



# COLLATERAL DAMAGE: EFFECTS OF THE PANDEMIC ON ACADEME

During the past two years, since the COVID-19 pandemic first began, faculty and staff have nimbly adapted the delivery of education and student services.

In many cases, local faculty and staff unions have worked with college

administrators to provide emergency financial assistance and enhanced mental-health supports to students, and to develop short-term safety policies around COVID testing, physical distancing, and mask and vaccine mandates. Meanwhile, thousands of faculty and staff have struggled with mandatory furloughs and layoffs, imposed by administrators. In this annual NEA special report, we look at full- and part-time faculty data from 2020-2021—the first full year of the pandemic—and see its effect on faculty's financial well-being. We find that fewer faculty, especially part-time faculty, are teaching, and that the purchasing power of faculty salaries has declined. Meanwhile, faculty at historically Black colleges and universities (HBCUs) continue to suffer a pay disparity. One other notable finding? The union difference—the fact that faculty in unions are paid more than their non-unionized peers—points to the ongoing need for a collective voice.

THE ANNUAL NEA SPECIAL SALARY ISSUE IS AUTHORED BY SUE CLERY, of ASA Research, in partnership with the National Education Association.



In last year’s special salary report, headlined the “Calm Before COVID,” we reported on the status of academe in the 2019-2020 academic year. It was a year split in two: first, the pre-pandemic fall semester and then, the 2020 winter and spring terms, which were spent in the throes of the pandemic and ensuing shutdown. During the latter, colleges and universities announced furloughs and temporary layoffs, cut salaries, and suspended capital projects to mitigate financial losses.

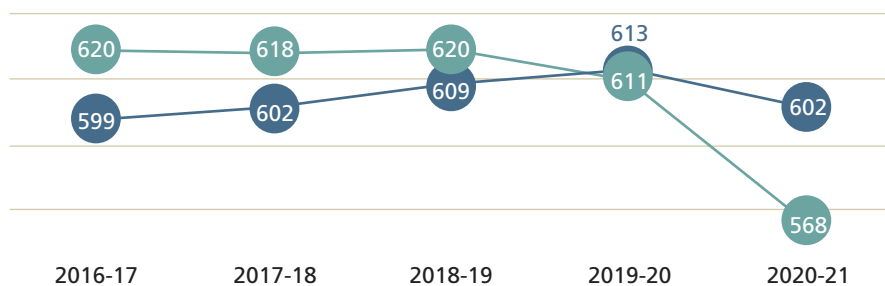
The “Calm Before COVID” presented two notable findings<sup>1</sup> for faculty of record in November 2019:

- The number of faculty teaching full-time in 2019-2020 had increased over the prior year, continuing an upward trajectory over a number of years.
- Faculty purchasing power, which declined during and just after the 2008 Great Recession, due to inflation, had recovered and risen to pre-recessionary levels. Faculty purchasing power was, on average, about \$5,000 higher in 2019-2020 than it was at its low point in 2012-2013—a 6 percent improvement.

The “Calm Before COVID” also recounted how, prior to the pandemic, federal and state funding for higher education were on the rise after a decade of disinvestment. Those funding increases often aimed to decrease the tuition burden on students and families.

**FIGURE 1. PREVIOUSLY HOLDING STEADY OR INCREASING, BOTH FULL-TIME AND PART-TIME FACULTY SAW DECLINING EMPLOYMENT DURING THE FIRST FULL PANDEMIC ACADEMIC YEAR, 2020-21.**

Number of full-time and part-time faculty, 2016-17 to 2020-21 (in thousands)



Source: ASA Research analysis of U.S. Department of Education, Integrated Postsecondary Education Data System, Faculty Salary Data, 2020-21.

This year’s analysis reflects the status of faculty of record in November 2020 and the first full academic year during the pandemic. It shows a different very picture from the pre-pandemic snapshot, as we begin to observe the pandemic’s collateral damage.

To start, the number of full- and part-time faculty decreased between 2019-2020 and 2020-2021 (Figure 1). Part-time faculty were the hardest hit, as the number of these educators

declined by 7 percent—in just one year. Full-time faculty, whose numbers had been on a steady increase, lost about 2 percent of positions.

Previous gains in faculty purchasing power also were reversed. Faculty in all ranks saw their purchasing power take a sharp downward turn in 2020-21 (Figure 2). Declines ranged from \$600 to \$2,600, or 1 to 3 percent, depending on rank.

In the following pages, we also will consider trends in faculty salary, depending on rank, gender, and collective bargaining status, in 2020-2021. Analysis of the pandemic's further effects during 2021-2022 will be available in 2023.

## Faculty Composition

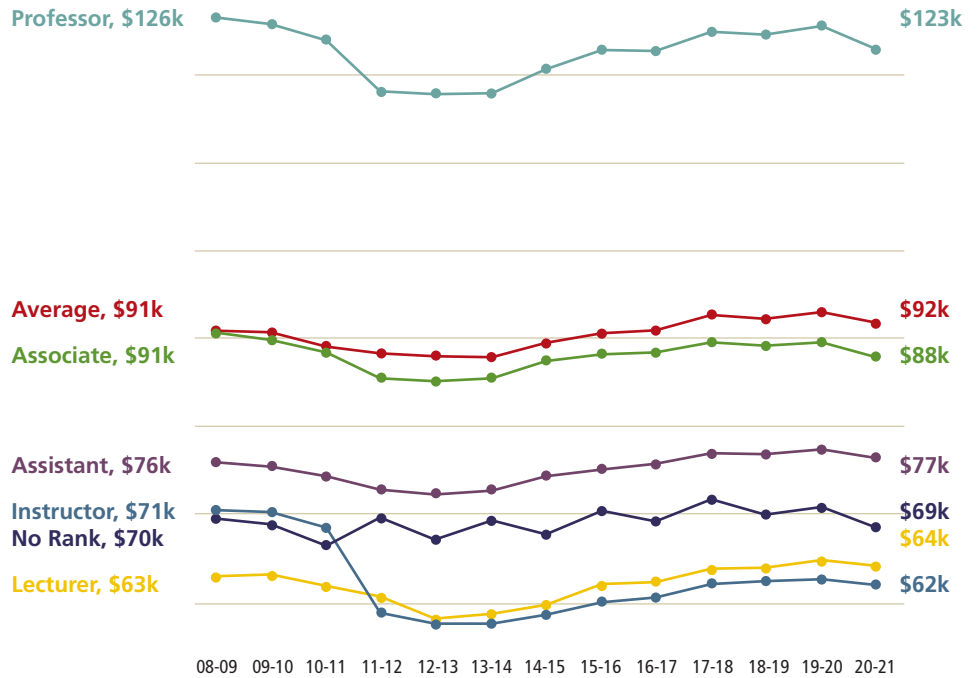
In 2020-2021, 601,827 full-time faculty were employed in the nation's public and private colleges and universities. This number represents a 2 percent decline over the previous year, or a loss of more than 11,000 full-time faculty jobs in 2020-21. Student enrollment also declined by 3 percent from fall 2020 to fall 2021, with roughly 500,000 fewer students in public and private institutions.<sup>2</sup>

Meanwhile, the kinds of institutions where faculty teach and the positions they hold are still the same.

**WHERE DO FACULTY TEACH?** More than four out of 10 full-time faculty teach in public research universities. About half as many, or two out of 10, teach in community colleges. A similar share teach in private doctoral-granting universities. In total, seven out of 10 faculty teach in public institutions (Figure 3). At the same time, more than eight out of 10 faculty are on 9/10-month contracts with the balance on 11/12-month contracts.

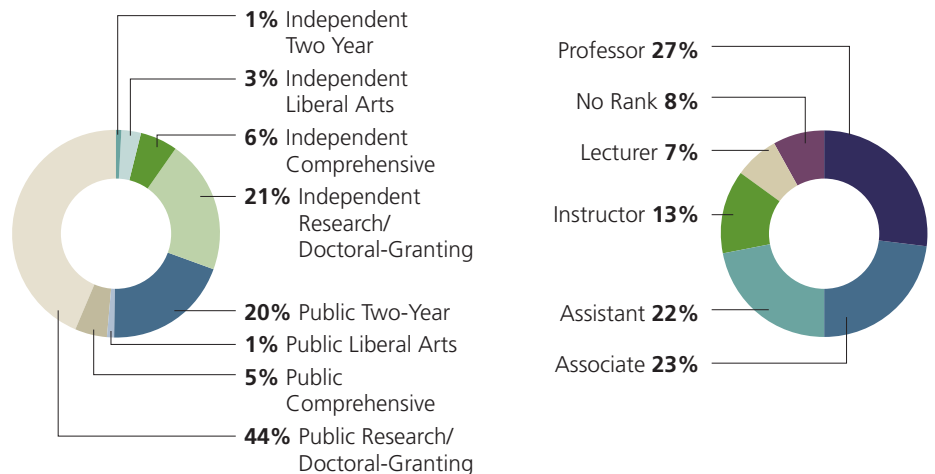
**FIGURE 2. PRE-PANDEMIC 2019-20 FACULTY PURCHASING POWER RECOVERED TO OR EXCEEDED THE PREVIOUS PRE-RECESSION 2008-09 HIGH, BUT ALL FACULTY SAW A PURCHASING POWER DECLINE IN THE FIRST FULL PANDEMIC ACADEMIC YEAR, 2020-21**

Faculty purchasing power by rank, 2008-09 to 2020-21 (in thousands)



Source: ASA Research analysis of U.S. Department of Education, Integrated Postsecondary Education Data System, Faculty Salary Data, 2020-21.

**FIGURE 3: THE NATION'S 601,827 FULL-TIME FACULTY ARE DISPERSED ACROSS INSTITUTION TYPE AND FACULTY RANK.**



**WHAT ABOUT FACULTY RANK?** Nearly three-quarters (72 percent) of full-time faculty hold full, associate, or assistant professor positions—those that are most likely to be tenured or tenure track. That leaves a little more than a quarter (28 percent) of full-time faculty in instructor or lecturer ranks, or no rank positions. Not only are those faculty typically ineligible for tenure, but they often face the greatest risk of layoffs, salary cuts, and furloughs.

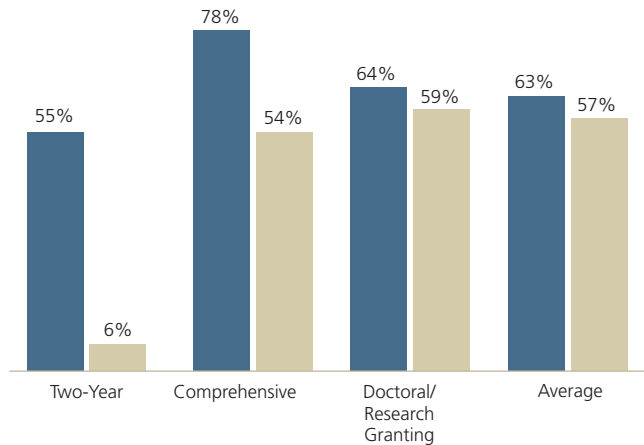
Notably, this data does not include part-time faculty, whose job security is at even higher risk. Before the pandemic, more faculty were employed part-time than full-time. But, as previously noted, the pandemic has altered those numbers significantly: 7 percent fewer part-time faculty taught in fall 2020 compared to fall 2019. There also were far fewer part-time faculty than full-time faculty (568,000 and 602,000, respectively; Figure 1).

**WHO HAS TENURE? DO CONTRACT TYPES DIFFER?** On average, more faculty in public institutions have tenure compared with faculty in private institutions: 63 percent vs. 57 percent (Figure 4). This holds true, regardless of whether it’s a community college or public research university. At 55 percent, faculty in community colleges are the least likely among faculty teaching in public institutions to hold tenured positions.

Non-tenured faculty work on multi-year, indefinite, annual, or less than annual contracts. The vast majority of community college faculty—more so than faculty at other institutional types—teach on annual contracts (75 percent; Figure 5). An additional

**FIGURE 4: FACULTY IN PUBLIC INSTITUTIONS ARE GENERALLY MORE LIKELY TO HAVE TENURE OR BE ON TENURE TRACK, BUT COMMUNITY COLLEGE FACULTY ARE THE LEAST LIKELY TO HAVE TENURE.**

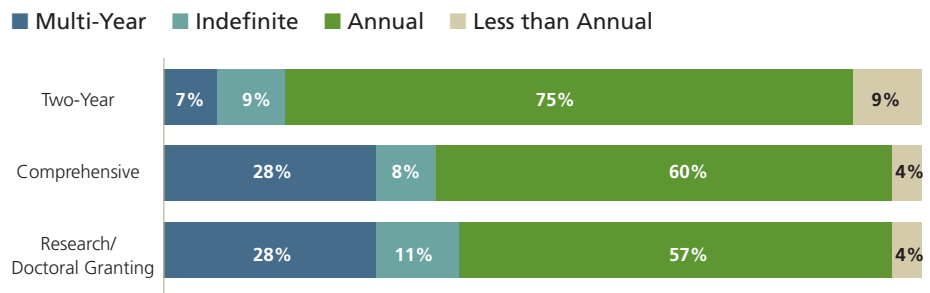
Percent of **Public** and **Independent** Full-time Faculty with Tenure, 2020-21



Source: ASA Research analysis of U.S. Department of Education, Integrated Postsecondary Education Data System, Faculty Salary Data, 2020-21.

**FIGURE 5. MOST COMMUNITY COLLEGE FACULTY ARE ON ANNUAL CONTRACTS, WHILE OTHER FACULTY HOLD MULTI-YEAR AND INDEFINITE CONTRACTS AT WELL OVER DOUBLE THE RATE OF COMMUNITY COLLEGE FACULTY.**

Distribution of Contract Type, Non-tenured/Not on Track Faculty in Public Institutions, 2020-21



Source: ASA Research analysis of U.S. Department of Education’s, Integrated Postsecondary Education Data System, Salary Survey Data, 2020-21.

9 percent—nearly 1 in 10—of *full-time* faculty teach on less than annual contracts. At public 4-year institutions, 3- to 4-in-10 non-tenured faculty hold either multi-year or indefinite contracts, compared to less than 2-in-10 faculty at community colleges.

## Faculty Salaries, 2020-21

### MY SALARY WENT UP, SO WHY AREN'T I FEELING MORE WELL-OFF?

Purchasing power—a measure of salary, corrected for inflation—tends to fluctuate alongside the nation's economy. For example, purchasing power typically declines during inflationary periods and recessions, such as the housing crisis in the early 2000s, while improving during periods of economic recovery or growth, such as the 1990s tech boom. Nominal dollars refers to the actual dollars received at the time they were paid.

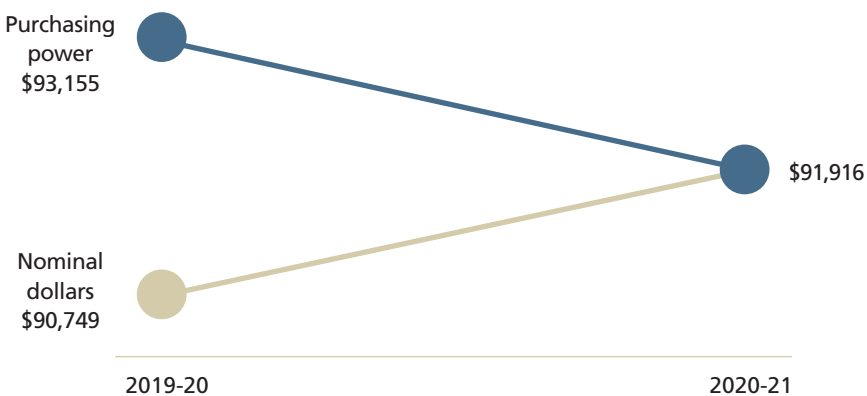
The average salary for full-time faculty on 9/10-month contracts was \$91,916 in 2020-2021 (Figure 6). Although this was a 1.3 percent increase over 2019-2020, inflation was high during this time. Consequently, faculty felt a purchasing power decline of 1.3 percent, or a loss of \$1,239. Faculty with no rank felt the largest declining share, 3 percent, while full professors lost the largest purchasing power magnitude: \$2,639 (2 percent; see Figure 7).

### SECTOR AND ACADEMIC RANK.

Salaries vary across institutional sectors, ranks, genders, disciplines, and states. For example, faculty teaching in private institutions earned an average of \$12,451 more than public institution faculty, \$100,728 compared to \$88,277, in 2020-2021 (Figure 7). This relative differential of 14 percent has persisted over time, and persists regardless of faculty rank or institutional type, with one significant exception—faculty in community colleges earn about \$15,000 more than faculty teaching in private two-year institutions: \$72,547 compared to

**FIGURE 6. FACULTY SALARIES INCREASED OVER THE PAST YEAR BUT FACULTY PURCHASING POWER DECLINED.**

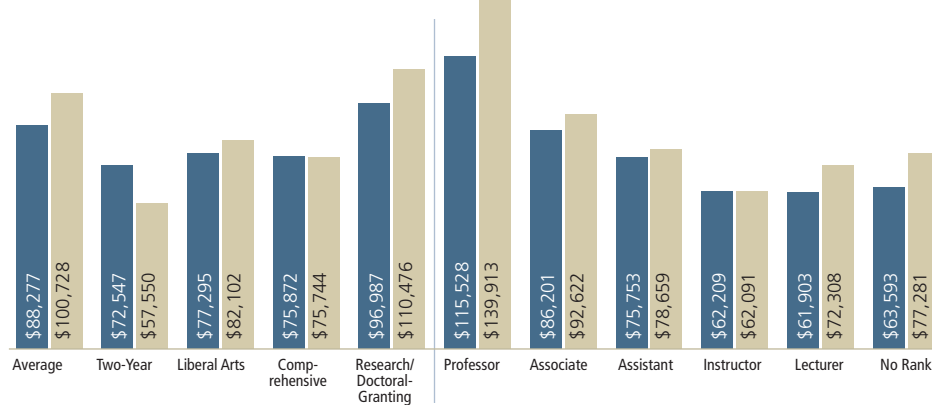
Nominal salary and purchasing power of 9/10-month faculty, 2019-20 and 2020-21



Source: ASA Research analysis of U.S. Department of Education, Integrated Postsecondary Education Data System, Faculty Salary Data, 2020-21.

**FIGURE 7: ACADEMIC RANK IS CORRELATED WITH SALARY. FACULTY IN PRIVATE INSTITUTIONS GENERALLY EARN MORE THAN FACULTY IN PUBLIC INSTITUTIONS.**

9/10-Month faculty salaries, 2020-21



Source: ASA Research analysis of U.S. Department of Education, Integrated Postsecondary Education Data System, Faculty Salary Data, 2020-21.

\$57,550. (Note, private two-year faculty and public liberal arts faculty comprise only 1 percent each of full-time faculty.) Faculty teaching in comprehensive institutions and instructors teaching in public institutions earn slightly more, just over \$100, than faculty in private institutions. Full professors are the

highest paid faculty in both public and private institutions, but they also have the largest public-private salary differential: \$24,385 (or \$115,528 vs. \$139,913). While faculty teaching in research/doctoral-granting institutions earn the highest salaries by institutional type, faculty at two-year institutions earn the least.

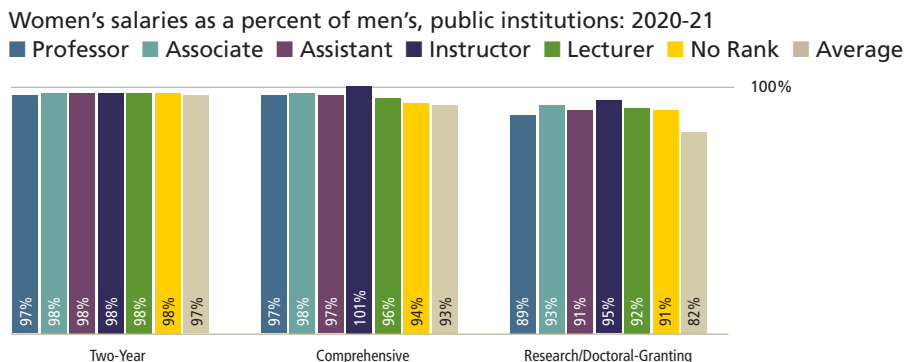
Academic rank correlates with salary, and the relative differences across ranks have been the same for some time. Associate and assistant professors earn about three-quarters and two-thirds of the salaries of full professors (\$86,201 and \$75,753 compared with \$115,628 in public institutions, respectively), while instructors, lecturers, and faculty with no rank earn about half of full professors' earnings (\$62,209, \$61,903, and \$63,593, respectively). In addition to full professors, lecturers and faculty with no rank have relatively large public-private salary differentials: \$10,405 and \$13,688, respectively.

**WHAT ABOUT THE GENDER WAGE GAP?** According to the U.S. Census Bureau, women earned 83 cents to every dollar earned by men in 2020.<sup>3</sup> This trend exists among faculty, although the gap is smaller with women earning 90 cents to the dollar in public institutions and 87 cents in private institutions in 2020-21.

Within some sectors, the gap is reduced. Women in community colleges have the smallest earnings gap and receive 97 percent to 98 percent of men's earnings (Figure 8). Female instructors in public comprehensive institutions earn slightly more than men; this represents a small number of faculty. A larger disparity occurs in the higher paying institutions: women teaching in public research universities earn, on average, 82 percent of men's earnings.

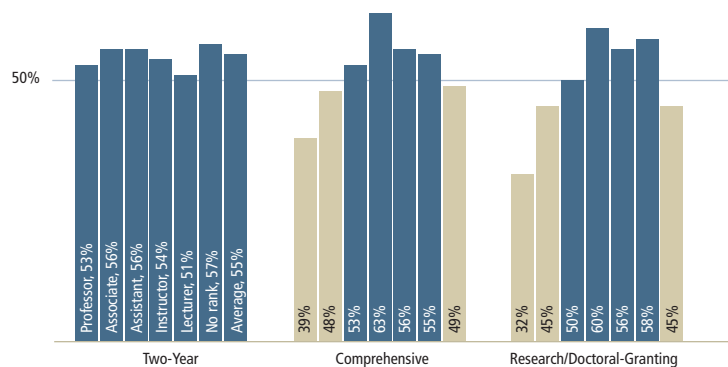
Making it worse, women are less likely to be full professors or research/doctoral institutions. Instead, they work with more frequency in the lower paid ranks and institutions. For

**FIGURE 8: THE GENDER WAGE-GAP IS SMALLEST AT COMMUNITY COLLEGES, LARGEST AT RESEARCH UNIVERSITIES, ESPECIALLY IN THE HIGHEST-PAID FULL PROFESSOR RANK**



**FIGURE 9: THE GENDER PAY GAP IS EXACERBATED BY SMALLER SHARES OF WOMEN IN HIGH-PAID RANKS AND SECTORS.**

Women share of faculty positions, public institutions: 2020-21



Source: ASA Research analysis of U.S. Department of Education, Integrated Postsecondary Education Data System, Faculty Salary Data, 2020-21.

example, although women comprise 47 percent of all faculty, they comprise less than one-third of full professors at public research/doctoral granting institutions (32 percent, Figure 9), and only slightly more at other 4-year institutions. Meanwhile, women represent more than half of all faculty at community colleges and dominate the lower-paying instructor, lecturer and no rank positions in research/doctoral granting institutions (56 to 60 percent).

**HOW ARE STATES FARING?** Even without the presence of a pandemic, differences in state, regional, and local

economies, cost of living, state policies and budgets, collective bargaining ability and administrations' response to collective bargaining activities, student enrollments, demographics, labor markets, political environment—along with multitude of other factors— affect faculty salaries across states. A global pandemic adds further stresses and creates uncertainties as states respond to keep citizens healthy and safe and develop budgets for the forthcoming year. The pandemic's effects changed operations and delivery of both academic and student services; impacted economies, employment, and state revenues (e.g.,



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

State	Average Salary and Rank Within Sector			2019-20 to 2020-21 Percent Change in Salaries		
	Public 4-year	Public 2-year	Private	Public 4-year	Public 2-year	Private
<b>Average</b>	<b>\$94,444</b>	<b>\$72,421</b>	<b>\$100,963</b>	<b>1%</b>	<b>2%</b>	<b>1%</b>
California	\$119,726 <b>1</b>	\$102,068 <b>1</b>	\$120,413 <b>5</b>	1%	3%	0%
New Jersey	\$118,280 <b>2</b>	\$79,392 <b>9</b>	\$123,661 <b>2</b>	2%	1%	1%
Delaware	\$115,443 <b>3</b>	\$72,699 <b>14</b>	\$67,441 <b>37</b>	0%	1%	0%
Connecticut	\$110,533 <b>4</b>	\$87,111 <b>2</b>	\$121,250 <b>3</b>	5%	7%	0%
Hawaii	\$107,400 <b>5</b>	\$79,920 <b>7</b>	\$76,163 <b>30</b>	2%	4%	-1%
Michigan	\$102,945 <b>6</b>	\$85,556 <b>3</b>	\$72,513 <b>34</b>	1%	2%	-1%
Massachusetts	\$101,745 <b>7</b>	\$68,956 <b>19</b>	\$126,251 <b>1</b>	0%	4%	1%
Washington	\$100,511 <b>8</b>	\$72,508 <b>15</b>	\$83,120 <b>24</b>	1%	4%	2%
Pennsylvania	\$99,624 <b>9</b>	\$70,987 <b>17</b>	\$100,776 <b>11</b>	2%	0%	1%
Iowa	\$98,813 <b>10</b>	\$63,467 <b>25</b>	\$67,773 <b>36</b>	2%	0%	-1%
Florida	\$98,459 <b>11</b>	\$60,921 <b>30</b>	\$87,598 <b>21</b>	2%	0%	1%
Maryland	\$97,003 <b>12</b>	\$77,145 <b>10</b>	\$105,460 <b>10</b>	1%	0%	13%
New York	\$96,456 <b>13</b>	\$83,084 <b>5</b>	\$113,444 <b>8</b>	3%	4%	1%
Virginia	\$96,331 <b>14</b>	\$66,786 <b>21</b>	\$78,739 <b>28</b>	0%	0%	7%
New Hampshire	\$96,076 <b>15</b>	\$71,239 <b>16</b>	\$115,586 <b>7</b>	1%	7%	4%
Minnesota	\$95,980 <b>16</b>	\$74,560 <b>13</b>	\$80,385 <b>26</b>	1%	4%	0%
Illinois	\$95,670 <b>17</b>	\$82,517 <b>6</b>	\$106,781 <b>9</b>	3%	3%	1%
Nevada	\$94,981 <b>18</b>	\$74,857 <b>12</b>	\$64,808 <b>38</b>	0%	0%	3%
Ohio	\$94,750 <b>19</b>	\$69,224 <b>18</b>	\$77,253 <b>29</b>	1%	0%	0%
Rhode Island	\$94,558 <b>20</b>	\$65,835 <b>22</b>	\$120,944 <b>4</b>	1%	8%	2%
Arizona	\$94,270 <b>21</b>	\$74,936 <b>11</b>	\$73,677 <b>33</b>	-1%	0%	-1%
Oregon	\$92,540 <b>22</b>	\$79,413 <b>8</b>	\$78,924 <b>27</b>	5%	4%	-4%
Texas	\$92,431 <b>23</b>	\$62,382 <b>27</b>	\$97,897 <b>12</b>	1%	1%	2%
Indiana	\$92,082 <b>24</b>	\$52,185 <b>44</b>	\$87,564 <b>22</b>	1%	0%	1%
Wyoming	\$90,042 <b>25</b>	\$60,316 <b>32</b>	–	0%	0%	–
Vermont	\$89,279 <b>26</b>	\$65,691 <b>23</b>	\$87,717 <b>20</b>	1%	3%	2%
Colorado	\$89,017 <b>27</b>	\$62,610 <b>26</b>	\$94,943 <b>14</b>	-2%	-1%	0%
District of Columbia	\$88,120 <b>28</b>	–	\$115,929 <b>6</b>	13%	–	-3%
Wisconsin	\$87,801 <b>29</b>	\$83,165 <b>4</b>	\$74,526 <b>31</b>	5%	1%	1%
Utah	\$87,655 <b>30</b>	\$68,584 <b>20</b>	\$89,306 <b>19</b>	0%	0%	4%
North Carolina	\$87,516 <b>31</b>	\$51,974 <b>45</b>	\$95,243 <b>13</b>	0%	0%	1%
Nebraska	\$87,241 <b>32</b>	\$64,224 <b>24</b>	\$70,588 <b>35</b>	1%	0%	-3%
South Carolina	\$84,467 <b>33</b>	\$50,215 <b>48</b>	\$62,158 <b>42</b>	1%	-2%	0%
Alabama	\$84,446 <b>34</b>	\$61,341 <b>28</b>	\$64,527 <b>39</b>	1%	5%	-1%
Alaska	\$84,111 <b>35</b>	–	\$60,852 <b>44</b>	2%	–	6%
Georgia	\$83,796 <b>36</b>	\$52,248 <b>43</b>	\$86,996 <b>23</b>	2%	1%	1%
Maine	\$83,398 <b>37</b>	\$61,156 <b>29</b>	\$89,913 <b>18</b>	3%	4%	1%
Tennessee	\$82,618 <b>38</b>	\$55,593 <b>38</b>	\$92,715 <b>15</b>	1%	1%	-1%
Kansas	\$82,301 <b>39</b>	\$57,849 <b>34</b>	\$55,849 <b>49</b>	1%	1%	3%
North Dakota	\$79,441 <b>40</b>	\$57,570 <b>35</b>	\$58,074 <b>46</b>	3%	2%	0%
Montana	\$79,302 <b>41</b>	\$52,304 <b>42</b>	\$56,226 <b>48</b>	4%	0%	15%
New Mexico	\$78,934 <b>42</b>	\$55,929 <b>37</b>	\$80,484 <b>25</b>	2%	1%	-2%
Oklahoma	\$78,352 <b>43</b>	\$53,450 <b>39</b>	\$74,235 <b>32</b>	1%	2%	4%
Missouri	\$78,304 <b>44</b>	\$60,801 <b>31</b>	\$90,981 <b>17</b>	2%	1%	1%
Kentucky	\$76,947 <b>45</b>	\$51,302 <b>46</b>	\$62,892 <b>41</b>	-1%	0%	1%
Arkansas	\$76,068 <b>46</b>	\$50,436 <b>47</b>	\$60,521 <b>45</b>	5%	1%	1%
Idaho	\$76,047 <b>47</b>	\$56,371 <b>36</b>	\$64,467 <b>40</b>	0%	0%	3%
West Virginia	\$75,582 <b>48</b>	\$52,870 <b>40</b>	\$52,929 <b>50</b>	2%	-1%	0%
South Dakota	\$73,564 <b>49</b>	\$58,957 <b>33</b>	\$57,631 <b>47</b>	1%	1%	-1%
Louisiana	\$71,863 <b>50</b>	\$48,369 <b>49</b>	\$92,047 <b>16</b>	0%	4%	1%
Mississippi	\$71,333 <b>51</b>	\$52,465 <b>41</b>	\$62,038 <b>43</b>	1%	0%	1%

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

99.6 percent of public 4-year and 99.1 percent of private institutions reporting in 2019-20 and 2020-21.  
– Not applicable.

SOURCE: ASA Research analysis of U.S. Department of Education, Integrated Postsecondary Education Data System, Faculty Salary Data, 2020-21.

sales tax which may support education in the state); and subsequently, resulted in enrollment declines and decreased institutional revenues, both from tuition and non-academic streams such as room and board.

California, New Jersey, Delaware, Connecticut, and Hawaii faculty are the highest paid among 4-year public institutions, and these five states have topped the charts for some time (Table 1). The top 10 states are also the same as last year, and their relative rankings persist. Washington joins in 2020-2021 as one of eight states to pay public 4-year faculty more than \$100,000. Mississippi and Louisiana persist at the bottom of the list. Although lower cost of living differences should be considered in these two states, note that their average salaries have not increased over the past several years and, as such, wages may not be keeping pace with inflation.

Last year marked the first year a state’s average salary in the public 2-year sector topped \$100,000—in California. Connecticut follows, but pays nearly \$15,000 less than California with an average of \$87,111. Connecticut 2-year faculty did see a relatively large 7 percent increase in 2020-2021, then

from 5th to 2nd place. Michigan, Wisconsin, New York, and Illinois also pay public 2-year faculty more than \$80,000, on average.

Among private institutions, Massachusetts has been the perennial leader, and that remains so in 2020-2021, with an average salary of \$126,251. New Jersey follows closely with an average of \$123,661, and Connecticut follows at \$121,250. Notably, the average salary in 29 states' private institutions is less than the average paid to full-time faculty at public 4-year institutions—with the largest difference, \$48,002, in Delaware.

A state's financial support for its varying types of institutions may differ, which can contribute to faculty salaries being quite different across that state's institutions. In Wisconsin, salaries paid to public 2- and 4-year faculty differ by just \$4,636 (or \$83,165 vs. \$87,801). In Delaware however, they differ by \$42,744 (\$115,443 vs. \$72,699). Their rankings, however, are not as disparate with Delaware's 4-year faculty salaries at 3rd in the nation and 2-year at 14th. Within some states, the rankings differ more significantly. For example, Indiana's public 4-year faculty salaries rank near the middle at 24th (\$92,082), while the two-year rank more closely to the bottom, 44th.

Faculty salaries increased by an average of 1 or 2 percent between 2019-2020 and 2020-2021, varying by sector. Several infrequent large increases did occur, for example, a 12 percent increase in D.C.'s public 4-year institutions, and 7 percent in Connecticut and New Hampshire's 2-year institutions. But, given the

nearly 7 percent rate of inflation over the same time, faculty in most states felt the brunt of a purchasing power decline.

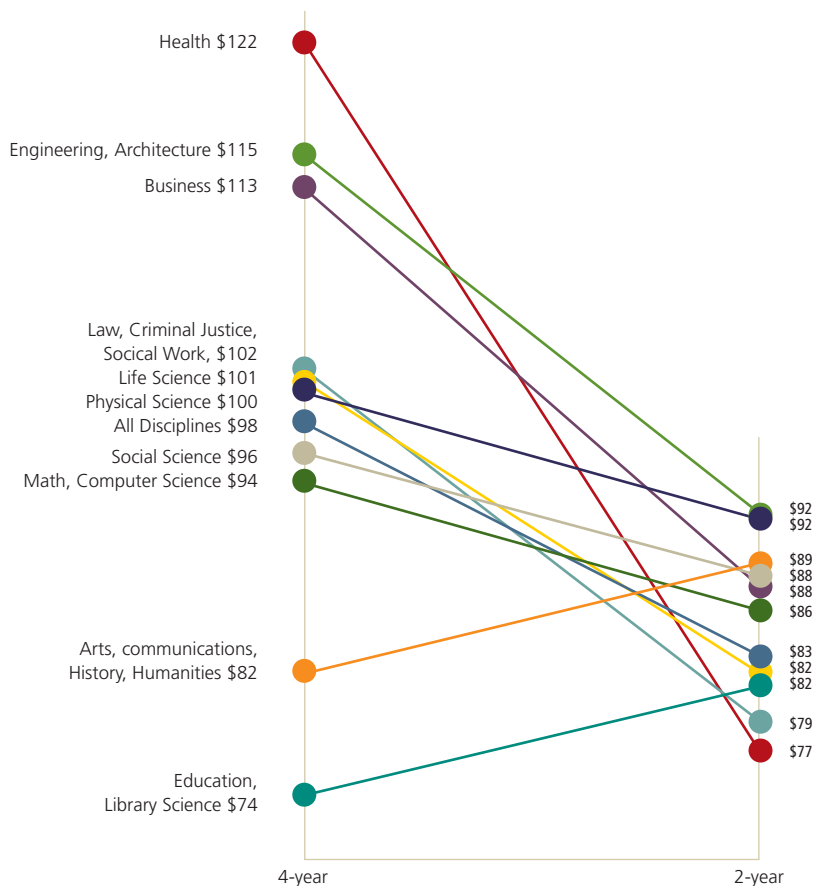
**HOW DO SALARIES DIFFER ACROSS DISCIPLINES?** Discipline matters—as does where it is taught. The difference between the lowest- to the highest-paid discipline is about \$48,000 in four-year colleges, but narrows to \$15,000 in 2-year colleges (Figure 10). In 2-year colleges, the average salary by discipline clusters between \$77,000

and \$92,000, while the salaries in 4-year institutions range more widely from \$74,000 to \$122,000.

Faculty in health fields are the most highly paid in 4-year institutions—and the lowest paid in 2-year institutions. Meanwhile, engineering and architecture are at or near the top for both 2- and 4-year institutions. The least-paid faculty at 4-year institutions work in education and library science are the least-well paid faculty in 4-year institutions (\$74,000). Notably, faculty

**FIGURE 10. BY DISCIPLINE, SALARIES IN 4-YEAR INSTITUTIONS RANGE WIDELY WHILE THE RANGE IS SMALLER IN 2-YEAR INSTITUTIONS. HEALTH IS THE HIGHEST PAID FIELDS IN 4-YEAR, BUT THE LOWEST IN 2-YEAR INSTITUTIONS. THE LOWEST PAID 4-YEAR DISCIPLINES ARE MID-RANGE IN 2-YEAR INSTITUTIONS.**

Faculty salaries by discipline, 2- and 4-year institutions, May 2020 (in thousands)



Source: ASA Research analysis of U.S. Bureau of Labor Statistics, Occupational Employment and Wage Statistics, May 2020 National Industry-Specific Occupational Employment and Wage Estimates.



teaching arts, communications, history and humanities are the second lowest-paid in 4-year institutions but rank near the top in 2-year institutions.

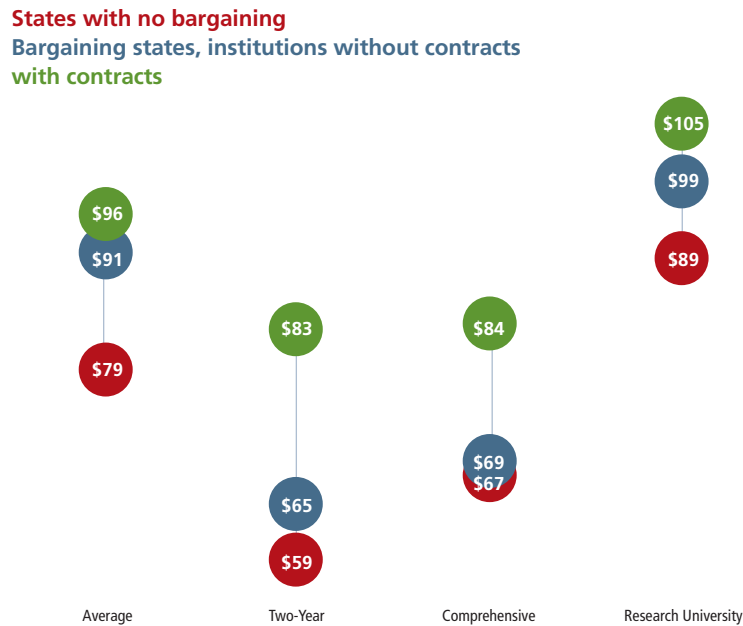
**THE COLLECTIVE BARGAINING**

**ADVANTAGE.** Research identifies a number of benefits related to unions, both for workers and for the economy. Among the benefits for workers are: a wage premium for union members; more workers having benefits such as health insurance, pensions, and paid time off; and higher wages for typically lower-wage jobs, thus mitigating pay inequities.<sup>4</sup> Further, the presence of unions can extend to those who are not members of the local union.<sup>5</sup> Unions also have positive impacts on the economy, such as higher levels of training for members which leads to a better trained workforce; better productivity and lower rates of turnover; and higher economic growth.<sup>6</sup> The strength of unions has supported workers through the pandemic: unionized workers are better able to gain access to protective equipment, ensure paid medical leave or time off when needed, and negotiate working conditions and potential furloughs.<sup>7</sup>

Figure 11 shows average faculty salaries (in thousands of dollars) for public institutions (1) with faculty collective bargaining agreements, (2) without faculty collective bargaining agreements, but located in the same state as institutions with faculty unions, and (3) in states without any faculty collective bargaining agreements. As evidenced, in nearly all types of public institutions where faculty collectively bargain, earnings are higher than those at institutions

**FIGURE 11. THE PRESENCE OF A FACULTY CONTRACT IS CORRELATED WITH HIGHER SALARIES.**

Salaries for faculty in public institutions (in thousands), 2020-21.



Source: ASA Research analysis of U.S. Department of Education, Integrated Postsecondary Education Data System, Faculty Salary Data, 2020-21.

without contracts. On average, faculty at institutions with contracts earn about \$4,000 more than those working without contracts in states that have collective bargaining, and \$16,000 more than those in states without any collective bargaining. These states without any collective bargaining are largely southern and workers of all types tend to have lower salaries. Thus, the first two groups of faculty—those with collectively bargained contracts and those without contracts but in states with collective bargaining—are most comparable, as regional differences are minimized.

The most notable salary difference occurs in public 2-year institutions where faculty at institutions with contracts earn nearly \$18,000, or 27 percent, more than those working in the same states without collectively

bargaining contracts. The union advantage is \$15,000 at comprehensive institutions and \$6,000 at research/doctoral-granting institutions.

**THE HBCU DISADVANTAGE.** Many of the 102 historically Black colleges and universities (HBCUs) were founded to provide educational opportunity to African American students in the years after the Civil War, a time of severe segregation and discrimination when most colleges and universities were predominantly White. Today, 52 public and 50 private HBCUs provide an environment where Black students feel welcome and are embraced in thriving Black communities.<sup>8</sup> Compared to predominantly White institutions, HBCUs graduate more Black students in fields yielding high wages, particularly science, technology, engineering and math (STEM).<sup>9</sup>

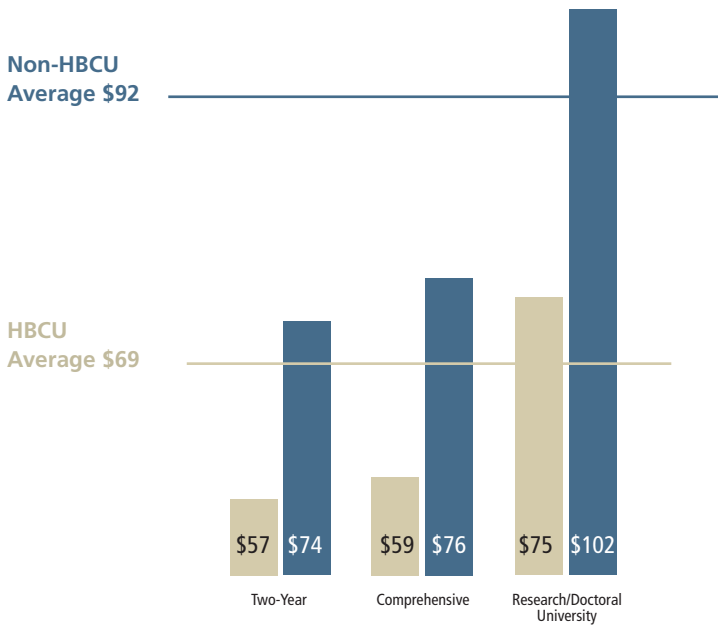
Although HBCUs facilitate social mobility for historically underserved students, salaries paid to faculty teaching at HBCUs earn, on average, 74 cents to the dollar of faculty

teaching at all other institutions (\$68,718 and \$92,399; Figure 12). The magnitude of the salary gap ranges from \$15,613 in two-year colleges to \$27,113 at research/doctoral-granting

institutions. In other words, faculty in 2-year HBCUs earn 78 cents to the dollar of faculty earnings in other 2-year institutions, and 73 cents to the dollar in research/doctoral granting institutions.

**FIGURE 12. FACULTY TEACHING IN HBCUS EARN 74 CENTS TO THE DOLLAR COMPARED TO THOSE TEACHING IN NON-HBCU INSTITUTIONS.**

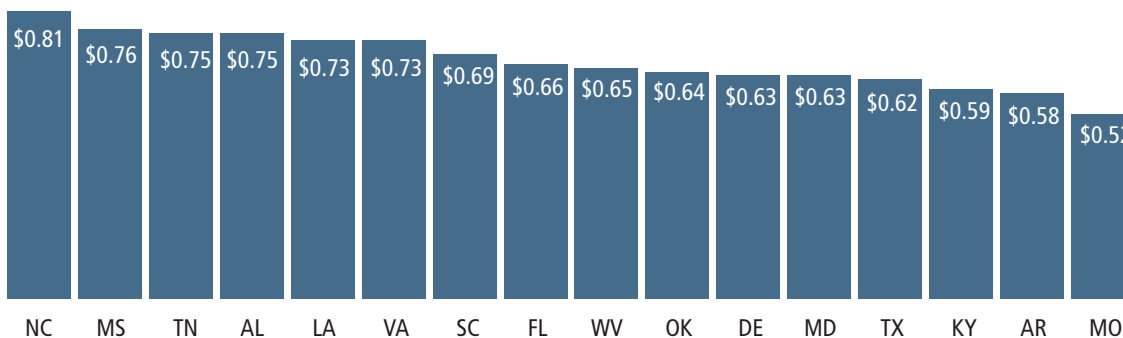
Average salaries for faculty on 9/10-month contracts by HBCU designation, 2020-21 (in thousands)



Source: ASA Research analysis of U.S. Department of Education, Integrated Postsecondary Education Data System, Faculty Salary Data, 2020-21.

**FIGURE 13. LAND-GRANT HBCU FACULTY EARN CENTS TO THE DOLLAR OF NON-HBCU LAND-GRANT FACULTY; MISSOURI HAS THE LARGEST GAP WHERE LAND-GRANT HBCU FACULTY EARN 52 CENTS TO EACH DOLLAR EARNED BY NON-HBCU LAND GRANT FACULTY.**

Average salaries for HBCU faculty on 9/10-month contracts compared with non-HBCU, public land grant institutions, 2020-21



Source: ASA Research analysis of U.S. Department of Education, Integrated Postsecondary Education Data System, Faculty Salary Data, 2020-21.

**CREATED TO BE (UN)EQUAL: LAND GRANT HBCUS.** The First Morrill Act in 1862 provided land to states to establish colleges to provide more Americans with broad access to education, in disciplines of need at the time, such as agriculture and mechanical arts. States could either sell this land to fund the creation of a new public institution or use this land to expand an existing institution. In the years following the Civil War, the passage of the Second Morrill Act of 1890 required states to create additional land grant institutions for African Americans or provide evidence that race was not an admission criterion for their existing land grant institution.<sup>5</sup> Today, every state plus the District of Columbia has an 1862 land grant institution—typically it’s the large flagship university—and 19

states, mostly southeastern, have 1890 land grant HBCUs.

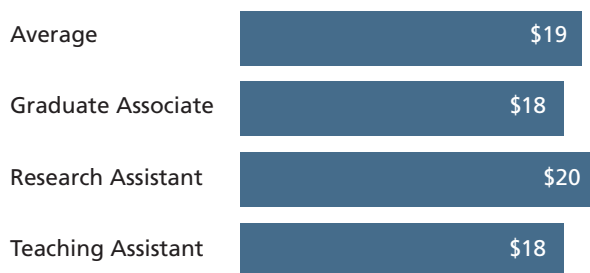
Although the 1892 institutions were founded to provide access to equal education, state lawmakers typically haven't provided equal funding to those institutions. State by state comparison reveals that, even when local economies are taken into account, faculty teaching in the 1890 HBCUs earn significantly less than their colleagues teaching in predominantly White land grant institutions in the same state (Figure 13). The salary gap is the smallest in North Carolina where NC Agricultural and Technical (A&T) State University faculty (an HBCU founded through the 1890 land grant) earn 81 cents for every dollar earned by faculty at the University of North Carolina (the 1862 land grant). In Mississippi, Tennessee, Alabama, and Louisiana, the differential drops to 73 to 76 cents on the dollar, and then falls quickly throughout the states until, finally, faculty at Lincoln University in Missouri earn just 52 cents to every dollar earned by faculty at the University of Missouri.

**HOW DO GRADUATE EMPLOYEES FARE?** Graduate employees, or assistants, typically receive a stipend for teaching undergraduate classes or working in university labs. In 2020-2021, the average stipend for all graduate employee types—teaching assistant, research assistant and graduate assistant—was about \$18,616 (Figure 14).

By discipline, stipends range from a low of \$12,642 in architecture to a high of \$21,155 in multi/interdisciplinary studies (Table 2). Within disciplines,

**FIGURE 14. THE AVERAGE STIPEND PAID TO GRADUATE ASSISTANTS WAS \$19,000. GRADUATE ASSOCIATES' STIPEND IS SIMILAR TO OTHERS, EARNING \$2K TO \$4K MORE THAN OTHER GRADUATE ASSISTANTS.**

Average Stipend Paid to Graduate Assistants, 2020-21 (in thousands)



Source: ASA Research analysis of Oklahoma State University, Graduate Assistant Stipend Survey, 2020-21.

**TABLE 2. LOW, HIGH, AVERAGE STIPEND PAID TO GRADUATE ASSISTANTS, BY DISCIPLINE\*: 2020-21**

Discipline	Stipend only			
	Average	Low	High	Low - High Difference
Architecture, Related Programs	\$12,642	\$1,536	\$41,600	\$40,064
Liberal Arts/Sciences, Gen Studies, Humanities	\$14,176	\$4,500	\$29,634	\$25,134
Law, Legal Studies	\$14,443	\$1,455	\$36,000	\$34,545
Library Science	\$14,828	\$4,500	\$36,052	\$31,552
Area, Ethnic, Cultural Studies	\$15,294	\$5,867	\$32,448	\$26,581
Visual, Performing Arts	\$15,334	\$3,109	\$44,549	\$41,440
Engineering-Related Technologies	\$16,377	\$6,675	\$46,250	\$39,575
History	\$16,479	\$5,250	\$36,000	\$30,750
Education	\$16,988	\$840	\$47,222	\$46,382
English Language, Literature/Letters	\$17,315	\$6,240	\$56,822	\$50,582
Philosophy, Religion	\$17,422	\$4,457	\$49,333	\$44,876
Conservation, Renewable Natural Resources	\$17,503	\$2,461	\$50,847	\$48,386
Business Management, Admin Services	\$17,607	\$1,259	\$66,666	\$65,407
Social Sciences, History	\$17,618	\$2,250	\$62,764	\$60,514
Foreign Languages, Literatures	\$17,796	\$2,766	\$41,538	\$38,772
Parks, Recreation, Leisure, Fitness Studies	\$17,804	\$2,250	\$40,510	\$38,260
Home Economics	\$17,892	\$2,049	\$46,667	\$44,618
Psychology	\$18,141	\$2,125	\$51,563	\$49,438
Communications	\$18,223	\$2,880	\$41,777	\$38,897
Protective Services	\$18,285	\$8,800	\$25,243	\$16,443
<b>All Fields, Without Medical</b>	<b>\$18,361</b>	<b>\$294</b>	<b>\$78,306</b>	<b>\$78,012</b>
Public Administration, Services	\$18,405	\$2,500	\$45,858	\$43,358
<b>All Fields</b>	<b>\$18,462</b>	<b>\$294</b>	<b>\$78,306</b>	<b>\$78,012</b>
Transportation, Materials Moving Workers	\$19,249	\$16,105	\$21,672	\$5,567
Agricultural Business, Production	\$19,454	\$2,700	\$47,101	\$44,401
Engineering	\$19,529	\$1,483	\$61,560	\$60,077
Health Professions, Related Sciences	\$19,829	\$1,040	\$46,800	\$45,760
Computer, Information Sciences	\$20,152	\$2,625	\$48,000	\$45,375
Physical Sciences	\$20,430	\$3,000	\$46,201	\$43,201
Mathematics	\$20,607	\$2,005	\$60,000	\$57,995
Biological Sciences/Life Sciences	\$21,095	\$1,440	\$68,000	\$66,560
Multi/Interdisciplinary Studies	\$21,155	\$5,460	\$42,984	\$37,524

\*Sorted by Average Stipend

Source: ASA Research analysis of Oklahoma State University, Graduate Assistant Stipend Survey, 2020-21.

large ranges exist: engineering pays a minimum stipend of about \$1,400, but high stipends can be well over \$60,000. Business management and administrative services has the largest difference between high and low stipends, followed closely by biological sciences/life sciences—both range about \$72,000. Given that average earnings tend to the lower end of the range in most disciplines, the highest stipends are likely outliers.

## What's Up Next?

Prior to the pandemic, in an effort to prevent more tuition increases, states were beginning to increase higher education funding. In fact, at the beginning of fiscal year 2021, funding in 18 states had recovered to 2008 pre-recessionary levels, although 12 states were still funded at levels lower than 2008.<sup>10</sup> During the COVID-19 crisis, states pulled back and many states saw funding declines throughout the pandemic. Funding increased an average of 1.1 percent in nominal dollars in 2021, but 24 states saw budget declines. And notably, a 1.1 percent increase does not keep pace with inflation. After adjusting for inflation and comparing on a per student basis, 2021 funding was 6 percent below the level in 2008.<sup>11</sup> Budgets approved for 2022 hit a landmark level with total funding over \$100 billion for the first time; this is an overall 8.5 percent increase over 2021 funding.<sup>12</sup> However, the current high rate of inflation may erode any gains made in purchasing power.

College enrollments are declining and, as noted herein, fewer faculty are teaching in colleges and universities. Faculty also are feeling the brunt of pandemic-related inflation as their purchasing power declines. Colleges and universities are expending large amounts of dollars on pandemic-related expenses while moving learning and services online. Many colleges and universities have been forced to examine and change their business models as a result of the pandemic. Not only is this leading to new costs, it also means changes to structures, programs, services, and curricula.

During the course of the pandemic, the Biden administration directed \$77 billion in federal relief funds to colleges and universities—about half of which must be spent on student aid. An additional \$7.5 billion was provided to institutions via federal funds given to states.<sup>13</sup> But these funds will not continue, and institutions must spend this money on pandemic-related expenses only. Moving forward, state support is critical, particularly as tuition increases are so undesirable.

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## DATA SOURCES

This report relies largely on U.S. Department of Education (ED), National Center for Education Statistics (NCES), Integrated Postsecondary Education Data System (IPEDS) Human Resources data. Reflecting 2020-21, NCES collected data from 3,887 degree-granting colleges and universities as part of the annual IPEDS data collection for higher education institutions.

This analysis excluded 919 seminaries, religious training institutions, and for-profit colleges, leaving 2,968 institutions. At the time of analysis, these data are the provisional release of the IPEDS data and results may differ from data reported by NCES in the future.

This report also makes includes U.S. Bureau of Labor Statistics wage estimates for faculty teaching in 2- and 4-year institutions by discipline in May 2020. Wage estimates are computed with data collected from a statistical sample of institutions of all sizes, in every state and the District of Columbia. An analysis of the Oklahoma State University's Graduate Assistant Stipend Survey data for 2019-20 is also included; this survey includes 50 land-grant institutions and 79,570 graduate assistants.

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## ENDNOTES

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- 3 Note, the gender pay gap closed slightly during the pandemic. But, this is an artificial closure because women, in larger numbers than men, left low paying jobs during the pandemic while women in higher pay jobs remained employed. For further information, see: Hoff, M. (2021). "The gender pay gap shrank in 2020, but not because companies started paying women more." Insider. <https://www.businessinsider.com/gender-pay-gap-narrowed-because-pandemics-impact-on-womens-employment-2021-9> for further information.
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- 12 SHEF. Press Release.
- 13 For information about the Higher Education Emergency Relief Fund, see <https://www2.ed.gov/programs/heerf/index.html>.



# 2022 Salary Review

## 2020–2021 Faculty Salary Report

The 2020-21 institutional faculty salary report provides salary and compensation information for the 1,566 public institutions in NEA's faculty salary universe. The data are organized by state, institutional type, and control. The data are provided by the U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System's Provisional Salary Data for 2020-21. 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 2019-20 and 2020-21. All dollar amounts are reported in thousands.

State/School	Prof. (\$)	Assoc. (\$)	Asst. (\$)	Inst./ Lect./ No Rank (\$)	Avg. (\$)	% Chng. (%)
<b>ALABAMA</b>						
<b>AA</b>						
Bevill State Community College	–	–	–	60.7	60.7	0.0
Bishop State Community College	–	–	–	62.6	62.6	1.8
Central Alabama Community College	–	–	–	61.0	61.0	2.2
Chattahoochee Valley Community College	–	–	–	57.9	57.9	-0.2
Coastal Alabama Community College	–	–	–	64.2	64.2	7.3
Enterprise State Community College	–	–	–	61.4	61.4	0.1
Gadsden State Community College	–	–	–	60.5	60.5	0.4
George C Wallace Community College-Dothan	–	–	–	58.1	58.1	5.1
George C Wallace State Community College-Hanceville	–	–	–	70.3	70.3	19.0
George C Wallace State Community College-Selma	–	–	–	57.0	57.0	2.5
H Council Trenholm State Community College	–	–	–	57.5	57.5	-0.5
J F Ingram State Technical College	–	–	–	–	–	–
J. F. Drake State Community and Technical College	–	–	–	53.0	53.0	-8.2
Jefferson State Community College	–	–	–	63.3	63.3	4.0
John C Calhoun State Community College	–	–	–	62.1	62.1	2.8
Lawson State Community College	–	–	–	61.0	61.0	1.2

State/School	Prof. (\$)	Assoc. (\$)	Asst. (\$)	Inst./ Lect./ No Rank (\$)	Avg. (\$)	% Chng. (%)
Lurleen B Wallace Community College	–	–	–	58.3	58.3	4.8
Marion Military Institute	–	–	–	57.9	57.9	-1.3
Northeast Alabama Community College	–	–	–	63.4	63.4	7.2
Northwest-Shoals Community College	–	–	–	58.7	58.7	1.2
Reid State Technical College	–	–	–	59.2	59.2	0.2
Shelton State Community College	–	–	–	61.1	61.1	-0.1
Snead State Community College	–	–	–	78.5	78.5	18.8
Southern Union State Community College	–	–	–	53.7	53.7	-3.2
<b>BA+</b>						
Athens State University	92.8	77.5	66.2	72.6	76.3	3.5
University of Montevallo	80.4	69.4	60.4	48.9	68.6	-1.7
<b>DOCTORAL</b>						
Alabama A & M University	92.0	75.0	62.8	50.3	69.4	0.0
Alabama State University	92.1	74.9	67.5	46.4	71.9	-0.6
Auburn University	134.7	98.0	85.4	54.8	93.9	0.1
Auburn University at Montgomery	95.6	74.4	65.9	49.8	70.8	-2.6
Jacksonville State University	81.2	65.8	60.7	50.6	63.8	-0.5
The University of Alabama	151.6	99.9	79.7	57.7	95.4	0.0
Troy University	86.0	73.4	69.1	56.0	67.4	1.1
University of Alabama at Birmingham	133.4	92.1	80.9	65.0	97.8	1.9
University of Alabama in Huntsville	132.2	96.9	79.1	56.3	88.2	-0.0
University of North Alabama	99.9	86.5	69.3	60.9	80.9	8.0

State/School	Inst./			Avg.	% Chng.	
	Prof. (\$)	Assoc. (\$)	Asst. (\$)			
University of South Alabama	94.2	73.1	66.8	48.7	70.5	4.4
University of West Alabama	77.1	63.8	56.0	43.9	62.2	1.8

## ALASKA

### AA

Ilisagvik College	–	–	–	–	–	–
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### BA+

University of Alaska Southeast	89.3	81.2	68.7	52.1	76.7	1.8
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### DOCTORAL

University of Alaska Anchorage	102.9	87.0	73.6	55.8	83.8	2.6
University of Alaska Fairbanks	107.4	88.9	72.0	69.8	86.8	0.3

## ARIZONA

### AA

Arizona Western College	–	–	–	67.6	67.6	15.9
Central Arizona College	62.5	–	–	–	62.5	2.2
Chandler-Gilbert Community College	–	–	–	81.4	81.4	-0.6
Cochise County Community College District	–	–	–	59.8	59.8	-1.1
Coconino Community College	–	–	–	68.2	68.2	1.7
Dine College	63.3	59.5	51.7	51.8	55.9	4.2
Eastern Arizona College	85.6	66.0	–	–	70.2	0.9
Estrella Mountain Community College	–	–	–	81.4	81.4	-0.6
GateWay Community College	–	–	–	80.6	80.6	-0.7
Glendale Community College	–	–	–	82.8	82.8	-0.5
Mesa Community College	–	–	–	83.7	83.7	-1.3
Mohave Community College	–	–	–	58.8	58.8	-0.3
Northland Pioneer College	–	–	–	61.1	61.1	13.1
Paradise Valley Community College	–	–	–	82.5	82.5	-1.2
Phoenix College	–	–	–	81.3	81.3	0.2
Pima Community College	–	–	–	65.3	65.3	–
Rio Salado College	–	–	–	89.7	89.7	28.8
Scottsdale Community College	–	–	–	84.0	84.0	0.9
South Mountain Community College	–	–	–	82.2	82.2	-1.5
Tohono O'odham Community College	–	–	–	54.9	54.9	-0.1
Yavapai College	–	–	–	68.5	68.5	1.1

### BA+

University of Arizona-Sierra Vista	79.9	71.7	70.2	–	71.2	-4.6
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### DOCTORAL

Arizona State University Campus Immersion	152.7	110.5	90.0	59.8	101.5	-4.1
Arizona State University Digital Immersion	147.4	106.2	89.4	58.7	89.1	5.9
Northern Arizona University	110.9	79.2	70.7	57.3	80.5	6.4
University of Arizona	121.2	86.7	74.5	55.1	91.8	-9.1

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

## ARKANSAS

### AA

Arkansas Northeastern College	50.7	51.5	43.2	45.6	46.3	-4.0
Arkansas State University Mid-South	–	–	–	42.1	42.1	0.6
Arkansas State University Three Rivers	53.5	55.4	48.3	43.9	46.6	-1.8
Arkansas State University-Beebe	65.0	61.0	47.4	42.9	47.4	1.0
Arkansas State University-Mountain Home	–	–	57.7	46.1	47.8	0.2
Arkansas State University-Newport	55.1	48.4	47.6	49.5	48.5	-0.4
Arkansas Tech University	79.5	66.9	59.5	45.6	60.6	-0.6
Black River Technical College	–	–	–	45.4	45.4	19.8
Cossatot Community College of the University of Arkansas	–	–	–	48.1	48.1	-3.1
East Arkansas Community College	–	–	–	49.4	49.4	1.0
National Park College	–	–	–	46.5	46.5	-1.8
North Arkansas College	55.4	48.1	48.2	46.2	47.4	-4.4
NorthWest Arkansas Community College	62.9	55.1	54.1	58.0	58.7	4.3
Ozarka College	–	–	–	43.6	43.6	-1.4
Phillips Community College of the University of Arkansas	–	–	–	44.4	44.4	-2.6
South Arkansas Community College	54.6	48.8	42.6	43.5	47.5	-0.5
Southeast Arkansas College	–	–	–	46.1	46.1	0.0
Southern Arkansas University Tech	–	–	–	42.1	42.1	1.3
University of Arkansas Community College Rich Mountain	–	–	–	45.1	45.1	-0.2
University of Arkansas Community College-Batesville	–	–	–	45.2	45.2	2.0
University of Arkansas Community College-Morrilton	–	–	–	47.7	47.7	-1.4
University of Arkansas Hope-Texarkana	–	–	–	40.0	40.0	0.3
University of Arkansas at Monticello	58.4	56.8	47.7	45.3	49.9	0.2
University of Arkansas-Pulaski Technical College	–	–	–	43.7	43.7	0.6

### BA+

Henderson State University	69.8	68.8	53.7	45.8	60.7	-1.7
Southern Arkansas University Main Campus	76.3	69.0	59.1	47.0	61.7	1.0
University of Arkansas-Fort Smith	81.7	68.8	60.6	53.5	63.5	1.1

### DOCTORAL

Arkansas State University	89.8	72.8	61.6	44.1	66.1	0.2
University of Arkansas	140.4	96.8	81.2	44.8	90.0	0.4
University of Arkansas at Little Rock	119.3	91.4	85.8	63.9	95.0	42.1

State/School	Inst./ Lect./			Avg. (\$)	% Chng. (%)
	Prof. (\$)	Assoc. (\$)	Asst. (\$)		
University of Arkansas at Pine Bluff	65.4	60.6	54.5	46.1	52.4 1.1
University of Arkansas for Medical Sciences	-	-	-	-	- -
University of Central Arkansas	80.0	67.4	65.1	51.4	64.0 0.7

**CALIFORNIA**

**AA**

Allan Hancock College	-	-	-	90.2	90.2	1.2
American River College	-	-	-	91.9	91.9	1.4
Antelope Valley College	107.2	96.5	-	81.2	95.2	6.4
Bakersfield College	-	-	-	98.3	98.3	-5.2
Barstow Community College	108.3	94.9	65.4	-	94.6	0.0
Berkeley City College	-	-	-	95.6	95.6	1.8
Butte College	-	-	-	99.8	99.8	9.2
Cabrillo College	-	-	-	84.7	84.7	0.2
Canada College	-	-	-	107.8	107.8	2.6
Cerritos College	-	-	-	115.7	115.7	8.6
Cerro Coso Community College	-	-	-	111.1	111.1	1.0
Chabot College	-	-	-	108.9	108.9	9.5
Chaffey College	-	-	-	102.2	102.2	1.9
Citrus College	-	-	-	103.7	103.7	29.0
City College of San Francisco	-	-	-	101.8	101.8	-1.7
Clovis Community College	-	-	-	96.4	96.4	2.0
Coastline Community College	-	-	-	107.4	107.4	-1.6
College of Alameda	-	-	-	94.3	94.3	1.3
College of Marin	-	-	-	117.4	117.4	5.3
College of San Mateo	-	-	-	105.1	105.1	0.8
College of the Canyons	118.1	99.2	94.4	-	113.3	26.2
College of the Desert	-	-	-	105.4	105.4	-0.3
College of the Redwoods	-	-	-	69.6	69.6	-6.4
College of the Sequoias	-	-	-	96.5	96.5	1.2
College of the Siskiyous	-	-	-	80.6	80.6	0.1
Columbia College	-	-	-	100.3	100.3	0.9
Compton College	-	-	-	101.1	101.1	13.5
Contra Costa College	-	-	-	97.1	97.1	8.6
Copper Mountain Community College	-	-	-	93.9	93.9	2.1
Cosumnes River College	-	-	-	89.7	89.7	2.2
Crafton Hills College	-	-	-	106.1	106.1	4.1
Cuesta College	-	-	-	102.0	102.0	1.1
Cuyamaca College	-	-	-	70.8	70.8	0.8
Cypress College	-	-	-	85.5	85.5	-29.2
De Anza College	-	-	-	99.1	99.1	-2.6
Diablo Valley College	-	-	-	98.9	98.9	7.5
East Los Angeles College	-	-	-	103.5	103.5	1.9
El Camino Community College District	-	-	-	99.3	99.3	2.5
Evergreen Valley College	-	-	-	140.8	140.8	16.3

State/School	Inst./ Lect./			Avg. (\$)	% Chng. (%)	
	Prof. (\$)	Assoc. (\$)	Asst. (\$)			
Feather River Community College District	-	-	-	102.6	102.6	14.8
Folsom Lake College	-	-	-	90.4	90.4	2.3
Foothill College	-	-	-	102.3	102.3	-2.5
Fresno City College	-	-	-	100.8	100.8	1.8
Fullerton College	-	-	-	96.4	96.4	-19.2
Gavilan College	-	-	-	109.1	109.1	9.5
Glendale Community College	-	-	-	100.7	100.7	6.0
Golden West College	-	-	-	111.1	111.1	-0.3
Grossmont College	-	-	-	81.3	81.3	-1.1
Hacienda La Puente Adult Education	-	-	-	69.1	69.1	0.0
Hartnell College	-	113.5	-	-	113.5	5.1
Imperial Valley College	-	-	-	99.6	99.6	4.1
Irvine Valley College	-	-	-	114.2	114.2	5.8
Lake Tahoe Community College	-	-	-	87.7	87.7	8.7
Laney College	-	-	-	95.2	95.2	2.4
Las Positas College	-	-	-	106.3	106.3	10.6
Lassen Community College	-	-	-	86.2	86.2	1.0
Long Beach City College	-	-	-	-	-	-
Los Angeles City College	-	-	-	112.1	112.1	3.4
Los Angeles County College of Nursing and Allied Health	-	-	-	-	-	-
Los Angeles Harbor College	-	-	-	103.7	103.7	6.6
Los Angeles Mission College	-	-	-	99.4	99.4	2.2
Los Angeles Pierce College	-	-	-	103.5	103.5	4.1
Los Angeles Southwest College	-	-	-	105.1	105.1	5.6
Los Angeles Trade Technical College	-	-	-	106.2	106.2	6.8
Los Angeles Valley College	-	-	-	105.3	105.3	2.7
Los Medanos College	-	-	-	97.5	97.5	42.7
Mendocino College	-	-	-	107.4	107.4	16.7
Merced College	-	-	-	89.0	89.0	1.8
Merritt College	-	-	-	95.1	95.1	2.3
MiraCosta College	-	-	-	152.8	152.8	15.7
Mission College	-	-	-	116.6	116.6	7.0
Modesto Junior College	-	-	-	99.7	99.7	0.5
Monterey Peninsula College	-	-	-	88.8	88.8	0.3
Moorpark College	-	-	-	96.3	96.3	7.7
Moreno Valley College	-	-	-	111.7	111.7	1.1
Mt San Antonio College	-	-	-	112.2	112.2	4.9
Mt San Jacinto Community College District	-	-	-	108.4	108.4	4.7
Napa Valley College	-	-	-	95.1	95.1	1.4
Norco College	-	-	-	112.0	112.0	0.4
Ohlone College	-	-	-	117.9	117.9	1.5
Orange Coast College	-	-	-	108.9	108.9	-1.0
Oxnard College	-	-	-	98.2	98.2	6.7
Palo Verde College	-	-	-	87.3	87.3	-2.1

State/School				Inst./ Lect./ No Rank (\$)	Avg. (\$)	% Chng. (%)
	Prof. (\$)	Assoc. (\$)	Asst. (\$)			
Palomar College	-	-	-	108.7	108.7	1.2
Pasadena City College	-	-	-	98.3	98.3	7.1
Peralta Community College System Office	-	-	-	-	-	-
Porterville College	-	-	-	101.7	101.7	-4.6
Reedley College	-	-	-	100.3	100.3	2.1
Rio Hondo College	-	-	-	103.1	103.1	2.8
Riverside City College	-	-	-	114.9	114.9	0.2
Sacramento City College	-	-	-	90.6	90.6	1.4
Saddleback College	-	-	-	115.8	115.8	3.9
San Bernardino Valley College	-	-	-	104.6	104.6	1.1
San Diego City College	-	-	-	93.0	93.0	2.7
San Diego Mesa College	-	-	-	90.8	90.8	0.8
San Diego Miramar College	-	-	-	91.4	91.4	1.9
San Joaquin Delta College	-	-	-	101.9	101.9	2.1
San Jose City College	-	-	-	138.1	138.1	12.5
Santa Ana College	-	-	-	113.0	113.0	1.9
Santa Barbara City College	-	-	-	102.5	102.5	11.0
Santa Monica College	-	-	-	114.5	114.5	2.6
Santa Rosa Junior College	-	-	-	102.9	102.9	3.1
Santiago Canyon College	-	-	-	117.4	117.4	4.5
Shasta College	-	-	-	88.8	88.8	2.6
Sierra College	-	-	-	73.3	73.3	3.6
Skyline College	-	-	-	107.0	107.0	0.3
Solano Community College	-	-	-	92.8	92.8	0.9
Southwestern College	105.7	-	79.7	30.0	100.7	-0.1
Taft College	113.1	93.8	-	40.9	107.5	2.0
Ventura College	-	-	-	95.4	95.4	11.2
Victor Valley College	-	-	-	95.3	95.3	40.0
West Hills College-Coalinga	-	-	-	106.6	106.6	2.8
West Hills College-Lemoore	-	-	-	105.4	105.4	1.5
West Los Angeles College	-	-	-	105.4	105.4	4.1
West Valley College	-	-	-	119.1	119.1	8.2
Woodland Community College	99.1	-	-	-	99.1	22.1
Yuba College	106.8	-	-	-	106.8	37.5
<b>BA</b>						
Foothill-De Anza Community College District	-	-	-	-	-	-
Los Angeles Community College District Office	-	-	-	116.5	116.5	10.4
San Mateo County Community College District Office	-	-	-	-	-	-
Yosemite Community College District Office	-	-	-	110.2	110.2	2.0
<b>BA+</b>						
California Polytechnic State University-San Luis Obispo	113.5	100.5	88.0	73.7	95.8	0.7
California State University Maritime Academy	120.0	96.2	84.3	69.7	93.0	1.8

State/School				Inst./ Lect./ No Rank (\$)	Avg. (\$)	% Chng. (%)
	Prof. (\$)	Assoc. (\$)	Asst. (\$)			
California State University- Channel Islands	120.4	102.7	87.6	71.3	92.8	2.6
California State University-Chico	107.2	90.8	78.0	65.3	86.1	-0.8
California State University- Dominguez Hills	117.2	99.9	83.7	64.7	90.1	0.8
California State University- Monterey Bay	115.0	96.2	83.6	59.3	90.3	3.2
Humboldt State University	106.0	90.2	78.8	64.9	88.3	0.1
Sonoma State University	109.0	90.1	80.0	67.5	94.2	-0.1
Teachers College of San Joaquin	-	-	-	107.1	107.1	-4.4
<b>DOCTORAL</b>						
California State Polytechnic University-Pomona	116.3	98.2	86.8	66.4	96.2	-0.7
California State University- Bakersfield	113.9	96.9	81.2	64.3	85.4	-1.5
California State University- East Bay	112.3	99.4	83.7	66.3	93.2	-0.2
California State University- Fresno	108.9	92.4	80.6	64.6	86.1	-1.1
California State University- Fullerton	110.3	99.1	88.2	65.9	93.2	-0.7
California State University- Long Beach	111.6	98.3	86.3	70.4	91.6	-1.0
California State University- Los Angeles	110.9	98.1	90.2	60.7	90.7	-0.3
California State University- Northridge	107.5	93.9	87.3	68.5	92.9	-0.9
California State University- Sacramento	105.0	90.1	80.0	65.0	87.9	-0.4
California State University- San Bernardino	110.1	92.2	79.6	62.5	88.8	1.6
California State University- San Marcos	113.9	97.6	87.7	63.8	90.4	-1.0
California State University- Stanislaus	106.1	91.5	80.3	59.5	86.7	-0.4
San Diego State University	123.3	103.8	94.4	68.2	100.0	0.4
San Francisco State University	116.6	99.7	91.9	64.7	99.5	0.8
San Jose State University	114.5	101.5	90.3	69.5	94.6	-0.7
University of California-Berkeley	215.1	144.8	119.2	96.6	167.1	1.6
University of California-Davis	183.5	122.7	106.3	84.5	136.6	-0.1
University of California-Irvine	192.5	129.4	109.9	97.8	149.2	2.3
University of California- Los Angeles	235.3	151.1	115.1	94.3	180.7	2.0
University of California-Merced	166.0	121.3	102.3	69.3	106.6	1.8
University of California-Riverside	179.9	118.2	98.6	84.6	129.1	1.8
University of California- San Diego	202.3	132.5	113.8	94.0	150.4	0.2
University of California- Santa Barbara	203.8	122.1	109.9	95.5	152.2	1.2
University of California- Santa Cruz	179.1	123.2	103.0	88.8	137.5	0.3
University of California- System Administration Central Office	-	-	-	-	-	-

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

**COLORADO****AA**

Aims Community College	75.4	60.4	58.1	56.5	64.5	1.3
Arapahoe Community College	69.1	–	–	–	69.1	0.6
Colorado Mountain College	93.6	79.5	77.4	–	89.0	-3.4
Colorado Northwestern Community College	–	–	–	53.3	53.3	-2.5
Community College of Aurora	–	–	–	61.5	61.5	-3.3
Community College of Denver	72.1	59.1	51.8	50.3	62.4	-1.1
Front Range Community College	65.4	–	–	–	65.4	-1.2
Lamar Community College	45.6	–	–	–	45.6	-2.9
Morgan Community College	–	–	–	59.4	59.4	-1.2
Northeastern Junior College	61.2	52.4	46.7	46.6	53.3	4.1
Otero Junior College	–	–	–	48.6	48.6	-4.1
Pikes Peak Community College	–	–	–	59.9	59.9	-1.3
Pueblo Community College	–	–	–	58.3	58.3	-1.6
Red Rocks Community College	–	–	–	60.0	60.0	-1.3
Trinidad State Junior College	–	–	–	48.3	48.3	5.5

**BA**

United States Air Force Academy	–	–	–	–	–	–
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**BA+**

Colorado State University-Global Campus	–	–	–	–	–	–
Fort Lewis College	82.1	67.1	59.9	44.4	65.6	-0.5
Metropolitan State University of Denver	101.5	71.8	67.2	77.6	91.2	2.8
Western Colorado University	74.5	63.5	60.3	44.4	59.6	-2.2

**DOCTORAL**

Adams State University	68.6	67.1	62.6	49.4	57.1	0.7
Colorado Mesa University	83.6	70.2	63.6	50.6	63.3	2.9
Colorado School of Mines	145.4	109.7	94.0	85.7	111.3	2.4
Colorado State University Pueblo	85.9	68.8	61.0	38.1	64.4	1.7
Colorado State University-Fort Collins	129.0	98.6	83.9	59.2	98.3	-0.6
University of Colorado Boulder	137.6	99.0	99.7	64.4	101.6	-5.1
University of Colorado Colorado Springs	108.1	87.3	73.0	52.6	73.8	-3.9
University of Colorado Denver/Anschutz Medical Campus	112.9	91.3	80.9	63.7	85.7	-5.6
University of Northern Colorado	87.5	64.1	59.5	47.8	71.0	0.3

**CONNECTICUT****AA**

Asnuntuck Community College	91.8	72.2	68.8	65.0	79.5	5.3
Capital Community College	94.5	79.0	69.7	61.4	84.8	9.5
Gateway Community College	103.9	93.0	76.6	68.5	93.0	13.4
Housatonic Community College	94.1	76.9	69.6	62.9	81.5	5.7
Manchester Community College	97.0	74.1	67.5	61.0	86.8	6.4
Middlesex Community College	96.9	82.1	75.6	75.3	91.5	10.7

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

Naugatuck Valley Community College	96.6	81.2	68.7	64.1	89.4	6.0
Northwestern Connecticut Community College	99.9	74.9	69.5	62.0	85.8	4.2
Norwalk Community College	97.4	77.1	68.6	63.0	89.5	5.3
Quinebaug Valley Community College	89.6	73.4	67.8	64.4	82.4	4.3
Three Rivers Community College	92.2	79.3	70.0	64.1	84.8	8.0
Tunxis Community College	95.8	73.6	68.3	67.4	85.0	1.9

**BA**

United States Coast Guard Academy	147.7	131.8	108.0	95.1	122.5	-0.1
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**BA+**

Eastern Connecticut State University	109.2	84.4	73.3	66.5	93.3	6.5
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**DOCTORAL**

Central Connecticut State University	114.4	90.6	76.1	63.5	98.5	4.8
Southern Connecticut State University	113.1	89.8	77.8	64.2	96.6	5.8
University of Connecticut	163.7	111.0	92.3	83.8	121.7	3.8
Western Connecticut State University	112.6	92.0	75.9	69.1	97.4	3.8

**DELAWARE****AA**

Delaware Technical Community College-Terry	–	–	–	72.7	72.7	0.9
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**DOCTORAL**

Delaware State University	93.2	79.1	65.6	57.0	76.4	1.1
University of Delaware	160.1	112.5	98.1	79.8	121.1	-0.2

**DISTRICT OF COLUMBIA****DOCTORAL**

University of the District of Columbia	112.9	89.1	75.5	67.7	88.1	12.8
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**FLORIDA****AA**

Broward College	76.3	64.6	54.1	57.6	61.9	0.1
Chipola College	69.7	60.8	57.3	52.3	57.6	0.6
College of Central Florida	63.4	55.1	49.4	51.9	54.2	0.8
Daytona State College	66.9	58.4	52.9	46.2	61.4	0.3
Eastern Florida State College	67.6	62.5	53.0	46.0	54.5	-2.1
Florida Gateway College	–	–	66.9	53.0	53.3	1.8
Florida SouthWestern State College	–	–	–	59.4	59.4	5.7
Florida State College at Jacksonville	–	–	–	56.7	56.7	-0.1
Gulf Coast State College	65.9	57.9	50.7	44.2	54.7	-1.3
Hillsborough Community College	73.5	67.0	59.7	51.5	60.5	-0.7



State/School				Inst./		
	Prof.	Assoc.	Asst.	Lect./	Avg.	%
	(\$)	(\$)	(\$)	No Rank	(\$)	Chng.
				(\$)		(%)
Indian River State College	–	–	–	–	–	–
Lake-Sumter State College	55.7	55.3	49.5	45.3	48.4	1.0
Miami Dade College	89.7	76.3	65.9	57.4	74.3	-1.6
North Florida College	–	–	–	49.8	49.8	-0.5
Northwest Florida State College	62.2	–	49.2	49.9	55.9	-1.4
Palm Beach State College	64.2	56.4	54.8	55.0	56.8	-0.7
Pasco-Hernando State College	66.8	55.7	50.6	46.9	53.9	-0.8
Pensacola State College	57.3	49.5	45.3	40.8	47.7	0.9
Polk State College	–	–	–	56.4	56.4	-0.1
Saint Johns River State College	49.1	–	–	47.8	48.0	-0.6
Santa Fe College	–	–	–	53.4	53.4	-1.4
Seminole State College of Florida	–	–	–	65.9	65.9	-0.6
South Florida State College	–	–	–	53.7	53.7	-1.5
St Petersburg College	–	–	–	66.4	66.4	-0.3
State College of Florida- Manatee-Sarasota	70.5	60.5	52.2	53.0	59.5	-2.1
Tallahassee Community College	63.0	50.7	48.5	47.7	55.8	1.2
The College of the Florida Keys	69.7	68.3	63.6	57.5	66.6	–
Valencia College	–	–	–	69.1	69.1	2.2

**BA**

University of Florida-Online	–	–	–	53.3	53.3	-12.3
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**BA+**

Florida Polytechnic University	144.7	98.6	74.7	59.9	80.7	0.4
New College of Florida	95.1	79.6	65.6	62.7	77.2	-0.2

**DOCTORAL**

Florida Agricultural and Mechanical University	106.4	79.4	69.8	48.8	76.7	1.0
Florida Atlantic University	116.6	93.5	79.8	62.6	90.2	3.6
Florida Gulf Coast University	108.1	83.7	73.7	53.8	77.3	3.7
Florida International University	141.9	100.7	91.7	72.8	100.6	2.0
Florida State University	138.5	102.6	92.4	77.0	109.6	1.7
The University of West Florida	110.4	87.2	75.9	57.5	81.7	3.5
University of Central Florida	146.0	103.3	83.6	67.0	96.4	1.6
University of Florida	156.0	107.7	94.7	69.4	115.4	0.7
University of North Florida	104.4	82.7	71.9	53.9	77.3	4.4
University of South Florida	135.3	97.5	88.5	65.1	99.0	1.3

**GEORGIA****AA**

Abraham Baldwin Agricultural College	65.0	56.6	57.9	47.7	57.2	-0.1
Albany Technical College	–	–	–	50.0	50.0	11.7
Athens Technical College	–	–	–	56.0	56.0	-0.7
Atlanta Metropolitan State College	62.3	56.5	52.1	41.3	50.4	1.6
Atlanta Technical College	–	–	–	42.3	42.3	5.5
Augusta Technical College	–	–	–	–	–	–
Central Georgia Technical College	–	–	–	52.2	52.2	1.9
Chattahoochee Technical College	–	–	–	47.5	47.5	6.1

State/School				Inst./		
	Prof.	Assoc.	Asst.	Lect./	Avg.	%
	(\$)	(\$)	(\$)	No Rank	(\$)	Chng.
				(\$)		(%)
Coastal Pines Technical College	–	–	–	40.8	40.8	1.9
Columbus Technical College	–	–	–	–	–	–
East Georgia State College	61.8	49.9	44.2	40.8	51.1	2.0
Georgia Highlands College	60.2	51.1	47.1	43.2	51.0	0.7
Georgia Military College	–	–	–	–	–	–
Georgia Northwestern Technical College	–	–	–	54.0	54.0	-1.8
Georgia Piedmont Technical College	–	–	–	–	–	–
Georgia State University- Perimeter College	69.1	57.9	50.7	46.4	53.3	3.1
Gordon State College	67.6	55.7	49.2	38.4	56.1	-1.4
Gwinnett Technical College	–	–	–	48.4	48.4	0.6
Lanier Technical College	–	–	–	–	–	–
North Georgia Technical College	–	–	–	41.4	41.4	-29.3
Oconee Fall Line Technical College	–	–	–	–	–	–
Ogeechee Technical College	–	–	–	–	–	–
Savannah Technical College	–	–	–	46.3	46.3	2.3
South Georgia State College	59.4	56.5	47.9	43.3	51.6	4.5
South Georgia Technical College	–	–	–	–	–	–
Southeastern Technical College	–	–	–	–	–	–

Southern Crescent Technical College	–	–	–	35.6	35.6	–
Southern Regional Technical College	–	–	–	47.2	47.2	-3.7
West Georgia Technical College	–	–	–	43.1	43.1	1.2
Wiregrass Georgia Technical College	–	–	–	37.1	37.1	7.8

**BA**

College of Coastal Georgia	76.5	72.0	60.2	52.4	63.7	1.5
Dalton State College	68.7	59.6	60.5	48.0	60.3	2.2
Georgia Gwinnett College	91.2	73.3	69.2	51.2	71.4	-0.1

**BA+**

Albany State University	70.3	59.1	56.2	50.5	59.6	0.4
Clayton State University	77.2	67.6	63.6	53.1	66.0	0.4
Fort Valley State University	70.5	61.8	57.3	45.1	60.8	0.9
Georgia Southwestern State University	69.7	70.0	61.4	51.1	62.8	0.1
Middle Georgia State University	74.5	61.1	58.2	48.5	60.6	0.3
Savannah State University	82.8	63.7	60.9	48.9	63.2	0.0

**DOCTORAL**

Augusta University	96.5	70.5	70.2	51.7	70.8	0.9
Columbus State University	83.0	71.5	62.1	50.2	68.8	0.5
Georgia College & State University	89.7	72.0	66.8	54.0	71.8	3.2
Georgia Institute of Technology- Main Campus	161.9	118.1	109.7	78.1	128.5	3.3
Georgia Southern University	89.7	78.8	72.0	52.2	72.8	1.8
Georgia State University	142.4	92.8	87.9	57.9	96.5	2.3
Kennesaw State University	94.7	76.1	71.1	53.9	73.0	2.0

State/School				Inst./		
	Prof.	Assoc.	Asst.	Lect./	Avg.	%
	(\$)	(\$)	(\$)	No Rank	(\$)	Chng.
				(\$)		(%)
University of Georgia	140.3	102.5	97.4	74.3	107.5	0.3
University of North Georgia	82.5	70.3	63.5	45.7	62.4	1.5
University of West Georgia	86.7	68.1	61.7	47.9	65.3	1.8
Valdosta State University	81.4	68.9	64.4	48.2	67.3	-1.3

## HAWAII

### AA

Hawaii Community College	102.6	88.4	74.3	65.1	76.9	2.9
Honolulu Community College	101.8	85.6	74.8	61.7	79.4	4.4
Kapiolani Community College	101.1	85.8	76.4	68.4	82.0	3.3
Kauai Community College	101.0	87.0	81.8	61.5	82.0	4.4
Leeward Community College	100.8	84.3	75.1	62.5	79.9	3.7
University of Hawaii Maui College	97.3	90.5	74.9	65.0	77.7	2.9
Windward Community College	104.0	83.2	71.6	64.1	81.2	4.6

### BA

University of Hawaii-West Oahu	110.0	90.2	79.6	67.1	89.2	3.0
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### DOCTORAL

University of Hawaii at Hilo	106.7	89.4	87.2	67.4	92.3	4.6
University of Hawaii at Manoa	142.0	106.3	93.9	72.4	111.8	1.7

## IDAHO

### AA

College of Eastern Idaho	–	–	–	54.9	54.9	-1.7
College of Southern Idaho	64.9	55.7	51.2	46.5	56.2	2.2
College of Western Idaho	–	58.4	53.1	51.2	53.4	-1.9
North Idaho College	65.1	60.5	55.2	–	59.9	-0.4

### BA

Lewis-Clark State College	71.7	59.8	49.9	46.5	58.6	0.0
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### DOCTORAL

Boise State University	95.6	83.6	75.9	49.1	76.8	1.1
Idaho State University	95.1	74.1	67.5	49.0	70.1	0.6
University of Idaho	111.2	86.0	72.9	59.8	86.1	-1.3

## ILLINOIS

### AA

Black Hawk College	73.3	60.1	53.9	46.9	63.1	2.0
Carl Sandburg College	–	–	–	59.5	59.5	0.4
City Colleges of Chicago- Harold Washington College	108.0	98.6	89.2	78.2	92.0	4.8
City Colleges of Chicago- Harry S Truman College	119.3	103.9	94.8	78.7	90.4	2.8
City Colleges of Chicago- Kennedy-King College	111.9	97.6	82.4	78.5	86.5	4.4
City Colleges of Chicago- Malcolm X College	112.8	110.5	88.9	84.4	89.0	1.9
City Colleges of Chicago- Olive-Harvey College	107.1	107.6	93.6	84.5	95.6	6.0
City Colleges of Chicago- Richard J Daley College	123.0	96.1	90.5	80.5	89.3	4.4

State/School				Inst./		
	Prof.	Assoc.	Asst.	Lect./	Avg.	%
	(\$)	(\$)	(\$)	No Rank	(\$)	Chng.
				(\$)		(%)
City Colleges of Chicago- Wilbur Wright College	109.6	101.7	90.3	77.3	95.7	5.5
College of DuPage	132.6	98.4	79.4	65.5	108.6	10.7
College of Lake County	–	–	–	104.8	104.8	0.1
Danville Area Community College	61.7	–	–	59.5	60.5	4.5
Elgin Community College	121.7	98.5	82.9	61.2	100.7	2.2
Frontier Community College	–	67.8	63.1	51.5	60.8	1.9
Heartland Community College	74.4	61.0	54.2	52.8	65.6	-3.6
Highland Community College	–	–	–	83.6	83.6	5.2
Illinois Central College	76.5	62.8	57.4	54.0	70.2	0.6
Illinois Valley Community College	–	–	–	73.9	73.9	1.6
John A Logan College	89.7	73.2	70.2	61.2	70.9	3.3
John Wood Community College	75.3	72.2	58.2	48.4	58.4	2.0
Joliet Junior College	–	–	–	102.8	102.8	3.4
Kankakee Community College	71.8	–	55.4	51.9	69.6	0.6
Kaskaskia College	93.7	82.0	72.4	–	82.3	3.3
Kishwaukee College	–	–	–	65.4	65.4	2.4
Lake Land College	–	–	–	59.7	59.7	0.9
Lewis and Clark Community College	90.9	71.3	62.8	52.9	78.2	0.5
Lincoln Land Community College	98.1	75.3	73.9	60.1	88.5	2.7
Lincoln Trail College	82.7	59.1	62.3	49.9	58.8	1.1
McHenry County College	–	–	–	98.2	98.2	2.4
Moraine Valley Community College	88.9	77.0	69.9	62.4	77.6	3.7
Morton College	–	–	–	75.3	75.3	1.0
Oakton Community College	99.3	73.4	66.1	63.0	88.7	-2.2
Olney Central College	71.9	65.6	58.8	49.5	58.4	-0.4
Parkland College	92.4	78.3	76.0	52.3	78.7	1.4
Prairie State College	91.8	72.6	64.4	–	77.0	1.6
Rend Lake College	73.0	59.6	–	66.2	71.2	4.6
Richland Community College	70.4	65.1	58.4	55.7	63.8	-0.3
Rock Valley College	81.7	67.6	61.1	57.8	71.2	-2.0
Sauk Valley Community College	69.3	63.8	54.7	53.0	60.4	5.4
Shawnee Community College	–	–	–	67.5	67.5	-3.1
South Suburban College	–	–	–	70.0	70.0	-3.0
Southeastern Illinois College	–	–	–	58.5	58.5	0.6
Southwestern Illinois College	86.0	73.9	64.8	55.7	68.3	-0.5
Spoon River College	–	–	–	59.9	59.9	4.5
Triton College	–	–	–	70.6	70.6	0.3
Wabash Valley College	85.1	73.9	65.1	55.4	65.0	3.3
Waubensee Community College	111.8	88.0	81.0	69.8	90.7	4.5
William Rainey Harper College	115.1	93.8	71.2	59.6	92.8	2.4
<b>BA+</b>						
Eastern Illinois University	96.2	78.9	76.7	54.1	76.2	2.2
Northeastern Illinois University	97.4	82.6	73.7	50.4	76.6	3.0
<b>DOCTORAL</b>						
Chicago State University	88.0	77.9	71.4	50.4	73.6	6.5

State/School	Inst./Lect./No Rank			Avg. (\$)	% Chng. (%)
	Prof. (\$)	Assoc. (\$)	Asst. (\$)		
Governors State University	107.2	87.3	75.0	85.8	2.8
Illinois State University	98.7	83.4	76.8	78.4	2.1
Northern Illinois University	103.1	86.8	87.2	82.3	7.2
Southern Illinois University-Carbondale	95.3	69.9	65.7	69.9	-0.2
Southern Illinois University-Edwardsville	90.9	81.2	69.5	72.9	5.2
University of Illinois Chicago	160.1	119.0	102.2	117.8	6.4
University of Illinois Springfield	98.8	75.7	75.1	75.0	2.2
University of Illinois Urbana-Champaign	153.8	107.5	97.6	118.1	0.0
Western Illinois University	99.2	79.2	65.3	80.0	0.8

## INDIANA

### AA

Ivy Tech Community College	62.2	53.8	51.4	47.2	51.9	-0.2
Vincennes University	65.4	55.4	50.3	51.6	54.2	-0.3

### BA+

Indiana University-East	84.9	76.4	68.4	53.0	68.0	-0.9
Indiana University-Kokomo	90.7	71.4	60.3	53.2	62.6	-0.9
Indiana University-Northwest	91.6	73.4	63.6	53.3	70.7	0.4
Indiana University-South Bend	76.0	67.2	66.4	47.2	64.9	0.6
Indiana University-Southeast	90.8	74.3	68.7	55.6	72.1	1.1
Purdue University Fort Wayne	85.8	73.3	69.6	40.4	64.6	-6.1

### DOCTORAL

Ball State University	95.6	76.9	70.8	51.6	69.0	1.4
Indiana State University	99.5	77.4	65.9	50.8	73.9	0.8
Indiana University-Bloomington	140.8	103.3	103.8	65.1	107.7	0.5
Indiana University-Purdue University-Indianapolis	120.8	86.8	78.4	55.7	84.6	0.6
Purdue University Global	-	-	-	-	-	-
Purdue University Northwest	100.4	78.5	75.4	43.8	78.3	6.5
Purdue University-Main Campus	148.7	108.5	96.1	59.3	115.6	0.4
University of Southern Indiana	89.1	73.2	64.6	53.2	68.2	1.2

## IOWA

### AA

Des Moines Area Community College	74.2	66.7	-	63.0	70.4	1.4
Eastern Iowa Community College District	-	-	-	53.4	53.4	-3.3
Ellsworth Community College	71.4	64.2	53.9	46.3	64.4	-1.5
Hawkeye Community College	-	-	-	59.1	59.1	1.5
Indian Hills Community College	61.8	53.2	-	57.6	57.6	-1.8
Iowa Central Community College	72.2	71.3	70.5	69.1	69.9	1.0
Iowa Lakes Community College	70.3	52.3	48.4	49.6	60.1	4.4
Iowa Western Community College	67.5	57.3	55.1	52.1	54.1	1.8
Kirkwood Community College	78.9	67.5	62.1	58.5	68.7	1.1

State/School	Inst./Lect./No Rank			Avg. (\$)	% Chng. (%)	
	Prof. (\$)	Assoc. (\$)	Asst. (\$)			
Marshalltown Community College	76.8	64.3	52.2	49.3	69.2	2.3
North Iowa Area Community College	-	-	-	65.0	65.0	-1.5
Northeast Iowa Community College	-	-	-	54.8	54.8	0.7
Northwest Iowa Community College	-	-	-	55.1	55.1	-10.3
Southeastern Community College	-	-	-	65.8	65.8	-6.9
Southwestern Community College	-	-	-	50.0	50.0	2.0
Western Iowa Tech Community College	-	-	-	59.2	59.2	-0.3

### DOCTORAL

Iowa State University	131.8	93.5	81.4	56.1	103.0	0.1
University of Iowa	149.0	93.3	86.0	57.0	103.0	4.1
University of Northern Iowa	90.5	76.0	68.6	60.2	76.0	0.6

## KANSAS

### AA

Allen County Community College	-	-	-	51.8	51.8	-1.3
Barton County Community College	-	-	-	52.2	52.2	-3.4
Butler Community College	62.2	48.1	45.8	-	55.7	0.0
Cloud County Community College	-	-	-	44.9	44.9	-
Coffeyville Community College	-	-	-	48.2	48.2	-2.9
Colby Community College	-	-	-	-	-	-
Cowley County Community College	-	-	-	52.7	52.7	-0.9
Dodge City Community College	58.2	54.6	49.7	44.9	54.3	-1.3
Flint Hills Technical College	-	-	-	45.8	45.8	-2.5
Fort Scott Community College	-	-	-	41.6	41.6	-1.7
Garden City Community College	-	-	-	53.8	53.8	0.1
Haskell Indian Nations University	-	-	-	-	-	-
Highland Community College	-	-	-	50.0	50.0	-1.3
Hutchinson Community College	-	-	-	52.1	52.1	10.1
Independence Community College	53.0	40.0	-	-	46.1	7.0
Johnson County Community College	81.7	75.5	70.9	71.7	78.1	4.1
Kansas City Kansas Community College	90.7	85.2	75.7	63.6	73.1	1.7
Labette Community College	54.4	53.6	48.4	49.3	52.3	1.2
Manhattan Area Technical College	-	-	-	50.5	50.5	1.8
Neosho County Community College	52.1	48.4	44.7	43.1	47.9	2.3
North Central Kansas Technical College	-	-	-	41.9	41.9	3.6
Northwest Kansas Technical College	-	-	-	50.3	50.3	5.7
Pratt Community College	-	-	-	51.0	51.0	0.7

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

Salina Area Technical College	–	–	–	50.6	50.6	1.4
Seward County Community College	–	–	–	48.6	48.6	-0.8
Wichita State University-Campus of Applied Sciences and Technology	–	–	–	45.6	45.6	-2.1

**DOCTORAL**

Emporia State University	71.9	65.1	60.2	45.8	62.0	0.6
Fort Hays State University	89.9	74.2	63.0	52.2	65.9	4.4
Kansas State University	111.9	89.3	75.4	57.4	85.5	2.5
Pittsburg State University	77.4	68.2	59.9	49.7	66.5	-0.7
University of Kansas	127.9	87.7	84.3	56.4	98.5	0.3
Washburn University	99.3	74.1	64.2	51.7	71.9	1.2
Wichita State University	99.4	72.5	63.8	57.1	76.0	1.2

**KENTUCKY****AA**

Ashland Community and Technical College	61.3	50.4	41.7	40.8	50.1	-0.3
Big Sandy Community and Technical College	60.8	49.8	44.3	37.6	53.2	1.0
Bluegrass Community and Technical College	59.9	52.0	44.8	39.5	49.5	-3.7
Elizabethtown Community and Technical College	61.1	49.2	43.4	39.7	51.4	-0.8
Gateway Community and Technical College	60.2	52.3	48.6	47.4	50.1	-0.5
Hazard Community and Technical College	62.9	51.5	46.5	40.7	54.6	1.3
Henderson Community College	61.0	49.5	42.1	43.9	52.2	0.9
Hopkinsville Community College	60.0	49.3	41.6	38.0	46.4	0.5
Jefferson Community and Technical College	63.5	55.0	48.9	46.6	54.1	1.4
Madisonville Community College	59.7	51.3	44.6	42.3	52.9	-1.6
Maysville Community and Technical College	63.6	49.6	44.8	39.8	50.8	-0.4
Owensboro Community and Technical College	61.4	50.5	43.1	40.1	52.9	0.2
Somerset Community College	61.8	50.0	43.4	39.9	49.7	-1.7
Southcentral Kentucky Community and Technical College	59.0	48.6	42.4	36.7	46.4	1.6
Southeast Kentucky Community	63.1	49.9	43.0	42.0	54.9	2.1
West Kentucky Community and Technical College	61.4	53.2	44.4	44.0	51.8	0.3

**DOCTORAL**

Eastern Kentucky University	72.1	65.3	62.2	54.2	63.9	1.3
Kentucky State University	67.7	61.4	57.3	44.6	58.9	1.4
Morehead State University	71.5	62.9	56.1	41.4	57.8	-0.9
Murray State University	78.9	67.1	60.9	44.6	62.5	1.4
Northern Kentucky University	101.1	74.3	74.1	52.1	72.2	-1.5
University of Kentucky	130.0	97.1	87.4	65.9	99.6	0.4

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

University of Louisville	111.2	81.1	65.9	53.3	80.5	-8.0
Western Kentucky University	86.4	68.3	65.0	50.0	69.4	1.2

**LOUISIANA****AA**

Baton Rouge Community College	62.5	57.5	52.7	50.1	55.0	4.8
Bossier Parish Community College	58.0	48.1	46.6	41.8	47.7	3.0
Central Louisiana Technical Community College	53.6	–	–	44.0	44.2	0.3
Delgado Community College	65.9	48.5	45.5	41.4	51.6	4.9
Fletcher Technical Community College	53.6	49.6	47.6	45.4	46.1	7.0
Louisiana Delta Community College	51.0	48.0	49.7	39.7	41.8	2.1
Louisiana State University-Eunice	56.0	55.8	47.0	48.7	50.6	4.7
Northshore Technical Community College	–	53.4	49.0	43.6	44.4	3.0
Northwest Louisiana Technical Community College	44.1	–	–	38.6	39.1	13.3
Nunez Community College	46.1	45.4	45.7	44.7	45.2	4.6
River Parishes Community College	53.6	52.3	49.3	45.9	48.1	6.3
SOWELA Technical Community College	60.4	54.9	50.7	45.8	48.2	3.8
South Louisiana Community College	55.4	44.9	43.0	43.7	44.6	-1.6
Southern University at Shreveport	59.1	46.6	46.1	43.9	45.8	0.6

**BA**

Louisiana State University-Alexandria	56.4	55.5	52.5	46.1	52.9	1.0
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**BA+**

Nicholls State University	81.7	62.4	59.1	45.2	58.6	1.5
Southern University at New Orleans	65.5	53.1	53.2	–	55.5	1.1

**DOCTORAL**

Grambling State University	69.5	58.5	56.1	41.4	53.9	-4.2
Louisiana State University Health Sciences Center-New Orleans	–	–	–	–	–	–
Louisiana State University Health Sciences Center-Shreveport	–	–	–	–	–	–
Louisiana State University and Agricultural & Mechanical College	125.2	86.7	87.2	53.1	91.6	-0.7
Louisiana State University-Shreveport	71.9	66.5	82.2	75.0	74.9	3.5
Louisiana Tech University	93.2	73.3	71.5	53.4	69.6	0.3
McNeese State University	83.0	64.9	61.2	43.6	63.1	0.1
Northwestern State University of Louisiana	72.5	59.8	53.5	46.3	57.0	2.3

State/School				Inst./		
	Prof. (\$)	Assoc. (\$)	Asst. (\$)	Lect./ No Rank (\$)	Avg. (\$)	% Chng. (%)
Southeastern Louisiana University	83.1	72.8	64.2	47.4	60.8	1.7
Southern University and A & M College	77.9	66.7	60.8	45.2	63.3	-0.6
University of Louisiana at Lafayette	105.9	79.3	68.6	55.3	74.7	-1.0
University of Louisiana at Monroe	73.0	62.7	57.6	47.1	59.1	-0.7
University of New Orleans	90.8	74.5	77.7	42.5	73.8	2.8

**MAINE**

**AA**

Central Maine Community College	-	-	-	58.7	58.7	6.1
Eastern Maine Community College	-	-	-	60.5	60.5	0.3
Kennebec Valley Community College	-	-	-	56.5	56.5	-1.7
Northern Maine Community College	-	-	-	60.6	60.6	6.2
Southern Maine Community College	69.9	65.1	65.2	61.5	66.2	6.2
Washington County Community College	-	-	-	57.2	57.2	0.7
York County Community College	-	-	-	59.7	59.7	1.4

**BA**

University of Maine at Fort Kent	80.6	65.8	53.6	55.1	62.4	-1.6
University of Maine at Machias	77.9	62.4	52.5	45.9	65.3	5.2
University of Maine at Presque Isle	78.5	67.5	58.5	52.7	70.5	4.9

**BA+**

Maine Maritime Academy	-	-	-	-	-	-
University of Maine at Augusta	79.0	70.5	57.9	53.8	66.1	-0.0
University of Maine at Farmington	78.2	66.8	56.0	50.8	66.0	0.5

**DOCTORAL**

University of Maine	121.6	90.6	75.4	62.5	93.2	3.9
University of Southern Maine	107.0	90.9	72.0	59.9	84.0	5.3

**MARYLAND**

**AA**

Allegany College of Maryland	62.6	54.7	48.9	44.7	53.2	-1.6
Anne Arundel Community College	89.5	77.0	67.3	55.3	75.5	-0.1
Baltimore City Community College	84.0	71.4	62.7	-	70.1	0.2
Carroll Community College	73.8	64.8	55.2	51.3	60.3	1.2
Cecil College	82.3	66.6	59.0	47.6	67.1	-2.2
Chesapeake College	86.5	70.8	66.2	52.1	66.1	2.6
College of Southern Maryland	89.7	73.1	69.0	62.5	81.1	-1.3
Community College of Baltimore County	98.4	84.5	69.3	57.0	78.6	-0.7

State/School				Inst./		
	Prof. (\$)	Assoc. (\$)	Asst. (\$)	Lect./ No Rank (\$)	Avg. (\$)	% Chng. (%)
Frederick Community College	88.5	74.0	65.0	-	74.6	1.8
Garrett College	72.5	59.2	59.6	-	67.6	3.0
Hagerstown Community College	79.5	62.7	61.4	51.0	62.5	-3.7
Harford Community College	84.4	67.0	60.4	-	65.1	1.8
Howard Community College	86.8	72.5	67.4	58.6	75.4	-0.8
Montgomery College	97.8	81.4	75.9	72.6	93.0	1.9
Prince George's Community College	86.6	75.0	67.8	53.9	78.0	-0.9
Wor-Wic Community College	76.4	62.0	57.1	53.3	60.9	-0.3

**BA**

United States Naval Academy	144.4	121.5	100.3	121.5	124.5	1.8
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**BA+**

St. Mary's College of Maryland	96.2	78.3	63.9	44.1	79.3	0.9
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**DOCTORAL**

Bowie State University	102.4	83.2	75.0	61.4	79.3	2.2
Coppin State University	95.5	83.3	77.8	59.3	81.6	1.5
Frostburg State University	93.1	76.1	71.1	64.4	80.7	0.3
Morgan State University	121.7	90.9	81.2	51.9	81.3	2.5
Salisbury University	99.9	79.6	78.9	71.1	85.9	0.8
Towson University	100.3	87.0	73.5	52.3	78.5	2.1
University of Baltimore	159.6	118.2	90.6	82.1	114.8	1.4
University of Maryland Eastern Shore	86.6	79.2	70.6	57.3	74.4	0.3
University of Maryland Global Campus	-	-	-	-	-	-
University of Maryland, Baltimore	183.7	115.2	96.4	72.8	136.5	1.8
University of Maryland-Baltimore County	125.3	96.1	83.0	64.1	92.5	1.2
University of Maryland-College Park	165.9	115.7	101.2	70.2	118.2	0.6

**MASSACHUSETTS**

**AA**

Berkshire Community College	74.6	57.0	53.5	-	65.7	4.0
Bristol Community College	74.6	63.5	60.2	50.7	66.9	3.7
Bunker Hill Community College	80.9	60.4	60.3	-	73.5	5.8
Cape Cod Community College	76.2	63.8	68.1	73.8	70.3	4.9
Greenfield Community College	72.1	66.6	60.2	58.9	68.4	5.5
Holyoke Community College	73.0	60.9	59.1	57.8	68.1	5.4
Massachusetts Bay Community College	76.9	66.5	64.6	-	70.1	5.2
Massasoit Community College	80.7	65.0	60.6	66.9	70.5	5.8
Middlesex Community College	73.4	58.2	56.2	-	67.6	4.3
Mount Wachusett Community College	81.3	71.7	56.6	-	72.6	4.8
North Shore Community College	73.4	63.1	59.9	56.2	66.6	5.5
Northern Essex Community College	72.1	60.8	53.8	53.4	67.2	8.1
Quincy College	80.9	71.3	73.9	67.0	78.5	7.3



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

Quinsigamond Community College	72.3	66.1	63.2	53.5	69.4	6.2
Roxbury Community College	84.0	67.7	55.4	–	64.6	–
Springfield Technical Community College	76.2	58.9	51.0	55.6	66.2	-4.5

**BA+**

Bridgewater State University	103.5	84.5	72.1	53.4	88.7	2.4
Fitchburg State University	104.8	81.0	69.3	65.4	85.2	-0.5
Framingham State University	98.0	83.3	72.0	64.5	84.7	-0.3
Massachusetts College of Art and Design	106.0	81.6	67.8	–	90.5	-1.2
Massachusetts College of Liberal Arts	100.3	75.6	64.3	–	81.2	-1.4
Massachusetts Maritime Academy	107.7	81.7	72.8	64.4	88.7	-0.7
Salem State University	104.1	89.0	78.9	72.9	94.2	0.1
Westfield State University	105.1	84.1	72.8	61.8	90.2	2.6
Worcester State University	103.4	77.9	64.2	63.9	82.7	-0.1

**DOCTORAL**

University of Massachusetts-Amherst	158.5	111.2	96.1	77.7	116.0	-0.5
University of Massachusetts-Boston	146.4	114.1	90.3	70.2	102.3	0.5
University of Massachusetts-Dartmouth	125.2	97.1	85.1	69.7	97.0	-5.6
University of Massachusetts-Lowell	151.9	117.3	96.4	80.1	110.3	0.4

**MICHIGAN**

**AA**

Alpena Community College	–	–	–	84.5	84.5	2.9
Bay Mills Community College	–	–	–	47.3	47.3	2.4
Bay de Noc Community College	–	–	–	79.3	79.3	1.3
Delta College	99.2	88.2	75.6	63.3	87.1	-0.5
Glen Oaks Community College	78.6	–	–	57.7	71.4	3.0
Gogebic Community College	–	–	–	64.2	64.2	0.1
Grand Rapids Community College	90.9	84.3	63.5	41.9	79.3	-3.4
Henry Ford College	–	–	–	105.6	105.6	1.0
Jackson College	–	–	–	–	–	–
Kalamazoo Valley Community College	–	–	–	91.0	91.0	2.3
Kellogg Community College	86.9	–	–	76.5	85.3	0.8
Keweenaw Bay Ojibwa Community College	–	–	–	46.0	46.0	-0.6
Kirtland Community College	–	–	–	–	–	–
Lake Michigan College	–	–	–	84.1	84.1	1.5
Lansing Community College	77.3	–	–	–	77.3	-1.2
Macomb Community College	87.7	–	–	74.8	85.9	3.3
Mid Michigan College	81.5	72.7	71.9	66.9	74.2	3.9

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

Monroe County Community College	98.5	95.6	89.3	86.0	91.5	7.0
Montcalm Community College	–	–	–	85.1	85.1	4.8
Mott Community College	–	–	–	78.6	78.6	1.2
Muskegon Community College	–	–	–	96.4	96.4	2.9
North Central Michigan College	100.4	–	–	–	100.4	14.1
Northwestern Michigan College	–	–	–	79.5	79.5	9.9
Oakland Community College	–	–	–	97.5	97.5	-2.4
Saginaw Chippewa Tribal College	–	–	–	54.7	54.7	6.0
Schoolcraft College	–	–	–	99.4	99.4	4.7
Southwestern Michigan College	66.6	60.2	54.4	–	60.2	3.8
St Clair County Community College	–	–	–	–	–	–
Washtenaw Community College	–	–	–	–	–	–
Wayne County Community College District	–	–	–	72.7	72.7	4.3
West Shore Community College	80.1	66.9	–	–	76.6	6.1

**BA**

Lake Superior State University	75.1	67.0	56.7	43.9	60.9	5.2
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**DOCTORAL**

Central Michigan University	108.5	86.3	83.8	57.6	89.8	4.1
Eastern Michigan University	102.8	84.8	76.7	48.5	88.1	2.8
Ferris State University	104.4	83.9	77.3	49.5	85.4	-0.7
Grand Valley State University	111.1	89.0	79.8	52.3	85.6	1.5
Michigan State University	156.0	103.3	85.7	67.5	110.1	-1.5
Michigan Technological University	122.2	96.5	86.7	68.7	96.2	1.4
Northern Michigan University	91.2	77.5	69.8	58.0	77.7	1.0
Oakland University	111.6	85.3	71.7	69.8	86.5	-0.3
Saginaw Valley State University	86.8	72.2	69.2	50.6	75.9	-1.3
University of Michigan-Ann Arbor	178.1	118.6	100.8	74.8	131.6	-1.0
University of Michigan-Dearborn	120.1	100.1	88.8	63.8	94.6	0.3
University of Michigan-Flint	124.9	83.9	75.8	64.3	84.5	3.9
Wayne State University	140.8	104.3	91.2	69.5	103.9	2.9
Western Michigan University	110.9	85.7	73.8	55.6	92.3	-2.3

**MINNESOTA**

**AA**

Alexandria Technical & Community College	–	–	–	75.6	75.6	3.8
Anoka Technical College	–	–	–	75.3	75.3	4.3
Anoka-Ramsey Community College	–	–	–	75.9	75.9	4.4
Central Lakes College-Brainerd	–	–	–	75.4	75.4	3.7
Century College	–	–	–	77.2	77.2	3.2
Dakota County Technical College	–	–	–	74.9	74.9	4.4
Fond du Lac Tribal and Community College	–	–	–	72.6	72.6	3.3
Hennepin Technical College	–	–	–	74.3	74.3	2.7

State/School				Inst./		
	Prof.	Assoc.	Asst.	Lect./	Avg.	%
	(\$)	(\$)	(\$)	No Rank	(\$)	Chng.
				(\$)		(%)
Hibbing Community College	–	–	–	72.2	72.2	1.9
Inver Hills Community College	–	–	–	75.7	75.7	3.8
Itasca Community College	–	–	–	74.9	74.9	3.8
Lake Superior College	–	–	–	72.9	72.9	4.2
Leech Lake Tribal College	–	–	–	32.9	32.9	0.0
Mesabi Range College	–	–	–	73.7	73.7	2.3
Minneapolis Community and Technical College	–	–	–	76.3	76.3	3.8
Minnesota State College Southeast	–	–	–	75.5	75.5	4.1
Minnesota State Community and Technical College	–	–	–	75.4	75.4	4.6
Minnesota West Community and Technical College	–	–	–	72.7	72.7	3.6
Normandale Community College	–	–	–	75.7	75.7	3.7
North Hennepin Community College	–	–	–	75.2	75.2	3.4
Northland Community and Technical College	–	–	–	74.5	74.5	3.6
Northwest Technical College	–	–	–	69.4	69.4	1.4
Pine Technical & Community College	–	–	–	71.9	71.9	4.1
Rainy River Community College	–	–	–	74.8	74.8	7.3
Red Lake Nation College	–	–	–	50.8	50.8	-3.5
Ridgewater College	–	–	–	73.2	73.2	2.8
Riverland Community College	–	–	–	73.4	73.4	3.1
Rochester Community and Technical College	–	–	–	78.5	78.5	4.8
Saint Paul College	–	–	–	73.2	73.2	3.7
South Central College	–	–	–	74.4	74.4	3.6
St Cloud Technical and Community College	–	–	–	75.1	75.1	4.6
Vermilion Community College	–	–	–	69.9	69.9	2.0
<b>BA</b>						
University of Minnesota-Crookston	92.9	78.8	73.0	63.8	72.4	0.8
University of Minnesota-Morris	85.1	70.7	56.4	52.8	68.0	1.0
University of Minnesota-Rochester	–	81.9	71.2	54.1	61.9	-0.4
<b>BA+</b>						
Bemidji State University	95.6	82.1	69.1	–	79.8	0.9
Southwest Minnesota State University	98.9	82.1	68.5	54.3	86.1	0.8
<b>DOCTORAL</b>						
Metropolitan State University	102.4	86.4	76.7	–	87.8	1.5
Minnesota State University Moorhead	93.2	80.2	73.2	52.2	84.4	2.5
Minnesota State University-Mankato	104.2	85.3	73.8	55.2	88.1	1.9
Saint Cloud State University	102.6	88.2	72.5	59.9	89.6	0.2
University of Minnesota-Duluth	101.8	81.3	68.9	55.5	77.3	0.0

State/School				Inst./		
	Prof.	Assoc.	Asst.	Lect./	Avg.	%
	(\$)	(\$)	(\$)	No Rank	(\$)	Chng.
				(\$)		(%)
University of Minnesota-Twin Cities	153.0	102.7	94.8	63.0	114.2	0.2
Winona State University	98.4	80.1	73.5	52.8	84.5	1.0

**MISSISSIPPI**

**AA**

Coahoma Community College	–	–	–	53.4	53.4	-0.4
Copiah-Lincoln Community College	–	–	–	47.2	47.2	-0.2
East Central Community College	–	–	–	49.0	49.0	-0.7
East Mississippi Community College	–	–	–	59.2	59.2	-0.8
Hinds Community College	–	–	–	48.2	48.2	0.0
Holmes Community College	–	–	–	57.2	57.2	-2.1
Itawamba Community College	–	–	–	64.7	64.7	1.1
Jones County Junior College	–	–	–	52.3	52.3	2.9
Meridian Community College	–	–	–	49.5	49.5	1.5
Mississippi Delta Community College	–	–	–	53.0	53.0	1.8
Mississippi Gulf Coast Community College	–	–	–	54.1	54.1	1.6
Northeast Mississippi Community College	–	–	–	49.8	49.8	0.5
Northwest Mississippi Community College	–	–	–	53.9	53.9	0.5
Pearl River Community College	–	–	–	49.9	49.9	0.3
Southwest Mississippi Community College	–	–	–	55.2	55.2	-1.5

**BA+**

Mississippi Valley State University	63.8	56.9	51.7	44.8	53.3	1.1
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**DOCTORAL**

Alcorn State University	75.2	63.3	56.7	42.2	57.0	3.3
Delta State University	71.0	63.6	59.0	50.4	58.9	1.1
Jackson State University	83.4	71.6	62.6	46.4	66.1	4.4
Mississippi State University	110.7	83.3	78.2	42.0	75.2	-0.4
Mississippi University for Women	67.8	56.1	52.3	52.1	56.5	-1.5
University of Mississippi	113.9	85.4	74.3	48.8	80.1	0.4
University of Southern Mississippi	90.7	68.5	65.2	53.1	69.7	1.4

**MISSOURI**

**AA**

Crowder College	–	–	–	43.2	43.2	-2.1
East Central College	73.7	70.5	53.2	49.5	54.2	0.2
Jefferson College	72.8	58.7	58.1	47.5	62.8	2.6
Metropolitan Community College-Kansas City	–	–	–	67.7	67.7	3.8
Mineral Area College	55.9	49.9	47.1	46.0	50.0	-0.4
Missouri State University-West Plains	65.6	54.0	51.1	46.3	54.1	-0.3

State/School	Prof. (\$)	Assoc. (\$)	Asst. (\$)	Inst./ Lect./ No Rank (\$)	Avg. (\$)	% Chng. (%)
Moberly Area Community College	50.9	46.9	41.3	42.7	45.9	-4.4
North Central Missouri College	–	–	–	47.2	47.2	-1.2
Ozarks Technical Community College	–	–	–	53.8	53.8	2.1
Saint Louis Community College	83.9	74.5	66.7	58.9	75.0	-0.6
St Charles Community College	83.0	71.4	62.0	56.4	69.9	2.0
State Fair Community College	–	–	–	49.3	49.3	-1.9
State Technical College of Missouri	–	–	–	47.6	47.6	-4.5
Three Rivers College	58.0	46.9	48.2	42.1	47.9	-2.8

**BA**

Harris-Stowe State University	72.2	59.1	49.3	55.2	56.2	3.2
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**BA+**

Lincoln University	63.4	56.2	45.8	38.5	52.0	-0.4
Missouri Southern State University	76.6	61.1	57.8	50.6	60.8	-0.8
Missouri Western State University	75.5	59.9	60.9	47.7	63.6	6.2
Northwest Missouri State University	84.2	70.3	64.8	53.2	66.4	-0.0
Southeast Missouri State University	85.8	68.4	60.5	47.7	64.9	1.2
Truman State University	76.5	67.2	56.3	45.0	66.4	0.6
University of Central Missouri	83.5	72.9	67.9	52.6	65.9	-2.1

**DOCTORAL**

Missouri State University-Springfield	84.9	72.2	66.3	46.0	68.8	0.0
Missouri University of Science and Technology	129.5	86.1	76.6	48.4	99.3	1.0
University of Missouri-Columbia	134.3	88.9	90.3	52.5	100.8	4.5
University of Missouri-Kansas City	111.5	81.5	78.2	52.9	87.5	2.3
University of Missouri-St Louis	101.7	77.1	72.0	–	82.0	3.2

**MONTANA**

**AA**

Aaniih Nakoda College	–	–	–	40.5	40.5	-4.4
Chief Dull Knife College	–	–	–	40.3	40.3	-33.7
Dawson Community College	–	–	–	48.8	48.8	-0.4
Flathead Valley Community College	69.1	59.1	48.0	53.1	58.9	-2.9
Fort Peck Community College	–	–	–	48.6	48.6	-0.6
Great Falls College Montana State University	–	–	–	56.4	56.4	5.0
Helena College University of Montana	–	–	–	54.1	54.1	2.4
Little Big Horn College	–	–	–	35.4	35.4	-5.4
Miles Community College	–	–	–	50.9	50.9	3.5
Montana State University-Northern	70.5	64.6	53.3	47.7	58.9	6.2
Salish Kootenai College	–	–	–	46.4	46.4	-6.5

State/School	Prof. (\$)	Assoc. (\$)	Asst. (\$)	Inst./ Lect./ No Rank (\$)	Avg. (\$)	% Chng. (%)
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Stone Child College	–	–	–	46.3	46.3	3.0
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**BA**

The University of Montana-Western	76.6	62.6	54.0	48.0	63.8	6.1
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**BA+**

Montana State University Billings	81.7	62.6	54.9	50.0	60.2	1.6
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**DOCTORAL**

Montana State University	107.8	83.3	75.0	55.4	84.7	3.9
Montana Technological University	86.1	75.5	70.7	59.0	73.4	4.2
The University of Montana	95.8	79.0	64.4	52.6	83.0	3.5

**NEBRASKA**

**AA**

Central Community College	–	–	–	59.9	59.9	2.1
Little Priest Tribal College	–	–	–	–	–	–
Metropolitan Community College Area	–	–	–	71.0	71.0	2.7
Mid-Plains Community College	–	–	–	–	–	–
Nebraska College of Technical Agriculture	104.3	92.3	81.9	38.4	78.6	17.4
Nebraska Indian Community College	–	–	–	–	–	–
Northeast Community College	–	–	–	–	–	–
Southeast Community College Area	–	–	–	63.1	63.1	-3.0
Western Nebraska Community College	–	–	–	62.7	62.7	-1.5

**BA+**

Chadron State College	80.2	64.7	54.6	50.5	67.1	-0.1
Peru State College	81.8	66.8	59.8	59.5	65.3	2.3
University of Nebraska at Kearney	87.4	70.6	62.6	50.6	70.3	1.1
Wayne State College	84.3	64.4	56.0	53.9	69.5	3.2

**DOCTORAL**

University of Nebraska Medical Center	105.8	100.6	81.2	59.2	66.0	0.0
University of Nebraska at Omaha	97.7	80.8	76.7	51.8	76.2	0.6
University of Nebraska-Lincoln	134.0	97.2	92.3	48.6	104.0	0.5

**NEVADA**

**AA**

College of Southern Nevada	80.3	–	–	63.3	75.9	1.3
Great Basin College	77.6	–	–	57.2	67.7	-7.4
Truckee Meadows Community College	82.6	–	–	61.9	75.3	-1.0
Western Nevada College	77.8	–	–	63.3	72.4	0.9

**BA+**

Nevada State College	94.0	87.4	72.8	57.2	73.1	-1.9
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State/School				Inst./		
	Prof. (\$)	Assoc. (\$)	Asst. (\$)	Lect./ No Rank (\$)	Avg. (\$)	% Chng. (%)
<b>DOCTORAL</b>						
University of Nevada-Las Vegas	138.5	99.4	80.9	61.6	97.2	0.9
University of Nevada-Reno	132.6	97.1	84.8	67.8	94.6	-0.7

**NEW HAMPSHIRE**

<b>AA</b>						
Great Bay Community College	75.8	62.9	62.3	-	72.9	14.0
Lakes Region Community College	78.7	62.8	57.4	51.7	68.5	2.3
Manchester Community College	76.2	63.7	65.0	59.4	71.1	6.2
NHTI-Concord's Community College	77.3	66.1	54.1	54.9	74.7	5.7
Nashua Community College	72.2	65.7	-	-	71.1	6.4
River Valley Community College	74.4	58.2	56.0	-	66.4	5.3
White Mountains Community College	70.9	64.5	57.8	54.8	66.7	8.3
<b>BA</b>						
University of New Hampshire at Manchester	131.1	94.1	82.1	73.8	88.0	-0.4

<b>BA+</b>						
Granite State College	-	-	-	-	-	-
Keene State College	101.9	83.0	71.3	56.5	87.8	0.5
<b>DOCTORAL</b>						
Plymouth State University	95.6	79.5	66.9	62.8	81.2	2.0
University of New Hampshire-Main Campus	135.2	107.1	88.4	69.5	101.8	1.2

**NEW JERSEY**

<b>AA</b>						
Atlantic Cape Community College	83.2	71.3	61.1	101.8	74.9	5.4
Bergen Community College	100.2	80.5	67.4	41.9	78.8	-4.3
Brookdale Community College	98.3	81.4	72.8	63.2	83.8	2.5
Camden County College	99.8	85.8	71.6	53.8	80.4	0.1
County College of Morris	106.2	85.7	70.2	63.3	82.7	14.2
Cumberland County College	83.4	72.3	60.9	57.7	67.1	0.6
Essex County College	-	-	-	-	-	-
Hudson County Community College	94.6	72.5	64.8	59.4	68.2	4.5
Mercer County Community College	92.5	70.1	69.3	62.3	83.3	2.2
Middlesex County College	118.9	103.7	86.5	63.3	94.7	-2.3
Ocean County College	86.7	70.0	72.0	65.9	74.4	-1.0
Passaic County Community College	123.4	90.3	74.5	56.4	84.1	3.1
Raritan Valley Community College	97.8	82.3	69.9	63.0	81.7	4.7
Rowan College at Burlington County	100.4	58.7	51.7	41.8	48.8	-12.8
Rowan College of South Jersey Gloucester Campus	88.1	77.4	76.7	52.7	69.5	-1.9

State/School				Inst./		
	Prof. (\$)	Assoc. (\$)	Asst. (\$)	Lect./ No Rank (\$)	Avg. (\$)	% Chng. (%)
Salem Community College	-	64.2	70.0	58.3	64.6	-3.2
Sussex County Community College	73.8	72.1	74.0	47.2	68.3	2.6
Union County College	120.4	97.4	80.4	-	105.9	1.6
Warren County Community College	79.6	66.7	59.3	-	72.6	4.3

<b>BA+</b>						
The College of New Jersey	127.4	105.0	86.1	91.1	109.0	3.7

<b>DOCTORAL</b>						
Kean University	129.6	105.5	88.1	78.7	103.4	6.5
Montclair State University	134.9	109.3	93.6	84.1	115.0	4.4
New Jersey City University	135.2	104.3	92.3	-	110.8	3.9
New Jersey Institute of Technology	185.3	127.8	103.4	74.1	125.6	-1.7
Ramapo College of New Jersey	130.5	105.7	88.7	63.3	108.8	2.1
Rowan University	134.4	101.0	85.3	57.6	90.6	3.3
Rutgers University-Camden	165.3	109.7	92.3	71.7	121.8	0.4
Rutgers University-New Brunswick	177.1	116.0	91.0	64.2	130.1	0.0
Rutgers University-Newark	195.8	132.9	110.7	68.3	142.9	0.0
Stockton University	128.3	102.4	79.9	63.9	100.0	5.4
William Paterson University of New Jersey	133.3	104.7	88.3	74.7	116.2	4.0

**NEW MEXICO**

<b>AA</b>						
Central New Mexico Community College	-	-	-	58.2	58.2	0.2
Clovis Community College	-	-	-	48.6	48.6	0.6
Eastern New Mexico University Ruidoso Branch Community College	56.2	51.6	-	-	54.9	-0.9
Eastern New Mexico University-Roswell Campus	-	-	-	48.7	48.7	-3.3
Luna Community College	-	-	-	42.3	42.3	1.7
Mesalands Community College	-	-	-	51.7	51.7	-15.4
Navajo Technical University	70.6	57.1	50.8	43.5	49.7	-0.6
New Mexico Junior College	61.3	-	-	-	61.3	9.6
New Mexico Military Institute	84.0	69.7	60.8	44.1	66.3	-0.5
New Mexico State University-Alamogordo	64.9	58.0	60.1	48.4	61.5	1.8
New Mexico State University-Carlsbad	67.0	59.1	54.6	48.6	57.0	0.4
New Mexico State University-Dona Ana	65.3	56.0	52.1	47.1	54.8	-0.4
New Mexico State University-Grants	63.7	57.1	51.4	45.5	55.2	-0.1
Northern New Mexico College	-	55.3	55.9	47.2	53.3	4.0
San Juan College	63.1	58.8	54.6	48.9	56.0	0.1
Santa Fe Community College	60.3	57.3	54.7	-	55.3	-3.1
Southwestern Indian Polytechnic Institute	-	-	-	-	-	-

State/School				Inst./		
	Prof. (\$)	Assoc. (\$)	Asst. (\$)	Lect./ No Rank (\$)	Avg. (\$)	% Chng. (%)
University of New Mexico-Gallup Campus	87.1	67.1	59.8	57.4	62.1	1.6
University of New Mexico-Los Alamos Campus	–	–	–	53.0	53.0	8.8
University of New Mexico-Taos Campus	–	66.0	55.1	50.1	53.8	6.0
University of New Mexico-Valencia County Campus	59.7	52.3	46.6	53.2	50.6	-1.8
<b>BA+</b>						
Eastern New Mexico University-Main Campus	84.3	70.7	59.8	52.6	64.1	-0.5
Institute of American Indian and Alaska Native Culture and Arts Development	–	69.3	62.2	–	63.5	5.7
New Mexico Highlands University	72.8	64.9	54.0	42.6	58.1	-0.8
Western New Mexico University	74.1	64.0	59.0	43.6	62.8	1.3
<b>DOCTORAL</b>						
New Mexico Institute of Mining and Technology	101.9	81.0	67.8	52.2	80.3	1.6
New Mexico State University-Main Campus	98.8	78.3	71.0	53.7	79.7	-0.3
University of New Mexico-Main Campus	114.3	82.6	78.7	56.3	86.2	3.0
<b>NEW YORK</b>						
<b>AA</b>						
CUNY Borough of Manhattan Community College	120.9	98.2	82.8	73.0	94.3	4.9
CUNY Bronx Community College	122.7	94.9	82.6	77.6	97.8	6.8
CUNY Hostos Community College	116.1	94.5	84.7	78.0	93.1	6.8
CUNY Kingsborough Community College	122.2	99.1	84.7	78.8	95.1	6.7
CUNY LaGuardia Community College	116.8	94.8	80.7	81.4	99.3	5.8
CUNY Queensborough Community College	122.7	98.6	85.0	79.2	96.4	5.6
CUNY Stella and Charles Guttman Community College	121.1	99.0	81.8	77.3	91.1	5.7
Cayuga County Community College	88.0	74.2	67.1	59.9	82.3	4.0
Clinton Community College	65.0	62.3	48.1	47.4	57.7	-1.4
Columbia-Greene Community College	62.6	58.1	50.4	55.2	57.2	-2.3
Dutchess Community College	103.6	87.1	77.5	66.3	83.2	-1.9
Erie Community College	–	–	–	–	–	–
Fashion Institute of Technology	–	–	–	–	–	–
Finger Lakes Community College	78.9	66.9	60.1	52.6	67.2	3.1
Fulton-Montgomery Community College	97.9	84.1	71.5	57.1	76.7	0.3
Genesee Community College	68.4	60.9	57.3	49.3	58.9	-1.7

State/School				Inst./		
	Prof. (\$)	Assoc. (\$)	Asst. (\$)	Lect./ No Rank (\$)	Avg. (\$)	% Chng. (%)
Herkimer County Community College	62.9	54.7	50.6	51.1	54.3	0.7
Hudson Valley Community College	82.2	69.0	63.5	50.9	63.7	-0.1
Jamestown Community College	69.9	54.8	56.8	53.3	60.0	4.6
Jefferson Community College	85.0	69.3	58.0	49.6	67.3	2.4
Mohawk Valley Community College	80.2	65.7	59.2	52.3	63.0	0.3
Monroe Community College	82.1	63.3	58.0	54.6	67.3	-2.1
Nassau Community College	116.0	97.9	82.2	62.1	96.6	-1.4
Niagara County Community College	102.5	79.5	69.2	53.1	86.0	2.6
North Country Community College	67.3	66.9	64.9	45.1	53.0	3.1
Onondaga Community College	84.9	65.0	58.0	45.2	71.7	-1.1
Orange County Community College	100.5	80.6	70.0	56.9	80.4	2.3
Rockland Community College	115.6	94.8	81.5	62.2	87.6	0.3
SUNY Adirondack	73.9	65.1	54.4	43.6	62.4	0.7
SUNY Broome Community College	74.8	67.2	57.4	51.3	66.4	2.1
SUNY College of Technology at Alfred	80.6	68.7	58.3	39.9	57.5	0.6
SUNY College of Technology at Delhi	76.8	64.6	57.5	46.1	62.1	-0.1
SUNY Corning Community College	74.6	62.3	56.6	51.3	65.5	5.9
SUNY Morrisville	78.4	65.9	58.3	34.6	64.3	4.1
SUNY Westchester Community College	132.7	117.0	95.2	69.2	103.8	0.1
Schenectady County Community College	66.3	53.6	48.8	43.0	57.2	0.2
Suffolk County Community College	125.0	100.3	87.1	72.4	107.8	1.0
Sullivan County Community College	61.8	54.9	49.7	–	58.3	1.1
Tompkins Cortland Community College	81.0	66.2	60.5	54.3	75.7	5.0
Ulster County Community College	73.2	60.4	52.3	49.5	61.5	0.5
<b>BA</b>						
CUNY Medgar Evers College	126.7	102.8	88.0	80.7	99.7	4.7
CUNY New York City College of Technology	120.9	101.0	88.4	83.6	100.9	5.3
SUNY College of Agriculture and Technology at Cobleskill	82.7	67.2	56.4	46.5	66.7	-0.9
SUNY College of Technology at Canton	88.6	76.1	64.7	52.7	68.2	1.5
United States Military Academy	–	–	–	–	–	–
<b>BA+</b>						
CUNY Brooklyn College	125.1	102.9	88.3	77.3	107.3	6.6
CUNY John Jay College of Criminal Justice	127.4	103.0	88.8	76.8	102.8	4.4

State/School				Inst./		
	Prof. (\$)	Assoc. (\$)	Asst. (\$)	Lect./No Rank (\$)	Avg. (\$)	% Chng. (%)
CUNY Queens College	125.2	103.8	87.3	80.7	104.7	5.3
CUNY York College	118.8	101.5	87.1	83.1	100.2	4.4
Farmingdale State College	104.6	85.5	76.8	66.2	83.3	0.2
SUNY Buffalo State	97.6	80.9	68.9	56.2	79.2	0.5
SUNY College at Geneseo	97.1	76.8	66.6	56.9	77.2	0.8
SUNY College at Old Westbury	113.3	95.7	86.2	66.3	90.6	2.9
SUNY College at Oswego	93.5	77.2	61.5	49.7	72.6	2.1
SUNY College at Plattsburgh	90.5	73.0	62.1	53.9	71.1	0.1
SUNY College at Potsdam	84.6	67.8	54.6	47.1	65.0	-0.6
SUNY Cortland	89.2	73.1	61.2	50.6	68.8	1.1
SUNY Empire State College	-	-	-	-	-	-
SUNY Maritime College	100.9	83.9	73.9	57.1	76.2	-3.8
SUNY Oneonta	85.3	72.9	63.9	47.1	69.1	-0.6
SUNY at Fredonia	91.0	73.1	62.1	48.0	71.3	0.6
SUNY at Purchase College	97.9	80.7	61.8	56.3	75.0	0.0
State University of New York at New Paltz	100.5	75.7	68.9	56.5	74.7	0.9
United States Merchant Marine Academy	-	-	-	-	-	-

**DOCTORAL**

Binghamton University	140.4	102.6	84.9	58.5	99.4	0.1
CUNY Bernard M Baruch College	129.6	106.7	91.2	82.6	109.6	4.4
CUNY City College	129.2	105.5	91.7	85.2	112.4	4.4
CUNY Graduate School and University Center	128.2	108.5	91.7	78.3	118.8	4.1
CUNY Hunter College	124.8	106.6	90.3	83.2	109.9	4.6
CUNY Lehman College	124.3	102.8	88.8	82.3	101.0	6.1
College of Staten Island CUNY	124.1	102.6	87.9	76.9	105.9	6.4
SUNY Brockport	93.3	79.6	69.9	60.2	76.7	1.0
SUNY College of Environmental Science and Forestry	107.5	88.5	69.1	59.3	83.6	-1.1
SUNY Downstate Health Sciences University	-	111.4	106.9	118.7	116.3	6.1
SUNY Polytechnic Institute	129.5	102.7	84.7	53.5	96.5	-0.2
SUNY at Albany	133.4	99.0	87.1	60.8	99.1	0.4
Stony Brook University	165.2	113.7	101.7	69.3	124.5	2.1
University at Buffalo	145.4	99.6	81.3	74.5	107.7	-0.6
Upstate Medical University	-	-	-	-	-	-

**NORTH CAROLINA**

**AA**

Alamance Community College	-	-	-	43.2	43.2	-0.5
Asheville-Buncombe Technical Community College	-	-	-	46.9	46.9	-1.0
Beaufort County Community College	-	-	-	45.7	45.7	-3.1
Bladen Community College	-	-	-	57.2	57.2	-2.7
Blue Ridge Community College	-	-	-	53.0	53.0	0.2
Brunswick Community College	-	-	-	48.0	48.0	-1.1

State/School				Inst./		
	Prof. (\$)	Assoc. (\$)	Asst. (\$)	Lect./No Rank (\$)	Avg. (\$)	% Chng. (%)
Caldwell Community College and Technical Institute	-	-	-	47.4	47.4	-1.4
Cape Fear Community College	-	-	-	51.2	51.2	1.1
Carolinas College of Health Sciences	-	-	-	-	-	-
Carteret Community College	-	-	-	50.4	50.4	0.3
Catawba Valley Community College	-	-	-	49.3	49.3	-1.9
Central Carolina Community College	-	-	-	49.3	49.3	-0.7
Central Piedmont Community College	-	-	-	58.8	58.8	-1.7
Cleveland Community College	-	-	-	49.6	49.6	-0.1
Coastal Carolina Community College	-	-	-	47.5	47.5	-1.0
College of the Albemarle	-	-	-	50.4	50.4	-0.2
Craven Community College	-	-	-	50.5	50.5	-1.3
Davidson County Community College	-	-	-	49.1	49.1	-7.0
Durham Technical Community College	-	-	-	56.2	56.2	32.6
Edgecombe Community College	-	-	-	45.3	45.3	-3.1
Fayetteville Technical Community College	-	-	-	64.6	64.6	5.0
Forsyth Technical Community College	49.2	46.1	44.6	49.3	48.6	-0.6
Gaston College	-	-	-	51.9	51.9	0.7
Guilford Technical Community College	-	-	-	54.8	54.8	-1.2
Halifax Community College	-	-	-	50.8	50.8	2.3
Haywood Community College	-	-	-	50.9	50.9	0.7
Isothermal Community College	-	-	-	54.5	54.5	-0.1
James Sprunt Community College	-	-	-	48.6	48.6	0.8
Johnston Community College	-	-	-	57.5	57.5	-0.5
Lenoir Community College	-	-	-	45.2	45.2	-2.3
Martin Community College	-	-	-	50.1	50.1	0.8
Mayland Community College	-	-	-	56.3	56.3	0.5
McDowell Technical Community College	-	-	-	52.4	52.4	1.5
Mitchell Community College	-	-	-	54.4	54.4	-4.9
Montgomery Community College	-	-	-	48.5	48.5	-0.8
Nash Community College	-	-	-	49.9	49.9	0.4
Pamlico Community College	-	-	-	42.7	42.7	-12.5
Piedmont Community College	-	-	-	47.6	47.6	-7.2
Pitt Community College	-	-	-	50.1	50.1	-0.8
Randolph Community College	-	-	-	48.7	48.7	-4.7
Richmond Community College	-	-	-	55.7	55.7	-0.1
Roanoke-Chowan Community College	-	-	-	51.8	51.8	-3.1
Robeson Community College	-	-	-	56.9	56.9	1.7
Rockingham Community College	-	-	-	48.1	48.1	-0.7



State/School				Inst./		
	Prof.	Assoc.	Asst.	Lect./	Avg.	%
	(\$)	(\$)	(\$)	No Rank	(\$)	Chng.
				(\$)		(%)
Rowan-Cabarrus Community College	–	–	–	52.7	52.7	0.3
Sampson Community College	–	–	–	47.4	47.4	-5.2
Sandhills Community College	–	–	–	49.9	49.9	0.6
South Piedmont Community College	–	–	–	51.7	51.7	0.2
Southeastern Community College	–	–	–	56.8	56.8	-0.2
Southwestern Community College	–	–	–	51.9	51.9	-0.2
Stanly Community College	–	–	–	42.3	42.3	-3.5
Surry Community College	–	–	–	51.0	51.0	-1.3
Tri-County Community College	–	–	–	49.6	49.6	1.5
Vance-Granville Community College	–	–	–	45.9	45.9	-1.3
Wake Technical Community College	–	–	–	49.6	49.6	-0.4
Wayne Community College	–	–	–	46.7	46.7	-1.4
Western Piedmont Community College	–	–	–	49.7	49.7	-0.9
Wilkes Community College	–	–	–	48.2	48.2	0.0
Wilson Community College	–	–	–	48.1	48.1	1.4

**BA+**

Elizabeth City State University	85.6	71.4	64.5	57.0	70.8	2.2
University of North Carolina School of the Arts	78.7	71.8	68.4	54.9	69.4	-0.9
University of North Carolina at Asheville	88.8	78.9	71.8	55.0	74.6	-2.6
University of North Carolina at Pembroke	85.8	71.7	63.7	50.9	67.7	0.0

**DOCTORAL**

Appalachian State University	96.4	77.5	69.8	49.3	75.2	-0.0
East Carolina University	101.0	78.3	70.0	53.7	77.2	-0.7
Fayetteville State University	87.6	81.4	76.9	62.8	77.8	0.0
North Carolina A & T State University	103.1	84.3	77.8	59.2	83.8	0.3
North Carolina Central University	98.8	83.5	72.1	54.6	76.6	0.3
North Carolina State University at Raleigh	136.8	95.6	85.1	51.7	103.4	0.4
University of North Carolina Wilmington	98.9	76.7	75.0	53.3	76.3	0.6
University of North Carolina at Chapel Hill	159.3	103.1	101.5	57.0	119.4	-0.1
University of North Carolina at Charlotte	122.1	90.1	83.0	58.0	90.9	1.0
University of North Carolina at Greensboro	112.2	84.6	77.4	48.9	82.2	1.2
Western Carolina University	98.7	73.7	66.8	45.0	70.9	0.8
Winston-Salem State University	95.3	77.4	71.5	64.3	78.0	0.7

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

**NORTH DAKOTA**

**AA**

Bismarck State College	70.8	58.0	52.2	–	57.0	2.0
Cankdeska Cikana Community College	–	–	–	57.6	57.6	11.1
Dakota College at Bottineau	46.7	47.3	52.5	44.8	46.2	6.2
Lake Region State College	72.9	64.0	57.1	52.7	60.4	0.2
North Dakota State College of Science	78.5	63.6	60.1	57.0	61.8	0.8
Nueta Hidatsa Sahnish College	–	–	–	–	–	–
Sitting Bull College	–	–	–	40.7	40.7	-1.2
Williston State College	76.5	70.3	54.9	55.1	65.3	0.1

**BA+**

Dickinson State University	86.1	65.2	63.1	43.6	63.9	6.9
Mayville State University	62.1	56.6	52.2	50.5	54.5	6.5
Minot State University	91.5	64.4	60.0	53.1	67.0	4.7
Valley City State University	73.1	56.3	49.6	–	55.8	1.6

**DOCTORAL**

North Dakota State University- Main Campus	114.0	82.3	75.8	53.6	83.4	1.8
University of North Dakota	109.1	88.2	78.8	59.0	87.1	2.3

**OHIO**

**AA**

Belmont College	49.8	44.9	43.1	41.8	46.7	2.7
Bowling Green State University- Firelands	81.3	71.1	48.2	–	69.1	1.1
Central Ohio Technical College	73.6	66.1	60.6	55.5	62.1	3.1
Cincinnati State Technical and Community College	–	–	–	68.0	68.0	-10.7
Clark State Community College	63.8	58.3	51.1	48.8	54.9	2.2
Columbus State Community College	77.5	63.4	53.2	45.3	61.6	0.9
Cuyahoga Community College District	98.8	90.6	79.0	48.5	81.8	0.1
Eastern Gateway Community College	67.9	71.3	67.7	49.6	55.2	-0.4
Edison State Community College	58.0	50.0	45.7	48.2	50.1	4.0
Hocking College	–	–	–	55.1	55.1	-4.8
James A Rhodes State College	62.4	55.0	53.1	44.8	50.4	-1.8
Kent State University at Ashtabula	88.9	76.7	73.4	57.8	66.3	0.3
Kent State University at East Liverpool	–	76.9	–	54.6	67.1	5.4
Kent State University at Geauga	92.0	71.7	54.1	49.0	62.7	3.0
Kent State University at Salem	100.3	71.7	55.6	59.3	63.7	-1.7
Kent State University at Stark	95.8	78.7	61.0	56.1	72.5	0.8
Kent State University at Trumbull	97.4	76.4	70.4	58.0	74.0	2.2
Kent State University at Tuscarawas	101.5	77.3	58.9	53.3	66.6	2.2

State/School	Inst./Lect./No Rank			Avg. (\$)	% Chng. (%)	
	Prof. (\$)	Assoc. (\$)	Asst. (\$)			
Lakeland Community College	103.7	79.6	65.5	67.8	91.8	0.1
Lorain County Community College	86.6	73.1	66.8	56.6	74.9	-0.9
Marion Technical College	57.3	56.1	53.7	46.6	54.2	-0.3
North Central State College	–	52.4	46.3	43.0	48.3	-0.3
Northwest State Community College	–	–	–	60.1	60.1	0.2
Ohio State University Agricultural Technical Institute	–	83.5	76.4	–	79.5	2.3
Ohio State University-Mansfield Campus	97.8	77.4	62.7	–	80.4	0.7
Ohio State University-Marion Campus	106.8	82.2	78.0	–	85.9	1.8
Ohio State University-Newark Campus	103.9	92.4	78.6	–	91.7	-0.8
Ohio University-Chillicothe Campus	–	77.1	60.3	56.9	63.4	-3.3
Ohio University-Eastern Campus	–	74.1	60.3	59.3	71.3	-5.3
Ohio University-Lancaster Campus	90.9	73.4	59.6	58.8	72.1	-4.1
Ohio University-Southern Campus	83.6	72.1	59.0	58.5	62.6	-4.7
Ohio University-Zanesville Campus	86.0	70.6	59.7	60.6	73.0	-4.0
Owens Community College	65.7	59.6	57.5	46.0	60.5	1.9
Sinclair Community College	82.5	64.0	57.0	46.5	69.9	-1.0
Southern State Community College	78.9	68.6	60.2	43.0	61.6	-4.4
Stark State College	79.5	68.4	60.8	52.8	61.7	-0.5
Terra State Community College	67.3	60.3	52.8	56.3	58.4	5.6
University of Akron Wayne College	–	68.5	–	–	68.5	-10.0
University of Cincinnati-Blue Ash College	102.2	79.4	59.6	52.0	77.5	3.2
University of Cincinnati-Clermont College	100.7	78.9	62.7	–	87.5	4.7
Washington State Community College	51.9	52.7	48.3	52.3	51.1	-2.3
Zane State College	59.6	53.4	52.4	42.7	52.7	2.6
<b>BA</b>						
Central State University	74.6	62.7	50.8	40.1	59.6	-4.7
Ohio State University-Lima Campus	118.6	79.0	70.8	–	91.6	-0.3
<b>BA+</b>						
Miami University-Hamilton	108.1	80.2	67.1	49.5	72.2	3.3
Miami University-Middletown	94.5	78.4	59.9	54.1	71.1	4.5
<b>DOCTORAL</b>						
Bowling Green State University-Main Campus	105.3	85.6	66.6	–	87.9	4.5
Cleveland State University	109.9	87.4	82.5	64.2	86.8	-0.3
Kent State University at Kent	112.7	87.5	73.0	59.3	86.7	0.5
Miami University-Oxford	129.0	97.8	91.9	60.0	94.9	6.4

State/School	Inst./Lect./No Rank			Avg. (\$)	% Chng. (%)	
	Prof. (\$)	Assoc. (\$)	Asst. (\$)			
Ohio State University-Main Campus	150.1	102.8	99.0	180.1	123.0	0.2
Ohio University-Main Campus	105.9	84.1	77.9	59.7	81.5	-3.5
Shawnee State University	67.1	62.1	54.0	38.5	59.9	-3.8
University of Akron Main Campus	116.8	93.2	84.8	65.4	92.6	1.7
University of Cincinnati-Main Campus	130.1	94.4	76.7	54.9	100.4	2.2
University of Toledo	112.1	94.7	87.7	58.7	87.5	3.3
Wright State University-Main Campus	108.8	87.6	80.0	57.0	85.0	-0.8
Youngstown State University	92.4	78.5	66.5	50.4	77.4	1.2

**OKLAHOMA**

**AA**

Carl Albert State College	–	–	–	49.3	49.3	9.3
College of the Muscogee Nation	–	–	–	–	–	–
Connors State College	–	–	–	46.8	46.8	0.3
Eastern Oklahoma State College	46.6	–	–	38.7	42.3	-3.6
Murray State College	47.6	43.3	49.4	43.7	44.7	2.8
Northeastern Oklahoma A&M College	–	–	–	49.3	49.3	2.2
Northern Oklahoma College	–	–	–	51.2	51.2	0.3
Oklahoma City Community College	–	–	–	54.2	54.2	7.6
Oklahoma State University Institute of Technology	–	–	–	–	–	–
Oklahoma State University-Oklahoma City	65.8	54.3	47.8	45.4	49.5	0.9
Redlands Community College	50.6	–	–	48.8	50.4	-0.4
Rose State College	48.0	–	–	39.0	47.5	-0.4
Seminole State College	50.7	42.0	41.9	40.0	43.4	-1.7
Tulsa Community College	82.1	70.2	60.4	–	65.2	1.3
Western Oklahoma State College	–	–	–	48.3	48.3	2.0

**BA**

Oklahoma Panhandle State University	50.7	46.2	44.1	37.3	42.7	-1.9
University of Science and Arts of Oklahoma	59.3	57.1	48.0	41.9	53.7	4.7

**BA+**

Cameron University	73.7	61.3	51.2	41.5	57.2	-1.3
East Central University	70.7	60.6	57.1	53.9	58.7	-0.8
Rogers State University	69.9	54.6	48.4	45.9	54.8	-0.1
Southeastern Oklahoma State University	73.3	73.9	64.6	42.6	64.8	1.2
University of Central Oklahoma	89.5	74.2	67.3	42.9	69.7	0.4

**DOCTORAL**

Langston University	–	62.3	55.0	50.2	54.3	-0.3
Northeastern State University	76.8	62.4	57.0	46.2	61.6	0.5
Northwestern Oklahoma State University	72.9	66.0	54.1	45.6	57.9	-5.4

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

Oklahoma State University-Main Campus	115.9	91.3	84.6	58.4	87.7	1.3
Southwestern Oklahoma State University	76.1	64.6	57.3	51.5	61.5	0.3
University of Oklahoma-Health Sciences Center	-	-	-	-	-	-
University of Oklahoma-Norman Campus	128.4	88.0	87.7	49.6	96.7	1.5

**OREGON**

**AA**

Blue Mountain Community College	-	-	-	82.8	82.8	1.7
Central Oregon Community College	86.5	70.5	59.6	55.2	71.1	2.9
Chemeketa Community College	-	-	-	79.1	79.1	-0.4
Clackamas Community College	-	-	-	88.0	88.0	5.6
Clatsop Community College	-	-	-	65.5	65.5	-11.5
Columbia Gorge Community College	-	-	-	65.4	65.4	0.2
Klamath Community College	-	-	-	63.7	63.7	4.9
Lane Community College	-	-	-	82.1	82.1	5.3
Linn-Benton Community College	-	-	-	81.9	81.9	3.2
Mt Hood Community College	-	-	-	91.7	91.7	4.6
Oregon Coast Community College	-	-	-	58.5	58.5	3.3
Portland Community College	-	-	-	81.0	81.0	9.2
Rogue Community College	-	-	-	80.8	80.8	1.6
Southwestern Oregon Community College	70.6	58.1	55.2	47.8	62.1	4.7
Tillamook Bay Community College	-	-	-	69.9	69.9	2.9
Treasure Valley Community College	-	-	-	65.8	65.8	-12.9
Umpqua Community College	-	-	-	66.3	66.3	3.3

**BA+**

Eastern Oregon University	83.0	73.3	62.6	52.1	69.1	12.8
Oregon Institute of Technology	95.9	73.4	62.2	57.1	75.3	7.3
Southern Oregon University	93.3	74.2	63.8	91.3	81.5	-1.2
Western Oregon University	81.9	66.1	55.0	46.7	62.6	-1.5

**DOCTORAL**

Oregon Health & Science University	-	-	75.6	63.4	67.8	-1.4
Oregon State University	140.3	102.8	93.4	57.7	95.6	3.3
Portland State University	120.7	92.7	78.6	64.4	92.2	0.8
University of Oregon	145.2	103.9	89.6	66.4	105.7	11.5

**PENNSYLVANIA**

**AA**

Bucks County Community College	78.8	64.1	60.1	56.0	70.1	2.5
Butler County Community College	85.3	70.3	62.2	48.1	63.3	1.8

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

Central Pennsylvania Institute of Science and Technology	-	-	-	-	-	-
Community College of Allegheny County	73.6	52.7	50.1	52.0	63.4	-5.3
Community College of Beaver County	68.9	57.9	47.7	43.4	53.9	-3.4
Community College of Philadelphia	88.9	79.5	71.6	74.1	73.6	2.5
Delaware County Community College	108.7	93.7	71.1	64.2	96.0	3.6
Harrisburg Area Community College	72.5	59.9	49.7	43.0	62.1	-2.6
Lancaster County Career and Technology Center	-	-	-	57.4	57.4	-16.6
Lehigh Carbon Community College	75.3	64.5	55.3	50.3	62.5	1.9
Luzerne County Community College	74.9	65.1	52.3	51.8	62.7	-0.9
Montgomery County Community College	84.3	72.0	66.2	56.7	67.8	3.4
Northampton County Area Community College	79.2	66.2	58.7	57.9	70.4	2.6
Pennsylvania College of Technology	125.2	107.1	90.4	76.7	87.6	-0.5
Pennsylvania Highlands Community College	61.0	52.6	45.6	44.5	51.6	5.3
Reading Area Community College	76.0	65.4	59.0	55.8	64.8	-0.5
Thaddeus Stevens College of Technology	86.1	81.7	80.4	76.4	79.1	4.0
University of Pittsburgh-Titusville	73.2	74.2	41.6	65.8	65.8	9.2
Westmoreland County Community College	73.0	67.4	61.0	54.6	62.2	-2.7

**BA**

Cheyney University of Pennsylvania	112.4	91.9	70.3	50.1	97.1	4.1
University of Pittsburgh-Bradford	88.6	76.6	57.2	53.2	67.2	-1.5
University of Pittsburgh-Greensburg	87.0	72.2	65.9	52.2	65.8	1.2
University of Pittsburgh-Johnstown	96.3	71.9	59.8	54.5	68.3	0.2

**BA+**

Lincoln University	106.2	82.2	70.0	60.1	80.6	0.4
Lock Haven University	111.5	92.3	72.5	58.1	95.2	1.7

Mansfield University of Pennsylvania	113.9	91.1	73.7	56.4	92.7	2.2
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**DOCTORAL**

Bloomsburg University of Pennsylvania	113.7	89.5	74.4	52.1	89.9	2.0
California University of Pennsylvania	114.7	94.2	77.8	57.0	93.5	0.9
Clarion University of Pennsylvania	112.8	90.3	73.5	51.5	85.8	0.4

State/School				Inst./		
	Prof.	Assoc.	Asst.	Lect./	Avg.	%
	(\$)	(\$)	(\$)	No Rank	(\$)	Chng.
				(\$)		(%)
East Stroudsburg University of Pennsylvania	112.8	88.0	72.2	55.1	91.3	4.8
Edinboro University of Pennsylvania	113.6	91.7	73.9	56.2	92.3	1.6
Indiana University of Pennsylvania-Main Campus	112.9	86.7	69.4	51.9	93.2	2.2
Kutztown University of Pennsylvania	108.8	89.5	67.5	50.2	87.8	2.2
Millersville University of Pennsylvania	115.1	90.2	69.9	56.6	91.0	-0.1
Shippensburg University of Pennsylvania	115.4	94.9	75.4	50.8	95.3	2.3
Slippery Rock University of Pennsylvania	116.1	92.6	76.5	53.2	89.3	2.6
Temple University	168.3	111.4	88.4	65.4	115.0	4.2
The Pennsylvania State University	150.2	98.5	81.8	57.5	102.6	-
University of Pittsburgh-Pittsburgh Campus	159.8	104.6	94.6	54.4	107.7	0.7
West Chester University of Pennsylvania	113.5	90.6	77.2	54.1	89.4	0.6

## RHODE ISLAND

### AA

Community College of Rhode Island	79.8	61.4	56.1	40.1	65.8	7.5
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### DOCTORAL

Rhode Island College	103.8	85.5	69.6	-	88.2	8.2
University of Rhode Island	129.6	97.1	88.8	60.6	97.4	-1.5

## SOUTH CAROLINA

### AA

Aiken Technical College	-	-	-	51.1	51.1	-0.7
Central Carolina Technical College	-	-	-	47.6	47.6	1.4
Denmark Technical College	-	-	-	44.4	44.4	1.7
Florence-Darlington Technical College	-	-	-	52.3	52.3	-1.1
Greenville Technical College	-	-	-	43.2	43.2	-9.0
Horry-Georgetown Technical College	-	-	-	53.9	53.9	-0.0
Midlands Technical College	-	-	-	56.0	56.0	-1.9
Northeastern Technical College	-	-	-	42.8	42.8	6.7
Orangeburg Calhoun Technical College	-	-	-	49.2	49.2	3.1
Piedmont Technical College	-	-	-	47.9	47.9	-1.1
Spartanburg Community College	-	-	-	52.3	52.3	-0.8
Technical College of the Lowcountry	-	-	-	-	-	-
Tri-County Technical College	-	-	-	48.1	48.1	-0.6
Trident Technical College	-	-	-	53.4	53.4	2.2
University of South Carolina-Lancaster	67.3	56.6	46.0	51.8	55.7	2.3

State/School				Inst./		
	Prof.	Assoc.	Asst.	Lect./	Avg.	%
	(\$)	(\$)	(\$)	No Rank	(\$)	Chng.
				(\$)		(%)
University of South Carolina-Salkehatchie	67.1	56.7	46.1	49.8	53.0	-0.0
University of South Carolina-Sumter	68.2	57.1	54.0	43.3	51.6	2.0
University of South Carolina-Union	70.2	70.0	50.7	55.9	55.7	1.5
Williamsburg Technical College	-	-	-	41.1	41.1	-0.5
York Technical College	-	-	-	51.0	51.0	-0.9

### BA+

Citadel Military College of South Carolina	91.5	82.9	69.8	57.7	79.6	-0.5
College of Charleston	96.9	77.1	70.5	59.8	79.4	0.0
Lander University	69.9	70.5	58.2	44.6	58.4	-2.0
University of South Carolina Aiken	79.9	69.6	60.0	53.0	64.5	0.2
University of South Carolina Beaufort	82.9	69.4	63.0	55.4	64.6	2.0
University of South Carolina-Upstate	78.6	72.4	63.0	54.1	65.5	2.0
Winthrop University	84.9	73.7	63.3	49.8	71.1	1.5

### DOCTORAL

Clemson University	135.1	97.0	92.0	59.6	94.7	-2.3
Coastal Carolina University	93.4	75.4	66.4	49.7	69.2	0.3
Francis Marion University	83.4	69.8	56.4	54.0	68.0	0.3
Medical University of South Carolina	-	-	-	-	-	-
South Carolina State University	74.6	70.6	62.0	51.8	65.6	1.3
University of South Carolina-Columbia	135.1	94.3	92.4	59.2	100.6	3.0

## SOUTH DAKOTA

### AA

Lake Area Technical College	-	-	-	59.3	59.3	0.1
Mitchell Technical College	-	-	-	60.9	60.9	-1.0
Oglala Lakota College	62.3	59.1	55.3	-	56.0	3.6
Sinte Gleska University	-	-	-	-	-	-
Sisseton Wahpeton College	-	-	-	45.3	45.3	13.8
Southeast Technical College	-	-	-	59.9	59.9	-0.1
Western Dakota Technical College	-	-	-	60.0	60.0	1.7

### BA+

Black Hills State University	90.4	59.6	59.3	45.1	64.0	1.7
Northern State University	86.1	74.7	61.7	47.7	67.9	5.0

### DOCTORAL

Dakota State University	101.1	83.4	73.8	52.5	74.6	-0.5
South Dakota School of Mines and Technology	112.2	90.7	77.1	56.4	82.8	2.2
South Dakota State University	95.7	79.5	75.8	59.1	75.0	1.5
University of South Dakota	100.3	80.7	69.2	56.8	72.4	0.1

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

**TENNESSEE**

**AA**

Chattanooga State Community College	70.1	60.6	55.2	48.1	56.1	0.9
Cleveland State Community College	63.1	56.2	56.8	50.2	55.0	1.9
Columbia State Community College	71.6	50.4	45.3	45.7	50.4	13.4
Dyersburg State Community College	65.5	56.8	55.7	50.6	55.8	-2.6
Jackson State Community College	66.3	59.0	51.6	47.1	57.5	0.5
Motlow State Community College	68.5	59.8	52.5	42.3	52.7	9.3
Nashville State Community College	74.8	60.2	51.0	47.4	54.4	0.4
Northeast State Community College	65.2	57.7	52.0	48.7	54.6	-0.8
Pellissippi State Community College	76.4	61.3	53.4	49.1	60.3	-0.2
Roane State Community College	69.1	60.4	52.6	49.1	58.6	-0.3
Southwest Tennessee Community College	71.7	58.8	49.5	42.1	52.4	-0.7
Volunteer State Community College	76.0	60.2	50.4	45.6	57.3	-2.7
Walters State Community College	67.5	58.0	49.8	44.0	55.2	1.0

**BA+**

The University of Tennessee-Martin	79.8	72.4	66.5	51.0	67.5	1.2
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**DOCTORAL**

Austin Peay State University	89.2	71.8	62.0	51.7	72.8	0.2
East Tennessee State University	85.8	70.4	61.1	40.0	67.1	0.7
Middle Tennessee State University	100.4	77.7	71.7	49.5	78.9	2.6
Tennessee State University	82.9	67.4	65.6	59.9	69.7	-3.0
Tennessee Technological University	96.1	76.6	75.0	49.5	75.3	2.9
The University of Tennessee Health Science Center	122.7	89.5	78.1	-	96.2	-5.9
The University of Tennessee-Chattanooga	102.3	89.3	69.0	52.0	76.7	0.5
The University of Tennessee-Knoxville	151.7	101.4	89.7	57.6	102.7	-0.4
University of Memphis	111.3	82.5	77.5	51.8	82.2	0.4

**TEXAS**

**AA**

Alvin Community College	-	-	-	61.9	61.9	1.5
Amarillo College	69.1	62.7	59.7	52.7	57.0	-0.7
Angelina College	-	-	-	52.6	52.6	-0.6
Austin Community College District	83.0	68.7	65.0	63.4	72.9	-0.4

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

Blinn College	-	-	-	56.7	56.7	3.1
Brazosport College	76.1	71.2	56.9	54.0	60.9	-3.6
Central Texas College	57.3	-	-	-	57.3	0.2
Cisco College	40.8	-	-	25.6	40.5	-1.2
Clarendon College	-	-	-	39.6	39.6	1.1
Coastal Bend College	53.0	45.6	45.5	49.2	48.7	-1.0
College of the Mainland	69.8	59.6	59.8	-	61.9	1.1
Collin County Community College District	-	-	-	70.7	70.7	1.9
Dallas College	-	-	-	67.6	67.6	0.4
Del Mar College	85.7	72.1	62.7	53.0	68.1	0.1
El Paso Community College	66.8	53.9	48.7	45.8	56.1	-0.3
Frank Phillips College	48.0	42.7	43.5	41.7	43.8	5.4
Galveston College	75.6	70.6	52.0	57.9	60.3	-3.0
Grayson College	58.6	-	-	-	58.6	4.4
Hill College	-	-	-	49.1	49.1	1.9
Houston Community College	-	-	-	72.8	72.8	-1.5
Howard College	51.1	48.4	41.8	42.0	44.8	1.7
Kilgore College	-	-	-	48.9	48.9	-1.5
Lamar Institute of Technology	-	-	-	53.0	53.0	0.4
Lamar State College-Orange	64.7	51.0	59.3	46.3	48.8	-0.2
Lamar State College-Port Arthur	62.9	57.9	49.2	42.1	44.3	-2.1
Laredo College	66.0	52.1	54.5	52.3	61.5	-2.9
Lee College	-	-	-	64.2	64.2	-1.2
Lone Star College System	75.8	62.9	56.8	36.9	73.3	0.5
McLennan Community College	76.5	64.5	61.1	-	70.9	1.1
Midland College	76.2	63.6	61.2	56.2	65.2	8.0
Navarro College	69.2	56.1	64.0	-	59.1	1.8
North Central Texas College	-	-	-	55.4	55.4	1.1
Northeast Lakeview College	73.0	65.4	62.3	52.6	62.6	2.0
Northeast Texas Community College	61.3	57.2	50.2	47.0	56.5	-4.7
Northwest Vista College	75.2	66.9	60.4	54.8	63.0	2.8
Odessa College	65.3	57.4	48.9	48.1	53.5	-11.9
Palo Alto College	79.5	72.7	64.6	53.9	64.7	0.4
Panola College	57.4	-	-	51.9	56.3	-0.8
Paris Junior College	-	-	-	59.0	59.0	1.9
Ranger College	-	41.0	-	40.0	40.1	-16.1
San Antonio College	81.2	72.4	65.2	56.2	68.5	2.0
San Jacinto Community College	-	-	-	62.9	62.9	-1.0
South Plains College	63.4	54.9	52.0	49.2	53.9	-1.1
South Texas College	75.1	68.8	62.0	59.6	60.6	0.8
Southwest Texas Junior College	29.4	25.9	29.9	31.8	31.4	-38.4
St Philip's College	77.3	69.2	60.1	53.2	58.8	1.8
Tarrant County College District	73.1	67.1	67.9	61.2	65.5	-1.3
Temple College	58.4	52.2	50.8	52.5	53.8	-1.8
Texarkana College	63.6	56.7	50.4	34.0	56.0	0.5
Texas Southmost College	-	-	-	55.5	55.5	10.0

State/School				Inst./		
	Prof.	Assoc.	Asst.	Lect./	Avg.	%
	(\$)	(\$)	(\$)	No Rank	(\$)	Chng.
				(\$)		(%)
Texas State Technical College	–	53.3	–	45.7	46.3	-3.8
Trinity Valley Community College	–	–	–	56.9	56.9	-0.3
Tyler Junior College	54.1	–	–	–	54.1	-0.8
Vernon College	–	–	–	50.7	50.7	1.6
Victoria College	69.4	55.9	53.7	55.2	59.5	0.1
Weatherford College	–	–	–	57.1	57.1	1.4
Western Texas College	–	90.6	67.4	43.6	53.8	0.7
Wharton County Junior College	–	–	–	55.5	55.5	0.8
<b>BA+</b>						
Sul Ross State University	73.5	68.6	55.8	41.5	58.8	-0.0
Texas A&M University-Central Texas	85.0	70.4	75.6	72.7	74.2	4.2
Texas A&M University-San Antonio	96.9	78.1	73.9	53.6	67.9	-5.3
The University of Texas MD Anderson Cancer Center	–	–	–	–	–	–
The University of Texas Permian Basin	95.1	84.4	75.1	55.4	75.4	19.7
University of Houston-Downtown	99.4	78.2	81.3	52.8	75.1	0.2
University of Houston-Victoria	106.1	85.2	66.4	50.2	80.7	3.1
<b>DOCTORAL</b>						
Angelo State University	84.6	75.4	68.4	55.6	69.7	0.1
Lamar University	104.1	80.3	73.5	53.7	74.5	-1.2
Midwestern State University	94.9	77.8	63.3	46.5	73.7	0.6
Prairie View A & M University	105.9	83.6	66.7	56.3	71.1	0.1
Sam Houston State University	100.1	81.5	69.3	41.3	71.3	-0.7
Stephen F Austin State University	84.8	74.0	67.3	52.6	68.5	0.1
Tarleton State University	96.0	77.2	62.1	42.4	67.0	0.5
Texas A & M International University	104.5	80.6	75.1	50.5	77.2	2.2
Texas A & M University-College Station	157.3	107.0	86.3	67.7	113.8	0.1
Texas A & M University-Commerce	91.7	76.6	68.5	61.2	74.3	-0.2
Texas A & M University-Corpus Christi	103.2	75.3	66.0	41.3	74.7	-0.1
Texas A & M University-Kingsville	107.3	121.1	65.4	38.6	90.0	40.8
Texas A&M University-Texarkana	89.9	72.3	68.7	62.0	72.7	0.2
Texas Southern University	116.4	80.4	81.7	56.7	77.0	0.9
Texas State University	104.0	84.7	77.4	52.8	74.7	1.0
Texas Tech University	131.4	91.7	85.0	63.5	93.5	0.3
Texas Tech University Health Sciences Center	–	–	–	–	–	–
Texas Tech University Health Sciences Center-El Paso	–	–	–	–	–	–
Texas Woman's University	104.1	75.9	66.2	55.1	78.9	-0.3
The University of Texas Health Science Center at Houston	–	–	–	–	–	–
The University of Texas Health Science Center at San Antonio	–	–	71.4	–	71.4	0.0

State/School				Inst./		
	Prof.	Assoc.	Asst.	Lect./	Avg.	%
	(\$)	(\$)	(\$)	No Rank	(\$)	Chng.
				(\$)		(%)
The University of Texas Medical Branch at Galveston	–	–	–	–	–	–
The University of Texas Rio Grande Valley	97.2	78.6	75.7	55.4	71.6	3.0
The University of Texas at Arlington	143.0	98.9	87.4	66.0	92.8	8.4
The University of Texas at Austin	180.7	120.2	110.1	69.3	123.7	0.1
The University of Texas at Dallas	168.2	124.6	119.8	73.7	115.4	0.0
The University of Texas at El Paso	121.5	91.2	82.6	56.9	83.1	-0.2
The University of Texas at San Antonio	130.3	89.8	80.0	46.3	87.5	2.5
The University of Texas at Tyler	101.3	86.1	73.4	62.2	78.3	1.9
University of Houston	159.3	105.3	95.0	75.5	114.2	0.4
University of Houston-Clear Lake	104.4	82.9	78.1	64.5	82.9	0.7
University of North Texas	127.4	91.2	83.9	65.9	92.5	3.0
University of North Texas at Dallas	104.8	86.0	84.2	63.4	76.8	4.4
West Texas A & M University	89.0	73.9	71.9	53.5	70.4	0.9

**UTAH****AA**

Dixie State University	84.2	70.7	60.4	46.5	64.9	-2.1
Salt Lake Community College	77.4	61.2	55.3	41.5	60.3	-0.9
Snow College	75.1	63.2	56.9	54.8	60.5	0.2
Utah Valley University	92.9	78.2	70.6	61.2	75.0	0.4

**BA+**

Southern Utah University	86.7	70.9	61.2	49.6	66.1	-0.6
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**DOCTORAL**

University of Utah	147.0	99.5	95.1	60.8	112.3	1.1
Utah State University	109.4	86.7	76.4	58.3	83.0	-0.4
Weber State University	101.7	83.9	76.1	56.4	77.8	3.5

**VERMONT****AA**

Vermont Technical College	77.9	67.2	53.6	–	65.7	2.5
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**BA+**

Castleton University	71.2	58.8	52.2	–	62.5	2.4
Northern Vermont University	73.0	61.3	51.6	–	63.4	2.4

**DOCTORAL**

University of Vermont	124.4	97.5	82.3	65.5	95.8	-0.3
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**VIRGINIA****AA**

Blue Ridge Community College	66.6	62.5	60.0	52.0	60.4	0.5
Central Virginia Community College	70.1	65.7	58.2	54.4	63.7	-0.2
Dabney S Lancaster Community College	–	60.8	58.6	56.7	58.6	-0.5



State/School	Inst./Lect./No Rank					% Chng. (%)
	Prof. (\$)	Assoc. (\$)	Asst. (\$)	Avg. (\$)	No Rank (\$)	
Danville Community College	67.3	61.8	56.3	55.7	59.8	0.2
Eastern Shore Community College	65.4	60.7	59.9	45.2	56.1	0.3
Germanna Community College	71.5	67.6	59.1	51.5	60.8	1.3
J Sargeant Reynolds Community College	69.1	67.0	59.7	57.0	64.4	-0.1
John Tyler Community College	71.3	68.6	60.4	54.1	62.6	3.4
Lord Fairfax Community College	71.4	64.7	59.4	50.5	63.5	0.8
Mountain Empire Community College	67.4	61.3	54.4	48.8	57.5	3.0
New River Community College	72.9	67.9	64.5	59.2	67.5	2.8
Northern Virginia Community College	87.5	78.0	69.7	64.9	77.1	-0.4
Patrick Henry Community College	70.8	63.0	59.0	49.5	59.6	-1.3
Paul D Camp Community College	—	63.0	53.8	50.0	58.0	-1.2
Piedmont Virginia Community College	69.6	62.8	60.2	52.5	63.0	0.9
Rappahannock Community College	66.8	61.9	58.0	54.0	60.2	-1.1
Richard Bland College	68.1	57.3	51.6	46.9	56.3	-0.0
Southside Virginia Community College	70.3	65.4	58.8	56.0	64.2	0.8
Southwest Virginia Community College	65.4	60.0	54.5	44.6	54.4	-0.4
Thomas Nelson Community College	78.9	71.3	67.3	60.4	68.7	0.2
Tidewater Community College	71.8	66.4	59.6	54.0	62.9	-0.9
Virginia Highlands Community College	69.3	64.1	57.3	50.1	59.0	-1.9
Virginia Western Community College	70.8	62.9	61.1	55.7	62.4	-0.4
Wytheville Community College	66.6	61.1	55.6	55.5	58.5	0.1
<b>BA</b>						
The University of Virginia's College at Wise	87.2	69.3	64.4	58.6	70.6	-0.9
Virginia Military Institute	81.8	73.0	58.3	47.6	70.5	-19.2
<b>BA+</b>						
Christopher Newport University	109.5	83.9	74.5	66.2	81.9	1.0
Longwood University	79.6	67.0	65.8	47.7	65.9	-5.7
University of Mary Washington	83.0	71.9	60.2	65.1	72.3	-4.3
<b>DOCTORAL</b>						
George Mason University	141.4	98.7	86.2	72.3	104.4	0.8
James Madison University	98.4	80.7	76.4	61.8	82.5	0.3
Norfolk State University	102.2	75.5	68.0	56.2	79.0	2.7
Old Dominion University	122.7	89.0	80.8	58.1	85.8	1.0
Radford University	90.2	74.1	68.7	60.1	76.0	-0.5
University of Virginia-Main Campus	187.9	121.4	98.0	55.8	135.1	1.5
Virginia Commonwealth University	136.5	92.1	71.1	56.9	87.1	1.1
Virginia Polytechnic Institute and State University	139.2	102.9	91.4	54.3	99.9	-1.8

State/School	Inst./Lect./No Rank					% Chng. (%)
	Prof. (\$)	Assoc. (\$)	Asst. (\$)	Avg. (\$)	No Rank (\$)	
Virginia State University	94.6	80.3	67.4	50.3	72.5	0.6
William & Mary	139.4	102.9	81.5	61.7	106.6	3.0

**WASHINGTON**

**AA**

Bates Technical College	—	—	—	80.5	80.5	23.2
Bellevue College	93.8	82.7	74.2	69.0	83.3	3.9
Bellingham Technical College	—	—	—	83.2	83.2	5.0
Big Bend Community College	—	—	—	73.3	73.3	2.8
Cascadia College	—	—	—	74.3	74.3	3.2
Centralia College	—	—	—	66.7	66.7	4.5
Clark College	—	—	—	78.5	78.5	19.3
Clover Park Technical College	—	—	—	64.2	64.2	10.3
Columbia Basin College	—	—	—	69.3	69.3	3.9
Edmonds College	—	—	—	74.4	74.4	7.8
Everett Community College	—	—	—	72.0	72.0	3.4
Grays Harbor College	—	—	70.6	—	70.6	6.1
Green River College	—	—	—	76.1	76.1	0.5
Highline College	—	—	—	73.2	73.2	3.1
Lake Washington Institute of Technology	—	—	—	69.1	69.1	15.2
Lower Columbia College	—	—	—	69.3	69.3	0.9
North Seattle College	—	—	—	71.3	71.3	0.0
Northwest Indian College	—	—	—	43.7	43.7	0.6
Olympic College	—	—	—	70.9	70.9	2.3
Peninsula College	—	—	—	58.0	58.0	2.4
Pierce College District	—	—	—	71.3	71.3	3.5
Renton Technical College	—	—	—	85.2	85.2	8.2
Seattle Central College	—	—	—	77.0	77.0	0.0
Shoreline Community College	—	—	—	75.0	75.0	-0.9
Skagit Valley College	—	—	—	75.3	75.3	3.1
South Puget Sound Community College	—	—	—	64.9	64.9	1.6
South Seattle College	—	—	—	71.3	71.3	0.0
Spokane Community College	—	—	—	69.3	69.3	4.1
Spokane Falls Community College	—	—	—	64.8	64.8	2.7
Tacoma Community College	—	—	—	74.2	74.2	4.1
Walla Walla Community College	—	—	—	69.3	69.3	-0.7
Wenatchee Valley College	—	—	—	—	—	—
Whatcom Community College	69.8	67.0	66.0	67.7	67.9	2.4
Yakima Valley College	—	—	—	68.7	68.7	3.0
<b>BA+</b>						
Central Washington University	99.9	82.3	71.9	48.7	73.9	-3.3
The Evergreen State College	—	—	—	66.3	66.3	-18.9
University of Washington-Bothell Campus	123.6	101.5	93.1	74.0	101.8	1.0
<b>DOCTORAL</b>						
Eastern Washington University	104.6	81.5	69.9	56.2	79.5	-3.1

State/School	Inst./			No Rank	Avg.	% Chng.
	Prof. (\$)	Assoc. (\$)	Asst. (\$)			
University of Washington-Seattle Campus	150.7	109.2	100.9	57.6	123.3	0.6
University of Washington-Tacoma Campus	121.7	93.1	84.2	60.0	93.7	0.4
Washington State University	124.4	91.8	90.2	62.7	89.0	2.5
Western Washington University	117.6	93.9	75.4	60.7	93.0	1.1

## WEST VIRGINIA

### AA

Blue Ridge Community and Technical College	-	95.1	53.9	48.0	54.8	3.3
BridgeValley Community & Technical College	73.0	62.8	54.0	45.2	56.2	-0.8
Carver Career Center	-	-	-	-	-	-
Eastern West Virginia Community and Technical College	-	44.6	-	37.6	41.1	-11.5
Mountwest Community and Technical College	68.3	50.9	41.9	40.1	51.3	2.3
New River Community and Technical College	73.2	56.7	52.2	42.6	49.2	-17.1
Pierpont Community and Technical College	72.6	58.1	56.5	50.4	57.7	7.4
Potomac State College of West Virginia University	75.1	63.4	53.5	48.1	56.7	3.4
Southern West Virginia Community and Technical College	56.2	53.5	45.1	39.5	46.0	0.4
West Virginia Northern Community College	66.9	58.4	51.8	46.3	52.4	-1.3
West Virginia University at Parkersburg	68.8	56.2	48.7	38.7	51.6	-4.6

### BA

Bluefield State College	71.1	63.4	50.4	37.5	57.4	-6.5
Glennville State College	67.8	54.0	46.8	44.0	52.1	-7.2
West Virginia University Institute of Technology	98.7	75.6	63.6	51.0	69.8	2.0

### BA+

Concord University	67.4	61.3	55.6	44.3	58.7	1.0
Fairmont State University	74.6	62.1	55.9	38.9	61.1	-0.8
West Liberty University	74.0	72.2	58.1	48.8	63.3	1.5
West Virginia State University	68.0	58.5	54.6	37.8	56.8	5.8

### DOCTORAL

Marshall University	82.8	72.3	65.9	42.7	71.1	1.1
Shepherd University	77.2	67.0	61.9	43.7	64.8	-0.1
West Virginia University	120.7	88.2	79.0	55.1	90.8	2.4

## WISCONSIN

### AA

Blackhawk Technical College	-	-	-	74.0	74.0	-1.1
Chippewa Valley Technical College	-	-	-	69.8	69.8	-0.4
Fox Valley Technical College	-	-	-	81.8	81.8	-1.4
Gateway Technical College	-	-	-	81.8	81.8	-0.5

State/School	Inst./			No Rank	Avg.	% Chng.
	Prof. (\$)	Assoc. (\$)	Asst. (\$)			
Lac Courte Oreilles Ojibwe College	-	-	-	49.4	49.4	4.2
Lakeshore Technical College	-	-	-	73.5	73.5	-1.7
Madison Area Technical College	-	-	-	95.9	95.9	-0.2
Mid-State Technical College	-	-	-	73.5	73.5	-1.6
Milwaukee Area Technical College	-	-	-	98.5	98.5	3.4
Moraine Park Technical College	-	-	-	77.6	77.6	1.2
Nicolet Area Technical College	-	-	-	-	-	-
Northcentral Technical College	-	-	-	72.7	72.7	1.1
Northeast Wisconsin Technical College	-	-	-	82.0	82.0	-0.1
Southwest Wisconsin Technical College	-	-	-	71.1	71.1	-2.2
Waukesha County Technical College	-	-	-	81.2	81.2	-3.1
Western Technical College	-	-	-	73.2	73.2	2.2
Wisconsin Indianhead Technical College	-	-	-	69.5	69.5	1.6

### BA+

University of Wisconsin-Parkside	79.0	67.2	64.9	46.1	63.0	1.0
University of Wisconsin-Platteville	75.4	68.7	63.1	46.3	64.1	2.1
University of Wisconsin-River Falls	78.8	70.0	69.4	46.2	71.2	2.3
University of Wisconsin-Superior	70.2	61.7	60.3	48.5	60.3	2.4

### DOCTORAL

University of Wisconsin-Eau Claire	84.1	71.1	72.0	50.3	71.8	2.3
University of Wisconsin-Green Bay	74.5	63.1	68.2	50.2	62.3	1.4
University of Wisconsin-La Crosse	82.5	70.4	71.0	48.7	67.6	2.7
University of Wisconsin-Madison	158.0	114.6	98.8	70.8	128.4	5.6
University of Wisconsin-Milwaukee	110.4	82.1	78.5	50.2	82.0	3.6
University of Wisconsin-Oshkosh	81.3	67.9	69.1	50.2	68.1	1.5
University of Wisconsin-Stevens Point	72.9	60.1	60.7	47.2	63.4	1.3
University of Wisconsin-Stout	76.9	70.3	65.9	51.9	67.5	2.7
University of Wisconsin-Whitewater	80.8	74.8	79.5	56.1	72.8	3.2

## WYOMING

### AA

Casper College	-	-	-	62.8	62.8	-2.5
Central Wyoming College	63.9	56.8	53.1	52.6	58.3	1.1
Eastern Wyoming College	65.1	48.5	51.4	46.3	55.1	2.2
Laramie County Community College	-	-	-	61.6	61.6	-0.7
Northern Wyoming Community College District	-	70.1	62.7	54.3	59.7	1.9
Northwest College	76.3	65.2	63.9	56.9	63.3	2.3
Western Wyoming Community College	69.0	62.2	56.4	46.5	56.4	-3.5

### DOCTORAL

University of Wyoming	119.5	88.3	83.4	62.5	90.0	-0.2
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