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ABSTRACT

Salaries for instructional faculty for 1984-1985 are reported, based on data on 2,915 colleges and universities that responded to the Higher Education General Information Survey. A narrative summary of survey findings indicates that full-time faculty salaries continued to increase faster than inflation through the 1984-1985 academic year. Full-time instructional faculty on 9-month contracts earned an average salary (all academic ranks combined) of \$30,400 in academic year 1984-1985, up 12% from the average of \$27,200 2 years before. National data are presented on: average salaries by academic rank and sex for 1982-1983 and 1984-1985; average salaries by faculty rank and sex and institutional control and level; salaries by type of institution and state or region; and salaries by type of institution, faculty academic rank, and state/region. Separate tables are provided for the following institutional categories: all four-year colleges, all two-year colleges, all public colleges, public two-year colleges, public four-year colleges, all private colleges, private two-year colleges, and private four-year colleges. (SW)

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# BULLETIN OERI

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October 1986

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### Instructional Faculty Salaries for Academic Year 1984-85

Salaries of full-time faculty continued to increase faster than inflation through the 1984-85 academic year. Full-time instructional faculty on 9-month contracts at institutions of higher education in the United States earned an average salary (all academic ranks combined) of \$30,400 in academic year 1984-85, up 12 percent from the average of \$27,200 2 years before.<sup>1</sup> This rate of increase exceeded the 8 percent inflation rate during approximately the same time period. The percent change in real income for the 2-year period was 4 percent, continuing the upward trend that started in 1981-82 with a 0.5 percent gain, followed by a 2 percent gain in 1982-83.<sup>2</sup>

These are among the findings derived from data reported by the 2,915 institutions of higher education that responded to the Center for Education Statistics' Higher Education General Information Survey (HEGIS) of Salaries, Tenure, and Fringe Benefits of Full-Time Instructional Faculty, Academic Year 1984-85.<sup>3</sup>

<sup>1</sup>All salaries cited in the text are rounded to the nearest hundred. Data in this report pertain to 9-month instructional faculty, as they accounted for 86 percent of all instructional faculty reported in this survey in academic year 1984-85. Survey data for academic year 1983-84 are not available.

<sup>2</sup>The inflation rate and real income calculations for the referenced years are based on Consumer Price Indices for the period July 1-June 30 provided by the U.S. Department of Labor, Bureau of Labor Statistics.

<sup>3</sup>A total of 3,379 institutions were surveyed, with a response rate of 86 percent.

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## National Overview

The average salary of instructional faculty nationwide, combining all institutions and academic ranks, was \$30,400 in 1984-85 (table 1). Salaries ranged from a high of \$39,700 for professors to a low of \$20,200 for instructors. However, instructors received the largest salary increase over the 2-year period from 1982-83 to 1984-85—a 15 percent increase over their 1982-83 salary of \$17,600. The smallest 2-year gain in salary was among faculty with no academic rank, whose 1984-85 salary of \$27,700 increased only 8 percent over the \$25,600 figure reported in 1982-83.

### Differences in Salaries, by Level and Control of Institution

Four-year institutions reported higher average salaries (\$31,300) than their 2-year counterparts (\$27,500) (table 2). However, when viewed by academic rank, instructors and "no academic rank" faculty averaged higher salaries at 2-year institutions. Instructors received \$22,100 at 2-year and \$19,300 at 4-year institutions. Faculty in the "no academic rank" category received \$28,000 at 2-year and \$22,000 at 4-year schools.

The difference in earnings by academic rank at 4- and 2-year institutions was greatest for professors and least for assistant professors. Professors at 4-year institutions earned an average of \$6,800 more than their colleagues at 2-year schools, while assistant professors in 4-year schools averaged only \$600 more than their 2-year counterparts.

Publicly-controlled institutions continued to pay higher average salaries than the private sector—\$30,600 versus \$29,900. However, the rate of increase in average salaries was greater at private (13 percent) than public (11 percent) institutions from 1982-83 to 1984-85, increasing from \$26,400 to \$29,900, and from \$27,500 to \$30,600, respectively.<sup>4</sup>

The faster growth of salaries at private schools also slightly narrowed the salary gap with public schools: while the average salary at private schools was 96 percent of the public school average in 1982-83, the figure rose to 98 percent in 1984-85.

Only at the rank of professor did average salaries at private schools exceed those at public schools. Salaries ranged from \$20,900 for instructors to \$39,500 for professors at public institutions, and from \$18,400 to \$40,300 at private schools.

<sup>4</sup>The 1982-83 figures are from unpublished tabulations of the 17th annual HEGIS survey of Salaries, Tenure, and Fringe Benefits of Full-Time Instructional Faculty.

The difference in average salaries by academic rank at public and private institutions was greatest for instructional faculty in the "no academic rank" category and least for professors. Professors employed at publicly-controlled institutions averaged only \$800 less than their colleagues at privately-controlled institutions, whereas "no academic rank" faculty averaged \$8,000 less at private schools.

When institutions were examined by control and by level, a wide salary gap was apparent between 2-year public and 2-year private schools. Instructional faculty at 4-year public institutions averaged earnings only 5 percent higher than those at 4-year private schools; faculty at 2-year public schools earned, on average, 51 percent more than their colleagues at 2-year schools in the private sector. This difference was especially substantial for lecturers, who made 98 percent more at 2-year public than 2-year private institutions (\$22,300 versus \$11,300).

#### Differences in Salaries, by Sex

Male instructional faculty earned higher average salaries than their female colleagues (table 2). Average salaries (all ranks combined) were \$32,200 and \$25,900 for men and women, respectively, with men earning 24 percent more than women. When examined by academic rank, however, the percent difference between the sexes in earning power was not as great. At the high end, male professors averaged 12 percent more than female professors (\$40,300 versus \$35,800). At the low end, male associate professors made only 7 percent more than female associate professors (\$30,400 versus \$28,500). The concentration of women at the lower academic ranks contributed to the large discrepancy found between the sexes in average salaries, when all academic ranks are combined.<sup>5</sup>

Higher average salaries for men were reported at every academic rank, ranging from \$21,200 for instructors to \$40,300 for professors—compared to salaries for women ranging from \$19,400 for instructors to \$35,800 for professors. Average salaries also increased at a faster rate for men than for women: 12.3 percent versus 11.5 percent over the 1982-83 figures of \$28,700 and \$23,300 (table 1). The salary gap between men and women was greater at private than public institutions. For all ranks combined, men's average earnings were 32 percent more than women's at private institutions, and 21 percent more at public schools. The difference in earning power between the sexes by institutional control was most pronounced for professors: males earned 20 percent more than females at private institutions, and only 9 percent more at public institutions. "No academic rank" faculty showed the least difference, with male faculty averaging 10 percent and 12 percent higher salaries than women at public and private schools, respectively (table 2).

<sup>5</sup>See technical note in the appendix table.

When examined by institutional level, greater salary differences existed between men and women at 4-year than at 2-year schools, with men averaging 27 percent more than women at 4-year institutions, but only 11 percent more at 2-year schools.

### Region/State Overview

Institutions in the Far West region of the United States reported the highest average salary for instructional faculty (all ranks combined), at \$34,200, and institutions in the Southeast region the lowest, at \$27,100 (tables 3 and 4).<sup>6</sup>

Within regions, there was a wide disparity in average salaries at 4- and 2-year institutions. The largest difference occurred in the New England region, with instructional faculty (all ranks combined) employed at 4-year institutions earning average salaries 44 percent higher than 2-year faculty in that region (\$33,700 versus \$23,400). By contrast, instructional faculty at 4-year institutions in the Great Lakes region earned only 10 percent more than their 2-year regional counterparts (\$30,800 versus \$28,000). For 2-year institutions, where public schools paid 51 percent higher average salaries, the salary gap was largest in the Far West (76 percent) and Midwest (60 percent). The Rocky Mountain (23 percent) and New England (24 percent) regions had the smallest gap.

New England was the only region where private institutions outpaced public institutions in average salaries paid to instructional faculty (all ranks combined): \$33,900 versus \$30,500, respectively. This was true only for private 4-year institutions, which averaged \$34,400 compared to \$32,600 at public 4-year institutions.

At the State level, institutions in Alaska averaged the highest salary for instructional faculty nationwide, at \$41,200. The other top-ranking States were: California (\$36,400), New York, and Connecticut (\$33,900 each). Institutions in South Dakota reported the lowest average salary, at \$23,300. Joining South Dakota with lowest average salaries were Mississippi (\$23,700), West Virginia (\$24,100), and North Dakota (\$24,800). However, State comparisons should be made with caution due to cost-of-living differences among the States and differing counts and mixes of public and private 4- and 2-year institutions.

<sup>6</sup>Tables 4.0-4.8 are detailed breakouts of table 3, showing average salaries of instructional faculty by level and control of institution, academic rank, and by region and State or other area.

Alaska was the only State where 2-year institutions paid their instructional faculty higher average salaries than 4-year institutions (\$43,200 versus \$40,200). This was further narrowed down to the 2-year public sector in Alaska, since the State reported no 2-year private schools of higher education.

### Survey Methodology

This report highlights data from the 1984-85 survey of Salaries, Tenure, and Fringe Benefits of Full-Time Instructional Faculty, conducted as part of the 19th annual Higher Education General Information Survey (HEGIS). The universe of 3,379 institutions of higher education located throughout the United States and its territories was determined by the 1984-85 HEGIS survey of Institutional Characteristics. Of these institutions, 2,915 responded—a response rate of 86 percent.

Data were collected on instructional faculty employed (including those under contract but not in the payroll system) by postsecondary education institutions as of October 1, 1984. Only full-time instructional faculty on 9- and 12-month salary contracts are included in this survey. The confidentiality of individuals' salaries is protected by deleting salary data in any data cell reporting fewer than three persons from publications and the data tape.

Data were edited for major reporting and keypunch errors and consistency with the previous survey year's response. Institutions were contacted when data problems could not be resolved by survey editors. Salary data omitted by respondents were not imputed. Also, no data of any kind were imputed for the 464 nonrespondents to the survey, because the survey form used to collect the 1984-85 data was significantly different from the one used in 1982-83, the last year data are available for this survey.

### Additional Information

Inquiries on the data tape, special tabulations, and other data requests should be directed to:

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Office of Educational Research and Improvement  
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Table 1.--Average salaries of full-time instructional faculty on 9-month contracts in institutions of higher education, and percent change, by academic rank and sex: 50 States and D.C., academic years 1982-83 and 1984-85

Academic rank and sex	1982-83	1984-85	Percent change
Total, all ranks	\$27,196	\$30,447	12.0
Men	28,664	32,182	12.3
Women	23,261	25,941	11.5
Professor	35,540	39,743	11.8
Men	35,956	40,269	12.0
Women	32,221	35,824	11.2
Associate professor	26,921	29,945	11.2
Men	27,262	30,392	11.5
Women	25,738	28,517	10.8
Assistant professor	22,056	24,668	11.8
Men	22,586	25,330	12.1
Women	21,130	23,575	11.6
Instructor	17,601	20,230	14.9
Men	18,160	21,159	16.5
Women	17,102	19,362	13.2
Lecturer	20,072	22,334	11.3
Men	21,225	23,557	11.0
Women	18,830	21,004	11.5
No academic rank	25,557	27,683	8.3
Men	26,541	28,670	8.0
Women	23,855	26,050	9.2

Note.--Identical data appearing on more than one table may not match exactly, due to rounding.

TABLE 2--AVERAGE SALARIES OF FULL-TIME INSTRUCTIONAL FACULTY ON 9-MONTH CONTRACTS IN INSTITUTIONS OF HIGHER EDUCATION, BY ACADEMIC RANK OF FACULTY, CONTROL AND LEVEL OF INSTITUTION, AND SEX; 50 STATES AND D.C., ACADEMIC YEAR 1984-85

CONTROL AND LEVEL OF INSTITUTION, AND SEX	ALL INSTITUTIONS						
	ALL RANKS	PROFESSOR	ASSOCIATE PROFESSOR	ASSISTANT PROFESSOR	INSTRUCTOR	LECTURER	NO ACADEMIC RANK
ALL INSTITUTIONS . . . . .	\$30,467	\$39,743	\$29,946	\$24,888	\$20,230	\$22,334	\$27,883
MEN . . . . .	32,182	40,289	30,392	25,330	21,189	23,587	28,870
WOMEN . . . . .	25,941	38,624	28,517	23,575	19,382	21,004	26,060
4-YEAR . . . . .	31,259	40,249	30,691	24,731	19,312	22,414	22,048
MEN . . . . .	32,994	40,896	30,117	28,404	19,932	23,623	22,944
WOMEN . . . . .	26,015	36,502	29,429	23,579	18,780	21,086	20,400
2-YEAR . . . . .	27,837	33,498	28,700	24,178	22,138	21,125	28,088
MEN . . . . .	28,820	33,883	29,127	24,874	23,398	22,472	29,097
WOMEN . . . . .	25,767	32,416	27,900	23,534	20,734	19,873	26,428
PUBLIC . . . . .	30,848	39,821	30,388	25,188	20,887	22,497	28,289
MEN . . . . .	32,260	39,938	30,712	25,739	21,898	23,592	29,248
WOMEN . . . . .	26,586	38,475	29,204	24,182	19,924	21,283	26,848
4-YEAR . . . . .	31,764	40,178	30,598	25,287	19,711	22,511	23,283
MEN . . . . .	33,344	40,488	30,901	28,882	20,384	23,815	24,489
WOMEN . . . . .	21,513	37,508	29,493	24,248	19,151	21,278	21,288
2-YEAR . . . . .	27,884	33,808	28,937	24,473	22,544	22,311	28,378
MEN . . . . .	28,891	34,138	29,387	24,908	23,899	23,284	29,380
WOMEN . . . . .	26,172	32,883	28,131	23,908	21,208	21,352	28,780
PRIVATE . . . . .	29,910	40,280	28,983	23,888	18,401	21,841	20,337
MEN . . . . .	32,028	41,082	29,820	24,479	19,020	23,400	21,218
WOMEN . . . . .	24,188	34,133	28,918	22,344	17,884	19,877	19,001
4-YEAR . . . . .	30,247	40,409	29,049	23,757	18,812	22,018	21,828
MEN . . . . .	32,278	41,188	29,898	24,549	19,175	23,887	22,331
WOMEN . . . . .	24,580	34,438	27,018	22,483	18,097	20,329	19,997
2-YEAR . . . . .	18,510	23,880	21,377	18,440	18,788	11,287	18,278
MEN . . . . .	19,480	24,898	21,619	18,872	18,475	12,080	18,747
WOMEN . . . . .	17,575	21,437	20,940	18,097	15,348	10,898	17,788

Note.--Identical data appearing on more than one table may not match exactly, due to rounding.

TABLE 3--AVERAGE SALARIES OF FULL-TIME INSTRUCTIONAL FACULTY ON 9-MONTH CONTRACTS IN INSTITUTIONS OF HIGHER EDUCATION, BY CONTROL AND LEVEL OF INSTITUTION, AND BY REGION, STATE OR OTHER AREA: ACADEMIC YEAR 1984-85

REGION AND STATE OR OTHER AREA	ALL INSTITUTIONS								
	ALL INSTITUTIONS			PUBLIC			PRIVATE		
	TOTAL	4-YEAR	2-YEAR	TOTAL	4-YEAR	2-YEAR	TOTAL	4-YEAR	2-YEAR
50 STATES AND D.C.	\$30,447	\$31,288	\$27,530	\$30,646	\$31,764	\$27,884	\$29,909	\$30,246	\$18,510
NEW ENGLAND	32,297	32,699	23,370	30,511	32,636	24,008	33,908	34,449	19,438
CONNECTICUT	33,894	35,119	25,736	33,467	35,788	25,904	34,369	34,513	21,667
MAINE	26,437	27,197	20,908	25,964	28,974	20,908	27,646	27,646	0
MASSACHUSETTS	32,499	35,351	22,823	31,037	34,417	23,881	35,009	35,763	19,289
NEW HAMPSHIRE	28,316	29,431	20,046	27,133	28,618	20,829	29,808	30,284	13,357
RHODE ISLAND	31,285	32,072	25,674	29,278	30,333	25,674	33,671	33,671	0
VERMONT	27,787	28,316	23,010	29,190	29,545	24,634	28,336	28,576	21,609
MIDWEST	32,488	33,418	28,627	32,748	34,420	29,304	32,098	32,497	18,297
DELAWARE	30,147	31,093	24,863	30,923	32,068	24,583	20,687	20,687	0
DISTRICT OF COLUMBIA	32,408	32,408	0	30,753	30,753	0	32,772	32,772	0
MARYLAND	30,585	31,271	28,924	30,582	31,801	28,953	30,644	30,692	19,304
NEW JERSEY	32,388	33,278	28,867	31,804	32,971	28,913	33,741	33,815	28,056
NEW YORK	33,923	35,087	29,857	35,011	37,649	30,770	32,658	33,182	17,822
PENNSYLVANIA	30,514	31,523	25,420	30,327	31,940	28,233	30,718	31,183	18,608
GREAT LAKES	30,181	30,756	28,048	30,864	31,681	28,137	28,821	28,709	22,080
ILLINOIS	30,551	31,210	28,757	30,198	31,026	28,583	31,323	31,458	18,823
INDIANA	28,348	29,243	19,337	28,376	29,708	19,351	28,285	28,308	17,287
MICHIGAN	31,183	31,271	30,900	32,246	32,611	31,244	28,294	28,413	23,745
OHIO	30,895	31,656	26,838	31,996	33,786	25,843	27,289	27,264	17,861
WISCONSIN	28,904	29,256	26,114	29,263	29,915	28,114	28,889	28,869	0
PLAINS	27,808	28,280	24,348	28,770	29,823	24,834	24,493	24,785	17,444
IOWA	26,994	27,589	21,741	28,824	31,093	21,791	22,911	22,989	20,513
KANSAS	25,749	27,831	23,104	28,332	29,937	23,660	18,410	19,182	15,524
MINNESOTA	30,728	31,278	27,831	32,707	33,913	28,307	26,232	26,467	20,826
MISSOURI	27,289	27,548	25,720	27,580	27,916	26,158	28,586	28,829	18,724
NEBRASKA	26,940	27,787	21,388	27,754	28,890	21,538	24,209	24,414	19,128
NORTH DAKOTA	24,823	25,440	23,009	25,808	26,015	24,315	16,331	17,751	14,704
SOUTH DAKOTA	23,308	23,430	16,816	24,170	24,170	0	20,882	21,174	18,816
SOUTHEAST	27,080	28,108	22,288	27,878	29,061	22,825	24,809	24,962	17,523
ALABAMA	26,732	27,196	24,849	27,366	28,001	25,011	20,847	20,951	19,100
ARKANSAS	25,621	26,478	20,248	26,098	27,172	20,312	22,873	22,859	13,033
FLORIDA	28,248	30,043	23,955	28,637	31,805	23,961	26,903	28,912	7,020
GEORGIA	28,129	28,881	23,732	28,898	29,841	24,347	25,586	28,060	17,910
KENTUCKY	25,883	26,880	19,782	26,853	28,006	20,515	21,995	22,733	15,371
LOUISIANA	27,301	27,511	24,050	27,023	27,258	24,050	28,050	28,862	0
MISSISSIPPI	23,680	25,802	19,890	23,921	26,337	19,773	20,421	20,916	13,292
NORTH CAROLINA	27,082	28,381	16,570	28,520	30,133	18,453	22,628	23,066	18,954
SOUTH CAROLINA	26,555	27,842	20,482	27,989	29,639	21,001	21,436	21,978	17,272
TENNESSEE	27,699	28,543	22,453	28,189	29,378	22,859	28,473	28,788	18,317
VIRGINIA	27,891	29,180	23,221	28,833	30,585	23,279	24,961	25,040	17,280
WEST VIRGINIA	24,139	24,561	19,893	24,763	25,274	20,027	20,446	20,588	18,286
SOUTHWEST	29,652	30,383	27,488	29,813	30,726	27,583	28,714	28,936	17,718
ARIZONA	32,048	33,242	29,761	32,328	33,682	29,891	24,311	25,131	16,461
NEW MEXICO	28,480	29,485	23,541	28,712	29,826	23,541	19,214	19,214	0
OKLAHOMA	27,450	28,361	24,048	27,544	28,860	24,245	28,901	27,340	18,486
TEXAS	29,712	30,386	27,657	29,797	30,671	27,747	29,326	29,470	17,594
ROCKY MOUNTAINS	28,854	29,584	24,537	28,930	29,947	24,636	26,187	28,423	20,046
COLORADO	28,882	29,889	23,678	28,992	30,222	23,758	27,957	28,138	18,468
IDAHO	26,952	27,317	24,754	27,309	27,753	24,784	20,792	20,792	0
MONTANA	26,845	27,080	23,933	27,501	27,688	25,095	21,362	21,498	20,779
UTAH	29,585	30,790	24,235	29,727	31,018	24,235	21,138	21,138	0
WYOMING	30,747	33,748	26,845	30,747	33,748	28,845	0	0	0
FAR WEST	34,214	35,397	32,057	34,443	36,117	32,091	32,913	32,999	18,191
ALASKA	41,204	40,231	43,154	42,166	41,638	43,154	20,768	20,768	0
CALIFORNIA	38,413	37,784	34,024	36,561	38,384	34,077	38,575	38,717	18,191
HAWAII	28,877	29,844	28,083	29,048	30,412	28,083	19,717	19,717	0
NEVADA	28,877	30,052	24,484	28,877	30,052	24,484	0	0	0
OREGON	28,857	27,372	28,889	26,906	27,553	25,869	28,634	28,834	0
WASHINGTON	28,715	30,159	28,143	29,181	31,570	28,143	26,636	26,636	0
U.S. SERVICE SCHOOLS	38,289	38,289	0	38,289	38,289	0	0	0	0
OUTLYING AREAS	21,358	21,481	19,987	21,844	21,773	19,987	3,357	3,357	0
AMERICAN SAMOA	16,482	0	16,482	16,482	0	16,482	0	0	0
GUAM	23,819	28,421	19,818	23,819	28,421	19,818	0	0	0
NORTHERN MARIANAS	0	0	0	0	0	0	0	0	0
PUERTO RICO	21,129	21,084	22,562	21,453	21,417	22,552	3,357	3,357	0
TRUST TERR PAC IS.	8,828	0	8,828	8,828	0	8,828	0	0	0
VIRGIN ISLANDS	24,435	24,435	0	24,435	24,435	0	0	0	0

0 Not applicable or not reported.

Note: Identical data appearing on more than one table may not match exactly, due to rounding.

Table 4.0--Average salaries of full-time instructional faculty on 9-month contracts in institutions of higher education, by level and control of institution, academic rank of faculty, and by region, State or other area: Academic year 1984-85

Region and State or other area	All institutions						
	All ranks	Professor	Associate professor	Assistant professor	Instructor	Lecturer	No academic rank
50 States and D.C.....	\$30,446	\$39,742	\$29,944	\$24,668	\$20,228	\$22,334	\$27,682
New England.....	32,297	42,457	30,673	25,233	19,822	25,532	21,587
Connecticut .....	33,894	43,496	31,180	25,838	21,437	25,620	21,841
Maine .....	26,457	36,481	27,678	21,960	18,582	21,088	20,574
Massachusetts .....	33,499	44,264	31,803	26,053	19,870	27,281	21,100
New Hampshire .....	28,316	36,687	27,241	22,934	18,095	17,349	18,243
Rhode Island .....	31,285	38,926	29,517	24,617	20,539	21,654	28,594
Vermont .....	27,787	36,691	28,186	23,120	19,032	21,387	18,544
Mideast.....	32,466	42,534	32,234	25,743	19,916	23,845	22,119
Delaware .....	30,147	43,068	30,628	24,873	19,625	18,485	24,361
District of Columbia .....	32,408	42,946	31,859	25,251	18,279	23,786	19,500
Maryland .....	30,595	40,284	31,108	25,141	19,672	20,845	24,932
New Jersey .....	32,368	43,193	32,394	25,656	19,969	22,259	24,851
New York.....	33,923	43,942	33,566	26,541	20,639	25,215	21,123
Pennsylvania .....	30,514	39,888	30,210	24,772	19,146	19,668	15,850
Great Lakes.....	30,161	38,563	29,525	24,798	21,039	20,160	27,940
Illinois .....	30,551	39,772	29,846	25,513	22,592	19,264	26,238
Indiana.....	28,348	37,014	28,456	23,409	17,437	19,611	17,217
Michigan .....	31,183	38,772	29,855	25,319	20,138	21,105	30,927
Ohio .....	30,695	39,459	30,496	25,120	19,889	21,026	27,290
Wisconsin .....	28,904	35,921	27,509	23,730	23,043	20,244	28,522
Plains.....	27,608	36,107	27,875	23,115	19,239	18,414	23,861
Iowa .....	26,994	34,897	27,636	23,107	19,590	29,467	21,989
Kansas .....	26,749	35,551	26,965	22,649	20,191	18,948	23,012
Minnesota .....	30,728	39,811	29,919	24,330	19,338	20,116	28,121
Missouri.....	27,269	35,691	27,647	23,089	18,660	13,540	22,686
Nebraska .....	26,940	35,376	27,808	22,554	18,636	22,970	20,425
North Dakota .....	24,823	31,510	26,546	22,560	21,789	17,643	21,680
South Dakota .....	23,306	28,946	24,134	20,866	17,519	13,333	19,290
Southeast.....	27,059	36,049	27,960	23,364	18,678	19,679	21,588
Alabama .....	26,732	36,015	28,756	23,769	19,953	22,920	24,955
Arkansas .....	25,621	33,061	26,986	23,295	19,388	14,074	20,035
Florida .....	28,248	38,027	28,325	23,869	18,775	22,439	23,623
Georgia .....	28,129	37,875	28,651	23,777	18,252	17,264	25,766
Kentucky .....	25,863	33,265	26,044	21,754	17,507	16,774	16,770
Louisiana .....	27,301	35,667	28,909	24,215	19,067	15,966	21,898
Mississippi .....	23,680	33,178	27,157	22,498	18,694	18,680	19,574
North Carolina .....	27,079	36,905	28,730	23,871	19,568	20,695	18,616
South Carolina .....	26,555	36,241	27,853	23,041	17,932	19,595	20,581
Tennessee .....	27,699	35,901	27,335	23,017	18,575	17,905	17,422
Virginia .....	27,891	36,823	28,432	23,465	18,488	19,253	17,001
West Virginia.....	24,139	30,487	25,082	21,188	16,652	14,842	7,500
Southwest.....	29,652	39,063	30,038	25,165	21,287	20,558	27,310
Arizona .....	32,048	42,111	31,158	25,693	19,718	22,518	30,125
New Mexico .....	28,460	37,548	28,303	24,082	21,241	20,880	23,483
Oklahoma .....	27,450	35,209	28,723	24,903	21,799	17,545	23,892
Texas .....	29,712	39,329	30,224	25,276	21,321	20,409	27,015
Rocky Mountains.....	28,684	35,879	28,152	23,810	19,881	19,896	24,522
Colorado .....	28,852	35,886	28,202	23,754	19,740	19,640	23,674
Idaho .....	26,952	31,632	26,580	23,251	20,611	18,504	25,554
Montana .....	26,845	32,936	27,118	22,961	18,778	20,888	24,859
Utah .....	29,565	38,034	28,726	24,190	19,949	19,716	24,302
Wyoming .....	30,747	41,632	32,038	26,268	21,974	19,802	26,863

Table 4.0--Average salaries of full-time instructional faculty on 9-month contracts in institutions of higher education, by level and control of institution, academic rank of faculty, and by region, State or other area: Academic year 1984-85  
 - Continued

Region and State or other area	All institutions						
	All ranks	Professor	Associate professor	Assistant professor	Instructor	Lecturer	No academic rank
Far West.....	34,214	42,551	31,043	25,806	25,506	26,524	31,970
Alaska .....	41,204	54,678	44,177	36,709	25,051	0	41,201
California .....	36,413	44,437	32,419	26,858	28,733	27,225	33,997
Hawaii .....	28,577	37,770	28,549	23,290	18,679	0	26,104
Nevada .....	28,877	36,844	29,531	24,765	21,173	21,009	24,434
Oregon .....	26,857	33,450	26,511	22,101	22,384	19,176	26,007
Washington .....	28,715	35,775	28,263	23,848	24,794	22,534	26,119
U.S. Service schools.....	38,269	43,202	35,414	29,133	0	0	0
Outlying areas.....	21,356	29,081	23,859	19,369	15,374	8,159	14,572
American Samoa.....	16,482	0	0	0	0	0	16,482
Guam.....	23,819	32,892	27,348	22,925	17,754	0	0
Northern Marianas .....	0	0	0	0	0	0	0
Puerto Rico.....	21,129	28,851	23,438	18,851	14,910	7,472	13,664
Trust Terr Pac Is.....	8,628	0	0	0	8,628	0	0
Virgin Islands.....	24,435	32,017	27,389	22,958	19,728	25,334	0

0--Not applicable or not reported.

Note.--Identical data appearing on more than one table may not match exactly, due to rounding.

Table 4.1--Average salaries of full-time instructional faculty on 9-month contracts in institutions of higher education, by level and control of institution, academic rank of faculty, and by region, State or other area: Academic year 1984-85

Region and State or other area	All 4-year institutions						
	All ranks	Professor	Associate professor	Assistant professor	Instructor	Lecturer	No academic rank
50 States and D.C.....	\$31,254	\$40,248	\$30,090	\$24,731	\$19,312	\$22,414	\$22,048
New England.....	33,699	44,061	31,410	25,813	20,885	25,753	21,822
Connecticut .....	35,119	45,047	31,898	26,194	22,610	25,714	23,338
Maine .....	27,197	36,481	27,678	21,960	17,867	21,088	18,745
Massachusetts .....	35,351	46,080	32,684	27,027	21,497	27,556	20,533
New Hampshire .....	29,431	38,875	28,249	23,348	19,183	17,349	20,238
Rhode Island .....	32,072	40,226	30,307	25,049	20,889	22,433	28,594
Vermont .....	28,314	37,709	28,615	23,277	19,415	21,570	19,322
Mideast.....	33,415	43,683	32,607	25,857	20,054	24,287	24,014
Delaware .....	31,063	43,068	30,628	24,873	19,625	18,485	20,544
District of Columbia .....	32,408	42,946	31,859	25,251	18,279	23,786	19,500
Maryland .....	31,271	42,544	31,549	25,593	19,618	21,554	24,932
New Jersey .....	33,278	44,006	32,540	25,563	19,785	22,520	27,147
New York.....	35,057	45,397	34,069	26,673	21,475	25,647	23,980
Pennsylvania .....	31,523	40,809	30,631	24,935	19,020	20,547	14,895
Great Lakes.....	30,756	38,801	29,501	24,692	19,251	20,165	22,640
Illinois .....	31,210	40,180	29,393	24,779	18,808	19,264	24,526
Indiana.....	29,243	37,178	28,639	23,573	17,409	19,733	21,000
Michigan .....	31,271	38,892	29,753	25,239	19,880	21,105	20,417
Ohio .....	31,656	39,901	30,766	25,410	20,001	20,815	18,897
Wisconsin .....	29,256	36,029	27,726	23,944	19,667	20,245	18,118
Plains.....	28,250	36,398	27,894	23,164	18,526	16,008	19,363
Iowa .....	27,989	36,133	27,832	23,226	18,107	29,467	17,651
Kansas .....	27,831	35,676	27,021	22,642	17,829	18,948	20,607
Minnesota .....	31,275	39,866	29,993	24,410	19,389	20,116	16,539
Missouri .....	27,548	35,769	27,410	23,086	18,729	13,540	20,563
Nebraska .....	27,757	35,427	27,917	22,642	18,647	14,417	15,621
North Dakota .....	25,440	31,510	26,546	22,499	19,199	17,643	16,586
South Dakota .....	23,430	28,981	24,165	20,941	17,588	13,333	19,565
Southeast.....	28,105	36,494	28,327	23,551	18,457	19,742	19,349
Alabama .....	27,196	36,015	28,756	23,769	19,153	22,920	0
Arkansas .....	26,475	33,475	26,991	23,304	19,440	14,074	18,420
Florida .....	30,043	38,900	28,661	23,992	17,448	22,402	20,905
Georgia .....	28,881	38,226	29,005	23,989	18,171	17,264	20,703
Kentucky .....	26,880	33,791	26,875	22,209	18,002	16,873	18,050
Louisiana .....	27,511	35,779	28,970	24,268	18,901	15,924	16,671
Mississippi .....	25,802	33,178	27,157	22,498	17,833	18,680	0
North Carolina .....	28,361	37,079	28,806	23,952	19,781	20,705	19,346
South Carolina .....	27,842	36,298	28,017	23,185	17,691	19,595	22,149
Tennessee .....	28,543	36,221	27,881	23,167	18,050	19,560	18,244
Virginia .....	29,150	38,036	29,291	24,000	18,484	19,253	17,116
West Virginia.....	24,561	30,850	25,423	21,386	16,895	14,876	7,500
Southwest.....	30,383	39,383	30,048	25,065	20,013	20,558	16,037
Arizona .....	33,242	42,111	31,212	25,725	20,519	22,518	16,768
New Mexico .....	29,485	37,730	28,365	24,160	19,382	20,880	18,986
Oklahoma .....	28,361	35,236	28,784	24,985	21,045	17,545	17,669
Texas .....	30,386	39,813	30,218	25,093	19,648	20,409	14,468
Rocky Mountains.....	29,584	36,059	28,208	23,828	19,815	19,869	17,756
Colorado .....	29,889	36,030	28,266	23,821	19,689	19,640	17,650
Idaho .....	27,317	32,061	26,808	23,378	20,611	18,504	0
Montana .....	27,080	32,936	27,118	22,961	18,907	20,888	18,500
Utah .....	30,790	38,184	28,813	24,276	20,152	19,716	0
Wyoming .....	33,748	41,932	32,098	26,458	19,892	18,730	0

Table 4.1--Average salaries of full-time instructional faculty on 9-month contracts in institutions of higher education, by level and control of institution, academic rank of faculty, and by region, State or other area: Academic year 1984-85  
 - Continued

Region and State or other area	All 4-year institutions						
	All ranks	Professor	Associate professor	Assistant professor	Instructor	Lecturer	No academic rank
Far West.....	35,397	42,848	30,941	25,796	20,911	26,524	25,036
Alaska .....	40,231	54,678	44,177	36,709	25,051	0	33,173
California .....	37,764	44,690	32,313	26,842	22,502	27,225	22,781
Hawaii .....	29,644	37,770	28,549	23,290	18,679	0	26,397
Nevada .....	30,052	36,844	29,531	24,765	21,173	21,009	0
Oregon .....	27,372	33,476	26,486	22,163	17,633	19,176	16,824
Washington .....	30,159	36,515	28,263	23,848	19,464	22,534	27,273
U.S. Service schools.....	38,269	43,202	35,414	29,133	0	0	0
Outlying areas.....	21,461	29,121	23,760	19,191	15,131	8,159	13,664
American Samoa.....	0	0	0	0	0	0	0
Guam.....	26,421	35,658	28,465	24,060	18,949	0	0
Northern Marianas .....	0	0	0	0	0	0	0
Puerto Rico.....	21,084	28,838	23,323	18,641	14,751	7,472	13,664
Trust Terr Pac Is.....	0	0	0	0	0	0	0
Virgin Islands.....	24,435	32,017	27,389	22,958	19,728	25,334	0

0--Not applicable or not reported.

Note.--Identical data appearing on more than one table may not match exactly, due to rounding.

Table 4.2--Average salaries of full-time instructional faculty on 9-month contracts in institutions of higher education, by level and control of institution, academic rank of faculty, and by region, State or other area: Academic year 1984-85

Region and State or other area	All 2-year institutions						
	All ranks	Professor	Associate professor	Assistant professor	Instructor	Lecturer	No academic rank
50 States and D.C.....	\$27,530	\$33,498	\$28,700	\$24,176	\$22,136	\$21,125	\$23,084
New England.....	23,370	28,340	24,759	21,192	18,049	11,721	21,284
Connecticut .....	25,736	29,849	26,500	23,545	19,057	17,001	20,343
Maine .....	20,908	0	0	0	19,570	0	21,470
Massachusetts .....	22,823	28,216	24,629	20,513	17,980	9,770	21,785
New Hampshire .....	20,046	23,897	19,288	17,247	13,361	0	16,247
Rhode Island .....	25,674	29,616	25,325	21,360	14,803	12,300	0
Vermont .....	23,010	27,974	23,466	21,889	16,542	13,669	11,535
Midwest.....	28,627	36,535	30,595	25,290	19,691	21,117	19,758
Delaware .....	24,563	0	0	0	0	0	24,563
District of Columbia .....	0	0	0	0	0	0	0
Maryland .....	28,924	35,472	30,098	23,943	19,770	16,813	0
New Jersey .....	28,867	37,171	31,891	25,981	20,192	18,078	19,729
New York.....	29,857	37,960	31,477	26,053	19,664	22,712	17,280
Pennsylvania .....	25,420	31,224	27,956	24,065	19,418	17,684	16,039
Great Lakes.....	28,048	34,192	29,768	25,688	24,337	19,908	28,181
Illinois .....	28,757	36,427	32,420	29,278	25,991	0	26,438
Indiana.....	19,337	28,598	24,000	20,412	17,716	16,114	17,208
Michigan .....	30,900	34,497	31,759	26,796	21,869	0	31,201
Ohio .....	25,636	29,682	27,863	23,275	19,646	21,786	27,883
Wisconsin .....	28,114	29,566	24,818	20,937	29,028	20,090	28,597
Plains.....	24,348	29,065	27,419	21,863	21,734	24,136	24,337
Iowa .....	21,741	21,483	23,241	20,611	20,272	0	22,189
Kansas .....	23,104	26,930	23,370	22,834	22,637	0	23,207
Minnesota .....	27,831	29,440	25,581	20,036	16,268	0	28,184
Missouri.....	25,720	34,833	29,910	23,127	18,041	0	23,179
Nebraska .....	21,368	23,000	20,850	16,244	16,200	24,136	20,824
North Dakota .....	23,009	0	0	30,226	23,360	0	22,699
South Dakota .....	16,816	17,700	15,700	14,408	12,292	0	18,168
Southeast.....	22,257	27,811	24,515	21,781	19,388	18,348	21,753
Alabama .....	24,849	0	0	0	24,037	0	24,955
Arkansas .....	20,248	19,724	26,278	22,995	17,723	0	20,107
Florida .....	23,955	29,162	25,232	23,078	21,127	22,591	23,674
Georgia .....	23,732	27,843	25,594	22,549	18,503	0	26,345
Kentucky .....	19,782	25,860	21,528	17,912	16,631	13,130	16,569
Louisiana .....	24,050	30,481	27,652	23,474	20,646	16,766	22,039
Mississippi .....	19,690	0	0	0	20,364	0	19,574
North Carolina .....	18,570	23,644	20,795	18,583	16,294	15,900	18,447
South Carolina .....	20,462	25,377	23,642	19,875	18,766	0	20,480
Tennessee .....	22,453	27,594	24,427	22,113	19,689	15,232	16,540
Virginia .....	23,221	28,470	25,184	21,772	18,495	0	16,829
West Virginia.....	19,893	24,692	21,779	18,860	15,576	14,547	0
Southwest.....	27,468	33,078	29,896	26,487	23,544	0	27,575
Arizona .....	29,761	0	18,551	16,477	18,650	0	30,447
New Mexico .....	23,541	29,210	27,310	23,285	22,226	0	23,697
Oklahoma .....	24,048	26,600	21,631	20,873	24,037	0	24,159
Texas .....	27,657	33,248	30,281	27,168	24,464	0	27,241
Rocky Mountains.....	24,537	27,947	26,590	23,516	20,241	23,632	24,558
Colorado .....	23,678	25,119	23,662	19,713	23,443	0	23,727
Idaho .....	24,754	26,834	23,830	22,110	20,617	0	25,554
Montana .....	23,933	0	0	0	18,010	0	24,931
Utah .....	24,235	29,994	27,220	23,411	19,003	0	24,302
Wyoming .....	26,845	35,241	31,675	25,859	22,182	23,632	26,863



Table 4.2--Average salaries of full-time instructional faculty on 9-month contracts in institutions of higher education, by level and control of institution, academic rank of faculty, and by region, State or other area: Academic year 1984-85  
- Continued

Region and State or other area	All 2-year institutions						
	All ranks	Professor	Associate professor	Assistant professor	Instructor	Lecturer	No academic rank
Far West.....	32,057	33,714	32,903	25,965	29,203	0	32,231
Alaska .....	43,154	0	0	0	0	0	43,154
California .....	34,024	36,296	33,861	27,355	35,064	0	33,985
Hawaii .....	26,063	0	0	0	0	0	26,063
Nevada .....	24,484	0	0	0	0	0	24,484
Oregon .....	25,869	31,971	26,908	20,598	24,833	0	26,175
Washington .....	26,143	26,246	0	0	26,712	0	26,038
U.S. Service schools.....	0	0	0	0	0	0	0
Outlying areas.....	19,967	25,806	26,347	21,585	17,109	0	16,482
American Samoa.....	16,482	0	0	0	0	0	16,482
Guam.....	19,618	24,131	23,998	20,088	17,184	0	0
Northern Marianas .....	0	0	0	0	0	0	0
Puerto Rico.....	22,552	35,856	28,863	22,316	18,171	0	0
Trust Terr Pac Is.....	8,628	0	0	0	8,628	0	0
Virgin Islands.....	0	0	0	0	0	0	0

0--Not applicable or not reported.

Note.--Identical data appearing on more than one table may not match exactly, due to rounding.

Table 4.3--Average salaries of full-time instructional faculty on 9-month contracts in institutions of higher education, by level and control of institution, academic rank of faculty, and by region, State or other area: Academic year 1984-85

Region and State or other area	All public institutions						
	All ranks	Professor	Associate professor	Assistant professor	Instructor	Lecturer	No academic rank
50 States and D.C.....	\$30,645	\$39,520	\$30,353	\$25,155	\$20,887	\$22,497	\$28,269
New England.....	30,511	37,797	29,957	24,894	19,531	23,238	23,347
Connecticut .....	33,487	41,177	31,586	26,608	21,024	25,351	18,389
Maine .....	25,964	34,584	27,527	21,842	18,263	19,931	21,470
Massachusetts .....	31,037	37,980	31,002	25,414	19,542	24,703	27,403
New Hampshire .....	27,133	32,642	26,748	22,376	18,786	19,250	17,170
Rhode Island .....	29,278	34,624	27,920	24,519	18,499	12,300	0
Vermont .....	29,190	37,400	29,315	24,097	19,952	21,419	22,010
Mideast.....	32,746	42,098	33,056	26,371	20,282	24,763	23,429
Delaware .....	30,923	44,935	31,278	25,549	19,927	18,485	24,563
District of Columbia .....	30,753	39,413	31,127	25,357	22,031	0	0
Maryland .....	30,582	39,488	31,548	25,493	19,692	21,397	16,076
New Jersey .....	31,804	42,523	32,833	25,808	20,328	21,639	25,640
New York.....	35,011	44,141	35,043	27,795	21,072	26,650	14,776
Pennsylvania .....	30,327	38,110	30,491	25,026	19,296	19,564	19,962
Great Lakes.....	30,664	39,156	30,181	25,579	21,868	20,338	28,241
Illinois .....	30,195	38,802	30,144	26,163	23,295	19,690	26,542
Indiana.....	28,376	37,668	28,650	23,688	17,117	19,586	17,207
Michigan .....	32,246	40,097	30,773	26,357	21,182	21,147	31,375
Ohio .....	31,996	41,732	31,877	26,389	20,559	21,503	27,903
Wisconsin .....	29,263	36,190	27,442	23,996	24,845	20,330	28,597
Plains.....	28,770	37,417	29,043	24,217	19,927	20,273	24,587
Iowa .....	28,824	38,017	30,037	25,029	19,071	0	22,189
Kansas .....	28,332	37,413	28,320	24,297	21,119	19,107	24,090
Minnesota .....	32,707	41,908	31,568	25,824	19,785	0	28,454
Missouri.....	27,550	35,306	28,559	23,768	19,230	17,958	23,051
Nebraska .....	27,754	36,242	28,527	23,232	18,797	23,193	20,614
North Dakota .....	25,608	31,617	26,752	22,762	22,712	17,643	23,817
South Dakota .....	24,170	29,596	24,653	21,477	17,506	0	20,200
Southeast.....	27,675	37,007	28,650	24,066	19,300	19,961	21,962
Alabama .....	27,365	37,151	29,430	24,354	20,438	23,806	25,120
Arkansas .....	26,096	34,158	27,902	23,851	19,685	14,074	20,038
Florida .....	28,637	38,512	28,559	24,701	20,157	24,139	23,652
Georgia .....	28,890	38,977	29,585	24,346	18,665	21,132	27,799
Kentucky .....	26,853	34,373	26,694	22,321	18,457	16,873	18,050
Louisiana .....	27,023	35,193	28,825	24,294	19,111	16,238	21,898
Mississippi .....	23,921	33,841	27,728	23,057	18,923	18,680	19,670
North Carolina .....	28,515	39,619	30,437	25,493	22,107	20,486	18,831
South Carolina .....	27,989	39,204	29,283	24,398	18,835	20,277	21,085
Tennessee .....	28,189	35,959	27,839	23,724	19,059	25,004	0
Virginia .....	28,636	37,987	29,021	24,125	18,960	20,728	17,722
West Virginia.....	24,763	31,208	25,681	21,702	16,799	14,842	7,500
Southwest.....	29,813	39,403	30,436	25,541	21,702	20,499	27,571
Arizona .....	32,328	42,349	31,447	26,003	20,052	22,518	30,292
New Mexico .....	28,712	37,804	28,738	24,225	21,309	20,880	23,697
Oklahoma .....	27,544	35,245	29,037	25,377	22,111	17,545	24,175
Texas .....	29,797	39,707	30,656	25,686	21,830	20,310	27,271
Rocky Mountains.....	28,930	36,019	28,395	24,062	20,321	20,116	24,559
Colorado .....	28,992	35,710	28,360	23,983	20,293	21,203	23,727
Idaho .....	27,309	32,239	26,879	23,372	21,593	18,504	25,554
Montana .....	27,501	33,368	27,715	23,441	19,269	20,888	25,009
Utah .....	29,727	38,283	28,848	24,374	19,994	19,716	24,302
Wyoming .....	30,747	41,632	32,038	26,268	21,974	19,802	26,863

Table 4.3--Average salaries of full-time instructional faculty on 9-month contracts in institutions of higher education, by level and control of institution, academic rank of faculty, and by region, State or other area: Academic year 1984-85  
- Continued

Region and State or other area	All public institutions						
	All ranks	Professor	Associate professor	Assistant professor	Instructor	Lecturer	No academic rank
Far West.....	34,443	42,391	31,302	26,110	26,748	26,807	32,152
Alaska .....	42,166	54,918	44,484	36,806	30,262	0	41,201
California .....	36,561	44,055	32,494	26,956	31,329	27,564	33,934
Hawaii .....	29,048	38,477	29,104	23,766	19,827	0	26,104
Nevada .....	28,877	36,844	29,531	24,765	21,173	21,009	24,484
Oregon .....	26,906	33,244	26,816	22,515	22,719	15,000	26,153
Washington .....	29,181	36,492	28,756	24,660	26,226	22,610	26,199
U.S. Service schools.....	38,269	43,202	35,414	29,133	0	0	0
Outlying areas.....	21,644	29,396	23,859	19,369	15,526	16,016	14,572
American Samoa.....	16,482	0	0	0	0	0	16,482
Guam.....	23,819	32,892	27,348	22,925	17,754	0	0
Northern Marianas .....	0	0	0	0	0	0	0
Puerto Rico.....	21,453	29,184	23,438	18,851	15,079	15,205	13,664
Trust Terr Pac Is.....	8,628	0	0	0	8,628	0	0
Virgin Islands.....	24,435	32,017	27,389	22,958	19,728	25,334	0

0--Not applicable or not reported.

Note.--Identical data appearing on more than one table may not match exactly, due to rounding.

Table 4.4--Average salaries of full-time instructional faculty on 9-month contracts in institutions of higher education, by level and control of institution, academic rank of faculty, and by region, State or other area: Academic year 1984-85

Region and State or other area	All public 4-year institutions						
	All ranks	Professor	Associate professor	Assistant professor	Instructor	Lecturer	No academic rank
50 States and D.C.....	\$31,762	\$40,175	\$30,593	\$25,286	\$19,711	\$22,511	\$23,283
New England.....	32,636	40,003	31,263	25,984	20,979	23,334	21,042
Connecticut .....	35,788	43,688	33,160	27,705	23,049	25,590	0
Maine .....	26,974	34,584	27,527	21,842	16,935	19,931	0
Massachusetts .....	34,417	40,700	33,095	27,826	22,791	24,703	0
New Hampshire .....	28,618	35,604	28,406	23,138	19,563	19,250	17,170
Rhode Island .....	30,333	36,019	28,830	25,352	19,095	0	0
Vermont .....	29,545	38,147	29,595	24,300	20,045	21,419	22,010
Mideast.....	34,420	44,234	33,975	26,774	20,454	25,279	23,419
Delaware .....	32,068	44,935	31,278	25,549	19,927	18,485	0
District of Columbia .....	30,753	39,413	31,127	25,357	22,031	0	0
Maryland .....	31,501	42,207	32,330	26,278	19,630	22,344	16,076
New Jersey .....	32,971	43,777	33,231	25,725	20,439	21,933	27,738
New York.....	37,549	47,332	36,616	28,619	23,158	27,205	0
Pennsylvania .....	31,940	40,043	31,226	25,385	18,729	20,194	19,962
Great Lakes.....	31,681	39,534	30,240	25,551	19,746	20,345	17,060
Illinois .....	31,026	39,292	29,444	25,040	18,266	19,690	14,075
Indiana.....	29,708	37,929	28,938	23,971	17,032	19,709	0
Michigan .....	32,611	40,282	30,708	26,327	20,932	21,147	17,913
Ohio .....	33,786	42,544	32,454	27,141	21,236	21,414	0
Wisconsin .....	29,915	36,322	27,718	24,333	21,111	20,330	0
Plains.....	29,823	37,851	29,096	24,290	18,966	17,912	19,662
Iowa .....	31,093	40,527	30,472	25,339	18,272	0	0
Kansas .....	29,937	37,589	28,411	24,371	19,069	19,107	0
Minnesota .....	33,913	41,996	31,730	25,875	19,783	0	0
Missouri.....	27,916	35,328	28,306	23,786	19,188	17,958	20,085
Nebraska .....	28,890	36,242	28,527	23,232	18,797	12,817	12,190
North Dakota .....	26,015	31,617	26,752	22,699	19,868	17,643	20,568
South Dakota .....	24,170	29,596	24,653	21,477	17,506	0	20,200
Southeast.....	29,061	37,575	29,178	24,388	19,160	19,949	20,502
Alabama .....	28,001	37,151	29,430	24,354	19,667	23,806	0
Arkansas .....	27,172	34,693	27,915	23,860	19,701	14,074	18,348
Florida .....	31,505	39,754	29,060	25,106	18,963	24,935	18,492
Georgia .....	29,841	39,331	30,144	24,694	18,784	21,132	0
Kentucky .....	28,008	35,029	27,747	22,948	19,302	16,873	18,050
Louisiana .....	27,258	35,321	28,895	24,365	18,930	16,205	16,671
Mississippi .....	26,337	33,841	27,728	23,057	18,106	18,680	0
North Carolina .....	30,133	39,619	30,437	25,493	22,216	20,486	20,549
South Carolina .....	29,639	39,247	29,493	24,572	18,606	20,277	23,540
Tennessee .....	29,376	36,348	28,733	24,084	18,577	28,550	0
Virginia .....	30,555	39,844	30,324	25,136	19,311	20,728	19,280
West Virginia.....	25,274	31,460	26,130	21,979	17,171	14,876	7,500
Southwest.....	30,726	39,826	30,463	25,419	20,335	20,499	21,468
Arizona .....	33,652	42,349	31,447	26,003	20,829	22,518	19,692
New Mexico .....	29,826	37,994	28,831	24,320	19,528	20,880	0
Oklahoma .....	28,580	35,278	29,064	25,419	21,230	17,545	17,080
Texas .....	30,671	40,405	30,695	25,471	19,982	20,310	23,207
Rocky Mountains.....	29,947	36,181	28,459	24,084	20,247	20,084	18,500
Colorado .....	30,222	35,797	28,419	24,035	20,239	21,203	0
Idaho .....	27,763	32,764	27,146	23,516	21,694	18,504	0
Montana .....	27,658	33,368	27,715	23,441	19,269	20,888	18,500
Utah .....	31,018	38,441	28,944	24,485	20,210	19,716	0
Wyoming .....	33,748	41,932	32,098	26,458	19,892	19,730	0

Table 4.4--Average salaries of full-time instructional faculty on 9-month contracts in institutions of higher education, by level and control of institution, academic rank of faculty, and by region, State or other area: Academic year 1984-85  
- Continued

Region and State or other area	All public 4-year institutions						
	All ranks	Professor	Associate professor	Assistant professor	Instructor	Lecturer	No academic rank
Far West.....	36,117	42,737	31,175	26,096	21,172	26,807	27,827
Alaska .....	41,638	54,918	44,484	36,806	30,262	0	33,173
California .....	38,384	44,335	32,341	26,900	22,822	27,564	24,548
Hawaii .....	30,412	38,477	29,104	23,766	19,827	0	26,397
Nevada .....	30,052	36,844	29,531	24,765	21,173	21,009	0
Oregon .....	27,653	33,274	26,807	22,632	18,059	15,000	14,767
Washington .....	31,570	37,491	28,756	24,660	19,285	22,610	28,776
U.S. Service schools.....	38,269	43,202	35,414	29,133	0	0	0
Outlying areas.....	21,773	29,441	23,760	19,191	15,298	16,016	13,664
American Samoa.....	0	0	0	0	0	0	0
Guam.....	26,421	35,658	28,465	24,060	18,949	0	0
Northern Marianas .....	0	0	0	0	0	0	0
Puerto Rico.....	21,417	29,171	23,323	18,641	25	15,205	13,664
Trust Terr Pac Is.....	0	0	0	0	0	0	0
Virgin Islands.....	24,435	32,017	27,389	22,958	19,728	25,334	0

0--Not applicable or not reported.

Note.--Identical data appearing on more than one table may not match exactly, due to rounding.

Table 4.5--Average salaries of full-time instructional faculty on 9-month contracts in institutions of higher education, by level and control of institution, academic rank of faculty, and by region, State or other area: Academic year 1984-85

Region and State or other area	All public 2-year institutions						
	All ranks	Professor	Associate professor	Assistant professor	Instructor	Lecturer	No academic rank
50 States and D.C.....	\$27,864	\$33,805	\$28,937	\$24,473	\$22,544	\$22,311	\$28,377
New England.....	24,008	28,690	24,874	21,489	18,421	14,651	23,552
Connecticut .....	25,904	29,898	26,505	23,545	19,057	17,001	18,389
Maine .....	20,908	0	0	0	19,570	0	21,470
Massachusetts .....	23,661	28,856	24,755	20,876	18,178	0	27,403
New Hampshire .....	20,829	23,897	19,288	17,247	15,936	0	0
Rhode Island .....	25,674	29,616	25,325	21,360	14,803	12,300	0
Vermont .....	24,634	28,238	24,936	22,319	18,792	0	0
Mideast.....	29,304	36,755	30,916	25,617	20,151	22,260	23,432
Delaware .....	24,563	0	0	0	0	0	24,563
District of Columbia .....	0	0	0	0	0	0	0
Maryland .....	28,953	35,528	30,118	23,955	19,788	16,813	0
New Jersey .....	28,913	37,202	31,905	26,007	20,256	18,078	20,489
New York.....	30,770	38,228	31,860	26,574	20,275	24,103	14,776
Pennsylvania .....	26,233	31,448	28,442	24,380	19,942	18,434	0
Great Lakes.....	28,137	34,191	29,768	25,735	24,402	19,908	28,306
Illinois .....	28,883	36,427	32,420	29,450	26,039	0	26,608
Indiana.....	19,351	28,598	24,000	20,412	17,716	16,114	17,207
Michigan .....	31,244	34,492	31,759	26,796	22,454	0	31,581
Ohio .....	25,643	29,682	27,863	23,275	19,646	21,786	27,903
Wisconsin .....	28,114	29,566	24,818	20,937	29,028	20,090	28,597
Plains.....	24,834	29,343	28,063	22,742	22,370	24,136	24,732
Iowa .....	21,791	21,316	23,413	20,693	20,561	0	22,189
Kansas .....	23,660	26,930	23,370	22,834	22,637	0	24,090
Minnesota .....	28,307	29,440	25,612	20,977	20,200	0	28,454
Missouri.....	26,155	35,142	30,184	23,592	19,710	0	23,232
Nebraska .....	21,536	0	0	0	0	24,136	20,824
North Dakota .....	24,315	0	0	30,226	24,380	0	24,200
South Dakota .....	0	0	0	0	0	0	0
Southeast.....	22,523	28,288	24,685	21,930	19,650	20,291	22,033
Alabama .....	25,011	0	0	0	24,129	0	25,120
Arkansas .....	20,312	19,724	26,278	23,554	19,130	0	20,107
Florida .....	23,961	29,162	25,232	23,078	21,127	22,591	23,684
Georgia .....	24,347	29,658	25,838	22,715	19,071	0	27,799
Kentucky .....	20,515	26,348	21,879	18,006	17,375	0	0
Louisiana .....	24,050	30,481	27,652	23,474	20,646	16,766	22,039
Mississippi .....	19,773	0	0	0	20,364	0	19,670
North Carolina .....	18,453	0	0	0	17,807	0	18,459
South Carolina .....	21,001	29,054	24,515	20,782	19,446	0	20,925
Tennessee .....	22,859	28,232	24,491	22,274	19,735	21,458	0
Virginia .....	23,279	28,470	25,184	21,772	18,495	0	16,348
West Virginia.....	20,027	26,487	21,902	18,908	15,405	14,547	0
Southwest.....	27,583	33,078	30,152	26,893	23,755	0	27,629
Arizona .....	29,891	0	0	0	19,020	0	30,447
New Mexico .....	23,541	29,210	27,310	23,285	22,226	0	23,697
Oklahoma .....	24,245	26,600	23,340	22,711	24,658	0	24,205
Texas .....	27,747	33,248	30,375	27,430	24,566	0	27,308
Rocky Mountains.....	24,636	28,737	26,784	23,739	20,756	23,632	24,563
Colorado .....	23,758	27,337	24,401	20,757	23,443	0	23,727
Idaho .....	24,754	26,834	23,830	22,110	20,617	0	25,554
Montana .....	25,095	0	0	0	0	0	25,095
Utah .....	24,235	29,994	27,220	23,411	19,003	0	24,302
Wyoming .....	26,845	35,241	31,675	25,859	22,182	23,632	26,863

Table 4.5--Average salaries of full-time instructional faculty on 9-month contracts in institutions of higher education, by level and control of institution, academic rank of faculty, and by region, State or other area: Academic year 1984-85  
- Continued

Region and State or other area	All public 2-year institutions						
	All ranks	Professor	Associate professor	Assistant professor	Instructor	Lecturer	No academic rank
Far West.....	32,091	33,824	33,041	26,527	29,293	0	32,246
Alaska .....	43,154	0	0	0	0	0	43,154
California .....	34,077	36,483	34,034	28,230	35,421	0	34,008
Hawaii .....	26,063	0	0	0	0	0	26,063
Nevada .....	24,484	0	0	0	0	0	24,484
Oregon .....	25,869	31,971	26,908	20,598	24,833	0	26,175
Washington .....	26,143	26,246	0	0	26,712	0	26,038
U.S. Service schools.....	0	0	0	0	0	0	0
Outlying areas.....	19,967	25,806	26,347	21,585	17,109	0	16,482
American Samoa.....	16,482	0	0	0	0	0	16,482
Guam.....	19,618	24,131	23,998	20,088	17,124	0	0
Northern Marianas .....	0	0	0	0	0	0	0
Puerto Rico.....	22,552	35,856	28,863	22,316	18,171	0	0
Trust Terr Pac Is.....	8,628	0	0	0	8,628	0	0
Virgin Islands.....	0	0	0	0	0	0	0

0--Not applicable or not reported.

Note.--Identical data appearing on more than one table may not match exactly, due to rounding.

Table 4.6--Average salaries of full-time instructional faculty on 9-month contracts in institutions of higher education, by level and control of institution, academic rank of faculty, and by region, State or other area: Academic year 1984-85

Region and State or other area	All private institutions						
	All ranks	Professor	Associate professor	Assistant professor	Instructor	Lecturer	No academic rank
50 States and D.C.....	\$29,909	\$40,280	\$28,963	\$23,666	\$18,401	\$21,641	\$20,337
New England.....	33,908	46,783	31,394	25,507	20,196	27,085	20,878
Connecticut .....	34,369	46,328	30,664	25,038	22,207	25,791	21,984
Maine .....	27,646	40,553	28,159	22,179	20,160	26,005	18,745
Massachusetts .....	35,009	48,369	32,302	26,395	20,270	28,332	19,625
New Hampshire .....	29,808	42,212	28,040	23,550	17,736	12,785	18,600
Rhode Island .....	33,671	44,456	32,025	24,742	21,980	22,433	28,594
Vermont .....	25,336	35,374	25,283	21,584	18,279	21,067	17,283
Mideast.....	32,096	43,071	31,021	24,975	19,362	21,214	21,708
Delaware .....	20,657	22,270	21,021	19,987	14,072	0	20,544
District of Columbia .....	32,772	43,576	32,022	25,216	17,575	23,786	19,500
Maryland .....	30,644	43,137	28,475	23,664	19,492	17,030	25,558
New Jersey .....	33,741	44,254	31,089	25,207	18,969	24,334	17,357
New York.....	32,638	43,700	31,654	25,308	20,085	20,655	21,387
Pennsylvania .....	30,718	41,380	29,866	24,527	18,949	19,851	15,674
Great Lakes.....	28,621	36,975	27,820	23,055	18,326	17,200	23,127
Illinois .....	31,323	41,464	29,326	24,412	19,569	16,957	24,012
Indiana.....	28,285	35,568	28,054	22,886	18,288	21,400	17,906
Michigan .....	25,294	31,404	25,587	21,238	17,473	17,849	23,999
Ohio .....	27,259	34,504	26,575	22,195	17,962	16,016	18,782
Wisconsin .....	26,869	34,346	27,752	23,051	17,185	17,548	18,118
Plains.....	24,493	32,248	25,179	20,897	17,596	11,813	18,337
Iowa .....	23,911	29,865	24,152	20,534	17,888	29,467	17,651
Kansas .....	18,810	23,166	19,621	17,331	14,722	14,032	17,765
Minnesota .....	26,282	33,565	27,317	22,212	18,882	20,116	21,388
Missouri .....	26,586	36,525	25,631	21,522	17,183	7,838	20,518
Nebraska .....	24,209	31,085	25,917	21,158	18,227	17,618	17,091
North Dakota .....	16,331	25,219	21,999	19,141	16,876	0	12,525
South Dakota .....	20,862	26,215	22,410	19,100	17,553	13,333	18,731
Southeast.....	24,609	32,667	25,231	20,831	16,446	18,162	17,536
Alabama .....	20,847	26,719	21,415	19,984	16,546	15,611	17,298
Arkansas .....	22,573	27,252	22,625	19,878	17,526	0	19,290
Florida .....	26,903	36,461	27,626	22,131	16,170	20,005	21,432
Georgia .....	25,568	34,819	25,501	21,300	16,610	11,564	19,572
Kentucky .....	21,995	28,338	22,999	19,575	15,013	13,130	16,569
Louisiana .....	28,662	37,592	29,286	23,853	18,654	14,420	0
Mississippi .....	20,421	27,478	21,300	17,857	15,084	0	13,292
North Carolina .....	22,628	28,798	24,000	19,572	16,609	24,448	17,133
South Carolina .....	21,436	27,592	22,306	18,365	15,528	11,750	17,650
Tennessee .....	26,473	35,759	25,877	21,334	17,015	16,959	17,422
Virginia .....	24,961	32,778	25,646	20,846	16,437	17,042	16,604
West Virginia.....	20,446	24,915	21,567	18,590	16,046	0	0
Southwest.....	28,714	37,611	28,225	23,425	18,213	21,026	14,811
Arizona .....	24,311	34,424	26,408	20,166	16,852	0	12,269
New Mexico .....	19,214	21,313	19,716	17,582	14,350	0	18,986
Oklahoma .....	26,901	35,036	27,482	22,718	18,027	0	18,709
Texas .....	29,326	38,159	28,641	23,727	18,387	21,026	12,267
Rocky Mountains.....	26,157	34,176	26,118	21,955	17,036	19,026	21,760
Colorado .....	27,957	37,275	27,439	22,798	17,472	19,026	17,650
Idaho .....	20,792	24,049	20,105	18,549	15,777	0	0
Montana .....	21,362	26,507	21,959	19,404	17,226	0	23,972
Utah .....	21,138	23,541	21,869	19,594	16,550	0	0
Wyoming .....	0	0	0	0	0	0	0

Table 4.6--Average salaries of full-time instructional faculty on 9-month contracts in institutions of higher education, by level and control of institution, academic rank of faculty, and by region, State or other area: Academic year 1984-85  
- Continued

Region and State or other area	All private institutions						
	All ranks	Professor	Associate professor	Assistant professor	Instructor	Lecturer	No academic rank
Far West.....	32,913	43,338	30,250	25,114	20,492	23,352	20,945
Alaska .....	20,768	35,000	26,100	30,342	19,007	0	0
California .....	35,575	46,353	32,195	26,665	22,027	23,695	21,630
Hawaii .....	19,717	24,522	21,092	17,492	15,664	0	0
Nevada .....	0	0	0	0	0	0	0
Oregon .....	26,634	34,100	25,704	21,156	14,497	20,220	17,066
Washington .....	26,636	32,703	27,194	22,509	19,507	16,342	15,028
U.S. Service schools.....	0	0	0	0	0	0	0
Outlying areas.....	3,357	6,625	0	0	7,421	884	0
American Samoa.....	0	0	0	0	0	0	0
Guam.....	0	0	0	0	0	0	0
Northern Marianas .....	0	0	0	0	0	0	0
Puerto Rico.....	3,357	6,625	0	0	7,421	884	0
Trust Terr Pac Is.....	0	0	0	0	0	0	0
Virgin Islands.....	0	0	0	0	0	0	0

0--Not applicable or not reported.

Note.--Identical data appearing on more than one table may not match exactly, due to rounding.

Table 4.7--Average salaries of full-time instructional faculty on 9-month contracts in institutions of higher education, by level and control of institution, academic rank of faculty, and by region, State or other area: Academic year 1984-85

Region and State or other area	All private 4-year institutions						
	All ranks	Professor	Associate professor	Assistant professor	Instructor	Lecturer	No academic rank
50 States and D.C.....	\$30,246	\$40,409	\$29,049	\$23,757	\$18,612	\$22,018	\$21,528
New England.....	34,449	47,142	31,530	25,704	20,825	27,402	21,856
Connecticut .....	34,513	46,410	30,672	25,038	22,207	25,791	23,338
Maine .....	27,646	40,553	28,159	22,179	20,160	26,005	18,745
Massachusetts .....	35,763	48,838	32,488	26,735	20,937	28,745	20,533
New Hampshire .....	30,284	42,212	28,040	23,550	18,997	12,785	23,306
Rhode Island .....	33,671	44,456	32,025	24,742	21,980	22,433	28,594
Vermont .....	25,976	36,816	25,851	21,619	18,831	23,533	18,191
Mideast.....	32,497	43,193	31,172	25,110	19,763	21,808	24,071
Delaware .....	20,657	22,270	21,021	19,987	14,072	0	20,544
District of Columbia .....	32,772	43,576	32,022	25,216	17,575	23,786	19,500
Maryland .....	30,692	43,262	28,512	23,680	19,553	17,030	25,558
New Jersey .....	33,815	44,301	31,098	25,222	19,049	24,334	19,165
New York.....	33,152	43,862	31,824	25,501	20,794	21,385	23,980
Pennsylvania .....	31,183	41,496	30,079	24,650	19,254	21,057	13,206
Great Lakes.....	28,709	36,975	27,820	23,064	18,362	17,200	23,434
Illinois .....	31,458	41,464	29,326	24,448	19,640	16,957	25,012
Indiana.....	28,308	35,568	28,054	22,886	18,288	21,400	21,000
Michigan .....	25,413	31,398	25,587	21,238	17,541	17,849	23,546
Ohio .....	27,264	34,504	26,575	22,194	17,962	16,016	18,897
Wisconsin .....	26,869	34,346	27,752	23,051	17,185	17,548	18,118
Plains.....	24,785	32,310	25,231	20,960	17,709	11,813	19,255
Iowa .....	23,969	29,913	24,182	20,541	17,944	29,467	17,651
Kansas .....	19,152	23,166	19,621	17,331	14,722	14,032	20,607
Minnesota .....	26,467	33,565	27,321	22,293	18,977	20,116	16,589
Missouri.....	26,829	36,615	25,688	21,605	17,433	7,838	20,731
Nebraska .....	24,414	31,289	26,219	21,374	18,261	17,618	17,091
North Dakota .....	17,451	25,219	21,999	19,141	16,059	0	12,383
South Dakota .....	21,174	26,352	22,518	19,321	17,816	13,333	18,994
Southeast.....	24,962	32,853	25,320	20,888	16,532	18,561	17,484
Alabama .....	20,951	26,719	21,415	19,984	15,837	15,611	0
Arkansas .....	22,659	27,252	22,625	19,950	17,768	0	19,290
Florida .....	26,912	36,461	27,626	22,131	16,170	20,005	22,058
Georgia .....	26,060	35,195	25,608	21,403	16,790	11,564	20,703
Kentucky .....	22,733	28,569	23,373	19,665	15,725	0	0
Louisiana .....	28,662	37,592	29,286	23,853	18,654	14,420	0
Mississippi .....	20,916	27,478	21,300	17,857	15,084	0	0
North Carolina .....	23,066	29,078	24,118	19,630	16,694	24,804	13,554
South Carolina .....	21,978	27,656	22,425	18,460	15,725	11,750	13,520
Tennessee .....	26,788	35,923	25,926	21,403	17,044	18,613	18,244
Virginia .....	25,040	32,778	25,646	20,846	16,437	17,042	16,284
West Virginia.....	20,555	25,747	21,641	18,607	15,923	0	0
Southwest.....	28,936	37,611	28,310	23,536	18,469	21,026	12,344
Arizona .....	25,131	34,424	27,037	20,420	17,900	0	12,269
New Mexico .....	19,214	21,313	19,716	17,582	14,350	0	18,986
Oklahoma .....	27,340	35,036	27,658	22,932	18,973	0	17,732
Texas .....	29,470	38,159	28,678	23,805	18,468	21,026	6,030
Rocky Mountains.....	26,433	34,562	26,176	22,040	16,766	19,026	17,650
Colorado .....	28,138	37,910	27,527	22,928	17,472	19,026	17,650
Idaho .....	20,792	24,049	20,105	18,549	15,777	0	0
Montana .....	21,498	26,507	21,959	19,404	16,048	0	0
Utah .....	21,138	23,541	21,869	19,594	16,550	0	0
Wyoming .....	0	0	0	0	0	0	0

Table 4.7--Average salaries of full-time instructional faculty on 9-month contracts in institutions of higher education, by level and control of institution, academic rank of faculty, and by region, State or other area: Academic year 1984-85  
 - Continued

Region and State or other area	All private 4-year institutions						
	All ranks	Professor	Associate professor	Assistant professor	Instructor	Lecturer	No academic rank
Far West.....	32,999	43,377	30,272	25,150	20,575	23,352	21,259
Alaska .....	20,768	35,000	26,100	30,342	19,007	0	0
California .....	35,717	46,411	32,236	26,732	22,224	23,695	22,037
Hawaii .....	19,717	24,522	21,092	17,492	15,664	0	0
Nevada .....	0	0	0	0	0	0	0
Oregon .....	26,634	34,100	25,704	21,156	14,497	20,220	17,066
Washington .....	26,636	32,703	27,194	22,509	19,507	16,342	15,028
U.S. Service schools.....	0	0	0	0	0	0	0
Outlying areas.....	3,357	6,625	0	0	7,421	884	0
American Samoa.....	0	0	0	0	0	0	0
Guam.....	0	0	0	0	0	0	0
Northern Marianas .....	0	0	0	0	0	0	0
Puerto Rico.....	3,357	6,625	0	0	0	0	0
Trust Terr Pac Is.....	0	0	0	0	7,421	884	0
Virgin Islands.....	0	0	0	0	0	0	0

0--Not applicable or not reported.

Note.--Identical data appearing one more than one table may not match exactly, due to rounding.

Table 4.8--Average salaries of full-time instructional faculty on 9-month contracts in institutions of higher education, by level and control of institution, academic rank of faculty, and by region, State or other area: Academic year 1984-85

Region and State or other area	All private 2-year institutions						
	All ranks	Professor	Associate professor	Assistant professor	Instructor	Lecturer	No academic rank
50 States and D.C.....	\$18,510	\$23,580	\$21,377	\$18,440	\$15,758	\$11,267	\$18,278
New England.....	19,438	24,312	23,350	19,297	15,952	10,549	17,836
Connecticut .....	21,667	27,346	25,500	0	0	0	20,513
Maine .....	0	0	0	0	0	0	0
Massachusetts .....	19,289	22,903	23,696	18,965	16,976	9,770	17,737
New Hampshire .....	13,357	0	0	0	11,706	0	16,247
Rhode Island .....	0	0	0	0	0	0	0
Vermont .....	21,609	27,741	21,873	21,352	15,792	13,669	11,535
Mideast.....	18,297	25,141	22,015	18,572	15,745	9,785	17,011
Delaware .....	0	0	0	0	0	0	0
District of Columbia .....	0	0	0	0	0	0	0
Maryland .....	19,304	20,713	19,700	18,699	16,695	0	0
New Jersey .....	25,056	35,362	29,163	23,840	15,973	0	15,550
New York.....	17,822	24,112	21,869	17,619	15,169	5,382	17,538
Pennsylvania .....	18,605	25,139	21,869	19,573	16,693	15,509	16,039
Great Lakes.....	22,080	35,000	0	20,126	14,833	0	22,563
Illinois .....	18,823	0	0	19,836	12,443	0	19,009
Indiana.....	17,287	0	0	0	0	0	17,287
Michigan .....	23,745	35,000	0	0	15,857	0	24,102
Ohio .....	17,881	0	0	23,312	0	0	12,450
Wisconsin .....	0	0	0	0	0	0	0
Plains.....	17,444	22,374	20,566	17,910	16,262	0	16,928
Iowa .....	20,513	25,058	22,233	20,174	16,550	0	0
Kansas .....	15,524	0	0	0	0	0	15,524
Minnesota .....	20,826	0	24,846	19,566	15,482	0	22,020
Missouri .....	15,724	18,833	15,926	14,382	15,815	0	14,273
Nebraska .....	19,126	23,000	20,850	16,244	16,200	0	0
North Dakota .....	14,704	0	0	0	17,467	0	12,632
South Dakota .....	16,816	17,700	15,700	14,408	12,292	0	18,168
Southeast.....	17,523	21,533	18,313	17,165	15,194	14,164	17,560
Alabama .....	19,100	0	0	0	22,929	0	17,298
Arkansas .....	13,033	0	0	13,500	12,800	0	0
Florida .....	7,020	0	0	0	0	0	7,020
Georgia .....	17,910	20,748	19,143	16,504	15,553	0	18,769
Kentucky .....	15,371	19,269	14,578	16,104	11,232	13,130	16,569
Louisiana .....	0	0	0	0	0	0	0
Mississippi .....	13,292	0	0	0	0	0	13,292
North Carolina .....	18,954	23,644	20,795	18,583	15,870	15,900	18,359
South Carolina .....	17,272	19,863	16,303	15,681	13,698	0	17,902
Tennessee .....	16,317	20,584	18,189	14,427	14,609	14,100	16,540
Virginia .....	17,260	0	0	0	0	0	17,260
West Virginia.....	18,286	18,908	17,591	17,586	17,586	0	0
Southwest.....	17,718	0	18,467	16,263	14,953	0	19,811
Arizona .....	16,461	0	18,551	16,477	15,411	0	0
New Mexico .....	0	0	0	0	0	0	0
Oklahoma .....	18,486	0	20,350	17,657	14,107	0	21,199
Texas .....	17,594	0	15,845	14,977	15,330	0	19,224
Rocky Mountains.....	20,046	20,048	17,750	16,061	18,010	0	23,972
Colorado .....	18,468	20,048	17,750	16,061	0	0	0
Idaho .....	0	0	0	0	0	0	0
Montana .....	20,779	0	0	0	18,010	0	23,972
Utah .....	0	0	0	0	0	0	0
Wyoming .....	0	0	0	0	0	0	0

Table 4.8--Average salaries of full-time instructional faculty on 9-month contracts in institutions of higher education, by level and control of institution, academic rank of faculty, and by region, State or other area: Academic year 1984-85  
 - Continued

Region and State or other area	All private 2-year institutions						
	All ranks	Professor	Associate professor	Assistant professor	Instructor	Lecturer	No academic rank
Far West.....	18,191	22,708	21,474	19,327	16,279	0	15,258
Alaska .....	0	0	0	0	0	0	0
California .....	18,191	22,708	21,474	19,327	16,279	0	15,258
Hawaii .....	0	0	0	0	0	0	0
Nevada .....	0	0	0	0	0	0	0
Oregon .....	0	0	0	0	0	0	0
Washington .....	0	0	0	0	0	0	0
U.S. Service schools.....	0	0	0	0	0	0	0
Outlying areas.....	0	0	0	0	0	0	0
American Samoa.....	0	0	0	0	0	0	0
Guam.....	0	0	0	0	0	0	0
Northern Marianas .....	0	0	0	0	0	0	0
Puerto Rico.....	0	0	0	0	0	0	0
Trust Terr Pac Is.....	0	0	0	0	0	0	0
Virgin Islands.....	0	0	0	0	0	0	0

0--Not applicable or not reported.

Note.--Identical data appearing on more than one table may not match exactly, due to rounding.

## Appendix

Number of full-time instructional faculty on 9-month contracts in institutions of higher education, by sex and academic rank of faculty: 50 States and D.C., academic year 1984-85

Academic rank	Total	Men	Women
Total, all ranks	335,816	242,481	93,335
Professor	98,879	87,178	11,701
Associate professor	85,066	64,781	20,285
Assistant professor	79,082	49,274	29,808
Instructor	24,868	12,016	12,852
Lecturer	6,136	3,197	2,939
No. academic rank	41,785	26,035	15,750

Technical note.--Academia continued to be a male-dominated profession. Of the 335,800 faculty on 9-month contracts, 242,500, or 72 percent, were men. Men were the majority faculty at every academic rank except instructor, comprising a low 48 percent of all instructors and a high 88 percent of all professors. Over four-fifths of all male faculty were found at the top three academic ranks, compared with slightly less than two-thirds of female faculty. The ranks of professor, associate professor, and assistant professor accounted for 83 percent of all male faculty, while only 66 percent of all female faculty were found at these ranks. (These numbers represent faculty for which salary outlays were reported. An additional 113 faculty were reported by institutions without corresponding salary outlays. This table is intended to be a complete enumeration of 9-month instructional faculty only for the 2,915 institutions that responded to the survey.)