

2009–10 CUPA Faculty Salary Comparisons for KSU

Enterprise Information Management

May 14, 2010

Highlights of Faculty Salary Comparisons in Table 1

- KSU's average faculty salaries for the university as a whole and its colleges often tended to be **Below Average** when compared to the average faculty salaries at other public research and doctoral institutions across the nation.
- **Below Average** salaries for full professors were especially pronounced in the College of Humanities & Social Sciences (24% below the average of the comparator group) and the Science & Mathematics group – excluding the CSIS faculty (26% below the average of the comparator group). In other colleges where doctoral programs are underway, KSU average salaries for full professors were 11% below those in the comparator group in Health & Human Services, 10% below in Education, and 13% below in Business.
- At the junior ranks of assistant professor and instructor, KSU's average faculty salaries were often **Comparable** to the averages for other universities, probably because KSU has to be competitive with market conditions when hiring new junior faculty.
- Signs of salary compression in the junior rank of assistant professor exist at KSU and nationally in that the average salary for new hires at that rank equal or exceed the average salary of continuing assistant professors. In the business fields, compression at KSU and nationally is especially prominent in that the average salaries of new assistant professors are substantially higher than the average salaries of continuing assistant professors.
- Salary compression at the senior rank of full professor is more prominent at KSU than at other public universities nationwide in that the expected rise in average salary from the associate to full professor is typically substantially smaller here than elsewhere. That compression is reflected in the fact that KSU's average salary for full professors is 18% below the average of national comparators, whereas KSU's averages for associate and assistant professors are only 7% or 9% below the national averages.
- Average salaries were highest in the business and computing fields and lowest in the arts, humanities, and social sciences at KSU and at public research universities nationally. The average faculty salary for new assistant professors in the business fields was twice the size of the average for new assistant professors in the arts.
- KSU's **Comparable** and **Above Average** salaries in most ranks in Computer & Information Systems probably continue to reflect the influence of Georgia's

Yamacraw special funding initiative earlier in the decade when a number of CS/IS faculty were funded and hired at levels comparable to distinguished professors at research universities.

- KSU's average salaries by rank are typically not representative of any college at KSU. Statistically, the substantially higher salaries in business and computing pull the lower averages in all other disciplines up for the institution as a whole. Consequently, KSU's average salaries in business and computing tend to be higher than the institutional averages at each rank and the averages in all other disciplines tend to be below the institutional averages. That was the case in the national comparator group as well.

About the CUPA Salary Survey. KSU participates annually in the National Faculty Salary Survey conducted by the College and University Professional Association for Human Resources (CUPA). The CUPA survey produces average salary comparisons by federal CIP (Classification of Instructional Programs) codes and permits the customized formulation of comparison groups. Average (mean) nine-month salaries are reported for KSU. The averages reported for comparator groups are the means of the institutional averages. Key results from the CUPA survey were extracted, summarized, and interpreted by the staff of Enterprise Information Management. Questions about the analysis should be directed to Donna Hutcheson at extension 3609.

Doctoral Research University Comparison Group. The “Public Research and Doctoral Institutions” comparison group referenced in this report is CUPA’s selection of 330 participating public universities that offer doctoral programs. KSU was included in that group. Listings of the participating universities in the comparison groups are provided in the appendix of this report. It is important to note that this group includes not only KSU’s peers in the Doctoral Research University Carnegie category, but also aspirational peers in the High Research Activity Research University and Very High Research Activity Research University categories. Consequently, the national averages for the comparator group actually represent aspirational more than peer faculty salaries. Nevertheless, KSU increasingly competes with aspirational peer universities nationwide in faculty recruitment and must be attentive to national average salaries in order to be competitive. At the junior ranks, KSU typically appears competitive.

KSU’s Position Among Comparators. To simplify interpretation of the comparisons of arithmetic means, the positions of KSU’s averages relative to those of its comparators was coded as **Comparable** to the comparator’s average if KSU’s average was less than 5 percentage points different, plus or minus. **Below Average** was used if KSU’s average was 5 or more percentage points lower than the comparators’ average. **Above Average** was used when KSU’s average was 5 or more percentage points higher than the comparator’s average.

Warnings About Comparing Discipline Averages Based on CIP Codes. The federal Classification of Instructional Programs (CIP) codes were designed to classify instructional programs and do not align well or tightly with the classification of faculty members, especially when faculty have advanced degrees from more than one CIP discipline. In addition, inconsistencies in how participating institutions organize their faculties and assign them CIP codes often preclude meaningful departmental or disciplinary comparisons at the

4-digit CIP coding level in the CUPA salary survey results. A summary of the CUPA survey results at the 4-digit level is included in the appendix of this report. KSU's assignments of CIP codes to faculty in different departments have tended to follow the most popular choices of peer institutions participating in the CUPA survey, enabling peer comparisons.

Warnings About Interpreting Averages Derived from a Small Number of Cases

Averages (means) calculated on less than 10 cases are typically not reported by CUPA or statisticians in general. Averages calculated on small samples are potentially unstable and unrepresentative because of possible distortion caused by outliers or exceptional circumstances. Consequently, caution is advised when attempting to put much stock in a departmental average at a particular rank that is based only on a few individuals. KSU's college-level averages are more stable since they typically reflect many more than 10 cases.

KSU College Summaries. The summaries presented in Table 1 collapsed the CIP codes to the 2-digit level and clustered different disciplinary groups according to KSU's organizational structure of college makeup. The College of Science & Mathematics was divided into two CIP groupings, separating Computer & Information Systems faculty from all others, because salary levels between those groups were so great at KSU and at comparator universities. The College of Education & PTEU includes education faculty members in other colleges beyond Bagwell.

Table 1: Average Academic 9-Month Faculty Salaries By College in 2009-10

Faculty Rank	KSU	All Public Research and Doctoral Institutions (N=330)	KSU Average to Comparators' Average	KSU's Basic Position Among Comparators
College of the Arts				
Professor	*72k	80k	-11%	Below Average
Associate Professor	54k	62k	-14%	Below Average
Assistant Professor	49k	51k	-4%	Comparable
New Assistant Professor	*48k	50k	-4%	Comparable
Instructor	*45k	41k	8%	Above Average
College of Business				
Professor	107k	120k	-13%	Below Average
Associate Professor	96k	103k	-6%	Below Average
Assistant Professor	89k	100k	-12%	Below Average
New Assistant Professor	*110k	107k	3%	Comparable
Instructor	61k	58k	5%	Above Average
College of Education and PTEU				
Professor	78k	86k	-10%	Below Average
Associate Professor	63k	67k	-7%	Below Average
Assistant Professor	54k	56k	-4%	Comparable
New Assistant Professor	*54k	55k	-3%	Comparable
Instructor	43k	45k	-5%	Below Average
College of Health and Human Services				
Professor	81k	90k	-11%	Below Average
Associate Professor	67k	71k	-6%	Below Average
Assistant Professor	57k	60k	-6%	Below Average
New Assistant Professor	*52k	59k	-13%	Below Average
Instructor	49k	51k	-5%	Below Average
College of Humanities and Social Science				
Professor	70k	87k	-24%	Below Average
Associate Professor	60k	65k	-8%	Below Average
Assistant Professor	50k	54k	-8%	Below Average
New Assistant Professor	51k	54k	-7%	Below Average
Instructor	42k	40k	4%	Comparable
College of Science and Mathematics				
Computer and Information Systems				
Professor	*102k	108k	-6%	Below Average
Associate Professor	*105k	89k	16%	Above Average
Assistant Professor	*79k	77k	1%	Comparable
New Assistant Professor	*0	78k	0%	Comparable
Instructor	*53k	54k	-1%	Comparable
Science and Mathematics				
Professor	72k	90k	-26%	Below Average
Associate Professor	61k	68k	-11%	Below Average
Assistant Professor	53k	58k	-10%	Below Average
New Assistant Professor	*54k	58k	-7%	Below Average
Instructor	39k	42k	-7%	Below Average
University College				
Professor	*66k	91k	-33%	Below Average
Associate Professor	*66k	66k	-1%	Comparable
Assistant Professor	50k	55k	-10%	Below Average
New Assistant Professor	*50k	53k	-6%	Below Average
Instructor	*42k	44k	-3%	Comparable
Overall KSU Average				
Professor	84k	99k	-18%	Below Average
Associate Professor	69k	74k	-7%	Below Average
Assistant Professor	57k	62k	-9%	Below Average
New Assistant Professor	55k	59k	-7%	Below Average
Instructor	47k	47k	0%	Comparable

* Sample size is less than 10.

Appendix

All Public Research and Doctoral Institutions

Adams State College (Alamosa, CO)
Alabama Agricultural and Mechanical University (Normal, AL)
Alabama State University (Montgomery, AL)
Appalachian State University (Boone, NC)
Arizona State University Main (Tempe, AZ)
Arizona State University West (Phoenix, AZ)
Arkansas State University (State University, AR)
Armstrong Atlantic State University (Savannah, GA)
Auburn University (Auburn University, AL)
Auburn University at Montgomery (Montgomery, AL)
Ball State University (Muncie, IN)
Bloomsburg University of Pennsylvania (Bloomsburg, PA)
Boise State University (Boise, ID)
Bowie State University (Bowie, MD)
Bowling Green State University (Bowling Green, OH)
Bridgewater State College (Bridgewater, MA)
California Polytechnic State University-San Luis Obispo (San Luis Obispo, CA)
California State Polytechnic University-Pomona (Pomona, CA)
California State University-Bakersfield (Bakersfield, CA)
California State University-Chico (Chico, CA)
California State University-Dominguez Hills (Carson, CA)
California State University-East Bay (Hayward, CA)
California State University-Fresno (Fresno, CA)
California State University-Fullerton (Fullerton, CA)
California State University-Long Beach (Long Beach, CA)
California State University-Los Angeles (Los Angeles, CA)
California State University-Northridge (Northridge, CA)
California State University-Sacramento (Sacramento, CA)
California State University-San Bernardino (San Bernardino, CA)
California University of Pennsylvania (California, PA)
Central Connecticut State University (New Britain, CT)
Central Michigan University (Mount Pleasant, MI)
Central Washington University (Ellensburg, WA)
Chicago State University (Chicago, IL)
City University of New York Bernard M. Baruch College (New York, NY)
City University of New York Brooklyn College (Brooklyn, NY)
City University of New York College of Staten Island (Staten Island, NY)
City University of New York Graduate Center (New York, NY)
City University of New York Herbert H. Lehman College (Bronx, NY)
City University of New York Hunter College (New York, NY)
City University of New York John Jay College of Criminal Justice (New York, NY)
City University of New York Queens College (Flushing, NY)
City University of New York The City College (New York, NY)
Clarion University of Pennsylvania (Clarion, PA)
Clemson University (Clemson, SC)
Cleveland State University (Cleveland, OH)
College of William and Mary (Williamsburg, VA)
Colorado School of Mines (Golden, CO)
Colorado State University (Fort Collins, CO)
Columbus State University (Columbus, GA)
East Carolina University (Greenville, NC)
East Central University (Ada, OK)
Eastern Illinois University (Charleston, IL)
Eastern Kentucky University (Richmond, KY)
Eastern Michigan University (Ypsilanti, MI)
Eastern Washington University (Cheney, WA)
East Stroudsburg University of Pennsylvania (East Stroudsburg, PA)
East Tennessee State University (Johnson City, TN)
Edinboro University of Pennsylvania (Edinboro, PA)
Emporia State University (Emporia, KS)
Fitchburg State College (Fitchburg, MA)
Florida Agricultural and Mechanical University (Tallahassee, FL)
Florida Atlantic University (Boca Raton, FL)
Florida Gulf Coast University (Fort Myers, FL)

Florida International University (Miami, FL)
Florida State University (Tallahassee, FL)
Fort Hays State University (Hays, KS)
Framingham State College (Framingham, MA)
Frostburg State University (Frostburg, MD)
George Mason University (Fairfax, VA)
Georgia College & State University (Milledgeville, GA)
Georgia Institute of Technology (Atlanta, GA)
Georgia Southern University (Statesboro, GA)
Georgia State University (Atlanta, GA)
Governors State University (University Park, IL)
Grand Valley State University (Allendale, MI)
Idaho State University (Pocatello, ID)
Illinois State University (Normal, IL)
Indiana State University (Terre Haute, IN)
Indiana University at Bloomington (Bloomington, IN)
Indiana University of Pennsylvania (Indiana, PA)
Indiana University-Purdue University Indianapolis (Indianapolis, IN)
Indiana University South Bend (South Bend, IN)
Indiana University Southeast (New Albany, IN)
Iowa State University (Ames, IA)
Jackson State University (Jackson, MS)
Jacksonville State University (Jacksonville, AL)
James Madison University (Harrisonburg, VA)
Kansas State University (Manhattan, KS)
Kean University (Union, NJ)
Kennesaw State University (Kennesaw, GA)
Kent State University Main Campus (Kent, OH)
Kutztown University of Pennsylvania (Kutztown, PA)
Lamar University (Beaumont, TX)
Louisiana State University and Agricultural and Mechanical College (Baton Rouge, LA)
Louisiana Tech University (Ruston, LA)
Marshall University (Huntington, WV)
McNeese State University (Lake Charles, LA)
Miami University (Oxford, OH)
Michigan State University (East Lansing, MI)
Michigan Technological University (Houghton, MI)
Middle Tennessee State University (Murfreesboro, TN)
Millersville University of Pennsylvania (Millersville, PA)
Minnesota State University, Mankato (Mankato, MN)
Mississippi State University (Mississippi State, MS)
Missouri State University (Springfield, MO)
Missouri University of Science and Technology (Rolla, MO)
Montana State University (Bozeman, MT)
Montclair State University (Upper Montclair, NJ)
Morehead State University (Morehead, KY)
Morgan State University (Baltimore, MD)
Murray State University (Murray, KY)
New Jersey City University (Jersey City, NJ)
New Jersey Institute of Technology (Newark, NJ)
New Mexico Highlands University (Las Vegas, NM)
New Mexico State University Main Campus (Las Cruces, NM)
Norfolk State University (Norfolk, VA)
North Carolina Agricultural and Technical State University (Greensboro, NC)
North Carolina Central University (Durham, NC)
North Carolina State University (Raleigh, NC)
North Dakota State University Main Campus (Fargo, ND)
Northeastern Illinois University (Chicago, IL)
Northeastern State University (Tahlequah, OK)
Northern Arizona University (Flagstaff, AZ)
Northern Illinois University (De Kalb, IL)
Northern Kentucky University (Highland Heights, KY)
Northern Michigan University (Marquette, MI)
Northwestern State University (Natchitoches, LA)
Oakland University (Rochester, MI)
Ohio University Main Campus (Athens, OH)
Oklahoma State University (Stillwater, OK)
Old Dominion University (Norfolk, VA)
Oregon State University (Corvallis, OR)
Penn State Great Valley School of Graduate Professional Studies (Malvern, PA)

Penn State Harrisburg (Middletown, PA)
Pennsylvania State University (University Park, PA)
Pittsburg State University (Pittsburg, KS)
Plymouth State University (Plymouth, NH)
Portland State University (Portland, OR)
Prairie View A & M University (Prairie View, TX)
Purdue University Main Campus (West Lafayette, IN)
Radford University (Radford, VA)
Rhode Island College (Providence, RI)
Rowan University (Glassboro, NJ)
Rutgers the State University of New Jersey Newark Campus (Newark, NJ)
Rutgers the State University of New Jersey New Brunswick Campus (New Brunswick, NJ)
Saginaw Valley State University (University Center, MI)
Salem State College (Salem, MA)
Salisbury University (Salisbury, MD)
Sam Houston State University (Huntsville, TX)
San Diego State University (San Diego, CA)
San Francisco State University (San Francisco, CA)
San Jose State University (San Jose, CA)
Shippensburg University of Pennsylvania (Shippensburg, PA)
Slippery Rock University of Pennsylvania (Slippery Rock, PA)
Sonoma State University (Rohnert Park, CA)
South Carolina State University (Orangeburg, SC)
South Dakota State University (Brookings, SD)
Southeastern Louisiana University (Hammond, LA)
Southeast Missouri State University (Cape Girardeau, MO)
Southern Connecticut State University (New Haven, CT)
Southern Illinois University at Edwardsville (Edwardsville, IL)
Southern Illinois University Carbondale (Carbondale, IL)
Southern Oregon University (Ashland, OR)
Southern University and Agricultural and Mechanical College at Baton Rouge (Baton Rouge, LA)
State University of New York at Albany (Albany, NY)
State University of New York at Binghamton (Binghamton, NY)
State University of New York at Buffalo (Buffalo, NY)
State University of New York at Fredonia (Fredonia, NY)
State University of New York at New Paltz (New Paltz, NY)
State University of New York at Stony Brook (Stony Brook, NY)
State University of New York College at Brockport (Brockport, NY)
State University of New York College at Buffalo (Buffalo, NY)
State University of New York College at Cortland (Cortland, NY)
State University of New York College at Oswego (Oswego, NY)
State University of New York College at Plattsburgh (Plattsburgh, NY)
State University of New York College at Potsdam (Potsdam, NY)
State University of New York College of Environmental Science and Forestry (Syracuse, NY)
St. Cloud State University (St. Cloud, MN)
Stephen F. Austin State University (Nacogdoches, TX)
Sul Ross State University (Alpine, TX)
Tarleton State University (Stephenville, TX)
Temple University (Philadelphia, PA)
Tennessee State University (Nashville, TN)
Tennessee Technological University (Cookeville, TN)
Texas A & M University (College Station, TX)
Texas A & M University - Commerce (Commerce, TX)
Texas A & M University - Corpus Christi (Corpus Christi, TX)
Texas A & M University-Kingsville (Kingsville, TX)
Texas State University - San Marcos (San Marcos, TX)
Texas Tech University (Lubbock, TX)
Texas Woman's University (Denton, TX)
The Citadel, The Military College of South Carolina (Charleston, SC)
The College of New Jersey (Ewing, NJ)
The Ohio State University Main Campus (Columbus, OH)
The University of Akron, Main Campus (Akron, OH)
The University of Arizona (Tucson, AZ)
The University of Memphis (Memphis, TN)
The University of Montana - Missoula (Missoula, MT)
The University of South Dakota (Vermillion, SD)
Towson University (Baltimore, MD)
Troy University (Troy, AL)
University of Alabama (Tuscaloosa, AL)
University of Alabama at Birmingham (Birmingham, AL)

University of Alabama in Huntsville (Huntsville, AL)
University of Alaska Anchorage (Anchorage, AK)
University of Alaska Fairbanks (Fairbanks, AK)
University of Arkansas at Little Rock (Little Rock, AR)
University of Arkansas Main Campus (Fayetteville, AR)
University of Baltimore (Baltimore, MD)
University of California-Berkeley (Berkeley, CA)
University of California-Davis (Davis, CA)
University of California-Irvine (Irvine, CA)
University of California-Los Angeles (Los Angeles, CA)
University of California-Riverside (Riverside, CA)
University of California-San Diego (La Jolla, CA)
University of California-Santa Barbara (Santa Barbara, CA)
University of California-Santa Cruz (Santa Cruz, CA)
University of Central Arkansas (Conway, AR)
University of Central Florida (Orlando, FL)
University of Central Missouri (Warrensburg, MO)
University of Central Oklahoma (Edmond, OK)
University of Cincinnati Main Campus (Cincinnati, OH)
University of Colorado at Boulder (Boulder, CO)
University of Colorado at Colorado Springs (Colorado Springs, CO)
University of Colorado Denver (Denver, CO)
University of Connecticut (Storrs, CT)
University of Delaware (Newark, DE)
University of Florida (Gainesville, FL)
University of Georgia (Athens, GA)
University of Hawaii at Manoa (Honolulu, HI)
University of Houston (Houston, TX)
University of Houston - Clear Lake (Houston, TX)
University of Houston - Victoria (Victoria, TX)
University of Idaho (Moscow, ID)
University of Illinois at Chicago (Chicago, IL)
University of Illinois at Springfield (Springfield, IL)
University of Illinois at Urbana-Champaign (Champaign, IL)
University of Iowa (Iowa City, IA)
University of Kansas Main Campus (Lawrence, KS)
University of Kentucky (Lexington, KY)
University of Louisiana at Lafayette (Lafayette, LA)
University of Louisiana at Monroe (Monroe, LA)
University of Louisville (Louisville, KY)
University of Maine (Orono, ME)
University of Maryland Baltimore County (Baltimore, MD)
University of Maryland College Park (College Park, MD)
University of Maryland University College (College Park, MD)
University of Massachusetts (Amherst, MA)
University of Massachusetts Boston (Boston, MA)
University of Massachusetts Dartmouth (North Dartmouth, MA)
University of Massachusetts Lowell (Lowell, MA)
University of Michigan-Ann Arbor (Ann Arbor, MI)
University of Michigan-Dearborn (Dearborn, MI)
University of Minnesota-Twin Cities (Minneapolis, MN)
University of Mississippi (University, MS)
University of Missouri - Columbia (Columbia, MO)
University of Missouri - Kansas City (Kansas City, MO)
University of Missouri - Saint Louis (Saint Louis, MO)
University of Nebraska at Omaha (Omaha, NE)
University of Nebraska - Lincoln (Lincoln, NE)
University of Nevada-Las Vegas (Las Vegas, NV)
University of Nevada, Reno (Reno, NV)
University of New Hampshire (Durham, NH)
University of New Mexico Main Campus (Albuquerque, NM)
University of New Orleans (New Orleans, LA)
University of North Alabama (Florence, AL)
University of North Carolina at Charlotte (Charlotte, NC)
University of North Carolina at Greensboro (Greensboro, NC)
University of North Carolina at Wilmington (Wilmington, NC)
University of North Carolina Chapel Hill (Chapel Hill, NC)
University of North Dakota Main Campus (Grand Forks, ND)
University of Northern Colorado (Greeley, CO)
University of Northern Iowa (Cedar Falls, IA)

University of North Florida (Jacksonville, FL)
University of North Texas (Denton, TX)
University of Oklahoma Norman Campus (Norman, OK)
University of Oregon (Eugene, OR)
University of Pittsburgh (Pittsburgh, PA)
University of Puerto Rico-Mayaguez Campus (Mayaguez, PR)
University of Puerto Rico-Rio Piedras Campus (Rio Piedras, PR)
University of Rhode Island (Kingston, RI)
University of South Alabama (Mobile, AL)
University of South Carolina - Columbia (Columbia, SC)
University of Southern Maine (Portland, ME)
University of Southern Mississippi (Hattiesburg, MS)
University of South Florida (Tampa, FL)
University of Tennessee at Chattanooga (Chattanooga, TN)
University of Tennessee, Knoxville (Knoxville, TN)
University of Texas at Arlington (Arlington, TX)
University of Texas at Austin (Austin, TX)
University of Texas at Dallas (Richardson, TX)
University of Texas at El Paso (El Paso, TX)
University of Texas at San Antonio (San Antonio, TX)
University of Texas at Tyler (Tyler, TX)
University of Texas - Pan American (Edinburg, TX)
University of Toledo (Toledo, OH)
University of Utah (Salt Lake City, UT)
University of Vermont (Burlington, VT)
University of Virginia (Charlottesville, VA)
University of Washington (Seattle, WA)
University of West Florida (Pensacola, FL)
University of West Georgia (Carrollton, GA)
University of Wisconsin-La Crosse (La Crosse, WI)
University of Wisconsin-Madison (Madison, WI)
University of Wisconsin-Milwaukee (Milwaukee, WI)
University of Wisconsin-Oshkosh (Oshkosh, WI)
University of Wisconsin-Stout (Menomonie, WI)
University of Wisconsin-Whitewater (Whitewater, WI)
University of Wyoming (Laramie, WY)
Utah State University (Logan, UT)
Valdosta State University (Valdosta, GA)
Virginia Commonwealth University (Richmond, VA)
Virginia Polytechnic Institute and State University (Blacksburg, VA)
Washington State University (Pullman, WA)
Wayne State University (Detroit, MI)
West Chester University of Pennsylvania (West Chester, PA)
Western Carolina University (Cullowhee, NC)
Western Connecticut State University (Danbury, CT)
Western Illinois University (Macomb, IL)
Western Kentucky University (Bowling Green, KY)
Western Michigan University (Kalamazoo, MI)
Western Oregon University (Monmouth, OR)
Western Washington University (Bellingham, WA)
West Texas A & M University (Canyon, TX)
West Virginia University (Morgantown, WV)
Wichita State University (Wichita, KS)
William Paterson University of New Jersey (Wayne, NJ)
Winthrop University (Rock Hill, SC)
Wright State University Main Campus (Dayton, OH)
Youngstown State University (Youngstown, OH)

Copyright © 2010 CUPA-HR

Surveys Online - DataOnDemand https://surveysonline.cupahr.org/benchmarking/compgroup_display.cfm?...



National Faculty Salary Survey: Multi-Discipline Report

Focus Institution Kennesaw State University
Comparison Group All Public Research and Doctoral Institutions - 2005 Carnegie
Year 2009-10
Statistics Unweighted

Key

NP - Number of Incumbents.

NI - Number of Institutions.

● - More than 150% of the group median

● - Less than 75% of the group median

Per Department of Justice Safe Harbor Guidelines, statistics will not display when the number of Institutions is less than 5 (too few data) or, if weighted statistics are selected, when one institution's data comprise more than 25% of the total (unbalanced data).

Code/Title	A. Focus Salary		B. Comparison Group Statistics (Based on Reported Average Salaries*)						A's Avg. as % of B's	
	NP	Average	Average	Median	Minimum	Maximum	NP	NI	Average	Median
[01.] AGRICULTURE, AGRICULTURE OPERATIONS, AND RELATED SCIENCES										
01.00 General										
Professor			84,919	83,960	53,272	136,472	79	19		
Associate Professor			68,451	64,544	51,202	102,444	89	20		
Assistant Professor			54,457	53,523	45,330	66,578	74	21		
New Assistant Professor							6	3		
Instructor			49,917	46,482	34,512	71,000	11	8		
01.01 Business & Mgt										
Professor			102,561	101,408	65,617	155,648	185	29		
Associate Professor			79,508	78,112	61,218	107,143	95	24		
Assistant Professor			70,471	70,658	46,716	98,463	88	24		
New Assistant Professor			76,419	77,750	63,000	81,183	13	8		
Instructor			49,642	44,813	35,833	70,083	15	5		
01.02 Mechanization										
Professor										
Associate Professor										
Assistant Professor							2	2		
New Assistant Professor							1	1		
Instructor										
01.03 Production Operations										
Professor							10	4		
Associate Professor							4	1		
Assistant Professor							5	3		
New Assistant Professor										
Instructor							1	1		
01.04 Food Products Processing Mgt										
Professor							3	1		
Associate Professor							1	1		

Assistant Professor							1	1				
New Assistant Professor												
Instructor												
01.05 Domestic Animal Srvcs												
Professor							1	1				
Associate Professor												
Assistant Professor							1	1				
New Assistant Professor												
Instructor							2	1				
01.06 Applied Horticulture/Hort Business Srvcs												
Professor			78,167	77,556	73,075	86,236	20	5				
Associate Professor							8	2				
Assistant Professor			58,294	59,518	51,750	60,620	13	5				
New Assistant Professor							2	1				
Instructor							2	2				
01.07 International												
Professor												
Associate Professor												
Assistant Professor												
New Assistant Professor												
Instructor												
01.08 Public Srvcs												
Professor			89,732	87,264	80,027	102,038	19	5				
Associate Professor							11	4				
Assistant Professor			62,602	60,215	55,101	78,805	20	6				
New Assistant Professor												
Instructor							4	2				
01.09 Animal Sciences												
Professor			94,280	94,290	66,300	121,795	250	28				
Associate Professor			73,118	72,523	52,334	93,030	147	26				
Assistant Professor			65,524	63,475	52,445	86,586	107	26				
New Assistant Professor			65,836	64,107	61,365	72,333	12	8				
Instructor			42,454	45,897	21,526	51,512	20	11				
01.10 Food Science & Technology												
Professor			94,703	94,592	80,828	112,630	69	12				
Associate Professor			73,117	74,124	61,107	83,718	32	11				
Assistant Professor			62,214	61,883	52,887	67,561	30	10				
New Assistant Professor							9	4				
Instructor							1	1				
01.11 Plant Sciences												
Professor			91,912	91,660	74,988	117,084	351	25				
Associate Professor			68,458	66,479	54,191	86,528	196	26				
Assistant Professor			61,386	61,573	47,890	70,848	134	26				
New Assistant Professor			60,207	59,033	47,864	73,008	26	11				
Instructor			48,417	41,250	33,827	83,490	11	5				
01.12 Soil Sciences												
Professor			92,922	94,226	67,131	127,764	50	10				
Associate Professor			70,886	71,159	65,360	75,756	20	6				
Assistant Professor			62,088	64,665	41,406	72,706	14	6				

New Assistant Professor																				
Instructor																				
01.99 Other																				
Professor																	14	2		
Associate Professor																	3	1		
Assistant Professor																	4	2		
New Assistant Professor																	1	1		
Instructor																	3	1		
[03.] NATURAL RESOURCES AND CONSERVATION																				
03.01 Conservation & Research																				
Professor			97,632	92,100	66,033	132,028											166	33		
Associate Professor			72,760	72,527	54,947	103,703											122	36		
Assistant Professor			60,630	58,034	48,534	76,148											108	35		
New Assistant Professor			60,041	58,000	48,825	75,000											10	8		
Instructor			44,284	42,921	39,623	60,110											18	9		
03.02 Mgt & Policy																				
Professor																	21	4		
Associate Professor																	11	4		
Assistant Professor																	15	4		
New Assistant Professor																	2	2		
Instructor																				
03.03 Fishing & Fisheries Sci & Mgt																				
Professor			84,128	82,763	70,180	105,536											18	5		
Associate Professor																	13	4		
Assistant Professor																	18	4		
New Assistant Professor																	1	1		
Instructor																	1	1		
03.05 Forestry																				
Professor			86,749	86,494	68,392	113,180											163	17		
Associate Professor			67,684	67,074	58,682	76,248											96	16		
Assistant Professor			57,390	56,889	48,398	65,710											96	15		
New Assistant Professor			57,052	56,898	55,000	59,509											17	7		
Instructor			52,851	53,708	44,990	60,340											9	5		
03.06 Wildlife & Wildlands Sci & Mgt																				
Professor			87,045	85,015	71,446	107,483											27	6		
Associate Professor			65,746	63,050	53,940	81,501											19	6		
Assistant Professor			61,221	60,440	54,268	71,507											19	6		
New Assistant Professor																	4	2		
Instructor																				
03.99 Other																				
Professor																	26	4		
Associate Professor																	11	3		
Assistant Professor																	13	4		
New Assistant Professor																	1	1		
Instructor																	1	1		
[04.] ARCHITECTURE AND RELATED SERVICES																				
04.02 Architecture																				
Professor			99,523	93,362	66,490	166,750											203	37		

Associate Professor			74,857	72,604	57,666	115,183	275	42				
Assistant Professor			60,775	58,426	49,318	84,898	207	38				
New Assistant Professor			59,692	59,375	45,676	82,500	37	20				
Instructor			49,426	43,490	34,510	96,074	48	13				
04.03 City/Urban, Community & Regional Planning												
Professor			101,560	101,972	75,314	115,896	62	18				
Associate Professor			77,469	75,379	60,000	98,000	52	15				
Assistant Professor			62,274	63,732	45,743	74,525	50	16				
New Assistant Professor							5	4				
Instructor							5	3				
04.04 Environmental Design												
Professor							9	2				
Associate Professor							13	2				
Assistant Professor							15	2				
New Assistant Professor							2	1				
Instructor							4	2				
04.05 Interior												
Professor							2	2				
Associate Professor			67,021	70,238	53,637	77,126	9	5				
Assistant Professor							4	4				
New Assistant Professor												
Instructor												
04.06 Landscape												
Professor			91,214	92,204	66,019	124,373	28	13				
Associate Professor			71,058	71,009	58,930	87,500	41	16				
Assistant Professor			57,993	58,330	49,000	68,074	36	17				
New Assistant Professor			56,811	56,098	49,667	64,000	9	6				
Instructor							8	3				
04.08 History & Criticism												
Professor												
Associate Professor												
Assistant Professor							1	1				
New Assistant Professor												
Instructor												
04.09 Technology/Technician												
Professor												
Associate Professor												
Assistant Professor												
New Assistant Professor												
Instructor												
04.99 Other												
Professor							12	2				
Associate Professor							23	3				
Assistant Professor							18	3				
New Assistant Professor							1	1				
Instructor							2	1				
[05.] AREA, ETHNIC, CULTURAL, AND GENDER STUDIES												
05.01 Area Studies												

Professor			103,875	99,738	73,749	140,326	70	24		
Associate Professor			75,549	73,320	51,777	105,767	79	23		
Assistant Professor			59,473	57,387	47,731	85,842	72	24		
New Assistant Professor			59,645	56,504	48,000	85,000	15	12		
Instructor			41,018	37,566	32,000	54,853	18	6		
05.02 Ethnic, Cultural Minority & Gender Studies										
Professor			100,678	99,499	68,548	157,230	118	43		
Associate Professor			74,660	75,864	54,892	108,184	173	49		
Assistant Professor			57,924	56,907	36,398	78,512	172	56		
New Assistant Professor			56,053	54,500	47,000	78,167	20	12		
Instructor			43,617	40,000	27,239	90,000	29	23		
05.99 Other										
Professor							5	4		
Associate Professor			63,156	58,902	51,742	86,595	11	6		
Assistant Professor			54,060	51,567	45,009	65,905	14	7		
New Assistant Professor							1	1		
Instructor										
[09.] COMMUNICATION, JOURNALISM AND RELATED PROGRAMS										
09.01 Communication & Media Studies										
Professor	3	74,279	87,778	81,746	59,665	157,230	475	136	84.6	90.9
Associate Professor	5	61,752	65,728	63,900	48,582	93,803	581	133	94.0	96.6
Assistant Professor	8	49,493	54,539	53,155	42,840	76,455	625	135	90.7	93.1
New Assistant Professor	2	48,500	55,160	54,000	42,500	78,167	88	53	87.9	89.8
Instructor	3	41,683	41,650	41,200	27,727	55,487	267	71	100.1	101.2
09.04 Journalism										
Professor			86,902	81,762	60,540	128,120	190	56		
Associate Professor			68,221	65,830	48,443	88,912	212	60		
Assistant Professor			55,139	53,500	41,520	79,261	235	63		
New Assistant Professor			56,193	55,000	44,845	71,000	29	20		
Instructor			43,895	45,535	30,000	53,990	78	33		
09.07 Radio, Television & Digital Communication										
Professor			92,388	88,693	66,881	143,397	49	20		
Associate Professor			68,897	66,577	51,225	109,649	70	25		
Assistant Professor			57,627	55,019	46,350	85,212	71	21		
New Assistant Professor							8	4		
Instructor			45,212	43,820	33,000	65,592	33	12		
09.09 Public Relations, Advertising & Applied Comm										
Professor			93,434	91,198	65,952	123,100	30	11		
Associate Professor			74,472	68,337	55,667	122,570	27	10		
Assistant Professor			55,538	53,500	48,585	67,299	34	11		
New Assistant Professor							5	4		
Instructor			52,949	42,416	28,108	125,000	20	6		
09.10 Publishing										
Professor										
Associate Professor							3	1		
Assistant Professor							3	1		
New Assistant Professor										
Instructor										

09.99 Other										
Professor								6	3	
Associate Professor			73,527	66,335	52,701	107,678		6	5	
Assistant Professor								7	2	
New Assistant Professor										
Instructor								1	1	
[10.] COMMUNICATIONS TECHNOLOGIES/TECHNICIANS AND SUPPORT SERVICES										
10.01 Technology/Technician										
Professor								4	2	
Associate Professor								6	2	
Assistant Professor								7	3	
New Assistant Professor										
Instructor										
10.02 AV Communications Technologies/Technician										
Professor								2	1	
Associate Professor								3	1	
Assistant Professor								5	1	
New Assistant Professor								1	1	
Instructor										
10.03 Graphic Communications										
Professor								8	4	
Associate Professor								7	4	
Assistant Professor								6	3	
New Assistant Professor										
Instructor								8	4	
10.99 Other										
Professor								7	1	
Associate Professor										
Assistant Professor										
New Assistant Professor										
Instructor										
[11.] COMPUTER AND INFORMATION SCIENCES AND SUPPORT SERVICES										
11.01 General										
Professor	8	102,234	108,160	103,226	70,412	183,869	589	122	94.5	99.0
Associate Professor	5	104,789	88,504	88,653	51,800	114,586	595	123	118.4	118.2
Assistant Professor	9	78,507	77,384	77,500	45,603	103,010	480	121	101.5	101.3
New Assistant Professor			77,751	78,750	41,148	97,005	51	38		
Instructor	1	53,144	53,572	50,962	29,610	87,716	156	57	99.2	104.3
11.02 Programming										
Professor			95,878	96,351	73,267	119,303	10	7		
Associate Professor			77,514	77,513	66,770	89,163	10	5		
Assistant Professor			67,712	64,742	55,882	88,000	19	6		
New Assistant Professor							1	1		
Instructor							4	4		
11.03 Data Processing										
Professor								3	1	
Associate Professor								3	1	
Assistant Professor								1	1	

New Assistant Professor																								
Instructor																				2	2			
11.04 Information Science/Studies																								
Professor				118,346	113,994	78,655	148,931	66	18															
Associate Professor				96,401	94,746	70,760	125,584	84	20															
Assistant Professor				82,180	84,063	50,698	117,198	70	21															
New Assistant Professor				69,268	70,000	50,000	95,000	7	5															
Instructor				53,177	51,740	41,901	65,573	18	8															
11.05 Sys Analysis																								
Professor																					5	2		
Associate Professor																						8	1	
Assistant Professor																						5	3	
New Assistant Professor																						1	1	
Instructor																								
11.06 Data Entry/Microcomputer Apps																								
Professor																								
Associate Professor																							1	1
Assistant Professor																								
New Assistant Professor																								
Instructor																							2	1
11.07 Computer Science																								
Professor				111,645	105,886	73,991	161,985	251	50															
Associate Professor				89,854	89,545	66,410	119,412	248	52															
Assistant Professor				79,775	79,475	54,623	95,475	178	48															
New Assistant Professor				74,064	75,000	34,364	95,000	22	13															
Instructor				55,394	54,089	40,375	85,500	51	25															
11.08 Software & Media Applications																								
Professor																								
Associate Professor																								
Assistant Professor																							2	2
New Assistant Professor																							1	1
Instructor																							1	1
11.09 Sys Networking & Telecomm																								
Professor																							14	4
Associate Professor																							13	4
Assistant Professor																							10	4
New Assistant Professor																							1	1
Instructor																							1	1
11.10 Information Technology Admin & Mgt																								
Professor																							2	1
Associate Professor																							2	2
Assistant Professor																							7	2
New Assistant Professor																							1	1
Instructor																							6	1
11.99 Other																								
Professor																							1	1
Associate Professor																								
Assistant Professor																							2	1
New Assistant Professor																								

Instructor										
[12.] PERSONAL AND CULINARY SERVICES										
12.05 Culinary Arts and Related Services										
Professor										
Associate Professor								1	1	
Assistant Professor								6	2	
New Assistant Professor								1	1	
Instructor								12	4	
[13.] EDUCATION										
13.01 General										
Professor			91,026	87,032	59,339	149,445	505	57		
Associate Professor			68,976	66,832	52,020	131,372	462	61		
Assistant Professor			56,177	55,000	43,576	98,000	576	68		
New Assistant Professor			54,561	54,250	43,000	67,624	55	34		
Instructor			45,688	45,440	20,990	67,289	252	32		
13.02 Bilingual, Multilingual & Multicultural										
Professor			91,270	82,870	60,363	162,760	21	11		
Associate Professor			64,558	64,897	50,194	88,088	19	9		
Assistant Professor			55,003	53,865	42,840	71,541	25	8		
New Assistant Professor							2	2		
Instructor							9	4		
13.03 Curriculum & Instruction										
Professor			85,733	81,874	64,048	116,904	332	60		
Associate Professor			66,351	64,851	50,220	86,242	417	62		
Assistant Professor			55,617	55,723	43,007	69,182	481	67		
New Assistant Professor			56,396	56,478	43,497	78,000	80	34		
Instructor			44,508	43,020	31,702	70,000	167	36		
13.04 Ed Administration & Supervision										
Professor	3	88,027	91,679	88,504	64,250	162,600	375	115	96.0	99.5
Associate Professor	4	69,781	70,580	69,485	52,551	101,084	403	118	98.9	100.4
Assistant Professor	7	60,604	58,466	58,482	29,342	80,500	465	124	103.7	103.6
New Assistant Professor			58,272	58,179	36,000	80,500	59	36		
Instructor	1	40,489	49,206	49,091	34,914	90,248	70	33	82.3	82.5
13.05 Ed/Instructional Media Design										
Professor			86,250	84,857	67,266	112,508	52	19		
Associate Professor			68,767	66,223	52,763	90,777	47	21		
Assistant Professor			55,708	54,465	44,098	73,692	58	23		
New Assistant Professor							5	3		
Instructor			45,648	40,668	31,779	85,137	10	8		
13.06 Assessment, Evaluation & Research										
Professor			88,777	83,717	71,678	128,950	40	20		
Associate Professor			63,355	62,619	52,030	80,413	57	23		
Assistant Professor			57,220	56,283	48,469	72,888	58	26		
New Assistant Professor			56,287	57,000	52,008	60,000	8	7		
Instructor							1	1		
13.07 International & Comparative										
Professor							1	1		
Associate Professor							1	1		

Assistant Professor								2	1				
New Assistant Professor													
Instructor								1	1				
13.09 Social & Philosophical Foundations													
Professor			92,109	79,155	66,753	138,763	40	12					
Associate Professor			69,908	62,671	54,405	115,371	31	12					
Assistant Professor			57,436	54,456	49,160	71,645	35	12					
New Assistant Professor							5	4					
Instructor							4	1					
13.10 Special Ed & Teaching													
Professor	1	73,469	85,240	82,136	58,881	124,056	313	98	86.2	89.4			
Associate Professor	5	63,205	66,718	64,345	52,285	93,624	330	99	94.7	98.2			
Assistant Professor	5	51,669	56,009	54,713	43,697	78,522	371	100	92.3	94.4			
New Assistant Professor			54,927	55,000	45,000	70,000	56	31					
Instructor	1	43,000	45,603	46,115	25,730	60,867	160	49	94.3	93.2			
13.11 Student Counseling & Personnel Svcs													
Professor			87,372	84,317	59,921	166,010	245	80					
Associate Professor			65,416	64,006	52,763	87,591	262	86					
Assistant Professor			56,451	54,677	44,000	77,699	288	90					
New Assistant Professor			55,048	55,000	41,500	68,000	36	27					
Instructor			45,602	45,412	34,050	63,090	24	20					
13.12 Teacher Ed & Prof Dev, Levels & Methods													
Professor	5	79,208	83,121	79,592	58,581	128,869	464	101	95.3	99.5			
Associate Professor	14	62,908	65,177	64,017	51,883	92,181	610	101	96.5	98.3			
Assistant Professor	12	53,915	55,055	54,319	41,720	77,186	755	104	97.9	99.3			
New Assistant Professor	3	53,667	53,292	53,334	42,500	73,000	89	46	100.7	100.6			
Instructor	12	42,223	44,737	43,752	27,267	62,632	296	64	94.4	96.5			
13.13 Teacher Ed & Prof Dev, Subjects													
Professor	7	74,120	85,356	81,714	58,540	139,045	361	94	86.8	90.7			
Associate Professor	13	60,252	66,883	64,334	49,832	91,732	449	99	90.1	93.7			
Assistant Professor	23	52,683	55,096	54,494	31,084	75,034	488	97	95.6	96.7			
New Assistant Professor	5	53,500	55,201	54,300	44,000	75,000	65	40	96.9	98.5			
Instructor	4	45,353	43,420	43,175	30,305	59,557	222	53	104.5	105.0			
13.14 Teach English, French as Second/Foreign Lang													
Professor								12	2				
Associate Professor								3	2				
Assistant Professor								8	4				
New Assistant Professor								1	1				
Instructor								32	2				
13.15 Teaching Assistants/Aides													
Professor													
Associate Professor													
Assistant Professor													
New Assistant Professor													
Instructor													
13.99 Other													
Professor			85,546	82,798	56,741	112,989	28	9					
Associate Professor			71,837	73,626	52,846	89,235	18	7					
Assistant Professor			57,727	56,860	49,803	75,617	34	10					

New Assistant Professor							5	3				
Instructor							2	2				
[14.] ENGINEERING												
14.01 General												
Professor			114,058	105,645	69,980	191,658	53	25				
Associate Professor			86,742	86,970	65,836	120,869	52	21				
Assistant Professor			73,206	73,496	50,206	97,526	104	22				
New Assistant Professor			71,172	74,000	55,000	79,250	18	9				
Instructor			53,393	52,905	40,147	63,750	34	7				
14.02 Aerospace, Aeronautical & Astronautical												
Professor			122,530	122,156	83,296	155,649	105	13				
Associate Professor			90,624	92,347	63,654	115,218	51	14				
Assistant Professor			77,997	78,692	52,561	91,107	49	14				
New Assistant Professor							3	3				
Instructor												
14.03 Agricultural/Biological & Bioengineering												
Professor			99,647	97,266	75,930	144,221	86	16				
Associate Professor			78,153	76,267	68,481	94,344	67	16				
Assistant Professor			71,658	71,380	56,270	81,433	51	15				
New Assistant Professor							1	1				
Instructor							4	3				
14.04 Architectural												
Professor							1	1				
Associate Professor							9	1				
Assistant Professor							4	1				
New Assistant Professor							2	1				
Instructor												
14.05 Biomedical/Medical												
Professor			127,683	122,632	82,379	177,349	69	25				
Associate Professor			90,843	91,074	69,854	113,663	75	23				
Assistant Professor			76,889	75,721	53,910	93,106	95	30				
New Assistant Professor			77,279	81,000	40,909	88,000	14	9				
Instructor							2	1				
14.06 Ceramic Sciences & Engineering												
Professor							5	1				
Associate Professor							2	1				
Assistant Professor												
New Assistant Professor												
Instructor												
14.07 Chemical												
Professor			122,693	122,290	78,153	161,939	301	48				
Associate Professor			90,111	91,616	64,211	116,725	134	41				
Assistant Professor			78,817	78,368	43,396	95,112	155	46				
New Assistant Professor			78,787	79,628	38,045	105,000	31	17				
Instructor							2	2				
14.08 Civil												
Professor			112,643	112,874	80,172	151,979	524	81				
Associate Professor			85,987	85,347	54,900	118,758	365	78				

Assistant Professor			74,328	73,928	44,500	105,202	321	78				
New Assistant Professor			73,221	73,358	53,182	84,000	42	28				
Instructor			56,639	56,660	41,250	78,184	24	14				
14.09 Computer, General												
Professor			122,634	120,970	95,211	157,903	127	16				
Associate Professor			95,985	95,476	81,310	117,630	83	16				
Assistant Professor			81,030	79,999	56,108	101,468	68	19				
New Assistant Professor			81,516	81,250	76,000	88,250	11	6				
Instructor							2	2				
14.10 Electrical, Electronics & Communications												
Professor			115,504	113,043	72,011	162,944	828	96				
Associate Professor			88,530	87,481	66,598	113,035	534	94				
Assistant Professor			79,533	79,260	59,160	110,500	382	91				
New Assistant Professor			78,380	80,000	63,818	89,000	51	32				
Instructor			58,638	58,543	44,294	70,000	27	17				
14.11 Mechanics												
Professor							4	3				
Associate Professor							5	2				
Assistant Professor							6	3				
New Assistant Professor												
Instructor												
14.12 Physics												
Professor							8	1				
Associate Professor							6	1				
Assistant Professor							1	1				
New Assistant Professor							1	1				
Instructor												
14.13 Engineering Science												
Professor												
Associate Professor												
Assistant Professor							1	1				
New Assistant Professor												
Instructor												
14.14 Environmental/Environmental Health												
Professor			106,600	99,004	66,801	137,970	26	8				
Associate Professor			82,494	82,815	71,577	95,000	14	7				
Assistant Professor			66,896	70,633	50,342	75,629	15	7				
New Assistant Professor							2	2				
Instructor												
14.18 Materials												
Professor			133,597	142,137	95,859	169,717	101	13				
Associate Professor			99,476	99,400	86,414	121,510	37	12				
Assistant Professor			80,969	81,425	67,245	92,000	33	12				
New Assistant Professor							6	3				
Instructor												
14.19 Mechanical												
Professor			114,059	113,143	79,160	160,004	708	92				
Associate Professor			86,005	85,447	63,944	120,850	439	88				
Assistant Professor			75,078	74,817	54,367	93,109	391	88				

New Assistant Professor			74,695	75,000	56,585	93,019	59	35				
Instructor			59,778	59,772	46,255	78,000	32	17				
14.20 Metallurgical												
Professor			118,740	114,835	106,171	136,118	31	5				
Associate Professor							8	4				
Assistant Professor							9	4				
New Assistant Professor							2	2				
Instructor												
14.21 Mining & Mineral												
Professor			121,756	123,918	108,165	133,436	23	7				
Associate Professor			86,590	85,911	77,887	97,112	14	6				
Assistant Professor							4	4				
New Assistant Professor												
Instructor							1	1				
14.22 Naval Architecture & Marine												
Professor							9	2				
Associate Professor							4	2				
Assistant Professor							2	2				
New Assistant Professor							1	1				
Instructor												
14.23 Nuclear												
Professor			125,460	130,582	78,600	158,055	35	6				
Associate Professor			96,543	97,394	85,243	108,550	11	5				
Assistant Professor			79,520	79,096	71,000	88,150	13	6				
New Assistant Professor							3	3				
Instructor							1	1				
14.24 Ocean												
Professor							9	2				
Associate Professor							6	2				
Assistant Professor							3	2				
New Assistant Professor												
Instructor												
14.25 Petroleum												
Professor			125,000	130,981	110,751	138,422	15	5				
Associate Professor			92,662	92,921	82,944	100,310	13	6				
Assistant Professor			77,555	77,550	71,791	85,000	12	5				
New Assistant Professor							1	1				
Instructor												
14.27 Sys												
Professor			135,423	136,470	101,351	173,781	24	6				
Associate Professor			92,037	94,144	67,913	107,500	20	6				
Assistant Professor							14	4				
New Assistant Professor							2	1				
Instructor												
14.28 Textile Sciences												
Professor							24	3				
Associate Professor							18	3				
Assistant Professor							9	2				
New Assistant Professor							1	1				

Instructor							3	1				
14.31 Materials Science												
Professor			136,605	135,550	116,889	153,173	39	5				
Associate Professor			96,002	92,121	76,572	114,772	15	5				
Assistant Professor			79,961	76,428	71,545	95,747	13	5				
New Assistant Professor							4	3				
Instructor												
14.32 Polymer/Plastics												
Professor							43	4				
Associate Professor							6	3				
Assistant Professor							11	4				
New Assistant Professor												
Instructor							1	1				
14.33 Construction												
Professor							3	2				
Associate Professor							2	1				
Assistant Professor							10	3				
New Assistant Professor												
Instructor							6	2				
14.34 Forest												
Professor												
Associate Professor												
Assistant Professor												
New Assistant Professor												
Instructor												
14.35 Industrial												
Professor			117,304	118,420	76,929	166,132	143	29				
Associate Professor			85,114	83,274	66,164	113,280	134	31				
Assistant Professor			76,541	76,243	59,654	96,788	85	28				
New Assistant Professor			74,105	75,000	61,000	87,550	18	11				
Instructor			69,170	69,891	47,565	100,300	11	5				
14.36 Manufacturing												
Professor							3	2				
Associate Professor							4	3				
Assistant Professor							4	3				
New Assistant Professor							2	2				
Instructor												
14.37 Operations Research												
Professor												
Associate Professor												
Assistant Professor												
New Assistant Professor												
Instructor												
14.38 Surveying												
Professor							1	1				
Associate Professor							5	2				
Assistant Professor							1	1				
New Assistant Professor												
Instructor												

14.39 Geological/Geophysical									
Professor							10	4	
Associate Professor							12	3	
Assistant Professor							9	3	
New Assistant Professor							1	1	
Instructor									
14.99 Other									
Professor			102,328	102,459	84,422	127,307	13	6	
Associate Professor			82,450	82,936	66,209	97,121	19	8	
Assistant Professor			73,188	70,914	58,873	87,941	21	7	
New Assistant Professor							2	2	
Instructor							1	1	
[15.] ENGINEERING TECHNOLOGIES/TECHNICIANS									
15.00 General									
Professor			90,246	86,995	67,075	130,406	90	24	
Associate Professor			72,745	72,145	55,146	97,880	129	32	
Assistant Professor			64,201	62,753	50,406	78,315	147	31	
New Assistant Professor			65,838	66,604	47,676	76,500	17	10	
Instructor			47,706	48,000	37,021	56,543	53	19	
15.01 Architectural									
Professor							3	3	
Associate Professor							6	2	
Assistant Professor							5	2	
New Assistant Professor							1	1	
Instructor							5	3	
15.02 Civil									
Professor							3	2	
Associate Professor							3	3	
Assistant Professor							7	3	
New Assistant Professor									
Instructor							2	1	
15.03 Electrical									
Professor			96,248	87,625	69,849	142,912	20	9	
Associate Professor			80,701	76,901	60,548	117,083	29	12	
Assistant Professor			67,970	66,619	56,742	83,191	28	14	
New Assistant Professor							3	2	
Instructor							4	3	
15.04 Electromechanical Instrumentation & Maint									
Professor									
Associate Professor									
Assistant Professor									
New Assistant Professor									
Instructor							7	1	
15.05 Environmental Control									
Professor							1	1	
Associate Professor									
Assistant Professor							2	1	
New Assistant Professor									

Instructor							5	1						
15.06 Industrial Production														
Professor			83,254	83,736	65,694	103,481	50	16						
Associate Professor			71,120	66,380	58,722	99,194	58	21						
Assistant Professor			62,683	60,516	48,000	84,114	77	21						
New Assistant Professor			60,533	60,000	55,000	65,000	7	5						
Instructor			48,567	48,768	34,000	63,004	29	9						
15.07 Quality Control & Safety														
Professor							7	4						
Associate Professor							12	4						
Assistant Professor			60,662	54,963	48,470	80,875	16	5						
New Assistant Professor							1	1						
Instructor							12	2						
15.08 Mechanical Engineering Related														
Professor			90,957	81,528	67,813	154,922	11	8						
Associate Professor			68,079	63,971	56,293	85,365	18	6						
Assistant Professor			61,645	59,618	53,840	73,508	28	8						
New Assistant Professor														
Instructor							4	3						
15.09 Mining & Petroleum														
Professor							1	1						
Associate Professor														
Assistant Professor							3	1						
New Assistant Professor							1	1						
Instructor														
15.10 Construction Engineering														
Professor							5	4						
Associate Professor			75,672	75,360	67,758	87,036	13	6						
Assistant Professor			68,137	65,750	61,500	82,314	21	11						
New Assistant Professor							3	2						
Instructor			52,617	51,473	36,540	69,655	8	5						
15.11 Engineering-Related														
Professor							5	2						
Associate Professor							12	3						
Assistant Professor							9	1						
New Assistant Professor							2	1						
Instructor							1	1						
15.12 Computer														
Professor														
Associate Professor							1	1						
Assistant Professor							2	2						
New Assistant Professor														
Instructor							2	1						
15.13 Drafting/Design														
Professor														
Associate Professor														
Assistant Professor														
New Assistant Professor														
Instructor							3	1						

15.14 Nuclear										
Professor										
Associate Professor										
Assistant Professor										
New Assistant Professor										
Instructor										
15.15 Engineering-Related Fields										
Professor								8	3	
Associate Professor								5	2	
Assistant Professor								10	3	
New Assistant Professor								1	1	
Instructor								4	3	
15.99 Other										
Professor								2	1	
Associate Professor								5	3	
Assistant Professor								9	2	
New Assistant Professor										
Instructor								13	3	
[16.] FOREIGN LANGUAGES, LITERATURES, AND LINGUISTICS										
16.01 Linguistic, Comp & Rel Studies & Svcs										
Professor	3	70,355	81,895	79,167	57,987	119,705	455	104	85.9	88.9
Associate Professor	2	58,634	62,501	60,567	39,053	100,582	616	115	93.8	96.8
Assistant Professor	10	51,757	52,346	51,611	39,340	82,473	513	119	98.9	100.3
New Assistant Professor			51,666	51,667	38,500	68,000	72	46		
Instructor	8	42,250	38,918	37,992	20,060	61,514	398	64	108.6	111.2
16.02 African										
Professor										
Associate Professor										
Assistant Professor										
New Assistant Professor										
Instructor										
16.03 East Asian										
Professor			95,057	99,689	66,916	112,452	30	8		
Associate Professor			67,197	69,728	41,726	80,331	38	7		
Assistant Professor			55,566	55,625	49,293	64,837	32	12		
New Assistant Professor			57,600	56,000	50,000	65,000	6	5		
Instructor			40,587	42,600	25,738	54,454	31	9		
16.04 Slavic, Baltic & Albanian										
Professor			92,747	95,739	67,650	120,033	19	9		
Associate Professor			71,017	69,912	58,285	85,331	15	7		
Assistant Professor			58,047	57,549	53,594	62,100	18	7		
New Assistant Professor							1	1		
Instructor							3	3		
16.05 Germanic										
Professor			97,366	94,400	71,104	134,184	25	13		
Associate Professor			66,475	65,053	43,704	85,331	65	26		
Assistant Professor			52,860	53,064	34,155	65,229	31	17		
New Assistant Professor							5	4		

Instructor								2	2
16.06 Modern Greek									
Professor									
Associate Professor									
Assistant Professor									
New Assistant Professor									
Instructor									
16.07 South Asian									
Professor								3	1
Associate Professor								1	1
Assistant Professor								4	1
New Assistant Professor									
Instructor									
16.08 Iranian/Persian									
Professor									
Associate Professor									
Assistant Professor									
New Assistant Professor									
Instructor									
16.09 Romance									
Professor			84,456	78,935	52,203	136,922	214	63	
Associate Professor			63,128	60,924	39,742	92,569	314	71	
Assistant Professor			52,786	51,279	34,879	71,982	269	71	
New Assistant Professor			51,364	49,750	42,003	65,000	20	18	
Instructor			41,141	39,568	31,000	60,613	125	35	
16.10 American Indian/Native American									
Professor								3	1
Associate Professor								2	1
Assistant Professor								1	1
New Assistant Professor									
Instructor								1	1
16.11 Middle/Near Eastern & Semitic									
Professor								15	2
Associate Professor								16	4
Assistant Professor			59,017	59,046	54,504	63,831	11	5	
New Assistant Professor								2	1
Instructor								2	2
16.12 Classics & Classical									
Professor			95,844	96,674	67,368	123,396	75	22	
Associate Professor			69,624	69,255	50,338	96,199	81	22	
Assistant Professor			55,241	55,000	41,145	76,783	59	23	
New Assistant Professor								3	3
Instructor			40,121	40,000	32,480	48,896	9	7	
16.13 Celtic									
Professor									
Associate Professor									
Assistant Professor									
New Assistant Professor									
Instructor									

16.14 Southeast Asian & Australasian/Pacific									
Professor							3	1	
Associate Professor							8	1	
Assistant Professor							10	1	
New Assistant Professor									
Instructor							11	1	
16.15 Turkic, Ural-Altaic, Caucasian & Cent Asian									
Professor									
Associate Professor									
Assistant Professor									
New Assistant Professor									
Instructor									
16.16 American Sign Language									
Professor							2	2	
Associate Professor							3	2	
Assistant Professor							7	4	
New Assistant Professor							1	1	
Instructor							8	4	
16.99 Other									
Professor			79,941	84,366	62,444	92,735	40	9	
Associate Professor			60,812	60,608	51,535	66,564	43	10	
Assistant Professor			53,712	54,112	43,667	64,412	33	8	
New Assistant Professor							3	2	
Instructor			36,700	37,968	27,134	41,324	20	6	
[19.] FAMILY AND CONSUMER SCIENCES/HUMAN SCIENCES									
19.00 Work & Family Studies									
Professor			87,533	76,865	70,390	112,023	29	7	
Associate Professor			65,144	59,821	54,621	89,729	32	8	
Assistant Professor			55,701	53,039	41,500	82,591	37	8	
New Assistant Professor							3	3	
Instructor			45,459	42,705	35,653	64,035	31	6	
19.01 General									
Professor			80,458	79,742	60,040	109,341	135	38	
Associate Professor			65,351	64,702	53,273	97,798	189	38	
Assistant Professor			56,622	55,095	47,024	79,021	219	41	
New Assistant Professor			54,558	54,000	47,000	65,862	41	18	
Instructor			43,100	43,005	34,076	53,266	92	25	
19.02 Business Svcs									
Professor									
Associate Professor							1	1	
Assistant Professor									
New Assistant Professor									
Instructor									
19.04 Economics & Related Svcs									
Professor			104,244	100,663	97,438	116,377	16	5	
Associate Professor							13	4	
Assistant Professor			62,187	60,559	55,000	69,717	32	5	
New Assistant Professor							5	4	

Instructor							5	2				
19.05 Foods, Nutrition & Related Svcs												
Professor			91,813	92,642	50,000	120,815	92	28				
Associate Professor			69,990	69,807	54,551	92,755	91	28				
Assistant Professor			61,396	60,367	46,320	76,269	97	30				
New Assistant Professor			63,036	66,431	49,000	74,000	13	8				
Instructor			49,347	47,273	36,000	67,932	38	15				
19.06 Housing & Human Environments												
Professor							3	3				
Associate Professor							5	2				
Assistant Professor							2	2				
New Assistant Professor												
Instructor							5	2				
19.07 Human Dev, Family Studies & Rel Svcs												
Professor			97,808	98,438	69,475	141,056	98	26				
Associate Professor			70,470	69,458	48,630	93,385	119	29				
Assistant Professor			56,721	56,362	44,500	66,547	94	29				
New Assistant Professor			56,095	56,021	44,558	72,500	10	10				
Instructor			43,159	40,749	25,025	62,547	43	15				
19.09 Apparel & Textiles												
Professor			93,813	95,859	76,013	115,202	22	9				
Associate Professor			71,282	71,969	57,060	81,690	48	14				
Assistant Professor			58,768	58,535	48,092	67,535	56	15				
New Assistant Professor			55,014	57,500	38,864	59,000	9	8				
Instructor			47,688	45,092	35,499	66,053	13	6				
19.99 Other												
Professor							1	1				
Associate Professor							3	2				
Assistant Professor							9	2				
New Assistant Professor							2	2				
Instructor							3	1				
[22.] LEGAL PROFESSIONS AND STUDIES												
22.00 Non-Prof Gen Legal Studies (Undergrad)												
Professor							3	3				
Associate Professor							4	4				
Assistant Professor			65,530	65,421	56,886	74,786	13	6				
New Assistant Professor							2	2				
Instructor							4	2				
22.01 Law (LL.B., J.D.)												
Professor			148,795	146,565	114,421	228,272	704	36				
Associate Professor			106,881	104,106	62,365	145,276	234	36				
Assistant Professor			92,063	89,502	68,161	134,207	211	31				
New Assistant Professor			91,937	87,008	59,995	159,750	41	18				
Instructor			73,916	71,750	53,510	111,657	57	10				
22.02 Legal Rsrch & Adv Prof Studies (Post-LL.B./J.D.)												
Professor							3	1				
Associate Professor							1	1				
Assistant Professor			71,103	70,097	50,508	95,775	11	5				

New Assistant Professor										
Instructor										
22.03 Support Svcs										
Professor								1	1	
Associate Professor								3	3	
Assistant Professor								3	2	
New Assistant Professor										
Instructor								3	3	
22.99 Other										
Professor								2	2	
Associate Professor								9	4	
Assistant Professor			68,284	64,000	54,385	98,875		12	5	
New Assistant Professor								1	1	
Instructor										
[23.] ENGLISH LANGUAGE AND LITERATURE/LETTERS										
23.01 General										
Professor	6	74,103	82,450	80,603	53,893	138,661	1786	194	89.9	91.9
Associate Professor	11	57,307	62,595	62,008	43,267	88,387	1681	191	91.6	92.4
Assistant Professor	21	48,209	52,808	51,974	39,114	73,521	1465	191	91.3	92.8
New Assistant Professor	3	51,167	52,355	52,000	27,000	67,522	167	89	97.7	98.4
Instructor	16	41,704	39,014	38,284	16,916	77,381	1092	107	106.9	108.9
23.04 Composition										
Professor			70,866	67,133	58,140	101,620	18	10		
Associate Professor			62,757	59,837	51,063	85,415	64	18		
Assistant Professor			49,231	48,742	41,465	64,479	85	18		
New Assistant Professor			46,894	46,000	35,000	58,951	14	8		
Instructor			36,645	37,275	24,000	46,680	183	19		
23.05 Creative Writing										
Professor			87,906	80,479	60,263	189,830	37	16		
Associate Professor			64,221	63,706	47,088	82,115	31	14		
Assistant Professor			55,992	56,599	47,916	64,596	23	12		
New Assistant Professor							4	4		
Instructor			44,439	41,779	33,000	61,401	9	5		
23.07 American Lit										
Professor			91,812	69,821	55,236	151,869	9	5		
Associate Professor							5	4		
Assistant Professor							10	4		
New Assistant Professor							2	2		
Instructor							3	2		
23.08 English Lit										
Professor			78,821	78,005	64,978	105,734	18	7		
Associate Professor			58,458	55,589	47,088	74,918	8	5		
Assistant Professor			49,853	48,428	44,232	60,391	14	7		
New Assistant Professor							2	2		
Instructor							1	1		
23.10 Speech & Rhetorical Studies										
Professor			82,062	78,631	58,827	124,540	143	44		
Associate Professor			64,342	65,156	49,277	85,102	139	42		

Assistant Professor			52,420	51,703	37,813	71,351	172	52		
New Assistant Professor			51,404	51,192	37,813	68,000	18	16		
Instructor			38,174	37,295	28,000	60,000	116	31		
23.11 Technical & Business Writing										
Professor							1	1		
Associate Professor							7	4		
Assistant Professor			51,255	54,000	41,597	54,400	12	5		
New Assistant Professor							6	3		
Instructor							1	1		
23.99 Other										
Professor							9	3		
Associate Professor							9	4		
Assistant Professor							10	4		
New Assistant Professor										
Instructor							11	3		
[24.] LIBERAL ARTS AND SCIENCES, GENERAL STUDIES AND HUMANITIES										
24.01 Liberal Arts & Sci, Gen Studies & Humanities										
Professor	1	68,405	91,108	87,044	38,015	217,056	142	37	75.1	78.6
Associate Professor	6	65,600	66,167	65,237	32,241	104,704	145	32	99.1	100.6
Assistant Professor	12	49,964	55,202	53,391	41,768	75,269	209	29	90.5	93.6
New Assistant Professor	2	50,022	53,102	51,193	40,848	65,000	38	15	94.2	97.7
Instructor	8	42,281	43,673	42,281	32,960	71,138	86	21	96.8	100.0
[25.] LIBRARY SCIENCE										
25.01 Library Science/Librarianship										
Professor			93,477	96,536	51,692	125,479	72	25		
Associate Professor			73,735	67,403	36,962	127,577	150	27		
Assistant Professor			57,372	56,140	36,281	81,292	194	28		
New Assistant Professor			59,689	55,000	46,500	80,000	15	9		
Instructor			47,194	45,385	35,486	58,832	32	13		
25.03 Library Assistant										
Professor										
Associate Professor										
Assistant Professor										
New Assistant Professor										
Instructor										
25.99 Other										
Professor							2	1		
Associate Professor							1	1		
Assistant Professor										
New Assistant Professor										
Instructor										
[26.] BIOLOGICAL AND BIOMEDICAL SCIENCES										
26.01 General										
Professor	8	72,021	88,213	84,452	61,244	165,840	1216	171	81.6	85.3
Associate Professor	6	58,283	67,045	65,769	47,580	99,606	1141	172	86.9	88.6
Assistant Professor	12	52,860	57,319	55,807	41,689	86,470	1050	177	92.2	94.7
New Assistant Professor			57,964	55,918	36,818	76,000	131	78		
Instructor	5	41,939	42,154	41,482	22,089	76,875	359	86	99.5	101.1

26.02 Biochemistry, Biophysics & Molecular										
Professor			113,541	116,126	62,632	166,086	185	33		
Associate Professor			80,128	79,757	57,664	95,605	129	29		
Assistant Professor			66,751	67,224	44,305	95,472	117	33		
New Assistant Professor			60,351	65,000	44,305	72,000	14	9		
Instructor			51,425	41,727	32,568	78,858	5	5		
26.03 Botany/Plant										
Professor			92,555	90,206	67,167	116,979	169	23		
Associate Professor			69,346	68,806	55,944	95,771	71	25		
Assistant Professor			59,844	58,862	50,000	75,976	65	24		
New Assistant Professor			67,824	65,000	62,182	77,508	7	5		
Instructor			43,179	40,910	33,857	51,909	13	5		
26.04 Cell/Cellular & Anatomical Sciences										
Professor			117,907	115,520	65,340	206,588	121	22		
Associate Professor			81,842	81,869	53,980	109,441	122	23		
Assistant Professor			64,490	63,731	48,367	87,033	115	27		
New Assistant Professor			60,603	63,000	46,283	76,521	16	9		
Instructor			44,668	44,040	28,462	66,154	32	10		
26.05 Micro Sci & Immunology										
Professor			114,615	108,697	68,592	192,645	130	24		
Associate Professor			77,052	75,950	55,000	105,437	99	28		
Assistant Professor			64,001	63,439	50,000	83,490	70	25		
New Assistant Professor			66,952	71,000	50,000	78,485	12	8		
Instructor							6	4		
26.07 Zoology/Animal										
Professor			90,252	90,298	60,954	142,211	214	32		
Associate Professor			69,401	70,284	42,727	91,757	110	25		
Assistant Professor			59,576	60,001	41,899	87,113	66	25		
New Assistant Professor			62,581	61,774	58,173	68,004	7	5		
Instructor			46,282	40,875	32,000	69,905	9	6		
26.08 Genetics										
Professor			107,821	103,149	70,670	162,965	46	12		
Associate Professor			74,998	79,128	48,912	94,974	26	9		
Assistant Professor			66,394	69,395	47,857	82,141	28	9		
New Assistant Professor			60,523	60,000	47,857	76,074	6	5		
Instructor							3	2		
26.09 Physiology, Pathology & Related										
Professor			123,247	109,772	55,992	268,748	171	25		
Associate Professor			85,325	82,667	60,454	129,653	120	20		
Assistant Professor			73,411	69,415	46,736	168,007	110	19		
New Assistant Professor			69,650	63,410	46,736	115,500	10	6		
Instructor							26	3		
26.10 Pharmacology & Toxicology										
Professor			119,517	124,769	69,748	193,487	94	17		
Associate Professor			84,071	81,386	60,873	102,732	70	16		
Assistant Professor			67,324	66,329	51,318	85,860	77	16		
New Assistant Professor							8	3		
Instructor							2	2		

26.11 Biomathematics & Bioinformatics										
Professor			122,368	116,500	90,007	162,898	14	6		
Associate Professor			82,375	86,159	61,616	103,881	24	10		
Assistant Professor			72,157	69,097	46,795	90,035	30	9		
New Assistant Professor							7	3		
Instructor										
26.12 Biotech										
Professor							5	3		
Associate Professor							5	4		
Assistant Professor							2	2		
New Assistant Professor							1	1		
Instructor										
26.13 Ecology, Evolution & Population										
Professor			100,667	96,831	60,384	148,662	141	22		
Associate Professor			77,109	76,432	57,129	108,837	75	21		
Assistant Professor			61,301	61,817	50,407	77,123	94	26		
New Assistant Professor			67,060	67,250	51,159	85,000	13	6		
Instructor			45,841	47,000	28,557	66,664	6	5		
26.99 Other										
Professor							7	2		
Associate Professor							15	2		
Assistant Professor							7	2		
New Assistant Professor							1	1		
Instructor										
[27.] MATHEMATICS AND STATISTICS										
27.01 Mathematics										
Professor	7	70,993	87,854	85,953	52,584	147,847	1763	193	80.8	82.6
Associate Professor	9	62,933	68,031	66,826	48,290	104,388	1213	193	92.5	94.2
Assistant Professor	9	53,419	57,981	56,934	42,003	95,000	1131	196	92.1	93.8
New Assistant Professor			57,411	55,000	42,000	89,928	181	92		
Instructor	11	37,954	41,823	40,713	25,841	72,500	653	112	90.7	93.2
27.03 Applied Mathematics										
Professor			91,642	82,442	63,920	128,661	57	12		
Associate Professor			73,335	66,840	54,173	103,418	35	9		
Assistant Professor			61,726	57,558	48,650	91,800	23	10		
New Assistant Professor							3	2		
Instructor			40,169	39,500	38,273	43,255	8	5		
27.05 Statistics										
Professor			100,367	96,329	69,196	145,735	150	40		
Associate Professor			73,863	73,900	54,557	90,160	106	35		
Assistant Professor			66,865	66,126	52,540	84,000	110	38		
New Assistant Professor			68,612	65,697	53,500	86,000	10	8		
Instructor			43,492	42,400	31,000	60,000	29	15		
27.99 Other										
Professor							39	4		
Associate Professor							17	3		
Assistant Professor							22	3		
New Assistant Professor										

Instructor							3	1				
[30.] MULTI/INTERDISCIPLINARY STUDIES												
30.01 Biological & Physical Sci												
Professor							1	1				
Associate Professor							2	2				
Assistant Professor							2	2				
New Assistant Professor							1	1				
Instructor							2	2				
30.05 Peace Studies & Conflict Resolution												
Professor							11	3				
Associate Professor							9	2				
Assistant Professor							11	3				
New Assistant Professor							2	1				
Instructor							2	1				
30.06 Sys Science & Theory												
Professor							3	2				
Associate Professor							2	2				
Assistant Professor							1	1				
New Assistant Professor												
Instructor												
30.08 Mathematics & Computer Science												
Professor							6	2				
Associate Professor							5	1				
Assistant Professor							6	2				
New Assistant Professor							1	1				
Instructor							1	1				
30.10 Biopsychology												
Professor												
Associate Professor												
Assistant Professor												
New Assistant Professor												
Instructor												
30.11 Gerontology												
Professor			98,020	92,930	74,179	133,274	16	8				
Associate Professor			72,245	68,729	39,869	90,654	13	9				
Assistant Professor			62,948	62,400	46,080	85,753	15	8				
New Assistant Professor												
Instructor							1	1				
30.12 Historic Preservation & Conservation												
Professor							1	1				
Associate Professor							7	3				
Assistant Professor							2	2				
New Assistant Professor												
Instructor												
30.13 Medieval & Renaissance												
Professor												
Associate Professor							1	1				
Assistant Professor												

Instructor										
30.22 Classical & Ancient										
Professor										
Associate Professor										
Assistant Professor										
New Assistant Professor										
Instructor										
30.23 Intercultural/Multicultural & Diversity										
Professor										
Associate Professor										
Assistant Professor										
New Assistant Professor										
Instructor										
30.24 Neuroscience										
Professor										
			124,033	118,158	84,526	157,586	29	7		
Associate Professor										
							21	4		
Assistant Professor										
							6	3		
New Assistant Professor										
							1	1		
Instructor										
30.25 Cognitive Science										
Professor										
							6	3		
Associate Professor										
							2	2		
Assistant Professor										
							6	3		
New Assistant Professor										
							1	1		
Instructor										
30.99 Other										
Professor										
			103,185	91,142	63,081	250,068	52	21		
Associate Professor										
			78,307	74,444	63,429	115,978	65	16		
Assistant Professor										
			56,422	54,090	38,802	77,334	57	24		
New Assistant Professor										
							4	3		
Instructor										
			41,914	41,527	37,465	51,004	30	11		
[31.] PARKS, RECREATION, LEISURE AND FITNESS STUDIES										
31.01 Parks, Recreation & Leisure Studies										
Professor										
			86,484	80,001	67,944	119,120	45	20		
Associate Professor										
			67,786	65,295	52,584	108,524	46	23		
Assistant Professor										
			54,913	55,121	46,715	73,779	50	23		
New Assistant Professor										
			52,361	52,500	46,308	55,998	5	5		
Instructor										
			43,930	41,530	35,525	58,000	15	6		
31.03 Facilities Mgt										
Professor										
			96,653	103,711	59,966	138,914	22	8		
Associate Professor										
			71,670	67,414	52,764	112,200	26	9		
Assistant Professor										
			57,586	56,240	44,056	77,235	30	11		
New Assistant Professor										
							6	3		
Instructor										
							2	2		
31.05 Health & Physical Education/Fitness										
Professor										
	2	82,447	86,380	83,228	58,908	149,189	384	112	95.4	99.1
Associate Professor										
	5	63,249	66,835	64,834	50,733	97,121	465	112	94.6	97.6
Assistant Professor										
	9	50,681	55,337	54,153	41,000	83,435	536	117	91.6	93.6

New Assistant Professor	2	49,000	54,787	54,509	41,000	90,000	87	56	89.4	89.9
Instructor	6	42,433	43,505	43,017	25,477	68,286	237	66	97.5	98.6
31.99 Other										
Professor							3	1		
Associate Professor							3	3		
Assistant Professor							4	2		
New Assistant Professor							1	1		
Instructor							3	2		
[38.] PHILOSOPHY AND RELIGIOUS STUDIES										
38.01 Philosophy										
Professor	1	62,057	88,513	84,369	51,890	143,991	402	128	70.1	73.6
Associate Professor			64,145	61,567	47,514	92,048	390	134		
Assistant Professor	3	49,459	52,593	52,200	32,000	80,250	327	133	94.0	94.7
New Assistant Professor			52,458	51,500	32,000	82,000	38	34		
Instructor			39,977	40,000	30,000	55,499	81	43		
38.02 Religion/Religious Studies										
Professor			92,570	95,879	61,880	126,400	66	28		
Associate Professor			67,067	66,155	49,344	84,300	79	29		
Assistant Professor			54,765	54,477	45,730	65,713	70	28		
New Assistant Professor			54,338	53,775	46,000	70,000	16	12		
Instructor			41,765	41,880	32,000	57,344	13	10		
38.99 Other										
Professor			88,615	84,865	64,931	112,508	46	13		
Associate Professor			66,830	64,570	51,744	87,272	44	12		
Assistant Professor			54,635	51,183	45,349	76,148	44	14		
New Assistant Professor			55,176	53,750	50,000	63,557	7	6		
Instructor			38,237	40,000	31,730	46,460	6	5		
[39.] THEOLOGY AND RELIGIOUS VOCATIONS										
39.02 Bible/Biblical Studies										
Professor										
Associate Professor										
Assistant Professor										
New Assistant Professor										
Instructor										
39.03 Missions/Missionary Studies & Missiology										
Professor										
Associate Professor										
Assistant Professor										
New Assistant Professor										
Instructor										
39.04 Religious Education										
Professor										
Associate Professor										
Assistant Professor										
New Assistant Professor										
Instructor										
39.05 Religious/Sacred Music										
Professor										

Associate Professor																					
Assistant Professor																					
New Assistant Professor																					
Instructor																					
39.06 Theological & Ministerial Studies																					
Professor																					
Associate Professor																					
Assistant Professor																					
New Assistant Professor																					
Instructor																					
39.07 Pastoral Counseling & Specialized Ministries																					
Professor																					
Associate Professor																					
Assistant Professor																					
New Assistant Professor																					
Instructor																					
39.99 Other																					
Professor																					
Associate Professor																					
Assistant Professor																					
New Assistant Professor																					
Instructor																					
[40.] PHYSICAL SCIENCES																					
40.01 Physical Sci																					
Professor			86,707	84,420	61,186	142,626	35	11													
Associate Professor			67,130	60,621	52,792	106,450	21	10													
Assistant Professor			60,339	53,437	47,234	92,338	33	9													
New Assistant Professor							2	1													
Instructor			36,193	35,253	30,000	43,660	7	5													
40.02 Astronomy & Astrophysics																					
Professor			106,127	113,578	73,521	125,982	88	13													
Associate Professor			76,038	77,836	51,088	95,575	40	16													
Assistant Professor			67,550	69,791	47,400	90,463	25	12													
New Assistant Professor																					
Instructor							2	1													
40.04 Atmospheric Sci & Meteorology																					
Professor			118,836	118,282	80,230	161,909	74	13													
Associate Professor			81,501	77,175	56,429	114,476	34	13													
Assistant Professor			70,936	70,916	52,271	89,594	32	12													
New Assistant Professor							5	4													
Instructor							2	2													
40.05 Chemistry																					
Professor	2	76,852	94,149	90,500	57,813	171,649	1167	190	81.6	84.9											
Associate Professor	4	64,013	69,264	67,704	51,794	131,215	762	183	92.4	94.5											
Assistant Professor	12	53,158	58,328	56,908	42,003	80,201	865	196	91.1	93.4											
New Assistant Professor	1	54,498	58,712	57,800	35,000	84,153	128	79	92.8	94.3											
Instructor	2	40,810	43,476	42,359	26,979	69,455	220	74	93.9	96.3											
40.06 Geological & Earth Sci/Geosciences																					

Professor			91,198	88,056	65,714	141,838	638	125			
Associate Professor			69,609	68,324	33,463	101,301	438	121			
Assistant Professor			59,554	58,246	43,823	85,702	340	111			
New Assistant Professor			55,784	56,499	40,000	70,000	36	30			
Instructor			41,420	40,000	27,786	60,868	67	40			
40.08 Physics											
Professor	1	67,968	93,040	91,181	57,504	158,254	1080	163	73.1	74.5	
Associate Professor	2	58,677	70,066	67,806	46,849	109,415	600	165	83.7	86.5	
Assistant Professor	3	48,693	59,713	58,698	45,320	91,846	572	167	81.5	83.0	
New Assistant Professor			58,973	57,750	38,455	76,333	89	60			
Instructor			43,265	43,400	29,897	63,115	112	52			
40.99 Other											
Professor								27	4		
Associate Professor								13	3		
Assistant Professor								11	4		
New Assistant Professor								1	1		
Instructor								1	1		
[41.] SCIENCE TECHNOLOGIES/TECHNICIANS											
41.01 Bio Technician/Biotech Lab Technician											
Professor											
Associate Professor								1	1		
Assistant Professor											
New Assistant Professor											
Instructor											
41.02 Nuclear & Industrial Radiologic											
Professor											
Associate Professor											
Assistant Professor											
New Assistant Professor											
Instructor											
41.03 Physical Science											
Professor											
Associate Professor											
Assistant Professor											
New Assistant Professor											
Instructor											
41.99 Other											
Professor								6	2		
Associate Professor								6	3		
Assistant Professor								5	1		
New Assistant Professor								1	1		
Instructor											
[42.] PSYCHOLOGY											
42.01 General											
Professor	3	65,972	90,764	86,103	50,487	186,194	1415	184	72.7	76.6	
Associate Professor	6	57,313	67,092	65,356	42,539	90,398	1061	183	85.4	87.7	
Assistant Professor	12	51,532	57,017	55,727	40,870	79,082	1057	190	90.4	92.5	
New Assistant Professor	1	51,000	58,144	56,000	34,000	103,888	152	87	87.7	91.1	

Instructor			42,336	41,795	27,522	62,491	145	58				
42.02 Clinical												
Professor			91,802	90,531	65,035	118,106	32	9				
Associate Professor			69,711	67,136	54,640	88,755	28	12				
Assistant Professor			56,934	56,791	47,000	71,552	30	12				
New Assistant Professor							6	4				
Instructor							5	2				
42.03 Cognitive & Psycholinguistics												
Professor			92,708	80,065	75,446	128,670	5	5				
Associate Professor			62,027	62,366	58,190	68,802	8	7				
Assistant Professor							3	3				
New Assistant Professor							1	1				
Instructor												
42.04 Community												
Professor												
Associate Professor												
Assistant Professor												
New Assistant Professor												
Instructor												
42.05 Comparative												
Professor							1	1				
Associate Professor							1	1				
Assistant Professor												
New Assistant Professor												
Instructor												
42.06 Counseling												
Professor			80,101	80,172	64,498	106,412	41	14				
Associate Professor			62,714	61,000	51,876	79,582	35	13				
Assistant Professor			52,694	52,288	44,180	66,136	45	15				
New Assistant Professor			53,872	52,000	50,000	58,359	5	5				
Instructor							4	3				
42.07 Developmental & Child												
Professor							4	2				
Associate Professor							10	4				
Assistant Professor							9	4				
New Assistant Professor							1	1				
Instructor							5	1				
42.08 Experimental												
Professor			90,467	91,704	62,796	113,785	13	6				
Associate Professor			66,077	67,867	47,976	92,569	10	7				
Assistant Professor			54,756	50,094	43,508	76,148	14	9				
New Assistant Professor							1	1				
Instructor												
42.09 Industrial & Organizational												
Professor			90,689	77,337	63,810	132,494	6	5				
Associate Professor							5	3				
Assistant Professor							8	4				
New Assistant Professor							1	1				
Instructor							1	1				

42.10 Personality									
Professor									
Associate Professor									
Assistant Professor									
New Assistant Professor									
Instructor							1	1	
42.11 Physiological/Psychobiology									
Professor							3	3	
Associate Professor							3	3	
Assistant Professor							2	1	
New Assistant Professor									
Instructor									
42.16 Social									
Professor							1	1	
Associate Professor							4	4	
Assistant Professor							3	3	
New Assistant Professor									
Instructor									
42.17 School									
Professor			82,674	81,780	61,940	112,508	16	6	
Associate Professor							11	4	
Assistant Professor			55,875	52,601	48,000	76,783	17	7	
New Assistant Professor							4	3	
Instructor							1	1	
42.18 Educational									
Professor			96,957	93,545	71,104	144,569	90	21	
Associate Professor			70,399	69,331	58,098	85,331	72	21	
Assistant Professor			57,591	57,219	46,300	72,615	78	22	
New Assistant Professor			54,420	52,600	47,000	66,500	12	10	
Instructor			44,102	43,286	30,000	61,095	10	7	
42.19 Psychometrics & Quantitative									
Professor							1	1	
Associate Professor							6	2	
Assistant Professor							6	3	
New Assistant Professor							3	2	
Instructor									
42.20 Clinical Child									
Professor									
Associate Professor									
Assistant Professor									
New Assistant Professor									
Instructor									
42.21 Environmental									
Professor									
Associate Professor									
Assistant Professor									
New Assistant Professor									
Instructor									

42.22 Geropsychology										
Professor										
Associate Professor										
Assistant Professor										
New Assistant Professor										
Instructor										
42.23 Health										
Professor							4	3		
Associate Professor							2	2		
Assistant Professor							5	3		
New Assistant Professor							1	1		
Instructor										
42.24 Psychopharmacology										
Professor										
Associate Professor										
Assistant Professor										
New Assistant Professor										
Instructor										
42.25 Family										
Professor										
Associate Professor										
Assistant Professor										
New Assistant Professor										
Instructor										
42.26 Forensic										
Professor							12	1		
Associate Professor							17	1		
Assistant Professor							14	1		
New Assistant Professor							4	1		
Instructor										
42.99 Other										
Professor										
Associate Professor										
Assistant Professor							2	2		
New Assistant Professor										
Instructor										
[43.] SECURITY AND PROTECTIVE SERVICES										
43.01 Criminal Justice & Corrections										
Professor	1	62,332	90,468	88,807	50,003	155,693	274	88	68.9	70.2
Associate Professor	1	57,496	69,633	67,074	50,987	94,668	318	103	82.6	85.7
Assistant Professor	4	52,133	56,551	56,000	41,229	90,000	325	103	92.2	93.1
New Assistant Professor	2	52,000	55,335	54,000	42,003	90,000	56	40	94.0	96.3
Instructor	2	42,000	43,573	42,000	22,143	65,985	123	51	96.4	100.0
43.02 Fire Protection										
Professor							9	1		
Associate Professor							3	1		
Assistant Professor							11	2		
New Assistant Professor							1	1		

Instructor										
43.99 Other										
Professor								1	1	
Associate Professor								6	3	
Assistant Professor								4	4	
New Assistant Professor								1	1	
Instructor								1	1	
[44.] PUBLIC ADMINISTRATION AND SOCIAL SERVICE PROFESSIONS										
44.00 General										
Professor								2	2	
Associate Professor			60,529	62,751	52,602	65,868		5	5	
Assistant Professor			54,069	52,000	50,348	63,334		10	5	
New Assistant Professor								3	3	
Instructor								1	1	
44.02 Community Organization & Advocacy										
Professor								3	1	
Associate Professor								4	3	
Assistant Professor								5	3	
New Assistant Professor										
Instructor										
44.04 Public Administration										
Professor			98,768	95,965	49,873	153,765	116	42		
Associate Professor			78,513	75,149	54,563	122,000	128	44		
Assistant Professor			61,955	58,973	36,750	92,500	118	44		
New Assistant Professor			59,743	57,377	44,226	92,500	26	20		
Instructor			47,954	46,000	39,470	75,000	17	11		
44.05 Public Policy Analysis										
Professor			123,577	114,973	74,221	172,524	66	10		
Associate Professor			92,554	93,216	68,400	113,100	40	10		
Assistant Professor			68,747	69,867	55,000	82,548	37	12		
New Assistant Professor			73,733	72,000	64,667	85,000	12	5		
Instructor										
44.07 Social Work										
Professor	2	62,887	90,468	86,915	59,378	154,076	272	91	69.5	72.4
Associate Professor	3	61,990	68,389	66,910	46,566	105,015	453	123	90.6	92.6
Assistant Professor	5	52,835	56,328	56,200	42,952	78,460	506	124	93.8	94.0
New Assistant Professor			58,576	58,000	46,823	76,283	68	45		
Instructor	2	39,678	46,615	45,933	30,000	78,148	190	60	85.1	86.4
44.99 Other										
Professor								9	2	
Associate Professor								3	3	
Assistant Professor								7	4	
New Assistant Professor								4	2	
Instructor										
[45.] SOCIAL SCIENCES										
45.01 General										
Professor			91,842	88,138	59,395	131,578	57	12		
Associate Professor			67,180	63,611	48,500	126,629	50	17		

Assistant Professor			52,813	51,956	45,598	77,563	46	13			
New Assistant Professor			51,972	50,000	38,000	73,500	13	6			
Instructor			45,519	44,962	34,000	67,000	17	10			
45.02 Anthropology											
Professor			88,868	86,329	60,608	141,341	320	96			
Associate Professor			65,617	63,845	44,076	91,076	311	97			
Assistant Professor			55,100	53,633	42,840	81,230	300	94			
New Assistant Professor			54,796	53,097	43,002	72,500	47	31			
Instructor			38,433	37,442	30,000	50,451	44	25			
45.03 Archeology											
Professor							7	3			
Associate Professor							3	1			
Assistant Professor							5	3			
New Assistant Professor											
Instructor											
45.04 Criminology											
Professor			94,879	82,263	73,496	177,667	48	10			
Associate Professor			66,860	64,736	50,949	93,665	31	11			
Assistant Professor			57,128	53,390	48,000	72,856	31	10			
New Assistant Professor							2	2			
Instructor			42,073	39,000	29,515	61,726	9	5			
45.05 Demography & Population Studies											
Professor							5	2			
Associate Professor											
Assistant Professor							4	1			
New Assistant Professor											
Instructor											
45.06 Economics											
Professor			106,486	101,296	66,802	198,187	567	117			
Associate Professor			83,713	80,745	56,276	140,503	392	113			
Assistant Professor			75,603	74,806	49,655	110,679	393	116			
New Assistant Professor			76,627	76,500	50,000	115,000	56	39			
Instructor			50,048	46,586	31,395	80,072	74	40			
45.07 Geography & Cartography											
Professor			87,438	84,306	53,488	148,928	300	93			
Associate Professor	3	63,214	66,747	65,890	44,635	90,796	315	106	94.7	95.9	
Assistant Professor	9	51,451	56,089	55,812	37,056	73,979	314	99	91.7	92.2	
New Assistant Professor	1	51,000	56,170	55,260	41,500	72,000	45	35	90.8	92.3	
Instructor			43,150	42,299	30,000	57,428	66	38			
45.09 International Relations & Affairs											
Professor			103,458	109,059	61,793	139,805	33	8			
Associate Professor			70,071	70,077	54,614	88,097	33	6			
Assistant Professor			59,440	58,959	45,463	76,500	35	9			
New Assistant Professor							2	2			
Instructor							2	2			
45.10 Political Science & Government											
Professor	5	69,587	88,976	84,942	60,076	164,308	715	173	78.2	81.9	
Associate Professor	9	61,985	66,914	64,292	45,912	108,197	699	174	92.6	96.4	
Assistant Professor	13	52,168	55,198	53,710	37,450	80,175	743	173	94.5	97.1	

New Assistant Professor	2	53,500	54,910	53,068	36,092	78,000	97	64	97.4	100.8		
Instructor	3	42,795	43,202	41,807	28,000	71,000	114	52	99.1	102.4		
45.11 Sociology												
Professor	1	65,547	88,399	84,818	57,282	161,529	656	163	74.1	77.3		
Associate Professor	2	64,366	65,073	62,796	43,995	100,133	640	163	98.9	102.5		
Assistant Professor	4	48,639	55,288	53,434	41,004	79,776	604	163	88.0	91.0		
New Assistant Professor	1	45,000	55,363	54,000	44,901	75,000	79	57	81.3	83.3		
Instructor	3	42,667	39,791	39,346	28,270	63,170	103	47	107.2	108.4		
45.12 Urban Studies/Affairs												
Professor			98,092	96,488	74,322	118,633	29	7				
Associate Professor			67,778	66,706	47,363	88,060	26	7				
Assistant Professor			54,642	53,547	51,113	59,311	26	6				
New Assistant Professor							2	2				
Instructor							2	1				
45.99 Other												
Professor							7	2				
Associate Professor							3	2				
Assistant Professor							11	3				
New Assistant Professor							1	1				
Instructor												
[49.] TRANSPORTATION AND MATERIAL SERVICES												
49.01 Air Transportation												
Professor			102,896	88,342	68,901	155,776	13	7				
Associate Professor			73,033	69,756	56,160	96,674	23	12				
Assistant Professor			62,265	62,330	50,990	78,282	38	9				
New Assistant Professor							1	1				
Instructor							25	4				
[50.] VISUAL AND PERFORMING ARTS												
50.01 General												
Professor			77,165	77,667	59,725	98,710	78	21				
Associate Professor			60,993	58,349	49,745	85,375	77	20				
Assistant Professor			51,020	51,119	42,387	65,000	87	26				
New Assistant Professor			48,694	48,275	42,000	65,000	9	8				
Instructor			35,014	35,542	19,952	44,195	24	8				
50.02 Crafts/Craft Design, Folk Art & Artisanry												
Professor							10	3				
Associate Professor							3	3				
Assistant Professor							5	2				
New Assistant Professor							1	1				
Instructor												
50.03 Dance												
Professor			85,842	83,755	66,539	121,834	66	25				
Associate Professor			65,366	65,070	45,264	87,384	62	27				
Assistant Professor			51,849	51,595	42,708	71,234	66	34				
New Assistant Professor			50,413	47,002	42,000	65,000	8	8				
Instructor			48,490	47,885	34,477	92,587	18	13				
50.04 Design & Applied Arts												
Professor			85,291	80,387	60,036	115,554	74	26				

Associate Professor			67,645	66,591	48,084	96,960	102	29		
Assistant Professor			54,715	52,801	44,000	67,140	101	31		
New Assistant Professor			52,389	52,000	38,000	65,000	11	9		
Instructor			44,427	42,500	32,000	59,500	14	9		
50.05 Dramatic/Theatre Arts & Stagecraft										
Professor	1	85,125	80,916	79,366	51,510	118,632	363	127	105.2	107.3
Associate Professor	3	54,730	62,618	60,446	46,335	93,210	450	128	87.4	90.5
Assistant Professor	4	49,076	50,441	49,190	40,750	69,020	408	132	97.3	99.8
New Assistant Professor	1	47,000	49,538	49,539	37,500	66,042	66	54	94.9	94.9
Instructor	1	44,290	40,654	38,365	27,072	88,133	92	38	108.9	115.4
50.06 Film/Video & Photographic Arts										
Professor			89,814	88,338	60,029	139,061	40	17		
Associate Professor			69,088	70,147	50,309	90,065	44	15		
Assistant Professor			54,639	53,023	44,000	66,526	59	24		
New Assistant Professor			53,556	52,000	43,500	67,500	10	9		
Instructor			40,866	43,318	17,828	53,100	15	7		
50.07 Fine & Studio Art										
Professor	5	69,811	79,876	77,478	56,664	127,176	910	173	87.4	90.1
Associate Professor	4	53,625	61,687	60,020	42,426	90,578	959	174	86.9	89.3
Assistant Professor	5	49,080	51,313	50,668	39,152	71,180	865	177	95.6	96.9
New Assistant Professor	1	47,500	50,546	50,300	37,000	71,000	132	79	94.0	94.4
Instructor			39,645	38,022	28,460	54,320	144	57		
50.09 Music										
Professor	2	69,318	79,450	78,190	57,513	117,732	1344	180	87.2	88.7
Associate Professor	5	54,507	61,606	60,134	46,816	91,075	1304	176	88.5	90.6
Assistant Professor	3	50,432	51,361	50,325	41,093	76,204	1045	175	98.2	100.2
New Assistant Professor	1	50,000	49,524	50,000	37,297	65,000	144	81	101.0	100.0
Instructor	1	44,774	41,403	40,000	27,191	85,001	289	93	108.1	111.9
50.99 Other										
Professor							5	1		
Associate Professor							7	1		
Assistant Professor							7	2		
New Assistant Professor							1	1		
Instructor							2	1		
[51.] HEALTH PROFESSIONS AND RELATED CLINICAL SCIENCES										
51.00 General										
Professor			95,408	93,926	69,860	120,135	44	11		
Associate Professor			76,328	76,823	64,530	89,662	32	12		
Assistant Professor			64,098	63,642	59,411	70,618	30	10		
New Assistant Professor							3	3		
Instructor							4	2		
51.01 Chiropractic (DC)										
Professor										
Associate Professor										
Assistant Professor										
New Assistant Professor										
Instructor										
51.02 Communication Disorders Sci & Srvcs										

Professor			88,374	83,247	62,884	139,276	201	74				
Associate Professor			68,992	67,185	54,688	102,060	249	79				
Assistant Professor			58,225	57,378	46,503	80,283	278	82				
New Assistant Professor			59,857	58,500	46,500	77,898	36	27				
Instructor			47,856	47,193	29,490	65,808	171	55				
51.04 Dentistry (DDS, DMD)												
Professor			126,094	123,286	100,286	160,241	111	10				
Associate Professor			97,939	95,928	81,253	116,835	151	10				
Assistant Professor			82,222	79,371	70,302	111,376	141	10				
New Assistant Professor			76,060	73,638	65,440	89,250	10	5				
Instructor							1	1				
51.05 Advanced/Graduate Dentistry & Oral Sci												
Professor			135,528	135,870	87,010	166,596	61	8				
Associate Professor			113,464	105,205	93,205	147,900	63	6				
Assistant Professor			86,569	75,797	69,077	120,640	46	7				
New Assistant Professor			81,302	75,620	73,638	102,250	7	5				
Instructor							2	2				
51.06 Dental Support Svcs & Allied Professions												
Professor			78,404	78,078	66,538	90,648	17	9				
Associate Professor			61,683	59,506	48,706	87,720	35	13				
Assistant Professor			53,862	52,453	44,169	68,277	43	13				
New Assistant Professor							4	3				
Instructor			45,782	45,558	33,398	58,679	28	9				
51.07 Health & Med Admin Svcs												
Professor			112,454	103,696	72,360	320,845	53	22				
Associate Professor			75,758	71,093	54,420	116,223	67	25				
Assistant Professor			66,200	59,474	42,945	120,000	59	24				
New Assistant Professor							5	4				
Instructor			51,572	52,869	34,740	70,500	37	13				
51.08 Allied Health & Med Assisting Svcs												
Professor			84,724	81,090	66,516	113,540	10	7				
Associate Professor			71,590	74,048	49,413	84,459	10	6				
Assistant Professor			63,421	60,166	50,658	92,667	28	10				
New Assistant Professor							2	2				
Instructor							18	4				
51.09 Allied Health Diag, Interv & Treat Profs												
Professor			87,767	77,813	67,199	151,801	12	7				
Associate Professor			67,805	65,090	53,000	103,254	65	30				
Assistant Professor			57,635	55,045	43,112	86,216	97	32				
New Assistant Professor			55,477	52,500	41,856	71,003	6	6				
Instructor			49,110	47,757	32,160	63,631	56	27				
51.10 Clinical/Med Lab Sci & Allied Profs												
Professor			93,871	90,562	74,538	119,107	18	8				
Associate Professor			70,942	70,322	57,441	90,568	36	17				
Assistant Professor			60,394	54,000	45,000	122,000	25	17				
New Assistant Professor							4	3				
Instructor			45,656	45,224	26,534	64,479	11	9				
51.11 Health/Med Preparatory Programs												
Professor							4	1				

Associate Professor									3	2				
Assistant Professor									5	2				
New Assistant Professor														
Instructor									4	2				
51.12 Med (MD)														
Professor			149,447	149,219	108,024	237,982	610	11						
Associate Professor			111,504	104,936	63,670	166,672	454	9						
Assistant Professor			81,870	78,191	61,643	120,641	894	10						
New Assistant Professor			86,040	86,525	43,474	122,700	57	8						
Instructor			69,860	66,933	46,394	111,201	135	6						
51.14 Med Clinical Sci/Graduate Med Studies														
Professor									32	1				
Associate Professor									42	1				
Assistant Professor									66	1				
New Assistant Professor														
Instructor									9	1				
51.15 Mental & Social Health Svcs & Allied Profs														
Professor			94,989	90,490	66,904	126,035	30	13						
Associate Professor			68,870	68,339	55,151	91,337	37	13						
Assistant Professor			59,942	60,000	45,802	77,731	42	13						
New Assistant Professor							6	4						
Instructor			48,436	45,221	25,000	80,141	15	6						
51.16 Nursing														
Professor	10	84,133	92,400	89,482	60,579	152,726	472	125	91.1	94.0				
Associate Professor	7	71,494	74,356	72,812	51,837	103,687	814	139	96.2	98.2				
Assistant Professor	15	61,305	62,595	62,493	46,547	88,632	1470	139	97.9	98.1				
New Assistant Professor	2	55,400	61,229	61,520	42,500	90,850	159	69	90.5	90.1				
Instructor	14	53,181	54,050	52,586	39,614	76,586	962	95	98.4	101.1				
51.17 Optometry (OD)														
Professor			120,168	101,524	85,302	188,496	33	5						
Associate Professor			98,109	88,610	85,380	137,708	28	5						
Assistant Professor			79,770	74,937	65,418	114,776	33	5						
New Assistant Professor							6	4						
Instructor														
51.18 Ophthal & Optom Spt Svcs & Allied Profs														
Professor														
Associate Professor														
Assistant Professor														
New Assistant Professor														
Instructor														
51.19 Osteopathic Med/Osteopathy (DO)														
Professor														
Associate Professor														
Assistant Professor														
New Assistant Professor														
Instructor														
51.20 Pharmacy, Pharm Sci & Admin														
Professor			117,332	110,630	87,236	175,270	192	20						
Associate Professor			85,728	85,437	70,176	116,824	241	21						

Assistant Professor			75,091	74,031	64,373	102,129	290	21			
New Assistant Professor			76,356	74,728	65,000	95,000	38	14			
Instructor			63,409	59,445	36,176	96,131	19	6			
51.21 Podiatric Med/Podiatry (DPM)											
Professor											
Associate Professor							6	1			
Assistant Professor							11	1			
New Assistant Professor							4	1			
Instructor											
51.22 Public Health											
Professor			104,940	102,983	66,742	184,605	254	52			
Associate Professor			76,290	76,429	52,796	102,708	274	54			
Assistant Professor			63,308	63,650	45,833	88,873	321	55			
New Assistant Professor			65,909	62,500	45,000	98,000	46	25			
Instructor			45,900	44,819	33,291	77,967	56	20			
51.23 Rehabilitation & Therapeutic Professions											
Professor			92,963	89,254	70,772	190,738	117	40			
Associate Professor			77,365	74,396	53,707	133,667	219	47			
Assistant Professor			63,748	63,540	48,800	81,877	249	47			
New Assistant Professor			60,165	59,333	48,000	75,000	27	14			
Instructor			55,647	56,319	36,294	75,480	46	19			
51.24 Veterinary Med (DVM)											
Professor			109,750	107,280	80,727	163,386	147	8			
Associate Professor			85,616	85,556	77,848	92,006	102	7			
Assistant Professor			75,931	76,601	68,810	79,295	123	6			
New Assistant Professor							14	3			
Instructor							24	4			
51.25 Veterinary BioMed & Clin Sci (Cert, MS, PhD)											
Professor			114,408	114,405	106,111	123,474	153	5			
Associate Professor			88,125	87,047	71,248	99,353	121	5			
Assistant Professor			74,312	77,112	53,059	86,074	137	6			
New Assistant Professor							28	4			
Instructor											
51.26 Health Aides/Attendants/Orderlies											
Professor											
Associate Professor											
Assistant Professor											
New Assistant Professor											
Instructor											
51.27 Med Illustration & Informatics											
Professor											
Associate Professor											
Assistant Professor											
New Assistant Professor											
Instructor											
51.31 Dietetics & Clinical Nutrition Srvcs											
Professor			100,257	98,177	66,053	159,694	7	5			
Associate Professor			68,722	71,345	51,912	92,451	13	8			
Assistant Professor			53,681	53,000	43,521	63,575	14	7			

Assistant Professor			87,772	87,698	42,963	153,919	171	24		
New Assistant Professor			100,152	94,095	45,000	158,000	21	10		
Instructor			53,883	53,742	33,000	73,406	56	16		
52.02 Admin, Mgt & Operations										
Professor	12	106,145	114,798	109,520	68,748	211,438	922	161	92.5	96.9
Associate Professor	10	90,430	97,082	94,802	59,703	164,801	862	157	93.1	95.4
Assistant Professor	7	87,334	92,190	90,064	55,322	138,509	802	154	94.7	97.0
New Assistant Professor	1	100,000	96,012	93,000	58,000	140,000	124	62	104.2	107.5
Instructor	9	66,358	56,183	53,408	33,240	130,426	265	77	118.1	124.2
52.03 Accounting & Related Svcs										
Professor	4	106,106	124,106	117,972	75,530	226,538	656	163	85.5	89.9
Associate Professor	8	105,375	107,091	103,678	54,945	206,750	595	165	98.4	101.6
Assistant Professor	7	98,591	106,557	102,500	50,733	185,000	475	161	92.5	96.2
New Assistant Professor	1	120,000	119,098	119,500	50,733	172,500	90	58	100.8	100.4
Instructor	10	61,777	59,090	56,529	29,600	122,000	237	94	104.5	109.3
52.04 Operations Support & Assistant Svcs										
Professor			87,358	81,960	68,804	127,109	19	7		
Associate Professor			82,363	79,868	71,060	99,000	12	6		
Assistant Professor			66,704	63,946	44,818	93,690	19	9		
New Assistant Professor							3	2		
Instructor			46,765	45,604	42,000	55,881	14	6		
52.05 Corporate Communications										
Professor							5	2		
Associate Professor			72,299	74,464	47,161	89,799	9	6		
Assistant Professor							4	2		
New Assistant Professor										
Instructor							6	4		
52.06 Managerial Economics										
Professor			109,479	108,350	74,921	153,501	264	51		
Associate Professor			83,921	84,583	49,140	116,820	180	54		
Assistant Professor			82,523	82,972	50,923	122,600	154	44		
New Assistant Professor			92,195	90,280	65,000	174,999	22	14		
Instructor			50,837	51,360	35,000	72,535	30	21		
52.07 Entrepreneurial & Small Operations										
Professor			119,894	117,672	81,439	160,618	11	6		
Associate Professor			106,081	109,412	66,842	144,936	15	5		
Assistant Professor			90,462	90,000	55,008	116,625	14	7		
New Assistant Professor							1	1		
Instructor							7	4		
52.08 Finance & Financial Mgt Svcs										
Professor	12	107,508	129,213	120,266	68,967	300,097	416	112	83.2	89.4
Associate Professor	5	85,878	112,779	106,445	61,182	216,667	315	115	76.1	80.7
Assistant Professor	11	86,095	111,193	107,413	44,112	191,453	329	109	77.4	80.2
New Assistant Professor			116,952	110,000	70,603	190,000	44	33		
Instructor	9	54,555	61,184	57,692	36,835	155,000	85	41	89.2	94.6
52.09 Hospitality Administration/Mgt										
Professor			109,167	108,314	65,390	141,518	65	17		
Associate Professor			83,082	84,277	51,291	105,564	71	22		
Assistant Professor			69,741	70,357	46,629	90,000	82	22		

New Assistant Professor			71,597	70,500	55,000	90,000	10	8				
Instructor			53,807	54,500	34,000	72,594	29	15				
52.10 Human Resources Mgt & Srvc												
Professor			112,884	104,100	55,184	189,581	102	28				
Associate Professor			93,991	94,173	57,743	145,309	71	24				
Assistant Professor			91,117	91,000	56,333	143,604	62	23				
New Assistant Professor			83,462	77,500	57,000	128,000	9	8				
Instructor			62,608	55,004	46,221	112,909	16	9				
52.11 International Business												
Professor			122,016	99,204	86,807	169,352	14	5				
Associate Professor							6	3				
Assistant Professor			100,707	96,511	57,120	141,392	10	6				
New Assistant Professor							2	2				
Instructor							2	2				
52.12 Mgt Information Sys & Srvc												
Professor			122,845	115,573	70,525	224,033	268	73				
Associate Professor			101,425	98,976	54,927	157,811	278	76				
Assistant Professor			93,986	94,301	45,000	135,692	181	69				
New Assistant Professor			95,358	95,701	69,490	122,266	14	10				
Instructor			53,769	51,673	35,957	97,601	80	34				
52.13 Mgt Sciences & Quantitative Methods												
Professor			117,061	112,836	81,520	172,423	107	32				
Associate Professor			93,854	93,947	47,675	142,357	85	33				
Assistant Professor			100,069	100,000	71,292	139,417	51	25				
New Assistant Professor			104,226	107,500	53,709	135,000	17	12				
Instructor			58,698	58,809	32,896	102,824	35	12				
52.14 Marketing												
Professor	8	107,828	118,630	110,318	72,500	291,077	416	130	90.9	97.7		
Associate Professor	4	106,876	100,230	99,421	46,716	180,668	393	128	106.6	107.5		
Assistant Professor	3	81,932	96,861	94,331	46,055	137,144	352	115	84.6	86.9		
New Assistant Professor			102,812	100,000	60,000	140,000	61	39				
Instructor	3	57,530	56,257	53,561	30,000	115,700	126	56	102.3	107.4		
52.15 Real Estate												
Professor							6	4				
Associate Professor							4	3				
Assistant Professor							7	4				
New Assistant Professor												
Instructor							2	2				
52.16 Taxation												
Professor							1	1				
Associate Professor							2	2				
Assistant Professor							1	1				
New Assistant Professor												
Instructor												
52.17 Insurance												
Professor							15	4				
Associate Professor							17	3				
Assistant Professor			106,353	98,000	93,070	127,779	20	5				
New Assistant Professor							4	3				

Instructor								2	2				
52.18 Gen Sales, Merch & Rel Mrkting Ops													
Professor								4	2				
Associate Professor								9	3				
Assistant Professor								7	2				
New Assistant Professor													
Instructor								7	3				
52.19 Spec Sales, Merch & Rel Mrkting Ops													
Professor								15	3				
Associate Professor								9	3				
Assistant Professor								5	3				
New Assistant Professor													
Instructor								3	2				
52.20 Construction Mgt													
Professor								7	3				
Associate Professor			78,522	80,267	64,448	90,001		16	7				
Assistant Professor			67,692	65,637	57,216	74,880		25	7				
New Assistant Professor								5	3				
Instructor								1	1				
52.99 Other													
Professor			120,171	85,517	79,187	215,199		12	6				
Associate Professor								9	4				
Assistant Professor								12	4				
New Assistant Professor								1	1				
Instructor								6	3				
[54.] HISTORY GENERAL													
54.01 History													
Professor	9	69,968	86,490	82,684	55,776	150,327	1067	193		80.9	84.6		
Associate Professor	3	61,481	63,934	61,481	47,064	106,496	1184	191		96.2	100.0		
Assistant Professor	11	47,709	52,434	51,601	40,984	72,381	930	190		91.0	92.5		
New Assistant Professor			52,487	51,750	32,000	69,000	129	79					
Instructor	1	42,000	41,503	39,775	21,572	72,535	159	68		101.2	105.6		

This report was generated by CUPA-HR's Surveys Online application on May 14, 2010 10:01 AM. © 2010 CUPA-HR.

* For the minimum of reported minimum salaries and the maximum of reported maximum salaries, please see the Single Discipline Report.



National Faculty Salary Survey: 2-Digit Index Report

Focus Institution Kennesaw State University
Comparison Group All Public Research and Doctoral Institutions - 2005 Carnegie
Year 2009-10
Statistics Unweighted

Key

- N - Number of Incumbents.
 ● - More than 115% of the group median
 ● - Less than 90% of the group median

Per Department of Justice Safe Harbor Guidelines, statistics will not display when the number of Institutions is less than 5 (too few data) or, if weighted statistics are selected, when one institution's data comprise more than 25% of the total (unbalanced data).

Code/Title	A. Focus Salary		B. Comparison Group Statistics (Based on Reported Average Salaries*)			A's Avg. as % of B's	
	N	Average	Average	Median	N	Average	Median
ALL 2-DIGIT DISCIPLINES REPORTED BY FOCUS UNIT COMBINED							
OVERALL INDEX	701	62,970	68,642	56,541	100,815	91.7	111.4
Professor	133	84,460	99,075	90,310	31,409	85.2	93.5
Associate Professor	164	68,553	73,650	65,356	29,286	93.1	104.9
Assistant Professor	268	56,849	61,593	55,298	30,151	92.3	102.8
New Assistant Professor	32	55,152	58,639	55,000	3,084	94.1	100.3
Instructor	136	47,284	46,732	43,017	9,969	101.2	109.9
[01.] AGRICULTURE, AGRICULTURE OPERATIONS, AND RELATED SCIENCES							
Index							
[03.] NATURAL RESOURCES AND CONSERVATION							
Index							
[04.] ARCHITECTURE AND RELATED SERVICES							
Index							
[05.] AREA, ETHNIC, CULTURAL, AND GENDER STUDIES							
Index							
[09.] COMMUNICATION, JOURNALISM AND RELATED PROGRAMS							
Index	19	55,399	61,684	53,424	3,023	89.8	103.7
[10.] COMMUNICATIONS TECHNOLOGIES/TECHNICIANS AND SUPPORT SERVICES							
Index							
[11.] COMPUTER AND INFORMATION SCIENCES AND SUPPORT SERVICES							
Index	23	91,371	90,473	88,897	2,920	101.0	102.8
[12.] PERSONAL AND CULINARY SERVICES							
Index							
[13.] EDUCATION							
Index	117	58,328	62,145	55,215	10,792	93.9	105.6
[14.] ENGINEERING							
Index							
[15.] ENGINEERING TECHNOLOGIES/TECHNICIANS							

Index								
[16.] FOREIGN LANGUAGES, LITERATURES, AND LINGUISTICS								
Index	23	51,474	53,833	52,375	3,684	95.6	98.3	
[19.] FAMILY AND CONSUMER SCIENCES/HUMAN SCIENCES								
Index								
[22.] LEGAL PROFESSIONS AND STUDIES								
Index								
[23.] ENGLISH LANGUAGE AND LITERATURE/LETTERS								
Index	54	51,012	53,825	51,781	7,172	94.8	98.5	
[24.] LIBERAL ARTS AND SCIENCES, GENERAL STUDIES AND HUMANITIES								
Index	27	51,845	55,553	53,391	582	93.3	97.1	
[25.] LIBRARY SCIENCE								
Index								
[26.] BIOLOGICAL AND BIOMEDICAL SCIENCES								
Index	31	57,093	70,613	59,992	6,812	80.9	95.2	
[27.] MATHEMATICS AND STATISTICS								
Index	36	54,489	62,518	57,720	5,359	87.2	94.4	
[30.] MULTI/INTERDISCIPLINARY STUDIES								
Index								
[31.] PARKS, RECREATION, LEISURE AND FITNESS STUDIES								
Index	22	54,176	57,768	54,445	1,871	93.8	99.5	
[38.] PHILOSOPHY AND RELIGIOUS STUDIES								
Index	4	52,609	62,126	52,416	955	84.7	100.4	
[39.] THEOLOGY AND RELIGIOUS VOCATIONS								
Index								
[40.] PHYSICAL SCIENCES								
Index	26	56,180	64,703	58,178	7,306	86.8	96.6	
[41.] SCIENCE TECHNOLOGIES/TECHNICIANS								
Index								
[42.] PSYCHOLOGY								
Index	21	55,247	64,612	55,298	4,210	85.5	99.9	
[43.] SECURITY AND PROTECTIVE SERVICES								
Index	8	51,545	59,657	56,392	1,075	86.4	91.4	
[44.] PUBLIC ADMINISTRATION AND SOCIAL SERVICE PROFESSIONS								
Index	12	54,606	65,933	57,003	1,992	82.8	95.8	
[45.] SOCIAL SCIENCES								
Index	52	55,422	63,664	55,558	8,190	87.1	99.8	
[49.] TRANSPORTATION AND MATERIAL SERVICES								
Index								
[50.] VISUAL AND PERFORMING ARTS								
Index	34	56,062	61,643	60,312	9,139	90.9	93.0	
[51.] HEALTH PROFESSIONS AND RELATED CLINICAL SCIENCES								
Index	46	65,346	69,836	62,294	11,926	93.6	104.9	
[52.] BUSINESS, MANAGEMENT, MARKETING, AND RELATED SUPPORT SERVICES								
Index	122	88,754	94,062	97,828	10,467	94.4	90.7	
[54.] HISTORY GENERAL								
Index	24	57,540	66,187	56,541	3,340	86.9	101.8	

This report was generated by CUPA-HR's Surveys Online application
on May 14, 2010 12:37 PM. © 2010 CUPA-HR.

* For the minimum of reported minimum salaries and the maximum of reported maximum salaries, please see the
Single Discipline Report.

Copyright © 2010 CUPA-HR