

Compare salary data across a range of disciplines: Faculty: 4- Digit Multi-Discipline Report

Report Parameters

Focus Institution

Comparison Group

Group Size

Year

2023-24

Compare By

Effective Date of Data

Data Aging

Filter Outliers

Tenure

Rank

All faculty salaries are standardized to 9-10 month contracts.

Key

NP - Number of persons (incumbents) NI - Number of institutions

V - More than 150% of the group average

U - Less than 75% of the group average

Policies

Per Department of Justice Safe Harbor Guidelines, statistics will not display when the number of Institutions contributing data is less than 5 (too few data). Statistics will also not display when one institution's data comprise more than 25% of the total (unbalanced data; only applicable if incumbent—rather than institutional average—salaries are selected). If fewer than 10 institutions have provided data for a position, any percentiles provided are poor estimates at best, and extreme caution should be taken in their interpretation and use.

Data Use Agreement <https://www.cupahr.org/surveys/data-use-agreement/>

University of Montana - Missoula
All Institutions That Contributed Data
642 Institutions

Institutional Average Salaries
November 1, 2023
Not Selected
Off
Tenured/Tenure Track (4 digit)
All

Code/Title	A. Focus Salary			B. Comparison Group Statistics							Focus Median Salary as Percent of CG Median Salary	Additional Percentiles		
	NP	Median	Average	Median	Average	Std. Dev.	Salary	Median NP	NP	NI		5	95	
Across All Disciplines Selected														
Professor				103,896	109,316	31,429	1.00	59	66,544	635			70,634	168,332
Associate Professor				85,493	88,230	19,577	1.00	57	56,990	627			62,644	124,063
Assistant Professor (excl New)				77,531	79,560	16,420	1.00	37	36,235	609			56,422	110,803
Assistant Professor (incl New)				77,430	79,356	16,269	1.00	42	41,408	609			56,374	109,681
New Assistant Professor				77,187	79,383	16,918	1.00	10	5,173	358			56,689	110,732
Instructor				66,339	69,218	19,774	1.00	2	1,789	172			47,906	102,706
Across All Ranks				89,254	93,855	24,617	1.00	159	166,731	642			63,220	138,390
[01.] AGRICULTURAL/ANIMAL/PLANT/VETERINARY SCIENCE AND RELATED FIELDS.														
01.00 Agriculture, General.														
Professor				98,292	103,614	22,900	0.95	3	151	27			74,517	144,571
Associate Professor				82,725	86,404	13,446	0.98	4	127	27			70,271	113,317
Assistant Professor (excl New)				74,501	74,960	10,640	0.94	2	121	28			57,280	92,659
Code/Title	A. Focus Salary			B. Comparison Group Statistics							Focus Median Salary as Percent of CG Median Salary	Additional Percentiles		
	NP	Median	Average	Median	Average	Std. Dev.	Salary	Median NP	NP	NI		5	95	
Assistant Professor (incl				74,609	75,496	11,307	0.95	3	128	29			57,463	95,039
New Assistant Professor				62,500	71,104	13,400	0.90	1	7	5			61,600	91,804
Instructor								3	5	2				
01.01 Agricultural Business And Management.														
Professor				135,852	142,822	38,609	1.31	4	140	30			96,087	211,670
Associate Professor				104,549	103,596	27,254	1.17	3	123	33			66,620	144,432

Assistant Professor (excl				87,080	89,178	22,307	1.12	2	94	32			61,826	126,515
Assistant Professor (incl				86,685	87,866	22,362	1.11	2	114	34			61,837	124,114
New Assistant Professor				84,849	88,890	21,055	1.12	2	20	10			63,963	121,619
Instructor								1	4	4				

01.02 Agricultural Mechanization.

Professor								2	3	2				
Associate Professor								1	1	1				
Assistant Professor (excl								1	2	2				
Assistant Professor (incl								1	2	2				
New Assistant Professor										0				
Instructor								1	2	2				

01.03 Agricultural Production Operations.

Professor				99,593	113,158	31,234	1.04	1	18	9			82,313	168,138
Associate Professor	1	84602	72074	93,228	93,471	9,931	1.06	1	11	9			80,655	108,469
Assistant Professor (excl				76,197	76,052	8,722	0.96	2	15	10			62,503	89,376
Assistant Professor (incl	1	104105	68800	76,197	76,090	8,466	0.96	2	17	10			63,027	89,055
New Assistant Professor								1	2	2				
Instructor								1	3	3				

01.04 Agricultural And Food Products Processing.

Professor								5	5	1				
Associate Professor								4	4	1				
Assistant Professor (excl								1	2	2				
Assistant Professor (incl								1	2	2				
New Assistant Professor										0				
Instructor										0				

01.05 Agricultural And Domestic Animal Services.

Professor								1	4	4				
Associate Professor								2	6	4				
Assistant Professor (excl								1	4	3				
Assistant Professor (incl								1	4	3				
New Assistant Professor										0				
Instructor								1	1	1				

01.06 Applied Horticulture And Horticultural Business Services.

Professor				119,607	117,377	20,646	1.07	1	8	8			90,656	148,968
Associate Professor								1	4	3				
Assistant Professor (excl				74,837	74,519	10,506	0.94	1	11	6			62,160	89,005
Code/Title	A. Focus Salary			B. Comparison Group Statistics							Focus Median Salary as	Additional Percentiles		
	NP	Median	Average	Median	Average	Std. Dev.	Salary Factor	Median	NP	NI	Percent of CG Median Salary		5	95
Assistant Professor (incl				74,837	74,519	10,506	0.94	1	11	6			62,160	89,005
New Assistant Professor										0				
Instructor								1	1	1				

01.07 International Agriculture.

Instructor									1	1	1			
01.13 Agriculture/Veterinary Preparatory Programs.														
Professor											0			
Associate Professor											0			
Assistant Professor (excl									2	2	1			
Assistant Professor (incl									2	2	1			
New Assistant Professor											0			
Instructor											0			
01.80 Veterinary Medicine.														
Professor				149,679	152,771	25,709	1.40		12	190	14		112,894	194,363
Associate Professor				123,370	121,122	18,167	1.37		9	131	14		89,417	149,701
Assistant Professor (excl				109,430	101,213	20,032	1.27		9	127	16		67,709	125,867
Assistant Professor (incl				107,160	101,355	20,351	1.28		10	138	16		67,709	125,867
New Assistant Professor				97,667	117,746	48,029	1.48		2	11	6		91,641	194,237
Instructor									2	2	1			
01.81 Veterinary Biomedical And Clinical Sciences.														
Professor				156,475	152,799	23,818	1.40		6	95	11		114,294	181,481
Associate Professor				118,013	117,771	16,174	1.33		3	64	11		92,529	137,093
Assistant Professor (excl				97,658	95,145	19,266	1.20		4	38	10		62,773	117,575
Assistant Professor (incl				99,880	96,531	18,923	1.22		3	41	11		64,521	117,501
New Assistant Professor									1	3	3			
Instructor											0			
01.82 Veterinary Administrative Services.														
Professor											0			
Associate Professor											0			
Assistant Professor (excl											0			
Assistant Professor (incl											0			
New Assistant Professor											0			
Instructor											0			
01.83 Veterinary/Animal Health Technologies/Technicians.														
Professor									1	4	3			
Associate Professor									1	4	4			
Assistant Professor (excl				66,012	74,225	17,282	0.93		2	10	6		56,846	98,607
Assistant Professor (incl				66,219	71,880	14,350	0.91		2	12	6		56,846	93,748
New Assistant Professor									1	2	2			
Instructor									1	1	1			
01.99 Agricultural/Animal/Plant/Veterinary Science and Related Fields, Other.														
Professor									2	4	2			
Associate Professor									3	5	2			
Assistant Professor (excl									2	3	2			
Code/Title	A. Focus Salary			B. Comparison Group Statistics						Focus Median Salary as Percent of CG Median Salary		Additional Percentiles		
	NP	Median	Average	Median	Average	Std. Dev.	Salary Factor	Median NP	NP	NI		5	95	

Assistant Professor (incl									2	4	2				
New Assistant Professor									1	1	1				
Instructor											0				

[03.] NATURAL RESOURCES AND CONSERVATION.

03.01 Natural Resources Conservation And Research.

Professor				107,920	112,717	30,073	1.03	2	336	102			75,196	169,905
Associate Professor	1	84602	72074	86,549	89,508	18,304	1.01	2	308	104			61,639	122,975
Assistant Professor (excl				76,731	79,929	16,868	1.00	2	170	74			58,665	107,920
Assistant Professor (incl	1	104105	68800	75,525	78,739	16,697	0.99	2	200	85			58,896	106,494
New Assistant Professor				77,365	78,363	14,158	0.99	1	30	26			60,197	101,144
Instructor								1	1	1				

03.02 Environmental/Natural Resources Management and Policy.

Professor				117,761	114,301	19,699	1.05	2	31	12			84,649	138,883
Associate Professor				88,906	89,655	15,332	1.02	1	34	16			65,071	113,543
Assistant Professor (excl				75,307	79,099	15,074	0.99	1	24	16			57,925	103,696
Assistant Professor (incl				74,873	78,329	14,945	0.99	1	25	17			58,340	103,357
New Assistant Professor								1	1	1				
Instructor										0				

03.03 Fishing And Fisheries Sciences And Management.

Professor				118,412	120,137	15,597	1.10	4	32	7			99,316	143,215
Associate Professor				92,367	91,736	10,789	1.04	2	13	5			77,480	105,404
Assistant Professor (excl				81,017	80,679	10,747	1.01	2	13	6			67,624	96,088
Assistant Professor (incl				83,456	81,075	9,997	1.02	1	14	7			67,849	95,324
New Assistant Professor								1	1	1				
Instructor										0				

03.05 Forestry.

Professor	17	86071	111518	118,252	115,782	18,510	1.06	7	148	19			75,613	136,854
Associate Professor	8	88425	93324	93,623	87,886	15,109	1.00	3	86	19			59,922	106,795
Assistant Professor (excl				81,227	80,061	12,025	1.01	3	72	16			60,142	96,967
Assistant Professor (incl	6	127189	80863	81,743	80,290	11,940	1.01	4	82	16			60,325	96,034
New Assistant Professor				82,018	80,446	11,895	1.01	1	10	6			64,000	94,982
Instructor										0				

03.06 Wildlife And Wildlands Science And Management.

Professor				109,628	113,668	20,342	1.04	3	48	12			90,491	150,094
Associate Professor				89,081	87,408	15,012	0.99	1	16	10			66,311	109,715
Assistant Professor (excl				80,437	80,960	13,270	1.02	3	34	11			65,180	103,247
Assistant Professor (incl				81,388	80,810	12,647	1.02	3	39	12			65,312	102,482
New Assistant Professor								2	5	3				
Instructor										0				

03.99 Natural Resources And Conservation, Other.

Professor								8	8	1				
Associate Professor								8	8	1				

Code/Title

A. Focus Salary

B. Comparison Group Statistics

Focus Median Salary as
Percent of CG Median

Additional Percentiles

	NP	Median	Average	Median	Average	Std. Dev.	Salary Factor	Median NP	NP	NI	Percent of CG Median Salary	5	95
Assistant Professor (excl								3	6	2			
Assistant Professor (incl								3	6	2			
New Assistant Professor										0			
Instructor										0			

[04.] ARCHITECTURE AND RELATED SERVICES.

04.02 Architecture.

Professor				122,071	123,410	25,959	1.13	4	259	61		74,977	159,175
Associate Professor				95,206	95,237	18,881	1.08	4	373	63		67,146	121,101
Assistant Professor (excl				77,782	79,948	8,958	1.00	3	189	57		67,741	95,304
Assistant Professor (incl				78,818	80,282	9,025	1.01	4	229	58		68,850	95,228
New Assistant Professor				80,000	78,440	8,352	0.99	2	40	23		65,300	93,600
Instructor								1	2	2			

04.03 City/Urban, Community And Regional Planning.

Professor				129,558	130,214	30,362	1.19	2	81	27		86,498	180,513
Associate Professor				97,355	98,806	15,967	1.12	2	75	27		76,236	120,110
Assistant Professor (excl				79,414	81,589	10,880	1.03	2	60	24		66,183	100,950
Assistant Professor (incl				78,520	81,428	10,982	1.03	3	69	24		66,249	100,950
New Assistant Professor				70,000	71,439	4,675	0.90	1	9	7		65,600	78,019
Instructor										0			

04.04 Environmental Design.

Professor								1	4	3			
Associate Professor								1	4	3			
Assistant Professor (excl								1	2	2			
Assistant Professor (incl								2	3	2			
New Assistant Professor								1	1	1			
Instructor										0			

04.05 Interior Architecture.

Professor				111,620	108,153	22,018	0.99	1	11	8		78,014	139,338
Associate Professor				84,111	85,848	14,057	0.97	2	20	10		67,257	104,484
Assistant Professor (excl				75,386	74,214	5,628	0.93	2	24	10		65,340	81,357
Assistant Professor (incl				74,070	73,922	5,322	0.93	2	28	11		65,365	81,208
New Assistant Professor								1	4	3			
Instructor										0			

04.06 Landscape Architecture.

Professor				131,122	131,110	13,344	1.20	2	30	14		112,540	153,438
Associate Professor				91,594	96,274	12,327	1.09	2	44	20		83,190	122,600
Assistant Professor (excl				80,483	80,815	4,213	1.02	2	37	17		75,546	86,928
Assistant Professor (incl				80,335	79,981	4,739	1.01	2	44	18		73,827	86,509
New Assistant Professor				75,000	78,202	6,850	0.99	1	7	5		71,010	88,200
Instructor										0			

04.08 Architectural History, Criticism, and Conservation.

Professor									1	7	3				
Code/Title	A. Focus Salary			B. Comparison Group Statistics							Focus Median Salary as Percent of CG Median Salary	Additional Percentiles			
	NP	Median	Average	Median	Average	Std. Dev.	Salary Factor	Median NP	NP	NI		5	95		
Associate Professor									1	4	4				
Assistant Professor (excl									1	1	1				
Assistant Professor (incl									1	1	1				
New Assistant Professor											0				
Instructor											0				
04.09 Architectural Sciences And Technology.															
Professor				143,246	144,145	41,707	1.32		1	12	5			92,658	200,724
Associate Professor				98,805	101,858	17,029	1.15		2	19	5			81,167	125,026
Assistant Professor (excl				83,621	82,305	10,569	1.03		1	7	6			68,109	96,680
Assistant Professor (incl				78,206	79,822	12,133	1.01		1	14	8			64,005	98,254
New Assistant Professor									1	7	4				
Instructor									4	4	1				
04.10 Real Estate Development .															
Professor											0				
Associate Professor									1	1	1				
Assistant Professor (excl											0				
Assistant Professor (incl									1	1	1				
New Assistant Professor									1	1	1				
Instructor											0				
04.99 Architecture And Related Services, Other.															
Professor									3	15	4				
Associate Professor									14	27	2				
Assistant Professor (excl									3	5	2				
Assistant Professor (incl									4	8	2				
New Assistant Professor									2	3	2				
Instructor											0				
[05.] AREA, ETHNIC, CULTURAL, GENDER, AND GROUP STUDIES.															
05.01 Area Studies.															
Professor				117,004	123,216	31,570	1.13		2	137	47			86,511	180,749
Associate Professor				94,294	94,419	18,635	1.07		2	134	50			65,411	128,554
Assistant Professor (excl				79,311	79,803	14,349	1.00		1	79	36			60,074	103,262
Assistant Professor (incl				79,092	79,375	13,902	1.00		2	90	38			60,184	101,204
New Assistant Professor				78,690	78,952	8,635	0.99		1	11	9			67,000	91,377
Instructor									2	7	3				
05.02 Ethnic, Cultural Minority, Gender, And Group Studies.															
Professor	1	72402	104105	114,615	116,658	27,525	1.07		1	294	111			80,775	163,481
Associate Professor	1	92057	75476	93,276	92,648	15,806	1.05		2	360	112			68,299	115,063
Assistant Professor (excl				75,874	77,622	13,902	0.98		2	235	86			61,966	100,175
Assistant Professor (incl	1	95344	78000	75,000	76,887	13,556	0.97		2	264	94			61,337	99,695

New Assistant Professor				75,000	75,981	11,651	0.96	1	29	23			65,150	105,403
Instructor	1	91405	74000					1	1	1				

05.99 Area, Ethnic, Cultural, Gender, And Group Studies, Other.

Code/Title	A. Focus Salary			B. Comparison Group Statistics						Focus Median Salary as Percent of CG Median Salary	Additional Percentiles			
	NP	Median	Average	Median	Average	Std. Dev.	Salary Factor	Median NP	NP		NI	5	95	
Professor								2	2	1				
Associate Professor								2	4	2				
Assistant Professor (excl								2	8	3				
Assistant Professor (incl								2	8	3				
New Assistant Professor										0				
Instructor										0				

[09.] COMMUNICATION, JOURNALISM, AND RELATED PROGRAMS.

09.01 Communication And Media Studies.

Professor	4	97860	96792	96,301	99,795	25,641	0.91	2	1,131	355			68,762	143,306
Associate Professor				76,335	79,344	15,077	0.90	2	1,213	376			59,491	109,098
Assistant Professor (excl				66,500	69,084	11,415	0.87	2	658	295			54,472	90,245
Assistant Professor (incl	1	92504	71452	66,387	68,860	11,224	0.87	2	746	309			54,563	89,844
New Assistant Professor				68,447	69,836	12,343	0.88	1	88	67			55,886	96,212
Instructor	1	91140	66000	63,586	67,468	16,619	0.97	2	25	14			49,479	99,050

09.04 Journalism.

Professor	6	90497	92372	114,818	117,907	29,061	1.08	2	247	87			83,291	168,350
Associate Professor	3	88611	77942	90,576	89,251	15,714	1.01	2	273	94			66,917	114,512
Assistant Professor (excl				77,031	76,048	12,945	0.96	1	161	79			55,293	95,399
Assistant Professor (incl				75,543	75,775	12,913	0.95	2	198	82			55,460	98,852
New Assistant Professor				75,000	75,530	8,794	0.95	1	37	24			62,150	85,000
Instructor								1	3	3				

09.07 Radio, Television, And Digital Communication.

Professor				97,897	102,297	23,190	0.94	1	99	41			79,712	148,437
Associate Professor				83,652	82,543	15,641	0.94	1	106	41			52,897	110,353
Assistant Professor (excl				68,798	69,229	7,761	0.87	1	69	38			59,874	81,709
Assistant Professor (incl				68,938	68,928	7,345	0.87	1	79	42			57,547	81,028
New Assistant Professor				72,500	70,690	7,431	0.89	1	10	10			58,345	80,000
Instructor								2	2	1				

09.09 Public Relations, Advertising, And Applied Communication.

Professor				105,224	107,447	26,281	0.98	1	124	56			67,008	151,956
Associate Professor				83,640	84,764	18,212	0.96	2	145	69			61,315	109,080
Assistant Professor (excl				72,000	72,526	12,047	0.91	2	108	47			53,053	94,483
Assistant Professor (incl				72,460	72,527	11,511	0.91	2	126	51			53,610	93,915
New Assistant Professor				74,000	72,939	5,150	0.92	2	18	12			63,650	79,300
Instructor								1	1	1				

09.10 Publishing.

Professor								1	1	1				
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Associate Professor									2	3	2			
Assistant Professor (excl									4	4	1			
Assistant Professor (incl									4	4	1			
New Assistant Professor											0			
Instructor											0			
Code/Title	A. Focus Salary			B. Comparison Group Statistics						Focus Median Salary as Percent of CG Median Salary		Additional Percentiles		
	NP	Median	Average	Median	Average	Std. Dev.	Salary Factor	Median NP	NP	NI		5	95	
09.99 Communication, Journalism, And Related Programs, Other.														
Professor				106,322	118,569	45,225	1.08	1	28	13			79,038	198,681
Associate Professor				74,484	84,833	23,291	0.96	2	27	10			69,053	125,350
Assistant Professor (excl				67,120	68,795	8,240	0.86	1	20	13			59,857	81,994
Assistant Professor (incl				65,335	68,167	8,257	0.86	1	22	14			59,617	81,521
New Assistant Professor								1	2	2				
Instructor										0				
[10.] COMMUNICATIONS TECHNOLOGIES/TECHNICIANS AND SUPPORT SERVICES.														
10.01 Communications Technologies/Technicians.														
Professor								12	12	1				
Associate Professor								2	10	3				
Assistant Professor (excl								5	9	2				
Assistant Professor (incl								2	11	3				
New Assistant Professor								2	2	1				
Instructor										0				
10.02 Audiovisual Communications Technologies/Technicians.														
Professor								1	3	3				
Associate Professor				98,026	99,003	26,209	1.12	2	13	6			71,064	138,544
Assistant Professor (excl				70,335	71,390	11,719	0.90	1	8	6			55,722	87,309
Assistant Professor (incl				70,335	71,390	11,719	0.90	1	8	6			55,722	87,309
New Assistant Professor										0				
Instructor										0				
10.03 Graphic Communications.														
Professor				107,290	112,895	31,027	1.03	2	10	6			77,545	159,612
Associate Professor				93,101	93,707	17,187	1.06	2	26	14			66,779	118,525
Assistant Professor (excl				76,299	74,233	12,667	0.93	1	18	14			52,044	90,944
Assistant Professor (incl				73,639	73,304	12,108	0.92	1	20	16			52,158	90,777
New Assistant Professor								1	2	2				
Instructor										0				
10.99 Communications Technologies/ Technicians And Support Services, Other.														
Professor								1	1	1				
Associate Professor										0				
Assistant Professor (excl										0				
Assistant Professor (incl										0				
New Assistant Professor										0				

Assistant Professor (excl New)																			0
Assistant Professor (incl																			0
New Assistant Professor																			0
Instructor																			0

11.07 Computer Science.

Professor				130,321	134,393	35,702	1.23		3	715	164								83,138	199,591	
Associate Professor				105,143	108,129	21,801	1.23		2	615	179									75,636	147,017
Assistant Professor (excl				98,807	97,966	17,423	1.23		2	602	160									72,093	129,799
Assistant Professor (incl				98,150	97,421	16,839	1.23		3	705	168									72,188	128,661

Code/Title	A. Focus Salary			B. Comparison Group Statistics						Focus Median Salary as Percent of CG Median Salary	Additional Percentiles										
	NP	Median	Average	Median	Average	Std. Dev.	Salary Factor	Median NP	NP		NI	5	95								
New Assistant Professor				99,325	102,912	17,337	1.30		1	103	52									77,275	132,829
Instructor				76,500	94,286	48,945	1.36		1	9	9									56,258	178,179

11.08 Computer Software And Media Applications.

Professor				133,620	126,937	51,318	1.16		1	7	5									70,065	197,576	
Associate Professor				93,506	93,163	14,587	1.06		1	10	9										71,259	110,194
Assistant Professor (excl				125,302	115,212	28,425	1.45		1	6	5										81,098	146,664
Assistant Professor (incl				115,907	110,603	25,963	1.39		1	8	5										81,098	143,934
New Assistant Professor										2	2	1										
Instructor												0										

11.09 Computer Systems Networking And Telecommunications.

Professor				114,214	120,668	40,578	1.10		1	16	10										74,450	187,221
Associate Professor				99,667	103,058	26,182	1.17		2	18	8										69,217	143,608
Assistant Professor (excl				94,453	100,943	27,611	1.27		1	9	5										70,181	140,132
Assistant Professor (incl				93,123	95,905	25,209	1.21		1	11	7										69,183	136,980
New Assistant Professor										1	2	2										
Instructor										1	3	3										

11.10 Computer/Information Technology Administration And Management.

Professor				143,969	147,043	51,870	1.35		2	57	21										80,083	230,000
Associate Professor				110,677	122,127	42,152	1.38		2	48	19										69,800	187,070
Assistant Professor (excl				101,984	110,129	30,705	1.38		1	43	22										72,204	154,858
Assistant Professor (incl				95,857	107,857	29,055	1.36		1	54	26										73,403	154,290
New Assistant Professor				104,827	108,036	23,083	1.36		1	11	9										79,800	140,600
Instructor										1	2	2										

11.99 Computer And Information Sciences And Support Services, Other.

Professor										2	8	3										
Associate Professor										1	4	4										
Assistant Professor (excl New)										1	7	3										
Assistant Professor (incl										1	8	4										
New Assistant Professor										1	1	1										
Instructor										2	2	1										

[12.] CULINARY, ENTERTAINMENT, AND PERSONAL SERVICES.

12.03 Funeral Service And Mortuary Science.

Professor									2	3	2			
Associate Professor									1	2	2			
Assistant Professor (excl									1	2	2			
Assistant Professor (incl									1	4	4			
New Assistant Professor									1	2	2			
Instructor									2	3	2			

12.04 Cosmetology And Related Personal Grooming Services.

Professor											0			
Associate Professor											0			
Assistant Professor (excl									1	1	1			
Code/Title	A. Focus Salary			B. Comparison Group Statistics							Focus Median Salary as Percent of CG Median Salary	Additional Percentiles		
	NP	Median	Average	Median	Average	Std. Dev.	Salary Factor	Median	NP	NI		5	95	
Assistant Professor (incl									1	1	1			
New Assistant Professor											0			
Instructor									2	7	3			

12.05 Culinary Arts And Related Services.

Professor				96,797	99,694	28,067	0.91		1	10	7		61,941	139,263
Associate Professor				68,987	74,486	17,300	0.84		1	25	13		53,417	108,477
Assistant Professor (excl				71,343	71,907	16,611	0.90		1	17	13		51,819	103,858
Assistant Professor (incl				72,096	71,862	15,265	0.91		1	19	14		51,967	98,462
New Assistant Professor									1	2	2			
Instructor									1	5	4			

12.06 Casino Operations And Services.

Professor											0			
Associate Professor											0			
Assistant Professor (excl											0			
Assistant Professor (incl											0			
New Assistant Professor											0			
Instructor											0			

12.99 Culinary, Entertainment, And Personal Services, Other.

Professor											0			
Associate Professor											0			
Assistant Professor (excl											0			
Assistant Professor (incl											0			
New Assistant Professor											0			
Instructor											0			

[13.] EDUCATION.

13.01 Education, General.

Professor				95,193	101,168	27,789	0.93		2	675	218		67,771	151,360
Associate Professor				77,980	80,899	15,380	0.92		2	844	239		61,037	110,820
Assistant Professor (excl				67,074	69,696	12,559	0.88		2	568	224		53,564	92,771

Assistant Professor (incl New)				67,074	69,514	12,355	0.88	2	617	230			53,401	91,916
New Assistant Professor				67,000	68,235	11,510	0.86	1	49	37			53,720	91,266
Instructor				61,536	62,062	8,562	0.90	1	21	12			50,200	74,659

13.02 Bilingual, Multilingual, And Multicultural Education.

Professor				95,543	101,776	26,105	0.93	2	32	18			75,152	158,636
Associate Professor				79,371	81,962	18,416	0.93	2	22	13			58,530	110,901
Assistant Professor (excl New)				66,819	66,435	7,753	0.84	1	20	15			53,950	76,919
Assistant Professor (incl New)				66,817	65,745	7,992	0.83	1	22	16			53,187	76,641
New Assistant Professor								1	2	2				
Instructor								5	5	1				

13.03 Curriculum And Instruction.

Professor	3	73221	89991	101,240	107,904	25,718	0.99	3	315	81			78,799	159,299
Associate Professor	5	81385	79241	85,340	85,322	13,131	0.97	4	340	79			66,511	107,975

Code/Title	A. Focus Salary			B. Comparison Group Statistics						Focus Median Salary as Percent of CG Median Salary	Additional Percentiles			
	NP	Median	Average	Median	Average	Std. Dev.	Salary Factor	Median NP	NP		NI	5	95	
Assistant Professor (excl New)				70,812	72,208	11,632	0.91	2	209	66			56,193	90,888
Assistant Professor (incl New)				70,586	71,989	11,177	0.91	2	258	74			56,501	91,763
New Assistant Professor				72,125	72,373	9,081	0.91	2	49	24			60,033	86,516
Instructor								1	4	4				

13.04 Educational Administration And Supervision.

Professor	2	85398	90106	104,986	113,584	27,035	1.04	2	498	156			78,631	161,269
Associate Professor				83,479	86,757	16,018	0.98	2	548	185			64,997	115,139
Assistant Professor (excl New)				72,368	74,719	10,696	0.94	2	339	138			60,726	93,590
Assistant Professor (incl New)	1	82695	75000	72,820	74,490	10,471	0.94	2	401	150			59,914	90,479
New Assistant Professor				75,000	75,380	9,635	0.95	1	62	37			63,100	88,895
Instructor								1	4	3				

13.05 Educational/Instructional Media Design.

Professor				97,733	105,187	30,000	0.96	2	70	36			77,153	177,694
Associate Professor				75,632	79,829	14,266	0.90	1	56	29			62,025	102,692
Assistant Professor (excl New)				73,965	77,077	13,370	0.97	1	32	20			63,890	110,149
Assistant Professor (incl New)				71,499	76,268	12,712	0.96	1	40	24			65,176	106,511
New Assistant Professor				70,063	72,799	9,766	0.92	1	8	8			66,675	89,012
Instructor										0				

13.06 Educational Assessment, Evaluation, And Research.

Professor				102,818	108,233	24,629	0.99	1	52	27			79,883	154,966
Associate Professor				78,430	84,315	19,443	0.96	1	33	20			64,178	121,720
Assistant Professor (excl New)				69,680	73,887	11,041	0.93	1	27	19			61,770	91,995
Assistant Professor (incl New)				69,556	73,164	10,939	0.92	1	31	22			59,585	89,876
New Assistant Professor								1	4	4				
Instructor								1	2	2				

13.07 International And Comparative Education.

Professor								2	2	1				
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Associate Professor									1	1	1								
Assistant Professor (excl									1	1	1								
Assistant Professor (incl									1	1	1								
New Assistant Professor																			0
Instructor																			0

13.09 Social And Philosophical Foundations Of Education.

Professor				99,195	110,606	29,717	1.01		1	58	25								78,096	173,184
Associate Professor				82,687	86,118	15,944	0.98		2	50	21								70,516	110,945
Assistant Professor (excl				72,375	72,678	10,759	0.91		2	34	12								57,061	89,002
Assistant Professor (incl				72,375	72,648	10,730	0.92		2	35	12								57,061	88,803
New Assistant Professor									1	1	1									
Instructor																				0

13.10 Special Education And Teaching.

Professor				99,390	106,779	27,940	0.98		2	300	119								74,854	161,796
Associate Professor				80,994	84,261	16,203	0.96		2	334	130								62,024	113,010

Code/Title	A. Focus Salary			B. Comparison Group Statistics						Focus Median Salary as Percent of CG Median Salary	Additional Percentiles									
	NP	Median	Average	Median	Average	Std. Dev.	Salary	Median NP	NP		NI	5	95							
Assistant Professor (excl				69,230	70,968	10,284	0.89		2	231	119								57,685	88,037
Assistant Professor (incl				69,458	70,785	9,955	0.89		2	287	133								56,808	87,290
New Assistant Professor				72,735	72,330	10,514	0.91		1	56	35								54,403	89,450
Instructor				65,334	62,996	6,837	0.91		1	5	5								53,338	70,409

13.11 Student Counseling And Personnel Services.

Professor	2	97759	87415	99,002	104,107	22,930	0.95		2	278	101								80,078	133,776
Associate Professor				80,285	82,580	15,111	0.94		2	265	104								61,717	109,374
Assistant Professor (excl				68,896	70,776	10,314	0.89		2	209	94								57,504	86,931
Assistant Professor (incl	2	139890	72043	68,806	70,331	9,784	0.89		2	251	100								57,141	86,528
New Assistant Professor				69,500	70,809	9,991	0.89		1	42	28								57,902	90,072
Instructor									2	8	3									

13.12 Teacher Education And Professional Development, Specific Levels And Methods.

Professor				92,973	96,940	21,571	0.89		2	696	180								70,287	133,150
Associate Professor				78,962	79,795	13,371	0.90		3	788	210								62,054	101,989
Assistant Professor (excl				67,581	68,573	10,494	0.86		2	487	176								53,153	86,046
Assistant Professor (incl				67,485	68,413	10,192	0.86		2	571	186								53,389	85,174
New Assistant Professor				66,500	66,846	8,410	0.84		1	84	53								53,200	79,536
Instructor				72,150	70,447	12,969	1.02		1	22	11								54,450	90,659

13.13 Teacher Education And Professional Development, Specific Subject Areas.

Professor				95,850	101,045	27,088	0.92		2	515	139								70,569	152,548
Associate Professor				78,118	81,061	15,909	0.92		2	544	160								60,410	111,224
Assistant Professor (excl				68,000	70,060	11,654	0.88		2	348	133								54,709	93,851
Assistant Professor (incl				68,250	69,972	11,542	0.88		2	402	141								55,000	93,646
New Assistant Professor				68,446	69,589	10,742	0.88		1	54	35								53,400	85,900
Instructor				61,459	67,723	11,598	0.98		2	13	5								59,704	85,640

13.14 Teaching English Or French As Second Or Foreign Language.

Professor				90,498	94,646	22,652	0.87	1	35	19			65,489	132,613
Associate Professor				75,817	79,509	11,672	0.90	1	43	25			63,375	101,374
Assistant Professor (excl				67,401	70,032	12,500	0.88	1	19	16			53,750	92,359
Assistant Professor (incl				67,802	70,614	12,411	0.89	1	21	17			54,000	92,314
New Assistant Professor								1	2	2				
Instructor								1	1	1				

13.15 Teaching Assistants/Aids.

Professor								1	1	1				
Associate Professor										0				
Assistant Professor (excl								1	1	1				
Assistant Professor (incl								1	1	1				
New Assistant Professor										0				
Instructor										0				

13.99 Education, Other.

Professor				112,212	109,385	27,605	1.00	1	52	9			72,423	151,231
Associate Professor				85,667	86,563	16,803	0.98	1	33	13			62,949	112,738
Code/Title	A. Focus Salary			B. Comparison Group Statistics							Focus Median Salary as Percent of CG Median Salary	Additional Percentiles		
	NP	Median	Average	Median	Average	Std. Dev.	Salary Factor	Median	NP	NI			5	95
Assistant Professor (excl				72,315	75,198	9,167	0.95	1	18	10			65,313	88,305
Assistant Professor (incl				69,629	74,570	9,996	0.94	2	23	11			63,395	90,354
New Assistant Professor								2	5	3				
Instructor								1	1	1				

[14.] ENGINEERING.

14.01 Engineering, General.

Professor				127,511	130,384	42,346	1.19	2	325	76			78,578	222,071
Associate Professor				100,308	100,044	23,570	1.13	2	287	80			64,928	136,794
Assistant Professor (excl				90,434	89,331	14,783	1.12	2	282	66			66,688	112,290
Assistant Professor (incl				87,973	88,809	15,223	1.12	2	312	76			67,449	116,807
New Assistant Professor				86,250	87,810	16,288	1.11	1	30	23			65,802	117,283
Instructor								1	4	4				

14.02 Aerospace, Aeronautical, and Astronautical/Space Engineering.

Professor				179,883	178,240	25,040	1.63	7	194	22			145,274	214,678
Associate Professor				121,946	122,539	15,691	1.39	4	101	24			97,931	143,948
Assistant Professor (excl				107,239	105,823	12,859	1.33	4	88	20			86,015	125,816
Assistant Professor (incl				107,239	105,395	13,146	1.33	4	99	20			86,015	125,841
New Assistant Professor				102,959	105,463	17,297	1.33	2	11	6			85,123	131,273
Instructor										0				

14.03 Agricultural Engineering (Previously Agricultural/Biological Engineering And Bioengineering).

Professor				145,540	152,210	33,580	1.39	6	87	14			117,153	205,291
Associate Professor				114,080	117,039	15,849	1.33	3	51	14			98,463	145,453
Assistant Professor (excl				93,532	96,506	15,792	1.21	3	56	13			79,034	126,916
Assistant Professor (incl				93,532	96,898	15,555	1.22	4	65	13			80,641	126,916

New Assistant Professor									2	9	4								
Instructor											0								
14.04 Architectural Engineering.																			
Professor									2	10	4								
Associate Professor									2	4	2								
Assistant Professor (excl									2	4	2								
New Assistant Professor (incl									3	5	2								
New Assistant Professor									1	1	1								
Instructor											0								
14.05 Biomedical/Medical Engineering.																			
Professor				171,637	171,705	38,236	1.57		3	228	53				108,862			227,211	
Associate Professor				122,925	123,392	20,058	1.40		3	238	59				94,290			156,713	
Assistant Professor (excl				103,000	102,416	13,214	1.29		2	178	57				83,281			120,617	
New Assistant Professor (incl				102,584	102,638	13,201	1.29		2	192	59				83,498			121,470	
New Assistant Professor				106,060	106,057	7,374	1.34		1	14	12				97,200			119,350	
Instructor									4	4	1								
14.06 Ceramic Sciences And Engineering.																			
Professor									6	11	2								
Code/Title	A. Focus Salary			B. Comparison Group Statistics						Focus Median Salary as Percent of CG Median Salary			Additional Percentiles						
	NP	Median	Average	Median	Average	Std. Dev.	Salary Factor	Median NP	NP	NI			5	95					
Associate Professor								1	2	2									
Assistant Professor (excl								5	5	1									
Assistant Professor (incl								5	5	1									
New Assistant Professor										0									
Instructor										0									
14.07 Chemical Engineering.																			
Professor				168,012	164,559	32,600	1.51		5	423	73				114,351			223,826	
Associate Professor				115,152	118,214	15,522	1.34		4	256	70				95,281			139,852	
Assistant Professor (excl				103,662	103,030	10,853	1.30		2	160	59				83,871			118,254	
Assistant Professor (incl				102,958	102,574	10,681	1.29		2	173	61				84,269			118,000	
New Assistant Professor				101,096	101,509	7,311	1.28		1	13	11				90,000			112,000	
Instructor									10	10	1								
14.08 Civil Engineering.																			
Professor				145,477	148,132	32,274	1.36		4	751	123				105,638			202,520	
Associate Professor				109,496	110,013	17,223	1.25		3	529	132				83,491			138,756	
Assistant Professor (excl				95,960	97,161	11,984	1.22		2	338	104				78,914			116,720	
Assistant Professor (incl				95,379	96,204	12,092	1.21		3	389	113				78,289			116,553	
New Assistant Professor				95,000	93,711	9,041	1.18		1	51	37				79,200			105,200	
Instructor									5	10	2								
14.09 Computer Engineering, General.																			
Professor				145,892	147,377	36,982	1.35		2	148	37				100,576			207,018	
Associate Professor				112,302	114,550	18,053	1.30		2	137	45				88,073			139,285	
Assistant Professor (excl				105,274	103,562	14,829	1.30		1	76	28				80,608			126,822	

Assistant Professor (incl New)				105,158	102,923	14,845	1.30	2	93	31			80,656	125,516
New Assistant Professor				110,000	106,597	13,010	1.34	1	17	11			86,905	123,340
Instructor								2	2	1				
14.10 Electrical, Electronics And Communications Engineering.														
Professor				144,349	147,082	33,758	1.35	5	1,166	150			94,069	203,559
Associate Professor				114,817	115,135	17,903	1.30	4	678	146			88,838	144,415
Assistant Professor (excl)				103,081	101,818	14,767	1.28	2	413	122			79,340	126,911
Assistant Professor (incl)				101,973	101,234	14,748	1.28	2	470	127			78,181	126,454
New Assistant Professor				100,500	103,867	15,318	1.31	1	57	33			80,212	134,849
Instructor								2	19	4				
14.11 Engineering Mechanics.														
Professor								3	15	4				
Associate Professor								2	2	1				
Assistant Professor (excl)								1	5	4				
Assistant Professor (incl)								1	5	4				
New Assistant Professor										0				
Instructor										0				
14.12 Engineering Physics.														
Professor				165,624	155,374	46,521	1.42	3	26	8			98,347	211,741
Code/Title	A. Focus Salary			B. Comparison Group Statistics							Focus Median Salary as Percent of CG Median Salary		Additional Percentiles	
	NP	Median	Average	Median	Average	Std. Dev.	Salary Factor	Median	NP	NI			5	95
Associate Professor				100,133	101,341	30,092	1.15	1	16	9			66,419	149,396
Assistant Professor (excl)				78,185	87,461	22,379	1.10	1	16	8			63,722	123,718
Assistant Professor (incl)				78,185	87,461	22,379	1.10	1	16	8			63,722	123,718
New Assistant Professor										0				
Instructor								1	1	1				
14.13 Engineering Science.														
Professor				144,291	138,168	22,630	1.26	2	21	11			106,546	171,461
Associate Professor								2	9	4				
Assistant Professor (excl)				102,095	99,605	12,446	1.25	1	9	7			83,550	117,796
Assistant Professor (incl)				93,500	97,082	12,202	1.22	1	11	9			82,127	116,395
New Assistant Professor								1	2	2				
Instructor								1	1	1				
14.14 Environmental/Environmental Health Engineering.														
Professor				144,082	137,739	26,639	1.26	2	50	22			91,387	168,717
Associate Professor				107,493	104,900	18,317	1.19	2	39	21			81,468	127,300
Assistant Professor (excl)				90,662	89,028	13,918	1.12	1	26	17			71,828	106,514
Assistant Professor (incl)				90,662	88,886	13,800	1.12	1	28	17			71,828	106,744
New Assistant Professor								1	2	2				
Instructor								2	2	1				
14.18 Materials Engineering.														
Professor				168,229	172,300	30,864	1.58	7	191	31			118,329	217,273

Associate Professor				127,758	124,525	16,585	1.41	3	84	25			91,665	145,127
Assistant Professor (excl				109,028	107,525	10,827	1.35	2	70	25			86,726	121,834
Assistant Professor (incl				109,634	107,538	10,711	1.36	2	80	26			87,101	121,697
New Assistant Professor				114,999	109,966	7,174	1.39	2	10	5			100,500	116,266
Instructor								2	2	1				

14.19 Mechanical Engineering.

Professor				147,927	149,170	29,981	1.36	5	994	151			104,774	200,839
Associate Professor				109,567	111,207	16,351	1.26	4	823	161			86,577	137,741
Assistant Professor (excl				96,051	97,218	15,109	1.22	3	549	147			76,723	118,942
Assistant Professor (incl				95,600	96,513	14,152	1.22	3	627	151			76,878	117,988
New Assistant Professor				95,130	96,516	11,031	1.22	1	78	47			81,720	113,875
Instructor								2	12	3				

14.20 Metallurgical Engineering .

Professor								3	11	4				
Associate Professor								2	9	4				
Assistant Professor (excl								2	5	3				
Assistant Professor (incl								2	7	3				
New Assistant Professor								2	2	1				
Instructor										0				

14.21 Mining And Mineral Engineering.

Professor				162,410	165,832	32,683	1.52	2	24	10			124,566	216,858
Code/Title	A. Focus Salary			B. Comparison Group Statistics							Focus Median Salary as Percent of CG Median Salary	Additional Percentiles		
	NP	Median	Average	Median	Average	Std. Dev.	Salary Factor	Median	NP	NI			5	95
Associate Professor				114,791	115,293	15,042	1.31	2	24	9			99,572	140,247
Assistant Professor (excl				98,484	102,699	8,385	1.29	1	14	9			91,639	113,618
Assistant Professor (incl				98,484	102,699	8,385	1.29	1	14	9			91,639	113,618
New Assistant Professor										0				
Instructor										0				

14.22 Naval Architecture And Marine Engineering.

Professor								5	10	2				
Associate Professor								1	2	2				
Assistant Professor (excl										0				
Assistant Professor (incl										0				
New Assistant Professor										0				
Instructor										0				

14.23 Nuclear Engineering.

Professor				187,343	176,937	44,574	1.62	3	48	10			115,390	241,580
Associate Professor				125,074	126,251	14,786	1.43	3	24	8			106,544	149,088
Assistant Professor (excl				116,991	114,346	7,302	1.44	2	13	6			102,694	121,601
Assistant Professor (incl				116,567	114,296	6,761	1.44	2	14	7			103,224	121,421
New Assistant Professor								1	1	1				
Instructor										0				

14.24 Ocean Engineering.														
Professor									1	1	1			
Associate Professor											0			
Assistant Professor (excl									3	3	1			
Assistant Professor (incl									3	3	1			
New Assistant Professor											0			
Instructor											0			
14.25 Petroleum Engineering.														
Professor				152,722	144,064	29,771	1.32		3	35	12		101,186	185,787
Associate Professor				111,398	108,911	11,219	1.23		2	34	14		91,418	123,449
Assistant Professor (excl				96,100	96,545	7,415	1.21		1	12	9		87,916	108,508
Assistant Professor (incl				96,100	96,545	7,415	1.22		1	12	9		87,916	108,508
New Assistant Professor											0			
Instructor											0			
14.27 Systems Engineering.														
Professor				181,585	177,121	54,214	1.62		1	22	11		100,406	250,106
Associate Professor				125,509	126,607	23,233	1.43		3	19	6		94,461	157,128
Assistant Professor (excl				101,892	101,750	10,616	1.28		2	17	8		87,455	114,088
Assistant Professor (incl				97,260	99,237	10,445	1.25		2	21	9		85,962	113,707
New Assistant Professor									1	4	4			
Instructor											0			
14.28 Textile Sciences And Engineering.														
Professor									4	8	2			
Code/Title	A. Focus Salary			B. Comparison Group Statistics							Focus Median Salary as Percent of CG Median Salary	Additional Percentiles		
	NP	Median	Average	Median	Average	Std. Dev.	Salary Factor	Median	NP	NI		5	95	
Associate Professor									5	5	1			
Assistant Professor (excl									1	1	1			
Assistant Professor (incl									1	1	1			
New Assistant Professor											0			
Instructor											0			
14.32 Polymer/Plastics Engineering.														
Professor				153,273	162,945	48,766	1.49		5	31	5		109,990	233,583
Associate Professor									2	7	4			
Assistant Professor (excl									2	9	4			
Assistant Professor (incl									3	11	4			
New Assistant Professor									1	2	2			
Instructor											0			
14.33 Construction Engineering .														
Professor				138,669	135,524	23,524	1.24		1	9	7		98,472	163,592
Associate Professor				105,744	103,301	13,203	1.17		1	12	6		84,844	120,182
Assistant Professor (excl				91,328	93,445	6,996	1.17		2	11	6		85,567	103,874
Assistant Professor (incl				89,290	91,507	7,858	1.15		2	15	7		82,313	103,586

Assistant Professor (excl										1	7	4							
Assistant Professor (incl										2	8	4							
New Assistant Professor										1	1	1							
Instructor												0							
14.40 Paper Science And Engineering.																			
Professor										1	2	2							
Associate Professor										1	2	2							
Assistant Professor (excl												0							
Assistant Professor (incl												0							
New Assistant Professor												0							
Instructor												0							
14.41 Electromechanical Engineering.																			
Professor										1	1	1							
Associate Professor												0							
Assistant Professor (excl												0							
Assistant Professor (incl												0							
New Assistant Professor												0							
Instructor												0							
14.42 Mechatronics, Robotics, And Automation Engineering.																			
Professor										2	6	3							
Associate Professor										3	6	2							
Assistant Professor (excl										1	5	4							
Assistant Professor (incl				86,500	90,777	14,485	1.14			1	6	5				76,437		112,420	
New Assistant Professor										1	1	1							
Instructor												0							
14.43 Biochemical Engineering.																			
Professor										9	17	2							
Code/Title	A. Focus Salary			B. Comparison Group Statistics							Focus Median Salary as Percent of CG Median Salary			Additional Percentiles					
	NP	Median	Average	Median	Average	Std. Dev.	Salary Factor	Median	NP	NP	NI			5		95			
Associate Professor									3	5	2								
Assistant Professor (excl									3	6	2								
Assistant Professor (incl									3	6	2								
New Assistant Professor											0								
Instructor											0								
14.44 Engineering Chemistry.																			
Professor										1	1	1							
Associate Professor												0							
Assistant Professor (excl												0							
Assistant Professor (incl												0							
New Assistant Professor												0							
Instructor												0							
14.45 Biological/Biosystems Engineering.																			

Professor				171,145	173,131	49,650	1.58	2	20	6			110,655	232,300
Associate Professor								5	18	4				
Assistant Professor (excl				105,735	102,486	8,189	1.29	1	6	5			91,601	111,869
Assistant Professor (incl				105,735	104,825	12,672	1.32	1	8	5			91,233	122,697
New Assistant Professor								1	2	2				
Instructor										0				

14.47 Electrical And Computer Engineering.

Professor				173,456	165,783	34,477	1.52	8	91	12			111,815	213,803
Associate Professor				124,236	123,093	13,923	1.40	4	57	12			99,216	142,951
Assistant Professor (excl				106,924	104,589	11,448	1.31	2	32	11			87,095	121,838
Assistant Professor (incl				107,000	105,653	11,045	1.33	2	36	13			87,276	121,146
New Assistant Professor								1	4	3				
Instructor										0				

14.48 Energy Systems Engineering.

Professor										0				
Associate Professor								4	7	2				
Assistant Professor (excl								1	2	2				
Assistant Professor (incl								1	2	2				
New Assistant Professor										0				
Instructor										0				

14.99 Engineering, Other.

Professor				162,546	170,561	45,818	1.56	2	48	11			110,336	240,619
Associate Professor				129,321	116,370	20,426	1.32	2	37	11			82,020	136,039
Assistant Professor (excl				106,077	101,103	14,217	1.27	2	39	11			76,331	118,011
Assistant Professor (incl				106,077	101,103	14,217	1.27	2	39	11			76,331	118,011
New Assistant Professor										0				
Instructor										0				

[15.] ENGINEERING/ENGINEERING-RELATED TECHNOLOGIES/TECHNICIANS.

15.00 Engineering Technologies/Technicians, General.

Code/Title	A. Focus Salary			B. Comparison Group Statistics						Focus Median Salary as Percent of CG Median Salary	Additional Percentiles			
	NP	Median	Average	Median	Average	Std. Dev.	Salary Factor	Median NP	NP		NI	5	95	
Professor				107,266	114,166	24,293	1.04	2	83	34			87,456	154,493
Associate Professor				91,860	94,493	14,249	1.07	3	94	28			77,490	118,958
Assistant Professor (excl				80,920	81,771	10,476	1.03	2	78	29			64,008	102,309
Assistant Professor (incl				82,290	82,000	10,334	1.03	3	85	30			64,196	101,511
New Assistant Professor				89,303	90,141	10,831	1.14	1	7	6			78,251	106,310
Instructor								1	1	1				

15.01 Architectural Engineering Technologies/Technicians.

Professor				111,768	110,054	22,294	1.01	3	21	6			80,682	140,915
Associate Professor				96,107	96,041	17,880	1.09	1	11	7			73,336	122,341
Assistant Professor (excl				86,696	84,665	15,772	1.06	1	19	7			62,788	105,570
Assistant Professor (incl				86,696	84,355	15,481	1.06	1	20	7			62,788	104,918

New Assistant Professor								1	1	1			
Instructor								1	1	1			

15.02 Civil Engineering Technologies/Technicians.

Professor												0	
Associate Professor				79,877	77,734	9,042	0.88	1	6	5		67,093	89,391
Assistant Professor (excl)												0	
Assistant Professor (incl)								1	1	1			
New Assistant Professor								1	1	1			
Instructor												0	

15.03 Electrical/Electronic Engineering Technologies/Technicians.

Professor				114,973	120,955	28,182	1.11	1	21	12		85,637	169,593
Associate Professor				96,874	96,091	15,317	1.09	1	22	12		75,135	116,559
Assistant Professor (excl)				86,310	85,130	18,006	1.07	2	26	12		59,299	113,950
Assistant Professor (incl)				86,481	85,065	17,926	1.07	2	30	12		58,557	113,233
New Assistant Professor								1	4	4			
Instructor								2	6	3			

15.04 Electromechanical Technologies/Technicians.

Professor								1	5	4			
Associate Professor								2	5	3			
Assistant Professor (excl)				72,136	76,934	16,009	0.97	1	6	5		57,406	96,377
Assistant Professor (incl)				72,136	75,793	14,677	0.96	1	7	5		57,406	93,010
New Assistant Professor								1	1	1			
Instructor								1	1	1			

15.05 Environmental Control Technologies/Technicians.

Professor				94,134	107,264	53,621	0.98	1	8	5		64,770	188,576
Associate Professor				96,047	97,186	29,215	1.10	1	11	6		60,252	134,860
Assistant Professor (excl)								1	4	4			
Assistant Professor (incl)				85,212	88,469	16,082	1.11	1	6	5		71,976	111,500
New Assistant Professor								2	2	1			
Instructor								1	5	3			

15.06 Industrial Production Technologies/Technicians.

Code/Title	A. Focus Salary			B. Comparison Group Statistics						Focus Median Salary as Percent of CG Median Salary		Additional Percentiles	
	NP	Median	Average	Median	Average	Std. Dev.	Salary Factor	Median NP	NP	NI	5	95	
Professor				101,867	101,552	12,955	0.93	2	50	16		82,364	122,632
Associate Professor				82,673	88,499	21,090	1.00	1	46	24		61,070	115,294
Assistant Professor (excl)				78,003	78,723	10,860	0.99	1	31	17		62,977	98,080
Assistant Professor (incl)				81,238	79,457	10,427	1.00	1	37	19		62,986	97,965
New Assistant Professor								2	6	3			
Instructor				61,356	62,898	9,018	0.91	2	10	6		53,636	76,514

15.07 Quality Control And Safety Technologies/Technicians.

Professor				99,088	106,470	20,919	0.97	1	8	8		92,442	141,993
Associate Professor				87,536	90,221	11,113	1.02	2	13	6		80,630	107,908

Assistant Professor (excl				76,050	77,310	5,893	0.97	1	8	5			70,178	85,282
Assistant Professor (incl				76,050	77,310	5,893	0.97	1	8	5			70,178	85,282
New Assistant Professor														0
Instructor														0

15.08 Mechanical Engineering Related Technologies/Technician.

Professor				112,037	111,748	24,390	1.02	2	35	17			79,570	161,372
Associate Professor				93,701	97,155	19,155	1.10	2	41	17			70,350	131,219
Assistant Professor (excl				78,416	80,073	16,408	1.01	1	26	15			57,089	102,150
Assistant Professor (incl				79,639	80,920	15,468	1.02	2	31	16			57,459	101,722
New Assistant Professor				79,000	81,230	6,917	1.02	1	5	5			73,822	91,298
Instructor				71,388	73,314	18,220	1.06	2	11	6			50,732	98,554

15.09 Mining And Petroleum Technologies/Technicians.

Professor								1	1	1				
Associate Professor								2	2	1				
Assistant Professor (excl								1	2	2				
Assistant Professor (incl								1	2	2				
New Assistant Professor										0				
Instructor										0				

15.10 Construction Engineering Technology/Technician.

Professor				119,510	117,096	19,072	1.07	2	23	12			86,499	141,012
Associate Professor				92,859	92,740	10,216	1.05	2	31	14			78,771	109,320
Assistant Professor (excl				88,319	87,014	7,786	1.09	2	20	9			76,166	98,354
Assistant Professor (incl				86,439	86,081	8,016	1.08	2	21	9			75,630	98,354
New Assistant Professor								1	1	1				
Instructor								9	9	1				

15.11 Engineering-Related Technologies/Technicians.

Professor								1	3	3				
Associate Professor				92,501	98,354	21,643	1.11	1	5	5			73,222	128,923
Assistant Professor (excl								1	2	2				
Assistant Professor (incl								1	2	2				
New Assistant Professor										0				
Instructor								1	1	1				

15.12 Computer Engineering Technologies/Technicians.

Code/Title	A. Focus Salary			B. Comparison Group Statistics							Focus Median Salary as Percent of CG Median Salary	Additional Percentiles	
	NP	Median	Average	Median	Average	Std. Dev.	Salary Factor	Median	NP	NP		NI	5
Professor									2	7	4		
Associate Professor									2	4	2		
Assistant Professor (excl									2	3	2		
Assistant Professor (incl									2	4	2		
New Assistant Professor									1	1	1		
Instructor											0		

15.13 Drafting/Design Engineering Technologies/Technicians.

Professor				103,145	111,993	30,479	1.02	1	7	5			76,926	154,823
Associate Professor				92,015	87,743	15,884	0.99	1	10	8			60,903	104,731
Assistant Professor (excl								1	4	4				
Assistant Professor (incl								1	4	4				
New Assistant Professor										0				
Instructor								1	5	4				

15.14 Nuclear Engineering Technology/Technician.

Professor										0				
Associate Professor										0				
Assistant Professor (excl										0				
Assistant Professor (incl										0				
New Assistant Professor										0				
Instructor										0				

15.15 Engineering-Related Fields.

Professor				135,389	141,111	34,954	1.29	1	19	12			107,707	201,742
Associate Professor				103,518	117,133	33,701	1.33	1	17	9			87,313	179,142
Assistant Professor (excl				90,219	92,560	17,833	1.16	1	19	11			71,519	124,740
Assistant Professor (incl				88,807	91,847	17,237	1.16	1	20	12			71,650	124,514
New Assistant Professor								1	1	1				
Instructor										0				

15.16 Nanotechnology .

Professor								7	23	3				
Associate Professor								8	21	3				
Assistant Professor (excl								3	3	1				
Assistant Professor (incl								3	3	1				
New Assistant Professor										0				
Instructor										0				

15.17 Energy Systems Technologies/Technicians.

Professor										0				
Associate Professor										0				
Assistant Professor (excl										0				
Assistant Professor (incl										0				
New Assistant Professor										0				
Instructor								1	2	2				

15.99 Engineering/Engineering-Related Technologies/Technicians, Other.

Code/Title	A. Focus Salary			B. Comparison Group Statistics						Focus Median Salary as Percent of CG Median Salary	Additional Percentiles		
	NP	Median	Average	Median	Average	Std. Dev.	Salary Factor	Median NP	NP		NI	5	95
Professor				112,987	106,813	17,518	0.98	2	15	7		82,000	129,314
Associate Professor				97,056	99,028	23,232	1.12	1	12	6		74,389	134,294
Assistant Professor (excl								1	2	2			
Assistant Professor (incl								1	2	2			
New Assistant Professor										0			

Instructor									1	1	1				
[16.] FOREIGN LANGUAGES, LITERATURES, AND LINGUISTICS.															
16.01 Linguistic, Comparative, And Related Language Studies And Services.															
Professor	4	137046	87731	98,402	102,778	23,654	0.94		3	769	212			71,187	144,434
Associate Professor	4	94791	74243	77,265	79,098	14,468	0.90		3	892	205			57,544	108,916
Assistant Professor (excl				70,873	71,253	12,059	0.90		2	272	124			54,397	89,707
Assistant Professor (incl	1	66830	66830	70,260	71,109	11,965	0.90		2	317	132			54,470	91,014
New Assistant Professor				70,000	70,829	9,829	0.89		1	45	35			56,700	90,427
Instructor				67,080	70,147	18,569	1.01		1	6	5			47,980	95,647
16.02 African Languages, Literatures, And Linguistics.															
Professor									3	3	1				
Associate Professor									2	4	2				
Assistant Professor (excl									1	4	3				
Assistant Professor (incl									1	5	4				
New Assistant Professor									1	1	1				
Instructor											0				
16.03 East Asian Languages, Literatures, And Linguistics.															
Professor				101,954	109,423	26,054	1.00		1	51	27			78,616	152,291
Associate Professor				77,192	85,137	16,821	0.96		1	64	35			66,793	116,129
Assistant Professor (excl				79,200	77,652	13,613	0.98		1	29	19			59,349	101,195
Assistant Professor (incl				79,200	77,621	13,243	0.98		1	32	21			59,915	100,400
New Assistant Professor									1	3	3				
Instructor											0				
16.04 Slavic, Baltic And Albanian Languages, Literatures, And Linguistics .															
Professor				115,699	114,985	19,829	1.05		2	18	10			91,192	148,051
Associate Professor				102,175	98,879	17,596	1.12		1	17	11			75,130	125,792
Assistant Professor (excl									1	5	4				
Assistant Professor (incl									1	5	4				
New Assistant Professor											0				
Instructor											0				
16.05 Germanic Languages, Literatures, And Linguistics.															
Professor				98,344	107,583	29,409	0.98		1	80	49			74,886	170,989
Associate Professor				84,410	85,769	15,761	0.97		1	73	54			64,939	119,578
Assistant Professor (excl				76,286	75,649	11,710	0.95		1	36	22			58,137	95,539
Assistant Professor (incl				76,036	75,150	11,629	0.95		1	39	23			58,274	95,378
New Assistant Professor									1	3	3				
Instructor											0				
Code/Title	A. Focus Salary			B. Comparison Group Statistics						Focus Median Salary as		Additional Percentiles			
	NP	Median	Average	Median	Average	Std. Dev.	Salary Factor	Median NP	NP	NI	Percent of CG Median Salary	5	95		
16.06 Modern Greek Language And Literature.															
Professor									1	1	1				
Associate Professor									1	1	1				

Assistant Professor (excl												0			
Assistant Professor (incl												0			
New Assistant Professor												0			
Instructor												0			
16.07 South Asian Languages, Literatures, And Linguistics.															
Professor										1	2	2			
Associate Professor										2	2	1			
Assistant Professor (excl												0			
Assistant Professor (incl												0			
New Assistant Professor												0			
Instructor												0			
16.08 Iranian/Persian Languages, Literatures, And Linguistics.															
Professor												0			
Associate Professor												0			
Assistant Professor (excl												0			
Assistant Professor (incl												0			
New Assistant Professor												0			
Instructor												0			
16.09 Romance Languages, Literatures, And Linguistics.															
Professor				93,673	99,948	22,775	0.91	2	577	192			70,555	147,480	
Associate Professor				76,865	80,001	15,883	0.91	2	662	207			59,193	110,170	
Assistant Professor (excl				66,999	69,852	10,997	0.88	1	220	127			56,101	90,549	
Assistant Professor (incl				66,311	69,498	10,962	0.88	1	237	130			55,905	90,533	
New Assistant Professor				66,000	68,305	9,519	0.86	1	17	16			53,751	81,500	
Instructor				64,298	63,129	9,448	0.91	1	6	6			50,719	75,084	
16.10 American Indian/Native American Languages, Literatures, And Linguistics.															
Professor										1	4	4			
Associate Professor										1	1	1			
Assistant Professor (excl										1	4	4			
Assistant Professor (incl										1	4	4			
New Assistant Professor												0			
Instructor										1	1	1			
16.11 Middle/Near Eastern And Semitic Languages, Literatures, And Linguistics.															
Professor										1	8	4			
Associate Professor				94,500	93,609	13,444	1.06	1	13	9			74,212	112,173	
Assistant Professor (excl										1	4	4			
Assistant Professor (incl										1	4	4			
New Assistant Professor												0			
Instructor												0			
Code/Title	A. Focus Salary			B. Comparison Group Statistics						Focus Median Salary as		Additional Percentiles			
	NP	Median	Average	Median	Average	Std. Dev.	Salary Factor	Median NP	NP	NI	Percent of CG Median Salary		5	95	
16.12 Classics And Classical Languages, Literatures, And Linguistics.															
Professor				118,115	120,518	30,770	1.10	2	159	66			78,985	179,346	

Associate Professor				90,072	90,625	14,342	1.03	2	129	54			69,565	112,502
Assistant Professor (excl				76,638	75,761	10,960	0.95	2	53	30			58,721	88,913
Assistant Professor (incl				76,082	75,683	10,650	0.95	2	61	32			58,954	88,442
New Assistant Professor				71,250	72,303	3,584	0.91	1	8	6			68,407	77,768
Instructor								1	1	1				

16.13 Celtic Languages, Literatures, And Linguistics.

Professor										0				
Associate Professor										0				
Assistant Professor (excl										0				
Assistant Professor (incl										0				
New Assistant Professor										0				
Instructor										0				

16.14 Southeast Asian And Australasian/Pacific Languages, Literatures, And Linguistics.

Professor								1	1	1				
Associate Professor										0				
Assistant Professor (excl										0				
Assistant Professor (incl										0				
New Assistant Professor										0				
Instructor										0				

16.15 Turkic, Ural-Altai, Caucasian, And Central Asian Languages, Literatures, And Linguistics.

Professor										0				
Associate Professor										0				
Assistant Professor (excl										0				
Assistant Professor (incl										0				
New Assistant Professor										0				
Instructor										0				

16.16 American Sign Language.

Professor				87,788	86,734	13,648	0.79	1	5	5			68,459	101,390
Associate Professor				68,972	68,873	12,493	0.78	1	19	10			51,292	88,521
Assistant Professor (excl				67,800	70,364	15,430	0.88	1	19	14			54,315	94,487
Assistant Professor (incl				67,800	70,364	15,430	0.89	1	19	14			54,315	94,487
New Assistant Professor										0				
Instructor								2	4	2				

16.17 Second Language Learning.

Professor				92,791	96,944	17,988	0.89	1	6	5			76,609	122,677
Associate Professor								1	4	3				
Assistant Professor (excl								1	4	3				
Assistant Professor (incl								1	4	3				
New Assistant Professor										0				
Instructor										0				

Code/Title	A. Focus Salary			B. Comparison Group Statistics						Focus Median Salary as Percent of CG Median Salary	Additional Percentiles	
	NP	Median	Average	Median	Average	Std. Dev.	Salary Factor	Median NP	NP		NI	5

16.18 Armenian Languages, Literatures, And Linguistics.														
Professor													0	
Associate Professor													0	
Assistant Professor (excl													0	
Assistant Professor (incl													0	
New Assistant Professor													0	
Instructor													0	
16.99 Foreign Languages, Literatures, And Linguistics, Other.														
Professor				94,051	97,353	18,187	0.89	2	61	18			76,130	130,424
Associate Professor				72,744	79,231	16,760	0.90	2	68	19			61,906	96,553
Assistant Professor (excl				71,367	68,709	5,557	0.86	3	21	8			59,308	73,584
Assistant Professor (incl				70,980	67,468	5,795	0.85	2	25	9			58,072	72,872
New Assistant Professor								1	4	4				
Instructor													0	
[19.] FAMILY AND CONSUMER SCIENCES/HUMAN SCIENCES.														
19.00 Work & Family Studies														
Professor													0	
Associate Professor													0	
Assistant Professor (excl													0	
Assistant Professor (incl													0	
New Assistant Professor													0	
Instructor													0	
19.01 Family And Consumer Sciences/Human Sciences.														
Professor				100,074	101,949	18,134	0.93	2	65	26			76,910	134,435
Associate Professor				77,744	81,207	16,154	0.92	3	89	28			61,914	105,181
Assistant Professor (excl				66,349	68,331	9,980	0.86	2	67	25			55,317	85,485
Assistant Professor (incl				65,537	67,592	9,433	0.85	2	76	28			55,730	83,865
New Assistant Professor				63,000	66,087	8,810	0.83	1	9	7			57,432	79,700
Instructor													0	
19.02 Family And Consumer Sciences/Human Sciences Business Services.														
Professor													0	
Associate Professor								1	3	3				
Assistant Professor (excl								1	5	4				
Assistant Professor (incl								1	5	4				
New Assistant Professor													0	
Instructor													0	
19.04 Family And Consumer Economics And Related Studies.														
Professor								1	1	1				
Associate Professor								2	3	2				
Assistant Professor (excl								2	3	2				
Assistant Professor (incl								2	4	2				
New Assistant Professor								1	1	1				
Code/Title	A. Focus Salary			B. Comparison Group Statistics						Focus Median Salary as Percent of CC Median		Additional Percentiles		

	NP	Median	Average	Median	Average	Std. Dev.	Salary Factor	Median NP	NP	NI	Percent of CG Median Salary	5	95
Instructor										0			
19.05 Foods, Nutrition, And Related Services.													
Professor				116,371	125,897	37,038	1.15	2	86	31		85,592	200,466
Associate Professor				90,654	91,000	20,284	1.03	2	82	33		58,544	123,918
Assistant Professor (excl				76,242	77,737	12,760	0.98	1	58	30		60,668	98,411
Assistant Professor (incl				74,939	77,407	13,616	0.98	1	67	33		58,967	100,246
New Assistant Professor				72,000	74,848	14,326	0.94	1	9	7		60,634	98,388
Instructor										0			
19.06 Housing And Human Environments.													
Professor								2	4	2			
Associate Professor								3	3	1			
Assistant Professor (excl								2	3	2			
Assistant Professor (incl								3	5	2			
New Assistant Professor								2	2	1			
Instructor										0			
19.07 Human Development, Family Studies, And Related Studies.													
Professor				104,896	115,811	33,046	1.06	2	169	65		80,697	182,760
Associate Professor				84,130	86,900	17,509	0.98	2	201	63		63,873	117,127
Assistant Professor (excl				77,250	77,219	13,352	0.97	2	119	50		59,409	101,287
Assistant Professor (incl				77,196	76,789	12,974	0.97	3	142	52		59,500	99,742
New Assistant Professor				76,143	75,773	10,902	0.95	1	23	12		60,725	92,513
Instructor				62,561	62,954	8,523	0.91	1	10	5		52,071	73,874
19.09 Apparel And Textiles.													
Professor				114,051	119,173	23,078	1.09	2	26	14		84,868	153,985
Associate Professor				92,892	94,008	7,867	1.07	3	32	13		83,141	106,092
Assistant Professor (excl				74,737	73,216	10,438	0.92	1	29	18		54,453	85,401
Assistant Professor (incl				75,474	73,494	10,451	0.93	1	36	19		54,675	85,913
New Assistant Professor								2	7	4			
Instructor										0			
19.10 Work And Family Studies.													
Professor								2	3	2			
Associate Professor								1	1	1			
Assistant Professor (excl										0			
Assistant Professor (incl										0			
New Assistant Professor										0			
Instructor										0			
19.99 Family And Consumer Sciences/Human Sciences, Other.													
Professor										0			
Associate Professor										0			
Assistant Professor (excl										0			
Assistant Professor (incl										0			

New Assistant Professor											0			
Code/Title	A. Focus Salary			B. Comparison Group Statistics							Focus Median Salary as Percent of CG Median Salary	Additional Percentiles		
	NP	Median	Average	Median	Average	Std. Dev.	Salary Factor	Median NP	NP	NI		5	95	
Instructor											0			

[22.] LEGAL PROFESSIONS AND STUDIES.

22.00 Non-Professional Legal Studies.

Professor				118,622	126,573	47,165	1.16	1	32	17		80,030	214,834
Associate Professor				118,786	112,533	28,028	1.28	2	25	12		69,154	150,000
Assistant Professor (excl				90,797	94,285	19,676	1.19	1	14	7		68,421	122,520
Assistant Professor (incl				90,346	92,532	20,677	1.17	2	19	8		67,747	126,197
New Assistant Professor								2	5	3			
Instructor								2	3	2			

22.01 Law (L.L.B., J.D.).

Professor	6	122687	123386	188,088	186,380	37,437	1.70	15	1,387	93		132,569	243,506
Associate Professor	2	102213	102213	140,000	140,217	26,973	1.59	3	305	81		104,656	182,532
Assistant Professor (excl				120,497	122,666	22,537	1.54	3	199	59		92,293	157,454
Assistant Professor (incl	1	88400	88400	118,883	122,793	23,239	1.55	4	265	64		90,548	158,532
New Assistant Professor				116,000	120,544	22,652	1.52	2	66	35		89,994	156,840
Instructor								1	1	1			

22.02 Legal Research And Advanced Professional Studies (Post-L.L.B./J.D.).

Professor				149,776	155,461	41,109	1.42	2	35	10		101,517	216,371
Associate Professor				106,547	120,011	38,892	1.36	1	25	14		80,175	199,701
Assistant Professor (excl								2	11	4			
Assistant Professor (incl								2	12	4			
New Assistant Professor								1	1	1			
Instructor								1	1	1			

22.03 Legal Support Services.

Professor				86,447	90,208	18,341	0.83	2	14	9		69,331	118,836
Associate Professor				76,165	75,302	12,580	0.85	1	6	6		57,103	90,663
Assistant Professor (excl				74,340	75,422	9,609	0.95	1	8	7		62,460	89,075
Assistant Professor (incl				76,428	76,075	9,499	0.96	1	9	7		62,460	89,075
New Assistant Professor								1	1	1			
Instructor										0			

22.99 Legal Professions And Studies, Other.

Professor								1	5	3			
Associate Professor								1	4	4			
Assistant Professor (excl								2	4	2			
Assistant Professor (incl								2	6	3			
New Assistant Professor								1	2	2			
Instructor										0			

[23.] ENGLISH LANGUAGE AND LITERATURE/LETTERS.

23.01 English Language And Literature, General.

Professor	3	100278	98569	93,147	97,296	23,222	0.89	4	2,973	508			66,840	143,913
Associate Professor	6	80310	78479	75,000	78,085	15,765	0.89	4	2,385	469			58,453	105,149
Assistant Professor (excl				65,234	67,200	11,957	0.84	2	1,053	350			51,591	87,730
Code/Title	A. Focus Salary			B. Comparison Group Statistics							Focus Median Salary as	Additional Percentiles		
	NP	Median	Average	Median	Average	Std. Dev.	Salary	Median NP	NP	NI	Percent of CG Median		5	95
Assistant Professor (incl	1	73195	73195	65,237	67,089	11,847	0.85	2	1,159	367	Salary		51,630	87,847
New Assistant Professor				68,500	68,700	12,006	0.87	1	106	79			53,880	90,000
Instructor				60,373	65,941	18,983	0.95	2	84	22			48,488	109,057
23.13 Rhetoric And Composition/Writing Studies. .														
Professor				94,563	98,505	25,012	0.90	2	334	114			65,574	150,962
Associate Professor				78,376	82,052	18,042	0.93	3	397	120			60,380	118,417
Assistant Professor (excl				67,625	68,664	12,350	0.86	1	170	90			53,021	89,973
Assistant Professor (incl				67,625	68,469	12,158	0.86	2	200	94			52,001	88,625
New Assistant Professor				67,000	70,065	13,125	0.88	1	30	18			50,000	94,207
Instructor				57,278	73,989	37,863	1.07	2	20	7			49,876	138,699
23.14 Literature. .														
Professor				89,307	92,279	25,820	0.84	2	116	44			63,137	121,552
Associate Professor				76,190	76,345	12,289	0.87	2	76	35			57,676	95,746
Assistant Professor (excl				64,418	66,459	12,109	0.84	1	27	21			47,514	86,520
Assistant Professor (incl				65,156	67,165	12,266	0.85	1	28	22			47,988	86,396
New Assistant Professor								1	1	1				
Instructor								1	2	2				
23.99 English Language And Literature, Other.														
Professor				89,989	92,483	11,637	0.85	1	12	8			78,973	111,777
Associate Professor				82,148	84,863	11,260	0.96	2	13	7			71,210	102,208
Assistant Professor (excl								1	5	4				
Assistant Professor (incl				67,320	73,736	15,473	0.93	1	7	5			60,402	97,295
New Assistant Professor								2	2	1				
Instructor								2	2	1				
[24.] LIBERAL ARTS AND SCIENCES, GENERAL STUDIES AND HUMANITIES.														
24.01 Liberal Arts And Sciences, General Studies And Humanities.														
Professor				98,842	109,031	35,473	1.00	2	286	86			69,960	162,322
Associate Professor				80,473	86,341	20,164	0.98	1	262	84			61,376	122,487
Assistant Professor (excl				70,407	72,246	14,297	0.91	2	131	52			50,675	96,135
Assistant Professor (incl				70,789	72,515	13,999	0.91	2	146	54			51,153	95,452
New Assistant Professor				73,485	75,435	10,834	0.95	1	15	9			62,164	92,675
Instructor				58,559	72,127	30,813	1.04	2	23	10			47,823	124,311
[25.] LIBRARY SCIENCE.														
25.01 Library Science And Administration.														
Professor				92,621	103,730	32,016	0.95	2	162	52			67,924	164,745
Associate Professor				77,563	81,897	19,705	0.93	3	250	63			56,513	120,616
Assistant Professor (excl				66,898	69,390	16,265	0.87	2	180	50			46,064	96,885

Assistant Professor (incl				66,898	69,417	16,122	0.87	3	194	52			46,127	95,157
New Assistant Professor				77,000	79,551	23,023	1.00	1	14	12			52,683	122,350
Instructor								4	4	1				

25.03 Library And Archives Assisting.

Professor														0
Code/Title	A. Focus Salary			B. Comparison Group Statistics						Focus Median Salary as Percent of CG Median Salary	Additional Percentiles			
	NP	Median	Average	Median	Average	Std. Dev.	Salary Factor	Median NP	NP		NI	5	95	
Associate Professor								3	3	1				
Assistant Professor (excl								3	3	1				
Assistant Professor (incl								5	5	1				
New Assistant Professor								2	2	1				
Instructor										0				

25.99 Library Science, Other.

Professor								3	8	3				
Associate Professor				75,597	73,147	11,661	0.83	2	19	8			54,162	87,416
Assistant Professor (excl								4	13	4				
Assistant Professor (incl								4	15	4				
New Assistant Professor								2	2	1				
Instructor								1	1	1				

[26.] BIOLOGICAL AND BIOMEDICAL SCIENCES.

26.01 Biology, General.

Professor	17	121361	114852	98,212	104,230	31,702	0.95	4	2,625	488			67,597	154,300
Associate Professor	8	99080	97990	79,855	82,825	17,535	0.94	3	2,116	470			60,621	114,568
Assistant Professor (excl New)				70,063	72,774	14,375	0.91	2	1,307	426			55,566	99,007
Assistant Professor (incl New)	2	84397	84397	68,973	72,340	14,113	0.91	2	1,489	445			55,583	96,527
New Assistant Professor				70,000	71,420	11,280	0.90	1	182	131			56,582	92,804
Instructor	1	86000	86000	63,950	69,891	25,295	1.01	1	66	26			47,696	102,861

26.02 Biochemistry, Biophysics, And Molecular Biology.

Professor	2	126350	126350	130,753	134,016	41,060	1.23	3	412	83			80,159	197,331
Associate Professor	2	73594	73594	96,882	99,278	22,550	1.13	2	247	86			66,529	136,950
Assistant Professor (excl New)				83,740	85,044	17,620	1.07	2	155	60			59,879	109,736
Assistant Professor (incl New)	6	63803	63785	82,844	84,420	17,424	1.06	2	170	64			59,922	108,590
New Assistant Professor				82,000	90,004	20,769	1.13	1	15	11			69,990	128,600
Instructor								1	1	1				

26.03 Botany/Plant Biology.

Professor				119,610	122,303	28,952	1.12	2	159	32			79,111	186,187
Associate Professor				88,000	88,652	20,176	1.00	1	69	33			61,097	125,023
Assistant Professor (excl				80,551	78,647	14,304	0.99	2	75	24			59,000	97,596
Assistant Professor (incl				78,000	78,342	13,451	0.99	2	87	27			59,263	97,114
New Assistant Professor				78,069	79,810	6,417	1.01	2	12	8			72,704	90,720
Instructor										0				

26.04 Cell/Cellular Biology And Anatomical Sciences.

Professor				135,000	137,040	45,840	1.25	2	266	59			80,306	220,298
Associate Professor				100,555	100,528	27,357	1.14	2	170	59			67,275	137,384
Assistant Professor (excl				80,182	85,871	20,201	1.08	1	77	40			55,513	113,258
Assistant Professor (incl				79,253	84,415	20,000	1.06	1	86	44			55,624	112,441
New Assistant Professor				88,000	83,038	15,870	1.05	1	9	8			60,265	102,295
Instructor				67,549	69,426	13,287	1.00	1	11	7			55,173	90,769

26.05 Microbiological Sciences And Immunology.

Code/Title	A. Focus Salary			B. Comparison Group Statistics						Focus Median Salary as Percent of CG Median Salary	Additional Percentiles			
	NP	Median	Average	Median	Average	Std. Dev.	Salary Ratio	Median NP	NP		NI	5	95	
Professor				145,354	144,161	46,205	1.32	3	288	60			76,332	204,754
Associate Professor				101,360	102,714	28,043	1.16	2	186	62			66,580	163,121
Assistant Professor (excl				85,150	88,090	22,877	1.11	2	102	45			61,333	126,239
Assistant Professor (incl				84,666	87,288	22,812	1.10	2	110	47			61,550	124,464
New Assistant Professor				89,845	86,164	16,613	1.09	1	8	5			65,300	106,138
Instructor				62,561	75,660	21,434	1.09	1	5	5			59,145	108,458

26.07 Zoology/Animal Biology.

Professor				117,600	115,355	32,201	1.06	2	175	45			71,028	157,556
Associate Professor				95,764	93,106	15,436	1.06	2	99	33			65,467	116,135
Assistant Professor (excl				76,835	78,602	13,456	0.99	1	107	36			58,708	98,840
Assistant Professor (incl				76,829	78,202	13,107	0.99	2	120	36			58,906	98,615
New Assistant Professor				77,115	77,270	9,280	0.97	1	13	9			63,224	88,812
Instructor								2	2	1				

26.08 Genetics.

Professor				121,353	137,042	58,224	1.25	1	120	36			78,267	270,392
Associate Professor				103,578	104,626	31,074	1.19	1	48	23			64,280	165,422
Assistant Professor (excl				78,355	86,753	22,492	1.09	1	49	26			64,120	133,972
Assistant Professor (incl				79,500	86,021	21,923	1.08	1	52	29			61,743	129,443
New Assistant Professor								1	3	3				
Instructor										0				

26.09 Physiology, Pathology, And Related Sciences.

Professor	4	97752	97629	129,986	137,507	49,138	1.26	3	315	63			83,713	203,502
Associate Professor	2	86076	86076	95,013	98,764	22,396	1.12	3	214	65			72,735	135,386
Assistant Professor (excl				80,947	84,970	22,174	1.07	2	142	57			54,274	125,011
Assistant Professor (incl				80,947	84,043	20,949	1.06	2	159	57			54,274	121,071
New Assistant Professor				85,008	86,245	18,573	1.09	1	17	13			60,675	111,705
Instructor								1	1	1				

26.10 Pharmacology And Toxicology.

Professor				156,035	166,609	36,248	1.52	6	129	24			129,093	216,210
Associate Professor				115,409	117,126	16,397	1.33	2	71	21			96,483	142,755
Assistant Professor (excl				104,367	100,829	14,082	1.27	2	38	14			78,827	116,339
Assistant Professor (incl				102,254	99,761	14,182	1.26	2	43	15			79,508	116,321
New Assistant Professor								1	5	4				
Instructor										0				

26.11 Biomathematics, Bioinformatics, And Computational Biology.

Professor				157,795	159,179	47,739	1.46	2	117	32			95,028	217,343
Associate Professor				115,406	118,573	20,568	1.34	3	88	26			85,364	150,247
Assistant Professor (excl				96,432	100,497	14,706	1.26	1	53	23			83,529	120,822
Assistant Professor (incl				94,853	97,949	15,491	1.23	1	65	26			80,964	120,560
New Assistant Professor				95,004	94,959	18,592	1.20	2	12	7			69,695	120,836
Instructor								1	1	1				

26.12 Biotechnology.

Code/Title	A. Focus Salary			B. Comparison Group Statistics						Focus Median Salary as Percent of CG Median Salary	Additional Percentiles			
	NP	Median	Average	Median	Average	Std. Dev.	Salary Factor	Median NP	NP		NI	5	95	
Professor				128,170	136,704	40,285	1.25	1	27	11			85,980	206,529
Associate Professor				115,945	116,729	33,035	1.32	1	25	11			73,489	166,922
Assistant Professor (excl				93,600	92,948	20,821	1.17	1	16	7			63,272	121,035
Assistant Professor (incl				93,600	92,948	20,821	1.17	1	16	7			63,272	121,035
New Assistant Professor										0				
Instructor										0				

26.13 Ecology, Evolution, Systematics, And Population Biology.

Professor				123,066	130,379	43,792	1.19	3	413	80			81,037	185,325
Associate Professor				97,025	99,883	25,539	1.13	2	239	71			68,990	139,247
Assistant Professor (excl				86,810	86,710	17,163	1.09	2	168	57			61,105	111,479
Assistant Professor (incl				85,834	84,865	16,498	1.07	2	194	62			61,512	104,939
New Assistant Professor				86,075	84,607	12,015	1.07	1	26	18			64,850	99,050
Instructor								1	3	3				

26.14 Molecular Medicine.

Professor								2	18	3				
Associate Professor								2	4	2				
Assistant Professor (excl								5	5	1				
Assistant Professor (incl								5	5	1				
New Assistant Professor										0				
Instructor										0				

26.15 Neurobiology And Neurosciences.

Professor				137,450	150,858	53,506	1.38	2	109	29			87,266	255,434
Associate Professor				95,158	98,709	24,950	1.12	1	90	44			66,419	145,459
Assistant Professor (excl				85,984	90,960	21,930	1.14	1	90	36			61,836	135,162
Assistant Professor (incl				85,831	90,956	21,914	1.15	1	95	36			61,836	135,134
New Assistant Professor								1	5	4				
Instructor										0				

26.99 Biological And Biomedical Sciences, Other.

Professor				136,956	154,735	58,590	1.42	2	62	16			90,599	261,236
Associate Professor				97,509	96,571	21,629	1.09	3	38	10			70,396	130,275
Assistant Professor (excl				79,636	81,654	17,233	1.03	2	39	11			56,681	107,024
Assistant Professor (incl				78,318	81,534	17,251	1.03	3	40	11			56,681	107,024

New Assistant Professor									1	1	1				
Instructor									4	8	2				

[27.] MATHEMATICS AND STATISTICS.

27.01 Mathematics.

Professor	8	106935	108769	99,257	104,336	27,431	0.95	4	2,916	485			68,967	155,824
Associate Professor	4	81230	80821	80,721	83,512	17,980	0.95	3	1,916	467			59,852	115,302
Assistant Professor (excl				73,000	75,167	15,681	0.94	2	1,059	371			54,249	103,254
Assistant Professor (incl				72,410	74,735	15,284	0.94	2	1,212	387			53,556	101,943
New Assistant Professor				74,145	76,617	16,133	0.97	1	153	100			55,361	105,000
Instructor				62,801	71,294	27,866	1.03	2	100	25			45,482	111,603
Code/Title	A. Focus Salary			B. Comparison Group Statistics						Focus Median Salary as Percent of CG Median Salary		Additional Percentiles		
	NP	Median	Average	Median	Average	Std. Dev.	Salary Factor	Median	NP	NI			5	95

27.03 Applied Mathematics.

Professor				106,155	111,272	29,481	1.02	2	186	45			72,631	162,268
Associate Professor				88,981	91,627	22,168	1.04	2	162	46			61,786	124,565
Assistant Professor (excl				82,570	87,717	24,119	1.10	1	64	33			61,624	130,114
Assistant Professor (incl				83,268	88,104	23,802	1.11	2	67	34			61,708	128,999
New Assistant Professor								1	3	3				
Instructor								1	2	2				

27.05 Statistics.

Professor				114,678	123,832	36,550	1.13	2	306	104			79,324	197,118
Associate Professor				96,791	100,143	24,670	1.14	2	225	88			68,168	144,501
Assistant Professor (excl				83,700	88,289	20,522	1.11	2	173	72			61,373	124,816
Assistant Professor (incl				85,008	89,075	20,461	1.12	2	204	81			61,379	129,202
New Assistant Professor				93,000	99,186	20,565	1.25	1	31	21			76,000	132,411
Instructor								1	3	3				

27.06 Applied Statistics.

Professor								3	3	1				
Associate Professor								3	3	1				
Assistant Professor (excl								1	1	1				
Assistant Professor (incl								1	1	1				
New Assistant Professor										0				
Instructor										0				

27.99 Mathematics And Statistics, Other.

Professor				132,496	125,525	30,917	1.15	3	38	11			87,086	172,854
Associate Professor				89,307	93,029	15,448	1.05	2	38	9			74,735	115,596
Assistant Professor (excl				87,612	84,469	12,349	1.06	4	25	7			66,865	100,851
Assistant Professor (incl				84,878	83,735	12,676	1.06	5	29	7			65,693	100,851
New Assistant Professor								1	4	3				
Instructor										0				

[28.] MILITARY SCIENCE, LEADERSHIP AND OPERATIONAL ART.

28.01 Air Force Rotc, Air Science And Operations.

Professor											0			
Associate Professor											0			
Assistant Professor (excl											0			
Assistant Professor (incl											0			
New Assistant Professor											0			
Instructor											0			

28.03 Army Rotc, Military Science And Operations.

Professor											0			
Associate Professor											0			
Assistant Professor (excl											0			
Assistant Professor (incl											0			
New Assistant Professor											0			

Code/Title	A. Focus Salary			B. Comparison Group Statistics						Focus Median Salary as Percent of CG Median Salary	Additional Percentiles			
	NP	Median	Average	Median	Average	Std. Dev.	Salary Factor	Median NP	NP		NI	5	95	
Instructor											0			

28.04 Navy/Marine Rotc, Naval Science And Operations.

Professor											0			
Associate Professor											0			
Assistant Professor (excl											0			
Assistant Professor (incl											0			
New Assistant Professor											0			
Instructor											0			

28.05 Military Science And Operational Studies.

Professor											0			
Associate Professor											0			
Assistant Professor (excl											0			
Assistant Professor (incl											0			
New Assistant Professor											0			
Instructor											0			

28.06 Security Policy And Strategy.

Professor											0			
Associate Professor									1	1	1			
Assistant Professor (excl									2	2	1			
Assistant Professor (incl									2	2	1			
New Assistant Professor											0			
Instructor											0			

28.07 Military Economics And Management.

Professor											0			
Associate Professor											0			
Assistant Professor (excl											0			
Assistant Professor (incl											0			
New Assistant Professor											0			
Instructor											0			

28.99 Military Science, Leadership And Operational Art, Other.

Professor											0			
Associate Professor											0			
Assistant Professor (excl											0			
Assistant Professor (incl											0			
New Assistant Professor											0			
Instructor											0			

[29.] MILITARY TECHNOLOGIES AND APPLIED SCIENCES.

29.02 Intelligence, Command Control And Information Operations.

Professor									2	3	2			
Associate Professor									2	2	1			
Assistant Professor (excl									2	8	3			
Assistant Professor (incl									3	9	3			

Code/Title	A. Focus Salary			B. Comparison Group Statistics						Focus Median Salary as Percent of CG Median Salary	Additional Percentiles		
	NP	Median	Average	Median	Average	Std. Dev.	Salary Factor	Median NP	NP		NI	5	95
New Assistant Professor								1	1	1			
Instructor										0			

29.03 Military Applied Sciences.

Professor											0			
Associate Professor											0			
Assistant Professor (excl											0			
Assistant Professor (incl											0			
New Assistant Professor											0			
Instructor											0			

29.04 Military Systems And Maintenance Technology.

Professor											0			
Associate Professor											0			
Assistant Professor (excl											0			
Assistant Professor (incl											0			
New Assistant Professor											0			
Instructor											0			

29.06 Military Technology And Applied Sciences Management.

Professor											0			
Associate Professor											0			
Assistant Professor (excl											0			
Assistant Professor (incl											0			
New Assistant Professor											0			
Instructor											0			

29.99 Military Technologies And Applied Sciences, Other.

Professor											0			
Associate Professor											0			
Assistant Professor (excl											0			

Assistant Professor (incl													0					
New Assistant Professor													0					
Instructor													0					

[30.] MULTI/INTERDISCIPLINARY STUDIES.

30.00 Multi-/Interdisciplinary Studies.

Professor				100,442	104,251	24,579	0.95	1	27	12					69,454	134,860	
Associate Professor				87,267	91,344	19,897	1.04	1	31	18					69,183	121,775	
Assistant Professor (excl				76,935	82,211	15,476	1.03	1	23	13					67,913	113,646	
Assistant Professor (incl				76,620	81,230	15,327	1.02	1	24	14					67,924	113,216	
New Assistant Professor								1	1	1							
Instructor								1	1	1							

30.01 Biological And Physical Sciences.

Professor				93,880	92,877	17,948	0.85	1	10	5					72,560	116,848	
Associate Professor				69,818	79,228	20,128	0.90	1	12	5					59,431	105,519	
Assistant Professor (excl								1	12	4							

Code/Title	A. Focus Salary			B. Comparison Group Statistics						Focus Median Salary as Percent of CG Median Salary	Additional Percentiles						
	NP	Median	Average	Median	Average	Std. Dev.	Salary Factor	Median NP	NP		NI	5	95				
Assistant Professor (incl								1	12	4							
New Assistant Professor																	
Instructor																	

30.05 Peace Studies And Conflict Resolution.

Professor				108,914	108,897	33,489	1.00	1	24	11					66,710	157,161	
Associate Professor				87,390	87,816	14,699	1.00	2	19	9					64,534	106,586	
Assistant Professor (excl				73,460	76,977	15,326	0.97	1	15	11					59,255	102,718	
Assistant Professor (incl				73,460	76,708	14,961	0.97	1	16	11					59,255	101,239	
New Assistant Professor								1	1	1							
Instructor																	

30.06 Systems Science And Theory.

Professor								1	2	2							
Associate Professor								1	1	1							
Assistant Professor (excl								2	4	2							
Assistant Professor (incl								3	5	2							
New Assistant Professor								1	1	1							
Instructor																	

30.08 Mathematics And Computer Science.

Professor				89,777	95,198	13,974	0.87	1	15	11					81,010	119,409	
Associate Professor				82,569	85,070	10,382	0.96	2	17	9					72,381	101,324	
Assistant Professor (excl				66,230	66,795	8,611	0.84	2	13	7					54,823	76,987	
Assistant Professor (incl				66,230	66,163	8,065	0.83	2	17	7					54,823	76,087	
New Assistant Professor								2	4	2							
Instructor																	

30.10 Biopsychology.

Professor								1	1	1				
Associate Professor								1	2	2				
Assistant Professor (excl										0				
Assistant Professor (incl										0				
New Assistant Professor										0				
Instructor										0				
30.11 Gerontology.														
Professor				118,678	122,890	23,231	1.12	1	10	7			99,493	158,964
Associate Professor				96,343	90,858	14,301	1.03	1	14	7			69,101	107,321
Assistant Professor (excl								1	6	4				
Assistant Professor (incl								1	6	4				
New Assistant Professor										0				
Instructor										0				
30.12 Historic Preservation And Conservation.														
Professor								2	3	2				
Associate Professor				85,102	93,101	18,790	1.06	1	8	5			79,195	121,865
Assistant Professor (excl								1	1	1				
Code/Title	A. Focus Salary			B. Comparison Group Statistics						Focus Median Salary as		Additional Percentiles		
	NP	Median	Average	Median	Average	Std. Dev.	Salary Factor	Median NP	NP	NI			5	95
Assistant Professor (incl								1	1	1				
New Assistant Professor										0				
Instructor										0				
30.13 Medieval And Renaissance Studies.														
Professor								1	2	2				
Associate Professor										0				
Assistant Professor (excl								1	1	1				
Assistant Professor (incl								1	1	1				
New Assistant Professor										0				
Instructor										0				
30.14 Museology/Museum Studies.														
Professor								2	6	4				
Associate Professor								1	2	2				
Assistant Professor (excl				67,040	69,549	6,908	0.87	1	5	5			61,369	79,043
Assistant Professor (incl				67,040	70,505	8,498	0.89	1	6	5			61,369	82,867
New Assistant Professor								1	1	1				
Instructor										0				
30.15 Science, Technology And Society.														
Professor				116,171	118,132	29,831	1.08	2	35	7			87,353	166,234
Associate Professor				96,196	101,533	23,270	1.15	4	30	6			77,372	137,503
Assistant Professor (excl				77,205	79,074	16,055	0.99	3	18	7			62,164	105,028
Assistant Professor (incl				77,205	79,000	16,029	1.00	3	25	7			62,158	104,878
New Assistant Professor								4	7	2				

Instructor									2	2	1				
30.16 Accounting And Computer Science.															
Professor									3	5	2				
Associate Professor									3	3	1				
Assistant Professor (excl									4	4	1				
Assistant Professor (incl									4	4	1				
New Assistant Professor											0				
Instructor											0				
30.17 Behavioral Sciences.															
Professor				101,916	109,641	37,999	1.00		4	72	11			66,523	169,865
Associate Professor				80,219	84,500	19,383	0.96		2	45	13			59,079	115,500
Assistant Professor (excl				76,024	74,854	14,341	0.94		2	37	14			51,828	96,435
Assistant Professor (incl				77,048	75,197	13,914	0.95		2	38	15			51,937	96,222
New Assistant Professor									1	1	1				
Instructor									2	3	2				
30.18 Natural Sciences.															
Professor				111,018	105,623	26,617	0.97		1	25	7			66,618	138,292
Associate Professor				102,179	98,079	23,473	1.11		2	21	7			63,670	127,372
Assistant Professor (excl				77,163	75,374	19,778	0.95		2	24	8			48,385	99,250
Code/Title	A. Focus Salary			B. Comparison Group Statistics						Focus Median Salary as Percent of CG Median Salary		Additional Percentiles			
	NP	Median	Average	Median	Average	Std. Dev.	Salary Factor	Median NP	NP	NI			5	95	
Assistant Professor (incl				77,163	75,374	19,778	0.95	2	24	8			48,385	99,250	
New Assistant Professor															
Instructor								3	3	1					
30.19 Nutrition Sciences.															
Professor				126,346	128,533	22,504	1.18		2	51	16			95,037	167,849
Associate Professor				96,879	96,693	16,481	1.10		1	56	25			66,181	120,175
Assistant Professor (excl				87,422	85,186	13,881	1.07		1	38	19			60,957	107,390
Assistant Professor (incl				87,422	84,322	13,888	1.06		2	49	19			61,704	107,390
New Assistant Professor				74,499	75,312	12,974	0.95		1	11	8			59,425	94,675
Instructor											0				
30.20 International/Globalization Studies.															
Professor				121,309	124,716	39,656	1.14		2	33	15			79,736	178,928
Associate Professor				86,805	95,214	27,095	1.08		1	44	23			63,871	142,109
Assistant Professor (excl				79,514	82,079	18,517	1.03		1	33	16			59,056	115,415
Assistant Professor (incl				79,100	81,574	17,631	1.03		2	39	18			59,426	114,063
New Assistant Professor				71,000	72,033	8,684	0.91		1	6	6			61,250	82,900
Instructor											0				
30.21 Holocaust And Related Studies.															
Professor											0				
Associate Professor									3	3	1				
Assistant Professor (excl											0				

Assistant Professor (incl											0			
New Assistant Professor											0			
Instructor											0			

30.22 Classical And Ancient Studies.

Professor				120,208	121,535	31,091	1.11	1	11	8			84,439	162,719
Associate Professor				95,922	91,118	16,702	1.03	1	15	7			69,081	112,660
Assistant Professor (excl								2	6	4				
Assistant Professor (incl								2	6	4				
New Assistant Professor											0			
Instructor											0			

30.23 Intercultural/Multicultural And Diversity Studies.

Professor								1	4	3				
Associate Professor								1	1	1				
Assistant Professor (excl								1	1	1				
Assistant Professor (incl								1	1	1				
New Assistant Professor											0			
Instructor											0			

30.25 Cognitive Science.

Professor								1	2	2				
Associate Professor								2	3	2				
Assistant Professor (excl								1	1	1				
Code/Title	A. Focus Salary			B. Comparison Group Statistics						Focus Median Salary as Percent of CG Median Salary		Additional Percentiles		
	NP	Median	Average	Median	Average	Std. Dev.	Salary Factor	Median NP	NP	NI		5	95	
Assistant Professor (incl								1	1	1				
New Assistant Professor											0			
Instructor											0			

30.26 Cultural Studies/Critical Theory And Analysis .

Professor								1	5	3				
Associate Professor								1	4	3				
Assistant Professor (excl								1	2	2				
Assistant Professor (incl								1	2	2				
New Assistant Professor											0			
Instructor											0			

30.27 Human Biology .

Professor								1	2	2				
Associate Professor											0			
Assistant Professor (excl											0			
Assistant Professor (incl											0			
New Assistant Professor											0			
Instructor											0			

30.28 Dispute Resolution.

Professor								1	1	1				
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Associate Professor															0				
Assistant Professor (excl															0				
Assistant Professor (incl															0				
New Assistant Professor															0				
Instructor															0				
30.29 Maritime Studies .																			
Professor																			0
Associate Professor																			0
Assistant Professor (excl																			0
Assistant Professor (incl																			0
New Assistant Professor																			0
Instructor																			0
30.30 Computational Science .																			
Professor																1	5	4	
Associate Professor																1	2	2	
Assistant Professor (excl																2	3	2	
Assistant Professor (incl																1	4	3	
New Assistant Professor																1	1	1	
Instructor																			0
30.31 Human Computer Interaction .																			
Professor																4	7	2	
Associate Professor																2	4	2	
Assistant Professor (excl																2	2	1	
Code/Title		A. Focus Salary			B. Comparison Group Statistics						Focus Median Salary as Percent of CG Median Salary		Additional Percentiles						
		NP	Median	Average	Median	Average	Std. Dev.	Salary Factor	Median	NP	NI			5	95				
Assistant Professor (incl																2	2	1	
New Assistant Professor																			0
Instructor																			0
30.32 Marine Sciences .																			
Professor					134,053	142,146	30,569	1.30		5	86	10						105,395	187,625
Associate Professor					101,798	106,086	20,776	1.20		3	45	8						82,231	140,257
Assistant Professor (excl					90,467	91,322	15,900	1.15		2	25	7						70,270	113,960
Assistant Professor (incl					90,467	91,330	15,890	1.15		2	26	7						70,309	113,960
New Assistant Professor										1	1	1							
Instructor												0							
30.33 Sustainability Studies.																			
Professor					115,603	139,341	64,580	1.27		1	13	7						82,540	249,719
Associate Professor					119,207	110,579	22,438	1.25		1	13	7						77,143	137,108
Assistant Professor (excl					82,949	83,075	7,723	1.04		1	9	5						74,025	93,780
Assistant Professor (incl					82,949	83,075	7,723	1.05		1	9	5						74,025	93,780
New Assistant Professor												0							
Instructor												0							

30.34 Anthrozoology.

Professor									1	1	1			
Associate Professor											0			
Assistant Professor (excl									1	1	1			
Assistant Professor (incl									1	1	1			
New Assistant Professor											0			
Instructor											0			

30.35 Climate Science.

Professor									1	1	1			
Associate Professor									1	1	1			
Assistant Professor (excl											0			
Assistant Professor (incl											0			
New Assistant Professor											0			
Instructor											0			

30.36 Cultural Studies And Comparative Literature.

Professor											0			
Associate Professor									1	1	1			
Assistant Professor (excl											0			
Assistant Professor (incl											0			
New Assistant Professor											0			
Instructor											0			

30.37 Design For Human Health.

Professor											0			
Associate Professor											0			
Assistant Professor (excl											0			
Code/Title	A. Focus Salary			B. Comparison Group Statistics						Focus Median Salary as Percent of CG Median Salary	Additional Percentiles			
	NP	Median	Average	Median	Average	Std. Dev.	Salary Factor	Median	NP	NI		5	95	
Assistant Professor (incl											0			
New Assistant Professor											0			
Instructor											0			

30.38 Earth Systems Science.

Professor									1	1	1			
Associate Professor									1	1	1			
Assistant Professor (excl									1	1	1			
Assistant Professor (incl									1	1	1			
New Assistant Professor											0			
Instructor											0			

30.39 Economics And Computer Science.

Professor											0			
Associate Professor											0			
Assistant Professor (excl											0			
Assistant Professor (incl											0			

Assistant Professor (excl										0				
Assistant Professor (incl								1	1	1				
New Assistant Professor								1	1	1				
Instructor										0				

30.46 History And Political Science.

Professor				92,420	91,135	24,259	0.83	1	21	11			60,392	126,895
Associate Professor				75,607	76,187	12,567	0.86	2	24	9			60,477	95,448
Assistant Professor (excl				63,673	66,556	10,376	0.84	1	15	9			55,117	83,339
Assistant Professor (incl				63,673	66,556	10,376	0.84	1	15	9			55,117	83,339
New Assistant Professor										0				
Instructor								1	1	1				

30.47 Linguistics And Anthropology.

Professor								2	2	1				
Associate Professor								2	2	1				
Assistant Professor (excl								1	1	1				
Assistant Professor (incl								1	1	1				
New Assistant Professor										0				
Instructor										0				

30.48 Linguistics And Computer Science.

Professor								1	1	1				
Associate Professor										0				
Assistant Professor (excl								1	2	2				
Assistant Professor (incl								1	2	2				
New Assistant Professor										0				
Instructor										0				

30.49 Mathematical Economics.

Professor										0				
Associate Professor										0				
Assistant Professor (excl										0				
Code/Title	A. Focus Salary			B. Comparison Group Statistics							Focus Median Salary as	Additional Percentiles		
	NP	Median	Average	Median	Average	Std. Dev.	Salary Factor	Median NP	NP	NI	Percent of CG Median Salary	5	95	
Assistant Professor (incl										0				
New Assistant Professor										0				
Instructor										0				

30.50 Mathematics And Atmospheric/Oceanic Science.

Professor										0				
Associate Professor										0				
Assistant Professor (excl										0				
Assistant Professor (incl										0				
New Assistant Professor										0				
Instructor										0				

30.51 Philosophy, Politics, And Economics.

[31.] PARKS, RECREATION, LEISURE, FITNESS, AND KINESIOLOGY.

31.01 Parks, Recreation And Leisure Studies.

Professor				98,370	105,136	23,498	0.96	1	46	26			76,983	151,788
Associate Professor				81,350	82,238	10,405	0.93	1	40	25			63,315	97,091
Assistant Professor (excl				70,000	70,606	7,905	0.89	1	33	17			60,824	83,530
Assistant Professor (incl				70,165	70,757	7,582	0.89	2	41	19			60,672	83,596
New Assistant Professor				70,165	70,098	8,451	0.88	1	8	7			59,693	82,074
Instructor										0				

31.03 Parks, Recreation And Leisure Facilities Management.

Professor				102,504	106,707	22,190	0.98	1	38	16			87,986	138,146
Associate Professor				79,439	79,382	9,322	0.90	1	38	18			67,055	94,949
Assistant Professor (excl				68,480	71,570	9,360	0.90	2	34	13			58,819	85,862
Assistant Professor (incl				68,480	71,572	9,363	0.90	2	35	13			58,819	85,862
New Assistant Professor								1	1	1				
Instructor										0				

31.05 Sports, Kinesiology, and Physical Education/Fitness.

Professor				98,720	104,688	28,010	0.96	2	646	203			73,039	165,925
Associate Professor				78,479	81,904	17,623	0.93	2	795	252			59,507	114,719
Assistant Professor (excl				68,732	70,791	12,867	0.89	2	577	227			54,546	92,918
Assistant Professor (incl				68,070	70,315	12,454	0.89	2	664	239			54,379	92,442
New Assistant Professor				68,000	69,102	10,755	0.87	1	87	65			55,240	86,588
Instructor				62,776	63,408	9,758	0.92	1	16	10			50,722	78,202

31.06 Outdoor Education .

Professor								1	3	3				
Associate Professor								1	5	4				
Assistant Professor (excl								1	1	1				
Assistant Professor (incl								1	1	1				
New Assistant Professor										0				
Instructor										0				

31.99 Parks, Recreation, Leisure, Fitness, and Kinesiology, Other.

Professor				88,484	96,775	17,841	0.89	2	11	5			84,719	123,960
Associate Professor								1	6	3				
Code/Title	A. Focus Salary			B. Comparison Group Statistics							Focus Median Salary as Percent of CG Median Salary	Additional Percentiles		
	NP	Median	Average	Median	Average	Std. Dev.	Salary Factor	Median	NP	NP	NI		5	95
Assistant Professor (excl								2	5	3				
Assistant Professor (incl								2	5	3				
New Assistant Professor										0				
Instructor										0				

[32.] BASIC SKILLS AND DEVELOPMENTAL/REMEDIAL EDUCATION.

32.01 Basic Skills And Developmental/Remedial Education.

Professor				88,832	99,889	39,284	0.91	6	51	8			67,947	168,366
Associate Professor				72,071	75,837	19,591	0.86	2	15	8			55,131	107,404

Assistant Professor (excl										3	10	4						
Assistant Professor (incl										3	10	4						
New Assistant Professor												0						
Instructor										2	7	3						

32.02 General Exam Preparation And Test-Taking Skills.

Professor												0						
Associate Professor												0						
Assistant Professor (excl												0						
Assistant Professor (incl												0						
New Assistant Professor												0						
Instructor												0						

[33.] CITIZENSHIP ACTIVITIES.

33.01 Citizenship Activities.

Professor										3	3	1						
Associate Professor										5	5	1						
Assistant Professor (excl										1	1	1						
Assistant Professor (incl										1	1	1						
New Assistant Professor												0						
Instructor												0						

[34.] HEALTH-RELATED KNOWLEDGE AND SKILLS.

34.01 Health-Related Knowledge And Skills.

Professor										7	7	1						
Associate Professor										7	14	2						
Assistant Professor (excl										1	8	3						
Assistant Professor (incl										1	8	3						
New Assistant Professor												0						
Instructor										1	1	1						

[35.] INTERPERSONAL AND SOCIAL SKILLS.

35.01 Interpersonal And Social Skills.

Professor												0						
Associate Professor												0						
Assistant Professor (excl												0						
Assistant Professor (incl												0						
New Assistant Professor												0						

Code/Title	A. Focus Salary			B. Comparison Group Statistics							Focus Median Salary as Percent of CG Median Salary	Additional Percentiles	
	NP	Median	Average	Median	Average	Std. Dev.	Salary Factor	Median NP	NP	NI		5	95
Instructor											0		

[36.] LEISURE AND RECREATIONAL ACTIVITIES.

36.01 Leisure And Recreational Activities.

Professor				92,870	93,540	24,332	0.86	2	62	27		59,020	135,820
Associate Professor				77,406	80,017	17,754	0.91	1	37	23		58,312	111,197
Assistant Professor (excl				69,237	70,886	12,087	0.89	1	56	22		53,829	91,526

38.99 Philosophy And Religious Studies, Other.

Professor								3	20	4				
Associate Professor								5	5	1				
Assistant Professor (excl								1	4	4				
Assistant Professor (incl								1	5	4				
New Assistant Professor								1	1	1				
Instructor										0				

[39.] THEOLOGY AND RELIGIOUS VOCATIONS.

39.02 Bible/Biblical Studies.

Professor				72,027	78,092	16,518	0.71	3	43	14			57,371	102,262
Associate Professor				67,556	67,730	11,227	0.77	2	20	10			51,410	83,096
Assistant Professor (excl				59,145	59,539	8,452	0.75	1	11	8			49,246	71,355
Assistant Professor (incl				59,145	59,539	8,452	0.75	1	11	8			49,246	71,355
New Assistant Professor										0				
Instructor										0				

39.03 Missions/Missionary Studies And Missiology.

Professor				65,280	83,746	26,378	0.77	1	5	5			60,798	121,024
Associate Professor								3	9	3				
Assistant Professor (excl								1	1	1				
Assistant Professor (incl								1	1	1				
New Assistant Professor										0				
Instructor										0				

39.04 Religious Education.

Professor								4	17	4				
Associate Professor				69,556	75,869	13,943	0.86	1	13	6			62,502	97,600
Assistant Professor (excl								2	10	4				
Assistant Professor (incl								2	10	4				
New Assistant Professor										0				
Instructor										0				

39.05 Religious Music and Worship.

Professor										0				
Associate Professor										0				
Assistant Professor (excl										0				
Assistant Professor (incl										0				
New Assistant Professor										0				
Instructor										0				

39.06 Theological And Ministerial Studies.

Professor				86,555	91,181	24,550	0.83	2	171	45			66,161	144,507
Code/Title	A. Focus Salary			B. Comparison Group Statistics							Focus Median Salary as	Additional Percentiles		
	NP	Median	Average	Median	Average	Std. Dev.	Salary Factor	Median NP	NP	NI	Percent of CG Median Salary		5	95
Associate Professor				73,628	76,334	16,294	0.87	3	144	44			58,014	106,468
Assistant Professor (excl				65,405	67,678	13,610	0.85	1	65	38			51,730	90,507

Assistant Professor (incl				65,405	67,408	13,133	0.85	1	75	40			51,758	90,077
New Assistant Professor				65,750	67,553	13,426	0.85	1	10	8			51,750	88,600
Instructor										0				

39.07 Pastoral Counseling And Specialized Ministries.

Professor				66,729	71,052	10,783	0.65	1	6	5			60,872	86,870
Associate Professor								1	5	4				
Assistant Professor (excl								1	6	4				
Assistant Professor (incl				55,080	59,496	7,647	0.75	1	8	5			54,120	71,321
New Assistant Professor								2	2	1				
Instructor										0				

39.08 Religious Institution Administration And Law.

Professor										0				
Associate Professor										0				
Assistant Professor (excl										0				
Assistant Professor (incl										0				
New Assistant Professor										0				
Instructor										0				

39.99 Theology And Religious Vocations, Other.

Professor										0				
Associate Professor										0				
Assistant Professor (excl										0				
Assistant Professor (incl										0				
New Assistant Professor										0				
Instructor										0				

[40.] PHYSICAL SCIENCES.

40.01 Physical Sciences, General.

Professor				101,127	108,450	36,907	0.99	2	80	23			70,637	166,665
Associate Professor				84,596	85,095	21,540	0.96	2	46	16			58,742	117,613
Assistant Professor (excl				73,173	75,294	18,127	0.95	2	47	16			54,991	101,989
Assistant Professor (incl				72,220	74,514	17,825	0.94	2	50	16			54,991	101,989
New Assistant Professor								1	3	3				
Instructor								11	21	2				

40.02 Astronomy And Astrophysics.

Professor				116,306	118,932	32,052	1.09	2	152	38			77,340	178,643
Associate Professor				103,274	101,349	23,452	1.15	1	57	25			67,392	138,279
Assistant Professor (excl				88,662	89,771	15,816	1.13	2	46	17			68,428	110,151
Assistant Professor (incl				88,458	88,089	15,714	1.11	2	51	20			67,036	107,150
New Assistant Professor				75,000	75,800	9,786	0.95	1	5	5			65,600	90,000
Instructor								1	1	1				

40.04 Atmospheric Sciences And Meteorology.

Code/Title	A. Focus Salary			B. Comparison Group Statistics						Focus Median Salary as Percent of CG Median Salary	Additional Percentiles	
	NP	Median	Average	Median	Average	Std. Dev.	Salary Factor	Median NP	NP		NI	5

Professor				136,397	140,214	41,577	1.28	3	134	28			88,412	201,148
Associate Professor				103,656	107,719	21,374	1.22	2	54	21			84,021	142,460
Assistant Professor (excl				89,360	86,702	18,793	1.09	2	43	20			58,950	111,108
Assistant Professor (incl				86,068	85,444	18,493	1.08	2	51	21			59,000	110,050
New Assistant Professor				85,250	84,083	7,402	1.06	1	8	6			73,000	92,250
Instructor										0				

40.05 Chemistry.

Professor	6	119979	123531	98,897	106,673	30,851	0.98	3	2,130	474			70,120	165,894
Associate Professor	5	84891	84262	80,133	83,717	16,934	0.95	3	1,529	468			61,704	114,945
Assistant Professor (excl				72,251	74,405	14,035	0.94	2	823	360			55,344	100,071
Assistant Professor (incl				72,000	74,051	13,684	0.93	2	931	383			55,505	98,504
New Assistant Professor				75,000	76,459	12,280	0.96	1	108	88			59,065	97,800
Instructor				62,000	73,230	35,497	1.06	1	32	19			48,769	115,198

40.06 Geological And Earth Sciences/Geosciences.

Professor	3	120269	116976	109,339	114,408	28,427	1.05	3	828	202			77,589	165,758
Associate Professor	1	109353	109353	87,005	90,073	17,551	1.02	2	506	182			65,363	122,091
Assistant Professor (excl				79,407	80,341	13,295	1.01	2	326	144			61,905	104,059
Assistant Professor (incl				79,102	79,845	13,034	1.01	2	370	153			62,220	101,889
New Assistant Professor				82,008	79,292	12,245	1.00	1	44	33			62,800	98,440
Instructor				70,576	73,222	15,458	1.06	1	9	9			50,518	95,004

40.08 Physics.

Professor	1	105993	105993	107,516	112,022	28,539	1.02	3	1,752	355			73,327	162,436
Associate Professor	1	79088	79088	84,405	87,283	18,394	0.99	2	962	344			63,053	121,042
Assistant Professor (excl				77,787	80,484	18,522	1.01	2	513	227			58,712	107,617
Assistant Professor (incl				76,929	79,834	17,964	1.01	2	575	240			58,842	106,860
New Assistant Professor				83,820	82,962	13,503	1.05	1	62	48			63,175	104,300
Instructor	2	75000	75000	75,204	96,056	50,696	1.39	1	17	7			57,222	181,624

40.10 Material Sciences.

Professor				153,481	158,562	34,476	1.45	3	29	7			108,156	199,935
Associate Professor				118,455	118,296	18,217	1.34	1	8	6			97,776	143,511
Assistant Professor (excl								2	10	4				
Assistant Professor (incl								2	10	4				
New Assistant Professor										0				
Instructor										0				

40.11 Physics And Astronomy.

Professor				124,904	122,122	23,514	1.12	3	28	8			88,174	148,310
Associate Professor				93,154	90,757	21,122	1.03	2	36	6			64,233	116,873
Assistant Professor (excl								1	4	4				
Assistant Professor (incl								1	4	4				
New Assistant Professor										0				
Instructor										0				

40.99 Physical Sciences, Other.

Code/Title	A. Focus Salary		B. Comparison Group Statistics				Focus Median Salary as Percent of CG Median	Additional Percentiles	
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	NP	Median	Average	Median	Average	Std. Dev.	Salary Factor	Median NP	NP	NI	Percent of CG Median Salary	5	95
Professor								1	7	3			
Associate Professor								1	3	3			
Assistant Professor (excl								1	2	2			
Assistant Professor (incl								1	2	2			
New Assistant Professor										0			
Instructor										0			
[41.] SCIENCE TECHNOLOGIES/TECHNICIANS.													
41.00 Science Technologies/Technicians, General .													
Professor										0			
Associate Professor										0			
Assistant Professor (excl										0			
Assistant Professor (incl										0			
New Assistant Professor										0			
Instructor										0			
41.01 Biology/Biotechnology Technologies/Technicians.													
Professor										0			
Associate Professor								3	5	2			
Assistant Professor (excl								2	4	2			
Assistant Professor (incl								1	5	3			
New Assistant Professor								1	1	1			
Instructor										0			
41.02 Nuclear And Industrial Radiologic Technologies/Technicians.													
Professor								1	1	1			
Associate Professor										0			
Assistant Professor (excl								1	1	1			
Assistant Professor (incl								1	1	1			
New Assistant Professor										0			
Instructor										0			
41.03 Physical Science Technologies/Technicians.													
Professor										0			
Associate Professor										0			
Assistant Professor (excl										0			
Assistant Professor (incl										0			
New Assistant Professor										0			
Instructor										0			
41.99 Science Technologies/Technicians, Other.													
Professor								3	6	2			
Associate Professor								1	2	2			
Assistant Professor (excl								2	3	2			
Assistant Professor (incl								2	3	2			
New Assistant Professor										0			

Instructor									2	3	2				
Code/Title	A. Focus Salary			B. Comparison Group Statistics						Focus Median Salary as Percent of CG Median Salary		Additional Percentiles			
	NP	Median	Average	Median	Average	Std. Dev.	Salary Factor	Median NP	NP	NI	5	95			
[42.] PSYCHOLOGY.															
42.01 Psychology, General.															
Professor	6	95300	96045	97,564	104,467	30,245	0.96	3	2,276	466			67,684	160,059	
Associate Professor	2	77899	77899	79,142	81,874	16,811	0.93	3	1,788	446			59,371	110,659	
Assistant Professor (excl				70,219	72,631	13,486	0.91	2	1,038	391			55,926	98,289	
Assistant Professor (incl	3	78780	79020	69,982	72,206	13,294	0.91	2	1,215	414			55,473	96,974	
New Assistant Professor				71,000	72,674	12,532	0.92	1	177	115			56,000	96,000	
Instructor	2	76000	76000	67,641	67,288	14,808	0.97	1	26	18			48,815	91,940	
42.27 Research And Experimental Psychology .															
Professor				102,602	111,226	28,558	1.02	2	212	63			75,415	167,977	
Associate Professor				84,705	87,905	18,312	1.00	2	154	53			66,868	119,520	
Assistant Professor (excl				72,053	73,879	12,711	0.93	1	87	45			58,136	94,265	
Assistant Professor (incl				72,053	73,755	12,493	0.93	1	105	49			58,609	93,047	
New Assistant Professor				78,500	78,572	10,282	0.99	1	18	13			61,600	93,504	
Instructor								1	2	2					
42.28 Clinical, Counseling, And Applied Psychology .															
Professor				106,632	111,505	30,247	1.02	3	513	141			75,812	167,203	
Associate Professor				84,731	87,782	18,434	0.99	2	441	144			63,293	123,229	
Assistant Professor (excl				72,676	74,355	13,568	0.93	2	343	131			56,968	101,063	
Assistant Professor (incl				72,682	74,149	13,319	0.93	2	399	136			57,019	101,616	
New Assistant Professor				72,672	75,163	12,120	0.95	1	56	33			60,900	99,100	
Instructor										0					
42.99 Psychology, Other.															
Professor				135,420	141,392	41,852	1.29	1	17	7			91,270	198,824	
Associate Professor				98,427	100,331	14,722	1.14	1	15	6			82,337	119,249	
Assistant Professor (excl								2	4	2					
Assistant Professor (incl								2	6	3					
New Assistant Professor								1	2	2					
Instructor										0					
[43.] HOMELAND SECURITY, LAW ENFORCEMENT, FIREFIGHTING AND RELATED PROTECTIVE SERVICES.															
43.01 Criminal Justice And Corrections.															
Professor				97,600	101,761	24,633	0.93	2	447	159			68,213	144,662	
Associate Professor				79,163	80,067	15,007	0.91	2	517	184			58,314	111,107	
Assistant Professor (excl				68,824	69,445	9,983	0.87	2	329	153			54,556	87,503	
Assistant Professor (incl				68,837	69,385	9,642	0.87	2	374	162			54,891	84,911	
New Assistant Professor				71,597	73,637	11,861	0.93	1	45	32			60,775	95,567	
Instructor				64,235	66,320	8,726	0.96	1	21	10			54,338	79,293	
43.02 Fire Protection.															
Professor								1	9	4					

Associate Professor								1	4	4				
Assistant Professor (excl				71,131	72,213	11,066	0.91	1	6	6			58,372	86,235
Assistant Professor (incl				71,131	72,213	11,066	0.91	1	6	6			58,372	86,235
Code/Title	A. Focus Salary			B. Comparison Group Statistics							Focus Median Salary as Percent of CG Median Salary	Additional Percentiles		
	NP	Median	Average	Median	Average	Std. Dev.	Salary Factor	Median NP	NP	NI		5	95	
New Assistant Professor														
Instructor								2	7	4				
43.03 Homeland Security.														
Professor				116,965	124,312	41,544	1.14	1	12	9			79,293	190,946
Associate Professor				89,945	97,821	26,384	1.11	1	27	12			67,818	142,122
Assistant Professor (excl				74,000	77,880	16,702	0.98	1	19	11			58,125	103,497
Assistant Professor (incl				73,820	76,692	15,790	0.97	1	24	12			58,221	101,731
New Assistant Professor								1	5	3				
Instructor										0				
43.04 Security Science And Technology.														
Professor				117,415	117,982	44,174	1.08	2	20	10			68,614	189,556
Associate Professor				106,073	115,612	29,127	1.31	2	21	12			84,341	162,521
Assistant Professor (excl				89,020	92,129	19,900	1.16	1	25	14			65,430	123,303
Assistant Professor (incl				85,000	90,680	20,043	1.14	1	27	15			65,811	123,429
New Assistant Professor								1	2	2				
Instructor								1	5	3				
43.99 Homeland Security, Law Enforcement, Firefighting And Related Protective Services, Other.														
Professor								4	8	2				
Associate Professor								2	3	2				
Assistant Professor (excl								2	3	2				
Assistant Professor (incl								2	3	2				
New Assistant Professor										0				
Instructor										0				
[44.] PUBLIC ADMINISTRATION AND SOCIAL SERVICE PROFESSIONS.														
44.00 Human Services, General.														
Professor				100,158	103,246	28,146	0.94	2	35	15			60,936	153,988
Associate Professor				85,519	85,596	10,038	0.97	1	37	17			70,690	102,618
Assistant Professor (excl				73,083	75,049	14,007	0.94	2	27	14			60,732	100,467
Assistant Professor (incl				69,014	73,595	14,654	0.93	2	33	15			56,789	99,669
New Assistant Professor								2	6	4				
Instructor										0				
44.02 Community Organization And Advocacy.														
Professor								2	10	4				
Associate Professor				79,745	78,152	17,160	0.89	2	28	5			57,942	99,124
Assistant Professor (excl								4	24	3				
Assistant Professor (incl								3	25	4				
New Assistant Professor								1	1	1				

Instructor									13	13	1				
44.04 Public Administration.															
Professor	1	10500	10500	122,586	123,675	30,279	1.13	2	166	73			82,208	179,257	
Associate Professor				86,611	94,481	21,975	1.07	2	195	78			70,949	127,746	
Assistant Professor (excl				75,643	79,548	14,740	1.00	2	116	53			60,462	107,167	
Code/Title	A. Focus Salary			B. Comparison Group Statistics							Focus Median Salary as Percent of CG Median Salary		Additional Percentiles		
	NP	Median	Average	Median	Average	Std. Dev.	Salary Factor	Median NP	NP	NI			5	95	
Assistant Professor (incl	3	75712	74720	75,800	79,468	14,938	1.00	2	131	55			59,128	107,043	
New Assistant Professor				79,000	78,868	12,227	0.99	1	15	11			62,500	96,500	
Instructor								9	9	1					
44.05 Public Policy Analysis .															
Professor				177,058	176,974	45,231	1.62	3	80	22			116,453	244,643	
Associate Professor				120,649	121,459	27,605	1.38	2	69	21			81,610	168,646	
Assistant Professor (excl				96,375	97,168	20,622	1.22	1	55	20			69,675	126,466	
Assistant Professor (incl				97,620	95,001	17,034	1.20	2	66	22			70,000	124,310	
New Assistant Professor				100,000	95,611	14,537	1.20	1	11	9			74,000	113,000	
Instructor								1	1	1					
44.07 Social Work.															
Professor				98,493	105,256	30,044	0.96	2	456	172			69,885	156,209	
Associate Professor	3	84314	82920	81,982	84,635	16,256	0.96	2	713	223			63,325	117,120	
Assistant Professor (excl				71,080	72,827	11,954	0.92	2	576	203			56,112	94,326	
Assistant Professor (incl	3	73650	73852	70,966	72,608	11,683	0.91	3	655	217			56,198	93,436	
New Assistant Professor				72,000	71,675	8,304	0.90	1	79	65			56,000	82,580	
Instructor				60,261	64,623	16,708	0.93	2	26	10			49,163	92,475	
44.99 Public Administration And Social Service Professions, Other.															
Professor								2	4	2					
Associate Professor								4	7	2					
Assistant Professor (excl								1	5	4					
Assistant Professor (incl								1	5	4					
New Assistant Professor										0					
Instructor								4	4	1					
[45.] SOCIAL SCIENCES.															
45.01 Social Sciences, General.															
Professor				96,638	105,711	32,293	0.97	2	168	38			75,132	175,304	
Associate Professor				80,854	87,496	32,592	0.99	2	148	42			52,566	136,938	
Assistant Professor (excl				66,177	69,019	15,020	0.87	1	107	36			53,197	97,806	
Assistant Professor (incl				67,016	69,184	14,666	0.87	1	112	36			53,197	95,961	
New Assistant Professor								1	5	4					
Instructor								4	18	3					
45.02 Anthropology.															
Professor	8	109506	100108	103,870	109,578	27,716	1.00	2	538	182			76,426	161,807	
Associate Professor	1	77715	77715	83,803	85,323	14,511	0.97	2	476	170			64,635	110,231	

Assistant Professor (excl				75,479	75,513	12,230	0.95	2	258	126			54,900	96,311
Assistant Professor (incl				73,892	74,824	12,022	0.94	2	303	136			55,519	93,121
New Assistant Professor				70,000	72,774	10,742	0.92	1	45	30			60,002	92,750
Instructor				70,506	70,454	12,433	1.02	1	17	8			53,329	88,660

45.03 Archeology.

Professor				100,870	101,873	5,213	0.93	1	7	5			96,419	109,536
Associate Professor				80,367	78,120	9,562	0.89	1	9	8			64,630	90,964

Code/Title	A. Focus Salary			B. Comparison Group Statistics						Focus Median Salary as Percent of CG Median Salary	Additional Percentiles			
	NP	Median	Average	Median	Average	Std. Dev.	Salary Factor	Median NP	NP		NI	5	95	
Assistant Professor (excl								1	1	1				
Assistant Professor (incl								1	1	1				
New Assistant Professor										0				
Instructor										0				

45.04 Criminology.

Professor				106,033	109,101	40,010	1.00	2	117	44			69,009	139,280
Associate Professor				81,195	83,366	15,998	0.94	2	154	52			62,802	116,236
Assistant Professor (excl				69,942	71,634	11,404	0.90	1	103	49			55,740	93,476
Assistant Professor (incl				69,942	71,272	11,287	0.90	2	117	51			55,800	92,846
New Assistant Professor				67,900	67,501	5,525	0.85	1	14	12			58,529	74,801
Instructor								1	4	3				

45.05 Demography.

Professor								1	8	3				
Associate Professor								1	6	3				
Assistant Professor (excl								1	4	4				
Assistant Professor (incl								1	4	4				
New Assistant Professor										0				
Instructor										0				

45.06 Economics.

Professor	4	123593	123206	124,937	136,046	44,917	1.24	2	978	267			78,291	220,624
Associate Professor	2	100537	100537	107,943	112,038	28,717	1.27	2	686	233			72,948	160,507
Assistant Professor (excl				100,900	103,430	24,296	1.30	2	458	190			66,457	145,455
Assistant Professor (incl				100,119	102,681	24,070	1.29	2	512	197			66,618	145,031
New Assistant Professor				101,250	107,596	21,412	1.36	1	54	40			76,527	145,000
Instructor				83,435	99,025	36,832	1.43	1	27	6			69,074	159,194

45.07 Geography And Cartography.

Professor				103,088	107,068	27,972	0.98	3	505	146			69,971	163,225
Associate Professor				85,271	86,683	15,872	0.98	2	372	141			64,799	115,241
Assistant Professor (excl				76,094	77,267	11,326	0.97	2	195	93			61,688	94,005
Assistant Professor (incl				75,477	76,705	11,334	0.97	2	231	98			62,339	94,715
New Assistant Professor				76,026	77,234	14,237	0.97	1	36	28			58,415	104,620
Instructor				68,767	71,112	12,894	1.03	1	5	5			59,160	90,332

45.09 International Relations And National Security Studies.

Professor				120,385	128,326	29,369	1.17	2	86	31			86,407	182,146
Associate Professor				89,434	89,541	18,031	1.01	2	64	30			62,276	117,977
Assistant Professor (excl				84,675	85,083	15,522	1.07	1	26	16			65,360	112,528
Assistant Professor (incl				83,500	83,554	15,789	1.05	1	28	17			61,994	111,692
New Assistant Professor								1	2	2				
Instructor										0				

45.10 Political Science And Government.

Professor	2	100524	100524	100,939	107,805	28,958	0.99	3	1,424	390			72,895	161,797
Associate Professor	2	77449	77449	81,696	84,764	17,711	0.96	2	1,243	367			61,933	116,425

Code/Title	A. Focus Salary			B. Comparison Group Statistics						Focus Median Salary as Percent of CG Median Salary	Additional Percentiles			
	NP	Median	Average	Median	Average	Std. Dev.	Salary Factor	Median NP	NP		NI	5	95	
Assistant Professor (excl				70,114	72,820	14,497	0.92	2	633	277			55,107	98,723
Assistant Professor (incl				70,000	72,397	13,819	0.91	2	733	295			55,103	97,065
New Assistant Professor				74,000	74,642	12,432	0.94	1	100	76			58,000	93,500
Instructor				72,209	72,865	14,229	1.05	1	33	9			55,005	95,687

45.11 Sociology.

Professor	1	98723	98723	98,074	104,796	27,513	0.96	2	1,071	349			71,541	160,610
Associate Professor	1	76314	76314	78,821	82,458	16,011	0.93	2	985	347			61,833	113,489
Assistant Professor (excl				70,835	73,135	15,002	0.92	2	481	242			54,776	94,174
Assistant Professor (incl	2	70437	70437	69,986	72,543	14,376	0.91	2	572	267			54,788	93,551
New Assistant Professor				70,000	72,803	12,005	0.92	1	91	67			58,950	88,925
Instructor				64,977	72,875	18,774	1.05	1	22	8			55,506	102,449

45.12 Urban Studies/Affairs.

Professor				127,873	132,117	29,110	1.21	2	30	14			94,334	171,918
Associate Professor				100,608	99,709	20,581	1.13	2	32	15			72,070	130,434
Assistant Professor (excl				75,924	78,414	12,780	0.99	1	16	9			64,104	97,442
Assistant Professor (incl				76,488	78,062	12,041	0.98	2	18	10			64,117	96,718
New Assistant Professor								1	2	2				
Instructor								8	8	1				

45.13 Sociology And Anthropology .

Professor				100,995	97,064	18,908	0.89	1	30	16			66,362	124,864
Associate Professor				86,351	89,602	15,957	1.02	3	38	14			73,751	113,224
Assistant Professor (excl				67,235	71,318	8,647	0.90	1	19	12			61,895	85,334
Assistant Professor (incl				66,364	70,294	8,925	0.89	1	24	13			59,642	85,209
New Assistant Professor								1	5	4				
Instructor										0				

45.14 Rural Sociology

Professor										0				
Associate Professor										0				
Assistant Professor (excl										0				
Assistant Professor (incl										0				
New Assistant Professor										0				

Instructor											0				
45.15 Geography And Anthropology.															
Professor											0				
Associate Professor											0				
Assistant Professor (excl											0				
Assistant Professor (incl											0				
New Assistant Professor											0				
Instructor											0				
45.99 Social Sciences, Other.															
Professor										1	3	3			
Associate Professor				99,471	94,045	22,692	1.07		1	9	7			62,559	124,908
Code/Title	A. Focus Salary			B. Comparison Group Statistics							Focus Median Salary as Percent of CG Median Salary	Additional Percentiles			
	NP	Median	Average	Median	Average	Std. Dev.	Salary Factor	Median	NP	NP		NI	5	95	
Assistant Professor (excl				82,938	79,802	11,024	1.00		1	7	5			64,217	92,553
Assistant Professor (incl				82,938	79,802	11,024	1.01		1	7	5			64,217	92,553
New Assistant Professor											0				
Instructor											0				
[46.] CONSTRUCTION TRADES.															
46.00 Construction Trades, General.															
Professor											0				
Associate Professor											0				
Assistant Professor (excl									1	2	2				
Assistant Professor (incl									2	3	2				
New Assistant Professor									1	1	1				
Instructor											0				
46.01 Mason/Masonry.															
Professor											0				
Associate Professor											0				
Assistant Professor (excl											0				
Assistant Professor (incl											0				
New Assistant Professor											0				
Instructor											0				
46.02 Carpenters.															
Professor											0				
Associate Professor									1	1	1				
Assistant Professor (excl									1	1	1				
Assistant Professor (incl									1	1	1				
New Assistant Professor											0				
Instructor									1	1	1				
46.03 Electrical And Power Transmission Installers.															
Professor											0				
Associate Professor									3	6	2				

Assistant Professor (excl New)									1	4	3						
Assistant Professor (incl New)									1	5	4						
New Assistant Professor									1	1	1						
Instructor									1	2	2						
46.04 Building/Construction Finishing, Management, And Inspection.																	
Professor									1	2	2						
Associate Professor									1	3	3						
Assistant Professor (excl New)									1	2	2						
Assistant Professor (incl New)									1	4	3						
New Assistant Professor									2	2	1						
Instructor											0						
46.05 Plumbing And Related Water Supply Services.																	
Professor											0						
Code/Title	A. Focus Salary			B. Comparison Group Statistics							Focus Median Salary as Percent of CG Median Salary		Additional Percentiles				
	NP	Median	Average	Median	Average	Std. Dev.	Salary Factor	Median	NP	NP	NI		5	95			
Associate Professor											0						
Assistant Professor (excl New)											0						
Assistant Professor (incl New)											0						
New Assistant Professor											0						
Instructor									1	1	1						
46.99 Construction Trades, Other.																	
Professor											0						
Associate Professor											0						
Assistant Professor (excl New)											0						
Assistant Professor (incl New)											0						
New Assistant Professor											0						
Instructor											0						
[47.] MECHANIC AND REPAIR TECHNOLOGIES/TECHNICIANS.																	
47.00 Mechanics And Repairers, General.																	
Professor											0						
Associate Professor											0						
Assistant Professor (excl New)											0						
Assistant Professor (incl New)											0						
New Assistant Professor											0						
Instructor											0						
47.01 Electrical/Electronics Maintenance And Repair Technologies/Technicians.																	
Professor									1	1	1						
Associate Professor									1	1	1						
Assistant Professor (excl New)											0						
Assistant Professor (incl New)											0						
New Assistant Professor											0						
Instructor									1	1	1						

Assistant Professor (excl											0			
Assistant Professor (incl											0			
New Assistant Professor											0			
Instructor											0			
[49.] TRANSPORTATION AND MATERIALS MOVING.														
49.01 Air Transportation.														
Professor				112,915	113,032	29,610	1.03		3	29	12		71,664	163,301
Associate Professor				91,299	88,229	16,959	1.00		2	45	15		62,980	109,283
Assistant Professor (excl				82,795	85,376	17,119	1.07		2	36	18		58,390	114,421
Assistant Professor (incl				81,523	83,895	16,345	1.06		2	41	19		58,624	114,210
New Assistant Professor									1	5	3			
Instructor									2	12	4			
49.02 Ground Transportation.														
Professor											0			
Associate Professor									1	1	1			
Assistant Professor (excl									1	1	1			
Assistant Professor (incl									1	1	1			
New Assistant Professor											0			
Code/Title	A. Focus Salary			B. Comparison Group Statistics							Focus Median Salary as Percent of CG Median Salary		Additional Percentiles	
	NP	Median	Average	Median	Average	Std. Dev.	Salary Factor	Median	NP	NP	NI		5	95
Instructor											0			
49.03 Marine Transportation.														
Professor									1	1	1			
Associate Professor									1	1	1			
Assistant Professor (excl									1	1	1			
Assistant Professor (incl									1	1	1			
New Assistant Professor											0			
Instructor											0			
49.99 Transportation And Materials Moving, Other.														
Professor											0			
Associate Professor											0			
Assistant Professor (excl											0			
Assistant Professor (incl											0			
New Assistant Professor											0			
Instructor											0			
[50.] VISUAL AND PERFORMING ARTS.														
50.01 Visual And Performing Arts, General.														
Professor				94,738	97,032	22,852	0.89		2	199	74		65,262	131,462
Associate Professor				79,630	81,210	17,046	0.92		2	208	76		59,799	112,234
Assistant Professor (excl				66,856	68,687	14,527	0.86		1	129	63		48,782	93,327
Assistant Professor (incl				66,856	68,518	14,099	0.86		1	143	65		48,814	92,364
New Assistant Professor				74,750	75,697	7,634	0.95		1	14	10		66,575	87,750

Instructor									1	1	1				
50.02 Crafts/Craft Design, Folk Art And Artisanry.															
Professor									1	1	1				
Associate Professor									2	4	2				
Assistant Professor (excl									1	3	3				
Assistant Professor (incl									1	3	3				
New Assistant Professor											0				
Instructor											0				
50.03 Dance.															
Professor				96,810	103,890	25,792	0.95		1	113	68			76,707	159,003
Associate Professor				79,975	84,693	16,759	0.96		2	131	65			65,790	118,804
Assistant Professor (excl				64,127	66,569	8,594	0.84		1	92	56			56,673	81,365
Assistant Professor (incl				64,263	66,838	8,492	0.84		1	100	59			56,963	81,238
New Assistant Professor				69,000	67,795	6,731	0.85		1	8	8			57,857	76,732
Instructor									2	3	2				
50.04 Design And Applied Arts.															
Professor				96,975	103,852	27,104	0.95		2	284	107			72,314	156,381
Associate Professor				78,858	82,618	16,431	0.94		2	371	117			58,865	113,500
Assistant Professor (excl				69,899	71,037	12,301	0.89		2	252	108			53,747	95,884
Assistant Professor (incl				70,000	70,801	12,077	0.89		2	301	115			53,845	95,047
Code/Title	A. Focus Salary			B. Comparison Group Statistics							Focus Median Salary as Percent of CG Median Salary		Additional Percentiles		
	NP	Median	Average	Median	Average	Std. Dev.	Salary Factor	Median	NP	NI			5	95	
New Assistant Professor				70,086	71,369	9,614	0.90	1	49	35			58,075	89,381	
Instructor								1	3	3					
50.05 Drama/Theatre Arts And Stagecraft.															
Professor	3	86104	85785	94,665	98,301	21,948	0.90	2	571	248			69,863	140,488	
Associate Professor	3	68535	67775	75,946	78,859	13,994	0.89	2	685	273			61,101	106,309	
Assistant Professor (excl				65,203	67,050	11,171	0.84	2	438	200			50,435	87,293	
Assistant Professor (incl	1	51460	51460	64,272	66,465	10,790	0.84	2	519	213			50,558	85,517	
New Assistant Professor				65,004	65,888	6,707	0.83	1	81	60			55,730	77,000	
Instructor	1	52000	52000	80,084	82,504	16,234	1.19	1	9	7			65,552	106,716	
50.06 Film/Video And Photographic Arts.															
Professor				97,491	105,020	31,269	0.96	2	165	75			72,595	145,960	
Associate Professor				81,724	83,831	16,298	0.95	2	264	87			63,035	110,526	
Assistant Professor (excl				71,994	72,735	11,467	0.91	2	149	67			55,165	92,738	
Assistant Professor (incl				71,872	72,424	11,493	0.91	2	173	70			55,486	91,400	
New Assistant Professor				65,603	69,991	12,499	0.88	1	24	18			54,250	90,589	
Instructor				68,416	71,590	19,558	1.03	1	15	6			49,085	98,904	
50.07 Fine And Studio Art.															
Professor	10	95087	90563	91,261	95,443	21,948	0.87	3	1,507	392			67,228	140,735	
Associate Professor	3	64844	65057	74,573	78,072	15,474	0.88	2	1,349	376			59,478	107,711	
Assistant Professor (excl				65,310	67,790	11,417	0.85	2	693	279			52,978	90,066	

Assistant Professor (incl				65,280	67,411	11,133	0.85	2	805	293			52,704	89,057
New Assistant Professor				65,640	66,681	9,393	0.84	1	112	76			53,750	82,000
Instructor	1	56000	56000	71,275	67,830	17,491	0.98	1	35	13			47,381	94,906

50.09 Music.

Professor	10	85640	84413	91,703	95,095	21,822	0.87	4	2,227	380			67,139	138,295
Associate Professor	2	66207	66207	73,743	76,243	14,062	0.86	3	1,724	364			58,158	106,565
Assistant Professor (excl				64,786	65,713	10,383	0.83	2	945	288			51,367	84,955
Assistant Professor (incl	1	56621	56621	64,467	65,697	10,194	0.83	3	1,118	301			51,292	85,292
New Assistant Professor				64,000	65,783	8,929	0.83	1	173	107			54,085	83,050
Instructor				70,753	69,870	22,053	1.01	1	37	16			37,093	102,968

50.10 Arts, Entertainment, And Media Management .

Professor				118,494	128,689	57,897	1.18	1	27	16			78,583	215,404
Associate Professor				82,593	91,818	25,633	1.04	2	30	13			64,981	136,969
Assistant Professor (excl				70,762	77,925	15,875	0.98	1	34	20			63,728	112,599
Assistant Professor (incl				70,762	77,799	15,831	0.98	1	37	20			63,728	112,599
New Assistant Professor								1	3	3				
Instructor										0				

50.13 Community/Environmental/Socially-Engaged Art.

Professor										0				
Associate Professor										0				
Assistant Professor (excl										0				
Assistant Professor (incl										0				

Code/Title	A. Focus Salary			B. Comparison Group Statistics						Focus Median Salary as Percent of CG Median Salary	Additional Percentiles		
	NP	Median	Average	Median	Average	Std. Dev.	Salary Factor	Median NP	NP		NI	5	95
New Assistant Professor										0			
Instructor										0			

50.99 Visual And Performing Arts, Other.

Professor									9	9	1			
Associate Professor									2	13	4			
Assistant Professor (excl									2	4	2			
Assistant Professor (incl									3	6	2			
New Assistant Professor									2	2	1			
Instructor											0			

[51.] HEALTH PROFESSIONS AND RELATED PROGRAMS.

51.00 Health Services/Allied Health/Health Sciences, General.

Professor				101,737	109,435	33,511	1.00	1	111	50			69,606	170,088
Associate Professor				86,044	87,573	18,714	0.99	2	141	54			58,823	118,568
Assistant Professor (excl				74,187	74,421	13,685	0.94	1	126	52			56,365	95,771
Assistant Professor (incl				73,900	73,791	13,188	0.93	1	147	55			58,215	94,831
New Assistant Professor				72,561	69,753	7,366	0.88	1	21	15			59,250	80,110
Instructor				61,963	60,750	10,160	0.88	1	38	11			43,478	74,353

51.01 Chiropractic.

Professor											0				
Associate Professor								1	4	3					
Assistant Professor (excl								2	2	1					
Assistant Professor (incl								3	3	1					
New Assistant Professor								1	1	1					
Instructor								1	1	1					

51.02 Communication Disorders Sciences And Services.

Professor	2	96115	96115	110,371	116,315	29,670	1.06	2	264	118			81,337	174,439
Associate Professor	1	86136	86136	87,016	90,451	15,777	1.03	2	363	135			69,171	119,885
Assistant Professor (excl				77,143	78,570	11,498	0.99	2	320	129			63,456	100,848
Assistant Professor (incl	3	76440	74187	77,143	78,411	11,269	0.99	2	364	137			63,353	99,914
New Assistant Professor				75,289	77,224	9,950	0.97	1	44	35			65,318	95,517
Instructor				72,000	73,226	5,936	1.06	1	6	5			66,981	81,924

51.04 Dentistry.

Professor				167,582	173,437	31,428	1.59	3	80	17			132,785	231,741
Associate Professor				138,408	139,399	33,888	1.58	3	75	18			99,295	179,464
Assistant Professor (excl				97,629	104,841	12,794	1.32	2	42	10			94,019	126,851
Assistant Professor (incl				98,134	105,748	13,950	1.33	3	46	10			94,019	130,447
New Assistant Professor								1	4	4				
Instructor										0				

51.05 Advanced/Graduate Dentistry And Oral Sciences.

Professor				175,558	180,100	34,994	1.65	6	89	14			138,159	238,692
Associate Professor				154,697	154,265	26,894	1.75	5	67	12			116,951	191,358
Assistant Professor (excl				121,030	131,920	36,420	1.66	2	21	9			99,212	192,588

Code/Title	A. Focus Salary			B. Comparison Group Statistics						Focus Median Salary as Percent of CG Median Salary	Additional Percentiles			
	NP	Median	Average	Median	Average	Std. Dev.	Salary Factor	Median NP	NP		NI	5	95	
Assistant Professor (incl				112,861	126,894	36,311	1.60	2	26	10			95,583	189,118
New Assistant Professor								2	5	3				
Instructor										0				

51.06 Dental Support Services And Allied Professions.

Professor				100,948	101,252	23,511	0.93	1	36	20			65,702	142,972
Associate Professor				75,802	81,267	21,924	0.92	2	48	27			53,632	117,911
Assistant Professor (excl				69,591	71,741	10,631	0.90	1	37	22			58,695	91,510
Assistant Professor (incl				70,058	71,213	10,222	0.90	2	48	24			58,771	91,073
New Assistant Professor				63,740	64,374	4,641	0.81	1	11	8			58,130	71,161
Instructor				65,150	63,643	7,949	0.92	1	12	7			52,598	73,944

51.07 Health And Medical Administrative Services.

Professor				121,611	130,479	44,971	1.19	1	105	58			77,580	218,399
Associate Professor				93,014	96,483	23,102	1.09	1	144	65			65,265	130,123
Assistant Professor (excl				83,433	88,070	21,402	1.11	1	115	64			62,719	115,490
Assistant Professor (incl				83,433	87,746	21,186	1.11	1	125	66			62,731	115,462
New Assistant Professor				82,500	83,301	11,393	1.05	1	10	8			68,882	101,240
Instructor				56,771	58,766	11,921	0.85	1	6	6			44,705	76,215

51.08 Allied Health And Medical Assisting Services.

Professor				92,029	96,944	27,818	0.89	1	29	16			67,826	142,236
Associate Professor				73,705	76,134	20,156	0.86	1	24	16			52,694	112,670
Assistant Professor (excl				66,861	70,450	16,052	0.89	1	37	21			49,614	98,418
Assistant Professor (incl				66,581	69,770	15,955	0.88	1	40	22			51,508	98,049
New Assistant Professor								1	3	3				
Instructor				65,048	66,344	11,173	0.96	2	23	10			52,024	84,745

51.09 Allied Health Diagnostic, Intervention, And Treatment Professions.

Professor				99,104	108,453	27,223	0.99	1	138	75			76,267	162,489
Associate Professor				85,441	88,539	19,256	1.00	1	205	102			62,405	123,722
Assistant Professor (excl				75,339	76,225	17,563	0.96	1	197	94			53,421	104,934
Assistant Professor (incl				75,163	75,959	17,254	0.96	1	212	98			53,810	104,324
New Assistant Professor				74,751	76,538	11,616	0.96	1	15	12			61,088	95,180
Instructor				64,854	64,247	15,662	0.93	1	44	17			42,136	88,906

51.10 Clinical/Medical Laboratory Science/Research And Allied Professions.

Professor				98,294	119,000	55,942	1.09	1	29	20			81,500	268,681
Associate Professor				88,458	90,488	23,962	1.03	1	55	30			58,323	122,597
Assistant Professor (excl				73,592	76,749	17,677	0.96	1	48	27			54,971	107,435
Assistant Professor (incl				73,734	77,041	17,139	0.97	1	52	30			55,330	105,499
New Assistant Professor								1	4	4				
Instructor				60,146	60,394	11,512	0.87	2	12	6			46,381	73,379

51.11 Health/Medical Preparatory Programs.

Professor								1	4	3				
Associate Professor				73,753	73,805	8,235	0.84	1	11	5			63,106	84,576
Assistant Professor (excl								2	8	3				
Code/Title	A. Focus Salary			B. Comparison Group Statistics							Focus Median Salary as Percent of CG Median Salary	Additional Percentiles		
	NP	Median	Average	Median	Average	Std. Dev.	Salary Factor	Median	NP	NI			5	95
Assistant Professor (incl								2	9	4				
New Assistant Professor								1	1	1				
Instructor								1	1	1				

51.12 Medicine (Md) .

Professor				186,436	198,507	63,005	1.82	9	1,211	39			126,153	312,444
Associate Professor				122,794	140,196	49,266	1.59	10	575	34			92,479	250,240
Assistant Professor (excl				107,362	112,133	38,066	1.41	6	302	31			57,194	161,808
Assistant Professor (incl				106,287	111,099	37,365	1.40	6	324	32			57,419	149,382
New Assistant Professor				98,160	124,170	68,096	1.56	1	22	13			72,062	268,518
Instructor								2	5	3				

51.14 Medical Clinical Sciences/Graduate Medical Studies.

Professor								2	6	4				
Associate Professor								1	2	2				
Assistant Professor (excl								2	7	3				
Assistant Professor (incl								2	7	3				

New Assistant Professor										0				
Instructor										0				
51.15 Mental And Social Health Services And Allied Professions.														
Professor				90,781	94,448	21,389	0.86	2	88	46			69,104	134,010
Associate Professor				81,489	82,685	16,102	0.94	2	127	63			65,981	111,111
Assistant Professor (excl				67,373	69,728	11,373	0.88	1	111	59			54,034	90,651
Assistant Professor (incl				68,707	69,828	11,815	0.88	1	144	72			53,863	92,206
New Assistant Professor				70,000	69,473	11,006	0.88	1	33	23			50,540	81,879
Instructor				65,434	66,354	9,252	0.96	1	7	5			54,549	76,859
51.17 Optometry (Od).														
Professor				125,808	133,298	18,118	1.22	6	28	5			116,264	159,877
Associate Professor								6	21	4				
Assistant Professor (excl								1	24	3				
Assistant Professor (incl								2	28	4				
New Assistant Professor								1	4	4				
Instructor										0				
51.18 Ophthalmic And Optometric Support Services And Allied Professions.														
Professor										0				
Associate Professor								1	1	1				
Assistant Professor (excl								1	2	2				
Assistant Professor (incl								1	2	2				
New Assistant Professor										0				
Instructor										0				
51.19 Osteopathic Med/Osteopathy (DO)														
Professor										0				
Associate Professor										0				
Assistant Professor (excl										0				
Code/Title	A. Focus Salary			B. Comparison Group Statistics							Focus Median Salary as	Additional Percentiles		
	NP	Median	Average	Median	Average	Std. Dev.	Salary Factor	Median NP	NP	NI	Percent of CG Median Salary	5	95	
Assistant Professor (incl										0				
New Assistant Professor										0				
Instructor										0				
51.20 Pharmacy, Pharmaceutical Sciences, And Administration.														
Professor	12	109071	10983	145,048	148,165	28,022	1.36	9	512	55			109,160	196,642
Associate Professor	9	94894	98188	114,009	118,164	15,740	1.34	6	400	55			100,459	146,419
Assistant Professor (excl				98,225	100,167	13,208	1.26	4	232	50			83,725	127,226
Assistant Professor (incl	2	87526	94894	97,169	99,568	12,612	1.25	4	261	50			83,721	125,229
New Assistant Professor				95,940	99,012	12,855	1.25	2	29	15			83,850	121,334
Instructor	1	46204	46204					1	1	1				
51.21 Podiatric Med/Podiatry (DPM)														
Professor										0				
Associate Professor										0				

Assistant Professor (excl										0				
Assistant Professor (incl										0				
New Assistant Professor										0				
Instructor										0				

51.22 Public Health.

Professor	5	116002	114651	124,935	133,427	39,934	1.22		2	514	115			85,741	199,406
Associate Professor	3	89284	89284	95,209	100,068	24,811	1.13		2	462	121			71,230	152,028
Assistant Professor (excl				82,601	86,468	18,140	1.09		2	399	122			66,981	117,754
Assistant Professor (incl	2	85000	85000	82,406	85,885	17,685	1.08		2	455	128			67,313	114,558
New Assistant Professor				82,300	87,075	17,404	1.10		1	56	36			68,000	113,329
Instructor	1	55369	55369						2	2	1				

51.23 Rehabilitation And Therapeutic Professions.

Professor	2	115343	115343	112,959	115,619	26,213	1.06		2	345	122			76,080	162,745
Associate Professor	1	106299	106299	94,070	97,036	17,532	1.10		3	506	147			74,277	129,675
Assistant Professor (excl				80,193	81,935	11,972	1.03		2	453	142			63,527	101,983
Assistant Professor (incl	3	85437	85019	80,000	81,637	11,805	1.03		3	499	147			63,554	101,956
New Assistant Professor				79,226	80,390	9,198	1.01		1	46	37			69,551	97,000
Instructor	1	79000	79000	77,473	80,804	15,993	1.17		2	9	6			61,506	103,262

51.24 Veterinary Med (DVM)

Professor											0				
Associate Professor											0				
Assistant Professor (excl											0				
Assistant Professor (incl											0				
New Assistant Professor											0				
Instructor											0				

51.25 Veterinary BioMed & Clin Sci (Cert, MS, PhD)

Professor											0				
Associate Professor											0				
Assistant Professor (excl											0				
Code/Title	A. Focus Salary			B. Comparison Group Statistics							Focus Median Salary as Percent of CG Median Salary		Additional Percentiles		
	NP	Median	Average	Median	Average	Std. Dev.	Salary Factor	Median	NP	NP	NI			5	95
Assistant Professor (incl											0				
New Assistant Professor											0				
Instructor											0				

51.26 Health Aides/Attendants/Orderlies.

Professor											0				
Associate Professor											0				
Assistant Professor (excl									1	1	1				
Assistant Professor (incl									1	1	1				
New Assistant Professor											0				
Instructor											0				

51.27 Medical Illustration And Informatics.

51.36 Movement And Mind-Body Therapies And Education.

Professor								1	2	2				
Associate Professor								1	1	1				
Assistant Professor (excl								1	2	2				
Assistant Professor (incl								2	3	2				
New Assistant Professor								1	1	1				
Instructor										0				

51.37 Energy And Biologically Based Therapies.

Professor										0				
Associate Professor										0				
Assistant Professor (excl										0				
Assistant Professor (incl										0				
New Assistant Professor										0				
Instructor										0				

51.38 Registered Nursing, Nursing Administration, Nursing Research And Clinical Nursing.

Professor				110,002	115,587	30,033	1.06	2	752	244			76,155	174,140
Associate Professor				92,050	93,176	20,066	1.06	3	1,261	319			64,667	128,471
Assistant Professor (excl				79,889	81,182	15,380	1.02	4	1,524	319			60,926	105,895
Assistant Professor (incl				79,889	81,391	16,167	1.03	4	1,708	331			60,643	108,676
New Assistant Professor				78,960	81,162	18,512	1.02	1	184	100			60,000	109,594
Instructor				67,610	68,473	14,247	0.99	2	156	45			49,577	95,982

51.39 Practical Nursing, Vocational Nursing And Nursing Assistants.

Professor				78,806	82,126	15,508	0.75	2	11	5			61,576	100,786
Associate Professor				65,639	65,421	7,551	0.74	2	12	6			54,223	74,372
Assistant Professor (excl				63,656	69,186	11,580	0.87	2	27	11			59,102	92,077
Assistant Professor (incl				63,347	69,145	11,600	0.87	2	28	11			59,102	92,077
New Assistant Professor								1	1	1				
Instructor				62,895	65,704	11,569	0.95	1	15	5			53,459	82,677

51.99 Health Professions And Related Clinical Sciences, Other.

Professor				119,195	129,805	35,604	1.19	2	39	11			91,850	194,871
Associate Professor				90,267	105,716	39,554	1.20	2	52	18			71,847	177,513
Assistant Professor (excl				70,779	82,979	25,644	1.04	3	31	10			59,742	131,997
Code/Title	A. Focus Salary			B. Comparison Group Statistics							Focus Median Salary as Percent of CG Median Salary	Additional Percentiles		
	NP	Median	Average	Median	Average	Std. Dev.	Salary Factor	Median	NP	NP	NI		5	95
Assistant Professor (incl				70,779	82,692	25,010	1.04	3	32	10			59,742	130,417
New Assistant Professor								1	1	1				
Instructor								1	1	1				

[52.] BUSINESS, MANAGEMENT, MARKETING, AND RELATED SUPPORT SERVICES.

52.01 Business/Commerce General.

Professor				113,487	133,429	59,521	1.22	2	338	96			72,469	262,041
Associate Professor				101,068	111,439	42,341	1.26	2	329	95			61,923	203,949
Assistant Professor (excl				86,355	98,082	37,009	1.23	2	244	75			53,423	175,366

Assistant Professor (incl				86,355	98,279	37,138	1.24	2	269	79			54,248	180,034
New Assistant Professor				109,911	120,816	48,791	1.52	1	25	17			68,130	193,216
Instructor				76,785	80,709	22,153	1.17	2	31	13			52,052	115,504
52.02 Business Administration, Management And Operations.														
Professor	5	139891	143994	137,636	146,228	53,713	1.34	3	1,397	366			80,124	261,261
Associate Professor	2	129660	129660	118,805	122,762	37,620	1.39	3	1,365	375			67,664	190,166
Assistant Professor (excl				112,654	116,204	37,048	1.46	2	959	327			63,800	184,958
Assistant Professor (incl				111,632	115,270	36,542	1.45	2	1,107	344			61,614	184,680
New Assistant Professor	2	125705	125705	115,000	122,940	39,150	1.55	1	148	80			61,950	193,541
Instructor				67,800	79,905	35,247	1.15	1	18	16			52,798	124,192
52.03 Accounting And Related Services.														
Professor	3	149659	149333	157,709	168,289	61,145	1.54	2	778	298			83,538	293,868
Associate Professor	1	155359	155359	146,496	148,631	47,875	1.68	2	990	340			72,299	238,728
Assistant Professor (excl				137,591	141,080	46,256	1.77	2	740	325			69,483	231,330
Assistant Professor (incl	3	143905	143380	136,301	139,581	45,999	1.76	2	829	339			69,317	230,440
New Assistant Professor				145,000	150,866	43,337	1.90	1	89	69			78,639	235,000
Instructor				69,673	78,297	25,979	1.13	1	25	19			48,274	126,053
52.04 Business Operations Support And Assistant Services.														
Professor				96,191	96,687	12,570	0.88	1	6	5			81,630	113,534
Associate Professor								1	5	4				
Assistant Professor (excl								1	1	1				
Assistant Professor (incl								1	2	2				
New Assistant Professor								1	1	1				
Instructor								1	2	2				
52.05 Business/Corporate Communications.														
Professor				114,616	119,375	43,299	1.09	1	11	9			67,698	187,808
Associate Professor				90,015	96,476	16,651	1.09	1	15	9			81,357	127,357
Assistant Professor (excl								1	7	3				
Assistant Professor (incl								1	9	3				
New Assistant Professor								2	2	1				
Instructor										0				
52.06 Business/Managerial Economics.														
Professor				132,884	139,449	39,840	1.28	2	361	123			91,559	205,645
Associate Professor				112,098	116,980	27,275	1.33	2	309	105			81,776	170,142
Code/Title	A. Focus Salary			B. Comparison Group Statistics						Focus Median Salary as Percent of CG Median Salary		Additional Percentiles		
	NP	Median	Average	Median	Average	Std. Dev.	Salary Factor	Median NP	NP	NI			5	95
Assistant Professor (excl				103,656	108,097	22,544	1.36	2	170	85			76,570	149,662
Assistant Professor (incl				103,025	107,008	22,530	1.35	2	199	89			74,398	148,261
New Assistant Professor				113,333	117,625	28,438	1.48	1	29	23			80,200	154,600
Instructor								1	1	1				
52.07 Entrepreneurial And Small Business Operations.														
Professor				177,973	186,601	63,059	1.71	1	73	46			107,220	311,921

Associate Professor				137,323	143,174	32,368	1.62	1	67	43			102,262	198,144
Assistant Professor (excl				123,000	125,855	28,415	1.58	1	62	37			82,994	173,411
Assistant Professor (incl				124,062	126,192	28,687	1.59	1	74	42			82,109	170,998
New Assistant Professor				140,000	138,830	26,163	1.75	1	12	11			96,500	170,000
Instructor														

52.08 Finance And Financial Management Services.

Professor				164,802	180,463	60,776	1.65	2	698	240			108,118	318,127
Associate Professor				147,619	159,687	46,834	1.81	2	617	235			92,590	260,782
Assistant Professor (excl				141,882	151,440	47,201	1.90	2	415	195			77,069	240,089
Assistant Professor (incl				138,885	150,206	47,170	1.89	2	481	208			76,858	238,706
New Assistant Professor				144,000	161,008	48,222	2.03	1	66	53			98,173	249,000
Instructor								1	5	4				

52.09 Hospitality Administration/Management.

Professor				131,158	137,034	43,368	1.25	1	117	49			80,123	209,612
Associate Professor				99,916	104,185	24,770	1.18	1	150	54			68,905	150,755
Assistant Professor (excl				88,474	89,177	13,859	1.12	1	62	34			72,061	112,023
Assistant Professor (incl				89,550	90,672	16,141	1.14	1	76	42			71,641	117,414
New Assistant Professor				90,000	95,017	20,501	1.20	1	14	11			75,392	132,000
Instructor								1	4	4				

52.10 Human Resources Management And Services.

Professor				141,313	146,282	39,035	1.34	1	114	63			91,469	224,964
Associate Professor				119,654	127,133	31,039	1.44	1	114	50			85,928	189,611
Assistant Professor (excl				119,184	122,747	33,218	1.54	1	69	38			74,752	183,159
Assistant Professor (incl				119,099	122,288	32,957	1.54	1	76	40			74,895	183,075
New Assistant Professor				120,750	120,612	33,464	1.52	1	7	6			77,660	168,383
Instructor								1	3	3				

52.11 International Business.

Professor				160,274	168,460	36,721	1.54	1	70	31			116,877	236,294
Associate Professor				126,844	130,925	31,915	1.48	1	36	23			85,805	188,893
Assistant Professor (excl				144,860	132,471	45,173	1.67	3	24	10			61,704	183,148
Assistant Professor (incl				137,394	129,430	44,105	1.63	2	26	11			64,417	182,829
New Assistant Professor								1	2	2				
Instructor														

52.12 Management Information Systems And Services.

Professor	3	145858	143557	155,308	162,980	44,127	1.49	2	331	129			103,690	248,176
Associate Professor	1	132541	132541	138,808	142,912	34,331	1.62	2	246	103			90,527	212,581
Code/Title	A. Focus Salary			B. Comparison Group Statistics							Focus Median Salary as Percent of CG Median Salary		Additional Percentiles	
	NP	Median	Average	Median	Average	Std. Dev.	Salary Factor	Median	NP	NP	NI		5	95
Assistant Professor (excl				134,030	133,713	32,529	1.68	2	233	99			82,343	195,028
Assistant Professor (incl	1	119600	119600	133,232	132,748	31,831	1.67	2	273	104			83,099	193,125
New Assistant Professor				140,000	143,550	26,027	1.81	1	40	29			103,761	194,490
Instructor	1	125000	125000					1	5	4				

52.13 Management Sciences And Quantitative Methods.

Professor				147,764	163,410	52,815	1.49	2	218	69			96,901	262,793
Associate Professor				136,997	140,395	34,581	1.59	2	203	74			93,382	202,116
Assistant Professor (excl				134,101	135,261	31,161	1.70	2	140	61			86,100	188,880
Assistant Professor (incl				134,101	134,628	30,923	1.70	2	154	63			86,160	188,443
New Assistant Professor				139,036	143,703	25,652	1.81	1	14	10			107,251	186,000
Instructor								2	12	3				

52.14 Marketing.

Professor				149,602	163,863	52,935	1.50	2	715	253			94,636	271,947
Associate Professor				135,423	140,362	34,956	1.59	2	674	257			89,772	207,406
Assistant Professor (excl				125,000	128,027	33,778	1.61	2	459	221			77,000	185,000
Assistant Professor (incl				123,043	126,312	33,330	1.59	2	535	244			72,788	180,207
New Assistant Professor				130,000	132,538	33,223	1.67	1	76	63			72,500	184,700
Instructor								1	3	3				

52.15 Real Estate.

Professor				220,095	221,943	71,432	2.03	1	22	12			132,842	352,765
Associate Professor				151,605	172,500	60,243	1.96	1	12	9			98,910	265,457
Assistant Professor (excl				167,500	158,486	66,875	1.99	1	12	8			62,352	250,358
Assistant Professor (incl				167,500	158,486	66,875	2.00	1	12	8			62,352	250,358
New Assistant Professor										0				
Instructor										0				

52.16 Taxation.

Professor								1	6	3				
Associate Professor								1	4	3				
Assistant Professor (excl								1	5	3				
Assistant Professor (incl								1	5	3				
New Assistant Professor										0				
Instructor								1	1	1				

52.17 Insurance.

Professor				221,376	222,351	56,315	2.03	3	20	7			157,068	308,391
Associate Professor				159,937	172,380	44,761	1.95	1	18	10			123,893	242,854
Assistant Professor (excl								2	7	4				
Assistant Professor (incl								2	8	4				
New Assistant Professor								1	1	1				
Instructor										0				

52.18 General Sales, Merchandising And Related Marketing Operations.

Professor				151,476	157,754	30,440	1.44	1	10	7			122,676	203,399
Associate Professor								3	11	4				
Code/Title	A. Focus Salary			B. Comparison Group Statistics							Focus Median Salary as Percent of CG Median Salary	Additional Percentiles		
	NP	Median	Average	Median	Average	Std. Dev.	Salary Factor	Median	NP	NI			5	95
Assistant Professor (excl				114,160	109,692	22,998	1.38	1	10	8			82,919	143,199
Assistant Professor (incl				114,160	109,692	22,998	1.38	1	10	8			82,919	143,199

New Assistant Professor											0				
Instructor											0				

52.19 Specialized Sales, Merchandising And Marketing Operations.

Professor				106,364	112,151	15,408	1.03	1	15	7			93,377	135,311
Associate Professor				87,397	93,406	13,730	1.06	1	19	11			78,024	116,456
Assistant Professor (excl				72,603	71,551	12,617	0.90	1	14	9			52,628	89,565
Assistant Professor (incl				72,603	71,449	12,587	0.90	1	15	9			52,628	89,565
New Assistant Professor											1	1		
Instructor											1	1		

52.20 Construction Management.

Professor				114,857	115,814	17,397	1.06	2	39	17			91,359	148,806
Associate Professor				99,815	105,281	19,431	1.19	2	38	18			86,746	128,925
Assistant Professor (excl				82,014	83,244	9,453	1.05	1	38	21			74,085	104,286
Assistant Professor (incl				80,759	82,263	9,283	1.04	2	48	24			72,151	102,460
New Assistant Professor				77,500	80,877	9,767	1.02	1	10	9			70,049	96,800
Instructor											1	1		

52.21 Telecommunications Management .

Professor											0			
Associate Professor											0			
Assistant Professor (excl											0			
Assistant Professor (incl											0			
New Assistant Professor											0			
Instructor											0			

52.99 Business, Management, Marketing, And Related Services, Other.

Professor				153,784	154,446	49,137	1.41	1	35	19			108,125	211,893
Associate Professor				136,368	131,596	45,122	1.49	1	16	9			65,833	198,004
Assistant Professor (excl				106,708	115,318	43,510	1.45	1	18	11			63,000	188,186
Assistant Professor (incl				106,708	115,867	43,565	1.46	1	19	11			63,000	188,186
New Assistant Professor											1	1		
Instructor													0	

[53.] HIGH SCHOOL/SECONDARY DIPLOMAS AND CERTIFICATES.

53.01 High School/Secondary Diploma Programs.

Professor											2	4	2		
Associate Professor													0		
Assistant Professor (excl													0		
Assistant Professor (incl													0		
New Assistant Professor													0		
Instructor													0		

53.02 High School/Secondary Certificate Programs.

Professor													0		
Code/Title	A. Focus Salary			B. Comparison Group Statistics							Focus Median Salary as Percent of CG Median Salary	Additional Percentiles			
	NP	Median	Average	Median	Average	Std. Dev.	Salary Factor	Median	NP	NI		5	95		

Associate Professor											0			
Assistant Professor (excl											0			
Assistant Professor (incl											0			
New Assistant Professor											0			
Instructor											0			

[54.] HISTORY.

54.01 History.

Professor	3	107129	102226	95,050	99,645	25,230	0.91	3	2,013	479		67,732	149,204
Associate Professor	3	80371	80578	77,294	79,842	15,817	0.90	3	1,767	432		58,361	108,995
Assistant Professor (excl				66,920	69,187	11,561	0.87	2	656	307		54,077	91,730
Assistant Professor (incl	1	67573	67573	66,213	68,872	11,401	0.87	2	730	321		54,075	89,700
New Assistant Professor				68,250	69,809	10,059	0.88	1	74	62		55,050	86,900
Instructor				66,803	76,183	29,977	1.10	1	13	10		47,649	126,500

[60.] HEALTH PROFESSIONS RESIDENCY/FELLOWSHIP PROGRAMS.

60.01 Dental Residency/Fellowship Programs.

Professor									3	6	2			
Associate Professor									2	2	1			
Assistant Professor (excl									1	1	1			
Assistant Professor (incl									1	1	1			
New Assistant Professor											0			
Instructor											0			

60.03 Veterinary Residency/Fellowship Programs.

Professor									3	3	1			
Associate Professor											0			
Assistant Professor (excl									2	2	1			
Assistant Professor (incl									2	2	1			
New Assistant Professor											0			
Instructor											0			

60.07 Nurse Practitioner Residency/Fellowship Programs.

Professor									1	1	1			
Associate Professor											0			
Assistant Professor (excl									2	2	1			
Assistant Professor (incl									2	2	1			
New Assistant Professor											0			
Instructor											0			

60.08 Pharmacy Residency/Fellowship Programs.

Professor									8	8	1			
Associate Professor									6	6	1			
Assistant Professor (excl									3	3	1			
Assistant Professor (incl									3	3	1			
New Assistant Professor											0			
Instructor											0			

Code/Title	A. Focus Salary		B. Comparison Group Statistics						Focus Median Salary as Percent of CC Median		Additional Percentiles	
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	NP	Median	Average	Median	Average	Std. Dev.	Salary Factor	Median NP	NP	NI	Percent of 95 Median Salary	5	95
60.09 Physician Assistant Residency/Fellowship Programs.													
Professor								1	4	3			
Associate Professor								1	4	3			
Assistant Professor (excl								4	7	2			
Assistant Professor (incl								4	7	2			
New Assistant Professor										0			
Instructor								4	4	1			
60.99 Health Professions Residency/Fellowship Programs, Other.													
Professor										0			
Associate Professor										0			
Assistant Professor (excl										0			
Assistant Professor (incl										0			
New Assistant Professor										0			
Instructor										0			
[61.] MEDICAL RESIDENCY/FELLOWSHIP PROGRAMS.													
61.01 Combined Medical Residency/Fellowship Programs.													
Professor								3	9	3			
Associate Professor								3	5	2			
Assistant Professor (excl								2	3	2			
Assistant Professor (incl								2	3	2			
New Assistant Professor										0			
Instructor										0			
61.02 Multiple-Pathway Medical Fellowship Programs.													
Professor								2	7	3			
Associate Professor								1	1	1			
Assistant Professor (excl										0			
Assistant Professor (incl										0			
New Assistant Professor										0			
Instructor										0			
61.03 Allergy And Immunology Residency/Fellowship Programs.													
Professor										0			
Associate Professor										0			
Assistant Professor (excl										0			
Assistant Professor (incl										0			
New Assistant Professor										0			
Instructor										0			
61.04 Anesthesiology Residency/Fellowship Programs.													
Professor								1	4	3			
Associate Professor										0			
Assistant Professor (excl										0			
Assistant Professor (incl										0			

New Assistant Professor											0										
Code/Title	A. Focus Salary			B. Comparison Group Statistics						Focus Median Salary as Percent of CG Median Salary	Additional Percentiles										
	NP	Median	Average	Median	Average	Std. Dev.	Salary Factor	Median NP	NP		NI	5	95								
Instructor											0										
61.05 Dermatology Residency/Fellowship Programs.																					
Professor								1	8	3											
Associate Professor								3	3	1											
Assistant Professor (excl)								3	3	1											
Assistant Professor (incl)								3	3	1											
New Assistant Professor										0											
Instructor										0											
61.06 Emergency Medicine Residency/Fellowship Programs.																					
Professor								1	2	2											
Associate Professor								1	1	1											
Assistant Professor (excl)								2	2	1											
Assistant Professor (incl)								2	2	1											
New Assistant Professor										0											
Instructor										0											
61.07 Family Medicine Residency/Fellowship Programs.																					
Professor								2	6	4											
Associate Professor								1	2	2											
Assistant Professor (excl)										0											
Assistant Professor (incl)										0											
New Assistant Professor										0											
Instructor										0											
61.08 Internal Medicine Residency/Fellowship Programs.																					
Professor				249,396	251,659	54,866	2.30	8	61	5			179,278	321,586							
Associate Professor				124,026	149,657	34,039	1.70	1	8	5			119,755	194,610							
Assistant Professor (excl)								4	8	2											
Assistant Professor (incl)								4	8	2											
New Assistant Professor										0											
Instructor										0											
61.09 Medical Genetics And Genomics Residency/Fellowship Programs.																					
Professor								1	1	1											
Associate Professor										0											
Assistant Professor (excl)										0											
Assistant Professor (incl)										0											
New Assistant Professor										0											
Instructor										0											
61.10 Neurological Surgery Residency/Fellowship Programs.																					
Professor								21	21	1											
Associate Professor								4	4	1											

Assistant Professor (excl											0			
Assistant Professor (incl								1	1	1				
New Assistant Professor								1	1	1				
Code/Title	A. Focus Salary			B. Comparison Group Statistics						Focus Median Salary as Percent of CG Median Salary	Additional Percentiles			
	NP	Median	Average	Median	Average	Std. Dev.	Salary Factor	Median NP	NP		NI	5	95	
Instructor											0			

61.11 Neurology Residency/Fellowship Programs.

Professor									4	17	3			
Associate Professor									4	4	1			
Assistant Professor (excl									2	2	1			
Assistant Professor (incl									2	2	1			
New Assistant Professor											0			
Instructor											0			

61.12 Nuclear Medicine Residency/Fellowship Programs.

Professor											0			
Associate Professor											0			
Assistant Professor (excl											0			
Assistant Professor (incl											0			
New Assistant Professor											0			
Instructor											0			

61.13 Obstetrics And Gynecology Residency/Fellowship Programs.

Professor									1	1	1			
Associate Professor									1	2	2			
Assistant Professor (excl											0			
Assistant Professor (incl											0			
New Assistant Professor											0			
Instructor											0			

61.14 Ophthalmology Residency/Fellowship Programs.

Professor									3	30	4			
Associate Professor									2	5	3			
Assistant Professor (excl											0			
Assistant Professor (incl											0			
New Assistant Professor											0			
Instructor											0			

61.15 Orthopedic Surgery Residency/Fellowship Programs.

Professor									1	7	4			
Associate Professor									1	1	1			
Assistant Professor (excl											0			
Assistant Professor (incl											0			
New Assistant Professor											0			
Instructor											0			

61.16 Osteopathic Medicine Residency/Fellowship Programs.

Professor											0			
Associate Professor											0			
Assistant Professor (excl											0			
Assistant Professor (incl											0			
New Assistant Professor											0			
Code/Title	A. Focus Salary			B. Comparison Group Statistics							Focus Median Salary as Percent of CG Median Salary	Additional Percentiles		
	NP	Median	Average	Median	Average	Std. Dev.	Salary Factor	Median NP	NP	NI		5	95	
Instructor											0			
61.17 Otolaryngology Residency/Fellowship Programs .														
Professor									2	13	4			
Associate Professor									2	2	1			
Assistant Professor (excl											0			
Assistant Professor (incl											0			
New Assistant Professor											0			
Instructor											0			
61.18 Pathology Residency/Fellowship Programs .														
Professor									3	9	3			
Associate Professor									3	3	1			
Assistant Professor (excl											0			
Assistant Professor (incl											0			
New Assistant Professor											0			
Instructor											0			
61.19 Pediatrics Residency/Fellowship Programs .														
Professor				200,000	256,860	120,871	2.35		4	22	5		165,622	442,876
Associate Professor									3	6	2			
Assistant Professor (excl									2	2	1			
Assistant Professor (incl									2	2	1			
New Assistant Professor											0			
Instructor											0			
61.20 Physical Medicine And Rehabilitation Residency/Fellowship Programs .														
Professor									1	1	1			
Associate Professor											0			
Assistant Professor (excl											0			
Assistant Professor (incl											0			
New Assistant Professor											0			
Instructor											0			
61.21 Plastic Surgery Residency/Fellowship Programs .														
Professor											0			
Associate Professor											0			
Assistant Professor (excl											0			
Assistant Professor (incl											0			
New Assistant Professor											0			
Instructor											0			

61.22 Podiatric Medicine Residency/Fellowship Programs.

Professor											0			
Associate Professor											0			
Assistant Professor (excl											0			
Assistant Professor (incl											0			
New Assistant Professor											0			
Code/Title	A. Focus Salary			B. Comparison Group Statistics							Focus Median Salary as Percent of CG Median Salary	Additional Percentiles		
	NP	Median	Average	Median	Average	Std. Dev.	Salary Factor	Median NP	NP	NI		5	95	
Instructor											0			

61.23 Preventive Medicine Residency/Fellowship Programs.

Professor											0			
Associate Professor											0			
Assistant Professor (excl											0			
Assistant Professor (incl											0			
New Assistant Professor											0			
Instructor											0			

61.24 Psychiatry Residency/Fellowship Programs.

Professor								2	12	3				
Associate Professor								3	3	1				
Assistant Professor (excl								1	1	1				
Assistant Professor (incl								1	1	1				
New Assistant Professor										0				
Instructor										0				

61.25 Radiation Oncology Residency/Fellowship Programs.

Professor								3	6	2				
Associate Professor								2	2	1				
Assistant Professor (excl										0				
Assistant Professor (incl										0				
New Assistant Professor										0				
Instructor										0				

61.26 Radiology Residency/Fellowship Programs.

Professor								3	5	2				
Associate Professor								1	1	1				
Assistant Professor (excl										0				
Assistant Professor (incl										0				
New Assistant Professor										0				
Instructor										0				

61.27 Surgery Residency/Fellowship Programs.

Professor				276,650	278,759	79,458	2.55	6	36	5			193,097	386,425
Associate Professor								3	3	1				
Assistant Professor (excl								1	2	2				
Assistant Professor (incl								1	2	2				

New Assistant Professor											0			
Instructor											0			

61.28 Urology Residency/Fellowship Programs.

Professor										1	2	2		
Associate Professor												0		
Assistant Professor (excl												0		
Assistant Professor (incl												0		
New Assistant Professor												0		

Code/Title	A. Focus Salary			B. Comparison Group Statistics							Focus Median Salary as Percent of CG Median Salary	Additional Percentiles		
	NP	Median	Average	Median	Average	Std. Dev.	Salary Factor	Median NP	NP	NI		5	95	
Instructor												0		

61.99 Medical Residency/Fellowship Programs, Other.

Professor												0		
Associate Professor												0		
Assistant Professor (excl								1	1	1				
Assistant Professor (incl								1	1	1				
New Assistant Professor												0		
Instructor												0		

The focus institution's median salary will be the same as its average salary in the pre-incumbent data reporting era (pre 2016-17) because incumbent salaries were averaged by respondents prior to submission to CUPA-HR.

CUPA-HR Data Use Agreement

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All Institutions That Contributed Data

Abilene Christian University (Abilene, TX) Adams State University (Alamosa, CO) Aims Community College (Greeley, CO) Albertus Magnus College (New Haven, CT) Albr: College (Reading, PA)
 Alfred State College (Alfred, NY) Alfred University (Alfred, NY) Alvernia University (Reading, PA) Anderson University (Anderson, SC)
 Andrews University (Berrien Springs, MI) Appalachian State University (Boone, NC) Arapahoe Community College (Littleton, CO) Arcadia University (Glenside, PA)
 Arizona State University (Tempe, AZ)
 Arkansas State University- Jonesboro (State University, AR) Arkansas Tech University (Russellville, AR)
 Ashland University (Ashland, OH) Athens State University (Athens, AL) Auburn University (Auburn, AL) Augsburg University (Minneapolis, MN) Augusta University (Au: GA)
 Augustana College (Rock Island, IL) Augustana University (Sioux Falls, SD) Aurora University (Aurora, IL)
 Austin Peay State University (Clarksville, TN) Averett University (Danville, VA)
 Baldwin Wallace University (Berea, OH) Barry University (Miami Shores, FL) Baylor University (Waco, TX) Bellarmine University (Louisville, KY) Belmont University (Nashville, TN) Bemidji State University (Bemidji, MN) Benedictine University (Lisle, IL) Bentley University (Waltham, MA) Berea College (Berea, KY)
 Berry College (Mount Berry, GA) Bethel University (Mishawaka, IN)
 Bismarck State College (Bismarck, ND)
 Black Hills State University (Spearfish, SD) Boise State University (Boise, ID)
 Bowie State University (Bowie, MD)
 Bowling Green State University (Bowling Green, OH) Bradley University (Peoria, IL)
 Bridgewater College (Bridgewater, VA)
 Bridgewater State University (Bridgewater, MA) Brookdale Community College (Lincroft, NJ) Broward College (Fort Lauderdale, FL)
 Bryant University (Smithfield, RI)
 Bryn Athyn College of the New Church (Bryn Athyn, PA) Bucknell University (Lewisburg, PA)
 Buena Vista University (Storm Lake, IA)
 Buffalo State College, State University of New York (Buffalo, NY) Butler County Community College (Butler, PA)
 Butler University (Indianapolis, IN)
 Caldwell University (Caldwell, NJ)

Calvin University (Grand Rapids, MI) Cameron University (Lawton, OK)
Campbellsville University (Campbellsville, KY)
Canisius University (Buffalo, NY) Capital University (Columbus, OH) Carroll College (Helena, MT) Casper College (Casper, WY) Catawba College (Salisbury, NC)
Cecil College (North East, MD) Cedar Crest College (Allentown, PA)
Centenary College of Louisiana (Shreveport, LA) Central Connecticut State University (New Britain, CT) Central Methodist University (Fayette, MO)
Central Michigan University (Mount Pleasant, MI) Central Oregon Community College (Bend, OR) Central Washington University (Ellensburg, WA) Chadron State
College (Chadron, NE)
Christian Brothers University (Memphis, TN) Christian Theological Seminary (Indianapolis, IN) Christopher Newport University (Newport News, VA) City Colleges
of Chicago (Chicago, IL)
Claremont Graduate University (Claremont, CA) Clarkson University (Potsdam, NY)
Clayton State University (Morrow, GA)
Clemson University (Clemson, SC) Cleveland Institute of Art (Cleveland, OH) Cleveland State University (Cleveland, OH) Clovis Community College (Clovis, NM)
Coastal Carolina University (Conway, SC) Colby-Sawyer College (New London, NH) College of Charleston (Charleston, SC) College of DuPage (Glen Ellyn, IL)
College of Saint Mary (Omaha, NE)
College of Southern Nevada (Las Vegas, NV) College of William & Mary (Williamsburg, VA) Colorado College (Colorado Springs, CO) Colorado Mesa University
(Grand Junction, CO) Colorado School of Mines (Golden, CO) Colorado State University (Fort Collins, CO) Columbia College (Columbia, MO)
Columbia College Chicago (Chicago, IL)
Columbus State Community College (Columbus, OH) Columbus State University (Columbus, GA)
Community College of Allegheny County (Pittsburgh, PA) Community College of Philadelphia (Philadelphia, PA) Community College of Rhode Island (Warwick, RI)
Concord University (Athens, WV)
Concordia College (Moorhead, MN)
Concordia University Chicago (River Forest, IL) Coppin State University (Baltimore, MD) Cornell College (Mount Vernon, IA) Cornerstone University (Grand
Rapids, MI) Creighton University (Omaha, NE)
Dakota State University (Madison, SD) Dalton State College (Dalton, GA) Davidson College (Davidson, NC) DePaul University (Chicago, IL)
Delaware Valley University (Doylestown, PA) Delta State University (Cleveland, MS) Denison University (Granville, OH)
Des Moines University (Des Moines, IA) Dickinson State University (Dickinson, ND) Dine College (Tsaile, AZ)
Dominican University (River Forest, IL) Dominican University New York (Orangeburg, NY)
Dominican University of California (San Rafael, CA)
Dordt University (Sioux Center, IA) Drake University (Des Moines, IA) Drexel University (Philadelphia, PA) Drury University (Springfield, MO) Duquesne
University (Pittsburgh, PA) East Carolina University (Greenville, NC)
East Tennessee State University (Johnson City, TN) Eastern Illinois University (Charleston, IL)
Eastern Kentucky University (Richmond, KY)
Eastern Mennonite University (Harrisonburg, VA) Eastern Michigan University (Ypsilanti, MI) Eastern Oregon University (La Grande, OR) Eastern Washington
University (Cheney, WA) Edgewood College (Madison, WI)
Edison State Community College (Piqua, OH) El Paso Community College (El Paso, TX) Elizabethtown College (Elizabethtown, PA) Elmira College (Elmira, NY)
Elon University (Elon, NC) Emerson College (Boston, MA) Emmanuel College (Boston, MA)
Emporia State University (Emporia, KS) Fairleigh Dickinson University (Teaneck, NJ) Faulkner University (Montgomery, AL) Ferris State University (Big
Rapids, MI) Fitchburg State University (Fitchburg, MA)
Flathead Valley Community College (Kalispell, MT) Florida College (Temple Terrace, FL)
Florida Gulf Coast University (Fort Myers, FL) Florida International University (Miami, FL) Florida Southern College (Lakeland, FL)
Fort Hays State University (Hays, KS) Fort Lewis College (Durango, CO)
Framingham State University (Framingham, MA)
Francis Marion University (Florence, SC)
Franciscan University of Steubenville (Steubenville, OH) Frostburg State University (Frostburg, MD)
Fuller Theological Seminary (Pasadena, CA) Furman University (Greenville, SC)
Geneva College (Beaver Falls, PA)
George Fox University (Newberg, OR) George Mason University (Fairfax, VA) Georgetown College (Georgetown, KY)
Georgia College & State University (Milledgeville, GA) Georgia Institute of Technology (Atlanta, GA)
Georgia Southern University (Statesboro, GA)
Georgia State University (Atlanta, GA)
Georgian Court University (Lakewood, NJ) Glenville State University (Glenville, WV)

Gonzaga University (Spokane, WA) Goshen College (Goshen, IN) Goucher College (Towson, MD)
Governors State University (University Park, IL) Grand Canyon University (Phoenix, AZ)
Grand Valley State University (Allendale, MI)
Grand View University (Des Moines, IA) Gustavus Adolphus College (Saint Peter, MN) Gwynedd Mercy University (Gwynedd Valley, PA) Hamilton College (Clinton, NY)
Hardin-Simmons University (Abilene, TX) Hartwick College (Oneonta, NY)
Harvard University (Cambridge, MA) Hastings College (Hastings, NE) Haverford College (Haverford, PA)
Hazard Community and Technical College (Hazard, KY) Henderson Community College (Henderson, KY) Highland Community College (Freeport, IL)
Hillsdale College (Hillsdale, MI) Hollins University (Roanoke, VA) Holy Cross College (Notre Dame, IN)
Holyoke Community College (Holyoke, MA) Hood College (Frederick, MD)
Hope College (Holland, MI)
Idaho State University (Pocatello, ID) Illinois State University (Normal, IL)
Illinois Valley Community College (Oglesby, IL)
Immaculata University (Immaculata, PA) Indiana State University (Terre Haute, IN) Indiana Tech (Fort Wayne, IN)
Indiana University East (Richmond, IN) Indiana University Kokomo (Kokomo, IN) Iona University (New Rochelle, NY) Ithaca College (Ithaca, NY)
James Madison University (Harrisonburg, VA) Jefferson College (Hillsboro, MO)
Jefferson Community and Technical College (Louisville, KY)
Juniata College (Huntingdon, PA)
Kansas State University (Manhattan, KS) Keene State College (Keene, NH) Kennesaw State University (Kennesaw, GA)
Kent State University Main Campus (Kent, OH) Kentucky State University (Frankfort, KY) Kenyon College (Gambier, OH)
Kettering University (Flint, MI) King's College (Wilkes-Barre, PA) Knox College (Galesburg, IL)
La Salle University (Philadelphia, PA)
Lake Region State College (Devils Lake, ND) Le Moyne College (Syracuse, NY)
Lebanon Valley College (Annville, PA) Lehigh University (Bethlehem, PA) Lewis-Clark State College (Lewiston, ID)
Lincoln University (Lincoln University, PA) Lipscomb University (Nashville, TN) Loma Linda University (Loma Linda, CA) Long Island University (Brookville, NY)
Loras College (Dubuque, IA)
Louisiana State University Health Sciences Center (New Orleans, LA)
Louisiana State University and Agricultural and Mechanical College - Baton Rouge (Baton Rouge, LA) Loyola Marymount University (Los Angeles, CA)
Loyola University Chicago (Chicago, IL) Loyola University Maryland (Baltimore, MD)
Loyola University New Orleans (New Orleans, LA)
Lubbock Christian University (Lubbock, TX) Luther College (Decorah, IA)
Lycoming College (Williamsport, PA)
Manchester University (North Manchester, IN) Marietta College (Marietta, OH)
Marist College (Poughkeepsie, NY)
Marquette University (Milwaukee, WI) Marshall B. Ketchum University (Fullerton, CA) Marshall University (Huntington, WV)
Mary Baldwin University (Staunton, VA) Marymount University (Arlington, VA) Maryville College (Maryville, TN)
Maryville University of Saint Louis (Saint Louis, MO) Marywood University (Scranton, PA)
McDaniel College (Westminster, MD)
McNeese State University (Lake Charles, LA) Mercer University (Macon, GA)
Mercy University (Dobbs Ferry, NY)
Messiah University (Mechanicsburg, PA) Methodist University (Fayetteville, NC) Metropolitan State University (Saint Paul, MN)
Metropolitan State University of Denver (Denver, CO) Miami University (Oxford, OH)
Michigan Technological University (Houghton, MI)
Middle Tennessee State University (Murfreesboro, TN) Midwestern State University (Wichita Falls, TX)
Midwestern University - Downer's Grove (Downers Grove, IL)
Milligan University (Milligan, TN) Millikin University (Decatur, IL) Millsaps College (Jackson, MS)
Minnesota State University Moorhead (Moorhead, MN) Minnesota State University, Mankato (Mankato, MN) Minot State University (Minot, ND)
MiraCosta College (Oceanside, CA) Misericordia University (Dallas, PA) Mississippi College (Clinton, MS)
Mississippi State University (Mississippi State, MS) Missouri Southern State University (Joplin, MO) Missouri State University (Springfield, MO)
Missouri University of Science & Technology (Rolla, MO) Molloy College (Rockville Centre, NY)
Monmouth University (West Long Branch, NJ) Montana State University (Bozeman, MT) Montana State University - Billings (Billings, MT)
Montana Tech of The University of Montana (Butte, MT) Moravian University (Bethlehem, PA)
Morehead State University (Morehead, KY) Mount Mary University (Milwaukee, WI) Mount Mercy University (Cedar Rapids, IA) Mount Saint Mary College (Newburgh, NY) Mount St. Joseph University (Cincinnati, OH)
Mount St. Mary's University (Emmitsburg, MD)

Mountwest Community and Technical College (Huntington, WV) Muhlenberg College (Allentown, PA)
Murray State University (Murray, KY)
Muskingum University (New Concord, OH) National Louis University (Chicago, IL) Nazareth University (Rochester, NY) Nebraska Wesleyan University (Lincoln, NE)
Nevada State University (Henderson, NV) New College of Florida (Sarasota, FL)
New Jersey City University (Jersey City, NJ) New Jersey Institute of Technology (Newark, NJ)
New Mexico State University Main Campus (Las Cruces, NM)
New York Institute of Technology (Old Westbury, NY) Niagara University (Niagara University, NY) Nicholls State University (Thibodaux, LA)
North Carolina State University (Raleigh, NC)
North Carolina Wesleyan College (Rocky Mount, NC) North Dakota State College of Science (Wahpeton, ND) North Idaho College (Coeur d'Alene, ID)
Northampton Community College (Bethlehem, PA) Northeast Ohio Medical University (Rootstown, OH) 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) Northern State University (Aberdeen, SD)
Northwest College (Powell, WY)
Northwest Missouri State University (Maryville, MO) Northwest University (Kirkland, WA)
Northwestern College (Orange City, IA)
Notre Dame of Maryland University (Baltimore, MD) Oakland University (Rochester, MI)
Oberlin College (Oberlin, OH) Occidental College (Los Angeles, CA) Oglethorpe University (Atlanta, GA) Ohio Northern University (Ada, OH) Ohio University
(Athens, OH)
Ohio Wesleyan University (Delaware, OH) Oklahoma Baptist University (Shawnee, OK) Oklahoma City University (Oklahoma City, OK)
Oklahoma State University - Oklahoma City (Oklahoma City, OK) Old Dominion University (Norfolk, VA)
Otterbein University (Westerville, OH)
Our Lady of the Lake University (San Antonio, TX) Pace University (New York, NY)
Pacific Lutheran University (Tacoma, WA) Pacific University (Forest Grove, OR)
Palm Beach State College (Lake Worth, FL)
Parkland College (Champaign, IL)
Pennsylvania Highlands Community College (Johnstown, PA) Pepperdine University (Malibu, CA)
Peru State College (Peru, NE)
Philadelphia College of Osteopathic Medicine (Philadelphia, PA) Piedmont University (Demorest, GA)
Pierpont Community & Technical College (Fairmont, WV) Plymouth State University (Plymouth, NH)
Point Park University (Pittsburgh, PA)

Portland State University (Portland, OR) Prairie View A&M University (Prairie View, TX) Pratt Institute (Brooklyn, NY)
Providence College (Providence, RI)
Purdue University Fort Wayne (Fort Wayne, IN)
Purdue University Northwest- Hammond (Hammond, IN) Queens University of Charlotte (Charlotte, NC) Quinnipiac University (Hamden, CT)
Radford University (Radford, VA)
Ramapo College of New Jersey (Mahwah, NJ) Regent University (Virginia Beach, VA)
Regis University (Denver, CO)
Rhode Island College (Providence, RI) Rhodes College (Memphis, TN) Roanoke College (Salem, VA)
Robert Morris University (Moon Township, PA) Rochester Institute of Technology (Rochester, NY) Rocky Mountain College (Billings, MT)
Roger Williams University (Bristol, RI) Rollins College (Winter Park, FL) Roosevelt University (Chicago, IL)
Rose-Hulman Institute of Technology (Terre Haute, IN) SUNY Brockport (Brockport, NY)
Sacred Heart University (Fairfield, CT)
Saint Francis University (Loretto, PA)
Saint Joseph's College of Maine (Standish, ME) Saint Joseph's University (Philadelphia, PA) Saint Martin's University (Lacey, WA)
Saint Mary's College of California (Moraga, CA) Saint Mary's University of Minnesota (Winona, MN) Saint Norbert College (De Pere, WI)
Saint Peter's University (Jersey City, NJ) Saint Vincent College (Latrobe, PA) Saint Xavier University (Chicago, IL) Salem College (Winston-Salem, NC) Salem
State University (Salem, MA) Salisbury University (Salisbury, MD)
Salt Lake Community College (Salt Lake City, UT) Salve Regina University (Newport, RI)
Sam Houston State University (Huntsville, TX)
Samford University (Birmingham, AL)
San Diego State University (San Diego, CA) Santa Clara University (Santa Clara, CA) Schreiner University (Kerrville, TX)
Scripps College (Claremont, CA) Seattle Pacific University (Seattle, WA) Seattle University (Seattle, WA)
Seton Hall University (South Orange, NJ) Seton Hill University (Greensburg, PA) Shepherd University (Shepherdstown, WV) Siena College (Loudonville, NY)
Simmons University (Boston, MA) Skidmore College (Saratoga Springs, NY) Snow College (Ephraim, UT)
South Dakota School of Mines and Technology (Rapid City, SD) South Dakota State University (Brookings, SD)
Southeast Missouri State University (Cape Girardeau, MO) Southeastern Louisiana University (Hammond, LA)

Southern Illinois University Edwardsville (Edwardsville, IL) Southern Methodist University (Dallas, TX)
Southern Oregon University (Ashland, OR)
Southern Utah University (Cedar City, UT) Southern Wesleyan University (Central, SC)
Southern West Virginia Community and Technical College (Mt. Gay, WV)
Southwest Minnesota State University (Marshall, MN) Southwest Tennessee Community College (Memphis, TN) Southwestern Oklahoma State University (Weatherford, OK) Southwestern Oregon Community College (Coos Bay, OR) Spalding University (Louisville, KY)
Spartanburg Methodist College (Spartanburg, SC) Spring Arbor University (Spring Arbor, MI) Springfield College (Springfield, MA)
St. Ambrose University (Davenport, IA)
St. Bonaventure University (St. Bonaventure, NY) St. Catherine University (Saint Paul, MN)
St. Cloud State University (Saint Cloud, MN)
St. Edward's University (Austin, TX)
St. John Fisher University (Rochester, NY) St. John's University (Queens, NY)
St. Mary's University (San Antonio, TX) St. Olaf College (Northfield, MN)
St. Vincent De Paul Regional Seminary (Boynton Beach, FL)
State University of New York At Albany (Albany, NY)
State University of New York College at Cortland (Cortland, NY) State University of New York College at Geneseo (Geneseo, NY)
State University of New York College at Old Westbury (Old Westbury, NY) State University of New York at Oneonta (Oneonta, NY)
State University of New York at Oswego (Oswego, NY)
Stephen F. Austin State University (Nacogdoches, TX) Stetson University (DeLand, FL)
Stony Brook University (Stony Brook, NY)
Susquehanna University (Selinsgrove, PA) Syracuse University (Syracuse, NY) Tarleton State University (Stephenville, TX)
Tarrant County College District (Fort Worth, TX) Temple University (Phila., PA)
Tennessee Technological University (Cookeville, TN) Texas A&M International University (Laredo, TX) Texas A&M University - Central Texas (Killeen, TX)
Texas A&M University - Corpus Christi (Corpus Christi, TX) Texas A&M University - Kingsville (Kingsville, TX)
Texas State University (San Marcos, TX) Texas Woman's University (Denton, TX)
The Citadel, the Military College of South Carolina (Charleston, SC)
The College of Idaho (Caldwell, ID)
The College of Saint Scholastica (Duluth, MN) The Defiance College (Defiance, OH)
The New School (New York, NY)
The University of Akron, Main Campus (Akron, OH) The University of Alabama (Tuscaloosa, AL)
The University of Arizona (Tucson, AZ) The University of Findlay (Findlay, OH) The University of Memphis (Memphis, TN) The University of Scranton (Scranton, PA)
The University of South Dakota (Vermillion, SD)
The University of Tampa (Tampa, FL)

The University of Texas Rio Grande Valley (Edinburg, TX) The University of Texas at Arlington (Arlington, TX)
The University of Texas at Dallas (Richardson, TX)
The University of Virginia's College at Wise (Wise, VA) The University of the Arts (Philadelphia, PA)
Thiel College (Greenville, PA)
Towson University (Baltimore, MD) Transylvania University (Lexington, KY) Trinity University (San Antonio, TX) Troy University (Troy, AL)
Truman State University (Kirksville, MO) Tulane University (New Orleans, LA)
UMass Chan Medical School (Worcester, MA) Union College (Schenectady, NY)
University At Buffalo, State University of New York (Buffalo, NY)
University of Alaska Anchorage (Anchorage, AK) University of Alaska Fairbanks (Fairbanks, AK) University of Alaska Southeast (Juneau, AK) University of
Arkansas at Fort Smith (Fort Smith, AR) University of Baltimore (Baltimore, MD)
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 Blue Ash College (Blue Ash, OH) University of Cincinnati Clermont College (Batavia, OH) University of Cincinnati Main Campus
(Cincinnati, OH) University of Colorado Boulder (Boulder, CO)
University of Colorado Colorado Springs (Colorado Springs, CO) University of Colorado Denver (Denver, CO)
University of Connecticut (Storrs, CT) University of Dallas (Irving, TX) University of Dayton (Dayton, OH) University of Denver (Denver, CO) University of
Florida (Gainesville, FL) University of Hartford (West Hartford, CT)
University of Health Sciences and Pharmacy in St. Louis (Saint Louis, MO) University of Houston - Clear Lake (Houston, TX)
University of Houston - Downtown (Houston, 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 Kansas Main Campus (Lawrence, KS) University of Kansas Medical Center (Kansas City, KS) University of Kentucky (Lexington, KY)
University of Louisiana at Lafayette (Lafayette, LA) University of Louisville (Louisville, KY)
University of Maryland Baltimore County (Baltimore, MD)
University of Maryland College Park (College Park, MD) University of Maryland Eastern Shore (Princess Anne, MD) University of Massachusetts (Amherst, MA)
University of Massachusetts Dartmouth (North Dartmouth, MA) University of Massachusetts Lowell (Lowell, MA)
University of Miami (Coral Gables, FL)
University of Michigan-Ann Arbor (Ann Arbor, MI)
University of Michigan-Dearborn (Dearborn, MI) University of Michigan-Flint (Flint, MI)

University of Minnesota Duluth (Duluth, MN) University of Minnesota-Crookston (Crookston, MN) University of Minnesota-Morris (Morris, MN) University of
Minnesota-Rochester (Rochester, MN) University of Minnesota-Twin Cities (Minneapolis, MN) University of Missouri - Columbia (Columbia, MO) University of
Missouri - Kansas City (Kansas City, MO) University of Missouri - Saint Louis (Saint Louis, MO) University of Montevallo (Montevallo, AL)
University of Mount Union (Alliance, OH) University of Nebraska at Kearney (Kearney, NE) University of Nebraska at Omaha (Omaha, NE) University of Nevada,
Las Vegas (Las Vegas, NV) University of Nevada, Reno (Reno, NV) University of New England (Biddeford, ME) University of New Hampshire (Durham, NH)
University of New Hampshire at Manchester (Manchester, NH) University of New Haven (West Haven, CT)
University of New Orleans (New Orleans, LA) University of North Alabama (Florence, AL)
University of North Carolina Wilmington (Wilmington, NC)
University of North Carolina at Asheville (Asheville, NC) University of North Carolina at Charlotte (Charlotte, NC) University of North Carolina at
Greensboro (Greensboro, NC) University of North Carolina at Pembroke (Pembroke, NC) University of North Dakota (Grand Forks, ND)
University of North Florida (Jacksonville, FL) University of North Georgia (Dahlonega, GA)
University of North Texas Denton Campus (Denton, TX) University of North Texas at Dallas (Dallas, TX) University of Northern Colorado (Greeley, CO)
University of Northern Iowa (Cedar Falls, IA)
University of Oklahoma Norman Campus (Norman, OK) University of Oregon (Eugene, OR)
University of Portland (Portland, OR) University of Puget Sound (Tacoma, WA) University of Redlands (Redlands, CA) University of Rhode Island (Kingston, RI)
University of Richmond (Richmond, VA) University of Saint Francis (Fort Wayne, IN) University of Saint Joseph (West Hartford, CT) University of Saint Mary
(Leavenworth, KS) University of Saint Thomas (Saint Paul, MN) University of San Diego (San Diego, CA) University of San Francisco (San Francisco, CA)
University of South Alabama (Mobile, AL) University of South Carolina Aiken (Aiken, SC)
University of South Carolina Columbia (Columbia, SC) University of South Florida (Tampa, FL)
University of Southern Mississippi (Hattiesburg, MS) University of St. Francis (Joliet, IL)
University of Tennessee at Chattanooga (Chattanooga, TN)
University of Tennessee at Martin (Martin, TN) University of Tennessee, Knoxville (Knoxville, TN) 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 of the Permian Basin (Odessa, TX)

University of Toledo (Toledo, OH) University of Tulsa (Tulsa, OK) University of Vermont (Burlington, VT)
University of West Florida (Pensacola, FL) University of West Georgia (Carrollton, GA) University of Wisconsin-Eau Claire (Eau Claire, WI) University of
Wisconsin-Green Bay (Green Bay, WI) University of Wisconsin-Madison (Madison, WI) University of Wisconsin-Milwaukee (Milwaukee, WI) University of Wisconsin-
Oshkosh (Oshkosh, WI) University of Wisconsin-River Falls (River Falls, WI) University of Wisconsin-Stout (Menomonie, WI) University of Wyoming (Laramie, WY)
University of the Incarnate Word (San Antonio, TX) Ursinus College (Collegeville, PA)
Ursuline College (Cleveland, OH)
Utah Tech University (Saint George, UT) Utah Valley University (Orem, UT) Utica University (Utica, NY)
Valdosta State University (Valdosta, GA) Valley City State University (Valley City, ND) Valparaiso University (Valparaiso, IN)
Vanguard University of Southern California (Costa Mesa, CA) Virginia Commonwealth University (Richmond, VA)
Virginia Tech (Blacksburg, VA) Wagner College (Staten Island, NY) Washburn University (Topeka, KS)
Washington & Jefferson College (Washington, PA) Washington College (Chestertown, MD) Washington and Lee University (Lexington, VA) Waubonsee Community College
(Sugar Grove, IL) Wayne State College (Wayne, NE)
Weber State University (Ogden, UT) Webster University (Webster Groves, MO)
West Shore Community College (Scottville, MI) West Texas A&M University (Canyon, TX)
West Virginia School of Osteopathic Medicine (Lewisburg, WV)
West Virginia University (Morgantown, WV)
West Virginia University at Parkersburg (Parkersburg, WV) Western Carolina University (Cullowhee, NC)
Western Illinois University (Macomb, IL)
Western Kentucky University (Bowling Green, KY) Western Michigan University (Kalamazoo, MI) Western New England University (Springfield, MA) Western New
Mexico University (Silver City, NM) Western State Colorado University (Gunnison, CO) Western Washington University (Bellingham, WA) Westminster College
(Fulton, MO)
Whitworth University (Spokane, WA)
Wichita State University (Wichita, KS) Widener University (Chester, PA) Wilkes University (Wilkes-Barre, PA) William Peace University (Raleigh, NC) Williston
State College (Williston, ND) Winona State University (Winona, MN) Winthrop University (Rock Hill, SC) Wittenberg University (Springfield, OH)
Wofford College (Spartanburg, SC)

Worcester Polytechnic Institute (Worcester, MA) Worcester State University (Worcester, MA)
Wright State University Main Campus (Dayton, OH)
Xavier University (Cincinnati, OH)
Xavier University of Louisiana (New Orleans, LA) York College of Pennsylvania (York, PA) Youngstown State University (Youngstown, OH)