

Percentage Change in Salary Levels and Percentage Increases in Salary for Continuing Faculty, by Category, Affiliation, and Academic Rank, 2009–10 to 2010–11

Academic Rank	All Combined	Public	Private-Independent	Religiously Affiliated	All Combined	Public	Private-Independent	Religiously Affiliated
	SALARY LEVELS				CONTINUING FACULTY			
<i>CATEGORY I (Doctoral)</i>								
Professor	1.8	1.3	2.4	1.9	2.2	2.0	2.7	2.5
Associate	1.4	1.0	2.8	1.8	2.7	2.4	3.6	2.9
Assistant	2.1	1.6	3.0	2.6	2.8	2.6	3.5	3.3
Instructor	1.4	0.9	3.8	3.3	2.4	2.3	2.4	3.3
All Combined	1.7	1.2	2.5	2.2	2.5	2.2	3.0	2.8
<i>CATEGORY IIA (Master's)</i>								
Professor	0.9	0.5	1.8	1.7	2.2	1.8	3.1	2.6
Associate	1.1	0.8	1.5	2.0	2.8	2.4	3.4	3.2
Assistant	1.3	1.2	1.6	1.6	2.8	2.4	3.5	3.4
Instructor	0.4	-0.2	1.2	2.8	2.2	1.6	4.7	3.3
All Combined	1.0	0.8	1.6	1.7	2.5	2.1	3.4	3.1
<i>CATEGORY IIB (Baccalaureate)</i>								
Professor	1.1	0.2	1.4	1.1	2.2	1.4	2.5	2.1
Associate	1.3	1.1	1.5	1.2	2.7	2.7	3.0	2.3
Assistant	1.3	0.8	1.5	1.4	3.0	2.6	3.4	2.8
Instructor	1.1	1.0	0.4	1.8	2.9	2.7	3.4	2.8
All Combined	1.3	0.6	1.5	1.3	2.6	2.2	2.9	2.4
<i>CATEGORY III (Associate's with Ranks)</i>								
Professor	0.1	0.1	n.d.	n.d.	1.8	1.7	n.d.	n.d.
Associate	0.5	0.4	n.d.	n.d.	2.1	2.0	n.d.	n.d.
Assistant	0.2	0.3	n.d.	n.d.	2.3	2.2	n.d.	n.d.
Instructor	-0.7	-0.7	n.d.	n.d.	1.1	1.1	n.d.	n.d.
All Combined	0.1	0.1	n.d.	n.d.	1.9	1.8	n.d.	n.d.
<i>CATEGORY IV (Associate's without Ranks)</i>								
No Rank	0.3	0.3	n.d.	n.d.	1.0	1.0	n.d.	n.d.
<i>ALL CATEGORIES COMBINED EXCEPT IV</i>								
Professor	1.4	1.0	2.2	1.7	2.2	1.9	2.8	2.4
Associate	1.2	0.8	2.2	1.6	2.7	2.4	3.4	2.8
Assistant	1.5	1.3	2.1	1.8	2.8	2.5	3.5	3.1
Instructor	0.9	0.3	2.4	2.5	2.3	1.9	3.3	3.1
All Combined	1.4	0.9	2.1	1.8	2.5	2.2	3.1	2.7

Note: The table is based on 1,191 responding institutions reporting comparable salary data for both years and 1,151 institutions reporting continuing faculty data. For definitions of categories, see Explanation of Statistical Data on page 37. N.d. = no data. There were too few private-independent and religiously affiliated institutions in categories III and IV to generate valid separate statistics. These institutions are included in the All Combined column, however. Rows labeled All Combined include lecturers and unranked faculty where reported.

SURVEY REPORT TABLE 2

Percent of Institutions and Percent of Faculty by Average Increase in Salary Levels, by Affiliation and Category, 2009–10 to 2010–11

Percentage Increase	All Combined	Public	Private-Independent	Religiously Affiliated	All Combined	Public	Private-Independent	Religiously Affiliated
	INSTITUTIONS				FACULTY MEMBERS			
6 and over	3.8	4.1	4.8	1.8	2.9	3.0	3.2	1.4
5 to 5.99	2.4	2.2	3.2	2.2	1.4	0.9	3.1	1.5
4 to 4.99	6.0	5.8	6.7	5.5	5.6	6.0	4.2	5.9
3 to 3.99	9.9	8.9	10.9	10.9	12.0	10.6	15.1	14.2
2 to 2.99	15.1	9.4	20.8	21.2	15.4	10.6	25.5	25.2
1 to 1.99	15.5	13.2	17.9	17.9	16.4	12.6	25.7	22.0
Between 0 and 0.99	16.8	17.2	17.3	15.3	17.7	20.1	11.9	13.7
No change	0.2	0.2	0.0	0.4	0.1	0.1	0.0	0.2
Decrease	30.3	38.9	18.5	24.8	28.6	36.0	11.4	15.8
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0

Percentage Increase	Institutional Category				Institutional Category			
	I	IIA	IIB	III & IV	I	IIA	IIB	III & IV
	INSTITUTIONS				FACULTY MEMBERS			
6 and over	2.8	3.7	3.1	6.8	2.7	3.0	3.0	3.0
5 to 5.99	1.4	2.9	3.1	1.1	0.8	2.1	2.7	0.8
4 to 4.99	6.5	5.8	6.7	4.0	6.3	4.8	6.7	1.5
3 to 3.99	12.0	9.9	9.9	7.4	14.6	9.9	10.0	3.9
2 to 2.99	19.4	16.5	15.4	6.3	16.7	14.2	15.3	9.4
1 to 1.99	18.0	13.1	17.1	14.2	18.4	12.3	19.3	13.4
Between 0 and 0.99	18.0	17.0	17.1	14.2	17.9	18.1	17.2	14.9
No change	0.0	0.3	0.2	0.0	0.0	0.2	0.1	0.0
Decrease	22.1	30.9	27.4	46.0	22.6	35.4	25.6	53.1
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0

Note: The table is based on 1,191 institutions reporting comparable data both years. For definitions of categories, see Explanation of Statistical Data on page 37.

SURVEY REPORT TABLE 3

Percent of Institutions and Percent of Faculty by Average Increase in Salary for Continuing Faculty, by Affiliation and Category, 2009–10 to 2010–11

Percentage Increase	All Combined	Public	Private Independent	Religiously Affiliated	All Combined	Public	Private Independent	Religiously Affiliated
	INSTITUTIONS				FACULTY MEMBERS			
6 and over	5.3	5.3	5.5	5.1	3.3	3.4	2.7	3.7
5 to 5.99	7.6	9.4	6.8	4.7	7.3	8.4	5.5	4.5
4 to 4.99	7.8	6.2	11.7	6.9	9.3	8.2	13.6	7.8
3 to 3.99	17.4	8.7	27.5	23.9	15.5	7.3	31.1	32.1
2 to 2.99	17.8	13.3	22.3	22.1	19.4	16.1	27.6	23.1
1 to 1.99	15.2	16.1	12.0	17.0	15.1	16.4	10.9	15.5
Between 0 and 0.99	21.5	32.5	9.7	12.3	26.3	36.4	5.9	8.2
No change	4.0	4.2	2.9	4.7	2.0	1.8	2.3	2.5
Decrease	3.4	4.4	1.6	3.3	1.7	2.0	0.4	2.5
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Percentage Increase	Institutional Category				Institutional Category			
	I	IIA	IIB	III & IV	I	IIA	IIB	III & IV
	INSTITUTIONS				FACULTY MEMBERS			
6 and over	2.0	5.1	5.9	8.2	2.1	3.6	5.7	7.3
5 to 5.99	8.3	11.3	4.4	6.5	7.0	10.0	4.0	4.8
4 to 4.99	10.2	7.6	8.1	4.9	11.1	7.8	8.3	3.3
3 to 3.99	16.1	15.3	22.1	12.5	14.6	13.3	25.5	11.2
2 to 2.99	21.0	17.5	19.9	10.3	22.2	15.6	20.2	11.2
1 to 1.99	13.7	17.8	15.0	12.5	14.2	17.5	15.2	11.7
Between 0 and 0.99	26.3	20.9	15.9	29.9	26.5	29.0	14.9	39.0
No change	1.5	3.4	4.4	7.1	1.1	2.6	2.8	4.9
Decrease	1.0	1.1	4.4	8.2	1.2	0.7	3.5	6.6
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0

Note: The table is based on 1,151 reporting institutions. For definitions of categories, see Explanation of Statistical Data on page 37.

Average Salary and Average Compensation Levels, by Category, Affiliation, and Academic Rank, 2010–11 (Dollars)

Academic Rank	All Combined	Public	Private-Independent	Religiously Affiliated	All Combined	Public	Private-Independent	Religiously Affiliated
	SALARY				COMPENSATION			
<i>CATEGORY I (Doctoral)</i>								
Professor	127,296	118,054	157,282	131,374	160,775	149,643	196,849	165,878
Associate	84,686	81,266	99,404	89,329	109,915	105,667	127,869	116,427
Assistant	72,893	69,777	86,189	75,488	94,600	91,063	109,808	97,198
Instructor	48,812	46,300	59,419	62,954	66,062	63,039	79,677	81,214
Lecturer	55,520	53,154	63,960	55,913	73,799	70,896	84,220	73,809
No Rank	65,148	56,767	73,336	70,651	85,058	74,091	94,545	96,476
All Combined	92,468	86,653	114,661	95,432	118,735	111,736	145,345	122,652
<i>CATEGORY IIA (Master's)</i>								
Professor	91,998	89,808	101,290	91,225	117,737	115,294	128,816	115,688
Associate	72,469	71,516	76,311	71,400	94,411	93,514	98,918	91,991
Assistant	61,056	60,612	63,574	59,692	79,903	80,086	81,539	76,561
Instructor	45,336	43,772	51,195	49,025	59,824	58,340	65,876	62,700
Lecturer	50,195	49,309	56,151	52,468	67,577	66,625	74,422	69,159
No Rank	56,470	54,756	63,549	57,012	73,858	72,133	79,849	76,171
All Combined	71,121	69,620	77,223	70,793	92,409	90,970	99,154	90,682
<i>CATEGORY IIB (Baccalaureate)</i>								
Professor	87,835	84,398	99,976	74,970	113,450	108,072	129,080	97,190
Associate	68,042	68,996	73,804	61,304	88,765	89,658	96,320	79,995
Assistant	56,425	57,544	60,234	51,875	73,406	75,795	77,912	67,245
Instructor	46,475	47,282	48,636	44,090	60,959	63,264	62,805	57,096
Lecturer	52,118	51,014	58,146	42,095	69,689	69,285	76,216	55,098
No Rank	58,818	48,755	63,893	49,213	76,313	63,511	83,169	62,651
All Combined	68,047	65,199	76,487	60,759	88,457	85,092	99,148	78,919
<i>CATEGORY III (Associate's with Ranks)</i>								
Professor	73,869	74,092	57,200	n.d.	98,037	98,405	74,231	n.d.
Associate	61,391	61,469	57,744	n.d.	82,573	82,733	75,405	n.d.
Assistant	54,094	54,307	44,351	n.d.	73,728	74,051	60,193	n.d.
Instructor	46,905	47,072	35,400	n.d.	63,803	64,055	45,993	n.d.
Lecturer	52,931	52,943	43,187	n.d.	74,926	74,943	60,972	n.d.
No Rank	40,687	40,501	27,255	n.d.	51,264	50,916	42,772	n.d.
All Combined	60,353	60,532	50,142	n.d.	80,844	81,122	66,131	n.d.
<i>CATEGORY IV (Associate's without Ranks)</i>								
No Rank	57,517	57,603	n.d.	n.d.	75,233	75,345	n.d.	n.d.
<i>ALL CATEGORIES COMBINED EXCEPT IV</i>								
Professor	110,488	105,780	131,589	95,163	140,725	135,122	166,074	121,537
Associate	77,365	76,242	84,648	71,969	100,779	99,543	109,526	93,612
Assistant	65,257	64,711	71,014	59,183	85,162	85,105	91,021	76,381
Instructor	47,143	45,701	53,585	49,683	63,103	61,756	70,298	64,074
Lecturer	53,556	51,747	61,890	52,073	71,627	69,538	81,549	68,622
No Rank	61,574	54,886	70,423	64,428	80,426	71,833	90,686	86,907
All Combined	81,009	78,294	94,619	72,776	104,758	101,704	120,855	93,896

Note: The table is based on 1,319 (salary) and 1,311 (compensation) reporting institutions. For definitions of categories, see Explanation of Statistical Data on page 37. N.d. = no data. There were too few religiously affiliated institutions in category III and private-independent and religiously affiliated institutions in category IV to generate valid separate statistics. These institutions are included in the All Combined column, however.

Average Salary for Men and Women Faculty, by Category, Affiliation, and Academic Rank, 2010–11 (Dollars)

Academic Rank	All Combined	Public	Private-Independent	Religiously Affiliated	All Combined	Public	Private-Independent	Religiously Affiliated
MEN								
<i>CATEGORY I (Doctoral)</i>								
Professor	130,008	120,690	159,964	134,172	117,977	109,032	147,702	122,696
Associate	87,127	83,565	102,378	91,761	80,902	77,702	94,612	85,863
Assistant	75,788	72,337	89,434	79,005	69,558	66,881	81,861	72,109
Instructor	50,457	47,522	60,429	66,715	47,713	45,522	58,503	60,378
Lecturer	59,667	56,796	68,921	58,753	52,188	50,354	59,195	53,968
No Rank	70,044	59,783	78,334	78,817	60,647	54,262	68,270	62,610
All Combined	100,671	94,236	124,059	103,551	78,862	74,358	96,931	83,471
<i>CATEGORY IIA (Master's)</i>								
Professor	93,561	90,999	103,932	93,490	88,705	87,311	95,795	86,213
Associate	73,819	72,669	78,229	73,029	70,764	70,040	73,977	69,374
Assistant	62,266	61,743	65,244	60,726	59,958	59,548	62,138	58,863
Instructor	46,116	44,332	52,406	50,117	44,896	43,460	50,388	48,464
Lecturer	51,611	50,415	59,339	54,026	49,089	48,460	53,320	51,239
No Rank	59,703	58,145	64,884	59,536	53,534	51,926	61,589	55,201
All Combined	75,236	73,495	81,995	75,307	66,181	64,955	71,431	65,565
<i>CATEGORY IIB (Baccalaureate)</i>								
Professor	89,107	85,489	101,596	76,127	85,315	82,334	96,807	72,580
Associate	68,874	70,451	74,539	61,931	66,998	67,067	72,913	60,513
Assistant	57,109	58,597	61,024	52,050	55,785	56,435	59,512	51,720
Instructor	47,225	48,450	48,974	44,487	46,001	46,468	48,431	43,857
Lecturer	53,561	53,309	58,821	42,221	50,985	48,924	57,722	42,010
No Rank	62,927	52,102	68,196	48,930	54,074	45,407	58,149	49,434
All Combined	71,192	68,136	80,296	63,222	64,210	61,646	71,778	57,780
<i>CATEGORY III (Associate's with Ranks)</i>								
Professor	75,166	75,330	64,430	n.d.	72,495	72,784	50,897	n.d.
Associate	62,369	62,433	59,418	n.d.	60,483	60,570	56,650	n.d.
Assistant	54,272	54,471	44,733	n.d.	53,953	54,177	44,086	n.d.
Instructor	47,377	47,545	33,098	n.d.	46,515	46,681	36,597	n.d.
Lecturer	52,464	52,491	43,187	n.d.	53,274	53,274	n.d.	n.d.
No Rank	40,405	40,230	27,255	n.d.	40,906	40,707	n.d.	n.d.
All Combined	61,689	61,843	52,787	n.d.	59,152	59,353	48,267	n.d.
<i>CATEGORY IV (Associate's without Ranks)</i>								
No Rank	58,111	58,225	n.d.	n.d.	56,980	57,044	n.d.	n.d.
<i>ALL CATEGORIES COMBINED EXCEPT IV</i>								
Professor	114,421	109,451	136,283	98,251	100,231	96,156	118,918	87,925
Associate	79,620	78,449	87,417	73,655	74,266	73,160	80,903	69,782
Assistant	67,575	66,838	74,244	60,470	62,922	62,523	67,679	58,060
Instructor	48,298	46,679	54,973	51,349	46,395	45,073	52,565	48,712
Lecturer	56,570	54,307	66,278	53,938	51,167	49,767	57,916	50,724
No Rank	65,857	57,887	74,468	70,803	57,581	52,388	65,916	58,727
All Combined	88,024	84,941	103,206	77,917	71,237	69,061	81,807	66,323

Note: The table is based on 1,319 reporting institutions. For definitions of categories, see Explanation of Statistical Data on page 37. N.d. = no data. There were too few religiously affiliated institutions in category III and private-independent and religiously affiliated institutions in category IV to generate valid separate statistics. These institutions are included in the All Combined column, however.

SURVEY REPORT TABLE 6

Average Salary, by Region, Category, and Academic Rank, 2010–11 (Dollars)

Academic Rank	NORTHEAST		NORTH CENTRAL		SOUTH			WEST	
	New England ^a	Middle Atlantic ^b	East North Central ^c	West North Central ^d	East South Central ^e	West South Central ^f	South Atlantic ^g	Mountain ^h	Pacific ⁱ
<i>CATEGORY I (Doctoral)</i>									
Professor	148,478	145,866	122,741	115,595	109,335	117,402	124,384	107,152	134,389
Associate	95,660	96,559	82,089	78,390	76,797	80,218	83,926	77,929	87,886
Assistant	81,208	80,643	71,917	68,181	63,965	70,476	72,326	66,472	77,823
Instructor	59,730	57,051	48,323	44,493	43,746	44,271	50,409	46,082	47,974
Lecturer	63,438	62,026	50,219	53,059	43,773	54,057	50,900	52,654	67,455
No Rank	69,294	73,527	55,628	47,227	44,326	56,047	65,762	44,815	63,358
All Combined	109,440	105,827	89,926	85,216	78,513	83,803	89,388	80,046	103,374
<i>CATEGORY IIA (Master's)</i>									
Professor	102,077	106,175	85,265	81,708	79,782	86,387	87,469	74,829	96,166
Associate	78,521	82,200	67,868	66,056	64,078	68,325	68,903	62,303	75,766
Assistant	65,878	67,324	58,026	56,373	54,329	58,632	58,783	54,016	65,682
Instructor	54,811	51,744	43,857	43,106	42,691	43,263	45,916	40,191	49,742
Lecturer	57,857	57,779	43,740	43,467	41,184	45,409	46,205	38,132	58,370
No Rank	68,398	49,461	47,139	41,214	52,720	51,859	56,323	47,166	67,214
All Combined	80,518	81,722	65,479	65,119	61,120	65,253	66,799	59,385	78,089
<i>CATEGORY IIB (Baccalaureate)</i>									
Professor	110,532	99,392	78,070	76,859	70,311	72,544	80,937	73,792	101,461
Associate	79,317	75,058	63,759	61,685	57,517	61,697	64,599	58,889	74,875
Assistant	63,832	62,106	53,360	52,355	48,710	51,585	53,923	49,266	63,547
Instructor	49,995	51,654	46,438	43,009	40,495	45,384	43,513	41,900	51,289
Lecturer	67,743	57,331	44,742	44,067	42,007	44,482	43,374	39,180	49,589
No Rank	58,798	51,038	63,640	53,126	40,558	43,922	68,212	41,208	54,937
All Combined	84,837	74,486	63,510	61,192	56,881	57,867	63,486	58,611	77,340
<i>CATEGORY III (Associate's with Ranks)</i>									
Professor	64,329	87,000	77,348	67,745	n.d.	62,533	75,471	69,208	76,886
Associate	51,818	71,173	60,248	58,030	n.d.	53,423	61,217	58,525	67,881
Assistant	47,704	62,418	48,965	52,382	n.d.	55,112	53,129	51,810	59,607
Instructor	46,071	47,911	42,090	45,945	n.d.	46,345	46,128	47,091	56,783
Lecturer	n.d.	60,281	46,128	39,766	n.d.	n.d.	38,811	45,241	n.d.
No Rank	n.d.	27,255	39,399	48,072	n.d.	39,717	50,015	45,884	n.d.
All Combined	56,946	69,675	56,594	57,869	n.d.	56,010	59,364	57,119	65,260
<i>CATEGORY IV (Associate's without Ranks)</i>									
No Rank	n.d.	n.d.	n.d.	58,917	54,658	53,373	59,959	48,581	n.d.
<i>ALL CATEGORIES COMBINED EXCEPT IV</i>									
Professor	128,032	123,652	107,039	95,677	95,183	101,134	107,588	99,148	116,452
Associate	86,229	85,681	74,584	70,535	69,559	73,313	75,656	73,702	80,810
Assistant	71,676	70,455	63,355	59,952	58,115	63,584	63,947	62,295	70,331
Instructor	55,315	53,217	46,035	43,665	42,847	44,060	47,415	45,519	50,433
Lecturer	63,018	60,068	47,594	51,196	42,585	50,916	48,782	51,099	61,513
No Rank	67,690	70,097	52,547	48,205	50,906	50,927	63,663	45,425	64,795
All Combined	95,809	89,807	78,059	72,731	69,303	73,975	77,736	74,593	89,523

Note: The table is based on 1,319 reporting institutions. For definitions of categories, see Explanation of Statistical Data on page 37. N.d. = no data.

a. New England: Connecticut, Maine, Massachusetts, New Hampshire, Rhode Island, and Vermont.

b. Middle Atlantic: New Jersey, New York, and Pennsylvania.

c. East North Central: Illinois, Indiana, Michigan, Ohio, and Wisconsin.

d. West North Central: Iowa, Kansas, Minnesota, Missouri, Nebraska, North Dakota, and South Dakota.

e. East South Central: Alabama, Kentucky, Mississippi, and Tennessee.

f. West South Central: Arkansas, Louisiana, Oklahoma, and Texas.

g. South Atlantic: Delaware, District of Columbia, Florida, Georgia, Maryland, North Carolina, Puerto Rico, South Carolina, Virgin Islands, Virginia, and West Virginia.

h. Mountain: Arizona, Colorado, Idaho, Montana, Nevada, New Mexico, Utah, and Wyoming.

i. Pacific: Alaska, California, Guam, Hawaii, Oregon, and Washington.

SURVEY REPORT TABLE 7

Average Compensation, by Region, Category, and Academic Rank, 2010–11 (Dollars)

Academic Rank	NORTHEAST		NORTH CENTRAL		SOUTH			WEST	
	New England ^a	Middle Atlantic ^b	East North Central ^c	West North Central ^d	East South Central ^e	West South Central ^f	South Atlantic ^g	Mountain ^h	Pacific ⁱ
<i>CATEGORY I (Doctoral)</i>									
Professor	186,462	183,938	155,974	145,227	138,912	144,359	154,628	135,600	175,469
Associate	124,146	125,196	108,468	101,031	99,818	100,815	107,124	100,880	118,666
Assistant	104,196	104,276	95,628	87,382	83,315	87,887	92,396	86,847	105,141
Instructor	80,729	77,654	66,067	61,134	58,514	58,509	66,435	62,296	69,385
Lecturer	82,341	81,345	68,975	71,784	58,441	68,793	66,902	71,000	94,186
No Rank	87,135	96,862	84,547	65,821	57,340	68,894	83,287	61,858	86,571
All Combined	139,224	135,564	117,165	108,840	101,340	104,406	113,018	103,269	137,323
<i>CATEGORY IIA (Master's)</i>									
Professor	131,942	134,827	111,743	104,048	101,346	107,333	111,067	98,801	124,164
Associate	103,191	107,134	90,485	85,890	81,898	86,361	88,451	82,708	99,754
Assistant	86,904	88,165	78,422	73,400	69,893	74,036	75,663	73,059	87,139
Instructor	72,271	65,318	58,942	57,778	57,252	56,646	60,041	52,607	67,996
Lecturer	75,953	78,963	62,786	57,444	54,375	57,719	58,815	53,711	79,559
No Rank	87,274	64,725	65,735	54,599	65,595	63,357	71,777	62,423	88,689
All Combined	105,170	105,740	87,561	84,264	78,488	82,336	85,560	79,456	102,450
<i>CATEGORY IIB (Baccalaureate)</i>									
Professor	143,856	128,074	102,528	99,427	89,648	90,156	102,897	94,734	131,144
Associate	105,087	98,343	84,571	80,313	73,176	77,267	82,495	75,589	97,900
Assistant	83,988	81,230	70,396	68,057	61,117	65,006	68,641	63,628	84,004
Instructor	66,332	67,845	61,471	57,378	51,975	58,509	55,812	55,742	69,091
Lecturer	88,723	77,166	63,308	60,417	49,576	58,058	56,060	52,459	70,022
No Rank	74,693	66,620	76,928	68,021	49,036	57,580	91,493	51,982	70,879
All Combined	111,215	97,102	83,782	79,583	72,182	72,823	81,000	75,592	101,290
<i>CATEGORY III (Associate's with Ranks)</i>									
Professor	88,613	116,639	98,804	90,542	n.d.	81,141	96,318	88,117	100,742
Associate	72,657	97,150	81,241	78,784	n.d.	67,156	79,503	81,560	90,389
Assistant	67,343	86,776	68,523	70,999	n.d.	65,127	69,832	73,268	80,120
Instructor	63,110	67,593	60,164	63,159	n.d.	56,218	60,935	65,203	76,876
Lecturer	n.d.	85,624	65,113	53,532	n.d.	n.d.	50,657	64,517	n.d.
No Rank	n.d.	42,772	57,088	65,382	n.d.	46,423	63,427	65,147	n.d.
All Combined	79,116	95,490	76,236	78,177	n.d.	67,293	77,131	77,364	86,965
<i>CATEGORY IV (Associate's without Ranks)</i>									
No Rank	n.d.	n.d.	n.d.	78,845	71,557	66,027	81,290	63,492	n.d.
<i>ALL CATEGORIES COMBINED EXCEPT IV</i>									
Professor	162,843	157,022	137,389	121,462	121,109	127,194	134,795	125,996	151,433
Associate	112,863	111,755	98,917	91,478	89,962	92,732	96,848	96,080	107,628
Assistant	93,355	92,126	84,746	77,625	75,215	79,792	82,006	82,105	94,080
Instructor	73,862	70,862	62,685	58,955	57,257	57,516	62,163	61,743	70,620
Lecturer	82,030	80,594	66,459	69,086	56,469	64,873	63,460	69,236	84,875
No Rank	85,407	92,273	75,130	65,307	63,590	62,757	81,296	61,413	86,557
All Combined	123,419	116,103	102,636	93,758	89,333	93,028	98,868	96,935	118,264

Note: The table is based on 1,311 reporting institutions. For definitions of categories, see Explanation of Statistical Data on page 37. N.d. = no data.

- a. New England: Connecticut, Maine, Massachusetts, New Hampshire, Rhode Island, and Vermont.
- b. Middle Atlantic: New Jersey, New York, and Pennsylvania.
- c. East North Central: Illinois, Indiana, Michigan, Ohio, and Wisconsin.
- d. West North Central: Iowa, Kansas, Minnesota, Missouri, Nebraska, North Dakota, and South Dakota.
- e. East South Central: Alabama, Kentucky, Mississippi, and Tennessee.

- f. West South Central: Arkansas, Louisiana, Oklahoma, and Texas.
- g. South Atlantic: Delaware, District of Columbia, Florida, Georgia, Maryland, North Carolina, Puerto Rico, South Carolina, Virgin Islands, Virginia, and West Virginia.
- h. Mountain: Arizona, Colorado, Idaho, Montana, Nevada, New Mexico, Utah, and Wyoming.
- i. Pacific: Alaska, California, Guam, Hawaii, Oregon, and Washington.

SURVEY REPORT TABLE 8

Distribution of Individual Faculty Members, by Salary Interval and Institutional Category, for Upper Three Academic Ranks, 2010–11 (Cumulative Percent)

Category Salary Interval	I			IIA			IIB			III			IV
	Prof.	Assoc.	Asst.	Prof.	Assoc.	Asst.	Prof.	Assoc.	Asst.	Prof.	Assoc.	Asst.	No Rank
\$270,000 and over	1.3												
265,000–269,999	1.5												
260,000–264,999	1.7												
255,000–259,999	1.9												
250,000–254,999	2.1												
245,000–249,999	2.4												
240,000–244,999	2.6												
235,000–239,999	3.0												
230,000–234,999	3.4												
225,000–229,999	3.8												
220,000–224,999	4.6												
215,000–219,999	5.2												
210,000–214,999	5.8												
205,000–209,999	6.5												
200,000–204,999	7.4												
195,000–199,999	8.3												
190,000–194,999	9.3												
185,000–189,999	10.4												
180,000–184,999	11.8												
175,000–179,999	13.2	1.1†											
170,000–174,999	14.8	1.3	1.1†	1.1†			1.0†						
165,000–169,999	16.7	1.6	1.3	1.4			1.4						
160,000–164,999	18.7	1.9	1.5	1.7			1.9						
155,000–159,999	20.8	2.2	1.8	2.2			2.4						
150,000–154,999	23.4	2.7	2.2	2.6			3.1						
145,000–149,999	26.0	3.1	2.6	3.3			3.9						
140,000–144,999	29.0	3.7	3.2	4.3			4.7						
135,000–139,999	32.3	4.3	3.7	5.3			6.2						
130,000–134,999	36.2	5.2	4.4	6.7			7.7						
125,000–129,999	40.4	6.2	5.0	8.5	1.1†		9.6						
120,000–124,999	45.0	7.7	5.8	10.4	1.7		12.0	1.0†			1.0†		
115,000–119,999	49.9	9.5	6.6	15.9	2.4	1.1†	15.4	1.3			4.4		
110,000–114,999	55.3	11.8	7.6	18.9	3.4	1.5	18.3	1.8			4.7		
108,000–109,999	57.9	13.1	7.9	20.9	4.0	1.7	19.9	2.1			5.4		
106,000–107,999	60.2	14.2	8.2	25.3	4.5	2.0	22.1	2.3			6.6		
104,000–105,999	63.0	15.9	8.8	28.0	5.2	2.3	23.8	2.7			6.9		
102,000–103,999	65.0	17.4	9.2	30.1	5.9	2.6	25.5	3.1			7.5		
100,000–101,999	68.1	19.6	10.0	32.7	6.7	3.0	27.3	3.7			7.8		
98,000–99,999	70.1	21.2	10.4	34.8	7.5	3.4	29.1	4.2			9.0	1.0†	
96,000–97,999	73.0	23.8	11.2	37.4	9.8	3.8	31.1	5.3	1.0†		10.6	2.0	
94,000–95,999	75.1	25.8	12.0	39.8	11.5	4.4	33.4	6.3	1.1		13.1	2.2	
92,000–93,999	77.9	28.7	13.4	42.8	12.9	5.0	36.0	7.5	1.3		14.7	2.3	1.7†
90,000–91,999	80.0	31.3	14.7	45.8	14.4	5.6	38.1	8.9	1.6		16.9	2.6	1.9
88,000–89,999	82.2	34.3	15.9	48.7	18.6	6.2	40.7	11.0	1.9		20.1	4.0	2.4
86,000–87,999	84.4	37.5	17.5	51.9	20.5	6.8	43.5	12.7	2.2		23.2	4.3	2.7
84,000–85,999	86.6	41.1	19.5	55.3	23.1	7.5	46.6	15.0	2.8		26.3	5.5	3.6
82,000–83,999	88.6	44.8	21.7	59.0	25.9	8.2	49.6	17.7	3.3		29.7	6.9	4.2
80,000–81,999	90.6	48.7	24.7	62.8	28.6	9.7	52.8	20.2	4.3		32.9	7.9	4.8
78,000–79,999	92.2	52.6	27.4	66.6	31.8	11.0	57.0	23.0	5.3		36.4	10.6	5.2
76,000–77,999	93.7	56.8	30.9	70.3	35.4	13.0	60.6	26.4	6.7		40.5	13.6	5.7
74,000–75,999	95.1	61.3	34.8	74.3	38.8	16.3	64.4	30.0	9.0		45.8	16.7	6.9
72,000–73,999	96.1	65.4	38.3	78.2	42.3	18.3	67.8	33.8	10.8		50.2	18.9	8.2
70,000–71,999	97.1	70.2	43.1	82.0	46.4	21.1	71.7	38.1	13.5		55.5	22.7	9.5
68,000–69,999	97.8	74.7	47.0	85.7	50.9	23.7	75.8	42.3	16.5		60.4	26.5	11.8
66,000–67,999	98.4	79.0	51.4	89.0	56.0	26.6	79.4	47.5	19.5		65.8	30.9	13.2
64,000–65,999	98.8	83.4	56.8	91.9	62.1	30.5	83.1	52.8	23.3		70.7	36.7	17.5
62,000–63,999	99.1*	87.3	62.2	94.2	67.5	34.6	86.2	58.5	27.0		75.2	43.4	20.7
60,000–61,999		91.0	68.3	96.2	73.8	40.0	89.2	65.1	31.7		80.7	49.9	26.9
58,000–59,999		93.8	73.5	97.5	80.0	45.1	91.7	71.0	36.8		85.7	58.0	32.4
56,000–57,999		96.0	78.8	98.4	85.4	51.5	94.3	76.9	42.8		90.2	65.9	40.0
54,000–55,999		97.5	84.0	99.0*	90.1	60.4	95.9	82.2	49.7		92.9	73.1	47.8
52,000–53,999		98.5	88.4		94.0	69.9	97.1	86.9	57.8		95.1	80.3	56.7
50,000–51,999		99.1*	92.2		96.9	79.0	98.0	91.2	66.8		96.4	86.0	65.4
48,000–49,999			94.4		98.6	86.0	98.6	94.5	74.7		97.7	91.0	74.0
46,000–47,999			96.1		99.2*	91.4	98.9	96.6	82.0		98.2	95.3	81.2
44,000–45,999			97.7			95.2	99.2*	98.0	89.2		98.6	97.5	87.5
42,000–43,999			98.4			97.5		98.9	93.8		98.9	98.6	92.7
40,000–41,999			99.1*			98.8		99.4*	96.7		99.1*	99.3*	96.2
38,000–39,999						99.2*			98.2				98.4
36,000–37,999									99.0*				98.4*
34,000–35,999													99.2*
32,000–33,999													
30,000–31,999													
Below 30,000													

Note: The table is based on 1,263 reporting institutions. For definitions of categories, see Explanation of Statistical Data on page 37.

† Includes less than 1.0 percent of individuals with salaries higher than that interval.

* Includes less than 1.0 percent of individuals with salaries lower than that interval.

SURVEY REPORT TABLE 9A

Percentile Distribution of Institutions, by Average Salary and Academic Rank, 2010–11 (Dollars)

Rating ^a	1*	1	2	3	4					
Percentile	95	90	80	70	60	50	40	30	20	10
<i>CATEGORY I (Doctoral)</i>										
Professor	164,935	152,034	137,637	129,914	121,490	116,293	111,216	105,513	100,729	92,424
Associate	108,341	101,513	96,232	89,103	86,047	83,033	80,131	76,892	74,625	70,005
Assistant	94,809	88,303	81,135	77,151	73,664	70,927	68,876	66,514	63,438	60,465
Instructor	72,720	69,011	61,583	58,533	55,174	52,225	49,130	45,188	43,029	40,930
All Combined	126,107	112,959	105,356	97,173	90,994	86,680	81,779	78,392	74,242	69,420
<i>CATEGORY IIA (Master's)</i>										
Professor	117,454	111,578	100,738	94,709	90,335	86,761	83,072	78,373	74,264	69,821
Associate	90,737	84,906	78,148	74,216	71,330	68,949	66,438	63,927	61,072	57,746
Assistant	76,316	71,413	66,684	63,096	61,057	58,490	57,047	55,091	52,913	50,326
Instructor	64,559	61,070	55,362	52,209	49,182	47,241	45,293	43,744	41,731	38,818
All Combined	94,318	84,565	78,772	74,076	70,410	67,657	64,629	62,239	59,015	55,959
<i>CATEGORY IIB (Baccalaureate)</i>										
Professor	119,879	107,429	93,918	83,408	80,020	75,641	71,988	66,802	63,499	57,333
Associate	88,832	82,299	72,375	67,493	63,982	61,378	59,184	56,582	53,559	49,926
Assistant	71,881	67,660	60,509	56,904	54,595	52,421	50,838	48,394	46,409	43,939
Instructor	60,165	56,294	52,269	49,011	46,073	43,873	42,140	40,338	38,663	36,000
All Combined	93,897	84,514	72,584	67,640	63,894	60,604	57,657	55,058	52,434	48,758
<i>CATEGORY III (Associate's with Ranks)</i>										
Professor	96,646	89,765	84,033	77,256	72,265	68,498	64,344	62,260	59,945	56,492
Associate	80,613	73,230	68,525	64,876	61,965	58,820	56,777	53,593	51,345	49,166
Assistant	67,913	62,488	57,963	55,143	52,743	50,889	49,797	48,162	45,544	42,820
Instructor	57,430	55,175	51,365	48,462	47,563	45,885	44,385	42,742	40,699	38,142
All Combined	77,691	70,713	63,739	61,096	58,051	56,334	54,865	53,379	50,076	47,137
<i>CATEGORY IV (Associate's without Ranks)</i>										
No Rank	71,370	63,347	61,663	60,847	59,750	58,827	56,224	53,958	49,449	44,842

Note: The table is based on 1,319 reporting institutions. For definitions of categories, see Explanation of Statistical Data on page 37.

a. Interpretation of the Ratings: 1*=95th Percentile; 1=80th; 2=60th; 3=40th; 4=20th. An average lower than the 20th percentile is rated 5.

Percentile Distribution of Institutions, by Average Compensation and Academic Rank, 2010–11 (Dollars)

Rating ^a	1*	1	2	3	4					
Percentile	95	90	80	70	60	50	40	30	20	10
<i>CATEGORY I (Doctoral)</i>										
Professor	203,145	193,699	175,694	163,628	154,316	146,634	140,483	134,282	127,659	116,984
Associate	138,962	133,552	123,108	117,253	111,873	108,575	104,066	99,436	96,615	91,527
Assistant	123,810	114,077	105,409	100,349	96,506	92,776	89,062	85,608	83,294	77,447
Instructor	96,899	89,652	82,139	77,644	73,247	69,354	66,371	61,627	57,371	53,556
All Combined	165,841	145,768	134,420	127,064	116,574	111,030	104,837	100,590	96,887	89,772
<i>CATEGORY IIA (Master's)</i>										
Professor	151,983	142,032	129,635	121,948	116,001	110,213	106,269	100,677	96,503	87,814
Associate	118,495	111,313	102,818	97,595	92,383	89,021	86,144	83,969	79,261	74,093
Assistant	100,314	94,660	86,915	82,912	79,927	76,615	74,207	72,163	68,565	64,554
Instructor	89,082	82,802	72,979	68,614	64,852	62,196	59,224	56,298	53,706	50,441
All Combined	120,952	111,966	102,171	96,567	90,794	87,382	83,630	80,788	77,611	71,949
<i>CATEGORY IIB (Baccalaureate)</i>										
Professor	153,916	138,557	122,419	109,163	103,007	96,327	91,191	85,258	79,224	73,689
Associate	114,915	107,874	95,631	88,645	84,726	79,271	76,505	72,751	67,648	62,532
Assistant	94,994	89,122	79,313	74,784	71,902	68,270	65,401	61,910	59,107	55,630
Instructor	78,651	73,843	68,268	64,544	61,167	57,800	55,585	52,336	48,884	45,266
All Combined	121,948	111,089	96,051	88,664	82,563	78,691	74,365	70,709	66,045	62,085
<i>CATEGORY III (Associate's with Ranks)</i>										
Professor	130,469	118,538	107,494	102,047	96,899	88,170	84,625	82,738	79,711	75,900
Associate	107,279	96,731	91,296	87,735	82,533	77,761	75,939	73,051	70,354	64,093
Assistant	93,227	82,818	78,486	74,663	70,783	67,828	66,834	64,602	62,121	58,690
Instructor	82,522	75,671	69,019	66,921	64,405	63,195	60,832	57,209	55,281	51,239
All Combined	102,599	90,412	85,398	83,076	79,498	75,296	72,876	71,486	66,685	62,371
<i>CATEGORY IV (Associate's without Ranks)</i>										
No Rank	92,175	83,983	82,024	80,880	79,157	76,421	73,477	69,675	63,569	56,476

Note: The table is based on 1,311 reporting institutions. For definitions of categories, see Explanation of Statistical Data on page 37.
a. Interpretation of the Ratings: 1*=95th Percentile; 1=80th; 2=60th; 3=40th; 4=20th. An average lower than the 20th percentile is rated 5.

Average Institutional Cost of Benefits per Faculty Member and Average Cost for Faculty Members Receiving Specific Benefits, in Dollars and as a Percent of Average Salary, by Institutional Affiliation and Itemized Benefits, 2010–11 (All Ranks)

Itemized Benefits	All Combined	Public	Private-Independent	Religiously Affiliated	All Combined	Public	Private-Independent	Religiously Affiliated
	IN DOLLARS				AS A PERCENT OF SALARY			
<i>AVERAGE PER FACULTY MEMBER</i>								
Retirement	8,137	8,388	8,563	5,812	10.0	10.7	9.1	8.0
Medical Insurance	6,288	6,399	6,301	5,577	7.8	8.2	6.7	7.7
Dental Insurance	250	257	240	226	0.3	0.3	0.3	0.3
Medical and Dental Combined	1,805	1,978	1,513	1,270	2.2	2.5	1.6	1.7
Disability	198	169	260	262	0.2	0.2	0.3	0.4
Tuition	672	195	1,740	1,687	0.8	0.2	1.8	2.3
Social Security	5,187	4,890	6,177	5,228	6.4	6.2	6.5	7.2
Unemployment	143	129	191	145	0.2	0.2	0.2	0.2
Group Life	164	150	211	163	0.2	0.2	0.2	0.2
Workers' Compensation	413	400	489	356	0.5	0.5	0.5	0.5
Other Benefits	227	148	527	174	0.3	0.2	0.6	0.2
All Combined	23,485	23,103	26,211	20,899	29.0	29.5	27.7	28.7
<i>AVERAGE FOR FACULTY MEMBERS RECEIVING SPECIFIC BENEFITS</i>								
Retirement	8,438	8,536	9,153	6,432	10.4	10.9	9.7	8.8
Medical Insurance	8,477	8,590	8,517	7,689	10.5	11.0	9.0	10.6
Dental Insurance	602	628	582	491	0.7	0.8	0.6	0.7
Medical and Dental Combined	9,391	9,475	9,281	8,862	11.6	12.1	9.8	12.2
Disability	301	309	289	293	0.4	0.4	0.3	0.4
Tuition	9,046	3,311	14,440	19,609	11.2	4.2	15.3	26.9
Social Security	5,419	5,167	6,309	5,309	6.7	6.6	6.7	7.3
Unemployment	189	162	282	223	0.2	0.2	0.3	0.3
Group Life	206	207	221	172	0.3	0.3	0.2	0.2
Workers' Compensation	490	493	533	392	0.6	0.6	0.6	0.5
Other Benefits	1,476	1,117	2,143	1,453	1.8	1.4	2.3	2.0
Received Any Benefit	23,542	23,172	26,236	20,936	29.1	29.6	27.7	28.8

Note: The institution or state contribution to the retirement plan(s) is included regardless of the vesting provision. Tuition includes both waivers and remissions. Medical and Dental Combined is limited to institutions that could not separate the two expenditures; it is not a sum of the other two categories. Other Benefits most often include moving expenses, housing, cafeteria plans, or benefits with cash options. For more details on benefits, see Explanation of Statistical Data on page 37. Averages for All Combined are based on total expenditures, not the sum of individual benefit averages. The table is based on 1,311 reporting institutions.

Average Institutional Cost of Benefits per Faculty Member and Average Cost for Faculty Members Receiving Specific Benefits, in Dollars and as a Percent of Average Salary, by Institutional Category and Itemized Benefits, 2010–11 (All Ranks)

Itemized Benefits	I	IIA	IIB	III	IV	I	IIA	IIB	III	IV
	IN DOLLARS					AS A PERCENT OF SALARY				
<i>AVERAGE PER FACULTY MEMBER</i>										
Retirement	9,733	6,740	6,010	6,961	5,689	10.5	9.5	8.8	11.5	9.9
Medical Insurance	6,974	5,812	5,156	5,184	6,385	7.5	8.2	7.6	8.6	11.1
Dental Insurance	265	252	203	222	241	0.3	0.4	0.3	0.4	0.4
Medical and Dental Combined	1,646	1,894	1,620	3,521	1,324	1.8	2.7	2.4	5.8	2.3
Disability	219	185	198	103	62	0.2	0.3	0.3	0.2	0.1
Tuition	644	537	1,378	141	25	0.7	0.8	2.0	0.2	0.0
Social Security	5,668	4,930	4,833	3,611	3,177	6.1	6.9	7.1	6.0	5.5
Unemployment	142	139	163	102	210	0.2	0.2	0.2	0.2	0.4
Group Life	173	147	163	173	149	0.2	0.2	0.2	0.3	0.3
Workers' Compensation	444	394	383	236	590	0.5	0.6	0.6	0.4	1.0
Other Benefits	347	80	153	135	121	0.4	0.1	0.2	0.2	0.2
All Combined	26,255	21,111	20,261	20,389	17,973	28.4	29.7	29.8	33.8	31.2
<i>AVERAGE FOR FACULTY MEMBERS RECEIVING SPECIFIC BENEFITS</i>										
Retirement	9,987	6,995	6,504	7,220	5,734	10.8	9.8	9.6	12.0	10.0
Medical Insurance	8,899	8,170	7,410	8,671	7,899	9.6	11.5	10.9	14.4	13.7
Dental Insurance	609	638	515	581	518	0.7	0.9	0.8	1.0	0.9
Medical and Dental Combined	9,820	9,020	8,219	10,573	8,537	10.6	12.7	12.1	17.5	14.8
Disability	342	270	254	227	243	0.4	0.4	0.4	0.4	0.4
Tuition	9,067	7,198	14,398	2,291	582	9.8	10.1	21.2	3.8	1.0
Social Security	5,932	5,069	4,933	4,176	3,712	6.4	7.1	7.2	6.9	6.5
Unemployment	175	183	254	202	262	0.2	0.3	0.4	0.3	0.5
Group Life	219	191	187	236	168	0.2	0.3	0.3	0.4	0.3
Workers' Compensation	503	492	438	360	770	0.5	0.7	0.6	0.6	1.3
Other Benefits	1,912	734	1,211	687	575	2.1	1.0	1.8	1.1	1.0
Received Any Benefit	26,267	21,230	20,314	20,452	17,995	28.4	29.9	29.9	33.9	31.3

Note: The institution or state contribution to the retirement plan(s) is included regardless of the vesting provision. Tuition includes both waivers and remissions. Medical and Dental Combined is limited to institutions that could not separate the two expenditures; it is not a sum of the other two categories. Other Benefits most often include moving expenses, housing, cafeteria plans, or benefits with cash options. Averages for All Combined are based on total expenditures, not the sum of individual benefit averages. For more details on benefits, see Explanation of Statistical Data on page 37. The table is based on 1,311 reporting institutions.

Percent of Faculty in Tenure-Track Appointments and Percent of Faculty with Tenure, by Affiliation, Academic Rank, and Gender, 2010–11

Academic Rank	All Combined	Public	Private-Independent	Religiously Affiliated	All Combined	Public	Private-Independent	Religiously Affiliated	All Combined	Public	Private-Independent	Religiously Affiliated
	NON-TENURE-TRACK				TENURE-TRACK				TENURED			
<i>MEN</i>												
Professor	4.7	3.4	7.4	7.5	0.9	0.8	0.9	2.0	94.4	95.8	91.7	90.5
Associate	7.1	5.0	12.7	9.5	7.8	6.6	10.6	9.7	85.1	88.4	76.7	80.9
Assistant	18.1	14.9	23.3	26.8	75.4	78.2	72.0	65.8	6.5	6.9	4.6	7.4
Instructor	87.3	86.3	91.9	88.5	10.3	10.7	8.0	10.7	2.4	3.0	0.1	0.9
Lecturer	95.9	95.0	99.0	98.7	2.1	2.5	0.9	0.6	2.0	2.6	0.1	0.6
No Rank	70.5	63.1	91.6	97.3	4.9	6.0	2.0	0.7	24.5	30.9	6.4	2.0
All Combined	18.3	17.3	21.1	19.5	19.8	19.9	19.1	20.8	61.9	62.8	59.8	59.8
<i>WOMEN</i>												
Professor	8.0	7.2	10.0	8.7	1.1	0.9	1.1	1.9	90.9	91.9	88.9	89.4
Associate	10.1	8.6	14.4	11.4	7.9	6.7	10.0	10.4	82.0	84.8	75.6	78.2
Assistant	23.4	20.2	28.6	31.3	70.1	72.3	68.3	62.3	6.5	7.5	3.1	6.4
Instructor	89.1	88.1	92.4	92.1	8.9	9.5	7.1	7.1	2.0	2.4	0.5	0.9
Lecturer	96.3	95.6	99.1	98.9	2.0	2.3	0.7	0.8	1.7	2.1	0.2	0.3
No Rank	72.7	66.2	95.9	98.2	5.5	6.7	1.3	0.9	21.7	27.1	2.8	0.9
All Combined	31.2	31.3	31.7	30.0	24.8	24.4	25.1	26.8	44.0	44.3	43.2	43.2
<i>MEN AND WOMEN COMBINED</i>												
Professor	5.6	4.5	8.1	7.8	1.0	0.8	1.0	2.0	93.4	94.7	91.0	90.2
Associate	8.4	6.5	13.4	10.3	7.8	6.6	10.3	10.0	83.8	86.9	76.2	79.7
Assistant	20.8	17.5	25.9	29.2	72.8	75.3	70.2	64.0	6.5	7.2	3.9	6.9
Instructor	88.4	87.4	92.2	90.7	9.5	10.0	7.5	8.4	2.2	2.6	0.3	0.9
Lecturer	96.1	95.3	99.1	98.8	2.0	2.4	0.8	0.7	1.8	2.3	0.2	0.4
No Rank	71.7	64.8	93.6	97.8	5.3	6.4	1.7	0.8	23.1	28.8	4.7	1.4
All Combined	23.7	23.2	25.4	24.1	21.9	21.8	21.5	23.5	54.3	55.0	53.1	52.4

Note: The table is based on 1,319 reporting institutions. Prior to 2003–04, this table counted as tenure track all faculty who were tenured and in positions leading to consideration for tenure and did not separately report faculty not on the tenure track.

Distribution of Faculty, by Rank, Gender, Category, and Affiliation, 2010–11 (Percent)

Academic Rank	All Combined		Public		Private-Independent		Religiously Affiliated	
	Men	Women	Men	Women	Men	Women	Men	Women
<i>CATEGORY I (Doctoral)</i>								
Professor	27.4	8.0	26.6	7.8	31.9	8.9	23.2	7.5
Associate	16.1	10.4	16.5	10.6	13.6	8.4	18.8	13.2
Assistant	12.3	10.7	12.5	11.1	11.8	8.8	11.6	12.1
Instructor	2.1	3.1	2.2	3.5	1.6	1.8	2.1	3.0
Lecturer	3.5	4.3	3.4	4.4	4.2	4.4	1.7	2.4
No Rank	1.0	1.1	0.6	0.7	2.3	2.3	2.2	2.3
All Combined	62.4	37.6	61.9	38.1	65.4	34.6	59.6	40.4
<i>CATEGORY IIA (Master's)</i>								
Professor	19.2	9.1	19.4	9.3	18.9	9.1	18.6	8.4
Associate	15.5	12.3	14.8	11.6	17.1	14.1	16.9	13.6
Assistant	13.6	15.0	13.5	14.3	14.1	16.4	14.0	17.5
Instructor	2.4	4.3	2.6	4.6	1.9	2.9	2.2	4.4
Lecturer	3.1	3.9	3.6	4.7	1.9	2.1	1.4	1.8
No Rank	0.7	0.8	0.7	0.9	0.9	0.6	0.5	0.7
All Combined	54.6	45.4	54.6	45.4	54.8	45.2	53.7	46.3
<i>CATEGORY IIB (Baccalaureate)</i>								
Professor	19.1	9.6	14.9	7.9	21.3	10.9	19.5	9.5
Associate	16.1	12.8	15.6	11.7	15.9	13.1	16.6	13.2
Assistant	15.2	16.3	16.2	15.4	14.4	15.8	15.5	17.5
Instructor	2.5	4.0	4.2	6.1	1.6	2.6	2.4	4.1
Lecturer	1.4	1.7	3.4	3.7	0.9	1.5	0.4	0.6
No Rank	0.7	0.6	0.4	0.4	1.3	0.9	0.3	0.4
All Combined	55.0	45.0	54.7	45.3	55.3	44.7	54.8	45.2
<i>CATEGORY III (Associate's with Ranks)</i>								
Professor	14.9	14.0	14.9	14.1	11.4	13.0	16.5	2.1
Associate	11.9	12.9	12.0	12.8	11.4	17.4	11.3	10.3
Assistant	11.6	14.7	11.5	14.6	13.7	19.7	24.7	19.6
Instructor	6.8	8.3	6.9	8.3	4.3	8.4	7.2	5.2
Lecturer	1.6	2.2	1.6	2.2	0.3	0.0	0.0	0.0
No Rank	0.4	0.6	0.4	0.6	0.3	0.0	2.1	1.0
All Combined	47.3	52.7	47.4	52.6	41.5	58.5	61.9	38.1
<i>CATEGORY IV (Associate's without Ranks)</i>								
No Rank	47.4	52.6	47.4	52.6	n.d.	n.d.	n.d.	n.d.
<i>ALL CATEGORIES COMBINED EXCEPT IV</i>								
Professor	23.1	8.9	22.9	8.7	25.6	9.5	20.2	8.6
Associate	15.7	11.4	15.6	11.1	15.1	11.2	17.2	13.3
Assistant	13.1	13.0	12.9	12.6	13.1	12.7	14.1	16.1
Instructor	2.5	3.9	2.8	4.3	1.7	2.3	2.3	3.9
Lecturer	3.0	3.7	3.3	4.3	2.8	3.0	1.1	1.5
No Rank	0.9	0.9	0.6	0.8	1.7	1.5	0.9	1.0
All Combined	58.2	41.8	58.1	41.9	59.9	40.1	55.7	44.3

Note: The table is based on 1,319 reporting institutions. For definitions of categories, see Explanation of Statistical Data on page 37. N.d. = no data.

Number and Percent of Faculty, Average Salary, Average Compensation, Average Benefits, and Percent of Faculty Tenured, by Category and Academic Rank, 2010–11

Category or Rank	Number of Faculty	Percent of Faculty	Average Salary (\$)	Average Compensation (\$)	Average Benefits (\$)	Benefits as % of Salary	Percent Tenured
I	200,673	50.0	92,468	118,735	26,255	28.4	57.6
IIA	118,585	29.6	71,121	92,409	21,111	29.7	53.5
IIB	53,244	13.3	68,047	88,457	20,261	29.8	51.7
III	21,143	5.3	60,353	80,844	20,389	33.8	39.6
IV	7,622	1.9	57,517	75,233	17,973	31.2	41.6
All Combined	401,267	100.0	80,563	104,200	23,485	29.2	54.3
<i>INSTITUTIONS WITH ACADEMIC RANKS (Categories I through III)</i>							
Professor	126,020	32.0	110,488	140,725	29,446	26.7	93.4
Associate	106,499	27.1	77,365	100,779	22,785	29.5	83.8
Assistant	102,644	26.1	65,257	85,162	19,183	29.4	6.5
Instructor	25,103	6.4	47,143	63,103	14,544	30.9	2.2
Lecturer	26,339	6.7	53,556	71,627	17,712	33.1	1.8
No Rank	7,040	1.8	61,574	80,426	17,346	28.2	3.1
All Combined	393,645	100.0	81,009	104,758	23,592	29.1	54.6

Note: The table is based on 1,319 (salary) and 1,311 (compensation) reporting institutions. For definitions of categories, see Explanation of Statistical Data on page 37.

SURVEY REPORT TABLE 14A

Number of Campuses Surveyed and Number of Campuses Included in Tabulations, by Category and Affiliation, 2010–11

Category	Number Surveyed				Number in Tabulations				
	All Combined	Public	Private-Independent	Religiously Affiliated	All Combined	Percent in Tabulations	Public	Private-Independent	Religiously Affiliated
I	333	216	88	29	312	93.7	208	79	25
IIA	891	307	357	227	556	62.4	259	192	105
IIB	951	169	382	400	572	60.1	117	225	230
III	733	635	67	31	277	37.8	260	12	5
IV	783	739	34	10	142	18.1	140	0	2
All Combined	3,691	2,066	928	697	1,859	50.4	984	508	367

Note: The institutional survey universe has been reduced for 2010–11 as the result of an extensive review of institutional eligibility. The number of individual institutions included in the appendices may differ from that shown in the tabulations. For definitions of categories, see Explanation of Statistical Data on page 37.

SURVEY REPORT TABLE 14B

Number of Institutions Surveyed and Number of Institutions Included in Tabulations, by Category and Affiliation, 2010–11

Category	Number Surveyed				Number in Tabulations				
	All Combined	Public	Private-Independent	Religiously Affiliated	All Combined	Percent in Tabulations	Public	Private-Independent	Religiously Affiliated
I	249	168	59	22	228	91.6	160	50	18
IIA	687	267	241	179	410	59.7	224	107	79
IIB	783	130	304	349	449	57.3	85	170	194
III	518	431	61	26	154	29.7	144	8	2
IV	572	533	29	10	78	13.6	76	0	12
All Combined	2,809	1,529	694	586	1,319	47.0	689	335	295

Note: The institutional survey universe has been reduced for 2010–11 as the result of an extensive review of institutional eligibility. The number of individual institutions included in the appendices may differ from that shown in the tabulations. For definitions of categories, see Explanation of Statistical Data on page 37.

Comparison of Average Salaries of Presidents and Faculty, by Category and Affiliation, 2010–11

	Ratio of Salaries, President to Average Full Professor					
	Public			Private		
	Median	Minimum	Maximum	Median	Minimum	Maximum
Category I (Doctoral)	3.61	1.99	6.13	4.06	2.85	12.17
Category IIA (Master's)	2.95	1.86	7.22	3.48	1.51	10.23
Category IIB (Baccalaureate)	2.67	1.45	5.21	3.32	1.21	8.09
Category III (Associate's with Ranks)	2.54	1.39	6.88	2.64	1.96	4.02
Category IV (Associate's without Ranks)	3.10	1.74	5.65	n.d.	n.d.	n.d.
	Presidential Salary					
	Public			Private		
	Median	Minimum	Maximum	Median	Minimum	Maximum
Category I (Doctoral)	380,585	190,000	710,000	491,353	225,000	2,007,873
Category IIA (Master's)	242,700	140,000	570,027	300,000	68,750	1,076,779
Category IIB (Baccalaureate)	193,369	100,946	451,805	236,500	63,096	645,900
Category III (Associate's with Ranks)	175,832	116,052	383,800	142,982	78,446	348,899
Category IV (Associate's without Ranks)	176,750	78,200	360,066	n.d.	n.d.	n.d.

Note: The table is based on 877 reporting institutions. Private refers to both private-independent and religiously affiliated institutions. The average salary for All Ranks is used for category IV colleges and other institutions that do not use academic ranks. Presidential salary is for calendar year 2010. It includes supplemental salary but not benefits. N.d. = no data.