN STATE UNIVERSITY (1)                | 67.2          | 53.0          | 45.9          | 35.6                    | 51.4         | 3.2               | 15                    |
| UNIVERSITY OF SOUTHERN MISSISSIPPI (1)       | 76.2          | 57.2          | 50.2          | 38.7                    | 55.6         | -0.9              | 14                    | <b>BA+</b>   |               |               |               |                         |              |                   |                       |
| <b>MISSOURI</b>                              |               |               |               |                         |              |                   |                       |  |               |               |               |                         |              |                   |                       |
| <b>AA</b>                                    |               |               |               |                         |              |                   |                       |  |               |               |               |                         |              |                   |                       |
| BLUE RIVER COMMUNITY COLLEGE (1)             | -             | -             | -             | -                       | 48.1         | 2.1               | 15                    | CENTRAL MISSOURI STATE UNIVERSITY (1)                | 69.4          | 57.6          | 48.9          | 34.2                    | 53.1         | -0.6              | 14                    |
| BUSINESS & TECHNOLOGY COLLEGE (1)            | -             | -             | -             | -                       | 44.8         | 0.9               | 17                    | LINCOLN UNIVERSITY (1)                               | 56.7          | 43.6          | 39.6          | 31.2                    | 43.2         | -0.7              | 13                    |
| CROWDER COLLEGE (1)                          | -             | -             | -             | -                       | 37.6         | 2.2               | 9                     | MISSOURI SOUTHERN STATE UNIVERSITY (1)               | 68.9          | 53.3          | 45.1          | 32.0                    | 55.1         | 4.0               | 15                    |
| EAST CENTRAL COLLEGE (1)                     | 55.1          | 46.8          | 45.1          | 40.6                    | 44.8         | -1.6              | 12                    | NORTHWEST MISSOURI STATE UNIVERSITY (1)              | 72.4          | 56.3          | 48.0          | 38.4                    | 51.0         | 1.9               | 18                    |
| JEFFERSON COLLEGE (1)                        | 62.7          | 51.0          | 47.0          | 45.3                    | 53.0         | 5.4               | 13                    | SOUTHEAST MISSOURI STATE UNIVERSITY (1)              | 68.1          | 55.2          | 48.4          | 38.4                    | 53.7         | 1.2               | 16                    |
| LINN STATE TECHNICAL COLLEGE (1)             | 37.8          | -             | -             | -                       | 37.8         | 1.1               | 11                    | TRUMAN STATE UNIVERSITY (1)                          | 66.6          | 51.0          | 42.6          | 37.5                    | 54.1         | 1.6               | 16                    |
| LONGVIEW COMMUNITY COLLEGE (1)               | -             | -             | -             | -                       | 50.7         | -0.7              | 15                    | <b>DOCTORAL</b>                                      |               |               |               |                         |              |                   |                       |
| MAPLE WOODS COMMUNITY COLLEGE (1)            | -             | -             | -             | -                       | 50.2         | -3.1              | 15                    | MISSOURI STATE UNIVERSITY (1)                        | 65.7          | 53.4          | 47.6          | 32.7                    | 52.5         | 1.6               | 16                    |
| MINERAL AREA COLLEGE (1)                     | -             | -             | -             | 41.3                    | 41.3         | 3.8               | 12                    | UNIVERSITY OF MISSOURI COLUMBIA (1)                  | 95.3          | 67.1          | 55.6          | 39.9                    | 69.4         | 2.2               | 17                    |
| MISSOURI STATE UNIVERSITY WEST PLAINS (1)    | 47.2          | 43.0          | 36.7          | 34.6                    | 38.2         | 5.0               | 13                    | UNIVERSITY OF MISSOURI KANSAS CITY (1)               | 97.7          | 66.5          | 53.1          | 43.7                    | 69.3         | 2.2               | 17                    |
|  |               |               |               |                         |              |                   |                       | UNIVERSITY OF MISSOURI ROLLA (1)                     | 97.3          | 72.3          | 63.7          | 47.4                    | 76.1         | 1.4               | 20                    |
|  |               |               |               |                         |              |                   |                       | UNIVERSITY OF MISSOURI ST LOUIS (1)                  | 89.6          | 62.7          | 53.6          | 38.8                    | 61.4         | 2.6               | 15                    |



## SPECIAL Salary Review

| State/<br>School | Prof.<br>(\$) | Assc.<br>(\$) | Asst.<br>(\$) | Inst./<br>Lect.<br>(\$) | Avg.<br>(\$) | %<br>Chng.<br>(%) | Avg.<br>Bene.<br>(\$) |
|------------------|---------------|---------------|---------------|-------------------------|--------------|-------------------|-----------------------|
|------------------|---------------|---------------|---------------|-------------------------|--------------|-------------------|-----------------------|

### BA

|   |      |      |      |      |      |     |    |
|---|------|------|------|------|------|-----|----|
| UNIVERSITY OF NEW HAMPSHIRE<br>MANCHESTER (1) | 88.2 | 68.7 | 58.2 | 43.9 | 66.9 | 3.5 | 21 |
|---|------|------|------|------|------|-----|----|

### BA+

|                         |      |      |      |      |      |     |    |
|-------------------------|------|------|------|------|------|-----|----|
| KEENE STATE COLLEGE (1) | 77.7 | 63.6 | 52.2 | 44.4 | 64.1 | 5.4 | 20 |
|-------------------------|------|------|------|------|------|-----|----|

|                                  |      |      |      |      |      |     |    |
|----------------------------------|------|------|------|------|------|-----|----|
| PLYMOUTH STATE<br>UNIVERSITY (1) | 74.7 | 59.4 | 50.4 | 45.9 | 62.7 | 2.9 | 20 |
|----------------------------------|------|------|------|------|------|-----|----|

### DOCTORAL

|  |      |      |      |      |      |     |    |
|--|------|------|------|------|------|-----|----|
| UNIVERSITY OF NEW HAMPSHIRE<br>MAIN CAMPUS (1) | 99.4 | 73.5 | 61.7 | 52.3 | 79.7 | 4.7 | 24 |
|--|------|------|------|------|------|-----|----|

## NEW JERSEY

### AA

|  |      |      |      |      |      |     |    |
|--|------|------|------|------|------|-----|----|
| ATLANTIC CAPE COMMUNITY<br>COLLEGE (1) | 79.7 | 62.2 | 47.1 | 38.2 | 54.7 | 1.0 | 16 |
|--|------|------|------|------|------|-----|----|

|                                 |      |      |      |      |      |     |    |
|---------------------------------|------|------|------|------|------|-----|----|
| BERGEN COMMUNITY<br>COLLEGE (1) | 92.4 | 74.5 | 54.8 | 45.1 | 70.7 | 1.9 | 22 |
|---------------------------------|------|------|------|------|------|-----|----|

|                                    |      |      |      |      |      |     |    |
|------------------------------------|------|------|------|------|------|-----|----|
| BROOKDALE COMMUNITY<br>COLLEGE (1) | 86.4 | 64.3 | 53.7 | 45.5 | 65.6 | 2.1 | 21 |
|------------------------------------|------|------|------|------|------|-----|----|

|                                  |      |      |      |      |      |     |    |
|----------------------------------|------|------|------|------|------|-----|----|
| BURLINGTON COUNTY<br>COLLEGE (1) | 82.5 | 80.2 | 73.2 | 47.8 | 60.8 | 4.3 | 21 |
|----------------------------------|------|------|------|------|------|-----|----|

|                              |      |      |      |      |      |     |    |
|------------------------------|------|------|------|------|------|-----|----|
| CAMDEN COUNTY<br>COLLEGE (1) | 85.5 | 77.5 | 53.4 | 42.8 | 62.7 | 3.7 | 18 |
|------------------------------|------|------|------|------|------|-----|----|

|                                 |      |      |      |      |      |     |    |
|---------------------------------|------|------|------|------|------|-----|----|
| COUNTY COLLEGE<br>OF MORRIS (1) | 84.0 | 74.0 | 53.7 | 46.2 | 73.2 | 2.2 | 22 |
|---------------------------------|------|------|------|------|------|-----|----|

|                                  |      |      |      |   |      |      |    |
|----------------------------------|------|------|------|---|------|------|----|
| CUMBERLAND COUNTY<br>COLLEGE (1) | 60.9 | 65.4 | 44.0 | - | 54.2 | -0.8 | 21 |
|----------------------------------|------|------|------|---|------|------|----|

|                          |   |   |   |   |   |   |   |
|--------------------------|---|---|---|---|---|---|---|
| ESSEX COUNTY COLLEGE (1) | - | - | - | - | - | - | - |
|--------------------------|---|---|---|---|---|---|---|

|                                  |      |      |      |      |      |     |    |
|----------------------------------|------|------|------|------|------|-----|----|
| GLOUCESTER COUNTY<br>COLLEGE (1) | 94.0 | 79.9 | 75.2 | 50.7 | 73.2 | 2.5 | 23 |
|----------------------------------|------|------|------|------|------|-----|----|

|  |      |      |      |      |      |      |    |
|--|------|------|------|------|------|------|----|
| HUDSON COUNTY COMMUNITY<br>COLLEGE (1) | 72.3 | 67.2 | 58.5 | 43.3 | 52.3 | 10.5 | 21 |
|--|------|------|------|------|------|------|----|

|  |      |      |      |      |      |     |    |
|--|------|------|------|------|------|-----|----|
| MERCER COUNTY COMMUNITY<br>COLLEGE (1) | 83.1 | 62.9 | 51.8 | 45.8 | 62.7 | 1.3 | 24 |
|--|------|------|------|------|------|-----|----|

|                                 |      |      |      |      |      |     |    |
|---------------------------------|------|------|------|------|------|-----|----|
| MIDDLESEX COUNTY<br>COLLEGE (1) | 94.9 | 78.3 | 67.4 | 53.6 | 74.9 | 9.2 | 19 |
|---------------------------------|------|------|------|------|------|-----|----|

|                          |      |      |      |      |      |     |    |
|--------------------------|------|------|------|------|------|-----|----|
| OCEAN COUNTY COLLEGE (1) | 87.0 | 61.5 | 53.5 | 45.6 | 65.4 | 2.6 | 16 |
|--------------------------|------|------|------|------|------|-----|----|

|   |       |      |      |      |      |     |    |
|---|-------|------|------|------|------|-----|----|
| PASSAIC COUNTY COMMUNITY<br>COLLEGE (1) | 103.2 | 80.1 | 57.8 | 42.7 | 61.0 | 3.6 | 20 |
|---|-------|------|------|------|------|-----|----|

|   |      |      |      |      |      |      |    |
|---|------|------|------|------|------|------|----|
| RARITAN VALLEY COMMUNITY<br>COLLEGE (1) | 81.4 | 66.9 | 54.1 | 46.0 | 59.0 | -2.8 | 16 |
|---|------|------|------|------|------|------|----|

|                                |      |      |      |      |      |     |    |
|--------------------------------|------|------|------|------|------|-----|----|
| SALEM COMMUNITY<br>COLLEGE (1) | 81.5 | 67.1 | 50.5 | 43.7 | 54.0 | 5.8 | 19 |
|--------------------------------|------|------|------|------|------|-----|----|

|  |      |      |      |      |      |     |    |
|--|------|------|------|------|------|-----|----|
| SUSSEX COUNTY COMMUNITY<br>COLLEGE (1) | 60.5 | 53.2 | 46.7 | 35.2 | 48.3 | 3.1 | 21 |
|--|------|------|------|------|------|-----|----|

|                          |      |      |      |      |      |     |    |
|--------------------------|------|------|------|------|------|-----|----|
| UNION COUNTY COLLEGE (1) | 89.9 | 71.2 | 54.7 | 44.2 | 70.5 | 5.5 | 21 |
|--------------------------|------|------|------|------|------|-----|----|

|  |      |      |      |      |      |     |    |
|--|------|------|------|------|------|-----|----|
| WARREN COUNTY COMMUNITY<br>COLLEGE (1) | 58.2 | 59.5 | 48.8 | 37.9 | 48.6 | 6.5 | 12 |
|--|------|------|------|------|------|-----|----|

| State/<br>School | Prof.<br>(\$) | Assc.<br>(\$) | Asst.<br>(\$) | Inst./<br>Lect.<br>(\$) | Avg.<br>(\$) | %<br>Chng.<br>(%) | Avg.<br>Bene.<br>(\$) |
|------------------|---------------|---------------|---------------|-------------------------|--------------|-------------------|-----------------------|
|------------------|---------------|---------------|---------------|-------------------------|--------------|-------------------|-----------------------|

### BA+

|                     |      |      |      |      |      |     |    |
|---------------------|------|------|------|------|------|-----|----|
| KEAN UNIVERSITY (1) | 94.9 | 76.4 | 58.5 | 43.7 | 76.8 | 1.8 | 27 |
|---------------------|------|------|------|------|------|-----|----|

|                                   |      |      |      |      |      |     |    |
|-----------------------------------|------|------|------|------|------|-----|----|
| NEW JERSEY CITY<br>UNIVERSITY (1) | 93.7 | 75.3 | 58.7 | 46.4 | 74.8 | 0.7 | 10 |
|-----------------------------------|------|------|------|------|------|-----|----|

|                                     |      |      |      |   |      |     |    |
|-------------------------------------|------|------|------|---|------|-----|----|
| RAMAPO COLLEGE<br>OF NEW JERSEY (1) | 95.0 | 76.2 | 55.8 | - | 75.3 | 1.8 | 25 |
|-------------------------------------|------|------|------|---|------|-----|----|

|                                  |       |      |      |      |      |     |    |
|----------------------------------|-------|------|------|------|------|-----|----|
| RUTGERS UNIVERSITY<br>CAMDEN (1) | 116.7 | 83.3 | 61.0 | 49.4 | 86.9 | 3.1 | 25 |
|----------------------------------|-------|------|------|------|------|-----|----|

|                                  |      |      |      |      |      |     |    |
|----------------------------------|------|------|------|------|------|-----|----|
| THE COLLEGE<br>OF NEW JERSEY (1) | 92.2 | 74.6 | 61.2 | 21.4 | 73.2 | 1.0 | 27 |
|----------------------------------|------|------|------|------|------|-----|----|

|   |      |      |      |      |      |     |    |
|---|------|------|------|------|------|-----|----|
| THE RICHARD STOCKTON COLLEGE<br>OF NEW JERSEY (1) | 96.8 | 73.9 | 54.4 | 46.6 | 72.0 | 1.3 | 23 |
|---|------|------|------|------|------|-----|----|

|  |      |      |      |      |      |     |    |
|--|------|------|------|------|------|-----|----|
| WILLIAM PATERSON UNIVERSITY<br>OF NEW JERSEY (1) | 97.5 | 77.3 | 61.7 | 52.4 | 78.3 | 3.6 | 19 |
|--|------|------|------|------|------|-----|----|

### DOCTORAL

|                                   |      |      |      |      |      |     |    |
|-----------------------------------|------|------|------|------|------|-----|----|
| MONTCLAIR STATE<br>UNIVERSITY (1) | 94.4 | 76.0 | 62.6 | 51.4 | 77.6 | 2.2 | 24 |
|-----------------------------------|------|------|------|------|------|-----|----|

|   |       |      |      |      |      |     |    |
|---|-------|------|------|------|------|-----|----|
| NEW JERSEY INSTITUTE<br>OF TECHNOLOGY (1) | 127.3 | 98.4 | 76.0 | 48.2 | 93.2 | 5.3 | 25 |
|---|-------|------|------|------|------|-----|----|

|                      |      |      |      |      |      |     |    |
|----------------------|------|------|------|------|------|-----|----|
| ROWAN UNIVERSITY (1) | 92.7 | 74.5 | 56.5 | 42.8 | 70.1 | 1.4 | 23 |
|----------------------|------|------|------|------|------|-----|----|

|   |       |      |      |      |      |     |    |
|---|-------|------|------|------|------|-----|----|
| RUTGERS UNIVERSITY<br>NEW BRUNSWICK (1) | 116.3 | 80.2 | 65.0 | 41.2 | 89.7 | 2.5 | 25 |
|---|-------|------|------|------|------|-----|----|

|                                  |       |      |      |      |      |     |    |
|----------------------------------|-------|------|------|------|------|-----|----|
| RUTGERS UNIVERSITY<br>NEWARK (1) | 119.3 | 84.6 | 64.7 | 42.5 | 85.9 | 1.3 | 24 |
|----------------------------------|-------|------|------|------|------|-----|----|

|   |   |      |      |      |      |     |    |
|---|---|------|------|------|------|-----|----|
| UNIVERSITY OF MEDICINE AND DENTISTRY<br>OF NEW JERSEY (1) | - | 75.1 | 62.8 | 50.7 | 57.6 | 5.3 | 23 |
|---|---|------|------|------|------|-----|----|

## NEW MEXICO

### AA

|   |   |   |   |      |      |     |    |
|---|---|---|---|------|------|-----|----|
| ALBUQUERQUE TECHNICAL<br>VOCATIONAL INSTITUTE (1) | - | - | - | 41.2 | 41.2 | 1.9 | 13 |
|---|---|---|---|------|------|-----|----|

|                                 |   |   |   |      |      |     |    |
|---------------------------------|---|---|---|------|------|-----|----|
| CLOVIS COMMUNITY<br>COLLEGE (1) | - | - | - | 44.9 | 44.9 | 4.0 | 10 |
|---------------------------------|---|---|---|------|------|-----|----|

|   |   |   |   |      |      |      |   |
|---|---|---|---|------|------|------|---|
| CROWNPOINT INSTITUTE OF<br>TECHNOLOGY (1) | - | - | - | 43.6 | 43.6 | 30.4 | 6 |
|---|---|---|---|------|------|------|---|

|   |   |   |   |   |      |     |    |
|---|---|---|---|---|------|-----|----|
| EASTERN NEW MEXICO UNIVERSITY<br>ROSWELL CAMPUS (1) | - | - | - | - | 42.5 | 4.9 | 11 |
|---|---|---|---|---|------|-----|----|

|  |   |   |   |      |      |      |    |
|--|---|---|---|------|------|------|----|
| EASTERN NEW MEXICO UNIVERSITY<br>RUIDOSO (1) | - | - | - | 39.5 | 39.5 | 21.3 | 13 |
|--|---|---|---|------|------|------|----|

|                               |   |   |   |      |      |     |    |
|-------------------------------|---|---|---|------|------|-----|----|
| LUNA COMMUNITY<br>COLLEGE (1) | - | - | - | 35.8 | 35.8 | 0.9 | 10 |
|-------------------------------|---|---|---|------|------|-----|----|

|                                    |   |   |   |      |      |      |   |
|------------------------------------|---|---|---|------|------|------|---|
| MESALANDS COMMUNITY<br>COLLEGE (1) | - | - | - | 37.3 | 37.3 | -3.2 | 9 |
|------------------------------------|---|---|---|------|------|------|---|

|                                  |      |   |   |   |      |     |    |
|----------------------------------|------|---|---|---|------|-----|----|
| NEW MEXICO JUNIOR<br>COLLEGE (1) | 42.9 | - | - | - | 42.9 | 4.2 | 12 |
|----------------------------------|------|---|---|---|------|-----|----|

|                                      |      |      |      |      |      |     |    |
|--------------------------------------|------|------|------|------|------|-----|----|
| NEW MEXICO MILITARY<br>INSTITUTE (1) | 65.9 | 55.4 | 47.0 | 39.2 | 51.5 | 2.2 | 13 |
|--------------------------------------|------|------|------|------|------|-----|----|

|   |      |      |      |      |      |      |   |
|---|------|------|------|------|------|------|---|
| NEW MEXICO STATE UNIVERSITY<br>ALAMOGORDO (1) | 47.7 | 41.4 | 33.4 | 33.1 | 38.2 | -5.7 | 9 |
|---|------|------|------|------|------|------|---|

## SPECIAL Salary Review

| State/<br>School  | Prof.<br>(\$) | Assc.<br>(\$) | Asst.<br>(\$) | Inst./<br>Lect.<br>(\$) | Avg.<br>(\$) | %<br>Chng.<br>(%) | Avg.<br>Bene.<br>(\$) | State/<br>School                                    | Prof.<br>(\$) | Assc.<br>(\$) | Asst.<br>(\$) | Inst./<br>Lect.<br>(\$) | Avg.<br>(\$) | %<br>Chng.<br>(%) | Avg.<br>Bene.<br>(\$) |
|---|---------------|---------------|---------------|-------------------------|--------------|-------------------|-----------------------|---|---------------|---------------|---------------|-------------------------|--------------|-------------------|-----------------------|
| NEW MEXICO STATE UNIVERSITY<br>CARLSBAD (1)                   | 51.7          | 43.3          | 43.1          | 39.3                    | 43.5         | -2.8              | 11                    | CORNING COMMUNITY<br>COLLEGE (1)                    | 65.4          | 48.4          | 42.5          | 38.2                    | 51.3         | 5.8               | 16                    |
| NEW MEXICO STATE UNIVERSITY<br>DONA ANA (1)                   | 47.4          | 42.4          | 39.6          | 36.0                    | 40.3         | -0.3              | 10                    | CUNY BOROUGH OF MANHATTAN COMMUNITY<br>COLLEGE (1)  | 85.3          | 64.2          | 53.9          | 47.5                    | 61.4         | 0.9               | 21                    |
| NEW MEXICO STATE UNIVERSITY<br>GRANTS (1)                     | 49.8          | 46.3          | 43.6          | 35.8                    | 43.2         | -4.1              | 11                    | CUNY BRONX COMMUNITY<br>COLLEGE (1)                 | 84.3          | 63.3          | 52.5          | 46.6                    | 59.6         | -0.4              | 21                    |
| SAN JUAN COLLEGE (1)  | 51.4          | 46.4          | 45.0          | 42.1                    | 44.9         | 0.7               | 12                    | CUNY HOSTOS COMMUNITY<br>COLLEGE (1)                | 87.2          | 72.5          | 55.6          | 55.4                    | 64.3         | 2.5               | 21                    |
| SANTA FE COMMUNITY<br>COLLEGE (1)                             | -             | -             | -             | 47.5                    | 47.5         | 11.0              | 14                    | CUNY KINGSBOROUGH COMMUNITY<br>COLLEGE (1)          | 84.3          | 65.4          | 53.5          | 45.9                    | 60.4         | -0.5              | 21                    |
| SOUTHWESTERN INDIAN<br>POLYTECHNIC INSTITUTE (1)              | -             | -             | -             | -                       | -            | -                 | -                     | CUNY LA GUARDIA COMMUNITY<br>COLLEGE (1)            | 86.7          | 66.9          | 53.5          | 50.4                    | 66.2         | 2.4               | 21                    |
| UNIVERSITY OF NEW MEXICO<br>GALLUP CAMPUS (1)                 | 61.8          | 50.9          | 47.8          | 44.7                    | 47.5         | 2.6               | 10                    | CUNY QUEENSBOROUGH COMMUNITY<br>COLLEGE (1)         | 89.2          | 64.4          | 53.4          | 49.4                    | 64.3         | -0.3              | 21                    |
| UNIVERSITY OF NEW MEXICO<br>LOS ALAMOS CAMPUS (1)             | -             | -             | -             | -                       | -            | -                 | -                     | DUTCHESS COMMUNITY<br>COLLEGE (1)                   | 79.6          | 63.1          | 53.7          | 46.4                    | 60.1         | 5.3               | 18                    |
| UNIVERSITY OF NEW MEXICO<br>TAOS BRANCH (1)                   | -             | -             | 64.5          | 48.2                    | 52.3         | 13.9              | 12                    | ERIE COMMUNITY<br>COLLEGE (1)                       | 71.8          | 61.5          | 54.1          | 40.1                    | 62.2         | 0.9               | 13                    |
| UNIVERSITY OF NEW MEXICO-VALENCIA<br>COUNTY BRANCH (1)        | 55.2          | 46.9          | 38.2          | 42.4                    | 46.3         | 3.0               | 12                    | FINGER LAKES COMMUNITY<br>COLLEGE (1)               | 69.1          | 52.4          | 44.3          | 37.7                    | 52.1         | 3.1               | 16                    |
| <b>BA</b>   |               |               |               |                         |              |                   |                       | FULTON-MONTGOMERY COMMUNITY<br>COLLEGE (1)          | 78.1          | 61.8          | 51.7          | 40.4                    | 55.9         | 4.7               | 20                    |
| INSTITUTE OF AMERICAN INDIAN AND ALASKA<br>NATIVE CULTURE (1) | 37.5          | -             | -             | -                       | 37.5         | -17.7             | 7                     | GENESEE COMMUNITY<br>COLLEGE (1)                    | 65.4          | 51.6          | 44.9          | 38.8                    | 50.7         | -0.4              | 19                    |
| NORTHERN NEW MEXICO<br>COLLEGE (1)                            | -             | -             | -             | -                       | 38.5         | -2.5              | 13                    | HERKIMER COUNTY COMMUNITY<br>COLLEGE (1)            | 53.7          | 48.2          | 40.7          | 35.2                    | 43.1         | 2.3               | 13                    |
| <b>BA+</b>  |               |               |               |                         |              |                   |                       | HUDSON VALLEY COMMUNITY<br>COLLEGE (1)              | 77.8          | 61.2          | 50.0          | 44.7                    | 57.5         | 10.9              | 19                    |
| EASTERN NEW MEXICO UNIVERSITY<br>MAIN CAMPUS (1)              | 60.0          | 49.3          | 45.1          | 36.9                    | 48.2         | 0.4               | 12                    | JAMESTOWN COMMUNITY<br>COLLEGE (1)                  | 58.9          | 53.5          | 43.9          | 41.2                    | 49.9         | 12.7              | 18                    |
| NEW MEXICO HIGHLANDS<br>UNIVERSITY (1)                        | 53.7          | 49.5          | 46.1          | -                       | 48.2         | 6.5               | 14                    | JEFFERSON COMMUNITY<br>COLLEGE (1)                  | 71.6          | 57.8          | 51.2          | 42.4                    | 53.7         | 9.6               | 16                    |
| WESTERN NEW MEXICO<br>UNIVERSITY (1)                          | 51.1          | 43.2          | 46.7          | 36.6                    | 46.7         | 3.2               | 13                    | MOHAWK VALLEY COMMUNITY COLLEGE<br>UTICA BRANCH (1) | 58.2          | 48.2          | 40.5          | 36.6                    | 45.2         | 1.5               | 19                    |
| <b>DOCTORAL</b>   |               |               |               |                         |              |                   |                       | MONROE COMMUNITY<br>COLLEGE (1)                     | 76.7          | 58.7          | 46.7          | 41.6                    | 54.3         | 0.9               | 19                    |
| NEW MEXICO INSTITUTE OF MINING<br>AND TECHNOLOGY (1)          | 75.5          | 59.9          | 54.4          | 37.6                    | 62.1         | 4.9               | 18                    | NASSAU COMMUNITY<br>COLLEGE (1)                     | 95.1          | 76.3          | 64.9          | 51.2                    | 73.7         | -1.3              | 29                    |
| NEW MEXICO STATE UNIVERSITY<br>MAIN CAMPUS (1)                | 72.6          | 61.5          | 51.7          | 35.0                    | 59.7         | 0.5               | 15                    | NIAGARA COUNTY COMMUNITY<br>COLLEGE (1)             | 81.5          | 65.0          | 56.0          | 43.8                    | 69.6         | 5.4               | 29                    |
| UNIVERSITY OF NEW MEXICO<br>MAIN CAMPUS (1)                   | 88.8          | 63.8          | 56.9          | 46.1                    | 69.3         | 2.1               | 15                    | NORTH COUNTRY COMMUNITY<br>COLLEGE (1)              | 56.5          | 56.6          | 44.1          | 34.0                    | 40.4         | -6.2              | 14                    |
| <b>NEW YORK</b>   |               |               |               |                         |              |                   |                       | ONONDAGA COMMUNITY<br>COLLEGE (1)                   | 66.8          | 58.0          | 49.1          | 42.2                    | 56.3         | -2.5              | 18                    |
| <b>AA</b>   |               |               |               |                         |              |                   |                       | ORANGE COUNTY COMMUNITY<br>COLLEGE (1)              | 91.3          | 69.7          | 59.9          | 46.2                    | 68.8         | 19.3              | 22                    |
| ADIRONDACK COMMUNITY<br>COLLEGE (1)                           | 58.6          | 49.2          | 39.5          | 35.6                    | 47.8         | -4.0              | 19                    | ROCKLAND COMMUNITY<br>COLLEGE (1)                   | 91.5          | 76.4          | 67.4          | 48.2                    | 78.8         | 7.3               | 34                    |
| BROOME COMMUNITY<br>COLLEGE (1)                               | 67.1          | 56.6          | 41.7          | 32.9                    | 52.3         | 1.5               | 22                    | SCHENECTADY COUNTY COMMUNITY<br>COLLEGE (1)         | 54.4          | 46.3          | 40.6          | 36.4                    | 46.7         | 2.5               | 21                    |
| CAYUGA COUNTY COMMUNITY<br>COLLEGE (1)                        | 64.7          | 52.3          | 47.2          | 42.7                    | 54.0         | -0.4              | 20                    |   |               |               |               |                         |              |                   |                       |
| CLINTON COMMUNITY<br>COLLEGE (1)                              | 57.8          | 46.2          | 40.7          | 32.7                    | 47.4         | -0.0              | 17                    |   |               |               |               |                         |              |                   |                       |
| COLUMBIA-GREENE COMMUNITY<br>COLLEGE (1)                      | 60.0          | 51.9          | 43.5          | 37.9                    | 48.5         | 0.2               | 19                    |   |               |               |               |                         |              |                   |                       |

## SPECIAL Salary Review

| State/<br>School   | Prof.<br>(\$) | Assc.<br>(\$) | Asst.<br>(\$) | Inst./<br>Lect.<br>(\$) | Avg.<br>(\$) | %<br>Chng.<br>(%) | Avg.<br>Bene.<br>(\$) | State/<br>School                                       | Prof.<br>(\$) | Assc.<br>(\$) | Asst.<br>(\$) | Inst./<br>Lect.<br>(\$) | Avg.<br>(\$) | %<br>Chng.<br>(%) | Avg.<br>Bene.<br>(\$) |
|--|---------------|---------------|---------------|-------------------------|--------------|-------------------|-----------------------|--|---------------|---------------|---------------|-------------------------|--------------|-------------------|-----------------------|
| SUFFOLK COUNTY COMMUNITY COLLEGE (1)                         | 92.9          | 71.7          | 59.7          | 50.2                    | 73.0         | -0.4              | 25                    | SUNY COLLEGE AT CORTLAND (1)                           | 69.2          | 52.5          | 43.9          | 35.3                    | 52.2         | -2.5              | 18                    |
| SULLIVAN COUNTY COMMUNITY COLLEGE (1)                        | 53.5          | 44.5          | 39.0          | 34.3                    | 41.5         | -2.8              | 16                    | SUNY COLLEGE AT GENESEO (1)                            | 68.3          | 58.2          | 50.2          | 43.7                    | 56.7         | 1.6               | 18                    |
| SUNY WESTCHESTER COMMUNITY COLLEGE (1)                       | 95.1          | 83.4          | 71.9          | 47.4                    | 81.5         | -0.1              | 29                    | SUNY COLLEGE AT NEW PALTZ (1)                          | 79.5          | 60.3          | 52.0          | 42.2                    | 59.1         | 2.2               | 19                    |
| TOMPKINS-CORTLAND COMMUNITY COLLEGE (1)                      | 63.4          | 47.4          | 41.7          | 36.7                    | 55.3         | 2.2               | 19                    | SUNY COLLEGE AT OLD WESTBURY (1)                       | 81.7          | 60.9          | 59.9          | 47.0                    | 63.0         | 4.1               | 20                    |
| ULSTER COUNTY COMMUNITY COLLEGE (1)                          | 63.3          | 51.5          | 46.5          | 42.0                    | 52.1         | -0.7              | 22                    | SUNY COLLEGE AT ONEONTA (1)                            | 75.7          | 58.8          | 50.6          | 42.9                    | 56.6         | 2.3               | 19                    |
| <b>BA</b>  |               |               |               |                         |              |                   |                       | SUNY COLLEGE AT OSWEGO (1)                             | 70.6          | 59.8          | 48.8          | 34.4                    | 57.2         | 2.9               | 18                    |
| CUNY MEDGAR EVERS COLLEGE (1)                                | 87.3          | 71.4          | 59.2          | 49.7                    | 68.7         | 1.0               | 21                    | SUNY COLLEGE AT PLATTSBURGH (1)                        | 71.5          | 56.3          | 47.9          | 40.1                    | 57.2         | 2.1               | 19                    |
| CUNY NEW YORK CITY COLLEGE OF TECHNOLOGY (1)                 | 87.6          | 69.7          | 56.2          | 50.8                    | 64.9         | 0.2               | 21                    | SUNY COLLEGE AT PURCHASE (1)                           | 75.2          | 61.1          | 47.5          | 41.0                    | 60.4         | -1.6              | 20                    |
| CUNY YORK COLLEGE (1)  | 87.8          | 68.8          | 57.0          | 50.0                    | 68.5         | -0.2              | 21                    | SUNY EMPIRE STATE COLLEGE (1)                          | -             | -             | -             | -                       | -            | -                 | -                     |
| FARMINGDALE STATE UNIVERSITY OF NEW YORK (1)                 | 86.2          | 64.3          | 52.0          | 47.3                    | 69.9         | 1.6               | 22                    | SUNY INSTITUTE OF TECHNOLOGY AT UTICA-ROME (1)         | 84.5          | 69.4          | 65.5          | 46.0                    | 69.1         | 2.9               | 22                    |
| MORRISVILLE STATE COLLEGE (1)                                | 62.1          | 54.1          | 45.6          | 38.8                    | 48.7         | 1.7               | 16                    | SUNY MARITIME COLLEGE (1)                              | 72.3          | 61.5          | 56.4          | 39.0                    | 58.8         | -5.8              | 18                    |
| SUNY COLLEGE OF AGRICULTURE AND TECHNOLOGY AT COBLESKILL (1) | 60.7          | 52.0          | 45.5          | 38.3                    | 52.6         | 2.1               | 18                    | SUNY-POTSDAM (1)                                       | 69.5          | 54.5          | 46.0          | 41.7                    | 54.5         | 4.3               | 18                    |
| SUNY COLLEGE OF TECHNOLOGY AT ALFRED (1)                     | 64.7          | 51.6          | 44.4          | 37.6                    | 49.8         | 2.9               | 17                    | <b>DOCTORAL</b>  |               |               |               |                         |              |                   |                       |
| SUNY COLLEGE OF TECHNOLOGY AT CANTON (1)                     | 64.3          | 54.1          | 49.0          | 45.3                    | 52.8         | 3.3               | 17                    | CUNY COLLEGE OF STATEN ISLAND (1)                      | 89.9          | 72.1          | 57.1          | 51.6                    | 68.2         | 1.3               | 21                    |
| SUNY COLLEGE OF TECHNOLOGY AT DELHI (1)                      | 58.9          | 52.0          | 46.5          | 39.2                    | 49.4         | 2.4               | 18                    | STONY BROOK UNIVERSITY (1)                             | 108.9         | 81.0          | 66.0          | 46.7                    | 84.5         | 1.2               | 25                    |
| UNITED STATES MERCHANT MARINE ACADEMY (1)                    | -             | -             | -             | -                       | -            | -                 | -                     | SUNY AT ALBANY (1)                                     | 102.4         | 72.7          | 59.1          | 47.0                    | 78.4         | 3.0               | 23                    |
| <b>BA+</b>   |               |               |               |                         |              |                   |                       | SUNY AT BINGHAMTON (1)                                 | 98.5          | 71.0          | 62.5          | 46.6                    | 75.2         | 2.0               | 22                    |
| CUNY BERNARD M BARUCH COLLEGE (1)                            | 93.8          | 77.5          | 75.5          | 55.8                    | 81.4         | 1.7               | 22                    | SUNY AT BUFFALO (1)                                    | 111.4         | 75.7          | 64.2          | 53.0                    | 84.1         | 3.2               | 24                    |
| CUNY BROOKLYN COLLEGE (1)                                    | 92.1          | 69.2          | 56.1          | 47.5                    | 73.6         | 1.0               | 22                    | SUNY COLLEGE OF ENVIRONMENTAL SCIENCE AND FORESTRY (1) | 81.9          | 64.4          | 54.5          | 43.8                    | 65.5         | 2.7               | 21                    |
| CUNY CITY COLLEGE (1)  | 96.1          | 74.3          | 60.8          | 56.5                    | 79.9         | 0.5               | 22                    | SUNY HEALTH SCIENCE CENTER AT BROOKLYN (1)             | -             | 89.1          | 68.4          | -                       | 71.9         | -                 | 23                    |
| CUNY HUNTER COLLEGE (1)                                      | 91.1          | 71.5          | 57.6          | 52.8                    | 73.0         | 1.4               | 22                    | SUNY HEALTH SCIENCE CENTER AT SYRACUSE (1)             | -             | -             | -             | -                       | -            | -                 | -                     |
| CUNY JOHN JAY COLLEGE CRIMINAL JUSTICE (1)                   | 92.0          | 72.1          | 59.0          | 52.0                    | 69.6         | 1.0               | 21                    | <b>NORTH CAROLINA</b>                                  |               |               |               |                         |              |                   |                       |
| CUNY LEHMAN COLLEGE (1)                                      | 91.7          | 73.5          | 59.5          | 53.3                    | 71.8         | 1.2               | 22                    | <b>AA</b>  |               |               |               |                         |              |                   |                       |
| CUNY QUEENS COLLEGE (1)                                      | 91.3          | 72.1          | 55.5          | 50.5                    | 71.9         | 0.1               | 22                    | ALAMANCE COMMUNITY COLLEGE (1)                         | -             | -             | -             | 42.5                    | 42.5         | 6.8               | 10                    |
| FASHION INSTITUTE OF TECHNOLOGY (1)                          | 98.5          | 79.5          | 63.3          | 48.4                    | 70.9         | 4.7               | 27                    | ASHEVILLE BUNCOMBE TECHNICAL COMMUNITY COLLEGE (1)     | -             | -             | -             | 41.9                    | 41.9         | 3.9               | 11                    |
| SUNY COLLEGE AT FREDONIA (1)                                 | 73.6          | 56.6          | 47.8          | 38.6                    | 57.9         | 2.5               | 19                    | BEAUFORT COUNTY COMMUNITY COLLEGE (1)                  | -             | -             | -             | -                       | 37.4         | 5.4               | 9                     |
| SUNY COLLEGE AT BROCKPORT (1)                                | 84.9          | 65.6          | 53.0          | 46.0                    | 62.7         | 2.6               | 19                    | BLADEN COMMUNITY COLLEGE (1)                           | -             | -             | -             | -                       | 36.9         | -2.2              | 9                     |
| SUNY COLLEGE AT BUFFALO (1)                                  | 75.6          | 62.5          | 53.5          | 40.6                    | 60.9         | 3.0               | 19                    |  |               |               |               |                         |              |                   |                       |

## SPECIAL Salary Review

| State/<br>School                                       | Prof.<br>(\$) | Assc.<br>(\$) | Asst.<br>(\$) | Inst./<br>Lect.<br>(\$) | Avg.<br>(\$) | %<br>Chng.<br>(%) | Avg.<br>Bene.<br>(\$) | State/<br>School                         | Prof.<br>(\$) | Assc.<br>(\$) | Asst.<br>(\$) | Inst./<br>Lect.<br>(\$) | Avg.<br>(\$) | %<br>Chng.<br>(%) | Avg.<br>Bene.<br>(\$) |
|--|---------------|---------------|---------------|-------------------------|--------------|-------------------|-----------------------|--|---------------|---------------|---------------|-------------------------|--------------|-------------------|-----------------------|
| BLUE RIDGE COMMUNITY COLLEGE (1)                       | -             | -             | -             | -                       | 37.7         | 2.5               | 8                     | LENOIR COMMUNITY COLLEGE (1)             | -             | -             | -             | -                       | 38.5         | 2.3               | 9                     |
| BRUNSWICK COMMUNITY COLLEGE (1)                        | -             | -             | -             | 39.4                    | 37.3         | -1.6              | 9                     | MARTIN COMMUNITY COLLEGE (1)             | -             | -             | -             | -                       | 36.6         | 0.9               | 8                     |
| CALDWELL COMMUNITY COLLEGE AND TECHNICAL INSTITUTE (1) | -             | -             | -             | 39.2                    | 39.2         | -9.0              | 7                     | MAYLAND COMMUNITY COLLEGE (1)            | -             | -             | -             | 37.4                    | 37.4         | -8.1              | 8                     |
| CAPE FEAR COMMUNITY COLLEGE (1)                        | -             | -             | -             | -                       | 43.0         | 8.5               | 7                     | MCDOWELL TECHNICAL COMMUNITY COLLEGE (1) | -             | -             | -             | -                       | 38.7         | 13.1              | 9                     |
| CAROLINAS COLLEGE OF HEALTH SCIENCES (1)               | -             | -             | -             | -                       | 48.1         | -13.6             | 16                    | MITCHELL COMMUNITY COLLEGE (1)           | -             | -             | -             | 49.2                    | 49.2         | 12.9              | 11                    |
| CARTERET COMMUNITY COLLEGE (1)                         | -             | -             | -             | -                       | 38.7         | -5.2              | 9                     | MONTGOMERY COMMUNITY COLLEGE (1)         | -             | -             | -             | 35.3                    | 35.3         | -1.5              | 8                     |
| CATAWBA VALLEY COMMUNITY COLLEGE (1)                   | -             | -             | -             | -                       | 39.4         | 3.9               | 10                    | NASH COMMUNITY COLLEGE (1)               | -             | -             | -             | 39.9                    | 39.9         | 2.5               | 9                     |
| CENTRAL CAROLINA COMMUNITY COLLEGE (1)                 | -             | -             | -             | -                       | 37.4         | 2.7               | 8                     | PAMLICO COMMUNITY COLLEGE (1)            | -             | -             | -             | 38.0                    | 38.0         | 8.5               | 8                     |
| CENTRAL PIEDMONT COMMUNITY COLLEGE (1)                 | -             | -             | -             | 47.3                    | 47.3         | 5.3               | 11                    | PIEDMONT COMMUNITY COLLEGE (1)           | -             | -             | -             | -                       | 39.9         | 5.4               | 10                    |
| CLEVELAND COMMUNITY COLLEGE (1)                        | -             | -             | -             | 41.3                    | 41.3         | 4.4               | 9                     | PITT COMMUNITY COLLEGE (1)               | -             | -             | -             | -                       | 42.0         | 0.6               | 9                     |
| COASTAL CAROLINA COMMUNITY COLLEGE (1)                 | -             | -             | -             | -                       | 39.5         | 4.0               | 7                     | RANDOLPH COMMUNITY COLLEGE (1)           | -             | -             | -             | 40.7                    | 40.7         | 5.3               | 10                    |
| COLLEGE OF THE ALBEMARLE (1)                           | -             | -             | -             | -                       | 35.0         | 1.3               | 9                     | RICHMOND COMMUNITY COLLEGE (1)           | -             | -             | -             | -                       | 48.4         | 2.8               | 10                    |
| CRAVEN COMMUNITY COLLEGE (1)                           | -             | -             | -             | -                       | 47.9         | 26.1              | 8                     | ROANOKE-CHOWAN COMMUNITY COLLEGE (1)     | -             | -             | -             | -                       | 36.8         | 4.2               | 9                     |
| DAVIDSON COUNTY COMMUNITY COLLEGE (1)                  | -             | -             | -             | -                       | 41.8         | 1.6               | 10                    | ROBESON COMMUNITY COLLEGE (1)            | -             | -             | -             | 39.3                    | 39.3         | 4.0               | 9                     |
| DURHAM TECHNICAL COMMUNITY COLLEGE (1)                 | -             | -             | -             | -                       | 43.8         | 4.1               | 11                    | ROCKINGHAM COMMUNITY COLLEGE (1)         | -             | -             | -             | -                       | 40.5         | 3.0               | 9                     |
| EDGEcombe COMMUNITY COLLEGE (1)                        | -             | -             | -             | -                       | 36.6         | 5.4               | 17                    | ROWAN-CABARRUS COMMUNITY COLLEGE (1)     | -             | -             | -             | -                       | 49.4         | 20.4              | 11                    |
| FAYETTEVILLE TECHNICAL COMMUNITY COLLEGE (1)           | -             | -             | -             | 39.8                    | 39.8         | 2.7               | 8                     | SAMPSON COMMUNITY COLLEGE (1)            | -             | -             | -             | -                       | 42.0         | 5.8               | 9                     |
| FORSYTH TECHNICAL COMMUNITY COLLEGE (1)                | -             | -             | -             | -                       | 38.3         | -2.6              | 9                     | SANDHILLS COMMUNITY COLLEGE (1)          | -             | -             | -             | -                       | 43.0         | 8.6               | 10                    |
| GASTON COLLEGE (1)                                     | -             | -             | -             | -                       | 42.5         | -4.4              | 9                     | SOUTH PIEDMONT COMMUNITY COLLEGE (1)     | -             | -             | -             | -                       | 39.0         | 7.3               | 9                     |
| GUILFORD TECHNICAL COMMUNITY COLLEGE (1)               | -             | -             | -             | -                       | 44.6         | 4.2               | 10                    | SOUTHEASTERN COMMUNITY COLLEGE (1)       | -             | -             | -             | -                       | 38.0         | 2.7               | 8                     |
| HALIFAX COMMUNITY COLLEGE (1)                          | -             | -             | -             | -                       | 44.9         | 20.5              | 9                     | SOUTHWESTERN COMMUNITY COLLEGE (1)       | -             | -             | -             | -                       | 41.3         | 5.7               | 10                    |
| HAYWOOD COMMUNITY COLLEGE (1)                          | -             | -             | -             | -                       | 42.0         | 3.9               | 9                     | STANLY COMMUNITY COLLEGE (1)             | -             | -             | -             | 38.0                    | 38.0         | 3.6               | 9                     |
| ISOTHERMAL COMMUNITY COLLEGE (1)                       | -             | -             | -             | -                       | 40.5         | 2.9               | 10                    | SURRY COMMUNITY COLLEGE (1)              | -             | -             | -             | 45.9                    | 45.9         | 8.8               | 10                    |
| JAMES SPRUNT COMMUNITY COLLEGE (1)                     | -             | -             | -             | 37.0                    | 37.0         | 1.5               | 9                     | TRI-COUNTY COMMUNITY COLLEGE (1)         | -             | -             | -             | 44.2                    | 44.2         | 21.1              | 9                     |
| JOHNSTON COMMUNITY COLLEGE (1)                         | -             | -             | -             | 38.7                    | 38.7         | 1.7               | 8                     | VANCE-GRANVILLE COMMUNITY COLLEGE (1)    | -             | -             | -             | 38.3                    | 38.3         | 1.9               | 9                     |

## SPECIAL Salary Review

| State/<br>School                                | Prof.<br>(\$) | Assc.<br>(\$) | Asst.<br>(\$) | Inst./<br>Lect.<br>(\$) | Avg.<br>(\$) | %<br>Chng.<br>(%) | Avg.<br>Bene.<br>(\$) | State/<br>School                                     | Prof.<br>(\$) | Assc.<br>(\$) | Asst.<br>(\$) | Inst./<br>Lect.<br>(\$) | Avg.<br>(\$) | %<br>Chng.<br>(%) | Avg.<br>Bene.<br>(\$) |
|---|---------------|---------------|---------------|-------------------------|--------------|-------------------|-----------------------|--|---------------|---------------|---------------|-------------------------|--------------|-------------------|-----------------------|
| WAKE TECHNICAL COMMUNITY COLLEGE (1)            | -             | -             | -             | -                       | 38.3         | 3.3               | 9                     | FORT BERTHOLD COMMUNITY COLLEGE (1)                  | -             | -             | -             | 37.1                    | 37.1         | 7.5               | 10                    |
| WAYNE COMMUNITY COLLEGE (1)                     | -             | -             | -             | -                       | 38.5         | 4.0               | 10                    | LAKE REGION STATE COLLEGE (1)                        | 45.0          | 43.2          | 38.0          | 34.8                    | 36.5         | 4.1               | 10                    |
| WESTERN PIEDMONT COMMUNITY COLLEGE (1)          | -             | -             | -             | -                       | 39.7         | 4.3               | 9                     | MINOT STATE UNIVERSITY-BOTTINEAU CAMPUS (1)          | 44.0          | 34.0          | 31.7          | 31.4                    | 35.5         | 1.6               | 13                    |
| WILKES COMMUNITY COLLEGE (1)                    | -             | -             | -             | -                       | 41.2         | 4.0               | 10                    | NORTH DAKOTA STATE COLLEGE OF SCIENCE (1)            | 51.0          | 43.2          | 39.4          | 35.6                    | 40.5         | 2.9               | 14                    |
| WILSON TECHNICAL COMMUNITY COLLEGE (1)          | -             | -             | -             | 41.9                    | 41.9         | 1.1               | 10                    | WILLISTON STATE COLLEGE (1)                          | -             | 51.4          | 37.6          | 32.3                    | 34.4         | 3.3               | 14                    |
| <b>BA+</b>                                      |               |               |               |                         |              |                   |                       | <b>BA</b>  |               |               |               |                         |              |                   |                       |
| ELIZABETH CITY STATE UNIVERSITY (1)             | 67.8          | 60.6          | 51.8          | 50.2                    | 57.9         | 6.0               | 13                    | DICKINSON STATE UNIVERSITY (1)                       | 56.1          | 49.3          | 44.1          | 29.2                    | 43.7         | 7.6               | 10                    |
| NORTH CAROLINA CENTRAL UNIVERSITY (1)           | 85.9          | 66.3          | 57.0          | 42.3                    | 63.1         | 4.2               | 14                    | MAYVILLE STATE UNIVERSITY (1)                        | 46.4          | 40.7          | 37.6          | 34.5                    | 39.9         | 3.7               | 11                    |
| NORTH CAROLINA SCHOOL OF THE ARTS (1)           | -             | -             | -             | 51.7                    | 51.8         | -3.3              | 14                    | SITTING BULL COLLEGE (1)                             | -             | -             | -             | -                       | 41.5         | 1.5               | 12                    |
| UNIVERSITY OF NORTH CAROLINA AT ASHEVILLE (1)   | 75.2          | 55.6          | 48.6          | 38.6                    | 56.6         | 0.1               | 14                    | <b>BA+</b>   |               |               |               |                         |              |                   |                       |
| UNIVERSITY OF NORTH CAROLINA AT PEMBROKE (1)    | 77.7          | 59.8          | 51.1          | 43.3                    | 55.1         | 0.5               | 14                    | MINOT STATE UNIVERSITY (1)                           | 61.6          | 51.5          | 44.7          | 34.3                    | 46.7         | 3.8               | 15                    |
| WINSTON-SALEM STATE UNIVERSITY (1)              | 79.5          | 63.3          | 61.7          | 50.0                    | 63.8         | 4.4               | 14                    | VALLEY CITY STATE UNIVERSITY (1)                     | 54.7          | 42.4          | 36.9          | 34.1                    | 39.0         | 1.4               | 14                    |
| <b>DOCTORAL</b>                                 |               |               |               |                         |              |                   |                       | <b>DOCTORAL</b>                                      |               |               |               |                         |              |                   |                       |
| APPALACHIAN STATE UNIVERSITY (1)                | 74.5          | 61.9          | 53.5          | 39.3                    | 60.9         | 2.3               | 15                    | NORTH DAKOTA STATE UNIVERSITY MAIN CAMPUS (1)        | 73.1          | 59.7          | 53.9          | 30.7                    | 51.1         | -6.4              | 15                    |
| EAST CAROLINA UNIVERSITY (1)                    | 86.0          | 64.6          | 58.6          | 41.7                    | 61.1         | 2.7               | 15                    | UNIVERSITY OF NORTH DAKOTA (1)                       | 72.7          | 60.8          | 53.6          | 33.8                    | 57.2         | 1.6               | 18                    |
| FAYETTEVILLE STATE UNIVERSITY (1)               | 72.2          | 60.6          | 55.8          | 47.7                    | 57.6         | 0.6               | 14                    | <b>OHIO</b>  |               |               |               |                         |              |                   |                       |
| NORTH CAROLINA A & T STATE UNIVERSITY (1)       | 79.1          | 65.1          | 60.7          | 50.0                    | 66.2         | -6.1              | 15                    | <b>AA</b>  |               |               |               |                         |              |                   |                       |
| NORTH CAROLINA STATE UNIVERSITY AT RALEIGH (1)  | 102.5         | 72.8          | 66.6          | 39.3                    | 75.1         | 1.4               | 17                    | BELMONT TECHNICAL COLLEGE (1)                        | 45.8          | 39.9          | 35.1          | -                       | 40.8         | 1.9               | 14                    |
| UNIVERSITY OF NORTH CAROLINA AT CHAPEL HILL (1) | 112.6         | 74.6          | 65.5          | 45.3                    | 86.7         | 1.6               | 19                    | BOWLING GREEN STATE UNIVERSITY FIRELANDS (1)         | 66.6          | 62.5          | 46.8          | 44.6                    | 51.5         | 0.2               | 14                    |
| UNIVERSITY OF NORTH CAROLINA AT CHARLOTTE (1)   | 91.3          | 67.6          | 58.9          | 40.4                    | 64.6         | 2.2               | 16                    | CENTRAL OHIO TECHNICAL COLLEGE (1)                   | 48.1          | 48.0          | 42.3          | 40.8                    | 43.7         | 5.6               | 17                    |
| UNIVERSITY OF NORTH CAROLINA AT GREENSBORO (1)  | 89.1          | 65.8          | 56.1          | 37.1                    | 61.3         | 3.2               | 15                    | CINCINNATI STATE TECHNICAL AND COMMUNITY COLLEGE (1) | -             | -             | -             | -                       | 65.6         | 8.9               | 29                    |
| UNIVERSITY OF NORTH CAROLINA WILMINGTON (1)     | 78.5          | 62.2          | 55.0          | 39.5                    | 60.7         | 4.2               | 15                    | CLARK STATE COMMUNITY COLLEGE (1)                    | 64.5          | 59.6          | 44.7          | 41.5                    | 49.3         | 15.9              | 16                    |
| WESTERN CAROLINA UNIVERSITY (1)                 | 73.6          | 60.2          | 52.7          | -                       | 57.1         | -1.0              | 14                    | COLUMBUS STATE COMMUNITY COLLEGE (1)                 | 70.3          | 55.5          | 47.6          | 40.6                    | 53.6         | 3.0               | 18                    |
| <b>NORTH DAKOTA</b>                             |               |               |               |                         |              |                   |                       | CUYAHOGA COMMUNITY COLLEGE DISTRICT (1)              | 79.7          | 74.2          | 61.2          | 46.0                    | 62.6         | -0.4              | 17                    |
| <b>AA</b>                                       |               |               |               |                         |              |                   |                       | HOCKING COLLEGE (1)                                  | 50.0          | 39.4          | 42.2          | 40.2                    | 42.5         | 2.3               | 15                    |
| BISMARCK STATE COLLEGE (1)                      | 45.0          | 44.7          | 38.5          | 34.7                    | 40.2         | 1.0               | 13                    | JAMES A RHODES STATE COLLEGE (1)                     | 56.3          | 50.8          | 45.4          | 41.0                    | 45.6         | 1.9               | 12                    |
| CANKDESKA CIKANA COMMUNITY COLLEGE (1)          | -             | -             | -             | 29.0                    | 29.0         | 0.0               | 6                     | JEFFERSON COMMUNITY COLLEGE (1)                      | 60.2          | 52.5          | 47.2          | 36.4                    | 47.5         | 4.5               | 17                    |
|   |               |               |               |                         |              |                   |                       | KENT STATE UNIVERSITY ASHTABULA CAMPUS (1)           | -             | 58.2          | 48.3          | 38.2                    | 46.5         | 3.6               | 18                    |

## SPECIAL Salary Review

| State/<br>School  | Prof.<br>(\$) | Assc.<br>(\$) | Asst.<br>(\$) | Inst./<br>Lect.<br>(\$) | Avg.<br>(\$) | %<br>Chng.<br>(%) | Avg.<br>Bene.<br>(\$) |
|---|---------------|---------------|---------------|-------------------------|--------------|-------------------|-----------------------|
| KENT STATE UNIVERSITY<br>EAST LIVERPOOL CAMPUS (1)            | -             | 59.3          | 44.8          | 36.2                    | 48.3         | 6.5               | 16                    |
| KENT STATE UNIVERSITY<br>GEAUGA CAMPUS (1)                    | 66.4          | 56.6          | 51.2          | 37.3                    | 50.8         | 5.3               | 18                    |
| KENT STATE UNIVERSITY<br>STARK CAMPUS (1)                     | 66.7          | 58.9          | 47.1          | 39.5                    | 50.4         | 4.4               | 19                    |
| KENT STATE UNIVERSITY<br>TRUMBULL CAMPUS (1)                  | 78.6          | 62.9          | 47.6          | 37.4                    | 54.0         | 3.7               | 19                    |
| KENT STATE UNIVERSITY<br>TUSCARAWAS CAMPUS (1)                | 73.6          | 65.7          | 46.0          | 42.5                    | 50.8         | 4.6               | 18                    |
| LAKELAND COMMUNITY<br>COLLEGE (1)                             | 80.0          | 65.3          | 63.5          | 54.8                    | 71.7         | 3.9               | 20                    |
| LORAIN COUNTY COMMUNITY<br>COLLEGE (1)                        | 74.1          | 65.8          | 51.1          | 42.3                    | 57.3         | 3.6               | 17                    |
| MARION TECHNICAL<br>COLLEGE (1)                               | 47.1          | 47.4          | 45.1          | 40.4                    | 43.3         | 0.1               | 14                    |
| NORTH CENTRAL STATE<br>COLLEGE (1)                            | 47.3          | 44.3          | 40.4          | 39.6                    | 43.1         | 1.2               | 15                    |
| NORTHWEST STATE COMMUNITY<br>COLLEGE (1)                      | -             | -             | -             | -                       | 52.0         | 4.6               | 24                    |
| OHIO STATE UNIVERSITY AGRICULTURAL<br>TECHNICAL INSTITUTE (1) | -             | 59.0          | 53.4          | -                       | 56.5         | 1.0               | 17                    |
| OWENS COMMUNITY<br>COLLEGE (1)                                | 60.5          | 47.5          | 43.6          | 38.8                    | 49.2         | 10.0              | 21                    |
| SINCLAIR COMMUNITY<br>COLLEGE (1)                             | 68.7          | 51.4          | 43.4          | 38.6                    | 54.0         | 5.1               | 15                    |
| SOUTHERN STATE COMMUNITY<br>COLLEGE (1)                       | 63.3          | 53.6          | 47.9          | 41.1                    | 47.3         | 3.1               | 17                    |
| STARK STATE COLLEGE<br>OF TECHNOLOGY (1)                      | 57.6          | 47.7          | 44.1          | 37.4                    | 43.0         | 4.1               | 21                    |
| TERRA STATE COMMUNITY<br>COLLEGE (1)                          | 57.9          | 51.7          | 48.9          | 36.3                    | 50.9         | 0.7               | 16                    |
| UNIVERSITY OF AKRON WAYNE<br>COLLEGE (1)                      | 64.5          | 54.8          | 42.5          | 44.4                    | 55.1         | 1.2               | 16                    |
| UNIVERSITY OF CINCINNATI<br>CLERMONT COLLEGE (1)              | 67.0          | 50.9          | 41.3          | 36.8                    | 47.7         | -1.7              | 15                    |
| WASHINGTON STATE COMMUNITY<br>COLLEGE (1)                     | 48.2          | 39.8          | 37.1          | 30.4                    | 40.8         | 2.1               | 19                    |
| ZANE STATE COLLEGE (1)  | 57.3          | 50.8          | 44.4          | 38.8                    | 46.0         | 2.9               | 16                    |
| <b>BA</b>   |               |               |               |                         |              |                   |                       |
| KENT STATE UNIVERSITY<br>SALEM CAMPUS (1)                     | 70.9          | 61.6          | 48.4          | 39.5                    | 49.0         | -4.0              | 17                    |
| MIAMI UNIVERSITY<br>HAMILTON (1)                              | 90.6          | 69.1          | 45.8          | 33.4                    | 58.2         | 5.0               | 20                    |
| MIAMI UNIVERSITY<br>MIDDLETOWN (1)                            | 78.8          | 63.7          | 49.2          | 33.1                    | 55.6         | -1.9              | 19                    |
| SHAWNEE STATE<br>UNIVERSITY (1)                               | 67.6          | 55.6          | 42.5          | 37.4                    | 51.2         | -0.6              | 21                    |
| UNIVERSITY OF CINCINNATI-RAYMOND<br>WALTERS COLLEGE (1)       | 69.6          | 56.4          | 44.0          | 41.3                    | 55.1         | 2.1               | 18                    |

| State/<br>School                                  | Prof.<br>(\$) | Assc.<br>(\$) | Asst.<br>(\$) | Inst./<br>Lect.<br>(\$) | Avg.<br>(\$) | %<br>Chng.<br>(%) | Avg.<br>Bene.<br>(\$) |
|---|---------------|---------------|---------------|-------------------------|--------------|-------------------|-----------------------|
| <b>BA+</b>  |               |               |               |                         |              |                   |                       |
| CENTRAL STATE<br>UNIVERSITY (1)                   | 65.9          | 55.0          | 46.2          | 38.4                    | 53.2         | 0.9               | 20                    |
| EDISON STATE COMMUNITY<br>COLLEGE (1)             | 58.4          | 46.6          | 42.4          | 35.8                    | 47.6         | 1.5               | 13                    |
| OHIO STATE UNIVERSITY<br>LIMA CAMPUS (1)          | 80.9          | 67.6          | 49.7          | -                       | 64.8         | 12.0              | 19                    |
| OHIO STATE UNIVERSITY<br>MANSFIELD CAMPUS (1)     | 73.5          | 60.8          | 51.5          | 43.0                    | 57.4         | 2.5               | 18                    |
| OHIO STATE UNIVERSITY<br>MARION CAMPUS (1)        | 83.5          | 64.1          | 48.2          | -                       | 61.1         | 2.1               | 18                    |
| OHIO STATE UNIVERSITY<br>NEWARK CAMPUS (1)        | 84.2          | 59.6          | 52.5          | -                       | 59.6         | 3.7               | 18                    |
| OHIO UNIVERSITY<br>CHILLICOTHE CAMPUS (1)         | 69.3          | 56.4          | 49.8          | 36.4                    | 51.9         | -3.1              | 20                    |
| OHIO UNIVERSITY<br>EASTERN CAMPUS (1)             | -             | 56.7          | 49.1          | -                       | 52.0         | 0.1               | 20                    |
| OHIO UNIVERSITY<br>LANCASTER CAMPUS (1)           | 65.4          | 60.5          | 45.6          | -                       | 57.3         | 2.4               | 21                    |
| OHIO UNIVERSITY<br>SOUTHERN CAMPUS (1)            | 82.9          | 55.2          | 46.6          | 48.6                    | 51.3         | -5.5              | 20                    |
| OHIO UNIVERSITY<br>ZANESVILLE CAMPUS (1)          | 73.4          | 56.1          | 45.4          | 33.2                    | 53.0         | -2.9              | 20                    |
| <b>DOCTORAL</b>                                   |               |               |               |                         |              |                   |                       |
| BOWLING GREEN STATE UNIVERSITY<br>MAIN CAMPUS (1) | 86.1          | 65.8          | 53.9          | 37.9                    | 58.4         | 2.3               | 15                    |
| CLEVELAND STATE<br>UNIVERSITY (1)                 | 90.5          | 65.6          | 52.3          | 44.2                    | 67.0         | 1.4               | 16                    |
| KENT STATE UNIVERSITY<br>MAIN CAMPUS (1)          | 92.1          | 65.6          | 51.9          | 40.6                    | 63.5         | 3.8               | 21                    |
| MIAMI UNIVERSITY<br>OXFORD (1)                    | 92.9          | 69.3          | 53.8          | 35.6                    | 68.2         | 3.5               | 24                    |
| OHIO STATE UNIVERSITY<br>MAIN CAMPUS (1)          | 112.9         | 74.0          | 66.5          | 69.9                    | 89.8         | 2.1               | 23                    |
| OHIO UNIVERSITY-<br>MAIN CAMPUS (1)               | 86.7          | 66.2          | 52.7          | 40.1                    | 65.0         | -4.5              | 22                    |
| UNIVERSITY OF AKRON<br>MAIN CAMPUS (1)            | 80.2          | 59.7          | 51.1          | 37.0                    | 62.0         | -1.5              | 18                    |
| UNIVERSITY OF CINCINNATI<br>MAIN CAMPUS (1)       | 94.8          | 69.6          | 55.4          | 41.0                    | 74.3         | 2.2               | 23                    |
| UNIVERSITY OF TOLEDO (1)                          | 88.6          | 65.2          | 57.3          | 38.9                    | 63.8         | 3.5               | 24                    |
| WRIGHT STATE UNIVERSITY<br>MAIN CAMPUS (1)        | 91.9          | 67.0          | 55.1          | 39.5                    | 62.9         | 2.7               | 16                    |
| YOUNGSTOWN STATE<br>UNIVERSITY (1)                | 80.0          | 63.9          | 53.3          | 41.0                    | 66.0         | 0.2               | 22                    |

# SPECIAL Salary Review

| State/<br>School  | Prof.<br>(\$) | Assc.<br>(\$) | Asst.<br>(\$) | Inst./<br>Lect.<br>(\$) | Avg.<br>(\$) | %<br>Chng.<br>(%) | Avg.<br>Bene.<br>(\$) |
|---|---------------|---------------|---------------|-------------------------|--------------|-------------------|-----------------------|
| <b>OKLAHOMA</b>   |               |               |               |                         |              |                   |                       |
| <b>AA</b>   |               |               |               |                         |              |                   |                       |
| CARL ALBERT STATE COLLEGE (1)                           | -             | -             | -             | 36.4                    | 36.4         | 2.6               | 10                    |
| CONNORS STATE COLLEGE (1)                               | -             | -             | -             | 37.3                    | 37.3         | 3.3               | 13                    |
| EASTERN OKLAHOMA STATE COLLEGE (1)                      | -             | -             | -             | 39.9                    | 39.9         | 0.6               | 16                    |
| MURRAY STATE COLLEGE (1)                                | 44.7          | -             | 44.2          | 37.8                    | 39.4         | 4.9               | 10                    |
| NORTHEASTERN OKLAHOMA AGRICULTURAL AND MECH COLLEGE (1) | -             | -             | -             | 37.9                    | 37.9         | 5.2               | 11                    |
| NORTHERN OKLAHOMA COLLEGE (1)                           | -             | -             | -             | 40.8                    | 40.8         | 4.5               | 12                    |
| OKLAHOMA CITY COMMUNITY COLLEGE (1)                     | -             | -             | -             | 46.2                    | 46.2         | 1.6               | 18                    |
| OKLAHOMA STATE UNIVERSITY OKLAHOMA CITY (1)             | 51.0          | 43.3          | 41.6          | 36.2                    | 40.8         | 2.9               | 12                    |
| REDLANDS COMMUNITY COLLEGE (1)                          | -             | -             | -             | 36.7                    | 36.7         | 5.7               | 15                    |
| ROSE STATE COLLEGE (1)                                  | 42.9          | -             | -             | -                       | 42.9         | 2.6               | 14                    |
| SEMINOLE STATE COLLEGE (1)                              | -             | -             | -             | 39.4                    | 39.4         | 3.6               | 16                    |
| TULSA COMMUNITY COLLEGE (1)                             | -             | -             | 52.8          | 43.0                    | 49.6         | 4.3               | 11                    |
| WESTERN OKLAHOMA STATE COLLEGE (1)                      | 42.1          | -             | -             | -                       | 42.1         | 7.3               | 11                    |
| <b>BA</b>   |               |               |               |                         |              |                   |                       |
| OKLAHOMA PANHANDLE STATE UNIVERSITY (1)                 | 47.8          | 42.8          | 33.9          | 26.7                    | 31.6         | -12.5             | 10                    |
| OKLAHOMA STATE UNIVERSITY OKMULGEE (1)                  | -             | -             | -             | 46.7                    | 46.7         | 3.5               | 13                    |
| ROGERS STATE UNIVERSITY (1)                             | 62.6          | 53.3          | 47.2          | 39.8                    | 47.4         | 6.7               | 20                    |
| UNIVERSITY OF SCIENCE AND ARTS OF OKLAHOMA (1)          | 49.1          | 42.3          | 37.5          | 28.3                    | 42.2         | 1.2               | 16                    |
| <b>BA+</b>  |               |               |               |                         |              |                   |                       |
| CAMERON UNIVERSITY (1)                                  | 60.3          | 52.7          | 45.6          | 33.9                    | 48.8         | 4.6               | 17                    |
| EAST CENTRAL UNIVERSITY (1)                             | 60.7          | 53.4          | 46.7          | 40.6                    | 51.4         | 3.7               | 18                    |
| NORTHEASTERN STATE UNIVERSITY (1)                       | 64.0          | 55.0          | 46.1          | 37.8                    | 49.3         | 2.8               | 16                    |
| NORTHWESTERN OKLAHOMA STATE UNIVERSITY (1)              | 58.3          | 51.5          | 44.5          | 36.3                    | 46.3         | 7.2               | 11                    |
| SOUTHEASTERN OKLAHOMA STATE UNIVERSITY (1)              | 58.7          | 54.6          | 47.9          | 35.9                    | 49.8         | 4.1               | 12                    |
| SOUTHWESTERN OKLAHOMA STATE UNIVERSITY (1)              | 65.5          | 55.2          | 42.7          | 37.9                    | 47.9         | 0.8               | 18                    |

| State/<br>School                                  | Prof.<br>(\$) | Assc.<br>(\$) | Asst.<br>(\$) | Inst./<br>Lect.<br>(\$) | Avg.<br>(\$) | %<br>Chng.<br>(%) | Avg.<br>Bene.<br>(\$) |
|---|---------------|---------------|---------------|-------------------------|--------------|-------------------|-----------------------|
| UNIVERSITY OF CENTRAL OKLAHOMA (1)                | 68.7          | 60.5          | 53.3          | 38.2                    | 57.1         | 2.5               | 12                    |
| <b>DOCTORAL</b>                                   |               |               |               |                         |              |                   |                       |
| LANGSTON UNIVERSITY (1)                           | 65.1          | 57.2          | 57.7          | 47.3                    | 55.4         | 21.8              | 13                    |
| OKLAHOMA STATE UNIVERSITY MAIN CAMPUS (1)         | 80.8          | 63.8          | 56.2          | 33.6                    | 64.2         | 2.3               | 16                    |
| UNIVERSITY OF OKLAHOMA HEALTH SCIENCES CENTER (1) | 51.4          | 63.7          | 40.5          | 38.3                    | 41.3         | -6.2              | 15                    |
| UNIVERSITY OF OKLAHOMA NORMAN CAMPUS (1)          | 94.5          | 65.3          | 54.2          | 35.8                    | 67.8         | 5.8               | 21                    |
| <b>OREGON</b>                                     |               |               |               |                         |              |                   |                       |
| <b>AA</b>   |               |               |               |                         |              |                   |                       |
| BLUE MOUNTAIN COMMUNITY COLLEGE (1)               | -             | -             | -             | 48.3                    | 48.3         | -3.3              | 20                    |
| CENTRAL OREGON COMMUNITY COLLEGE (1)              | 65.1          | 54.1          | 44.0          | 38.1                    | 52.3         | 2.4               | 22                    |
| CHEMEKETA COMMUNITY COLLEGE (1)                   | -             | -             | -             | 49.3                    | 49.3         | -5.2              | 22                    |
| CLACKAMAS COMMUNITY COLLEGE (1)                   | -             | -             | -             | 56.8                    | 56.8         | 5.7               | 20                    |
| CLATSOP COMMUNITY COLLEGE (1)                     | -             | -             | -             | -                       | 46.7         | 8.9               | 18                    |
| COLUMBIA GORGE COMMUNITY COLLEGE (1)              | -             | -             | -             | 47.9                    | 47.9         | 3.4               | 21                    |
| KLAMATH COMMUNITY COLLEGE (1)                     | -             | -             | -             | -                       | 39.6         | -                 | 17                    |
| LANE COMMUNITY COLLEGE (1)                        | -             | -             | -             | 52.4                    | 52.4         | 0.2               | 21                    |
| LINN-BENTON COMMUNITY COLLEGE (1)                 | -             | -             | -             | -                       | 50.7         | 6.6               | 20                    |
| MT HOOD COMMUNITY COLLEGE (1)                     | -             | -             | -             | -                       | 62.4         | 4.1               | 24                    |
| OREGON COAST COMMUNITY COLLEGE (1)                | -             | -             | -             | -                       | 47.6         | 3.9               | 14                    |
| PORTLAND COMMUNITY COLLEGE (1)                    | -             | -             | -             | 56.8                    | 56.8         | -0.0              | 21                    |
| ROGUE COMMUNITY COLLEGE (1)                       | -             | -             | -             | 56.0                    | 56.0         | 7.4               | 20                    |
| SOUTHWESTERN OREGON COMMUNITY COLLEGE (1)         | 54.4          | 46.3          | 43.0          | 45.0                    | 46.1         | 3.8               | 17                    |
| TILLAMOOK BAY COMMUNITY COLLEGE (1)               | -             | -             | -             | 49.3                    | 49.3         | 17.9              | 19                    |
| TREASURE VALLEY COMMUNITY COLLEGE (1)             | -             | -             | -             | 51.0                    | 51.0         | 5.9               | 16                    |
| UMPOUA COMMUNITY COLLEGE (1)                      | -             | -             | -             | -                       | 49.4         | -0.1              | 21                    |

## SPECIAL Salary Review

| State/<br>School                   | Prof.<br>(\$) | Assc.<br>(\$) | Asst.<br>(\$) | Inst./<br>Lect.<br>(\$) | Avg.<br>(\$) | %<br>Chng.<br>(%) | Avg.<br>Bene.<br>(\$) |
|------------------------------------|---------------|---------------|---------------|-------------------------|--------------|-------------------|-----------------------|
| <b>BA+</b>                         |               |               |               |                         |              |                   |                       |
| EASTERN OREGON UNIVERSITY (1)      | 57.2          | 50.3          | 44.2          | 32.6                    | 47.3         | 9.9               | 22                    |
| OREGON INSTITUTE OF TECHNOLOGY (1) | 62.0          | 52.3          | 45.0          | 35.6                    | 51.1         | 5.0               | 24                    |
| SOUTHERN OREGON UNIVERSITY (1)     | 58.8          | 47.9          | 41.2          | 29.4                    | 48.4         | -0.8              | 23                    |
| WESTERN OREGON UNIVERSITY (1)      | 59.1          | 47.2          | 35.9          | 27.8                    | 44.3         | -4.0              | 21                    |

### DOCTORAL

|  |      |      |      |      |      |      |    |
|--|------|------|------|------|------|------|----|
| OREGON HEALTH & SCIENCE UNIVERSITY (1) | -    | 82.7 | 71.5 | 54.5 | 62.3 | -3.2 | 15 |
| OREGON STATE UNIVERSITY (1)            | 80.0 | 63.1 | 60.1 | 38.2 | 62.3 | 3.1  | 26 |
| PORTLAND STATE UNIVERSITY (1)          | 76.8 | 60.0 | 49.7 | 35.7 | 58.7 | -1.2 | 25 |
| UNIVERSITY OF OREGON (1)               | 88.3 | 63.2 | 57.1 | 40.3 | 65.5 | 5.8  | 27 |

## PENNSYLVANIA

### AA

|  |      |      |      |      |      |      |    |
|--|------|------|------|------|------|------|----|
| BUCKS COUNTY COMMUNITY COLLEGE (1)               | 69.4 | 47.6 | 42.9 | 39.5 | 57.4 | -2.2 | 20 |
| BUTLER COUNTY COMMUNITY COLLEGE (1)              | 55.7 | 48.4 | 42.2 | 38.4 | 47.7 | 2.7  | 18 |
| COMMUNITY COLLEGE OF ALLEGHENY COUNTY (1)        | 61.5 | 47.2 | 40.6 | 36.2 | 55.9 | 1.8  | 23 |
| COMMUNITY COLLEGE OF BEAVER COUNTY (1)           | 59.4 | 57.4 | 39.9 | 32.1 | 46.9 | 3.5  | 20 |
| COMMUNITY COLLEGE OF PHILADELPHIA (1)            | 67.1 | 63.0 | 53.4 | 40.1 | 56.7 | 1.3  | 24 |
| DELAWARE COUNTY COMMUNITY COLLEGE (1)            | 85.2 | 80.0 | 60.2 | 40.4 | 70.9 | 2.7  | 26 |
| HARRISBURG AREA COMMUNITY COLLEGE GETYSBURG (1)  | -    | 49.1 | 44.3 | 38.7 | 43.7 | 2.7  | 13 |
| HARRISBURG AREA COMMUNITY COLLEGE HARRISBURG (1) | 69.6 | 51.6 | 43.9 | 39.3 | 56.2 | -0.7 | 16 |
| HARRISBURG AREA COMMUNITY COLLEGE LANCASTER (1)  | 55.7 | 49.5 | 43.9 | 38.8 | 44.1 | 1.4  | 15 |
| HARRISBURG AREA COMMUNITY COLLEGE LEBANON (1)    | -    | -    | -    | -    | -    | -    | -  |
| LEHIGH CARBON COMMUNITY COLLEGE (1)              | 60.8 | 50.8 | 46.6 | 40.6 | 51.1 | -4.1 | 19 |
| LUZERNE COUNTY COMMUNITY COLLEGE (1)             | 65.6 | 56.3 | 45.2 | 42.4 | 52.1 | 2.7  | 23 |
| MONTGOMERY COUNTY COMMUNITY COLLEGE (1)          | 75.6 | 68.8 | 52.3 | 43.0 | 61.1 | 0.1  | 27 |

| State/<br>School                                      | Prof.<br>(\$) | Assc.<br>(\$) | Asst.<br>(\$) | Inst./<br>Lect.<br>(\$) | Avg.<br>(\$) | %<br>Chng.<br>(%) | Avg.<br>Bene.<br>(\$) |
|---|---------------|---------------|---------------|-------------------------|--------------|-------------------|-----------------------|
| <b>BA+</b>  |               |               |               |                         |              |                   |                       |
| MONTGOMERY COUNTY COMMUNITY COLLEGE WEST CAMPUS (1)   | 70.3          | 59.1          | 47.6          | 42.8                    | 46.6         | 3.0               | 22                    |
| NORTHAMPTON COUNTY AREA COMMUNITY COLLEGE (1)         | 76.5          | 55.3          | 46.4          | 36.1                    | 56.2         | 5.8               | 17                    |
| PENNSYLVANIA HIGHLANDS COMMUNITY COLLEGE (1)          | 37.7          | -             | -             | -                       | 37.7         | 5.5               | 11                    |
| READING AREA COMMUNITY COLLEGE (1)                    | 56.7          | 47.2          | 48.1          | 39.4                    | 49.2         | 2.2               | 18                    |
| THADDEUS STEVENS COLLEGE OF TECHNOLOGY (1)            | -             | -             | -             | 56.1                    | 56.1         | 0.5               | 22                    |
| UNIVERSITY OF PITTSBURGH TITUSVILLE (1)               | 53.9          | 50.1          | 43.5          | -                       | 47.2         | 4.2               | 16                    |
| WESTMORELAND COUNTY COMMUNITY COLLEGE (1)             | 65.5          | 55.5          | 49.9          | 40.3                    | 53.4         | 5.2               | 17                    |
| <b>BA</b>   |               |               |               |                         |              |                   |                       |
| PENNSYLVANIA COLLEGE OF TECHNOLOGY (1)                | 77.2          | 67.6          | 61.7          | 52.8                    | 61.6         | 4.1               | 22                    |
| UNIVERSITY OF PITTSBURGH BRADFORD (1)                 | 63.8          | 57.9          | 46.5          | 30.5                    | 51.6         | -1.2              | 16                    |
| UNIVERSITY OF PITTSBURGH GREENSBURG (1)               | 72.8          | 55.5          | 46.3          | 39.4                    | 49.1         | 0.1               | 14                    |
| UNIVERSITY OF PITTSBURGH JOHNSTOWN (1)                | 64.8          | 56.9          | 45.8          | 41.6                    | 51.4         | 1.5               | 16                    |
| <b>BA+</b>  |               |               |               |                         |              |                   |                       |
| CALIFORNIA UNIVERSITY OF PENNSYLVANIA (1)             | 89.4          | 71.1          | 58.3          | 42.0                    | 69.1         | 0.6               | 18                    |
| CHEYNEY UNIVERSITY OF PENNSYLVANIA (1)                | 90.1          | 71.6          | 57.1          | 40.4                    | 63.3         | -0.1              | 15                    |
| CLARION UNIVERSITY OF PENNSYLVANIA (1)                | 88.1          | 69.4          | 55.6          | 42.2                    | 70.3         | 6.5               | 19                    |
| EAST STROUDSBURG UNIVERSITY OF PENNSYLVANIA (1)       | 88.9          | 70.6          | 53.7          | 42.1                    | 67.1         | 0.8               | 18                    |
| EDINBORO UNIVERSITY OF PENNSYLVANIA (1)               | 86.3          | 69.5          | 55.7          | 44.1                    | 65.3         | 3.4               | 18                    |
| KUTZTOWN UNIVERSITY OF PENNSYLVANIA (1)               | 87.9          | 69.9          | 50.8          | 39.7                    | 62.6         | -0.0              | 17                    |
| LINCOLN UNIVERSITY OF PENNSYLVANIA (1)                | 79.8          | 62.5          | 47.7          | 38.9                    | 59.4         | 16.6              | 16                    |
| LOCK HAVEN UNIVERSITY OF PENNSYLVANIA (1)             | 86.5          | 66.0          | 53.4          | 44.2                    | 61.9         | 3.2               | 17                    |
| MANSFIELD UNIVERSITY OF PENNSYLVANIA (1)              | 88.1          | 69.8          | 54.6          | 43.7                    | 69.2         | 5.9               | 20                    |
| MILLERSVILLE UNIVERSITY OF PENNSYLVANIA (1)           | 88.7          | 69.6          | 54.8          | 41.5                    | 70.3         | 1.8               | 18                    |
| PENNSYLVANIA STATE UNIVERSITY DELAWARE COUNTY (1)     | 85.0          | 64.5          | 62.9          | 45.2                    | 61.1         | 1.2               | 17                    |
| PENNSYLVANIA STATE UNIVERSITY PENN ST MCKEESPORT (1)  | 86.2          | 62.4          | 61.2          | 47.0                    | 59.7         | 4.4               | 14                    |
| PENNSYLVANIA STATE UNIVERSITY PENN STATE ABINGTON (1) | 86.9          | 67.4          | 57.0          | 45.1                    | 58.4         | 4.3               | 17                    |

## SPECIAL Salary Review

| State/<br>School                          | Prof.<br>(\$) | Assc.<br>(\$) | Asst.<br>(\$) | Inst./<br>Lect.<br>(\$) | Avg.<br>(\$) | %<br>Chng.<br>(%) | Avg.<br>Bene.<br>(\$) |
|---|---------------|---------------|---------------|-------------------------|--------------|-------------------|-----------------------|
| <b>PENNSYLVANIA STATE UNIVERSITY</b>      |               |               |               |                         |              |                   |                       |
| PENN STATE ALTOONA (1)                    | 80.2          | 68.7          | 51.5          | 45.5                    | 56.3         | 3.3               | 15                    |
| <b>PENNSYLVANIA STATE UNIVERSITY</b>      |               |               |               |                         |              |                   |                       |
| PENN STATE BEAVER (1)                     | 86.7          | 66.0          | 60.6          | 48.2                    | 59.8         | 2.2               | 15                    |
| <b>PENNSYLVANIA STATE UNIVERSITY</b>      |               |               |               |                         |              |                   |                       |
| PENN STATE BERKS (1)                      | 80.3          | 64.6          | 58.5          | 50.4                    | 59.0         | 1.8               | 16                    |
| <b>PENNSYLVANIA STATE UNIVERSITY</b>      |               |               |               |                         |              |                   |                       |
| PENN STATE DUBOIS (1)                     | 78.1          | 63.8          | 53.5          | 53.0                    | 58.8         | 2.8               | 17                    |
| <b>PENNSYLVANIA STATE UNIVERSITY</b>      |               |               |               |                         |              |                   |                       |
| PENN STATE ERIE-BEHR (1)                  | 94.9          | 77.5          | 68.5          | 52.5                    | 66.2         | 1.5               | 17                    |
| <b>PENNSYLVANIA STATE UNIVERSITY</b>      |               |               |               |                         |              |                   |                       |
| PENN STATE FAYETTE- (1)                   | 87.1          | 65.2          | 54.7          | 50.1                    | 59.8         | 5.1               | 17                    |
| <b>PENNSYLVANIA STATE UNIVERSITY</b>      |               |               |               |                         |              |                   |                       |
| PENN STATE HAZLETON (1)                   | 71.4          | 69.6          | 55.4          | 47.1                    | 54.6         | 3.7               | 15                    |
| <b>PENNSYLVANIA STATE UNIVERSITY</b>      |               |               |               |                         |              |                   |                       |
| PENN STATE LEHIGH VA (1)                  | 86.6          | 62.1          | 58.1          | 53.4                    | 61.8         | 7.3               | 15                    |
| <b>PENNSYLVANIA STATE UNIVERSITY</b>      |               |               |               |                         |              |                   |                       |
| PENN STATE MONT ALTO (1)                  | 81.4          | 63.0          | 57.8          | 50.7                    | 55.2         | 4.5               | 15                    |
| <b>PENNSYLVANIA STATE UNIVERSITY</b>      |               |               |               |                         |              |                   |                       |
| PENN STATE NEW KENSI (1)                  | 93.0          | 68.7          | 57.5          | 54.1                    | 60.2         | 2.4               | 15                    |
| <b>PENNSYLVANIA STATE UNIVERSITY</b>      |               |               |               |                         |              |                   |                       |
| PENN STATE SCHUYLKIL (1)                  | 87.2          | 68.4          | 57.0          | 47.2                    | 59.8         | 2.8               | 14                    |
| <b>PENNSYLVANIA STATE UNIVERSITY</b>      |               |               |               |                         |              |                   |                       |
| PENN STATE SHENANGO (1)                   | 107.7         | 65.9          | 59.0          | 55.5                    | 60.9         | 5.7               | 17                    |
| <b>PENNSYLVANIA STATE UNIVERSITY-PENN</b> |               |               |               |                         |              |                   |                       |
| STATE WILKES-BARRE (1)                    | 81.6          | 65.9          | 58.0          | 51.0                    | 60.4         | 3.0               | 16                    |
| <b>PENNSYLVANIA STATE UNIVERSITY-PENN</b> |               |               |               |                         |              |                   |                       |
| STATE WORTHINGTON (1)                     | 69.9          | 69.3          | 64.7          | 52.5                    | 60.7         | 2.4               | 15                    |
| <b>PENNSYLVANIA STATE UNIVERSITY</b>      |               |               |               |                         |              |                   |                       |
| PENN STATE YORK (1)                       | 84.4          | 64.9          | 57.5          | 50.8                    | 60.5         | 3.1               | 16                    |
| <b>SHIPPENSBURG UNIVERSITY</b>            |               |               |               |                         |              |                   |                       |
| OF PENNSYLVANIA (1)                       | 88.1          | 69.9          | 55.3          | 46.4                    | 69.0         | 5.1               | 19                    |
| <b>WEST CHESTER UNIVERSITY</b>            |               |               |               |                         |              |                   |                       |
| OF PENNSYLVANIA (1)                       | 89.0          | 72.1          | 59.1          | 40.2                    | 66.5         | 1.3               | 18                    |
| <b>DOCTORAL</b>                           |               |               |               |                         |              |                   |                       |
| <b>BLOOMSBURG UNIVERSITY</b>              |               |               |               |                         |              |                   |                       |
| OF PENNSYLVANIA (1)                       | 87.6          | 69.3          | 54.9          | 43.7                    | 68.3         | 0.6               | 18                    |
| <b>INDIANA UNIVERSITY OF PENNSYLVANIA</b> |               |               |               |                         |              |                   |                       |
| MAIN CAMPUS (1)                           | 88.3          | 70.8          | 55.2          | 41.6                    | 69.1         | 2.0               | 18                    |
| <b>PENNSYLVANIA STATE UNIVERSITY</b>      |               |               |               |                         |              |                   |                       |
| MAIN CAMPUS (1)                           | 114.8         | 77.8          | 66.4          | 40.0                    | 82.6         | 1.8               | 19                    |
| <b>PENNSYLVANIA STATE UNIVERSITY-PENN</b> |               |               |               |                         |              |                   |                       |
| ST HARRISBURG (1)                         | 102.2         | 79.4          | 63.4          | 50.7                    | 71.5         | 2.9               | 17                    |
| <b>SLIPPERY ROCK UNIVERSITY</b>           |               |               |               |                         |              |                   |                       |
| OF PENNSYLVANIA (1)                       | 89.0          | 71.4          | 59.2          | 46.3                    | 69.0         | 0.8               | 19                    |
| <b>TEMPLE UNIVERSITY (1)</b>              |               |               |               |                         |              |                   |                       |
|   | 113.2         | 81.7          | 67.6          | 51.1                    | 83.0         | 2.9               | 21                    |
| <b>UNIVERSITY OF PITTSBURGH</b>           |               |               |               |                         |              |                   |                       |
| MAIN CAMPUS (1)                           | 111.1         | 75.7          | 65.7          | 37.2                    | 79.3         | -0.7              | 22                    |

## RHODE ISLAND

### AA

| State/<br>School                         | Prof.<br>(\$) | Assc.<br>(\$) | Asst.<br>(\$) | Inst./<br>Lect.<br>(\$) | Avg.<br>(\$) | %<br>Chng.<br>(%) | Avg.<br>Bene.<br>(\$) |
|--|---------------|---------------|---------------|-------------------------|--------------|-------------------|-----------------------|
| COMMUNITY COLLEGE<br>OF RHODE ISLAND (1) | 65.9          | 49.0          | 43.6          | -                       | 55.2         | 5.0               | 21                    |

### DOCTORAL

|                                   |      |      |      |      |      |     |    |
|-----------------------------------|------|------|------|------|------|-----|----|
| RHODE ISLAND COLLEGE (1)          | 68.7 | 59.7 | 49.4 | -    | 60.2 | 4.7 | 23 |
| UNIVERSITY OF RHODE<br>ISLAND (1) | 93.0 | 67.6 | 59.7 | 41.0 | 75.6 | 8.7 | 23 |

## SOUTH CAROLINA

### AA

|  |      |      |      |      |      |      |    |
|--|------|------|------|------|------|------|----|
| AIKEN TECHNICAL<br>COLLEGE (1)                   | -    | -    | -    | -    | 46.8 | 4.0  | 12 |
| CENTRAL CAROLINA TECHNICAL<br>COLLEGE (1)        | -    | -    | -    | -    | 42.1 | 4.4  | 11 |
| DENMARK TECHNICAL<br>COLLEGE (1)                 | -    | -    | -    | -    | 36.7 | 4.4  | 10 |
| FLORENCE-DARLINGTON TECHNICAL<br>COLLEGE (1)     | -    | -    | -    | -    | 45.7 | 5.4  | 14 |
| GREENVILLE TECHNICAL<br>COLLEGE (1)              | -    | -    | -    | -    | 42.7 | 2.9  | 12 |
| HORRY-GEORGETOWN TECHNICAL<br>COLLEGE (1)        | -    | -    | -    | -    | 44.9 | 4.1  | 13 |
| MIDLANDS TECHNICAL<br>COLLEGE (1)                | -    | -    | -    | -    | 45.4 | 5.0  | 14 |
| NORTHEASTERN TECHNICAL<br>COLLEGE (1)            | -    | -    | -    | -    | 36.0 | 1.6  | 10 |
| ORANGEBURG CALHOUN TECHNICAL<br>COLLEGE (1)      | -    | -    | -    | -    | 41.0 | 2.9  | 12 |
| PIEDMONT TECHNICAL<br>COLLEGE (1)                | -    | -    | -    | -    | 41.7 | 3.8  | 11 |
| SPARTANBURG TECHNICAL<br>COLLEGE (1)             | -    | -    | -    | -    | 42.4 | 3.1  | 11 |
| TECHNICAL COLLEGE OF THE<br>LOWCOUNTRY (1)       | -    | -    | -    | -    | 45.7 | 7.6  | 12 |
| TRI-COUNTY TECHNICAL<br>COLLEGE (1)              | -    | -    | -    | -    | 41.5 | 4.9  | 12 |
| TRIDENT TECHNICAL<br>COLLEGE (1)                 | -    | -    | -    | -    | 43.8 | 4.1  | 12 |
| UNIVERSITY OF SOUTH CAROLINA<br>UNION (1)        | 60.1 | -    | 47.3 | 40.0 | 50.3 | 3.6  | 14 |
| UNIVERSITY OF SOUTH CAROLINA<br>LANCASTER (1)    | 63.0 | 51.9 | 41.2 | 36.4 | 48.8 | -1.2 | 14 |
| UNIVERSITY OF SOUTH CAROLINA<br>SALKEHATCHIE (1) | 59.8 | 47.9 | 40.6 | 37.7 | 50.0 | 4.9  | 14 |
| UNIVERSITY OF SOUTH CAROLINA<br>SUMTER (1)       | 60.9 | 52.1 | 41.7 | 32.5 | 50.0 | 2.6  | 14 |

# SPECIAL Salary Review

| State/<br>School | Prof.<br>(\$) | Assc.<br>(\$) | Asst.<br>(\$) | Inst./<br>Lect.<br>(\$) | Avg.<br>(\$) | %<br>Chng.<br>(%) | Avg.<br>Bene.<br>(\$) |
|------------------|---------------|---------------|---------------|-------------------------|--------------|-------------------|-----------------------|
|------------------|---------------|---------------|---------------|-------------------------|--------------|-------------------|-----------------------|

|                                    |   |   |   |   |      |     |   |
|------------------------------------|---|---|---|---|------|-----|---|
| WILLIAMSBURG TECHNICAL COLLEGE (1) | - | - | - | - | 32.2 | 4.7 | 9 |
|------------------------------------|---|---|---|---|------|-----|---|

|                            |   |   |   |   |      |     |    |
|----------------------------|---|---|---|---|------|-----|----|
| YORK TECHNICAL COLLEGE (1) | - | - | - | - | 44.7 | 3.1 | 12 |
|----------------------------|---|---|---|---|------|-----|----|

### BA

|   |      |      |      |      |      |     |    |
|---|------|------|------|------|------|-----|----|
| UNIVERSITY OF SOUTH CAROLINA BEAUFORT (1) | 64.6 | 52.4 | 48.2 | 40.5 | 51.1 | 3.4 | 15 |
|---|------|------|------|------|------|-----|----|

### BA+

|  |      |      |      |      |      |     |    |
|--|------|------|------|------|------|-----|----|
| CITADEL MILITARY COLLEGE OF SOUTH CAROLINA (1) | 77.7 | 64.1 | 52.6 | 45.3 | 65.9 | 4.6 | 18 |
|--|------|------|------|------|------|-----|----|

|                                 |      |      |      |      |      |     |    |
|---------------------------------|------|------|------|------|------|-----|----|
| COASTAL CAROLINA UNIVERSITY (1) | 71.5 | 58.5 | 51.5 | 34.6 | 54.0 | 4.6 | 14 |
|---------------------------------|------|------|------|------|------|-----|----|

|                           |      |      |      |      |      |     |    |
|---------------------------|------|------|------|------|------|-----|----|
| COLLEGE OF CHARLESTON (1) | 75.0 | 60.0 | 49.6 | 42.7 | 58.0 | 6.4 | 18 |
|---------------------------|------|------|------|------|------|-----|----|

|                               |      |      |      |      |      |     |    |
|-------------------------------|------|------|------|------|------|-----|----|
| FRANCIS MARION UNIVERSITY (1) | 66.0 | 56.9 | 47.2 | 41.0 | 55.3 | 6.0 | 15 |
|-------------------------------|------|------|------|------|------|-----|----|

|                       |      |      |      |      |      |     |    |
|-----------------------|------|------|------|------|------|-----|----|
| LANDER UNIVERSITY (1) | 58.6 | 52.6 | 46.7 | 37.5 | 49.3 | 1.7 | 14 |
|-----------------------|------|------|------|------|------|-----|----|

|  |      |      |      |      |      |     |    |
|--|------|------|------|------|------|-----|----|
| UNIVERSITY OF SOUTH CAROLINA UPSTATE (1) | 65.5 | 52.8 | 47.3 | 41.8 | 51.5 | 4.0 | 15 |
|--|------|------|------|------|------|-----|----|

|  |      |      |      |      |      |     |    |
|--|------|------|------|------|------|-----|----|
| UNIVERSITY OF SOUTH CAROLINA AIKEN (1) | 68.0 | 58.8 | 48.3 | 43.6 | 54.5 | 3.4 | 15 |
|--|------|------|------|------|------|-----|----|

|                         |      |      |      |      |      |     |    |
|-------------------------|------|------|------|------|------|-----|----|
| WINTHROP UNIVERSITY (1) | 69.8 | 60.1 | 50.6 | 40.0 | 57.6 | 6.3 | 15 |
|-------------------------|------|------|------|------|------|-----|----|

### DOCTORAL

|                        |      |      |      |      |      |     |    |
|------------------------|------|------|------|------|------|-----|----|
| CLEMSON UNIVERSITY (1) | 97.2 | 70.6 | 62.7 | 39.0 | 73.5 | 1.8 | 19 |
|------------------------|------|------|------|------|------|-----|----|

|  |   |   |   |   |   |   |   |
|--|---|---|---|---|---|---|---|
| MEDICAL UNIVERSITY OF SOUTH CAROLINA (1) | - | - | - | - | - | - | - |
|--|---|---|---|---|---|---|---|

|                                     |      |      |      |      |      |     |    |
|-------------------------------------|------|------|------|------|------|-----|----|
| SOUTH CAROLINA STATE UNIVERSITY (1) | 65.6 | 59.4 | 48.9 | 38.8 | 53.4 | 2.7 | 14 |
|-------------------------------------|------|------|------|------|------|-----|----|

|   |      |      |      |      |      |     |    |
|---|------|------|------|------|------|-----|----|
| UNIVERSITY OF SOUTH CAROLINA COLUMBIA (1) | 96.3 | 68.6 | 61.1 | 42.7 | 72.4 | 2.5 | 19 |
|---|------|------|------|------|------|-----|----|

## SOUTH DAKOTA

### AA

|                                   |   |   |   |      |      |     |    |
|-----------------------------------|---|---|---|------|------|-----|----|
| LAKE AREA TECHNICAL INSTITUTE (1) | - | - | - | 40.5 | 40.5 | 1.6 | 10 |
|-----------------------------------|---|---|---|------|------|-----|----|

|                                  |   |   |   |   |      |     |    |
|----------------------------------|---|---|---|---|------|-----|----|
| MITCHELL TECHNICAL INSTITUTE (1) | - | - | - | - | 42.5 | 3.7 | 12 |
|----------------------------------|---|---|---|---|------|-----|----|

|                                   |   |   |   |      |      |      |    |
|-----------------------------------|---|---|---|------|------|------|----|
| SOUTHEAST TECHNICAL INSTITUTE (1) | - | - | - | 45.5 | 45.5 | -2.9 | 13 |
|-----------------------------------|---|---|---|------|------|------|----|

|  |   |   |   |      |      |     |   |
|--|---|---|---|------|------|-----|---|
| WESTERN DAKOTA TECHNICAL INSTITUTE (1) | - | - | - | 34.2 | 34.2 | 5.0 | 8 |
|--|---|---|---|------|------|-----|---|

### BA+

|                                  |      |      |      |      |      |     |    |
|----------------------------------|------|------|------|------|------|-----|----|
| BLACK HILLS STATE UNIVERSITY (1) | 61.0 | 53.6 | 44.8 | 36.3 | 48.9 | 2.6 | 11 |
|----------------------------------|------|------|------|------|------|-----|----|

|                             |      |      |      |      |      |     |    |
|-----------------------------|------|------|------|------|------|-----|----|
| DAKOTA STATE UNIVERSITY (1) | 68.6 | 63.4 | 55.3 | 38.5 | 55.3 | 6.0 | 13 |
|-----------------------------|------|------|------|------|------|-----|----|

|                               |      |      |      |      |      |     |    |
|-------------------------------|------|------|------|------|------|-----|----|
| NORTHERN STATE UNIVERSITY (1) | 61.4 | 53.6 | 43.1 | 46.2 | 50.8 | 1.4 | 12 |
|-------------------------------|------|------|------|------|------|-----|----|

|                           |   |   |   |      |      |      |   |
|---------------------------|---|---|---|------|------|------|---|
| OGLALA LAKOTA COLLEGE (1) | - | - | - | 38.4 | 38.4 | -1.1 | 5 |
|---------------------------|---|---|---|------|------|------|---|

| State/<br>School | Prof.<br>(\$) | Assc.<br>(\$) | Asst.<br>(\$) | Inst./<br>Lect.<br>(\$) | Avg.<br>(\$) | %<br>Chng.<br>(%) | Avg.<br>Bene.<br>(\$) |
|------------------|---------------|---------------|---------------|-------------------------|--------------|-------------------|-----------------------|
|------------------|---------------|---------------|---------------|-------------------------|--------------|-------------------|-----------------------|

### DOCTORAL

|   |      |      |      |      |      |     |    |
|---|------|------|------|------|------|-----|----|
| SOUTH DAKOTA SCHOOL OF MINES AND TECHNOLOGY (1) | 81.6 | 59.0 | 55.4 | 41.6 | 66.7 | 1.9 | 14 |
|---|------|------|------|------|------|-----|----|

|                                   |      |      |      |      |      |     |    |
|-----------------------------------|------|------|------|------|------|-----|----|
| SOUTH DAKOTA STATE UNIVERSITY (1) | 68.2 | 58.6 | 51.3 | 38.9 | 54.4 | 3.1 | 13 |
|-----------------------------------|------|------|------|------|------|-----|----|

|                                |      |      |      |      |      |     |    |
|--------------------------------|------|------|------|------|------|-----|----|
| UNIVERSITY OF SOUTH DAKOTA (1) | 77.4 | 58.2 | 50.2 | 37.1 | 56.8 | 5.8 | 13 |
|--------------------------------|------|------|------|------|------|-----|----|

## TENNESSEE

### AA

|   |      |      |      |      |      |      |   |
|---|------|------|------|------|------|------|---|
| CHATTANOOGA STATE TECHNICAL COMMUNITY COLLEGE (1) | 57.0 | 45.5 | 40.3 | 37.8 | 44.0 | -1.7 | 1 |
|---|------|------|------|------|------|------|---|

|                                       |      |      |      |      |      |     |    |
|---------------------------------------|------|------|------|------|------|-----|----|
| CLEVELAND STATE COMMUNITY COLLEGE (1) | 54.2 | 50.0 | 41.1 | 33.7 | 42.9 | 2.7 | 15 |
|---------------------------------------|------|------|------|------|------|-----|----|

|                                      |      |      |      |      |      |     |    |
|--------------------------------------|------|------|------|------|------|-----|----|
| COLUMBIA STATE COMMUNITY COLLEGE (1) | 64.8 | 49.4 | 40.0 | 32.8 | 45.5 | 5.9 | 15 |
|--------------------------------------|------|------|------|------|------|-----|----|

|                                       |      |      |      |      |      |     |    |
|---------------------------------------|------|------|------|------|------|-----|----|
| DYERSBURG STATE COMMUNITY COLLEGE (1) | 54.9 | 46.8 | 41.6 | 35.9 | 44.6 | 4.7 | 16 |
|---------------------------------------|------|------|------|------|------|-----|----|

|                                     |      |      |      |      |      |      |    |
|-------------------------------------|------|------|------|------|------|------|----|
| JACKSON STATE COMMUNITY COLLEGE (1) | 55.7 | 48.8 | 43.0 | 35.7 | 45.7 | 14.1 | 16 |
|-------------------------------------|------|------|------|------|------|------|----|

|                                    |      |      |      |      |      |     |    |
|------------------------------------|------|------|------|------|------|-----|----|
| MOTLOW STATE COMMUNITY COLLEGE (1) | 66.1 | 48.7 | 39.2 | 37.3 | 46.1 | 0.6 | 16 |
|------------------------------------|------|------|------|------|------|-----|----|

|   |      |      |      |      |      |     |    |
|---|------|------|------|------|------|-----|----|
| NASHVILLE STATE TECHNICAL COMMUNITY COLLEGE (1) | 52.5 | 48.3 | 39.9 | 34.5 | 41.3 | 1.1 | 15 |
|---|------|------|------|------|------|-----|----|

|   |      |      |      |      |      |     |    |
|---|------|------|------|------|------|-----|----|
| NORTHEAST STATE TECHNICAL COMMUNITY COLLEGE (1) | 47.8 | 42.8 | 38.5 | 36.0 | 39.9 | 6.1 | 13 |
|---|------|------|------|------|------|-----|----|

|   |      |      |      |      |      |     |    |
|---|------|------|------|------|------|-----|----|
| PELLISSIPPI STATE TECHNICAL COMMUNITY COLLEGE (1) | 54.2 | 49.0 | 41.4 | 36.4 | 47.3 | 5.5 | 15 |
|---|------|------|------|------|------|-----|----|

|                                   |      |      |      |      |      |     |    |
|-----------------------------------|------|------|------|------|------|-----|----|
| ROANE STATE COMMUNITY COLLEGE (1) | 58.0 | 49.7 | 40.2 | 39.5 | 48.0 | 4.0 | 16 |
|-----------------------------------|------|------|------|------|------|-----|----|

|   |      |      |      |      |      |      |    |
|---|------|------|------|------|------|------|----|
| SOUTHWEST TENNESSEE COMMUNITY COLLEGE (1) | 60.8 | 50.6 | 42.2 | 41.2 | 50.7 | 16.8 | 17 |
|---|------|------|------|------|------|------|----|

|                                       |      |      |      |      |      |     |    |
|---------------------------------------|------|------|------|------|------|-----|----|
| VOLUNTEER STATE COMMUNITY COLLEGE (1) | 54.2 | 47.6 | 39.8 | 33.5 | 45.1 | 2.2 | 15 |
|---------------------------------------|------|------|------|------|------|-----|----|

|                                     |      |      |      |      |      |      |    |
|-------------------------------------|------|------|------|------|------|------|----|
| WALTERS STATE COMMUNITY COLLEGE (1) | 57.5 | 48.2 | 39.6 | 33.4 | 47.2 | -0.1 | 16 |
|-------------------------------------|------|------|------|------|------|------|----|

|  |      |      |      |      |      |     |    |
|--|------|------|------|------|------|-----|----|
| THE UNIVERSITY OF TENNESSEE MARTIN (1) | 67.6 | 53.3 | 47.8 | 39.3 | 52.8 | 3.8 | 18 |
|--|------|------|------|------|------|-----|----|

### BA+

|                                  |      |      |      |      |      |      |    |
|----------------------------------|------|------|------|------|------|------|----|
| AUSTIN PEAY STATE UNIVERSITY (1) | 61.6 | 53.9 | 42.3 | 32.4 | 51.8 | -1.7 | 17 |
|----------------------------------|------|------|------|------|------|------|----|

|  |      |      |      |      |      |     |    |
|--|------|------|------|------|------|-----|----|
| THE UNIVERSITY OF TENNESSEE MARTIN (1) | 67.6 | 53.3 | 47.8 | 39.3 | 52.8 | 3.8 | 18 |
|--|------|------|------|------|------|-----|----|

### DOCTORAL

|                                     |      |      |      |      |      |      |    |
|-------------------------------------|------|------|------|------|------|------|----|
| EAST TENNESSEE STATE UNIVERSITY (1) | 66.4 | 54.9 | 48.1 | 32.2 | 51.7 | -2.3 | 17 |
|-------------------------------------|------|------|------|------|------|------|----|

|                                       |      |      |      |      |      |      |    |
|---------------------------------------|------|------|------|------|------|------|----|
| MIDDLE TENNESSEE STATE UNIVERSITY (1) | 67.4 | 53.4 | 44.2 | 34.6 | 53.6 | -5.3 | 18 |
|---------------------------------------|------|------|------|------|------|------|----|

|                                |      |      |      |      |      |     |   |
|--------------------------------|------|------|------|------|------|-----|---|
| TENNESSEE STATE UNIVERSITY (1) | 71.1 | 54.2 | 49.0 | 40.5 | 55.8 | 0.9 | 2 |
|--------------------------------|------|------|------|------|------|-----|---|

|  |      |      |      |      |      |     |    |
|--|------|------|------|------|------|-----|----|
| TENNESSEE TECHNOLOGICAL UNIVERSITY (1) | 72.7 | 61.7 | 49.1 | 36.5 | 60.6 | 2.8 | 22 |
|--|------|------|------|------|------|-----|----|

## SPECIAL Salary Review

| State/<br>School                             | Prof.<br>(\$) | Assc.<br>(\$) | Asst.<br>(\$) | Inst./<br>Lect.<br>(\$) | Avg.<br>(\$) | %<br>Chng.<br>(%) | Avg.<br>Bene.<br>(\$) | State/<br>School                                       | Prof.<br>(\$) | Assc.<br>(\$) | Asst.<br>(\$) | Inst./<br>Lect.<br>(\$) | Avg.<br>(\$) | %<br>Chng.<br>(%) | Avg.<br>Bene.<br>(\$) |
|--|---------------|---------------|---------------|-------------------------|--------------|-------------------|-----------------------|--|---------------|---------------|---------------|-------------------------|--------------|-------------------|-----------------------|
| THE UNIVERSITY OF TENNESSEE (1)              | 94.8          | 71.0          | 58.1          | 37.1                    | 70.4         | 2.7               | 21                    | LAMAR STATE COLLEGE PORT ARTHUR (1)                    | -             | 50.0          | 42.7          | 39.7                    | 40.5         | 4.2               | 8                     |
| THE UNIVERSITY OF TENNESSEE CHATTANOOGA (1)  | 71.6          | 61.1          | 48.8          | 32.1                    | 55.8         | -1.3              | 17                    | LAREDO COMMUNITY COLLEGE (1)                           | -             | -             | -             | 47.7                    | 47.7         | -0.6              | 14                    |
| UNIVERSITY OF MEMPHIS (1)                    | 85.7          | 64.0          | 55.4          | 38.2                    | 65.1         | 5.3               | 22                    | LEE COLLEGE (1)  | -             | -             | -             | 47.7                    | 47.7         | 0.6               | 11                    |
| <b>TEXAS</b>                                 |               |               |               |                         |              |                   |                       |  |               |               |               |                         |              |                   |                       |
| <b>AA</b>                                    |               |               |               |                         |              |                   |                       |  |               |               |               |                         |              |                   |                       |
| ALVIN COMMUNITY COLLEGE (1)                  | -             | -             | -             | -                       | 49.8         | 0.9               | 9                     | MCLENNAN COMMUNITY COLLEGE (1)                         | -             | -             | -             | -                       | 53.6         | 4.6               | 9                     |
| AMARILLO COLLEGE (1)                         | 55.6          | 50.4          | 46.7          | 40.6                    | 44.8         | 1.9               | 9                     | MOUNTAIN VIEW COLLEGE (1)                              | -             | -             | -             | -                       | 57.5         | 3.0               | 10                    |
| ANGELINA COLLEGE (1)                         | -             | -             | -             | 43.9                    | 43.9         | 2.3               | 9                     | NAVARRO COLLEGE (1)                                    | -             | -             | -             | 46.6                    | 46.6         | 7.2               | 9                     |
| AUSTIN COMMUNITY COLLEGE (1)                 | 65.6          | 53.1          | 41.4          | -                       | 58.0         | 6.6               | 10                    | NORTH CENTRAL TEXAS COLLEGE (1)                        | -             | -             | -             | -                       | 40.3         | -0.1              | 9                     |
| BLINN COLLEGE (1)                            | -             | -             | -             | -                       | 44.2         | 3.4               | 12                    | NORTH HARRIS MONTGOMERY COMMUNITY COLLEGE DISTRICT (1) | 64.5          | 49.6          | 45.2          | -                       | 58.7         | 2.8               | 11                    |
| BROOKHAVEN COLLEGE (1)                       | -             | -             | -             | -                       | 54.3         | 2.7               | 10                    | NORTH LAKE COLLEGE (1)                                 | -             | -             | -             | -                       | 54.3         | 1.7               | 10                    |
| CEDAR VALLEY COLLEGE (1)                     | -             | -             | -             | -                       | 54.0         | 1.6               | 10                    | NORTHEAST TEXAS COMMUNITY COLLEGE (1)                  | 50.9          | 40.0          | 46.4          | 39.5                    | 46.5         | 6.7               | 11                    |
| CENTRAL TEXAS COLLEGE (1)                    | 51.2          | -             | -             | -                       | 51.2         | 2.6               | 8                     | NORTHWEST VISTA COLLEGE (1)                            | 70.6          | -             | 46.6          | 41.0                    | 42.9         | 3.7               | 12                    |
| CISCO JUNIOR COLLEGE (1)                     | -             | -             | -             | 38.5                    | 38.5         | 4.1               | 8                     | ODESSA COLLEGE (1)                                     | 52.0          | 44.1          | 41.7          | 38.6                    | 42.9         | 2.0               | 11                    |
| CLARENDON COLLEGE (1)                        | -             | -             | -             | -                       | 39.7         | 9.5               | 8                     | PALO ALTO COLLEGE (1)                                  | 66.5          | 56.0          | 51.0          | 43.7                    | 50.6         | 5.0               | 14                    |
| COASTAL BEND COLLEGE (1)                     | 41.5          | -             | -             | -                       | 41.5         | -1.6              | 9                     | PANOLA COLLEGE (1)                                     | -             | -             | -             | 45.3                    | 45.3         | 5.2               | 12                    |
| COLLEGE OF THE MAINLAND (1)                  | 55.3          | 45.1          | 41.2          | -                       | 48.8         | 12.7              | 11                    | PARIS JUNIOR COLLEGE (1)                               | -             | -             | -             | 46.9                    | 46.9         | 5.7               | 11                    |
| COLLIN COUNTY COMMUNITY COLLEGE DISTRICT (1) | -             | -             | -             | -                       | 48.0         | 2.4               | 10                    | RANGER COLLEGE (1)                                     | 41.7          | 33.8          | 28.8          | -                       | 32.0         | 5.7               | 7                     |
| DEL MAR COLLEGE (1)                          | 63.2          | 53.8          | 46.6          | 40.4                    | 52.8         | 7.7               | 15                    | RICHLAND COLLEGE (1)                                   | -             | -             | -             | -                       | 60.8         | 1.0               | 11                    |
| EASTFIELD COLLEGE (1)                        | -             | -             | -             | -                       | 57.5         | 1.3               | 10                    | SAN ANTONIO COLLEGE (1)                                | 67.2          | 56.4          | 51.0          | 41.6                    | 55.0         | 1.6               | 15                    |
| EL CENTRO COLLEGE (1)                        | -             | -             | -             | -                       | 53.4         | 1.7               | 10                    | SAN JACINTO COLLEGE CENTRAL CAMPUS (1)                 | -             | -             | -             | 50.4                    | 50.4         | 9.8               | 12                    |
| EL PASO COMMUNITY COLLEGE (1)                | 69.1          | 54.5          | 46.4          | 46.9                    | 56.4         | 2.3               | 11                    | SOUTH PLAINS COLLEGE (1)                               | 54.3          | 45.4          | 40.7          | 33.6                    | 40.2         | 2.6               | 11                    |
| FRANK PHILLIPS COLLEGE (1)                   | -             | -             | -             | 36.8                    | 36.8         | 3.2               | 2                     | SOUTHWEST TEXAS JUNIOR COLLEGE (1)                     | -             | -             | -             | 43.0                    | 43.0         | 3.1               | 9                     |
| GALVESTON COLLEGE (1)                        | 59.9          | 49.3          | 52.1          | 42.8                    | 46.4         | 4.4               | 21                    | ST PHILIPS COLLEGE (1)                                 | 65.5          | 55.6          | 50.4          | 41.2                    | 47.3         | -0.9              | 13                    |
| GRAYSON COUNTY COLLEGE (1)                   | 45.5          | -             | -             | -                       | 45.5         | 1.8               | 13                    | TARRANT COUNTY COLLEGE DISTRICT (1)                    | 60.5          | 58.2          | 54.6          | 48.2                    | 54.1         | 1.8               | 15                    |
| HILL COLLEGE (1)                             | -             | -             | -             | -                       | 37.4         | -23.8             | 10                    | TEMPLE COLLEGE (1)                                     | -             | -             | -             | 45.9                    | 45.9         | 3.2               | 13                    |
| HOUSTON COMMUNITY COLLEGE SYSTEM (1)         | -             | -             | -             | 48.4                    | 48.4         | 1.9               | 7                     | TEXARKANA COLLEGE (1)                                  | 55.4          | 47.0          | 44.3          | 40.1                    | 49.7         | 1.7               | 9                     |
| HOWARD COUNTY JUNIOR COLLEGE DISTRICT (1)    | 49.6          | 43.8          | 37.7          | 34.5                    | 39.0         | -0.3              | 9                     | TEXAS STATE TECHNICAL COLLEGE HARLINGEN (1)            | 49.6          | 49.2          | -             | 40.0                    | 43.8         | 7.5               | 12                    |
| KILGORE COLLEGE (1)                          | -             | -             | -             | -                       | 44.6         | 2.2               | 10                    | TEXAS STATE TECHNICAL COLLEGE MARSHALL (1)             | -             | -             | -             | -                       | -            | -                 | -                     |
| LAMAR INSTITUTE OF TECHNOLOGY (1)            | -             | -             | -             | 42.1                    | 42.1         | -0.9              | 8                     | TEXAS STATE TECHNICAL COLLEGE WACO (1)                 | 46.9          | 46.8          | -             | 35.0                    | 41.7         | 9.1               | 11                    |
| LAMAR STATE COLLEGE ORANGE (1)               | 58.3          | 42.9          | 44.6          | 35.7                    | 38.3         | 2.0               | 8                     | TEXAS STATE TECHNICAL COLLEGE WEST TEXAS (1)           | -             | -             | -             | -                       | -            | -                 | -                     |
|  |               |               |               |                         |              |                   |                       | TRINITY VALLEY COMMUNITY COLLEGE (1)                   | -             | -             | -             | 47.5                    | 47.5         | 4.7               | 16                    |

## SPECIAL Salary Review

| State/<br>School                                   | Prof.<br>(\$) | Assc.<br>(\$) | Asst.<br>(\$) | Inst./<br>Lect.<br>(\$) | Avg.<br>(\$) | %<br>Chng.<br>(%) | Avg.<br>Bene.<br>(\$) | State/<br>School  | Prof.<br>(\$) | Assc.<br>(\$) | Asst.<br>(\$) | Inst./<br>Lect.<br>(\$) | Avg.<br>(\$) | %<br>Chng.<br>(%) | Avg.<br>Bene.<br>(\$) |
|--|---------------|---------------|---------------|-------------------------|--------------|-------------------|-----------------------|---|---------------|---------------|---------------|-------------------------|--------------|-------------------|-----------------------|
| TYLER JUNIOR COLLEGE (1)                           | -             | -             | -             | 43.9                    | 43.9         | 2.3               | 12                    | TEXAS A & M INTERNATIONAL UNIVERSITY (1)                      | 80.6          | 59.5          | 53.6          | 37.9                    | 56.2         | 5.1               | 12                    |
| VERNON COLLEGE (1)                                 | -             | -             | -             | 37.2                    | 37.2         | 4.9               | 8                     | TEXAS A & M UNIVERSITY SYSTEM HEALTH SCIENCE CENTER (1)       | -             | -             | -             | -                       | -            | -                 | -                     |
| VICTORIA COLLEGE (1)                               | 48.5          | -             | -             | -                       | 48.5         | 3.5               | 13                    | TEXAS A & M UNIVERSITY COMMERCE (1)                           | 68.6          | 61.7          | 59.7          | 39.8                    | 58.3         | 9.1               | 11                    |
| WEATHERFORD COLLEGE (1)                            | -             | -             | -             | 46.4                    | 46.4         | 7.4               | 5                     | TEXAS A & M UNIVERSITY CORPUS CHRISTI (1)                     | 71.6          | 60.2          | 54.4          | 33.1                    | 55.4         | -5.7              | 12                    |
| WESTERN TEXAS COLLEGE (1)                          | 51.3          | 41.7          | 37.5          | 34.4                    | 37.8         | 0.1               | 9                     | TEXAS A & M UNIVERSITY KINGSVILLE (1)                         | 69.5          | 56.2          | 51.9          | 30.1                    | 54.8         | 9.0               | 9                     |
| WHARTON COUNTY JUNIOR COLLEGE (1)                  | -             | -             | -             | -                       | 43.7         | 5.1               | 12                    | TEXAS A&M UNIVERSITY (1)                                      | 104.1         | 73.0          | 65.8          | 40.9                    | 80.3         | 4.2               | 15                    |
| <b>BA</b>  |               |               |               |                         |              |                   |                       | TEXAS SOUTHERN UNIVERSITY (1)                                 | 73.8          | 65.9          | 52.5          | 32.2                    | 48.7         | -14.1             | 15                    |
| BRAZOSPORT COLLEGE (1)                             | 59.9          | 41.0          | 44.1          | 42.0                    | 43.2         | 1.3               | 9                     | TEXAS STATE UNIVERSITY SAN MARCOS (1)                         | 76.5          | 62.4          | 54.0          | 37.4                    | 58.3         | 5.8               | 11                    |
| MIDLAND COLLEGE (1)                                | 56.9          | 49.2          | 46.7          | 47.1                    | 51.2         | 9.9               | 16                    | TEXAS TECH UNIVERSITY (1)                                     | 91.8          | 67.1          | 57.0          | 37.2                    | 66.4         | 2.5               | 15                    |
| SOUTH TEXAS COLLEGE (1)                            | -             | -             | -             | 40.4                    | 40.4         | 3.0               | 11                    | TEXAS TECH UNIVERSITY HEALTH SCIENCES CENTER (1)              | -             | -             | 46.7          | -                       | 46.7         | -16.2             | 13                    |
| THE UNIVERSITY OF TEXAS ANDERSON CANCER CENTER (1) | -             | -             | -             | -                       | -            | -                 | -                     | TEXAS WOMAN'S UNIVERSITY (1)                                  | 77.7          | 59.6          | 50.5          | 41.3                    | 58.4         | 4.6               | 12                    |
| <b>BA+</b>   |               |               |               |                         |              |                   |                       | THE UNIVERSITY OF TEXAS AT ARLINGTON (1)                      | 89.0          | 67.5          | 62.4          | 45.9                    | 64.6         | 3.2               | 17                    |
| ANGELO STATE UNIVERSITY (1)                        | 66.9          | 56.9          | 49.7          | 32.3                    | 52.2         | 5.3               | 13                    | THE UNIVERSITY OF TEXAS AT AUSTIN (1)                         | 115.7         | 73.3          | 71.4          | 50.0                    | 84.1         | 2.6               | 17                    |
| MIDWESTERN STATE UNIVERSITY (1)                    | 72.7          | 59.8          | 51.6          | 36.8                    | 56.6         | -3.0              | 13                    | THE UNIVERSITY OF TEXAS AT DALLAS (1)                         | 108.3         | 83.6          | 82.8          | 51.2                    | 81.1         | -2.8              | 20                    |
| SUL ROSS STATE UNIVERSITY (1)                      | 63.9          | 49.4          | 42.6          | 37.3                    | 49.6         | 1.0               | 14                    | THE UNIVERSITY OF TEXAS AT EL PASO (1)                        | 84.3          | 65.4          | 59.7          | 39.7                    | 60.5         | 2.0               | 12                    |
| TEXAS A & M UNIVERSITY AT GALVESTON (1)            | 74.4          | 53.9          | 53.6          | 41.7                    | 53.4         | -0.3              | 20                    | THE UNIVERSITY OF TEXAS AT SAN ANTONIO (1)                    | 97.3          | 70.3          | 61.5          | 40.3                    | 68.9         | 12.5              | 14                    |
| TEXAS A & M UNIVERSITY TEXARKANA (1)               | 73.6          | 57.6          | 49.4          | 55.9                    | 59.9         | 7.5               | 13                    | THE UNIVERSITY OF TEXAS HEALTH SCIENCE CENTER (1)             | -             | -             | -             | -                       | -            | -                 | -                     |
| THE UNIVERSITY OF TEXAS AT BROWNSVILLE (1)         | 66.6          | 57.6          | 51.3          | 45.5                    | 52.9         | 2.1               | 12                    | THE UNIVERSITY OF TEXAS HEALTH SCIENCE-SAN ANTONIO (1)        | 103.1         | 77.4          | 57.4          | 49.3                    | 60.4         | 1.9               | 12                    |
| THE UNIVERSITY OF TEXAS AT TYLER (1)               | 76.4          | 59.8          | 54.3          | 42.6                    | 56.4         | 3.7               | 15                    | THE UNIVERSITY OF TEXAS MEDICAL BRANCH (1)                    | -             | -             | -             | -                       | -            | -                 | -                     |
| THE UNIVERSITY OF TEXAS OF THE PERMIAN BASIN (1)   | 73.5          | 57.6          | 53.5          | 38.6                    | 55.2         | 2.3               | 9                     | THE UNIVERSITY OF TEXAS PAN AMERICAN (1)                      | 80.3          | 70.8          | 59.3          | 45.3                    | 61.2         | 1.9               | 58                    |
| UNIVERSITY OF HOUSTON CLEAR LAKE (1)               | 83.1          | 64.8          | 57.4          | 46.0                    | 63.4         | 2.2               | 14                    | UNIVERSITY OF HOUSTON UNIVERSITY PARK (1)                     | 103.8         | 70.9          | 70.2          | 50.9                    | 78.8         | 8.3               | 19                    |
| UNIVERSITY OF HOUSTON DOWNTOWN (1)                 | 75.8          | 60.5          | 52.2          | 40.4                    | 55.0         | 0.9               | 14                    | UNIVERSITY OF NORTH TEXAS (1)                                 | 84.7          | 64.1          | 54.0          | 40.1                    | 64.2         | 4.3               | 11                    |
| UNIVERSITY OF HOUSTON VICTORIA (1)                 | 79.8          | 63.4          | 62.5          | -                       | 65.9         | 7.8               | 16                    | UNIVERSITY OF TEXAS SOUTHWESTERN MEDICAL CENTER AT DALLAS (1) | -             | -             | -             | -                       | -            | -                 | -                     |
| <b>DOCTORAL</b>                                    |               |               |               |                         |              |                   |                       | WEST TEXAS A & M UNIVERSITY (1)                               | 67.7          | 58.0          | 49.5          | 42.1                    | 52.8         | 3.0               | 13                    |
| LAMAR UNIVERSITY (1)                               | 79.5          | 60.3          | 53.8          | 35.8                    | 57.9         | 5.9               | 9                     |   |               |               |               |                         |              |                   |                       |
| PRAIRIE VIEW A & M UNIVERSITY (1)                  | 99.6          | 80.6          | 73.3          | 60.2                    | 75.3         | 36.3              | 16                    |   |               |               |               |                         |              |                   |                       |
| SAM HOUSTON STATE UNIVERSITY (1)                   | 76.6          | 62.3          | 51.3          | 42.6                    | 60.5         | 2.2               | 14                    |   |               |               |               |                         |              |                   |                       |
| STEPHEN F AUSTIN STATE UNIVERSITY (1)              | 65.9          | 53.3          | 47.1          | 40.7                    | 51.6         | 4.3               | 11                    |   |               |               |               |                         |              |                   |                       |
| TARLETON STATE UNIVERSITY (1)                      | 70.0          | 58.0          | 48.5          | 38.3                    | 51.9         | 3.9               | 12                    |   |               |               |               |                         |              |                   |                       |

## SPECIAL Salary Review

| State/<br>School   | Prof.<br>(\$) | Assc.<br>(\$) | Asst.<br>(\$) | Inst./<br>Lect.<br>(\$) | Avg.<br>(\$) | %<br>Chng.<br>(%) | Avg.<br>Bene.<br>(\$) | State/<br>School  | Prof.<br>(\$) | Assc.<br>(\$) | Asst.<br>(\$) | Inst./<br>Lect.<br>(\$) | Avg.<br>(\$) | %<br>Chng.<br>(%) | Avg.<br>Bene.<br>(\$) |
|--|---------------|---------------|---------------|-------------------------|--------------|-------------------|-----------------------|---|---------------|---------------|---------------|-------------------------|--------------|-------------------|-----------------------|
| <b>UTAH</b>  |               |               |               |                         |              |                   |                       | <b>DABNEY S LANCASTER COMMUNITY COLLEGE (1)</b>                     |               |               |               |                         |              |                   |                       |
|  |               |               |               |                         |              |                   |                       |   | -             | 49.7          | 45.2          | 42.3                    | 46.1         | 2.9               | 16                    |
| <b>AA</b>  |               |               |               |                         |              |                   |                       | <b>DANVILLE COMMUNITY COLLEGE (1)</b>                               |               |               |               |                         |              |                   |                       |
|  |               |               |               |                         |              |                   |                       |   | 58.7          | 46.4          | 45.7          | 39.8                    | 47.8         | 1.9               | 16                    |
| COLLEGE OF EASTERN UTAH (1)                              | -             | -             | -             | -                       | 49.8         | 15.6              | 22                    | <b>EASTERN SHORE COMMUNITY COLLEGE (1)</b>                          |               |               |               |                         |              |                   |                       |
|  |               |               |               |                         |              |                   |                       |   | 51.1          | 48.5          | 44.1          | 34.4                    | 45.7         | 5.0               | 16                    |
| DAVIS APPLIED TECHNOLOGY COLLEGE (1)                     | -             | -             | -             | 56.2                    | 56.2         | 20.2              | 20                    | <b>GERMANNA COMMUNITY COLLEGE (1)</b>                               |               |               |               |                         |              |                   |                       |
|  |               |               |               |                         |              |                   |                       |   | 58.0          | 47.8          | 44.0          | 39.7                    | 46.0         | 8.1               | 16                    |
| OGDEN-WEBER APPLIED TECHNOLOGY COLLEGE (1)               | -             | -             | -             | 48.5                    | 48.5         | 31.1              | 29                    | <b>J SARGEANT REYNOLDS COMMUNITY COLLEGE (1)</b>                    |               |               |               |                         |              |                   |                       |
|  |               |               |               |                         |              |                   |                       |   | 57.2          | 51.4          | 44.4          | 44.0                    | 49.2         | 4.3               | 16                    |
| SALT LAKE COMMUNITY COLLEGE (1)                          | 50.1          | 45.8          | 41.1          | 36.3                    | 42.3         | 4.4               | 21                    | <b>JOHN TYLER COMMUNITY COLLEGE (1)</b>                             |               |               |               |                         |              |                   |                       |
|  |               |               |               |                         |              |                   |                       |   | 51.0          | 50.1          | 44.8          | 39.4                    | 46.3         | 4.4               | 16                    |
| SNOW COLLEGE (1)   | 57.9          | 47.7          | 40.0          | 37.4                    | 44.6         | 2.6               | 21                    | <b>LORD FAIRFAX COMMUNITY COLLEGE (1)</b>                           |               |               |               |                         |              |                   |                       |
|  |               |               |               |                         |              |                   |                       |   | 51.0          | 49.7          | 44.5          | 38.7                    | 46.0         | 7.1               | 16                    |
| UINTAH BASIN APPLIED TECHNOLOGY COLLEGE (1)              | -             | -             | -             | 43.0                    | 43.0         | 6.2               | 22                    | <b>MOUNTAIN EMPIRE COMMUNITY COLLEGE (1)</b>                        |               |               |               |                         |              |                   |                       |
|  |               |               |               |                         |              |                   |                       |   | 53.7          | 48.4          | 42.6          | 40.7                    | 47.0         | 3.9               | 16                    |
| <b>BA</b>  |               |               |               |                         |              |                   |                       | <b>NEW RIVER COMMUNITY COLLEGE (1)</b>                              |               |               |               |                         |              |                   |                       |
|  |               |               |               |                         |              |                   |                       |   | 59.0          | 53.3          | 48.0          | 41.5                    | 49.5         | 5.8               | 16                    |
| DIXIE STATE COLLEGE OF UTAH (1)                          | 58.8          | 49.0          | 43.4          | 36.3                    | 45.8         | 4.9               | 20                    | <b>NORTHERN VIRGINIA COMMUNITY COLLEGE (1)</b>                      |               |               |               |                         |              |                   |                       |
|  |               |               |               |                         |              |                   |                       |   | 60.0          | 54.5          | 48.1          | 41.7                    | 52.1         | 5.8               | 17                    |
| UTAH STATE UNIVERSITY-CONTINUING EDUCATION (1)           | -             | 44.9          | 44.4          | 38.7                    | 42.0         | 8.3               | 19                    | <b>PATRICK HENRY COMMUNITY COLLEGE (1)</b>                          |               |               |               |                         |              |                   |                       |
|  |               |               |               |                         |              |                   |                       |   | 52.6          | 47.1          | 45.0          | 38.5                    | 46.3         | 5.0               | 16                    |
| <b>BA+</b>   |               |               |               |                         |              |                   |                       | <b>PAUL D CAMP COMMUNITY COLLEGE (1)</b>                            |               |               |               |                         |              |                   |                       |
|  |               |               |               |                         |              |                   |                       |   | 52.8          | 49.4          | 47.2          | 37.7                    | 49.0         | 5.3               | 16                    |
| SOUTHERN UTAH UNIVERSITY (1)                             | 63.7          | 51.9          | 44.0          | 39.0                    | 49.7         | 3.8               | 19                    | <b>PIEDMONT VIRGINIA COMMUNITY COLLEGE (1)</b>                      |               |               |               |                         |              |                   |                       |
|  |               |               |               |                         |              |                   |                       |   | 56.1          | 50.8          | 43.4          | 38.2                    | 50.4         | 4.8               | 17                    |
| WEBER STATE UNIVERSITY (1)                               | 65.9          | 52.9          | 48.3          | 38.2                    | 53.9         | 3.1               | 21                    | <b>RAPPAHANNOCK COMMUNITY COLLEGE (1)</b>                           |               |               |               |                         |              |                   |                       |
|  |               |               |               |                         |              |                   |                       |   | 52.5          | 50.1          | 45.4          | 38.1                    | 44.8         | 1.7               | 15                    |
| <b>DOCTORAL</b>  |               |               |               |                         |              |                   |                       | <b>RICHARD BLAND COLLEGE OF THE COLLEGE OF WILLIAM AND MARY (1)</b> |               |               |               |                         |              |                   |                       |
|  |               |               |               |                         |              |                   |                       |   | 62.7          | 52.0          | 43.5          | -                       | 52.9         | 11.9              | 16                    |
| UNIVERSITY OF UTAH (1)                                   | 94.6          | 69.5          | 60.6          | 47.8                    | 73.0         | 3.6               | 24                    | <b>SOUTHSIDE VIRGINIA COMMUNITY COLLEGE (1)</b>                     |               |               |               |                         |              |                   |                       |
|  |               |               |               |                         |              |                   |                       |   | 58.8          | 51.7          | 47.6          | 40.0                    | 47.2         | 9.3               | 16                    |
| UTAH STATE UNIVERSITY (1)                                | 71.2          | 56.8          | 54.2          | 40.5                    | 57.8         | 5.9               | 23                    | <b>SOUTHWEST VIRGINIA COMMUNITY COLLEGE (1)</b>                     |               |               |               |                         |              |                   |                       |
|  |               |               |               |                         |              |                   |                       |   | 54.8          | 51.0          | 46.3          | 37.7                    | 48.1         | 4.7               | 16                    |
| <b>VERMONT</b>   |               |               |               |                         |              |                   |                       | <b>THOMAS NELSON COMMUNITY COLLEGE (1)</b>                          |               |               |               |                         |              |                   |                       |
|  |               |               |               |                         |              |                   |                       |   | 57.3          | 47.3          | 44.8          | 38.8                    | 45.9         | 4.4               | 16                    |
| <b>BA</b>  |               |               |               |                         |              |                   |                       | <b>TIDEWATER COMMUNITY COLLEGE (1)</b>                              |               |               |               |                         |              |                   |                       |
|  |               |               |               |                         |              |                   |                       |   | 53.7          | 49.5          | 43.2          | 37.5                    | 46.6         | 3.5               | 16                    |
| VERMONT TECHNICAL COLLEGE (1)                            | 55.8          | 44.2          | 35.8          | 26.3                    | 45.0         | 3.4               | 18                    | <b>VIRGINIA HIGHLANDS COMMUNITY COLLEGE (1)</b>                     |               |               |               |                         |              |                   |                       |
|  |               |               |               |                         |              |                   |                       |   | 54.3          | 50.8          | 43.4          | 36.0                    | 48.6         | 6.4               | 16                    |
| <b>BA+</b>   |               |               |               |                         |              |                   |                       | <b>VIRGINIA WESTERN COMMUNITY COLLEGE (1)</b>                       |               |               |               |                         |              |                   |                       |
|  |               |               |               |                         |              |                   |                       |   | 54.7          | 49.9          | 43.8          | 37.6                    | 46.4         | 4.4               | 16                    |
| CASTLETON STATE COLLEGE (1)                              | 55.5          | 45.5          | 36.8          | -                       | 47.2         | 3.6               | 18                    | <b>WYTHEVILLE COMMUNITY COLLEGE (1)</b>                             |               |               |               |                         |              |                   |                       |
|  |               |               |               |                         |              |                   |                       |   | 52.5          | 47.3          | 43.2          | 37.8                    | 46.0         | 5.3               | 16                    |
| JOHNSON STATE COLLEGE (1)                                | 57.6          | 46.9          | 36.7          | -                       | 53.0         | 14.8              | 20                    | <b>BA</b>   |               |               |               |                         |              |                   |                       |
|  |               |               |               |                         |              |                   |                       |   |               |               |               |                         |              |                   |                       |
| LYNDON STATE COLLEGE (1)                                 | 58.5          | 45.3          | 36.3          | 30.1                    | 47.5         | 6.1               | 19                    | <b>THE UNIVERSITY OF VIRGINIA'S COLLEGE AT WISE (1)</b>             |               |               |               |                         |              |                   |                       |
|  |               |               |               |                         |              |                   |                       |   | 71.6          | 59.2          | 50.3          | 36.9                    | 52.3         | 0.0               | 14                    |
| <b>DOCTORAL</b>  |               |               |               |                         |              |                   |                       | <b>VIRGINIA MILITARY INSTITUTE (1)</b>                              |               |               |               |                         |              |                   |                       |
|  |               |               |               |                         |              |                   |                       |   | 77.7          | 57.7          | 54.5          | 35.0                    | 67.8         | -0.6              | 21                    |
| UNIVERSITY OF VERMONT AND STATE AGRICULTURAL COLLEGE (1) | 89.9          | 67.0          | 57.2          | 43.9                    | 65.6         | 4.2               | 20                    |   |               |               |               |                         |              |                   |                       |
| <b>VIRGINIA</b>  |               |               |               |                         |              |                   |                       |   |               |               |               |                         |              |                   |                       |
| <b>AA</b>  |               |               |               |                         |              |                   |                       |   |               |               |               |                         |              |                   |                       |
| BLUE RIDGE COMMUNITY COLLEGE (1)                         | 65.8          | 55.4          | 46.4          | 39.2                    | 48.3         | 4.9               | 16                    |   |               |               |               |                         |              |                   |                       |
| CENTRAL VIRGINIA COMMUNITY COLLEGE (1)                   | 57.1          | 50.3          | 43.9          | 37.3                    | 48.9         | 4.8               | 16                    |   |               |               |               |                         |              |                   |                       |

## SPECIAL Salary Review

| State/<br>School  | Prof.<br>(\$) | Assc.<br>(\$) | Asst.<br>(\$) | Inst./<br>Lect.<br>(\$) | Avg.<br>(\$) | %<br>Chng.<br>(%) | Avg.<br>Bene.<br>(\$) | State/<br>School                             | Prof.<br>(\$) | Assc.<br>(\$) | Asst.<br>(\$) | Inst./<br>Lect.<br>(\$) | Avg.<br>(\$) | %<br>Chng.<br>(%) | Avg.<br>Bene.<br>(\$) |
|---|---------------|---------------|---------------|-------------------------|--------------|-------------------|-----------------------|--|---------------|---------------|---------------|-------------------------|--------------|-------------------|-----------------------|
| <b>BA+</b>  |               |               |               |                         |              |                   |                       | GRAYS HARBOR COLLEGE (1)                     | -             | -             | -             | 47.5                    | 47.5         | 3.8               | 16                    |
| CHRISTOPHER NEWPORT UNIVERSITY (1)                      | 91.8          | 69.2          | 53.8          | 42.6                    | 63.8         | 3.4               | 17                    | GREEN RIVER COMMUNITY COLLEGE (1)            | -             | -             | -             | -                       | 50.9         | 1.7               | 17                    |
| LONGWOOD UNIVERSITY (1)                                 | 66.7          | 59.7          | 48.0          | 36.4                    | 52.2         | -0.9              | 55                    | HIGHLINE COMMUNITY COLLEGE (1)               | -             | -             | -             | -                       | 52.1         | 4.6               | 17                    |
| RADFORD UNIVERSITY (1)                                  | 70.1          | 57.2          | 51.9          | 42.5                    | 58.9         | 7.6               | 18                    | LAKE WASHINGTON TECHNICAL COLLEGE (1)        | -             | -             | -             | -                       | 48.8         | 2.5               | 16                    |
| UNIVERSITY OF MARY WASHINGTON (1)                       | 77.0          | 59.9          | 44.6          | 44.2                    | 57.5         | 1.7               | 17                    | LOWER COLUMBIA COLLEGE (1)                   | -             | -             | -             | -                       | 50.0         | 2.8               | 17                    |
| <b>DOCTORAL</b>   |               |               |               |                         |              |                   |                       | NORTHWEST INDIAN COLLEGE (1)                 | -             | -             | -             | 30.9                    | 30.9         | 0.0               | 9                     |
| COLLEGE OF WILLIAM AND MARY (1)                         | 114.5         | 78.6          | 61.0          | 44.7                    | 82.1         | 1.4               | 21                    | OLYMPIC COLLEGE (1)                          | -             | -             | -             | -                       | 47.9         | -0.8              | 16                    |
| GEORGE MASON UNIVERSITY (1)                             | 108.8         | 76.2          | 61.4          | 49.2                    | 79.2         | 5.0               | 15                    | PENINSULA COLLEGE (1)                        | -             | -             | -             | -                       | 45.0         | 2.9               | 15                    |
| JAMES MADISON UNIVERSITY (1)                            | 76.0          | 61.6          | 50.6          | 42.7                    | 59.2         | 2.5               | 20                    | PIERCE COLLEGE AT FORT STEILACOOM (1)        | -             | -             | -             | 47.7                    | 47.7         | 4.7               | 12                    |
| NORFOLK STATE UNIVERSITY (1)                            | 66.8          | 62.5          | 51.7          | 44.5                    | 57.3         | 3.9               | 16                    | PIERCE COLLEGE AT PUYALLUP (1)               | -             | -             | -             | 44.8                    | 44.8         | 3.4               | 16                    |
| OLD DOMINION UNIVERSITY (1)                             | 87.8          | 64.0          | 55.8          | 44.4                    | 64.5         | 4.3               | 18                    | RENTON TECHNICAL COLLEGE (1)                 | -             | -             | -             | 49.2                    | 49.2         | 1.8               | 16                    |
| UNIVERSITY OF VIRGINIA MAIN CAMPUS (1)                  | 118.2         | 84.0          | 68.3          | 48.1                    | 91.9         | 3.4               | 24                    | SEATTLE COMMUNITY COLLEGE CENTRAL CAMPUS (1) | -             | -             | -             | 48.7                    | 49.7         | 2.5               | 16                    |
| VIRGINIA COMMONWEALTH UNIVERSITY (1)                    | 94.5          | 73.2          | 60.5          | 38.4                    | 68.8         | 4.0               | 19                    | SEATTLE COMMUNITY COLLEGE NORTH CAMPUS (1)   | -             | -             | -             | 49.0                    | 50.7         | 2.5               | 17                    |
| VIRGINIA POLYTECHNIC INSTITUTE AND STATE UNIVERSITY (1) | 103.8         | 76.6          | 63.3          | 39.7                    | 77.5         | 9.9               | 20                    | SEATTLE COMMUNITY COLLEGE SOUTH CAMPUS (1)   | -             | -             | -             | 49.3                    | 50.3         | 2.4               | 17                    |
| VIRGINIA STATE UNIVERSITY (1)                           | 73.3          | 60.7          | 56.9          | 41.6                    | 58.6         | 7.0               | 11                    | SHORELINE COMMUNITY COLLEGE (1)              | -             | -             | -             | -                       | 47.5         | -9.6              | 15                    |
| <b>WASHINGTON</b>                                       |               |               |               |                         |              |                   |                       | SKAGIT VALLEY COLLEGE (1)                    | -             | -             | -             | -                       | 49.3         | 2.1               | 15                    |
| <b>AA</b>   |               |               |               |                         |              |                   |                       | SOUTH PUGET SOUND COMMUNITY COLLEGE (1)      | 48.6          | -             | -             | -                       | 48.6         | 9.9               | 16                    |
| BATES TECHNICAL COLLEGE (1)                             | -             | -             | -             | 50.5                    | 50.5         | 5.1               | 16                    | SPOKANE COMMUNITY COLLEGE (1)                | -             | -             | -             | -                       | 49.8         | 8.9               | 17                    |
| BELLEVUE COMMUNITY COLLEGE (1)                          | -             | -             | -             | -                       | 51.8         | 2.0               | 16                    | SPOKANE FALLS COMMUNITY COLLEGE (1)          | -             | -             | -             | -                       | 49.3         | 4.0               | 17                    |
| BELLINGHAM TECHNICAL COLLEGE (1)                        | -             | -             | -             | -                       | 52.5         | 2.9               | 17                    | TACOMA COMMUNITY COLLEGE (1)                 | -             | -             | -             | -                       | 51.6         | -1.5              | 15                    |
| BIG BEND COMMUNITY COLLEGE (1)                          | -             | -             | -             | -                       | 42.9         | -5.2              | 15                    | WALLA WALLA COMMUNITY COLLEGE (1)            | -             | -             | -             | 48.0                    | 48.0         | 1.3               | 17                    |
| CASCADIA COMMUNITY COLLEGE (1)                          | -             | -             | -             | 49.9                    | 49.9         | 6.2               | 16                    | WENATCHEE VALLEY COLLEGE (1)                 | -             | -             | -             | -                       | 49.1         | 1.9               | 16                    |
| CENTRALIA COLLEGE (1)                                   | -             | -             | -             | -                       | 50.0         | 2.1               | 17                    | WHATCOM COMMUNITY COLLEGE (1)                | -             | -             | -             | -                       | 45.0         | 0.1               | 16                    |
| CLARK COLLEGE (1)                                       | -             | -             | -             | -                       | 48.3         | 3.1               | 16                    | YAKIMA VALLEY COMMUNITY COLLEGE (1)          | -             | -             | -             | 51.6                    | 51.6         | 1.9               | 16                    |
| CLOVER PARK TECHNICAL COLLEGE (1)                       | -             | -             | -             | 47.9                    | 47.9         | 12.6              | 16                    | <b>BA+</b>                                   |               |               |               |                         |              |                   |                       |
| COLUMBIA BASIN COLLEGE (1)                              | -             | -             | -             | -                       | 47.0         | 4.1               | 16                    | CENTRAL WASHINGTON UNIVERSITY (1)            | 69.4          | 55.6          | 46.7          | 38.4                    | 55.7         | 3.1               | 15                    |
| EDMONDS COMMUNITY COLLEGE (1)                           | -             | -             | -             | -                       | 50.4         | 2.2               | 16                    |  |               |               |               |                         |              |                   |                       |
| EVERETT COMMUNITY COLLEGE (1)                           | -             | -             | -             | 41.2                    | 41.2         | -9.6              | 14                    |  |               |               |               |                         |              |                   |                       |

## SPECIAL Salary Review

| State/<br>School | Prof.<br>(\$) | Assc.<br>(\$) | Asst.<br>(\$) | Inst./<br>Lect.<br>(\$) | Avg.<br>(\$) | %<br>Chng.<br>(%) | Avg.<br>Bene.<br>(\$) |
|------------------|---------------|---------------|---------------|-------------------------|--------------|-------------------|-----------------------|
|------------------|---------------|---------------|---------------|-------------------------|--------------|-------------------|-----------------------|

|   |       |      |      |      |      |      |    |
|---|-------|------|------|------|------|------|----|
| THE EVERGREEN STATE COLLEGE (1)             | -     | -    | -    | -    | 56.8 | 3.5  | 17 |
| UNIVERSITY OF WASHINGTON BOTHELL CAMPUS (1) | 111.5 | 96.8 | 92.6 | 66.6 | 89.8 | 33.6 | 17 |
| UNIVERSITY OF WASHINGTON TACOMA CAMPUS (1)  | 124.4 | 93.9 | 88.1 | 71.6 | 95.1 | 45.3 | 17 |
| WESTERN WASHINGTON UNIVERSITY (1)           | 70.9  | 57.5 | 50.7 | 41.2 | 58.6 | 3.6  | 16 |

### DOCTORAL

|   |       |      |      |      |       |      |    |
|---|-------|------|------|------|-------|------|----|
| EASTERN WASHINGTON UNIVERSITY (1)           | 65.6  | 53.5 | 49.7 | -    | 51.2  | 1.8  | 16 |
| UNIVERSITY OF WASHINGTON SEATTLE CAMPUS (1) | 127.9 | 94.2 | 88.4 | 65.5 | 103.8 | 35.8 | 19 |
| WASHINGTON STATE UNIVERSITY (1)             | 87.2  | 66.3 | 60.3 | 38.7 | 65.7  | 5.0  | 19 |

## WEST VIRGINIA

### AA

|  |      |      |      |      |      |       |    |
|--|------|------|------|------|------|-------|----|
| CARVER CAREER CENTER (1)   | -    | -    | -    | 44.2 | 44.2 | 4.4   | 16 |
| COMMUNITY AND TECHNICAL COLLEGE AT WEST VIRGINIA UNIVERSITY INST OF TECH (1) | -    | 18.4 | -    | 28.2 | 21.7 | -47.7 | 11 |
| COMMUNITY AND TECHNICAL COLLEGE OF SHEPHERD (1)                              | -    | 45.9 | 46.5 | 39.7 | 41.5 | -     | 9  |
| EASTERN WEST VIRGINIA COMMUNITY AND TECHNICAL COLLEGE (1)                    | -    | -    | -    | -    | -    | -     | -  |
| FAIRMONT STATE COMMUNITY AND TECHNICAL COLLEGE (1)                           | 56.4 | 53.1 | 41.1 | 39.9 | 43.3 | 0.1   | 11 |
| MARSHALL COMMUNITY AND TECHNICAL COLLEGE (1)                                 | 51.0 | 43.9 | 44.1 | 34.7 | 42.2 | 8.3   | 11 |
| NEW RIVER COMMUNITY AND TECHNICAL COLLEGE (1)                                | 50.4 | 49.5 | 38.1 | 36.3 | 41.2 | -     | 11 |
| SOUTHERN WEST VIRGINIA COMMUNITY AND TECHNICAL COLLEGE (1)                   | 52.9 | 45.0 | 37.4 | 29.9 | 40.9 | 0.6   | 12 |
| WEST VIRGINIA NORTHERN COMMUNITY COLLEGE (1)                                 | 50.8 | 43.0 | 37.2 | 30.9 | 42.3 | 6.2   | 12 |
| WEST VIRGINIA STATE COMMUNITY AND TECHNICAL COLLEGE (1)                      | 59.1 | 50.6 | 42.7 | 36.2 | 45.3 | 2.3   | 12 |

### BA

|   |      |      |      |      |      |      |    |
|---|------|------|------|------|------|------|----|
| BLUEFIELD STATE COLLEGE (1)                           | 59.6 | 45.3 | 38.2 | 34.0 | 46.5 | 0.4  | 13 |
| GLENVILLE STATE COLLEGE (1)                           | 61.3 | 52.0 | 41.8 | 34.8 | 45.7 | 3.8  | 14 |
| POTOMAC STATE COLLEGE OF WEST VIRGINIA UNIVERSITY (1) | 53.9 | 44.8 | 34.6 | 32.5 | 43.0 | 2.4  | 8  |
| WEST LIBERTY STATE COLLEGE (1)                        | 59.4 | 47.6 | 41.1 | 34.8 | 46.6 | -1.4 | 11 |
| WEST VIRGINIA UNIVERSITY AT PARKERSBURG (1)           | 49.2 | 42.9 | 40.4 | 34.7 | 43.1 | 1.0  | 11 |

### BA+

|                        |      |      |      |      |      |     |    |
|------------------------|------|------|------|------|------|-----|----|
| CONCORD UNIVERSITY (1) | 59.0 | 50.9 | 43.7 | 37.7 | 47.9 | 5.2 | 16 |
|------------------------|------|------|------|------|------|-----|----|

| State/<br>School | Prof.<br>(\$) | Assc.<br>(\$) | Asst.<br>(\$) | Inst./<br>Lect.<br>(\$) | Avg.<br>(\$) | %<br>Chng.<br>(%) | Avg.<br>Bene.<br>(\$) |
|------------------|---------------|---------------|---------------|-------------------------|--------------|-------------------|-----------------------|
|------------------|---------------|---------------|---------------|-------------------------|--------------|-------------------|-----------------------|

|  |      |      |      |      |      |     |    |
|--|------|------|------|------|------|-----|----|
| FAIRMONT STATE UNIVERSITY (1)                        | 60.2 | 52.3 | 46.5 | 38.7 | 51.0 | 3.2 | 13 |
| SHEPHERD UNIVERSITY (1)                              | 63.0 | 54.1 | 45.8 | 38.8 | 52.1 | 6.6 | 12 |
| WEST VIRGINIA STATE UNIVERSITY (1)                   | 58.8 | 51.4 | 42.5 | 33.3 | 48.0 | 1.0 | 12 |
| WEST VIRGINIA UNIVERSITY INSTITUTE OF TECHNOLOGY (1) | 57.3 | 46.2 | 42.1 | -    | 48.9 | 4.1 | 8  |

### DOCTORAL

|                              |      |      |      |      |      |     |    |
|------------------------------|------|------|------|------|------|-----|----|
| MARSHALL UNIVERSITY (1)      | 63.2 | 53.8 | 42.4 | 30.7 | 53.1 | 0.2 | 13 |
| WEST VIRGINIA UNIVERSITY (1) | 80.1 | 61.8 | 51.1 | 36.2 | 63.4 | 3.4 | 15 |

## WISCONSIN

### AA

|  |      |      |      |      |      |      |    |
|--|------|------|------|------|------|------|----|
| BLACKHAWK TECHNICAL COLLEGE (1)                  | -    | -    | -    | -    | 61.4 | -1.3 | 22 |
| CHIPPEWA VALLEY TECHNICAL COLLEGE (1)            | -    | -    | -    | -    | 57.5 | 0.2  | 24 |
| FOX VALLEY TECHNICAL COLLEGE (1)                 | -    | -    | -    | 63.4 | 63.4 | 0.6  | 21 |
| GATEWAY TECHNICAL COLLEGE (1)                    | -    | -    | -    | 67.8 | 67.8 | -7.5 | 30 |
| LAC COURTE OREILLES OJIBWA COMMUNITY COLLEGE (1) | -    | -    | -    | 35.0 | 35.0 | 0.4  | 11 |
| LAKESHORE TECHNICAL COLLEGE (1)                  | -    | -    | -    | 64.5 | 64.5 | 3.8  | 25 |
| MADISON AREA TECHNICAL COLLEGE (1)               | -    | -    | -    | 70.4 | 70.4 | 3.1  | 36 |
| MID-STATE TECHNICAL COLLEGE (1)                  | -    | -    | -    | -    | 60.8 | 11.5 | 25 |
| MILWAUKEE AREA TECHNICAL COLLEGE (1)             | -    | -    | -    | 79.3 | 79.3 | 2.8  | 37 |
| MORAIN PARK TECHNICAL COLLEGE (1)                | -    | -    | -    | 60.1 | 60.1 | 8.1  | 26 |
| NICOLET AREA TECHNICAL COLLEGE (1)               | -    | -    | -    | 65.6 | 65.6 | 0.7  | 26 |
| NORTHCENTRAL TECHNICAL COLLEGE (1)               | -    | -    | -    | 59.8 | 59.8 | 5.4  | 23 |
| NORTHEAST WISCONSIN TECHNICAL COLLEGE (1)        | -    | -    | -    | -    | 66.5 | 7.9  | 26 |
| SOUTHWEST WISCONSIN TECHNICAL COLLEGE (1)        | -    | -    | -    | 52.8 | 52.8 | 6.3  | 11 |
| UNIVERSITY OF WISCONSIN COLLEGES (1)             | 62.4 | 51.3 | 41.7 | 38.4 | 49.7 | -0.3 | 15 |
| WAUKESHA COUNTY TECHNICAL COLLEGE (1)            | -    | -    | -    | 65.3 | 65.3 | 0.7  | 29 |
| WESTERN WISCONSIN TECHNICAL COLLEGE (1)          | -    | -    | -    | -    | 50.2 | -2.9 | 20 |

## SPECIAL Salary Review

| State/<br>School | Prof.<br>(\$) | Assc.<br>(\$) | Asst.<br>(\$) | Inst./<br>Lect.<br>(\$) | Avg.<br>(\$) | %<br>Chng.<br>(%) | Avg.<br>Bene.<br>(\$) |
|------------------|---------------|---------------|---------------|-------------------------|--------------|-------------------|-----------------------|
|------------------|---------------|---------------|---------------|-------------------------|--------------|-------------------|-----------------------|

|  |   |   |   |   |   |   |   |
|--|---|---|---|---|---|---|---|
| WISCONSIN INDIANHEAD TECHNICAL COLLEGE (1) | - | - | - | - | - | - | - |
|--|---|---|---|---|---|---|---|

### BA+

|  |      |      |      |      |      |     |    |
|--|------|------|------|------|------|-----|----|
| UNIVERSITY OF WISCONSIN EAU CLAIRE (1) | 67.6 | 55.4 | 49.1 | 39.7 | 56.0 | 2.6 | 20 |
|--|------|------|------|------|------|-----|----|

|                                       |      |      |      |      |      |     |    |
|---------------------------------------|------|------|------|------|------|-----|----|
| UNIVERSITY OF WISCONSIN GREEN BAY (1) | 65.9 | 54.2 | 47.4 | 42.1 | 53.1 | 2.7 | 19 |
|---------------------------------------|------|------|------|------|------|-----|----|

|                                       |      |      |      |      |      |     |    |
|---------------------------------------|------|------|------|------|------|-----|----|
| UNIVERSITY OF WISCONSIN LA CROSSE (1) | 73.0 | 56.3 | 47.8 | 38.0 | 55.7 | 1.1 | 20 |
|---------------------------------------|------|------|------|------|------|-----|----|

|                                     |      |      |      |      |      |     |    |
|-------------------------------------|------|------|------|------|------|-----|----|
| UNIVERSITY OF WISCONSIN OSHKOSH (1) | 68.7 | 58.0 | 49.4 | 40.3 | 55.5 | 3.2 | 19 |
|-------------------------------------|------|------|------|------|------|-----|----|

|                                      |      |      |      |      |      |     |    |
|--------------------------------------|------|------|------|------|------|-----|----|
| UNIVERSITY OF WISCONSIN PARKSIDE (1) | 71.3 | 59.3 | 54.1 | 38.3 | 55.1 | 1.4 | 20 |
|--------------------------------------|------|------|------|------|------|-----|----|

|   |      |      |      |      |      |     |    |
|---|------|------|------|------|------|-----|----|
| UNIVERSITY OF WISCONSIN PLATTEVILLE (1) | 67.9 | 54.7 | 47.8 | 38.7 | 54.7 | 1.5 | 20 |
|---|------|------|------|------|------|-----|----|

|   |      |      |      |      |      |     |    |
|---|------|------|------|------|------|-----|----|
| UNIVERSITY OF WISCONSIN RIVER FALLS (1) | 63.1 | 55.8 | 49.5 | 42.5 | 56.9 | 1.3 | 20 |
|---|------|------|------|------|------|-----|----|

|   |      |      |      |      |      |      |    |
|---|------|------|------|------|------|------|----|
| UNIVERSITY OF WISCONSIN STEVENS POINT (1) | 67.6 | 53.8 | 45.2 | 39.2 | 54.7 | -0.6 | 19 |
|---|------|------|------|------|------|------|----|

|                                   |      |      |      |      |      |     |    |
|-----------------------------------|------|------|------|------|------|-----|----|
| UNIVERSITY OF WISCONSIN STOUT (1) | 68.3 | 55.3 | 47.4 | 41.8 | 54.5 | 2.5 | 19 |
|-----------------------------------|------|------|------|------|------|-----|----|

|                                      |      |      |      |      |      |      |    |
|--------------------------------------|------|------|------|------|------|------|----|
| UNIVERSITY OF WISCONSIN SUPERIOR (1) | 63.1 | 51.8 | 49.7 | 38.4 | 52.8 | -0.4 | 19 |
|--------------------------------------|------|------|------|------|------|------|----|

| State/<br>School | Prof.<br>(\$) | Assc.<br>(\$) | Asst.<br>(\$) | Inst./<br>Lect.<br>(\$) | Avg.<br>(\$) | %<br>Chng.<br>(%) | Avg.<br>Bene.<br>(\$) |
|------------------|---------------|---------------|---------------|-------------------------|--------------|-------------------|-----------------------|
|------------------|---------------|---------------|---------------|-------------------------|--------------|-------------------|-----------------------|

|  |      |      |      |      |      |     |    |
|--|------|------|------|------|------|-----|----|
| UNIVERSITY OF WISCONSIN WHITEWATER (1) | 69.9 | 57.2 | 52.9 | 42.6 | 55.5 | 1.9 | 20 |
|--|------|------|------|------|------|-----|----|

### DOCTORAL

|                                     |       |      |      |      |      |     |    |
|-------------------------------------|-------|------|------|------|------|-----|----|
| UNIVERSITY OF WISCONSIN MADISON (1) | 100.2 | 74.5 | 63.4 | 60.8 | 85.1 | 1.2 | 24 |
|-------------------------------------|-------|------|------|------|------|-----|----|

|                                       |      |      |      |      |      |     |    |
|---------------------------------------|------|------|------|------|------|-----|----|
| UNIVERSITY OF WISCONSIN MILWAUKEE (1) | 85.7 | 66.1 | 56.4 | 40.1 | 63.1 | 0.6 | 21 |
|---------------------------------------|------|------|------|------|------|-----|----|

## WYOMING

### AA

|                    |   |   |   |   |      |     |    |
|--------------------|---|---|---|---|------|-----|----|
| CASPER COLLEGE (1) | - | - | - | - | 47.9 | 4.6 | 16 |
|--------------------|---|---|---|---|------|-----|----|

|                             |      |      |      |      |      |     |    |
|-----------------------------|------|------|------|------|------|-----|----|
| CENTRAL WYOMING COLLEGE (1) | 54.5 | 46.7 | 44.1 | 39.8 | 45.9 | 9.7 | 16 |
|-----------------------------|------|------|------|------|------|-----|----|

|                             |   |   |   |      |      |     |    |
|-----------------------------|---|---|---|------|------|-----|----|
| EASTERN WYOMING COLLEGE (1) | - | - | - | 43.0 | 43.0 | 3.3 | 16 |
|-----------------------------|---|---|---|------|------|-----|----|

|                                      |   |   |   |   |      |     |    |
|--------------------------------------|---|---|---|---|------|-----|----|
| LARAMIE COUNTY COMMUNITY COLLEGE (1) | - | - | - | - | 47.6 | 5.0 | 16 |
|--------------------------------------|---|---|---|---|------|-----|----|

|                       |      |      |      |      |      |     |    |
|-----------------------|------|------|------|------|------|-----|----|
| NORTHWEST COLLEGE (1) | 52.3 | 49.2 | 44.9 | 38.1 | 45.0 | 0.2 | 15 |
|-----------------------|------|------|------|------|------|-----|----|

|                      |   |   |   |      |      |     |    |
|----------------------|---|---|---|------|------|-----|----|
| SHERIDAN COLLEGE (1) | - | - | - | 47.1 | 47.1 | 2.1 | 17 |
|----------------------|---|---|---|------|------|-----|----|

|                                       |      |      |      |      |      |     |    |
|---------------------------------------|------|------|------|------|------|-----|----|
| WESTERN WYOMING COMMUNITY COLLEGE (1) | 64.0 | 52.0 | 44.7 | 39.2 | 46.6 | 4.9 | 18 |
|---------------------------------------|------|------|------|------|------|-----|----|

### DOCTORAL

|                           |      |      |      |      |      |      |    |
|---------------------------|------|------|------|------|------|------|----|
| UNIVERSITY OF WYOMING (1) | 84.2 | 65.3 | 57.5 | 45.5 | 64.6 | -0.6 | 20 |
|---------------------------|------|------|------|------|------|------|----|



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