This document provides an analysis of faculty salary structures in Washington state colleges, universities, and community colleges. Comparative analysis of national averages for faculty salaries and compensation show that Washington institutions are below the national average in terms of faculty salaries, although the amount expended for salaries and fringe benefits combined closely approaches the national mean. In addition, it is noted that the "double-digit" inflation of previous years has eliminated any real salary increases for the average faculty member in most Washington institutions while faculty productivity, when measured by credit hour loads, has increased. In response to the need to narrow the gap in faculty purchasing power and to remain competitive with other states, the Council recommends that the legislature provide funds to increase faculty salaries by from 5.4% to 13.9% in the 1977-78 academic year and that a further increase be provided for the 1978-79 academic year based on anticipated increases in the cost of living. Comparative salary data for Washington institutions, for a ranked sample of states, and for a ranked sample of representative out of state colleges is provided for each of the three types of postsecondary institutions considered. (JDS)
Council for Postsecondary Education
State of Washington

March 1977

Report No. 77-17

BEST COPY AVAILABLE

WASHINGTON PUBLIC HIGHER EDUCATION

RECOMMENDATION FOR

FACULTY SALARIES

IN

1977-79
COUNCIL FOR POSTSECONDARY EDUCATION

CITIZEN MEMBERS

Mrs. Allison S. Cowles
Chairman
Spokane

Ms. Betty Fletcher
Seattle

Walter C. Howe, Jr.
Bellevue

Robert M. Humphrey
Everett

Mrs. Ruth Shepherd
Vice-Chairman
Kennewick

Ms. Helen Thompson
Tacoma

John L. VanAelstyn
Seattle

Richard P. Wollenberg
Longview

EX OFFICIO MEMBERS

James E. Brooks, President
Central Washington State College

Frank B. Brouillet, Superintendent
Office of the Superintendent of
Public Instruction

John C. Mundt, Director
State Board for Community College
Education

John Murphy, Acting Director
Commission for Vocational
Education

Philip M. Phibbs, President
University of Puget Sound

Harold Wosepka, President
Trend Systems, Inc.

STAFF

Patrick M. Callan
Executive Coordinator

William Chance, Deputy Coordinator
Planning and Research

Carl Donovan, Deputy Coordinator
Student Services

Denis J. Curry, Deputy Coordinator
Finance and Information Systems

908 E. Fifth
Olympia, Washington 98504
RECOMMENDATIONS FOR

FACULTY SALARIES

IN

WASHINGTON PUBLIC HIGHER EDUCATION

1977-79

Council for Postsecondary Education

March 1977

Project Officers:

Denis Curry
Jackie Johnson
# TABLE OF CONTENTS

<table>
<thead>
<tr>
<th>Section</th>
<th>Page</th>
</tr>
</thead>
<tbody>
<tr>
<td>RECOMMENDATIONS</td>
<td>1</td>
</tr>
<tr>
<td>FINDINGS</td>
<td>2</td>
</tr>
<tr>
<td>Cost of Living</td>
<td>2</td>
</tr>
<tr>
<td>Competition and Comparisons</td>
<td>2</td>
</tr>
<tr>
<td>SALARY ADJUSTMENT CRITERIA</td>
<td>4</td>
</tr>
<tr>
<td>FACULTY PURCHASING POWER - THE EQUITY CONSIDERATION</td>
<td>8</td>
</tr>
<tr>
<td>COMPARISONS - THE QUESTION OF COMPETITIVENESS</td>
<td>10</td>
</tr>
<tr>
<td>The Seven Comparison States</td>
<td>11</td>
</tr>
<tr>
<td>The Comparison Prepared Under SR 1976-209</td>
<td>12</td>
</tr>
<tr>
<td>The Question of Salary Differences</td>
<td>21</td>
</tr>
<tr>
<td>Other Comparisons</td>
<td>24</td>
</tr>
</tbody>
</table>
# LIST OF TABLES

<table>
<thead>
<tr>
<th>Table</th>
<th>Page</th>
</tr>
</thead>
<tbody>
<tr>
<td>I.</td>
<td>5</td>
</tr>
<tr>
<td>II.</td>
<td>6</td>
</tr>
<tr>
<td>III.</td>
<td>9</td>
</tr>
<tr>
<td>IV.</td>
<td>15</td>
</tr>
<tr>
<td>V.</td>
<td>16</td>
</tr>
<tr>
<td>VI.</td>
<td>17</td>
</tr>
<tr>
<td>VII.</td>
<td>20</td>
</tr>
<tr>
<td>VIII.</td>
<td>26</td>
</tr>
<tr>
<td>IX.</td>
<td>26</td>
</tr>
<tr>
<td>X.</td>
<td>27</td>
</tr>
<tr>
<td>XI.</td>
<td>32</td>
</tr>
<tr>
<td>XII.</td>
<td>33</td>
</tr>
</tbody>
</table>
# LIST OF CHARTS

<table>
<thead>
<tr>
<th>Chart</th>
<th>Description</th>
<th>Page</th>
</tr>
</thead>
<tbody>
<tr>
<td>I.</td>
<td>Weighted Average Salaries, Washington Colleges and Universities and Seven Comparison States 1967-68 to 1976-77</td>
<td>13</td>
</tr>
<tr>
<td>II.</td>
<td>Percentage of Faculty at Professor and Associate Professor Ranks, Washington Institutions and Seven Comparison States 1970-71 to 1976-77 -Universities-</td>
<td>23</td>
</tr>
<tr>
<td>III.</td>
<td>Percentage of Faculty at Professor and Associate Professor Ranks, Washington Institutions and Seven Comparison States 1970-71 to 1976-77 -State Colleges-</td>
<td>23</td>
</tr>
<tr>
<td>IV.</td>
<td>Comparison of Weighted Faculty Salary Averages National Data and Institutions in Seven Comparison States 1970-71 through 1975-76</td>
<td>30</td>
</tr>
<tr>
<td>V.</td>
<td>Weighted Faculty Salary Averages Percentage Differences Between National Data and Institutions in Seven Comparison States 1970-71 through 1975-76</td>
<td>31</td>
</tr>
</tbody>
</table>
RECOMMENDATIONS FOR

FACULTY SALARIES

IN

WASHINGTON PUBLIC HIGHER EDUCATION

For the past several years, the Council for Postsecondary Education has reviewed the condition of faculty salaries in the state's community colleges, state colleges and universities. This report reviews current faculty salaries within the context of the Council's policy recommendations in the 1975-77 biennium and in terms of comparisons with various measures of competition.

In December 1974, the Council recommended that substantial increases be made in the level of faculty salaries. The recommendations were based on regaining salary levels existing in 1973-74 in terms of constant dollars. In other words, amounts needed to regain lost purchasing power in a period of "double-digit" inflation.

The legislature's response to faculty salary needs was positive. In March 1975, the legislature increased salaries by 12 percent (including incremental and general increases previously awarded by institutions in fiscal 1975). In the 1976 special session, a 5 percent increase was provided. The Council supports the positive response of the legislature in this area since the 1975-77 increases have substantially narrowed the gap in both faculty purchasing power and in regard to comparisons with other states and institutions.

The Council recommends that the legislature provide funds to increase faculty and other exempt salaries by from 5.4 to 13.9 percent in the 1977-78 academic year as set forth in detail in Table I of this report, and that a further increase be provided for the 1978-79 academic year based on anticipated increases in the cost of living (currently estimated at 5.7 percent).

As a second priority, the legislature should review the variation in average salary levels between the two universities and among the four state colleges, and consider steps to reduce or eliminate differences if they cannot be supported by faculty composition and/or other relevant factors.
FINDINGS

Cost of Living

(1) The consumer price index reached 172.6 in September 1976, 5.5 percent above the same month in 1975. On a fiscal year basis, the 1975-76 year cost of living was 7.1 percent higher than 1974-75. This increase is seven-tenths of 1 percent below our estimate of a year ago.

(2) Based on estimates of the Department of Revenue, the cost of living will continue to increase although at a slower rate. The estimated percentage increase from 1976 to 1977 is 5.4 percent and from 1977 to 1978 is 5.7 percent.

(3) The experienced increase in inflation has eliminated any real salary increases for the average faculty member in most institutions. In many cases, there have been substantial decreases in salary, in terms of constant dollars. Faculty productivity, when measured by credit hour loads, has increased however.

Competition and Comparisons

(1) While there has been an improvement in Washington faculty salaries relative to those in other states and institutions, the various comparisons of weighted faculty salaries and compensation indicate that Washington institutions are below the average. The four-year institutions lag behind the estimated weighted average of the traditional seven comparison state group by an average of 8.1 percent. In terms of the final results of the surveys conducted by the Council under Senate Resolution 1976-209, the average position of the four-year schools is 6.1 percent behind while community colleges lag by 8.1 percent.

(2) Both major comparison bases relate closely to the experience for the
nation as a whole when salaries are weighted by the rank mix* of Washington institutions. In 1975-76, the seven state university sample was 4.1 percent above national figures while the college was .5 percent higher than the national average. Different assumptions were employed in the 1976-77 Council survey and the seven states survey. These differences resulted in a much broader faculty representation as well as a different institutional mix being included in the Council survey. The relationship of the "all ranks" average salaries of the two survey groups was a composite difference of approximately 3.0 percent. In the university category, the Council survey average was $573 lower or 2.66 percent below the seven states survey. In the state college category, the average of the Council survey was $605 lower or 3.26 percent below the seven states survey.

(3) Washington universities continue to rank in the middle one-third of all universities, both public and private. The 1975-76 rank is: University of Washington, 45th; and Washington State University, 93rd.

(4) Measuring the amount expended per state for salaries and fringe benefits per faculty member indicates that Washington is close to the national average and ranks relatively high on a state-by-state basis. In 1975-76, Washington ranked ninth for universities and tenth for state colleges. While data are not currently available for community colleges, it is likely that the state retained its previous position of seventh or eighth. Since the highest ranked states are nearly all large, the Washington positions are close to the national

*The number of faculty in each rank, e.g., Associate Professor.
averages in spite of the apparently high ranking.

(5) One of the major factors in the difference between comparisons of state averages and those of salary comparison groups is that the latter are adjusted to reflect the rank mix of faculty in Washington institutions. In the past several years, the proportion of faculty at the rank of professor and associate professor in the three older state colleges has increased due to reductions in force and promotions, and is now substantially different than the seven state survey. This fact needs to be taken into account in comparisons involving The Evergreen State College and in addressing the question of equity among institutions.

SALARY ADJUSTMENT CRITERIA

As noted in previous reports, there are two primary criteria to be considered in evaluating the amount of salary adjustments to be provided to employees. These are competitiveness and equity. From the standpoint of competitiveness, an attempt should be made to provide sufficient salaries to retain existing staff and fill vacant positions with individuals who are well qualified. In order to be fair and equitable, salary adjustments should be sufficient to allow employees to purchase at least the same amount of goods and services as they did in the past.

Although it might be desirable, there is no agreed upon way to determine the absolute level of salaries by taking into account preparation, experience, value to society, security, non-monetary benefits, minimum needs, etc. This analysis therefore deals with the relative criteria of competitiveness and equity to employees as they relate to faculty in Washington public institutions of higher education.

In 1975-77, the Council's policy recommendation stressed the equity consideration, outlining percentage increases needed to maintain the same
relationship between faculty salaries and cost of living increases since 1973-74. That year was selected because of the thorough review given this subject by the legislature when they authorized the first substantial increases in salaries since the 1969-71 biennium. Although other years could have been selected, the Council felt that the complete review indicated that the legislature was fully aware of the facts concerning both inflation and comparisons in taking action regarding faculty salaries. The primary recommendation of this report reflects a continuation of the Council's 1975-77 position on this subject. Table I below outlines the recommendation for 1977-78. An average additional adjustment of 5.1 percent is recommended for 1978-79.

The Council is also aware that the action of the 1973 legislature allowed the continuation of average salary differences between the two universities and among the four state colleges. Although the Council feels that highest priority should be given to a return to the "real" dollar level of 1973-74, it suggests that the legislature consider steps to reduce or eliminate variations which cannot be substantiated by differences in faculty composition and other relevant factors.

**TABLE I**

**AVERAGE FACULTY SALARIES 1973-74 AND 1976-77 AND RECOMMENDED 1977-78 INCREASES**

<table>
<thead>
<tr>
<th>Average Salary 1973-74</th>
<th>Average Salary 1976-77</th>
<th>1977-78 Objective*</th>
<th>% Increase Recommended</th>
</tr>
</thead>
<tbody>
<tr>
<td>UW $17,140</td>
<td>$19,945</td>
<td>$22,710</td>
<td>13.9%</td>
</tr>
<tr>
<td>WSU $16,002</td>
<td>$18,987</td>
<td>$21,202</td>
<td>11.7%</td>
</tr>
<tr>
<td>CWSC $14,592</td>
<td>$18,345</td>
<td>$19,334</td>
<td>5.4%</td>
</tr>
<tr>
<td>EWSC $14,545</td>
<td>$17,470</td>
<td>$19,272</td>
<td>10.3%</td>
</tr>
<tr>
<td>TESC $15,365</td>
<td>$18,737</td>
<td>$20,358</td>
<td>8.7%</td>
</tr>
<tr>
<td>WWSC $14,341</td>
<td>$17,278</td>
<td>$19,001</td>
<td>10.0%</td>
</tr>
<tr>
<td>CC's $13,969</td>
<td>$16,322**</td>
<td>$18,509</td>
<td>13.4%</td>
</tr>
</tbody>
</table>

*Average salary needed to maintain 1973-74 purchasing power based on actual and projected increases in Consumer Price Index.

**Estimate by State Board for Community College Education.**
TABLE II

AVERAGE FACULTY SALARIES -- NINE MONTHS BASIS
1967-68 to 1976-77

<table>
<thead>
<tr>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>University of Washington</strong></td>
<td>$12,719</td>
<td>$13,330</td>
<td>4.8%</td>
<td>$14,146</td>
<td>6.1%</td>
<td>$14,709</td>
<td>4.0%</td>
<td>$14,768</td>
<td>4.0%</td>
</tr>
<tr>
<td>Percent below seven states</td>
<td>(4.1%)</td>
<td>(5.8%)</td>
<td></td>
<td>(5.6%)</td>
<td></td>
<td>(9.0%)</td>
<td></td>
<td>(9.0%)</td>
<td></td>
</tr>
<tr>
<td>Increase over 1967-68</td>
<td>4.8%</td>
<td>11.2%</td>
<td></td>
<td>15.6%</td>
<td></td>
<td>16.1%</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Washington State University</strong></td>
<td>$11,992</td>
<td>$12,660</td>
<td>5.6%</td>
<td>$13,505</td>
<td>6.7%</td>
<td>$13,917</td>
<td>3.1%</td>
<td>$13,859</td>
<td></td>
</tr>
<tr>
<td>Percent below seven states</td>
<td>(3.5%)</td>
<td>(5.0%)</td>
<td></td>
<td>(5.4%)</td>
<td></td>
<td>(5.5%)</td>
<td></td>
<td>(9.5%)</td>
<td></td>
</tr>
<tr>
<td>Increase over 1967-68</td>
<td>9.6%</td>
<td>12.6%</td>
<td></td>
<td>16.0%</td>
<td></td>
<td>15.6%</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Central WA State College</strong></td>
<td>$10,166</td>
<td>$10,711</td>
<td>5.6%</td>
<td>$11,908</td>
<td>8.4%</td>
<td>$12,570</td>
<td>4.8%</td>
<td>$12,689</td>
<td></td>
</tr>
<tr>
<td>Percent below seven states</td>
<td>(7.1%)</td>
<td>(5.5%)</td>
<td></td>
<td>(5.3%)</td>
<td></td>
<td>(5.5%)</td>
<td></td>
<td>(7.7%)</td>
<td></td>
</tr>
<tr>
<td>Increase over 1967-68</td>
<td>8.9%</td>
<td>17.1%</td>
<td></td>
<td>23.6%</td>
<td></td>
<td>24.8%</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Eastern WA State College</strong></td>
<td>$10,631</td>
<td>$11,236</td>
<td>5.7%</td>
<td>$11,654</td>
<td>3.7%</td>
<td>$12,469</td>
<td>7.0%</td>
<td>$12,587</td>
<td></td>
</tr>
<tr>
<td>Percent below seven states</td>
<td>(5.4%)</td>
<td>(9.6%)</td>
<td></td>
<td>(4.0%)</td>
<td></td>
<td>(7.2%)</td>
<td></td>
<td>(18.4%)</td>
<td></td>
</tr>
<tr>
<td>Increase over 1957-68</td>
<td>5.7%</td>
<td>9.6%</td>
<td></td>
<td>17.3%</td>
<td></td>
<td>18.4%</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>The Evergreen State College</strong></td>
<td>--</td>
<td>--</td>
<td></td>
<td>--</td>
<td></td>
<td>--</td>
<td></td>
<td>--</td>
<td>$13,168</td>
</tr>
<tr>
<td>Percent below seven states</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>(5.5%)</td>
</tr>
<tr>
<td><strong>Western WA State College</strong></td>
<td>$10,412</td>
<td>$11,248</td>
<td>8.0%</td>
<td>$12,389</td>
<td>10.1%</td>
<td>$12,877</td>
<td>4.0%</td>
<td>$12,582</td>
<td></td>
</tr>
<tr>
<td>Percent below seven states</td>
<td>(6.9%)</td>
<td>(8.1%)</td>
<td></td>
<td>(5.5%)</td>
<td></td>
<td>(6.8%)</td>
<td></td>
<td>(10.3%)</td>
<td></td>
</tr>
<tr>
<td>Increase over 1967-68</td>
<td>8.1%</td>
<td>19.0%</td>
<td></td>
<td>23.7%</td>
<td></td>
<td>20.8%</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Community Colleges</strong></td>
<td>$ 9,516</td>
<td>$10,491</td>
<td>10.25%</td>
<td>$11,355</td>
<td>8.2%</td>
<td>$12,153</td>
<td>7.0%</td>
<td>$12,330</td>
<td></td>
</tr>
<tr>
<td>Increase over 1967-68</td>
<td>10.25%</td>
<td>19.5%</td>
<td></td>
<td>27.7%</td>
<td></td>
<td>29.6%</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Low District</strong></td>
<td>$ 8,123-#20</td>
<td>$ 9,175-#20</td>
<td>$ 9,806-#18</td>
<td>$11,045-#20</td>
<td>$11,115-#20</td>
<td>$13,367-#22</td>
<td>$13,367-#22</td>
<td></td>
<td></td>
</tr>
<tr>
<td>High District</td>
<td>$10,355-#22</td>
<td>$12,513-#22</td>
<td>$12,513-#22</td>
<td>$13,253-#22</td>
<td>$13,253-#22</td>
<td>$13,253-#22</td>
<td>$13,253-#22</td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Secondary Teachers</strong></td>
<td>$ 8,198</td>
<td>$ 8,799</td>
<td>7.3%</td>
<td>$ 9,611</td>
<td>9.2%</td>
<td>$10,292</td>
<td>7.1%</td>
<td>$10,565</td>
<td></td>
</tr>
<tr>
<td>Increase over 1967-68</td>
<td>7.3%</td>
<td>17.2%</td>
<td></td>
<td>25.5%</td>
<td></td>
<td>28.9%</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Consumer Price Index X 10</strong></td>
<td>$10,190</td>
<td>$10,680</td>
<td>4.8%</td>
<td>$11,310</td>
<td>5.9%</td>
<td>$11,900</td>
<td>5.2%</td>
<td>$12,330</td>
<td></td>
</tr>
<tr>
<td>Increase over 1967-68</td>
<td>4.8%</td>
<td>11.0%</td>
<td></td>
<td>16.8%</td>
<td></td>
<td>21.0%</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

*Estimated as salary negotiations unresolved in two community college districts.
**Estimated.

Sources: Office of State College and University Presidents; State Board for Community College Education; Superintendent of Public Instruction; and the Department of Revenue.

13
<table>
<thead>
<tr>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>0.4% ($15,235) (12.4%)</td>
<td>3.2% ($17,140) (11.2%)</td>
<td>12.5% ($17,150) (11.2%)</td>
<td>.1% ($19,067) (7.9%)</td>
<td>11.2% ($19,915) (4.6%)</td>
<td>6.9% 56.8%</td>
</tr>
<tr>
<td>0.4% ($14,332) (14.0%)</td>
<td>3.4% ($16,002) (14.7%)</td>
<td>11.7% ($16,021) (14.7%)</td>
<td>.1% ($18,015) (11.4%)</td>
<td>12.4% ($18,987) (10.3%)</td>
<td>5.4% 58.3%</td>
</tr>
<tr>
<td>1.0% ($12,996) (13.6%)</td>
<td>2.4% ($14,592) (10.1%)</td>
<td>12.3% ($15,507) (11.4%)</td>
<td>6.3% ($17,452) (5.1%)</td>
<td>13.1% ($18,345) (4.6%)</td>
<td>5.1% 90.0%</td>
</tr>
<tr>
<td>.9% ($13,051) (13.6%)</td>
<td>3.7% ($14,545) (13.4%)</td>
<td>11.5% ($14,931) (13.4%)</td>
<td>2.6% ($16,467) (10.6%)</td>
<td>11.5% ($17,470) (10.2%)</td>
<td>4.9% 64.3%</td>
</tr>
<tr>
<td>.9% ($13,642) (7.0%)</td>
<td>3.6% ($15,365) (4.7%)</td>
<td>12.6% ($15,764) (4.7%)</td>
<td>2.6% ($17,772) (1.7%)</td>
<td>12.7% ($18,737) (1.1%)</td>
<td>5.4% 64.3%</td>
</tr>
<tr>
<td>-2.3% ($13,000) (14.9%)</td>
<td>3.3% ($14,341) (10.0%)</td>
<td>10.3% ($14,521) (17.5%)</td>
<td>1.3% ($16,319) (13.3%)</td>
<td>12.4% ($17,278) (12.9%)</td>
<td>5.1% 65.9%</td>
</tr>
<tr>
<td>1.5% ($12,891) (35.5%)</td>
<td>4.5% ($13,969) (40.8%)</td>
<td>8.4% ($14,150) (40.7%)</td>
<td>2.4% ($15,326) (61.1%)</td>
<td>8.3% ($16,154) (54.6%)</td>
<td>5.4% 69.8%</td>
</tr>
<tr>
<td>$11,705-#20</td>
<td>$12,489-#20</td>
<td>$12,263-#20</td>
<td>$12,906-#20</td>
<td>$13,058-#21</td>
<td>$13,058-#21</td>
</tr>
<tr>
<td>$14,154-#22</td>
<td>$15,592-#22</td>
<td>$15,889-#22</td>
<td>$17,377-#22</td>
<td>$18,256-#22</td>
<td>$18,256-#22</td>
</tr>
<tr>
<td>2.6% $11,181 (36.4%)</td>
<td>5.8% $11,962 (7.0%)</td>
<td>7.0% $12,641 (5.7%)</td>
<td>5.7% $14,066 (11.3%)</td>
<td>11.3% $15,334** (9.0%)</td>
<td>97.0%</td>
</tr>
<tr>
<td>3.6% $12,820 (25.8%)</td>
<td>4.0% $13,970 (9.0%)</td>
<td>9.0% $15,520 (11.1%)</td>
<td>11.1% $16,620 (7.1%)</td>
<td>7.1% $17,510** (5.4%)</td>
<td>71.8%</td>
</tr>
</tbody>
</table>

**TABLE II**

(Continued)

AVERAGE FACULTY SALARIES -- NINE MONTHS BASIS
1967-68 to 1976-77
(Continued)
FACULTY PURCHASING POWER - THE EQUITY CONSIDERATION

Table II on the preceding pages provides an overview of faculty salaries and related measures since 1967-68 including the effect of cost of living increases. Although accumulative salary increases total over fifty-five percent, in nearly all cases the amounts have not kept pace with inflation.

The fact that inflation increased rapidly in recent years is not a new story. Table III, on the facing page, illustrates the past and forecasted future increases in the consumer price index. The effect that inflation has had on the purchasing power of Washington faculty has been to eliminate supposed gains, and in all but one case has resulted in salary reductions in terms of constant dollars. The comparisons below use 1967-68 as the base year for salaries since that year is used as the base for the consumer price index (CPI). If other years are used, the relative magnitude of the figures change but the problem is still the same -- few real gains and in most cases, losses in real salaries.

<table>
<thead>
<tr>
<th></th>
<th>1967-68 Average Salaries</th>
<th>1976-77 Salaries (1967-68 Dollars)</th>
<th>Loss/Gain In Constant Dollars</th>
</tr>
</thead>
<tbody>
<tr>
<td>University of Washington</td>
<td>$12,719</td>
<td>$11,607</td>
<td>($1,112)</td>
</tr>
<tr>
<td>Washington State University</td>
<td>$11,992</td>
<td>$11,050</td>
<td>($942)</td>
</tr>
<tr>
<td>Central WA State College</td>
<td>$10,166</td>
<td>$10,676</td>
<td>$510</td>
</tr>
<tr>
<td>Eastern WA State College</td>
<td>$10,631</td>
<td>$10,167</td>
<td>($464)</td>
</tr>
<tr>
<td>Western WA State College</td>
<td>$10,412</td>
<td>$10,055</td>
<td>($357)</td>
</tr>
<tr>
<td>Community Colleges</td>
<td>$ 9,516</td>
<td>$ 9,499*</td>
<td>($17)</td>
</tr>
<tr>
<td>Secondary Teachers</td>
<td>$ 8,198</td>
<td>$ 8,924*</td>
<td>$726</td>
</tr>
</tbody>
</table>

*Estimated.

Faculty productivity, on the other hand, has increased since 1967-68. Increases in the number of students per faculty member has resulted in an increase in student credit hour productivity of approximately 20 percent.
TABLE III
CONSUMER PRICE INDEX
FISCAL YEARS 1968-1978

<table>
<thead>
<tr>
<th>Fiscal Year</th>
<th>Index</th>
<th>Percent Change</th>
</tr>
</thead>
<tbody>
<tr>
<td>1968</td>
<td>101.9</td>
<td>-</td>
</tr>
<tr>
<td>1969</td>
<td>106.8</td>
<td>4.8</td>
</tr>
<tr>
<td>1970</td>
<td>113.1</td>
<td>5.9</td>
</tr>
<tr>
<td>1971</td>
<td>119.0</td>
<td>5.2</td>
</tr>
<tr>
<td>1972</td>
<td>123.3</td>
<td>3.6</td>
</tr>
<tr>
<td>1973</td>
<td>128.2</td>
<td>4.0</td>
</tr>
<tr>
<td>1974</td>
<td>139.7</td>
<td>9.0</td>
</tr>
<tr>
<td>1975</td>
<td>155.2</td>
<td>11.1</td>
</tr>
<tr>
<td>1976</td>
<td>166.2</td>
<td>7.1</td>
</tr>
<tr>
<td>Estimated</td>
<td></td>
<td></td>
</tr>
<tr>
<td>1977</td>
<td>175.1</td>
<td>5.4</td>
</tr>
<tr>
<td>1978</td>
<td>185.1</td>
<td>5.7</td>
</tr>
<tr>
<td>1979</td>
<td>194.5</td>
<td>5.1</td>
</tr>
</tbody>
</table>

COMPARISONS - THE QUESTION OF COMPETITIVENESS

Comparisons within an industry or among groups of employees in related fields are commonly used in estimating salary requirements. The four-year colleges and universities have used institutions in seven states as a consistent comparison group. The states are California, Oregon, Minnesota, Wisconsin, Illinois, Indiana, and Michigan.

In 1976, the Council was directed by the Senate* to develop an institutional based salary comparison designed to determine prevailing rates in public institutions "deemed to be comparable to Washington institutions..." Institutions included within this survey are indicated on Tables IV, V and VI. Comparisons may also be made with the national survey conducted by the American Association of University Professors (AAUP). Data from this survey are as of fall of the preceding year.

Comparing salaries or compensation among institutions or states is complex and often confusing. Institutions included in one survey may be excluded from another due to a different system of categories or by applying different criteria. Groups of faculty may be excluded in one survey and included in another depending on definitions resulting in different averages for Washington institutions. Consistency of reporting may vary from year to year. Full-time faculty may be used in one survey and "full-time equivalents" in another.

Even within the same survey, data may be created differently and produce different results. If one were to compare the salaries paid at one institution to all personnel in the survey, the overall average of all respondents would be used. If, on the other hand, one wished to compare

*Senate Resolution 1976-209.
the salaries of professors to professors, associate professors to other associate professors, etc., and derive a composite average, it is necessary to weight the results by the number of faculty in each rank in the Washington school. The latter approach is the one which has consistently been used in this state. In considering the comparisons in the following sections, it is important to keep the above factors in mind.

The Seven Comparison States

This survey group includes the major university (in the case of California, the university system) and 21 selected state universities or colleges in the states of California, Oregon, Minnesota, Wisconsin, Illinois, Indiana and Michigan. Comparisons using these states have been in effect for all four-year schools since 1962. The survey group is heavily weighted by the state of California which comprises forty percent of the university comparison and thirty-eight percent of the college survey.

A 1972 Council study* compared the weighted average of the seven state group to the weighted national average as reported by the American Association of University Professors (AAUP), and found that the seven state group is "reasonably reflective of the nation as a whole". That comparison has been updated through 1975-76 and is shown below. A plus indicates that the seven state group is above the national average.

<table>
<thead>
<tr>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Universities</td>
<td>+1.7%</td>
<td>+0.8%</td>
<td>+4.0%</td>
<td>+3.0%</td>
<td>+3.2%</td>
<td>+4.1%</td>
</tr>
<tr>
<td>State Colleges</td>
<td>+0.2%</td>
<td>-1.1%</td>
<td>-0.2%</td>
<td>-1.3%</td>
<td>-0.8%</td>
<td>+0.5%</td>
</tr>
</tbody>
</table>

*The Seven Comparison States, Their Selection, Use and Applicability for Higher Education Comparisons, December, 1972.
As Chart I illustrates, salaries at Washington colleges and universities are now 8.1 percent behind the weighted average of the seven state group based on preliminary survey results.

Table II indicates the relative position of the four-year institutions to the seven state institutions since 1967-68. In view of the consistency of the information over an extended time period, the salary information for the colleges and universities used in both Tables I and II reflects the definitions of the seven state survey. The community college system has not used the seven state group for comparison purposes.

Although the seven state approach has the virtue of consistency and is a current and close approximation of national averages for each academic rank, it has certain deficiencies. It is heavily influenced by the salary policy and decisions of the state of California. In addition, its definitions vary in certain respects from those used at the national level which has the potential for causing some confusion in comparisons.

Although the survey findings have not been used by the legislature as the basis for salary policy since 1969, the Council has recognized the value of its historical comparisons and has recommended that it be used as one of the comparison criteria in determining appropriate salary funding.

The Comparison Prepared Under SR 1976-209

At its November 1976 meeting, the Council adopted the procedures, process and composition of faculty salary and fringe benefit surveys conducted pursuant to a request of the Senate. A final report has been transmitted to the Senate. Since all aspects of the surveys are discussed in that report, the details will not be repeated in this document.
CHART I

WEIGHTED AVERAGE SALARIES
WASHINGTON COLLEGES AND UNIVERSITIES
and
SEVEN COMPARISON STATES *
1967-68 to 1976-77

*1976-77 partial and preliminary seven state data.
The university survey consisted of twenty-eight research and doctoral granting institutions from twenty-two states. All of the seven comparison state institutions were included (with the exception of some of the University of California branches). The state college survey comprised twenty-seven non-doctoral comprehensive colleges and universities from fourteen states. Five of the seven comparison states were represented.

In the case of the community colleges, 131 institutions or districts supplied salary and fringe benefit data. Twenty-five states were represented in the survey.

The final results and their relationship to Washington institutions are contained in Tables IV, V, VI and VII.

It should be noted that the average salaries of Washington colleges and universities are different from those shown on Table II due to differences in the definition of faculty to be included in the survey. It is possible, however, to compare the relative positions of Washington institutions to both the Council survey and the seven state survey using the weighted salary procedure. The results are as follows:

<table>
<thead>
<tr>
<th></th>
<th>Council Survey (SR 1976-209)</th>
<th>Seven State Survey</th>
</tr>
</thead>
<tbody>
<tr>
<td>University of Washington</td>
<td>- 4.6%</td>
<td>- 6.9%</td>
</tr>
<tr>
<td>Washington State University</td>
<td>- 9.1%</td>
<td>-10.3%</td>
</tr>
<tr>
<td>Central Washington State College</td>
<td>- 2.3%</td>
<td>- 4.6%</td>
</tr>
<tr>
<td>Eastern Washington State College</td>
<td>- 8.0%</td>
<td>-10.2%</td>
</tr>
<tr>
<td>Western Washington State College</td>
<td>-11.3%</td>
<td>-12.9%</td>
</tr>
<tr>
<td>Evergreen (three college weight)</td>
<td>- 1.1%</td>
<td>- 3.1%</td>
</tr>
<tr>
<td>Evergreen (unweighted)</td>
<td>+ 4.5%</td>
<td>+ 1.1%</td>
</tr>
<tr>
<td>Overall Average</td>
<td>- 6.1%</td>
<td>- 8.1%</td>
</tr>
</tbody>
</table>

The two possible approaches to comparisons for The Evergreen State College will be discussed later in the report.
## TABLE IV
### AVERAGE SALARY AND FRINGE BENEFITS OF 9-10 HOUR INSTRUCTIONAL FACULTY
### 1976-77
### (Ranked by Average Salary)

<table>
<thead>
<tr>
<th>University/State</th>
<th>Professors Average Salary</th>
<th>Benefits Average Salary</th>
<th>Faculty in Rank</th>
<th>Percent Difference in Parity**</th>
</tr>
</thead>
<tbody>
<tr>
<td>UNIVERSITY OF CALIFORNIA—BERKELEY</td>
<td>$29,102</td>
<td>$24,176</td>
<td>18</td>
<td>19.8</td>
</tr>
<tr>
<td>UNIVERSITY OF MICHIGAN—AN ARBOR</td>
<td>$27,009</td>
<td>$22,072</td>
<td>15</td>
<td>18.5</td>
</tr>
<tr>
<td>UNIVERSITY OF CALIFORNIA—LOS ANGELES</td>
<td>$28,009</td>
<td>$23,065</td>
<td>3</td>
<td>19.9</td>
</tr>
<tr>
<td>UNIVERSITY OF NEW YORK—BUFFALO</td>
<td>$30,322</td>
<td>$25,350</td>
<td>2</td>
<td>20.8</td>
</tr>
<tr>
<td>RUTGERS UNIVERSITY</td>
<td>$32,186</td>
<td>$27,152</td>
<td>4</td>
<td>21.2</td>
</tr>
<tr>
<td>UNIVERSITY OF ILLINOIS—URBANA</td>
<td>$27,356</td>
<td>$22,325</td>
<td>10</td>
<td>19.0</td>
</tr>
<tr>
<td>UNIVERSITY OF VIRGINIA</td>
<td>$29,872</td>
<td>$24,821</td>
<td>3</td>
<td>19.6</td>
</tr>
<tr>
<td>UNIVERSITY OF MASSACHUSETTS—AMHERST</td>
<td>$27,321</td>
<td>$22,286</td>
<td>7</td>
<td>20.6</td>
</tr>
<tr>
<td>UNIVERSITY OF WISCONSIN—MADISON</td>
<td>$25,477</td>
<td>$20,425</td>
<td>5</td>
<td>20.0</td>
</tr>
<tr>
<td>OHIO STATE UNIVERSITY</td>
<td>$27,677</td>
<td>$22,623</td>
<td>12</td>
<td>19.4</td>
</tr>
<tr>
<td>UNIVERSITY OF MICHIGAN</td>
<td>$25,872</td>
<td>$20,821</td>
<td>16</td>
<td>19.2</td>
</tr>
<tr>
<td>UNIVERSITY OF TEXAS—AUSTIN</td>
<td>$27,104</td>
<td>$22,065</td>
<td>12</td>
<td>19.4</td>
</tr>
<tr>
<td>UNIVERSITY OF CALIFORNIA—DAVIS</td>
<td>$26,423</td>
<td>$21,375</td>
<td>3</td>
<td>19.7</td>
</tr>
<tr>
<td>UNIVERSITY OF MINNESOTA—TWIN CITIES</td>
<td>$26,199</td>
<td>$21,143</td>
<td>2</td>
<td>19.7</td>
</tr>
<tr>
<td>MICHIGAN STATE UNIVERSITY</td>
<td>$24,850</td>
<td>$19,803</td>
<td>14</td>
<td>19.3</td>
</tr>
<tr>
<td>UNIVERSITY OF MICHIGAN</td>
<td>$25,213</td>
<td>$20,166</td>
<td>25</td>
<td>19.0</td>
</tr>
<tr>
<td>UNIVERSITY OF COLORADO</td>
<td>$21,772</td>
<td>$16,720</td>
<td>9</td>
<td>19.0</td>
</tr>
<tr>
<td>INDIAN UNIVERSITY—BLOOMINGTON</td>
<td>$24,621</td>
<td>$19,581</td>
<td>16</td>
<td>18.9</td>
</tr>
<tr>
<td>UNIVERSITY OF CONNECTICUT—STORRS</td>
<td>$26,233</td>
<td>$21,189</td>
<td>21</td>
<td>18.9</td>
</tr>
<tr>
<td>UNIVERSITY OF KANSAS</td>
<td>$24,193</td>
<td>$19,150</td>
<td>22</td>
<td>18.8</td>
</tr>
<tr>
<td>PENNSYLVANIA STATE UNIVERSITY—UNIVERSITY PARK</td>
<td>$27,473</td>
<td>$22,432</td>
<td>23</td>
<td>18.8</td>
</tr>
<tr>
<td>COLORADO STATE UNIVERSITY</td>
<td>$23,759</td>
<td>$18,714</td>
<td>16</td>
<td>18.7</td>
</tr>
<tr>
<td>PENNSYLVANIA UNIVERSITY</td>
<td>$26,562</td>
<td>$21,520</td>
<td>14</td>
<td>18.6</td>
</tr>
<tr>
<td>FLORIDA STATE UNIVERSITY</td>
<td>$23,520</td>
<td>$18,478</td>
<td>26</td>
<td>18.5</td>
</tr>
<tr>
<td>UNIVERSITY OF MICHIGAN—COLUMBUS</td>
<td>$23,263</td>
<td>$18,227</td>
<td>20</td>
<td>18.5</td>
</tr>
<tr>
<td>UNIVERSITY OF FLORIDA—GAINESVILLE</td>
<td>$23,920</td>
<td>$18,876</td>
<td>30</td>
<td>18.5</td>
</tr>
<tr>
<td>UNIVERSITY OF NEBRASKA—LINCOLN</td>
<td>$23,723</td>
<td>$18,673</td>
<td>29</td>
<td>18.5</td>
</tr>
<tr>
<td>UNIVERSITY OF OAKLAND—HORRAN</td>
<td>$22,940</td>
<td>$17,860</td>
<td>25</td>
<td>18.5</td>
</tr>
</tbody>
</table>

### Average Salary
| Average Salary | $26,486 | $21,168 | $19,570 | $21,162 | $20,996 | $24,337 |

### Parity in Faculty in Rank
| Percenter Faculty in Rank | 41.54 | 26.32 | 28.41 | 3.8% | 100.0% |

### Percentage Difference in Parity**

**Parity average of University of Washington is 21.134; parity average of Washington State University is 20.226.
TABLE V
COMPREHENSIVE COLLEGES AND UNIVERSITIES
AVERAGE SALARY AND FRINGE BENEFITS OF 9-10 MONTH INSTRUCTIONAL FACULTY
1976-77
(Ranked by Average Salary)

<table>
<thead>
<tr>
<th>Institution</th>
<th>Average Salary</th>
<th>Average Fringe Benefits</th>
<th>Percent Fringe Benefits</th>
</tr>
</thead>
<tbody>
<tr>
<td>University of Nevada, Las Vegas</td>
<td>$20,097</td>
<td>$20,160</td>
<td>10.0</td>
</tr>
<tr>
<td>State University of New York, New Paltz</td>
<td>$17,797</td>
<td>$18,421</td>
<td>9.0</td>
</tr>
<tr>
<td>State University of New York, Geneseo</td>
<td>$18,133</td>
<td>$18,767</td>
<td>11.4</td>
</tr>
<tr>
<td>California State University, S F.</td>
<td>$18,113</td>
<td>$18,767</td>
<td>11.4</td>
</tr>
<tr>
<td>University of Texas, El Paso</td>
<td>$18,113</td>
<td>$18,767</td>
<td>11.4</td>
</tr>
<tr>
<td>Eastern Illinois University</td>
<td>$18,113</td>
<td>$18,767</td>
<td>11.4</td>
</tr>
<tr>
<td>University of Hawaii, Manoa</td>
<td>$18,113</td>
<td>$18,767</td>
<td>11.4</td>
</tr>
<tr>
<td>State University of California,</td>
<td>$18,113</td>
<td>$18,767</td>
<td>11.4</td>
</tr>
<tr>
<td>University of Nevada, Las Vegas</td>
<td>$20,097</td>
<td>$20,160</td>
<td>10.0</td>
</tr>
<tr>
<td>State University of New York, New Paltz</td>
<td>$17,797</td>
<td>$18,421</td>
<td>9.0</td>
</tr>
<tr>
<td>State University of New York, Geneseo</td>
<td>$18,133</td>
<td>$18,767</td>
<td>11.4</td>
</tr>
<tr>
<td>California State University, S F.</td>
<td>$18,113</td>
<td>$18,767</td>
<td>11.4</td>
</tr>
<tr>
<td>University of Texas, El Paso</td>
<td>$18,113</td>
<td>$18,767</td>
<td>11.4</td>
</tr>
<tr>
<td>Eastern Illinois University</td>
<td>$18,113</td>
<td>$18,767</td>
<td>11.4</td>
</tr>
<tr>
<td>University of Hawaii, Manoa</td>
<td>$18,113</td>
<td>$18,767</td>
<td>11.4</td>
</tr>
<tr>
<td>State University of California,</td>
<td>$18,113</td>
<td>$18,767</td>
<td>11.4</td>
</tr>
<tr>
<td>University of Nevada, Las Vegas</td>
<td>$20,097</td>
<td>$20,160</td>
<td>10.0</td>
</tr>
<tr>
<td>State University of New York, New Paltz</td>
<td>$17,797</td>
<td>$18,421</td>
<td>9.0</td>
</tr>
<tr>
<td>State University of New York, Geneseo</td>
<td>$18,133</td>
<td>$18,767</td>
<td>11.4</td>
</tr>
<tr>
<td>California State University, S F.</td>
<td>$18,113</td>
<td>$18,767</td>
<td>11.4</td>
</tr>
<tr>
<td>University of Texas, El Paso</td>
<td>$18,113</td>
<td>$18,767</td>
<td>11.4</td>
</tr>
<tr>
<td>Eastern Illinois University</td>
<td>$18,113</td>
<td>$18,767</td>
<td>11.4</td>
</tr>
<tr>
<td>University of Hawaii, Manoa</td>
<td>$18,113</td>
<td>$18,767</td>
<td>11.4</td>
</tr>
<tr>
<td>State University of California,</td>
<td>$18,113</td>
<td>$18,767</td>
<td>11.4</td>
</tr>
<tr>
<td>University of Nevada, Las Vegas</td>
<td>$20,097</td>
<td>$20,160</td>
<td>10.0</td>
</tr>
<tr>
<td>State University of New York, New Paltz</td>
<td>$17,797</td>
<td>$18,421</td>
<td>9.0</td>
</tr>
<tr>
<td>State University of New York, Geneseo</td>
<td>$18,133</td>
<td>$18,767</td>
<td>11.4</td>
</tr>
<tr>
<td>California State University, S F.</td>
<td>$18,113</td>
<td>$18,767</td>
<td>11.4</td>
</tr>
<tr>
<td>University of Texas, El Paso</td>
<td>$18,113</td>
<td>$18,767</td>
<td>11.4</td>
</tr>
<tr>
<td>Eastern Illinois University</td>
<td>$18,113</td>
<td>$18,767</td>
<td>11.4</td>
</tr>
<tr>
<td>University of Hawaii, Manoa</td>
<td>$18,113</td>
<td>$18,767</td>
<td>11.4</td>
</tr>
<tr>
<td>State University of California,</td>
<td>$18,113</td>
<td>$18,767</td>
<td>11.4</td>
</tr>
<tr>
<td>University of Nevada, Las Vegas</td>
<td>$20,097</td>
<td>$20,160</td>
<td>10.0</td>
</tr>
<tr>
<td>State University of New York, New Paltz</td>
<td>$17,797</td>
<td>$18,421</td>
<td>9.0</td>
</tr>
<tr>
<td>State University of New York, Geneseo</td>
<td>$18,133</td>
<td>$18,767</td>
<td>11.4</td>
</tr>
<tr>
<td>California State University, S F.</td>
<td>$18,113</td>
<td>$18,767</td>
<td>11.4</td>
</tr>
<tr>
<td>University of Texas, El Paso</td>
<td>$18,113</td>
<td>$18,767</td>
<td>11.4</td>
</tr>
<tr>
<td>Eastern Illinois University</td>
<td>$18,113</td>
<td>$18,767</td>
<td>11.4</td>
</tr>
<tr>
<td>University of Hawaii, Manoa</td>
<td>$18,113</td>
<td>$18,767</td>
<td>11.4</td>
</tr>
<tr>
<td>State University of California,</td>
<td>$18,113</td>
<td>$18,767</td>
<td>11.4</td>
</tr>
<tr>
<td>University of Nevada, Las Vegas</td>
<td>$20,097</td>
<td>$20,160</td>
<td>10.0</td>
</tr>
<tr>
<td>State University of New York, New Paltz</td>
<td>$17,797</td>
<td>$18,421</td>
<td>9.0</td>
</tr>
<tr>
<td>State University of New York, Geneseo</td>
<td>$18,133</td>
<td>$18,767</td>
<td>11.4</td>
</tr>
<tr>
<td>California State University, S F.</td>
<td>$18,113</td>
<td>$18,767</td>
<td>11.4</td>
</tr>
<tr>
<td>University of Texas, El Paso</td>
<td>$18,113</td>
<td>$18,767</td>
<td>11.4</td>
</tr>
<tr>
<td>Eastern Illinois University</td>
<td>$18,113</td>
<td>$18,767</td>
<td>11.4</td>
</tr>
<tr>
<td>University of Hawaii, Manoa</td>
<td>$18,113</td>
<td>$18,767</td>
<td>11.4</td>
</tr>
<tr>
<td>State University of California,</td>
<td>$18,113</td>
<td>$18,767</td>
<td>11.4</td>
</tr>
<tr>
<td>University of Nevada, Las Vegas</td>
<td>$20,097</td>
<td>$20,160</td>
<td>10.0</td>
</tr>
<tr>
<td>State University of New York, New Paltz</td>
<td>$17,797</td>
<td>$18,421</td>
<td>9.0</td>
</tr>
<tr>
<td>State University of New York, Geneseo</td>
<td>$18,133</td>
<td>$18,767</td>
<td>11.4</td>
</tr>
<tr>
<td>California State University, S F.</td>
<td>$18,113</td>
<td>$18,767</td>
<td>11.4</td>
</tr>
<tr>
<td>University of Texas, El Paso</td>
<td>$18,113</td>
<td>$18,767</td>
<td>11.4</td>
</tr>
<tr>
<td>Eastern Illinois University</td>
<td>$18,113</td>
<td>$18,767</td>
<td>11.4</td>
</tr>
<tr>
<td>University of Hawaii, Manoa</td>
<td>$18,113</td>
<td>$18,767</td>
<td>11.4</td>
</tr>
<tr>
<td>State University of California,</td>
<td>$18,113</td>
<td>$18,767</td>
<td>11.4</td>
</tr>
<tr>
<td>University of Nevada, Las Vegas</td>
<td>$20,097</td>
<td>$20,160</td>
<td>10.0</td>
</tr>
<tr>
<td>State University of New York, New Paltz</td>
<td>$17,797</td>
<td>$18,421</td>
<td>9.0</td>
</tr>
<tr>
<td>State University of New York, Geneseo</td>
<td>$18,133</td>
<td>$18,767</td>
<td>11.4</td>
</tr>
<tr>
<td>California State University, S F.</td>
<td>$18,113</td>
<td>$18,767</td>
<td>11.4</td>
</tr>
<tr>
<td>University of Texas, El Paso</td>
<td>$18,113</td>
<td>$18,767</td>
<td>11.4</td>
</tr>
<tr>
<td>Eastern Illinois University</td>
<td>$18,113</td>
<td>$18,767</td>
<td>11.4</td>
</tr>
<tr>
<td>University of Hawaii, Manoa</td>
<td>$18,113</td>
<td>$18,767</td>
<td>11.4</td>
</tr>
<tr>
<td>State University of California,</td>
<td>$18,113</td>
<td>$18,767</td>
<td>11.4</td>
</tr>
<tr>
<td>University of Nevada, Las Vegas</td>
<td>$20,097</td>
<td>$20,160</td>
<td>10.0</td>
</tr>
<tr>
<td>State University of New York, New Paltz</td>
<td>$17,797</td>
<td>$18,421</td>
<td>9.0</td>
</tr>
<tr>
<td>State University of New York, Geneseo</td>
<td>$18,133</td>
<td>$18,767</td>
<td>11.4</td>
</tr>
<tr>
<td>California State University, S F.</td>
<td>$18,113</td>
<td>$18,767</td>
<td>11.4</td>
</tr>
<tr>
<td>University of Texas, El Paso</td>
<td>$18,113</td>
<td>$18,767</td>
<td>11.4</td>
</tr>
<tr>
<td>Eastern Illinois University</td>
<td>$18,113</td>
<td>$18,767</td>
<td>11.4</td>
</tr>
<tr>
<td>University of Hawaii, Manoa</td>
<td>$18,113</td>
<td>$18,767</td>
<td>11.4</td>
</tr>
<tr>
<td>State University of California,</td>
<td>$18,113</td>
<td>$18,767</td>
<td>11.4</td>
</tr>
<tr>
<td>University of Nevada, Las Vegas</td>
<td>$20,097</td>
<td>$20,160</td>
<td>10.0</td>
</tr>
</tbody>
</table>
## TABLE VI

### AVERAGE SALARY AND COMPENSATION

OF 9-10 MONTH INSTRUCTIONAL FACULTY AT

COMMUNITY COLLEGES

(Ranked by Average Salary)

1976-77

<table>
<thead>
<tr>
<th>Institution</th>
<th>State</th>
<th>Number of Faculty</th>
<th>Average Salary</th>
<th>Percent of Fringe Benefits</th>
<th>Average Compensation</th>
</tr>
</thead>
<tbody>
<tr>
<td>Rock Valley College</td>
<td>IL</td>
<td>119</td>
<td>$16,526</td>
<td>16.5%</td>
<td>$19,249</td>
</tr>
<tr>
<td>Black Hawk College</td>
<td>IL</td>
<td>146</td>
<td>$16,483</td>
<td>15.9%</td>
<td>$19,648</td>
</tr>
<tr>
<td>Metropolitan Community College</td>
<td>MN</td>
<td>51</td>
<td>$16,436</td>
<td>16.5%</td>
<td>$19,919</td>
</tr>
<tr>
<td>Columbia Basin Community College</td>
<td>WA</td>
<td>88</td>
<td>$16,427</td>
<td>12.9%</td>
<td>$18,909</td>
</tr>
<tr>
<td>Illinois Central College</td>
<td>IL</td>
<td>194</td>
<td>$16,436</td>
<td>14.8%</td>
<td>$18,982</td>
</tr>
<tr>
<td>North Iowa Area Community College</td>
<td>IA</td>
<td>71</td>
<td>$16,426</td>
<td>14.5%</td>
<td>$18,820</td>
</tr>
<tr>
<td>Seattle Community College District</td>
<td>WA</td>
<td>329</td>
<td>$16,375</td>
<td>15.1%</td>
<td>$18,839</td>
</tr>
<tr>
<td>Clark College</td>
<td>WA</td>
<td>89</td>
<td>$16,259</td>
<td>12.4%</td>
<td>$18,272</td>
</tr>
<tr>
<td>Brookdale Community College*</td>
<td>NJ</td>
<td>76</td>
<td>$16,188</td>
<td>16.3%</td>
<td>$18,818</td>
</tr>
<tr>
<td>Lane Community College</td>
<td>OR</td>
<td>202</td>
<td>$16,180</td>
<td>11.0%</td>
<td>$18,285</td>
</tr>
<tr>
<td>Highline Community College</td>
<td>WA</td>
<td>144</td>
<td>$16,146</td>
<td>13.5%</td>
<td>$18,320</td>
</tr>
<tr>
<td>Harrisburg Area Community College</td>
<td>PA</td>
<td>111</td>
<td>$16,133</td>
<td>17.4%</td>
<td>$18,941</td>
</tr>
<tr>
<td>Mt. Hood Community College</td>
<td>OR</td>
<td>148</td>
<td>$16,121</td>
<td>17.8%</td>
<td>$18,993</td>
</tr>
<tr>
<td>Bucks County Community College</td>
<td>PA</td>
<td>188</td>
<td>$16,105</td>
<td>15.9%</td>
<td>$18,668</td>
</tr>
<tr>
<td>Gloucester County College</td>
<td>NJ</td>
<td>76</td>
<td>$16,036</td>
<td>21.4%</td>
<td>$19,465</td>
</tr>
<tr>
<td>Peninsula Community College</td>
<td>WA</td>
<td>39</td>
<td>$15,965</td>
<td>15.8%</td>
<td>$18,485</td>
</tr>
<tr>
<td>Lorsin County Community College</td>
<td>BH</td>
<td>100</td>
<td>$15,898</td>
<td>19.5%</td>
<td>$19,005</td>
</tr>
<tr>
<td>Community College of Allegheny County</td>
<td>PA</td>
<td>291</td>
<td>$15,854</td>
<td>16.4%</td>
<td>$18,505</td>
</tr>
<tr>
<td>Umpqua Community College</td>
<td>OR</td>
<td>52</td>
<td>$15,807</td>
<td>17.7%</td>
<td>$18,500</td>
</tr>
<tr>
<td>Moraine Valley Community College</td>
<td>IL</td>
<td>146</td>
<td>$15,757</td>
<td>12.0%</td>
<td>$17,565</td>
</tr>
<tr>
<td>Lansing Community College</td>
<td>MI</td>
<td>34</td>
<td>$15,705</td>
<td>22.7%</td>
<td>$19,276</td>
</tr>
<tr>
<td>Bay de Noc Community College</td>
<td>MI</td>
<td>44</td>
<td>$15,567</td>
<td>21.2%</td>
<td>$18,990</td>
</tr>
<tr>
<td>Lorain Community College</td>
<td>WA</td>
<td>63</td>
<td>$15,639</td>
<td>17.0%</td>
<td>$18,294</td>
</tr>
<tr>
<td>Lehigh County Community College</td>
<td>PA</td>
<td>63</td>
<td>$15,605</td>
<td>18.2%</td>
<td>$18,344</td>
</tr>
<tr>
<td>Collin College</td>
<td>WA</td>
<td>65</td>
<td>$15,600</td>
<td>14.3%</td>
<td>$17,637</td>
</tr>
<tr>
<td>Ellsworth Community College</td>
<td>IA</td>
<td>33</td>
<td>$15,230</td>
<td>16.6%</td>
<td>$18,176</td>
</tr>
<tr>
<td>Fort St. Lucie Community College</td>
<td>WA</td>
<td>82</td>
<td>$15,487</td>
<td>14.3%</td>
<td>$17,701</td>
</tr>
<tr>
<td>Wenatchee Valley College</td>
<td>WA</td>
<td>81</td>
<td>$15,458</td>
<td>14.5%</td>
<td>$17,704</td>
</tr>
<tr>
<td>Rhode Island Junior College</td>
<td>RI</td>
<td>269</td>
<td>$15,414</td>
<td>17.3%</td>
<td>$18,083</td>
</tr>
<tr>
<td>Manatee Junior College</td>
<td>FL</td>
<td>76</td>
<td>$15,400</td>
<td>17.7%</td>
<td>$18,120</td>
</tr>
<tr>
<td>Highland Community College</td>
<td>IL</td>
<td>17</td>
<td>$15,391</td>
<td>9.6%</td>
<td>$16,284</td>
</tr>
<tr>
<td>Everett/Edmonds Community College District</td>
<td>WA</td>
<td>179</td>
<td>$15,365</td>
<td>14.4%</td>
<td>$17,582</td>
</tr>
<tr>
<td>Flathead Valley Community College</td>
<td>MT</td>
<td>28</td>
<td>$15,308</td>
<td>7.9%</td>
<td>$16,292</td>
</tr>
<tr>
<td>Howard Community College</td>
<td>MD</td>
<td>31</td>
<td>$15,283</td>
<td>12.1%</td>
<td>$17,131</td>
</tr>
<tr>
<td>Brevard Community College</td>
<td>FL</td>
<td>199</td>
<td>$15,247</td>
<td>18.8%</td>
<td>$18,115</td>
</tr>
<tr>
<td>Inver Hills Community College</td>
<td>MN</td>
<td>50</td>
<td>$15,236</td>
<td>17.2%</td>
<td>$17,852</td>
</tr>
<tr>
<td>Lake City Community College</td>
<td>FL</td>
<td>41</td>
<td>$15,216</td>
<td>15.2%</td>
<td>$17,528</td>
</tr>
<tr>
<td>Spokane Community College District</td>
<td>WA</td>
<td>306</td>
<td>$15,190</td>
<td>13.8%</td>
<td>$17,290</td>
</tr>
<tr>
<td>Polk Community College</td>
<td>FL</td>
<td>49</td>
<td>$15,163</td>
<td>20.4%</td>
<td>$18,255</td>
</tr>
<tr>
<td>Olympic Community College</td>
<td>WA</td>
<td>95</td>
<td>$15,162</td>
<td>14.3%</td>
<td>$17,333</td>
</tr>
<tr>
<td>Goshen College</td>
<td>MA</td>
<td>87</td>
<td>$15,161</td>
<td>7.3%</td>
<td>$16,295</td>
</tr>
<tr>
<td>Linn-Benton Community College</td>
<td>OR</td>
<td>98</td>
<td>$15,101</td>
<td>18.3%</td>
<td>$17,922</td>
</tr>
<tr>
<td>Shoreline Community College</td>
<td>WA</td>
<td>142</td>
<td>$15,139</td>
<td>15.7%</td>
<td>$17,513</td>
</tr>
<tr>
<td>Southeastern Community College</td>
<td>IA</td>
<td>68</td>
<td>$15,029</td>
<td>13.0%</td>
<td>$16,978</td>
</tr>
<tr>
<td>Centralia/Olympia Tech Comm Col Dist.*</td>
<td>WA</td>
<td>80</td>
<td>$14,975</td>
<td>14.9%</td>
<td>$17,205</td>
</tr>
<tr>
<td>John A. Logan College</td>
<td>IL</td>
<td>47</td>
<td>$14,944</td>
<td>11.9%</td>
<td>$16,631</td>
</tr>
<tr>
<td>Palm Beach Junior College</td>
<td>FL</td>
<td>183</td>
<td>$14,932</td>
<td>14.1%</td>
<td>$17,044</td>
</tr>
<tr>
<td>Wharton County Junior College</td>
<td>TX</td>
<td>77</td>
<td>$14,751</td>
<td>14.7%</td>
<td>$16,916</td>
</tr>
<tr>
<td>Sauk Valley College</td>
<td>IL</td>
<td>56</td>
<td>$14,742</td>
<td>14.5%</td>
<td>$16,886</td>
</tr>
<tr>
<td>Kishwaukee College</td>
<td>IL</td>
<td>35</td>
<td>$14,693</td>
<td>14.1%</td>
<td>$16,762</td>
</tr>
<tr>
<td>Tarrant County District</td>
<td>TX</td>
<td>275</td>
<td>$14,655</td>
<td>13.8%</td>
<td>$16,674</td>
</tr>
<tr>
<td>Pima Community College</td>
<td>AZ</td>
<td>223</td>
<td>$14,654</td>
<td>16.4%</td>
<td>$17,063</td>
</tr>
<tr>
<td>Hagerstown Junior College</td>
<td>MD</td>
<td>91</td>
<td>$14,430</td>
<td>14.9%</td>
<td>$15,881</td>
</tr>
<tr>
<td>Brazosport College</td>
<td>TX</td>
<td>65</td>
<td>$14,415</td>
<td>8.0%</td>
<td>$16,773</td>
</tr>
<tr>
<td>Florida Keys Community College</td>
<td>FL</td>
<td>33</td>
<td>$14,392</td>
<td>19.2%</td>
<td>$17,141</td>
</tr>
<tr>
<td>Lake Land College</td>
<td>IL</td>
<td>94</td>
<td>$14,336</td>
<td>14.3%</td>
<td>$16,460</td>
</tr>
<tr>
<td>Gogebic Community College</td>
<td>MI</td>
<td>27</td>
<td>$14,342</td>
<td>20.7%</td>
<td>$17,310</td>
</tr>
<tr>
<td>Cockeysville College</td>
<td>AZ</td>
<td>50</td>
<td>$14,297</td>
<td>16.5%</td>
<td>$16,634</td>
</tr>
<tr>
<td>Ains Community College</td>
<td>CO</td>
<td>79</td>
<td>$14,136</td>
<td>20.2%</td>
<td>$16,394</td>
</tr>
<tr>
<td>Des Moines Area Community College</td>
<td>IA</td>
<td>80</td>
<td>$14,083</td>
<td>14.2%</td>
<td>$16,030</td>
</tr>
<tr>
<td>Arabesque Community College</td>
<td>CO</td>
<td>90</td>
<td>$14,050</td>
<td>15.9%</td>
<td>$16,280</td>
</tr>
<tr>
<td>Quinsigamond Community College</td>
<td>MA</td>
<td>100</td>
<td>$14,018</td>
<td>4.9%</td>
<td>$14,707</td>
</tr>
<tr>
<td>Bismarck Junior College</td>
<td>ND</td>
<td>57</td>
<td>$14,012</td>
<td>15.1%</td>
<td>$16,129</td>
</tr>
<tr>
<td>Trinidad State Junior College</td>
<td>CO</td>
<td>47</td>
<td>$13,964</td>
<td>14.1%</td>
<td>$15,932</td>
</tr>
</tbody>
</table>
### TABLE VI (Continued)

**AVERAGE SALARY AND COMPENSATION OF 9-10 MONTH INSTRUCTIONAL FACULTY AT COMMUNITY COLLEGES**

(Ranked by Average Salary)

<table>
<thead>
<tr>
<th>Institution</th>
<th>State</th>
<th>Number of Faculty</th>
<th>Average Salary</th>
<th>Percent of Fringe Benefits</th>
<th>Average Compensation</th>
</tr>
</thead>
<tbody>
<tr>
<td>West Hills Community College</td>
<td>CA</td>
<td>45</td>
<td>$23,614</td>
<td>12.3%</td>
<td>$26,628</td>
</tr>
<tr>
<td>Mt. San Antonio College</td>
<td>CA</td>
<td>281</td>
<td>$22,094</td>
<td>11.6%</td>
<td>$24,606</td>
</tr>
<tr>
<td>West Valley College</td>
<td>CA</td>
<td>209</td>
<td>$21,576</td>
<td>13.8%</td>
<td>$24,993</td>
</tr>
<tr>
<td>Saddleback Community College</td>
<td>CA</td>
<td>100</td>
<td>$21,834</td>
<td>13.1%</td>
<td>$24,681</td>
</tr>
<tr>
<td>Chaffey College</td>
<td>CA</td>
<td>150</td>
<td>$21,657</td>
<td>12.2%</td>
<td>$24,262</td>
</tr>
<tr>
<td>Santa Barbara Community College</td>
<td>CA</td>
<td>154</td>
<td>$21,359</td>
<td>11.9%</td>
<td>$24,177</td>
</tr>
<tr>
<td>Prairie State College</td>
<td>IL</td>
<td>92</td>
<td>$21,472</td>
<td>11.3%</td>
<td>$23,650</td>
</tr>
<tr>
<td>Montana State College</td>
<td>MT</td>
<td>116</td>
<td>$21,324</td>
<td>16.2%</td>
<td>$24,802</td>
</tr>
<tr>
<td>San Jose City College</td>
<td>CA</td>
<td>144</td>
<td>$21,224</td>
<td>14.9%</td>
<td>$24,333</td>
</tr>
<tr>
<td>Chabot College</td>
<td>CA</td>
<td>258</td>
<td>$21,054</td>
<td>15.1%</td>
<td>$24,241</td>
</tr>
<tr>
<td>Chicago City College District</td>
<td>IL</td>
<td>536</td>
<td>$21,054</td>
<td>17.8%</td>
<td>$24,812</td>
</tr>
<tr>
<td>Riverside City College</td>
<td>CA</td>
<td>183</td>
<td>$20,923</td>
<td>15.9%</td>
<td>$24,244</td>
</tr>
<tr>
<td>Palomar Community College</td>
<td>CA</td>
<td>177</td>
<td>$20,912</td>
<td>12.4%</td>
<td>$24,390</td>
</tr>
<tr>
<td>Barstow Community College</td>
<td>CA</td>
<td>35</td>
<td>$20,744</td>
<td>13.4%</td>
<td>$23,516</td>
</tr>
<tr>
<td>State Center Community College District</td>
<td>CA</td>
<td>364</td>
<td>$20,742</td>
<td>11.6%</td>
<td>$23,142</td>
</tr>
<tr>
<td>Porterville College</td>
<td>CA</td>
<td>56</td>
<td>$20,649</td>
<td>11.0%</td>
<td>$22,926</td>
</tr>
<tr>
<td>Santa Rosa Junior College</td>
<td>CA</td>
<td>165</td>
<td>$20,607</td>
<td>12.5%</td>
<td>$23,184</td>
</tr>
<tr>
<td>Southwestern Community College</td>
<td>IL</td>
<td>173</td>
<td>$20,554</td>
<td>14.1%</td>
<td>$23,457</td>
</tr>
<tr>
<td>Monterey Community College--Tahoma</td>
<td>CA</td>
<td>91</td>
<td>$20,476</td>
<td>14.0%</td>
<td>$23,337</td>
</tr>
<tr>
<td>Henry Ford Community College</td>
<td>MI</td>
<td>169</td>
<td>$19,437</td>
<td>22.4%</td>
<td>$23,643</td>
</tr>
<tr>
<td>Shasta College</td>
<td>CA</td>
<td>129</td>
<td>$20,052</td>
<td>12.3%</td>
<td>$22,539</td>
</tr>
<tr>
<td>Yuba Community College</td>
<td>CA</td>
<td>102</td>
<td>$20,041</td>
<td>12.4%</td>
<td>$22,498</td>
</tr>
<tr>
<td>Victor Valley College</td>
<td>CA</td>
<td>52</td>
<td>$20,011</td>
<td>13.0%</td>
<td>$22,622</td>
</tr>
<tr>
<td>Grossmont College</td>
<td>CA</td>
<td>231</td>
<td>$19,967</td>
<td>13.1%</td>
<td>$22,505</td>
</tr>
<tr>
<td>Yosemitie Junior College District</td>
<td>CA</td>
<td>220</td>
<td>$19,879</td>
<td>13.3%</td>
<td>$22,533</td>
</tr>
<tr>
<td>Dallas County Community College District</td>
<td>TX</td>
<td>312</td>
<td>$19,699</td>
<td>6.7%</td>
<td>$20,946</td>
</tr>
<tr>
<td>Cabrillo College</td>
<td>CA</td>
<td>168</td>
<td>$19,577</td>
<td>13.7%</td>
<td>$22,263</td>
</tr>
<tr>
<td>Gavilan College</td>
<td>CA</td>
<td>45</td>
<td>$19,570</td>
<td>11.3%</td>
<td>$21,779</td>
</tr>
<tr>
<td>College of the Siskiyous</td>
<td>CA</td>
<td>49</td>
<td>$19,319</td>
<td>11.0%</td>
<td>$21,444</td>
</tr>
<tr>
<td>Prince George's Community College</td>
<td>MD</td>
<td>223</td>
<td>$19,166</td>
<td>7.5%</td>
<td>$20,601</td>
</tr>
<tr>
<td>Wayne County Community College</td>
<td>MI</td>
<td>176</td>
<td>$18,952</td>
<td>17.4%</td>
<td>$22,255</td>
</tr>
<tr>
<td>Triton College</td>
<td>IL</td>
<td>210</td>
<td>$18,783</td>
<td>11.1%</td>
<td>$20,877</td>
</tr>
<tr>
<td>Schoolcraft College</td>
<td>MI</td>
<td>141</td>
<td>$18,573</td>
<td>22.9%</td>
<td>$23,831</td>
</tr>
<tr>
<td>Delta College</td>
<td>MI</td>
<td>186</td>
<td>$18,572</td>
<td>19.4%</td>
<td>$21,179</td>
</tr>
<tr>
<td>Solano Community College</td>
<td>CA</td>
<td>133</td>
<td>$18,524</td>
<td>12.5%</td>
<td>$20,832</td>
</tr>
<tr>
<td>Los Rios Community College</td>
<td>CA</td>
<td>133</td>
<td>$18,524</td>
<td>12.5%</td>
<td>$20,832</td>
</tr>
<tr>
<td>Antelope Valley Community College</td>
<td>CA</td>
<td>68</td>
<td>$18,307</td>
<td>14.9%</td>
<td>$20,418</td>
</tr>
<tr>
<td>William Rainey Harper College</td>
<td>IL</td>
<td>176</td>
<td>$18,253</td>
<td>15.6%</td>
<td>$20,097</td>
</tr>
<tr>
<td>Metropolitan Community College District</td>
<td>MD</td>
<td>227</td>
<td>$18,232</td>
<td>12.7%</td>
<td>$20,545</td>
</tr>
<tr>
<td>Grays Harbor College</td>
<td>WA</td>
<td>41</td>
<td>$18,139</td>
<td>12.6%</td>
<td>$20,433</td>
</tr>
<tr>
<td>Cuyahoga Community College--Western Campus</td>
<td>OH</td>
<td>137</td>
<td>$18,082</td>
<td>18.0%</td>
<td>$21,337</td>
</tr>
<tr>
<td>Muskegon Community College</td>
<td>MI</td>
<td>113</td>
<td>$17,983</td>
<td>20.7%</td>
<td>$21,590</td>
</tr>
<tr>
<td>St. Clair County Community College</td>
<td>MI</td>
<td>86</td>
<td>$17,565</td>
<td>19.1%</td>
<td>$20,513</td>
</tr>
<tr>
<td>Bergen Community College</td>
<td>NJ</td>
<td>212</td>
<td>$17,561</td>
<td>22.0%</td>
<td>$21,430</td>
</tr>
<tr>
<td>Alpena Community College</td>
<td>MI</td>
<td>53</td>
<td>$17,517</td>
<td>20.0%</td>
<td>$21,020</td>
</tr>
<tr>
<td>Gross River Community College</td>
<td>WA</td>
<td>108</td>
<td>$17,450</td>
<td>14.3%</td>
<td>$19,918</td>
</tr>
<tr>
<td>Monroe County Community College</td>
<td>MI</td>
<td>44</td>
<td>$17,437</td>
<td>23.1%</td>
<td>$21,460</td>
</tr>
<tr>
<td>Bellomy Community College</td>
<td>WA</td>
<td>65</td>
<td>$17,333</td>
<td>14.5%</td>
<td>$19,916</td>
</tr>
<tr>
<td>Yakima Valley Community College</td>
<td>WA</td>
<td>195</td>
<td>$17,306</td>
<td>17.9%</td>
<td>$19,534</td>
</tr>
<tr>
<td>Community College of Philadelphia</td>
<td>PA</td>
<td>267</td>
<td>$17,292</td>
<td>20.8%</td>
<td>$20,886</td>
</tr>
<tr>
<td>Maricopa Technical Community College</td>
<td>AZ</td>
<td>62</td>
<td>$17,289</td>
<td>14.5%</td>
<td>$19,793</td>
</tr>
<tr>
<td>Elgin Community College</td>
<td>IL</td>
<td>88</td>
<td>$17,034</td>
<td>14.5%</td>
<td>$19,497</td>
</tr>
<tr>
<td>Illinois Valley Community College</td>
<td>IL</td>
<td>81</td>
<td>$17,022</td>
<td>14.0%</td>
<td>$19,402</td>
</tr>
<tr>
<td>Blue Mountain Community College</td>
<td>OR</td>
<td>64</td>
<td>$16,980</td>
<td>22.2%</td>
<td>$20,740</td>
</tr>
<tr>
<td>Rochester Community College</td>
<td>MN</td>
<td>87</td>
<td>$16,976</td>
<td>16.3%</td>
<td>$19,779</td>
</tr>
<tr>
<td>Belleville Area College</td>
<td>IL</td>
<td>133</td>
<td>$16,944</td>
<td>11.0%</td>
<td>$18,600</td>
</tr>
<tr>
<td>Butler County Community College</td>
<td>PA</td>
<td>39</td>
<td>$16,695</td>
<td>13.2%</td>
<td>$19,132</td>
</tr>
<tr>
<td>Big Bend Community College</td>
<td>WA</td>
<td>45</td>
<td>$16,769</td>
<td>13.9%</td>
<td>$19,095</td>
</tr>
<tr>
<td>Anoka-Ramsey Community College</td>
<td>MN</td>
<td>72</td>
<td>$16,656</td>
<td>16.5%</td>
<td>$19,405</td>
</tr>
<tr>
<td>Casitasville Community College</td>
<td>MD</td>
<td>204</td>
<td>$16,647</td>
<td>11.4%</td>
<td>$18,543</td>
</tr>
<tr>
<td>North Hennepin Community College</td>
<td>MN</td>
<td>73</td>
<td>$16,589</td>
<td>16.5%</td>
<td>$19,324</td>
</tr>
<tr>
<td>Portland Community College</td>
<td>OR</td>
<td>267</td>
<td>$16,558</td>
<td>17.8%</td>
<td>$19,509</td>
</tr>
</tbody>
</table>

---

- 27-18-
TABLE VI  (Continued)

AVERAGE SALARY AND COMPENSATION
OF 9-10 MONTH INSTRUCTIONAL FACULTY AT
COMMUNITY COLLEGES
(Ranked By Average Salary)
1976-77

<table>
<thead>
<tr>
<th>Institution</th>
<th>State</th>
<th>Number of Faculty</th>
<th>Average Salary</th>
<th>Percent of Fringe Benefits</th>
<th>Average Compensation</th>
</tr>
</thead>
<tbody>
<tr>
<td>Otero Junior College</td>
<td>CO</td>
<td>50</td>
<td>$13,875</td>
<td>14.3%</td>
<td>$15,653</td>
</tr>
<tr>
<td>Holyoke Community College*</td>
<td>MA</td>
<td>126</td>
<td>$13,803</td>
<td>5.5%</td>
<td>$14,599</td>
</tr>
<tr>
<td>Charles County Community College</td>
<td>MD</td>
<td>29</td>
<td>$13,802</td>
<td>5.9%</td>
<td>$14,615</td>
</tr>
<tr>
<td>Walla Walla Community College</td>
<td>WA</td>
<td>50</td>
<td>$13,799</td>
<td>14.8%</td>
<td>$15,837</td>
</tr>
<tr>
<td>Cardon City Community College</td>
<td>KS</td>
<td>63</td>
<td>$13,780</td>
<td>16.5%</td>
<td>$16,067</td>
</tr>
<tr>
<td>Bee County College</td>
<td>TX</td>
<td>50</td>
<td>$13,633</td>
<td>8.4%</td>
<td>$14,776</td>
</tr>
<tr>
<td>Cowley County Community Junior College</td>
<td>KS</td>
<td>33</td>
<td>$13,478</td>
<td>16.1%</td>
<td>$15,648</td>
</tr>
<tr>
<td>El Paso Community College</td>
<td>CO</td>
<td>142</td>
<td>$13,409</td>
<td>14.1%</td>
<td>$15,293</td>
</tr>
<tr>
<td>Southern Maine Voc-Tech Institute</td>
<td>ME</td>
<td>63</td>
<td>$13,366</td>
<td>12.8%</td>
<td>$14,082</td>
</tr>
<tr>
<td>Western Texas College</td>
<td>TX</td>
<td>39</td>
<td>$13,325</td>
<td>7.4%</td>
<td>$14,306</td>
</tr>
<tr>
<td>Navarro College</td>
<td>TX</td>
<td>26</td>
<td>$13,194</td>
<td>8.5%</td>
<td>$14,314</td>
</tr>
<tr>
<td>Northern Oklahoma College</td>
<td>OK</td>
<td>49</td>
<td>$13,091</td>
<td>8.4%</td>
<td>$14,196</td>
</tr>
<tr>
<td>Central Technical Community College Area</td>
<td>NS</td>
<td>123</td>
<td>$13,052</td>
<td>16.4%</td>
<td>$15,193</td>
</tr>
<tr>
<td>Tulsa Junior College</td>
<td>OK</td>
<td>105</td>
<td>$13,000</td>
<td>10.3%</td>
<td>$14,336</td>
</tr>
<tr>
<td>Whatcom Community College</td>
<td>WA</td>
<td>14</td>
<td>$12,936</td>
<td>15.4%</td>
<td>$14,896</td>
</tr>
<tr>
<td>Kankakee Community College</td>
<td>IL</td>
<td>38</td>
<td>$12,955</td>
<td>14.3%</td>
<td>$14,804</td>
</tr>
<tr>
<td>State Community College</td>
<td>IL</td>
<td>74</td>
<td>$12,917</td>
<td>15.2%</td>
<td>$14,875</td>
</tr>
<tr>
<td>McLennan Community College</td>
<td>TX</td>
<td>88</td>
<td>$12,852</td>
<td>14.0%</td>
<td>$14,655</td>
</tr>
<tr>
<td>Treasure Valley Community College</td>
<td>OR</td>
<td>47</td>
<td>$12,849</td>
<td>17.9%</td>
<td>$15,155</td>
</tr>
<tr>
<td>Kirkland Community College</td>
<td>IA</td>
<td>16</td>
<td>$12,968</td>
<td>11.1%</td>
<td>$14,276</td>
</tr>
<tr>
<td>East Central Junior College</td>
<td>MO</td>
<td>34</td>
<td>$12,737</td>
<td>12.7%</td>
<td>$13,888</td>
</tr>
<tr>
<td>Amarillo College</td>
<td>TX</td>
<td>117</td>
<td>$12,859</td>
<td>14.0%</td>
<td>$14,314</td>
</tr>
<tr>
<td>College of Southern Idaho</td>
<td>ID</td>
<td>63</td>
<td>$12,148</td>
<td>17.7%</td>
<td>$14,297</td>
</tr>
<tr>
<td>Iowa Western Community College</td>
<td>IA</td>
<td>99</td>
<td>$12,104</td>
<td>15.1%</td>
<td>$13,935</td>
</tr>
<tr>
<td>Vincennes University</td>
<td>IN</td>
<td>137</td>
<td>$11,725</td>
<td>19.0%</td>
<td>$13,343</td>
</tr>
<tr>
<td>Three Rivers Community College</td>
<td>MO</td>
<td>27</td>
<td>$11,189</td>
<td>10.8%</td>
<td>$12,392</td>
</tr>
<tr>
<td>Crowder College</td>
<td>MO</td>
<td>37</td>
<td>$10,266</td>
<td>9.3%</td>
<td>$11,218</td>
</tr>
</tbody>
</table>

14,896   $17,413   14.7%  $19,981

*1976-77 salaries under negotiation.

131 institutions or districts without Washington.
<table>
<thead>
<tr>
<th>Faculty</th>
<th>Dollars</th>
<th>Average Salary</th>
</tr>
</thead>
<tbody>
<tr>
<td>California</td>
<td>3,657</td>
<td>$75,785,845</td>
</tr>
<tr>
<td>Michigan</td>
<td>1,189</td>
<td>$22,131,207</td>
</tr>
<tr>
<td>Illinois</td>
<td>2,282</td>
<td>$40,513,552</td>
</tr>
<tr>
<td>Maryland</td>
<td>629</td>
<td>$11,143,379</td>
</tr>
<tr>
<td>Ohio</td>
<td>237</td>
<td>$4,067,067</td>
</tr>
<tr>
<td>New Jersey</td>
<td>364</td>
<td>$6,171,944</td>
</tr>
<tr>
<td>Minnesota</td>
<td>333</td>
<td>$5,488,396</td>
</tr>
<tr>
<td>Pennsylvania</td>
<td>959</td>
<td>$15,702,534</td>
</tr>
<tr>
<td>Oregon</td>
<td>878</td>
<td>$14,073,195</td>
</tr>
<tr>
<td>Washington</td>
<td>2,282</td>
<td>$36,526,032</td>
</tr>
<tr>
<td>Texas</td>
<td>1,049</td>
<td>$16,374,974</td>
</tr>
<tr>
<td>Rhode Island</td>
<td>269</td>
<td>$4,146,377</td>
</tr>
<tr>
<td>Montana</td>
<td>28</td>
<td>$428,630</td>
</tr>
<tr>
<td>Florida</td>
<td>581</td>
<td>$8,778,452</td>
</tr>
<tr>
<td>Arizona</td>
<td>335</td>
<td>$5,054,744</td>
</tr>
<tr>
<td>Iowa</td>
<td>367</td>
<td>$5,231,284</td>
</tr>
<tr>
<td>Massachusetts</td>
<td>313</td>
<td>$4,459,912</td>
</tr>
<tr>
<td>North Dakota</td>
<td>57</td>
<td>$798,675</td>
</tr>
<tr>
<td>Colorado</td>
<td>408</td>
<td>$5,635,325</td>
</tr>
<tr>
<td>Kansas</td>
<td>96</td>
<td>$1,313,306</td>
</tr>
<tr>
<td>Maine</td>
<td>63</td>
<td>$842,048</td>
</tr>
<tr>
<td>Nebraska*</td>
<td>123</td>
<td>$1,605,360</td>
</tr>
<tr>
<td>Oklahoma</td>
<td>154</td>
<td>$2,006,449</td>
</tr>
<tr>
<td>Missouri</td>
<td>325</td>
<td>$5,253,680</td>
</tr>
<tr>
<td>Idaho</td>
<td>63</td>
<td>$765,320</td>
</tr>
<tr>
<td>Indiana</td>
<td>137</td>
<td>$1,606,296</td>
</tr>
</tbody>
</table>

Total** | 14,896 | $259,377,951 | $17,413 |

*Negotiated 200 day contract for 1976-77.
**Totals do not include Washington.

Not reported: Virginia and Wyoming
The Question of Salary Differences

There has been a general acceptance of differences in salary levels between major universities, state colleges and community colleges in both Washington and in other states. There are also differences, however, in both average salaries and comparison positions between the two universities and among the state colleges. (As Table VI indicates, there are also differences among community colleges but in view of the location of these institutions within the community college system and the local focus of negotiations, those differences will not be covered by this discussion.)

Salary differences are caused by a variety of factors. Different hiring policies and promotion patterns can result in variations in salary averages. Enrollment growth at one institution (resulting in new appointments) contrasted with decline at another school (with consequent reductions in force) can cause differences. While these are operational differences, there is also the result of the legislature providing the same percentage increase for groups of institutions as has been the case in Washington since 1970. This has the effect of widening dollar differences among institutions.

While the Council's priority recommendation is restoration of 1973-74 real salary levels, it is aware that differences existed in salary averages and comparison positions in that year and continue to exist. One approach to address this problem would be to bring each institution to the same percentage relationship to either of the salary surveys using the weighted comparison approach. This method of comparison results in different salary averages for each Washington institution in the respective survey groups. This is due to the fact that an average salary is determined for each faculty rank, e.g., all associate professors in the seven state colleges and
then applied to the number of associate professors (for example) at Eastern Washington State College. To the extent that the mix of faculty by rank differs from the mix of faculty by rank in the seven states, the average will vary from the actual overall average of the seven state survey group.

When there is relative stability in the proportion of faculty in each rank, this approach raises few questions. Charts II and III indicate, however, that the proportion of faculty at the top two ranks (associate professor and professor) has increased dramatically in the state colleges and substantially at Washington State University in recent years. While in the latter case the increase has paralleled the seven state pattern, the state colleges, however, now compute averages based on a much greater proportion of the highest paid ranks. This has the effect of the "weighted" average salaries ranging from $647 to $965 higher than the actual seven state average in the case of the three older state colleges. The comparisons below indicate the differences for each institution in 1976-77.

<table>
<thead>
<tr>
<th>Institution</th>
<th>All Rank Average Salary</th>
<th>Seven State &quot;Weighted&quot; Average</th>
<th>Percent Below</th>
<th>Percent Below</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td>&quot;Weighted&quot; Average</td>
<td>&quot;Weighted&quot; Average</td>
<td>Seven State Average</td>
</tr>
<tr>
<td>UW</td>
<td>$19,945</td>
<td>$21,324</td>
<td>6.9%</td>
<td>$21,567</td>
</tr>
<tr>
<td>WSC</td>
<td>$18,987</td>
<td>$20,951</td>
<td>10.3%</td>
<td>$21,567</td>
</tr>
<tr>
<td>CWSC</td>
<td>$18,345</td>
<td>$19,182</td>
<td>4.6%</td>
<td>$18,535</td>
</tr>
<tr>
<td>EWSC</td>
<td>$17,470</td>
<td>$19,246</td>
<td>10.2%</td>
<td>$18,535</td>
</tr>
<tr>
<td>TESC</td>
<td>$18,737</td>
<td>$18,535</td>
<td>(1.1%)</td>
<td>$18,535</td>
</tr>
<tr>
<td>WWSC</td>
<td>$17,278</td>
<td>$19,500</td>
<td>12.9%</td>
<td>$18,535</td>
</tr>
</tbody>
</table>
CHART II
PERCENTAGE OF FACULTY AT PROFESSOR AND ASSOCIATE PROFESSOR RANKS
WASHINGTON INSTITUTIONS AND SEVEN COMPARISON STATES *
1970-71 to 1976-77

CHART III
PERCENTAGE OF FACULTY AT PROFESSOR AND ASSOCIATE PROFESSOR RANKS
WASHINGTON INSTITUTIONS AND SEVEN COMPARISON STATES *
1970-71 to 1976-77

% of Total
Faculty
Reported


Source: Office of the Council of State College and University Presidents

*1976-77 partial and preliminary seven state data.
As the preceding calculations indicate, the position of The Evergreen State College is unchanged in either approach. This is due to Evergreen's policy of not using faculty ranks. If, however, Evergreen were assumed to have the same distribution of faculty as the three older state colleges, their position would change from 1.1 percent over the average to 3.1 percent below the average. It would appear appropriate to compare all institutions on the same basis and if the weighted approach is to be continued, that Evergreen be similarly treated.

In view of the substantial differences which exist between the rank-by-rank distribution of faculty in Washington and in institutions selected for comparisons, the Council is unwilling to suggest that differences be reconciled solely through the comparison approach. Rather, it urges that both differences in faculty composition and other relevant factors such as education and training be considered in future steps toward elimination of differences.

Other Comparisons

The tables which appear on pages 26 through 29 have been derived from the 1975-76 survey of faculty compensation conducted by the American Association of University Professors. Information for a sufficient number of community colleges was not available to produce a national comparison.

Tables VIII and IX contain a ranking of faculty compensation (salaries plus fringe benefits) for each type of institution. It should be understood that the data reflect an all-rank average for each state by category of public institution and are not weighted by the mix of faculty ranks in Washington institutions. In other words, they reflect the amount expended for all faculty in each category in each state. In terms of
total average compensation, in 1975-76 Washington universities ranked 9th and state colleges ranked 10th.

Table X ranks all public and private universities by average compensation. Derived average salary data are also shown. The figures for Washington institutions differ somewhat from the averages for nine month faculty shown on Table I since the AAUP allows 11 and 12 month faculty to be factored into the reported data. Since this procedure would affect all institutions, no adjustment has been made to the Washington information.

Table X shows that the University of Washington ranked 45th of 165 universities and Washington State University ranked 93rd.

Although the Council's recommendation is based on a restoration of constant dollar salary levels, it is our intention that this report provide as comprehensive a picture as possible regarding faculty salary comparisons. We hope that it will be of assistance to decision-makers in addressing the important question of salary policy.
### TABLE VIII
RANKING OF STATES WITH INSTITUTIONS REPORTING DATA TO AAUP 1975-76
PUBLIC UNIVERSITIES (CATEGORY I)

<table>
<thead>
<tr>
<th>RANK</th>
<th>STATE</th>
<th>AVERAGE SALARY</th>
<th>RANK</th>
<th>STATE</th>
<th>AVERAGE SALARY</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>New York</td>
<td>$26,439</td>
<td>2</td>
<td>North Carolina</td>
<td>$20,328</td>
</tr>
<tr>
<td>2</td>
<td>California</td>
<td>$26,290</td>
<td>1</td>
<td>Vermont</td>
<td>$20,254</td>
</tr>
<tr>
<td>3</td>
<td>Michigan</td>
<td>$24,304</td>
<td>4</td>
<td>Colorado</td>
<td>$20,094</td>
</tr>
<tr>
<td>4</td>
<td>Hawaii</td>
<td>$23,891</td>
<td>5</td>
<td>Virginia</td>
<td>$20,034</td>
</tr>
<tr>
<td>5</td>
<td>Wisconsin</td>
<td>$23,528</td>
<td>8</td>
<td>Kansas</td>
<td>$19,950</td>
</tr>
<tr>
<td>6</td>
<td>Minnesota</td>
<td>$23,365</td>
<td>9</td>
<td>New Mexico</td>
<td>$19,910</td>
</tr>
<tr>
<td>7</td>
<td>New Jersey</td>
<td>$23,091</td>
<td>7</td>
<td>Louisiana</td>
<td>$19,725</td>
</tr>
<tr>
<td>8</td>
<td>Massachusetts</td>
<td>$22,392</td>
<td>3</td>
<td>Arkansas</td>
<td>$19,658</td>
</tr>
<tr>
<td>9</td>
<td>Washington</td>
<td>$22,022</td>
<td>10</td>
<td>Wyoming</td>
<td>$19,639</td>
</tr>
<tr>
<td>10</td>
<td>Indiana</td>
<td>$21,786</td>
<td>15</td>
<td>New Hampshire</td>
<td>$19,535</td>
</tr>
<tr>
<td>11</td>
<td>Connecticut</td>
<td>$21,721</td>
<td>6</td>
<td>Alabama</td>
<td>$19,100</td>
</tr>
<tr>
<td>12</td>
<td>Utah</td>
<td>$21,601</td>
<td>22</td>
<td>Nebraska</td>
<td>$19,090</td>
</tr>
<tr>
<td></td>
<td>National Average</td>
<td>$21,260</td>
<td></td>
<td>Oklahoma</td>
<td>$19,021</td>
</tr>
<tr>
<td>13</td>
<td>Pennsylvania</td>
<td>$21,258</td>
<td>14</td>
<td>West Virginia</td>
<td>$18,905</td>
</tr>
<tr>
<td>14</td>
<td>Oregon</td>
<td>$21,241</td>
<td>17</td>
<td>Georgia</td>
<td>$18,649</td>
</tr>
<tr>
<td>15</td>
<td>Iowa</td>
<td>$21,246</td>
<td>24</td>
<td>Missouri</td>
<td>$18,647</td>
</tr>
<tr>
<td>16</td>
<td>Arizona</td>
<td>$21,173</td>
<td>13</td>
<td>Florida</td>
<td>$18,573</td>
</tr>
<tr>
<td>17</td>
<td>Illinois</td>
<td>$21,123</td>
<td>16</td>
<td>South Carolina</td>
<td>$18,505</td>
</tr>
<tr>
<td>18</td>
<td>Ohio</td>
<td>$21,099</td>
<td>21</td>
<td>North Dakota</td>
<td>$18,293</td>
</tr>
<tr>
<td>19</td>
<td>Maryland</td>
<td>$21,080</td>
<td>12</td>
<td>Montana</td>
<td>$18,277</td>
</tr>
<tr>
<td>20</td>
<td>Texas</td>
<td>$21,045</td>
<td>11</td>
<td>Idaho</td>
<td>$18,221</td>
</tr>
<tr>
<td>21</td>
<td>Nevada</td>
<td>$20,844</td>
<td>25</td>
<td>Tennessee</td>
<td>$18,052</td>
</tr>
<tr>
<td>22</td>
<td>Rhode Island</td>
<td>$20,522</td>
<td>18</td>
<td>South Dakota</td>
<td>$17,318</td>
</tr>
<tr>
<td>23</td>
<td>Kentucky</td>
<td>$20,521</td>
<td>30</td>
<td>Maine</td>
<td>$17,205</td>
</tr>
<tr>
<td>24</td>
<td>Delaware</td>
<td>$20,386</td>
<td>23</td>
<td>Mississippi</td>
<td>$17,129</td>
</tr>
</tbody>
</table>

Not Reported: Alaska

### TABLE IX
RANKING OF STATES WITH INSTITUTIONS REPORTING DATA TO AAUP 1975-76
PUBLIC FOUR-YEAR COLLEGES (CATEGORY IIA)

<table>
<thead>
<tr>
<th>RANK</th>
<th>STATE</th>
<th>AVERAGE SALARY</th>
<th>RANK</th>
<th>STATE</th>
<th>AVERAGE SALARY</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>New York</td>
<td>$24,897</td>
<td>1</td>
<td>Florida</td>
<td>$17,338</td>
</tr>
<tr>
<td>2</td>
<td>California</td>
<td>$22,908</td>
<td>2</td>
<td>Idaho</td>
<td>$17,249</td>
</tr>
<tr>
<td>3</td>
<td>Pennsylvania</td>
<td>$22,325</td>
<td>3</td>
<td>Kansas</td>
<td>$17,144</td>
</tr>
<tr>
<td>4</td>
<td>Michigan</td>
<td>$20,983</td>
<td>8</td>
<td>West Virginia</td>
<td>$17,119</td>
</tr>
<tr>
<td>5</td>
<td>Wisconsin</td>
<td>$20,542</td>
<td>10</td>
<td>Montana</td>
<td>$16,927</td>
</tr>
<tr>
<td>6</td>
<td>New Jersey</td>
<td>$20,265</td>
<td>5</td>
<td>Maine</td>
<td>$16,905</td>
</tr>
<tr>
<td></td>
<td>National Average</td>
<td>$19,933</td>
<td></td>
<td>Maine</td>
<td>$16,927</td>
</tr>
<tr>
<td>7</td>
<td>Oregon</td>
<td>$19,767</td>
<td>7</td>
<td>North Dakota</td>
<td>$16,788</td>
</tr>
<tr>
<td>8</td>
<td>Ohio</td>
<td>$19,693</td>
<td>11</td>
<td>Virginia</td>
<td>$16,723</td>
</tr>
<tr>
<td>9</td>
<td>Nevada</td>
<td>$19,532</td>
<td>6</td>
<td>North Carolina</td>
<td>$16,660</td>
</tr>
<tr>
<td>10</td>
<td>Washington</td>
<td>$19,466</td>
<td>12</td>
<td>Nebraska</td>
<td>$16,605</td>
</tr>
<tr>
<td></td>
<td>National Average</td>
<td>$19,232</td>
<td></td>
<td>Nebraska</td>
<td>$16,605</td>
</tr>
<tr>
<td>11</td>
<td>Indiana</td>
<td>$19,194</td>
<td>16</td>
<td>Arkansas</td>
<td>$16,518</td>
</tr>
<tr>
<td>12</td>
<td>Illinois</td>
<td>$19,040</td>
<td>13</td>
<td>Tennessee</td>
<td>$16,411</td>
</tr>
<tr>
<td>13</td>
<td>Maryland</td>
<td>$19,024</td>
<td>9</td>
<td>South Carolina</td>
<td>$16,393</td>
</tr>
<tr>
<td>14</td>
<td>Iowa</td>
<td>$18,762</td>
<td>17</td>
<td>South Dakota</td>
<td>$16,360</td>
</tr>
<tr>
<td>15</td>
<td>Massachusetts</td>
<td>$18,368</td>
<td>4</td>
<td>Alabama</td>
<td>$16,288</td>
</tr>
<tr>
<td>16</td>
<td>Rhode Island</td>
<td>$18,336</td>
<td>19</td>
<td>Mississippi</td>
<td>$16,071</td>
</tr>
<tr>
<td>17</td>
<td>Texas</td>
<td>$18,116</td>
<td>16</td>
<td>Oklahoma</td>
<td>$16,070</td>
</tr>
<tr>
<td>18</td>
<td>Connecticut</td>
<td>$17,677</td>
<td>14</td>
<td>Missouri</td>
<td>$15,749</td>
</tr>
<tr>
<td>19</td>
<td>New Mexico</td>
<td>$17,525</td>
<td>21</td>
<td>Louisiana</td>
<td>$15,600</td>
</tr>
<tr>
<td>20</td>
<td>Colorado</td>
<td>$17,436</td>
<td>20</td>
<td>Georgia</td>
<td>$14,452</td>
</tr>
<tr>
<td>21</td>
<td>Kentucky</td>
<td>$17,343</td>
<td>26</td>
<td>Georgia</td>
<td>$14,452</td>
</tr>
</tbody>
</table>

### TABLE X

1975-76 RANKING OF UNIVERSITIES BY AVERAGE COMPENSATION

<table>
<thead>
<tr>
<th>RANK</th>
<th>NAME</th>
<th>SAL</th>
<th>Comp</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>CALIFORNIA INST OF TECHNOLOGY</td>
<td>23938</td>
<td>29004</td>
</tr>
<tr>
<td>2</td>
<td>HARVARD UNIVERSITY</td>
<td>24185</td>
<td>29752</td>
</tr>
<tr>
<td>3</td>
<td>JOHNS HOPKINS U-ADV INTL STUD</td>
<td>24999</td>
<td>28700</td>
</tr>
<tr>
<td>4</td>
<td>AF STE ADM INST OF TECHNOLOGY</td>
<td>25838</td>
<td>29145</td>
</tr>
<tr>
<td>5</td>
<td>STANFORD UNIVERSITY</td>
<td>22373</td>
<td>27481</td>
</tr>
<tr>
<td>6</td>
<td>COLUMBIA UNIV-TEACHERS COLLEGE</td>
<td>23114</td>
<td>27203</td>
</tr>
<tr>
<td>7</td>
<td>SUNY AT STONY BROOK</td>
<td>22723</td>
<td>27184</td>
</tr>
<tr>
<td>8</td>
<td>MASSACHUSETTS INST-OF TECH</td>
<td>22583</td>
<td>27077</td>
</tr>
<tr>
<td>9</td>
<td>COLUMBIA UNIVERSITY</td>
<td>22557</td>
<td>27056</td>
</tr>
<tr>
<td>10</td>
<td>SUNY AT BUFFALO</td>
<td>22454</td>
<td>26857</td>
</tr>
<tr>
<td>11</td>
<td>UNIVERSITY OF CHICAGO</td>
<td>22091</td>
<td>26782</td>
</tr>
<tr>
<td>12</td>
<td>JOHN HOPKINS U-ARTS &amp; SCI</td>
<td>22022</td>
<td>26528</td>
</tr>
<tr>
<td>13</td>
<td>CUNY, UNIVERSITY-STATENITY</td>
<td>21244</td>
<td>26340</td>
</tr>
<tr>
<td>14</td>
<td>UNIV OF CALIFORNIA EUREKA</td>
<td>21627</td>
<td>26990</td>
</tr>
<tr>
<td>15</td>
<td>UNIV OF ILLINOIS-MAIN CAMPUS</td>
<td>22523</td>
<td>26229</td>
</tr>
<tr>
<td>16</td>
<td>SUNY AT Bingham</td>
<td>21206</td>
<td>26429</td>
</tr>
<tr>
<td>17</td>
<td>NEW YORK UNIVERSITY</td>
<td>22653</td>
<td>26032</td>
</tr>
<tr>
<td>18</td>
<td>SUNY AT ALBANY</td>
<td>21617</td>
<td>25911</td>
</tr>
<tr>
<td>19</td>
<td>NEW SCHOOL FOR SOCIAL RESEARCH</td>
<td>21819</td>
<td>25670</td>
</tr>
<tr>
<td>20</td>
<td>CLAREMONT GRADUATE SCHOOL</td>
<td>21921</td>
<td>25941</td>
</tr>
<tr>
<td>21</td>
<td>CORNELL UNIVERSITY-ENGENRED</td>
<td>21274</td>
<td>25211</td>
</tr>
<tr>
<td>22</td>
<td>UNIVERSITY OF PENNSYLVIA</td>
<td>21962</td>
<td>25203</td>
</tr>
<tr>
<td>23</td>
<td>YALE UNIVERSITY</td>
<td>21923</td>
<td>25027</td>
</tr>
<tr>
<td>24</td>
<td>DUKE UNIVERSITY</td>
<td>21108</td>
<td>24795</td>
</tr>
<tr>
<td>25</td>
<td>NORTHEASTERN UNIVERSITY</td>
<td>21453</td>
<td>24789</td>
</tr>
<tr>
<td>26</td>
<td>PRINCETON UNIVERSITY</td>
<td>20971</td>
<td>24403</td>
</tr>
<tr>
<td>27</td>
<td>UNIV OF WISC-MADISON</td>
<td>20330</td>
<td>24220</td>
</tr>
<tr>
<td>28</td>
<td>BROWN UNIVERSITY</td>
<td>20275</td>
<td>24173</td>
</tr>
<tr>
<td>29</td>
<td>UNIV OF ILLINOIS-MAIN CAMPUS</td>
<td>20426</td>
<td>23891</td>
</tr>
<tr>
<td>30</td>
<td>MICHIGAN STATE UNIVERSITY</td>
<td>20281</td>
<td>23807</td>
</tr>
<tr>
<td>31</td>
<td>UNIVERSITY OF ROCHESTER</td>
<td>20172</td>
<td>23757</td>
</tr>
<tr>
<td>32</td>
<td>GEORGE WASHINGTON UNIVERSITY</td>
<td>20529</td>
<td>23733</td>
</tr>
<tr>
<td>33</td>
<td>PRESIDENTS UNIVERSITY</td>
<td>20408</td>
<td>23625</td>
</tr>
<tr>
<td>34</td>
<td>INDIANA WASHING'TN UNIVERSITY</td>
<td>19552</td>
<td>23476</td>
</tr>
<tr>
<td>35</td>
<td>UNIVERSITY OF VIRGINIA</td>
<td>20313</td>
<td>23472</td>
</tr>
<tr>
<td>36</td>
<td>SUNY COLL OF SCI &amp; FORESTRY</td>
<td>19370</td>
<td>23393</td>
</tr>
<tr>
<td>37</td>
<td>UNIV MINN-EITE SYSTEM</td>
<td>19545</td>
<td>23365</td>
</tr>
<tr>
<td>38</td>
<td>OHIO ST UNIV-MAIN CAMPUS</td>
<td>20559</td>
<td>23337</td>
</tr>
<tr>
<td>39</td>
<td>REMSENHAER POLYTECHNIC INST</td>
<td>20232</td>
<td>23192</td>
</tr>
<tr>
<td>40</td>
<td>RUTGERS UNIVERSITY</td>
<td>19930</td>
<td>22159</td>
</tr>
<tr>
<td>41</td>
<td>POLYTECHNIC INST OF NEW YORK</td>
<td>19958</td>
<td>22962</td>
</tr>
<tr>
<td>42</td>
<td>PURDUE UNIV-APSE LAFAYETTE</td>
<td>19270</td>
<td>22918</td>
</tr>
<tr>
<td>43</td>
<td>UNIV OF ILLINOIS-CHAMPAIGN</td>
<td>20049</td>
<td>22819</td>
</tr>
<tr>
<td>44</td>
<td>VANDERBILT UNIVERSITY</td>
<td>19430</td>
<td>22779</td>
</tr>
<tr>
<td>45</td>
<td>UNIVERSITY OF WASHINGTON</td>
<td>19914</td>
<td>22589</td>
</tr>
<tr>
<td>46</td>
<td>CARNEGIE-MELLON UNIVERSITY</td>
<td>19717</td>
<td>22522</td>
</tr>
<tr>
<td>47</td>
<td>WASHINGTON UNIVERSITY</td>
<td>19346</td>
<td>22501</td>
</tr>
<tr>
<td>48</td>
<td>UNIVERSITY OF SO CALIFORNIA</td>
<td>19400</td>
<td>22450</td>
</tr>
<tr>
<td>49</td>
<td>UNIVERSITY OF UTAH</td>
<td>18997</td>
<td>22468</td>
</tr>
<tr>
<td>50</td>
<td>UNIVERSITY OF MASS AT AMHERST</td>
<td>21713</td>
<td>22322</td>
</tr>
<tr>
<td>51</td>
<td>UNIV OF TEXAS AT AUSTIN</td>
<td>20113</td>
<td>22342</td>
</tr>
<tr>
<td>52</td>
<td>WAYNE STATE UNIVERSITY</td>
<td>19393</td>
<td>22296</td>
</tr>
<tr>
<td>53</td>
<td>CARNEGIE COLLEGE</td>
<td>18429</td>
<td>22183</td>
</tr>
<tr>
<td>54</td>
<td>UNIV OF COLORADO-Boulder</td>
<td>19335</td>
<td>22177</td>
</tr>
<tr>
<td>55</td>
<td>UNIV OF WISC-MILWAUKEE</td>
<td>18504</td>
<td>22172</td>
</tr>
<tr>
<td>56</td>
<td>U OF I C AT CHAPEL HILL</td>
<td>20037</td>
<td>22158</td>
</tr>
<tr>
<td>57</td>
<td>UNIVERSITY OF IOWA</td>
<td>18935</td>
<td>22110</td>
</tr>
<tr>
<td>58</td>
<td>RICE UNIVERSITY</td>
<td>19651</td>
<td>22103</td>
</tr>
<tr>
<td>59</td>
<td>SYRACUSE UNIVERSITY</td>
<td>19183</td>
<td>22100</td>
</tr>
</tbody>
</table>

37

-27-
<table>
<thead>
<tr>
<th>Rank</th>
<th>Name</th>
<th>SAL</th>
<th>Comp</th>
</tr>
</thead>
<tbody>
<tr>
<td>46</td>
<td>UNIVERSITY OF PITTSBURGH</td>
<td>19622</td>
<td>22099</td>
</tr>
<tr>
<td>47</td>
<td>TULANE UNIVERSITY</td>
<td>19722</td>
<td>22099</td>
</tr>
<tr>
<td>48</td>
<td>CLEVELAND INDIAN UNIVERSITY</td>
<td>19092</td>
<td>22011</td>
</tr>
<tr>
<td>49</td>
<td>UNIVERSITY OF ARIZONA</td>
<td>19299</td>
<td>21728</td>
</tr>
<tr>
<td>50</td>
<td>COLORADO SCHOOL OF MINES</td>
<td>19319</td>
<td>21721</td>
</tr>
<tr>
<td>51</td>
<td>UNIVERSITY OF CONNECTICUT</td>
<td>20111</td>
<td>21721</td>
</tr>
<tr>
<td>52</td>
<td>CLARK UNIVERSITY</td>
<td>18517</td>
<td>21461</td>
</tr>
<tr>
<td>53</td>
<td>UNIVERSITY OF IOWA</td>
<td>19762</td>
<td>21572</td>
</tr>
<tr>
<td>54</td>
<td>GEORGIA UNIVERSITY</td>
<td>18244</td>
<td>21465</td>
</tr>
<tr>
<td>55</td>
<td>AMERICAN UNIVERSITY</td>
<td>18416</td>
<td>21484</td>
</tr>
<tr>
<td>56</td>
<td>TEMPLE UNIVERSITY</td>
<td>18477</td>
<td>21465</td>
</tr>
<tr>
<td>57</td>
<td>BOSTON UNIVERSITY</td>
<td>19621</td>
<td>21465</td>
</tr>
<tr>
<td>58</td>
<td>ILLINOIS INST OF TECHNOLOGY</td>
<td>19499</td>
<td>21162</td>
</tr>
<tr>
<td>59</td>
<td>RUTGERS UNIVERSITY</td>
<td>17559</td>
<td>21113</td>
</tr>
<tr>
<td>60</td>
<td>TUFFS UNIVERSITY</td>
<td>17990</td>
<td>21092</td>
</tr>
<tr>
<td>61</td>
<td>UNIVERSITY OF MARYLAND</td>
<td>18794</td>
<td>21089</td>
</tr>
<tr>
<td>62</td>
<td>UNIVERSITY OF TOLEDO</td>
<td>18640</td>
<td>21019</td>
</tr>
<tr>
<td>63</td>
<td>TEXAS A&amp;M UNIVERSITY</td>
<td>18799</td>
<td>21004</td>
</tr>
<tr>
<td>64</td>
<td>UNIVERSITY OF AGRICULTURAL INSTITUTE</td>
<td>17566</td>
<td>20933</td>
</tr>
<tr>
<td>65</td>
<td>OHIO STATE UNIVERSITY</td>
<td>19268</td>
<td>20874</td>
</tr>
<tr>
<td>66</td>
<td>BOSTON COLLEGE</td>
<td>18195</td>
<td>20901</td>
</tr>
<tr>
<td>67</td>
<td>UNIVERSITY OF RHODE ISLAND</td>
<td>18070</td>
<td>20844</td>
</tr>
<tr>
<td>68</td>
<td>PENNSYLVANIA STATE UNIVERSITY</td>
<td>18284</td>
<td>20763</td>
</tr>
<tr>
<td>69</td>
<td>PENNSYLVANIA STATE UNIVERSITY</td>
<td>18199</td>
<td>20748</td>
</tr>
<tr>
<td>70</td>
<td>PHILADELPHIA COLLEGE</td>
<td>17558</td>
<td>20742</td>
</tr>
<tr>
<td>71</td>
<td>ARIZONA STATE UNIVERSITY</td>
<td>18243</td>
<td>20736</td>
</tr>
<tr>
<td>72</td>
<td>EMORY UNIVERSITY</td>
<td>18407</td>
<td>20727</td>
</tr>
<tr>
<td>73</td>
<td>HOWARD UNIVERSITY</td>
<td>19249</td>
<td>20723</td>
</tr>
<tr>
<td>74</td>
<td>UNIVERSITY OF KANSAS</td>
<td>18550</td>
<td>20721</td>
</tr>
<tr>
<td>75</td>
<td>CASE WESTERN RESERVE UNIVERSITY</td>
<td>18129</td>
<td>20695</td>
</tr>
<tr>
<td>76</td>
<td>UNIVERSITY OF HOUSTON</td>
<td>18617</td>
<td>20694</td>
</tr>
<tr>
<td>77</td>
<td>NORTHERN ILLINOIS UNIVERSITY</td>
<td>18074</td>
<td>20630</td>
</tr>
<tr>
<td>78</td>
<td>UNIVERSITY OF LOUISVILLE</td>
<td>17915</td>
<td>20611</td>
</tr>
<tr>
<td>79</td>
<td>ARIZONA STATE UNIVERSITY</td>
<td>18119</td>
<td>20601</td>
</tr>
<tr>
<td>80</td>
<td>UNIVERSITY OF ARIZONA</td>
<td>17820</td>
<td>20559</td>
</tr>
<tr>
<td>81</td>
<td>UNIVERSITY OF NEVADA-BEND</td>
<td>18279</td>
<td>20522</td>
</tr>
<tr>
<td>82</td>
<td>UNIV KENTUCKY-MAIN CAMPUS</td>
<td>17649</td>
<td>20443</td>
</tr>
<tr>
<td>83</td>
<td>ROLLING GREEN STATE UNIVERSITY</td>
<td>17322</td>
<td>20472</td>
</tr>
<tr>
<td>84</td>
<td>IOWA STATE UNIV OF SCI &amp; TECH</td>
<td>17487</td>
<td>20463</td>
</tr>
<tr>
<td>85</td>
<td>AGEDU UNIVERSITY</td>
<td>18235</td>
<td>20463</td>
</tr>
<tr>
<td>86</td>
<td>UNIVERSITY OF DELAWARE</td>
<td>18198</td>
<td>20386</td>
</tr>
<tr>
<td>87</td>
<td>OHIO STATE UNIVERSITY</td>
<td>17066</td>
<td>20302</td>
</tr>
<tr>
<td>88</td>
<td>UNIVERSITY OF ALABAMA</td>
<td>18059</td>
<td>20261</td>
</tr>
<tr>
<td>89</td>
<td>UNIVERSITY OF VERMONT</td>
<td>16725</td>
<td>20254</td>
</tr>
<tr>
<td>90</td>
<td>NORTH TEXAS STATE UNIVERSITY</td>
<td>18187</td>
<td>20230</td>
</tr>
<tr>
<td>91</td>
<td>TULANE UNIVERSITY</td>
<td>17211</td>
<td>20211</td>
</tr>
<tr>
<td>92</td>
<td>UNIVERSITY OF NEW MEXICO</td>
<td>17739</td>
<td>20180</td>
</tr>
<tr>
<td>93</td>
<td>MIAMI UNIV-ORLANDO CAMPUS</td>
<td>17017</td>
<td>19837</td>
</tr>
<tr>
<td>94</td>
<td>SO ILLINOIS U-CARBONDALE</td>
<td>17253</td>
<td>19918</td>
</tr>
<tr>
<td>95</td>
<td>LOUISIANA ST UNIV-RAPID ROUGE</td>
<td>17596</td>
<td>19725</td>
</tr>
<tr>
<td>96</td>
<td>INDIANA ST UNIV-MAIN CAMPUS</td>
<td>17128</td>
<td>19687</td>
</tr>
<tr>
<td>97</td>
<td>Univ of Arkansas &quot;Main Campus&quot;</td>
<td>17301</td>
<td>19658</td>
</tr>
<tr>
<td>98</td>
<td>University of Colorado</td>
<td>17432</td>
<td>19630</td>
</tr>
<tr>
<td>99</td>
<td>University of New Hampshire</td>
<td>17449</td>
<td>19535</td>
</tr>
<tr>
<td>100</td>
<td>SOUTHERN METHODIST UNIVERSITY</td>
<td>17449</td>
<td>19531</td>
</tr>
<tr>
<td>101</td>
<td>BOSTON UNIVERSITY</td>
<td>17241</td>
<td>19490</td>
</tr>
<tr>
<td>102</td>
<td>COLORADO STATE UNIVERSITY</td>
<td>17295</td>
<td>19476</td>
</tr>
<tr>
<td>103</td>
<td>OHIO UNIV-MAIN CAMPUS</td>
<td>14960</td>
<td>19441</td>
</tr>
<tr>
<td>104</td>
<td>NEW MEXICO STATE UNIVERSITY</td>
<td>17023</td>
<td>19423</td>
</tr>
<tr>
<td>RANK</td>
<td>INSTITUTION</td>
<td>SAT</td>
<td>COMPO</td>
</tr>
<tr>
<td>------</td>
<td>-------------------------------------------</td>
<td>--------</td>
<td>-------</td>
</tr>
<tr>
<td>119</td>
<td>TEXAS A&amp;M UNIVERSITY</td>
<td>17391</td>
<td>19220</td>
</tr>
<tr>
<td>120</td>
<td>WEST VIRGINIA UNIVERSITY</td>
<td>17337</td>
<td>19290</td>
</tr>
<tr>
<td>121</td>
<td>GEORGIA INSTITUTE OF TECHNOLOGY</td>
<td>16096</td>
<td>19230</td>
</tr>
<tr>
<td>122</td>
<td>UNIV OF COLORADO-FAIRVIEW</td>
<td>17256</td>
<td>19275</td>
</tr>
<tr>
<td>123</td>
<td>VIRGINIA POLYTECHNIC INSTITUTE</td>
<td>17795</td>
<td>19275</td>
</tr>
<tr>
<td>124</td>
<td>NORTH CAROLINA STATE UNIVERSITY</td>
<td>17245</td>
<td>19210</td>
</tr>
<tr>
<td>125</td>
<td>UNIVERSITY OF DETROIT</td>
<td>17111</td>
<td>19205</td>
</tr>
<tr>
<td>126</td>
<td>ILLINOIS STATE UNIVERSITY</td>
<td>14791</td>
<td>19202</td>
</tr>
<tr>
<td>127</td>
<td>EAST TEXAS STATE UNIVERSITY</td>
<td>17222</td>
<td>19195</td>
</tr>
<tr>
<td>128</td>
<td>UNIV OF ALABAMA-BIRMINGHAM</td>
<td>14959</td>
<td>19189</td>
</tr>
<tr>
<td>129</td>
<td>UNIVERSITY OF IDAHO</td>
<td>16786</td>
<td>19152</td>
</tr>
<tr>
<td>130</td>
<td>UNIVERSITY OF NEBRASKA-LINCOLN</td>
<td>17029</td>
<td>19209</td>
</tr>
<tr>
<td>131</td>
<td>UNIVERSITY OF OKLAHOMA</td>
<td>17284</td>
<td>19095</td>
</tr>
<tr>
<td>132</td>
<td>KANSAS STATE UNIVERSITY</td>
<td>16955</td>
<td>19271</td>
</tr>
<tr>
<td>132</td>
<td>OKLAHOMA STATE UNIVERSITY</td>
<td>17342</td>
<td>19263</td>
</tr>
<tr>
<td>134</td>
<td>CLEMSON UNIVERSITY</td>
<td>17804</td>
<td>19254</td>
</tr>
<tr>
<td>135</td>
<td>UNIV OF TENNESSEE-KNOXVILLE</td>
<td>17118</td>
<td>19223</td>
</tr>
<tr>
<td>136</td>
<td>LOYOLA UNIVERSITY OF CHICAGO</td>
<td>16653</td>
<td>19015</td>
</tr>
<tr>
<td>137</td>
<td>UNIVERSITY OF DENVER</td>
<td>17176</td>
<td>19099</td>
</tr>
<tr>
<td>138</td>
<td>UNIV OF COLORADO-COLO SPRGS</td>
<td>16907</td>
<td>18909</td>
</tr>
<tr>
<td>139</td>
<td>MONTANA STATE UNIVERSITY</td>
<td>17237</td>
<td>18998</td>
</tr>
<tr>
<td>140</td>
<td>WEST VIRGINIA UNIVERSITY</td>
<td>15597</td>
<td>19205</td>
</tr>
<tr>
<td>141</td>
<td>UNIVERSITY OF GEORGIA</td>
<td>17723</td>
<td>19290</td>
</tr>
<tr>
<td>142</td>
<td>COLLEGE OF WILLIAM AND MARY</td>
<td>17395</td>
<td>19229</td>
</tr>
<tr>
<td>143</td>
<td>UNIVERSITY OF MISSOURI</td>
<td>17586</td>
<td>19247</td>
</tr>
<tr>
<td>144</td>
<td>UNIVERSITY OF FLORIDA</td>
<td>17670</td>
<td>19258</td>
</tr>
<tr>
<td>145</td>
<td>FLORIDA STATE UNIVERSITY</td>
<td>17669</td>
<td>19222</td>
</tr>
<tr>
<td>146</td>
<td>NORTH DAKOTA STATE UNIVERSITY</td>
<td>16582</td>
<td>19372</td>
</tr>
<tr>
<td>147</td>
<td>MONTANA STATE UNIVERSITY</td>
<td>17346</td>
<td>19242</td>
</tr>
<tr>
<td>148</td>
<td>AUBURN UNIVERSITY</td>
<td>17041</td>
<td>19293</td>
</tr>
<tr>
<td>149</td>
<td>VIRGINIA COMMONWEALTH UNIV</td>
<td>16699</td>
<td>19275</td>
</tr>
<tr>
<td>150</td>
<td>UNIVERSITY OF NORTH DAKOTA</td>
<td>16228</td>
<td>19236</td>
</tr>
<tr>
<td>151</td>
<td>UNIVERSITY OF MONTANA</td>
<td>16234</td>
<td>18223</td>
</tr>
<tr>
<td>152</td>
<td>UNIVERSITY OF SOUTH CAROLINA</td>
<td>17222</td>
<td>18221</td>
</tr>
<tr>
<td>153</td>
<td>SAINT LOUIS UNIVERSITY</td>
<td>16597</td>
<td>18010</td>
</tr>
<tr>
<td>154</td>
<td>UNIV OF N C AT GREENSBORO</td>
<td>16075</td>
<td>18002</td>
</tr>
<tr>
<td>155</td>
<td>CATHOLIC UNIVERSITY OF AMERICA</td>
<td>16255</td>
<td>17854</td>
</tr>
<tr>
<td>156</td>
<td>UNIVERSITY OF TULSA</td>
<td>17517</td>
<td>17835</td>
</tr>
<tr>
<td>157</td>
<td>GEORGIA STATE UNIVERSITY</td>
<td>16645</td>
<td>17699</td>
</tr>
<tr>
<td>158</td>
<td>TEXAS CHRISTIAN UNIVERSITY</td>
<td>15172</td>
<td>17628</td>
</tr>
<tr>
<td>159</td>
<td>UNIV OF S OAK-HA1N CAMPU</td>
<td>15391</td>
<td>17218</td>
</tr>
<tr>
<td>160</td>
<td>MISSISSIPPI STATE UNIVERSITY</td>
<td>16243</td>
<td>17259</td>
</tr>
<tr>
<td>161</td>
<td>UNIV OF MAINE-ORONO</td>
<td>15013</td>
<td>17205</td>
</tr>
<tr>
<td>162</td>
<td>UNIV OF NORTHERN COLORADO</td>
<td>15242</td>
<td>17164</td>
</tr>
<tr>
<td>163</td>
<td>IDAHO STATE UNIVERSITY</td>
<td>14729</td>
<td>14930</td>
</tr>
<tr>
<td>164</td>
<td>UNIVERSITY OF MISSISSIPPI</td>
<td>15944</td>
<td>16914</td>
</tr>
<tr>
<td>165</td>
<td>MEMPHIS STATE UNIVERSITY</td>
<td>15299</td>
<td>16541</td>
</tr>
</tbody>
</table>

39
CHART IV

COMPARISON OF WEIGHTED FACULTY SALARY AVERAGES
NATIONAL DATA AND INSTITUTIONS IN SEVEN COMPARISON STATES
1970-71 through 1975-76
- Universities and State Colleges -

$20,500
$20,000
$19,500
$19,000
$18,500
$18,000
$17,500
$17,000
$16,500
$16,000
$15,500
$15,000
$14,500
$14,000
$13,500
$13,000


- Universities - National Data
- Universities - Seven State Data
- State Colleges - National Data
- State Colleges - Seven State Data
Chart V

Weighted faculty salary averages
Percentage differences between
National data and institutions in seven comparison states
1970-71 through 1975-76

Universities and State Colleges-


-10% -9% -8% -7% -6% -5% -4% -3% -2% -1% 0% 1% 2% 3% 4% 5% 6% 7% 8% 9% 10%
<table>
<thead>
<tr>
<th>Year</th>
<th>Professor</th>
<th>Associate Professor</th>
<th>Assistant Professor</th>
<th>Instructor</th>
</tr>
</thead>
<tbody>
<tr>
<td>1970-71</td>
<td>$19,150</td>
<td>$20,140</td>
<td>$19,950</td>
<td>$19,700</td>
</tr>
<tr>
<td>1971-72</td>
<td>$20,140</td>
<td>$20,666</td>
<td>$20,550</td>
<td>$20,300</td>
</tr>
<tr>
<td>1972-73</td>
<td>$21,933</td>
<td>$21,933</td>
<td>$21,823</td>
<td>$21,573</td>
</tr>
<tr>
<td>1973-74</td>
<td>$22,871</td>
<td>$22,871</td>
<td>$22,761</td>
<td>$22,511</td>
</tr>
<tr>
<td>1974-75</td>
<td>$24,062</td>
<td>$24,062</td>
<td>$23,952</td>
<td>$23,702</td>
</tr>
<tr>
<td>1975-76</td>
<td>$25,821</td>
<td>$25,821</td>
<td>$25,712</td>
<td>$25,462</td>
</tr>
</tbody>
</table>

*Public institutions which offer the doctorate degree, and which conferred in the most recent three years an annual average of fifteen or more earned doctorates covering a minimum of three nonrelated disciplines.

### TABLE XII

**COMPARISON OF NINE MONTH FACULTY SALARIES BY RANK**  
**NATIONAL DATA AND INSTITUTIONS IN SEVEN COMPARISON STATES**  
**1970-71 through 1975-76**  

- State Colleges -

<table>
<thead>
<tr>
<th>Year</th>
<th>Rank</th>
<th>All State Colleges*</th>
<th>Colleges in Seven States</th>
<th>Difference</th>
</tr>
</thead>
<tbody>
<tr>
<td>1970-71</td>
<td>Professor</td>
<td>$17,420</td>
<td>$17,782</td>
<td>+$362</td>
</tr>
<tr>
<td></td>
<td>Associate Professor</td>
<td>13,830</td>
<td>13,806</td>
<td>- 24</td>
</tr>
<tr>
<td></td>
<td>Assistant Professor</td>
<td>11,440</td>
<td>11,367</td>
<td>- 73</td>
</tr>
<tr>
<td></td>
<td>Instructor</td>
<td>9,220</td>
<td>9,200</td>
<td>- 20</td>
</tr>
<tr>
<td>1971-72</td>
<td>Professor</td>
<td>$17,850</td>
<td>$17,986</td>
<td>+$136</td>
</tr>
<tr>
<td></td>
<td>Associate Professor</td>
<td>14,140</td>
<td>13,909</td>
<td>- 231</td>
</tr>
<tr>
<td></td>
<td>Assistant Professor</td>
<td>11,800</td>
<td>11,543</td>
<td>- 257</td>
</tr>
<tr>
<td></td>
<td>Instructor</td>
<td>9,540</td>
<td>9,442</td>
<td>- 98</td>
</tr>
<tr>
<td>1972-73</td>
<td>Professor</td>
<td>$18,980</td>
<td>$19,199</td>
<td>+$219</td>
</tr>
<tr>
<td></td>
<td>Associate Professor</td>
<td>15,000</td>
<td>14,866</td>
<td>- 134</td>
</tr>
<tr>
<td></td>
<td>Assistant Professor</td>
<td>12,470</td>
<td>12,370</td>
<td>- 100</td>
</tr>
<tr>
<td></td>
<td>Instructor</td>
<td>10,130</td>
<td>9,932</td>
<td>- 198</td>
</tr>
<tr>
<td>1973-74</td>
<td>Professor</td>
<td>$20,450</td>
<td>$20,346</td>
<td>-$104</td>
</tr>
<tr>
<td></td>
<td>Associate Professor</td>
<td>15,960</td>
<td>15,740</td>
<td>- 220</td>
</tr>
<tr>
<td></td>
<td>Assistant Professor</td>
<td>13,120</td>
<td>12,863</td>
<td>- 257</td>
</tr>
<tr>
<td></td>
<td>Instructor</td>
<td>10,700</td>
<td>10,213</td>
<td>- 487</td>
</tr>
<tr>
<td>1974-75</td>
<td>Professor</td>
<td>$21,281</td>
<td>$21,437</td>
<td>-$156</td>
</tr>
<tr>
<td></td>
<td>Associate Professor</td>
<td>16,839</td>
<td>16,577</td>
<td>- 262</td>
</tr>
<tr>
<td></td>
<td>Assistant Professor</td>
<td>13,902</td>
<td>13,517</td>
<td>- 385</td>
</tr>
<tr>
<td></td>
<td>Instructor</td>
<td>11,369</td>
<td>10,552</td>
<td>- 817</td>
</tr>
<tr>
<td>1975-76</td>
<td>Professor</td>
<td>$22,592</td>
<td>$22,845</td>
<td>+$253</td>
</tr>
<tr>
<td></td>
<td>Associate Professor</td>
<td>17,778</td>
<td>17,730</td>
<td>- 48</td>
</tr>
<tr>
<td></td>
<td>Assistant Professor</td>
<td>14,617</td>
<td>14,558</td>
<td>- 59</td>
</tr>
<tr>
<td></td>
<td>Instructor</td>
<td>11,928</td>
<td>11,681</td>
<td>- 247</td>
</tr>
</tbody>
</table>

*Public institutions awarding degrees above the baccalaureate but not included in University category.