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**ABSTRACT**

This report is the fifth in a series covering salary schedules used in 2-year institutions. The salary schedules reported in this study cover 49,271 full-time faculty members. They represent 62.7 percent of total full-time faculty in 2-year colleges in 1971-72. The first section of this report contains an overview of the major types of salary schedules being used by the 499 public and 38 nonpublic 2-year colleges, followed by detailed reviews of scheduled minimum and maximum salaries, increment structures, and salaries scheduled state-wide. The next section provides a listing by institution of scheduled minimum and maximum salaries and numbers of increments for those institutions not withholding permission for the publishing of these data. The last section provides examples of some schedules containing provisions for recognizing several components of faculty merit. The unit of information in this report is the institution, rather than the individual faculty member. Thus, when information is interpreted to apply to faculty personnel, it should be weighted toward conditions in the large institutions.  
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RESEARCH REPORT 1972-R9

# Faculty Salary Schedules in Community-Junior Colleges, 1971-72

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Research Report 1972-R9: *FACULTY SALARY SCHEDULES IN COMMUNITY-JUNIOR COLLEGES, 1971-72*

Project Director: WILLIAM S. GRAYBEAL

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## FOREWORD

THIS REPORT, *Faculty Salary Schedules in Community-Junior Colleges, 1971-72*, reviews current salary scheduling practices in a rapidly expanding segment of American education. The salary schedule materials of these institutions vary widely in format and coverage of the policies which, in turn, differ widely in scope and structure. The user of these data should be aware of the limitations described in the report and take them into consideration when making interpretations.

This report provides useful information about salary schedules, national status and trends in scheduled salaries, seven examples of the texts of salary schedules containing provisions for recognizing several aspects of faculty merit, and identification of scheduled minimum and maximum salaries in each 2-year institution. The examples are included only for illustration; no endorsement or approval of the schedules or policies by the National Education Association or by NEA Research is implied.

Periodically as the data were being received and processed, advance reports of levels and trends in salaries scheduled for 1972-73 as well as for 1971-72 by individual institutions were sent to higher education leaders in NEA affiliated associations.

NEA Research is grateful to the institutions that provided the basic data for this study, and expresses its special appreciation to the seven selected institutions that gave permission to have their salary schedules and policies reproduced in this report.

This study was prepared by William S. Graybeal, Assistant Director, with the assistance of various units of NEA Research.

GLEN ROBINSON  
Director of Research

## INTRODUCTION

THIS REPORT is the fifth in a series covering salary schedules used in 2-year institutions. (Salary schedules of 4-year institutions are reported in a separate study.) The information given here is derived from the salary schedules supplied by the 2-year colleges in connection with the 1971-72 survey of salaries paid and salary-related practices in higher education.

The salary schedules reported in this study cover 49,271 full-time faculty members. They represent 62.7 percent of total full-time faculty in 2-year colleges in 1971-72.

The first section of this report contains an overview of the major types of salary schedules being used by the 499 public and 38 nonpublic 2-year colleges, followed by detailed reviews of scheduled minimum and maximum salaries, increment structures, and salaries scheduled state-wide. The next section provides a listing by institution, of scheduled minimum and maximum salaries and numbers of increments for those institutions not withholding permission for the publishing of these data. The last section provides examples of some schedules containing provisions for recognizing several components of faculty merit.

In the 1971-72 survey questionnaire the salary schedule was defined as an officially adopted schedule which designates minimum and maximum salaries for each rank, and generally also designates the number and amounts of salary increments for faculty members of each rank. Materials forwarded by some institutions were not used in this report because they did not identify the minimum and maximum salaries for at least two preparation levels or ranks.

Some of the 2-year institutions whose salary schedules are summarized in this report are not among those responding to the questionnaire. Schedules from these institutions have been included in this report for the following reasons: (a) The institution is covered by a state-wide schedule which has been included in this study. (b) The institution is a part of a community college district for which a salary schedule has been received. (c) Institutions not responding to the questionnaire had reported their salary schedules in earlier edi-

tions of this series and sent the 1971-72 schedule upon request.

### The Schedules

The scheduled salaries in 2-year institutions are structured on level of academic preparation completed or faculty ranks, or both. As shown below, two-thirds of the public institutions (356 of 499 institutions) base scheduled faculty salaries upon level of educational preparation. The four most widely used levels (bachelor's degree, master's degree, master's degree plus one year, and doctor's degree) are reviewed throughout this report. The use of academic preparation as the base for scheduled salaries is most prevalent among the largest public 2-year institutions.

The following is a percentage distribution of 2-year institutions by the base of their salary schedules with the information grouped by size of institutional enrollment:

<u>Enrollment</u>	<u>Schedule based on</u>		<u>Total<sup>a</sup></u>	
	<u>Prepa- ration level</u>	<u>Fac- ulty rank</u>	<u>Num- ber</u>	<u>Per- cent</u>
Under 1,000 . . .	67.0	41.8	194	108.8
1,000 to 1,999 .	74.1	33.3	135	107.4
2,000 or more .	74.1	32.4	170	106.5
All institu- tions . . . . .	71.3	36.3	499	107.6

<sup>a</sup>The total number of salary schedules is smaller than the sum of the schedules based on preparation and on faculty rank because 38 schedules use *both* of these structures (17 in institutions enrolling under 1,000; 10 in institutions enrolling 1,000 to 1,999; and 11 in institutions enrolling 2,000 or more.)

The schedules of 38 public institutions contain a structure which provides for minimum and maximum salaries for both the level of educational preparation and faculty rank. Almost one-half of these dual structured schedules are found in the smallest institutions.

Of the 42 nonpublic 2-year institution schedules in this summary, half use faculty rank as the basis for the salary schedule.

Regional distributions of the 2-year institutions by control, size, and basis for salary scheduling are provided in Table 1. More than one-third of all 2-year institutions having salary schedules are in the West. Two-fifths of the public institutions having salary schedules are in the West, but this region contains the smallest percentage (2.4 percent) of the nonpublic institutions having schedules. Public institutions having schedules based on academic preparation are largely in the West, and to a lesser extent, in the middle states. Public institutions having schedules based on faculty rank are clustered heavily in the Northeast. More than one-third of the nonpublic 2-year institutions having salary schedules are also in the Northeast.

The summary below shows that the distribution of public 2-year institutions by size of enrollment is somewhat different for institutions basing their schedules on academic preparation from that

of institutions basing their salary schedules on faculty rank. A larger percent of the institutions basing their schedules on faculty rank enroll under 1,000 students. It also shows that more than three-fifths of the faculty are employed in the large institutions which comprise about one-third of the total group.

The unit of information in this report is the *institution*, rather than the *individual faculty member*. Thus, when information is interpreted to apply to faculty personnel, it should be weighted toward conditions in the large institutions.

The schedules of 22.2 percent of the public 2-year institutions in eight states are part of a state-wide salary schedule which appears to apply to all public 2-year colleges within a state. Additional states may have such state-wide policies, but these were not obvious from the individual schedules analyzed.

Institution group by enrollment	Institutions		Faculty	
	Num- ber	Per- cent	Num- ber	Per- cent

#### SCHEDULE BASED ON ACADEMIC PREPARATION

Under 1,000 ....	130	36.5	4,318	14.0
1,000-1,999 .....	100	28.1	7,229	23.5
2,000 or more ...	126	35.4	19,222	62.5
Total .....	356	100.0	30,769	100.0

#### SCHEDULE BASED ON FACULTY RANK

Under 1,000 ....	81	44.7	2,321	13.3
1,000-1,999 .....	45	24.9	3,618	20.7
2,000 or more ...	55	30.4	11,528	66.0
Total .....	181	100.0	17,467	100.0

TABLE 1. -- REGIONAL DISTRIBUTION OF 2-YEAR INSTITUTIONS HAVING SALARY SCHEDULES,  
BY CONTROL AND BY BASIS OF SCHEDULED SALARIES

REGION <sup>a</sup>	P E R C E N T SALARY SCHEDULE BASED ON ACADEMIC PREPARATION		P E R C E N T SALARY SCHEDULE BASED ON FACULTY RANK		T O T A L		G R A N D T O T A L
	PUBLIC 2	NONPUBLIC 3	PUBLIC 4	NONPUBLIC 5	PUBLIC 6	NONPUBLIC 7	
NORTHEAST .....	2.0	19.0	51.4	52.4	18.6	35.7	19.9
SOUTHEAST .....	17.7	38.1	24.9	23.8	20.1	31.0	20.9
MIDDLE .....	28.4	42.9	13.3	19.0	23.3	31.0	23.8
WEST .....	52.0	...	10.5	4.8	38.0	2.4	35.4
TOTAL PERCENT .....	100.1	100.0	100.1	100.0	100.0	100.1	100.0
NUMBER REPORTING .....	356	21	181	21	537 <sup>b</sup>	42 <sup>b</sup>	579 <sup>b</sup>

<sup>a</sup>NORTHEAST—Connecticut, Delaware, District of Columbia, Maine, Maryland, Massachusetts, New Hampshire, New Jersey, New York, Pennsylvania, Rhode Island, Vermont. SOUTHEAST—Alabama, Arkansas, Florida, Georgia, Kentucky, Louisiana, Mississippi, North Carolina, South Carolina, Tennessee, Virginia, West Virginia. MIDDLE—Illinois, Indiana, Iowa, Kansas, Michigan, Minnesota, Missouri, Nebraska, North Dakota, Ohio, South Dakota, Wisconsin. WEST—Alaska, Arizona, California, Colorado, Hawaii, Idaho, Montana, Nevada, New Mexico, Oklahoma, Oregon, Texas, Utah, Washington, Wyoming.

<sup>b</sup>Includes 38 public institutions and 4 nonpublic institutions counted twice because their schedules are based on both academic preparation and faculty rank.



## I. SCHEDULED MINIMUM AND MAXIMUM SALARIES

THIS SECTION reviews institutional data by control of the institution and the base of the salary schedule. In addition to reporting the levels of scheduled salaries in 1971-72, the summaries show the trends in the levels of scheduled salaries and selected characteristics of the structure of scheduled minimum and maximum salaries in 1971-72.

### Academic Preparation

Scheduled minimum and maximum salaries in public 2-year institutions basing their schedules on educational preparation are summarized in Table 2. The mean scheduled salaries and the percentages of increase from 1970-71 to 1971-72 in public institutions which structure salary schedules by academic preparation are as follows:

Academic preparation	Mean scheduled salary, 1970-71	Percent increase over 1969-70
<b>MINIMUM SALARIES</b>		
Bachelor's degree . . . . .	\$ 7,531	2.1
Master's degree . . . . .	8,374	2.8
6 years . . . . .	9,194	2.9
Doctor's degree . . . . .	10,408	2.1

<b>MAXIMUM SALARIES</b>		
Bachelor's degree . . . . .	\$11,253	1.9
Master's degree . . . . .	12,612	2.7
6 years . . . . .	13,890	2.7
Doctor's degree . . . . .	15,541	2.7

For each level of academic preparation the mean of the scheduled salaries in small institutions is smaller than those in large institutions. This may be a function of institution location as well as of size.

All but three of these 356 schedules (99.2 percent) provide minimum and maximum salaries for the master's degree; 78.8 percent do so for the bachelor's degree; 93.3 percent for the 6-year level; and 84.8 percent for the doctor's degree.

The summary in Table 3 shows that the percentage increase for 1971-72 in mean scheduled

minimum and maximum salaries of all reporting public 2-year institutions is the smallest in this series of surveys. (The first period shown, 1965-66 to 1967-68, reflects a two-year change.)

Percentage increases in mean *minimum* scheduled salaries for the entire six-year period, 1965-66 to 1971-72, varied from a low of 37.1 percent for the bachelor's degree to a high of 43.6 percent for the doctorate. The following are the percentages of increase for the period showing the improvement in mean *maximum* scheduled salaries: 42.6 percent increase for the bachelor's degree; 40.6 percent for the master's degree; 41.8 percent for six-years' preparation; and 44.3 percent for the doctorate.

The summary of data for institutions grouped by size of enrollment shows that for 1971-72 the largest institutions had larger percentages of increase in mean scheduled salaries than is observed in the small and medium-size institutions. This is a reverse of the pattern between 1969-70 and 1970-71 in which the smallest percentage increases were observed in the large institutions.

The mean scheduled minimum and maximum salaries in 254 public 2-year institutions reporting for both 1970-71 and 1971-72 are summarized by size of institution in Table 4. The mean scheduled salaries and the percentages of increase from 1970-71 to 1971-72 in these institutions are:

Academic preparation	Institutions reporting both years	
	Mean scheduled salary, 1971-72	Percent increase over 1970-71
<b>MINIMUM SALARIES</b>		
Bachelor's degree . . . . .	\$ 7,654	3.6
Master's degree . . . . .	8,433	3.4
6 years . . . . .	9,250	3.4
Doctor's degree . . . . .	10,556	3.5
<b>MAXIMUM SALARIES</b>		
Bachelor's degree . . . . .	\$11,487	3.7
Master's degree . . . . .	12,724	3.3
6 years . . . . .	14,021	3.5
Doctor's degree . . . . .	15,674	3.6



The relationship of the 1971-72 minimum and maximum scheduled salaries at each of the four preparation levels to the scheduled minimum salary for the master's degree was estimated through use of mean scheduled salaries, as shown below. Differences in the numbers of institutions providing separate salary scales for each of these preparation levels reduce the precision of the ratio estimates.

<u>Academic preparation</u>	<u>Ratio of mean salary to mean minimum salary for master's degree (M.A. = 1.00)</u>
-----------------------------	--

#### MINIMUM SALARIES

Bachelor's degree . . .	.90
Master's degree . . . .	1.00
6 years . . . . .	1.10
Doctor's degree . . . .	1.24

#### MAXIMUM SALARIES

Bachelor's degree . . .	1.34
Master's degree . . . .	1.51
6 years . . . . .	1.66
Doctor's degree . . . .	1.86

#### Faculty Rank

Scheduled salaries for 1971-72 in public 2-year institutions structuring their schedules on faculty rank are summarized in Table 5. The mean scheduled salaries and the percentages of increase in public institutions which base salary schedules upon faculty rank are as follows:

<u>Faculty Rank</u>	<u>Mean scheduled salary, 1971-72</u>	<u>Percent increase over 1970-71</u>
---------------------	---------------------------------------	--------------------------------------

#### MINIMUM SALARIES

Instructor . . . . .	\$ 8,172	0.7
Assistant professor	9,615	1.1
Associate professor	11,459	1.7
Professor . . . . .	13,568	2.2

#### MAXIMUM SALARIES

Instructor . . . . .	\$11,803	3.6
Assistant professor	13,872	3.0
Associate professor	16,240	2.8
Professor . . . . .	19,169	3.7

The means of scheduled salaries are related positively to institution size groupings at all ranks.

All but one of these 181 schedules provide minimum and maximum salaries for assistant and associate professor; 179 provide them for instructor; 176 schedule minimum salaries for professors and 171 schedules show maximum salaries for professors.

Table 6 summarizes the changes shown in data reported since 1965-66 in the mean scheduled minimum and maximum salaries for public 2-year institutions basing their schedules on faculty rank. The summary shows that the percentage of change for means of scheduled minimum salaries in the total group of institutions is typically not half as large in 1971-72 as in preceding years.

The small number of institutions in each size group, and the reporting of data for only one year by some institutions contribute to the wide variations in the percentage change among institutions grouped by size. The percentages of increases in scheduled minimum salaries in 1971-72 are lowest in the small institutions, and are generally highest in the large institutions. The percentages of increase in scheduled maximum salaries are largest among the medium-size institutions and smallest among the large institutions.

The percentage increases over the total six-year period are larger with each higher rank for both scheduled minimum and scheduled maximum salaries. The five-year percentages of increase range from a low of 37.9 percent for scheduled minimum salaries for instructors to a high of 51.3 percent for scheduled maximum salaries for professors.

The mean scheduled salaries in 1971-72 and percentages of increase from 1970-71 to 1971-72 in 146 public institutions which reported data for both years are given in Table 7 by size of institution and summarized as follows:

<u>Faculty rank.</u>	<u>Mean scheduled salary, 1971-72</u>	<u>Percent increase over 1970-71</u>
----------------------	---------------------------------------	--------------------------------------

#### MINIMUM SALARIES

Instructor . . . . .	\$ 8,364	2.9
Assistant professor	9,859	2.8
Associate professor	11,750	3.5
Professor . . . . .	13,861	3.9

#### MAXIMUM SALARIES

Instructor . . . . .	\$11,924	4.6
Assistant professor	14,108	4.9
Associate professor	16,585	4.7
Professor . . . . .	19,497	5.3

### State-wide Schedules for Public Institutions

Listed in Table 8 are the scheduled minimum and maximum salaries in those states which have been identified as having a state-wide salary schedule for state-supported institutions. These schedules apply to 111 institutions, 22.2 percent of all public 2-year institutions.

### Nonpublic institutions

Summaries of the scheduled minimum and maximum salaries in the 38 nonpublic 2-year institutions are provided in Tables 9 and 10. The mean scheduled salaries vary from 9.5 percent to 27.9

percent lower than the mean scheduled salaries in the public institutions enrolling fewer than 1,000 students. The greatest differences are found in scheduled maximum salaries for both educational preparation and academic rank.

Tables 11 and 12 provide a summary of mean scheduled salaries in nonpublic institutions for each of the past four years. With the exception of salaries scheduled for the doctor's degree the mean scheduled salaries are lower for 1971-72 than for 1970-71. The percentages of increase in mean scheduled salaries for nonpublic institutions reporting in both 1970-71 and 1971-72 are shown in Tables 13 and 14.

TABLE 2. --- SCHEDULED MINIMUM AND MAXIMUM SALARIES IN PUBLIC 2-YEAR COLLEGES BASING THE SALARY SCHEDULE ON ACADEMIC PREPARATION, BY ENROLLMENT AND PREPARATION LEVEL, 1971-72

LEVEL OF PREPARATION AND ENROLLMENT	NUMBER OF INSTITUTIONS	MINIMUM SALARIES							
		1	2	3	4	5	6	7	8
		LOW	FIRST QUARTILE	MEDIAN	MEAN	THIRD QUARTILE	HIGH		
<b>BACHELOR'S DEGREE</b>									
ENROLLMENT UNDER 1,000	95	5,076	6,381	6,955	6,997	7,500	8,957		
ENROLLMENT 1,000-1,999	70	5,200	6,791	7,435	7,437	8,006	9,181		
ENROLLMENT 2,000 AND OVER	252	5,076	7,600	8,480	8,190	8,710	10,200		
TOTAL			6,955	7,521	7,531	8,354	10,200		
<b>MASTER'S DEGREE</b>									
ENROLLMENT UNDER 1,000	130	5,832	7,350	7,775	7,941	8,460	10,332		
ENROLLMENT 1,000-1,999	100	6,300	7,700	8,230	8,219	8,700	9,737		
ENROLLMENT 2,000 AND OVER	123	6,300	8,337	9,065	8,958	9,665	10,996		
TOTAL	353	5,832	7,700	8,295	8,374	9,100	10,996		
<b>SIX YEARS</b>									
ENROLLMENT UNDER 1,000	117	6,048	7,975	8,600	8,702	9,400	11,740		
ENROLLMENT 1,000-1,999	94	6,800	8,375	8,970	9,004	9,691	10,730		
ENROLLMENT 2,000 AND OVER	121	6,800	9,177	9,952	9,816	10,565	11,644		
TOTAL	332	6,048	8,465	9,091	9,194	10,017	11,740		
<b>DOCTOR'S DEGREE</b>									
ENROLLMENT UNDER 1,000	94	6,804	8,800	9,930	9,793	10,597	12,540		
ENROLLMENT 1,000-1,999	87	7,700	9,400	10,000	10,138	11,057	12,850		
ENROLLMENT 2,000 AND OVER	121	8,000	10,316	11,297	11,081	11,918	14,700		
TOTAL	302	6,804	9,438	10,350	10,408	11,410	14,700		
<b>BACHELOR'S DEGREE</b>									
ENROLLMENT UNDER 1,000	95	5,976	8,510	10,600	10,377	12,149	14,506		
ENROLLMENT 1,000-1,999	70	6,790	9,280	11,088	10,985	13,044	14,385		
ENROLLMENT 2,000 AND OVER	87	7,875	11,600	12,660	12,427	13,430	19,000		
TOTAL	252	5,976	9,500	11,765	11,253	13,102	19,000		
<b>MASTER'S DEGREE</b>									
ENROLLMENT UNDER 1,000	130	6,032	9,758	11,860	11,807	13,500	15,950		
ENROLLMENT 1,000-1,999	100	7,776	10,215	12,220	12,152	14,054	16,500		
ENROLLMENT 2,000 AND OVER	123	8,500	12,981	14,208	13,837	15,013	19,000		
TOTAL	353	6,032	10,900	13,100	12,612	14,407	19,000		
<b>SIX YEARS</b>									
ENROLLMENT UNDER 1,000	116	7,248	10,831	13,089	12,958	15,454	17,024		
ENROLLMENT 1,000-1,999	94	8,580	11,188	13,471	13,372	15,225	18,310		
ENROLLMENT 2,000 AND OVER	121	9,000	13,665	15,532	15,185	16,532	21,050		
TOTAL	331	7,248	12,141	14,220	13,890	15,683	21,050		
<b>DOCTOR'S DEGREE</b>									
ENROLLMENT UNDER 1,000	94	8,304	11,975	14,275	14,192	16,577	19,498		
ENROLLMENT 1,000-1,999	86	9,500	12,793	15,433	15,005	17,202	20,770		
ENROLLMENT 2,000 AND OVER	121	9,500	16,220	17,401	16,971	18,050	23,900		
TOTAL	301	8,304	13,322	16,220	15,541	17,528	23,900		



FIGURE I  
MEDIAN SCHEDULED MINIMUM AND MAXIMUM SALARIES IN PUBLIC 2-YEAR INSTITUTIONS,  
BY ACADEMIC PREPARATION AND FACULTY RANK, 1971-72

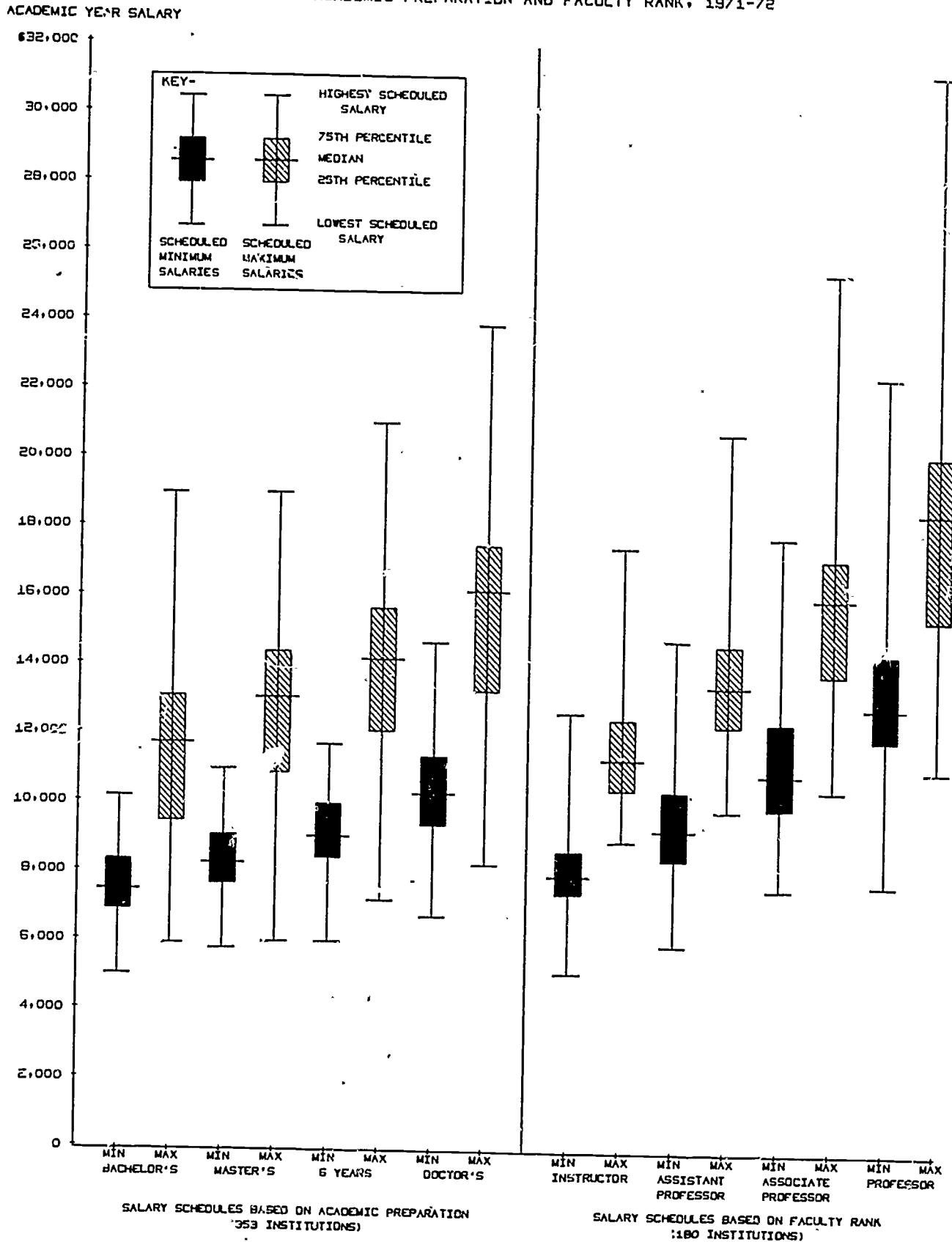


TABLE 3.—MEAN SCHEDULED MINIMUM AND MAXIMUM SALARIES IN PUBLIC 2-YEAR INSTITUTIONS BY ENROLLMENT AND ACADEMIC PREPARATION, AND ANNUAL PERCENT OF INCREASE, 1965-66 TO 1971-72

Enrollment (by academic year)	Number of institutions <sup>a</sup>	Bachelor's degree		Master's degree		Six years		Doctor's degree	
		Mean scheduled salary	Percent in- crease over previous year	Mean scheduled salary	Percent in- crease over previous year	Mean scheduled salary	Percent in- crease over previous year	Mean scheduled salary	Percent in- crease over Previous year
1	2	3	4	5	6	7	8	9	10
<b>MINIMUM SALARIES</b>									
<b>ALL INSTITUTIONS</b>									
1965-66 .....	182	\$ 5,492	...	\$ 6,023	...	\$ 6,535	...	\$ 7,246	...
1967-68 .....	221	6,096	11.0	6,744	12.0	7,380	12.9	8,380	15.7
1968-69 .....	310	6,395	4.9	7,076	4.9	7,908	7.2	8,800	5.0
1969-70 .....	315	7,075	10.6	7,767	9.8	8,541	8.0	9,674	9.9
1970-71 .....	277	7,377	4.3	8,147	4.9	8,939	4.7	10,198	5.4
1971-72 .....	356	7,531	2.1	8,374	2.8	9,194	2.9	10,408	2.1
<b>ENROLLMENT UNDER 1,000</b>									
1965-66 .....	91	5,189	...	5,793	...	6,248	...	6,915	...
1967-68 .....	101	5,674	9.4	6,425	10.9	7,004	12.1	7,966	15.2
1968-69 .....	127	5,694	0.4	6,528	1.6	7,262	3.7	8,046	1.0
1969-70 .....	136	6,640	16.6	7,412	13.5	8,138	12.1	9,256	15.0
1970-71 .....	128	6,981	5.1	7,804	5.3	8,539	4.9	9,724	5.1
1971-72 .....	130	6,997	0.2	7,941	1.8	8,702	1.9	9,793	0.7
<b>ENROLLMENT 1,000 TO 1,999</b>									
1965-66 .....	48	5,478	...	5,990	...	6,503	...	7,217	...
1967-68 .....	52	6,133	12.0	6,707	12.0	7,361	13.2	8,395	16.3
1968-69 .....	69	6,418	4.7	7,037	4.9	7,798	5.9	8,789	4.7
1969-70 .....	83	7,066	10.1	7,761	10.3	8,537	9.5	9,578	9.0
1970-71 .....	66	7,496	6.1	8,201	5.7	9,019	5.6	10,241	6.9
1971-72 .....	100	7,437	-0.8	8,219	0.2	9,004	-0.2	10,138	-1.0
<b>ENROLLMENT 2,000 AND OVER</b>									
1965-66 .....	43	5,990	...	6,547	...	7,095	...	7,816	...
1967-68 .....	68	6,629	10.7	7,246	10.7	7,888	11.2	8,791	12.5
1968-69 .....	114	7,084	6.9	7,710	6.4	8,443	7.0	9,418	7.1
1969-70 .....	96	7,617	7.5	8,275	7.3	9,096	7.7	10,177	8.1
1970-71 .....	83	7,920	4.0	8,662	4.7	9,462	4.0	10,740	5.5
1971-72 .....	126	8,190	3.4	8,958	3.4	9,816	3.7	11,081	3.2

TABLE 3.—MEAN SCHEDULED MINIMUM AND MAXIMUM SALARIES IN PUBLIC 2-YEAR INSTITUTIONS BY ENROLLMENT AND ACADEMIC PREPARATION, AND ANNUAL PERCENT OF INCREASE, 1965-66 TO 1971-72 (Continued)

Enrollment (by academic year)	Number of institutions <sup>a</sup>	Bachelor's degree		Master's degree		Six years		Doctor's degree	
		Mean scheduled salary	Percent in- crease over previous year	Mean scheduled salary	Percent in- crease over previous year	Mean scheduled salary	Percent in- crease over previous year	Mean scheduled salary	Percent in- crease over previous year
1	2	3	4	5	6	7	8	9	10
<b>MAXIMUM SALARIES</b>									
<b>ALL INSTITUTIONS</b>									
1965-66 .....	182	7,889	...	8,971	...	9,795	...	10,769	...
1967-68 .....	221	8,850	12.2	10,031	11.8	11,142	13.8	12,202	13.3
1968-69 .....	310	9,151	3.4	10,484	4.5	11,892	6.7	12,760	4.6
1969-70 .....	315	10,442	14.1	11,568	10.3	12,764	7.3	14,088	10.4
1970-71 .....	277	11,042	5.7	12,284	6.2	13,531	6.0	15,129	7.4
1971-72 .....	356	11,253	1.9	12,612	2.7	13,890	2.7	15,541	2.7
<b>ENROLLMENT UNDER 1,000</b>									
1965-66 .....	91	7,273	...	8,467	...	9,203	...	10,202	...
1967-68 .....	101	7,932	9.1	9,323	10.3	10,466	13.7	11,064	8.5
1968-69 .....	127	7,920	-0.1	9,509	2.0	10,913	4.3	11,032	-0.3
1969-70 .....	136	9,617	21.4	10,764	13.2	11,928	9.3	12,899	16.9
1970-71 .....	128	10,096	5.0	11,486	6.7	12,761	7.0	14,241	10.4
1971-72 .....	130	10,377	2.8	11,807	2.8	12,958	1.5	14,192	-0.3
<b>ENROLLMENT 1,000 TO 1,999</b>									
1965-66 .....	48	7,978	...	8,854	...	9,686	...	10,553	...
1967-68 .....	52	9,001	12.8	9,954	12.4	11,045	14.0	12,388	17.4
1968-69 .....	69	8,989	-0.1	10,163	2.1	11,380	3.0	12,606	1.8
1969-70 .....	83	10,354	15.2	11,596	14.1	12,885	13.2	14,551	12.3
1970-71 .....	66	11,727	13.3	12,556	8.3	13,761	6.8	15,066	6.5
1971-72 .....	100	10,985	-6.3	12,152	-3.2	13,372	-2.8	15,005	-0.4
<b>ENROLLMENT 2,000 AND OVER</b>									
1965-66 .....	43	9,074	...	10,167	...	10,992	...	11,908	...
1967-68 .....	68	9,964	9.8	11,141	9.6	12,100	10.1	13,232	11.1
1968-69 .....	114	10,468	5.1	11,764	5.6	12,901	6.6	14,247	7.7
1969-70 .....	96	11,522	10.1	12,682	7.8	13,804	7.0	15,264	7.1
1970-71 .....	83	12,013	4.3	13,363	5.4	14,478	4.9	16,250	6.5
1971-72 .....	126	12,427	3.4	13,837	3.5	15,185	4.9	16,971	4.4

<sup>a</sup>Some institutions do not maintain scheduled salaries for all levels of preparation.

TABLE 4.—MEAN SCHEDULED MINIMUM AND MAXIMUM SALARIES IN PUBLIC 2-YEAR INSTITUTIONS BY ENROLLMENT AND ACADEMIC PREPARATION, AND PERCENT OF INCREASE, 1970-71 AND 1971-72

(Institutions reporting for both 1970-71 and 1971-72)

Enrollment (by academic year)	Number of institutions <sup>a</sup>	Level of academic preparation								
		Bachelor's degree		Master's degree		Six years		Doctor's degree		
		Minimum	Maximum	Minimum	Maximum	Minimum	Maximum	Minimum	Maximum	
1	2	3	4	5	6	7	8	9	10	
<b>ALL REPORTING INSTITUTIONS</b>										
1970-71 .....	254	\$7,389	\$11,080	\$8,159	\$12,316	\$8,945	\$13,553	\$10,196	\$15,127	
1971-72 .....	254	7,654	11,487	8,433	12,724	9,250	14,021	10,556	15,674	
Percent increase .....		3.6	3.7	3.4	3.3	3.4	3.5	3.5	3.6	
<b>ENROLLMENT UNDER 1,000</b>										
1970-71 .....	90	\$6,865	\$10,056	\$7,745	\$11,464	\$8,467	\$12,658	\$9,629	\$13,812	
1971-72 .....	90	7,140	10,472	7,986	11,862	8,742	13,084	9,904	14,189	
Percent increase .....		4.0	4.1	3.1	3.5	3.2	3.4	2.9	2.7	
<b>ENROLLMENT 1,000-1,999</b>										
1970-71 .....	77	\$7,253	\$10,940	\$8,004	\$12,010	\$8,757	\$13,162	\$9,845	\$14,583	
1971-72 .....	77	7,488	11,244	8,276	12,350	9,067	13,543	10,299	15,211	
Percent increase .....		3.2	2.8	3.4	2.8	3.5	2.9	4.6	4.3	
<b>ENROLLMENT 2,000 AND OVER</b>										
1970-71 .....	87	\$8,049	\$12,259	\$8,737	\$13,496	\$9,542	\$14,705	\$10,879	\$16,495	
1971-72 .....	87	8,333	12,754	9,035	13,946	9,873	15,288	11,209	17,062	
Percent increase .....		3.5	4.0	3.4	3.3	3.5	4.0	3.0	3.4	

<sup>a</sup>Some institutions do not maintain scheduled salaries for all levels of preparation.



TABLE 5. -- SCHEDULED MINIMUM AND MAXIMUM SALARIES IN PUBLIC 2-YEAR COLLEGES BASING THE SALARY SCHEDULE ON FACULTY RANK, BY ENROLLMENT AND FACULTY RANK, 1971-72

FACULTY RANK AND ENROLLMENT	NUMBER OF INSTITUTIONS	MINIMUM SALARIES								MAXIMUM SALARIES							
		LOW	FIRST QUARTILE	MEDIAN	MEAN	THIRD QUARTILE	HIGH	LOW	FIRST QUARTILE	MEDIAN	MEAN	THIRD QUARTILE	HIGH				
	2	3	4	5	6	7	8	3	4	5	6	7	8				
<b>INSTRUCTOR</b>																	
ENROLLMENT UNDER 1,000	80	5,610	7,000	7,500	7,795	8,305	12,700	9,000	10,250	10,250	10,250	13,330	12,700				
ENROLLMENT 1,000-1,999	45	5,200	7,500	8,000	8,042	8,165	12,700	9,500	9,700	9,700	9,700	14,830	12,700				
ENROLLMENT 2,000 AND OVER	54	5,200	7,800	8,428	8,838	9,038	12,700	6,000	10,291	11,387	11,387	13,330	12,700				
TOTAL	179	5,200	7,500	8,000	8,172	8,698	12,700	6,000	9,287	10,250	10,250	14,830	12,700				
<b>ASSISTANT PROFESSOR</b>																	
ENROLLMENT UNDER 1,000	80	6,500	8,159	9,000	9,287	10,250	13,330	9,000	9,500	9,500	9,500	14,830	13,330				
ENROLLMENT 1,000-1,999	45	6,000	8,715	9,500	9,370	9,700	14,830	9,100	10,247	11,387	11,387	17,830	14,830				
ENROLLMENT 2,000 AND OVER	55	6,000	9,100	10,247	10,291	11,387	17,830	6,000	9,345	10,448	10,448	17,830	14,830				
TOTAL	180	6,000	8,500	9,345	9,615	10,448	17,830	6,000	9,615	10,448	10,448	17,830	14,830				
<b>ASSOCIATE PROFESSOR</b>																	
ENROLLMENT UNDER 1,000	80	7,650	9,200	10,875	11,045	12,865	17,830	7,650	10,875	11,045	11,045	17,830	14,830				
ENROLLMENT 1,000-1,999	45	7,650	10,400	11,100	11,130	11,500	17,830	7,650	11,100	11,130	11,500	17,830	14,830				
ENROLLMENT 2,000 AND OVER	55	7,800	10,850	12,091	12,332	12,948	17,830	7,800	12,091	12,332	12,948	17,830	14,830				
TOTAL	180	7,650	10,000	10,950	11,459	12,457	17,830	7,650	10,950	11,459	12,457	17,830	14,830				
<b>PROFESSOR</b>																	
ENROLLMENT UNDER 1,000	77	7,800	11,000	12,375	13,029	15,315	22,500	7,800	12,375	13,029	15,315	22,500	22,500				
ENROLLMENT 1,000-1,999	45	7,800	12,000	13,200	13,136	14,214	22,500	7,800	13,200	13,136	14,214	22,500	22,500				
ENROLLMENT 2,000 AND OVER	54	9,000	12,538	14,214	14,698	14,875	22,500	9,000	14,214	14,698	14,875	22,500	22,500				
TOTAL	176	7,800	12,000	12,900	13,568	14,466	22,500	7,800	12,900	13,568	14,466	22,500	22,500				
<b>INSTRUCTOR</b>																	
ENROLLMENT UNDER 1,000	80	9,000	10,350	11,043	11,406	12,537	17,150	9,000	11,043	11,406	12,537	17,150	17,150				
ENROLLMENT 1,000-1,999	45	9,500	10,826	11,138	11,439	12,000	14,450	9,500	11,138	11,439	12,000	14,450	14,450				
ENROLLMENT 2,000 AND OVER	54	9,300	11,138	11,905	12,693	13,792	17,499	9,300	11,905	12,693	13,792	17,499	17,499				
TOTAL	179	9,000	10,500	11,380	11,803	12,537	17,499	9,000	11,380	11,803	12,537	17,499	17,499				
<b>ASSISTANT PROFESSOR</b>																	
ENROLLMENT UNDER 1,000	80	10,000	12,375	12,857	13,313	14,673	20,830	10,000	12,857	13,313	14,673	20,830	20,830				
ENROLLMENT 1,000-1,999	45	10,300	12,679	13,166	13,429	14,000	20,830	10,300	13,166	13,429	14,000	20,830	20,830				
ENROLLMENT 2,000 AND OVER	55	9,900	13,166	14,144	15,046	16,450	20,830	9,900	14,144	15,046	16,450	20,830	20,830				
TOTAL	180	9,900	12,375	13,500	13,872	14,700	20,830	9,900	13,500	13,872	14,700	20,830	20,830				
<b>ASSOCIATE PROFESSOR</b>																	
ENROLLMENT UNDER 1,000	80	10,920	13,875	15,000	15,475	17,078	25,500	10,920	15,000	15,475	17,078	25,500	25,500				
ENROLLMENT 1,000-1,999	45	10,800	14,188	16,203	15,809	16,779	25,500	10,800	16,203	15,809	16,779	25,500	25,500				
ENROLLMENT 2,000 AND OVER	55	10,500	15,490	16,496	17,706	19,440	25,500	10,500	16,496	17,706	19,440	25,500	25,500				
TOTAL	180	10,500	13,875	16,065	16,240	17,213	25,500	10,500	16,065	16,240	17,213	25,500	25,500				
<b>PROFESSOR</b>																	
ENROLLMENT UNDER 1,000	74	12,000	15,375	17,415	18,058	19,770	31,275	12,000	17,415	18,058	19,770	31,275	31,275				
ENROLLMENT 1,000-1,999	43	11,200	16,500	19,770	18,747	20,241	31,275	11,200	19,770	18,747	20,241	31,275	31,275				
ENROLLMENT 2,000 AND OVER	54	11,100	18,047	20,100	19,026	23,284	31,275	11,100	20,100	19,026	23,284	31,275	31,275				
TOTAL	171	11,100	15,500	18,580	19,169	20,241	31,275	11,100	18,580	19,169	20,241	31,275	31,275				



TABLE 6.—MEAN SCHEDULED MINIMUM AND MAXIMUM SALARIES IN PUBLIC 2-YEAR INSTITUTIONS BY ENROLLMENT AND FACULTY RANK, AND ANNUAL PERCENT OF INCREASE, 1965-66 TO 1971-72

Enrollment (by academic year)	Number of institutions <sup>a</sup>	Instructor		Assistant professor		Associate professor		Professor	
		Mean salary	Percent in- crease over previous year	Mean salary	Percent in- crease over previous year	Mean salary	Percent in- crease over previous year	Mean salary	Percent in- crease over previous year
1	2	3	4	5	6	7	8	9	10
<b>MINIMUM SALARIES</b>									
<b>ALL INSTITUTIONS</b>									
1965-66 .....	69	\$ 5,928	...	\$ 6,863	...	\$ 7,939	...	\$ 9,251	...
1967-68 .....	100	6,607	11.5	7,763	13.1	9,016	13.6	10,606	14.7
1968-69 .....	112	7,070	7.0	8,254	6.3	9,663	7.2	11,387	7.4
1969-70 .....	147	7,571	7.1	8,921	8.1	10,531	9.0	12,434	9.2
1970-71 .....	157	8,115	7.2	9,510	6.6	11,262	5.9	13,276	6.8
1971-72 .....	181	8,172	0.7	9,615	1.1	11,459	1.7	13,568	2.2
<b>ENROLLMENT UNDER 1,000</b>									
1965-66 .....	39	5,732	...	6,580	...	7,553	...	8,786	...
1967-68 .....	40	6,398	11.6	7,549	14.7	8,725	15.5	10,481	19.3
1968-69 .....	30	7,461	16.6	8,537	13.1	10,103	15.8	11,833	2.9
1969-70 .....	56	7,234	-3.0	8,658	1.4	10,181	0.8	12,024	1.6
1970-71 .....	76	7,868	8.8	9,340	7.9	11,026	8.3	12,871	7.0
1971-72 .....	81	7,795	-0.9	9,287	-0.6	11,045	0.2	13,029	1.2
<b>ENROLLMENT 1,000-1,999</b>									
1965-66 .....	18	6,281	...	7,433	...	8,549	...	10,121	...
1967-68 .....	22	6,699	6.7	7,752	4.3	9,065	6.0	10,515	3.9
1968-69 .....	38	6,593	-1.6	7,832	1.0	9,097	0.4	10,608	0.9
1969-70 .....	48	7,578	14.9	8,879	13.4	10,580	16.3	12,552	18.3
1970-71 .....	43	7,976	5.3	9,358	5.4	11,074	4.7	13,096	4.3
1971-72 .....	45	8,042	0.8	9,370	0.1	11,130	0.5	13,136	0.3
<b>ENROLLMENT 2,000 AND OVER</b>									
1965-66 .....	12	6,043	...	6,931	...	8,277	...	9,682	...
1967-68 .....	38	6,778	12.2	7,994	15.3	9,295	12.3	10,794	11.5
1968-69 .....	44	7,208	6.3	8,416	5.3	9,839	5.9	11,745	8.8
1969-70 .....	43	8,012	11.2	9,311	10.6	10,935	11.1	12,814	9.1
1970-71 .....	38	8,765	9.4	10,023	7.6	11,939	9.2	14,264	11.3
1971-72 .....	55	8,838	0.8	10,291	2.7	12,332	3.3	14,698	3.0

TABLE 6.—MEAN SCHEDULED MINIMUM AND MAXIMUM SALARIES IN PUBLIC 2-YEAR INSTITUTIONS BY ENROLLMENT AND FACULTY RANK, AND ANNUAL PERCENT OF INCREASE, 1965-66 TO 1971-72 (Continued)

Enrollment (by academic year)	Number of institutions <sup>a</sup>	Instructor		Assistant professor		Associate professor		Professor	
		Mean scheduled salary	Percent in- crease over previous year	Mean scheduled salary	Percent in- crease over previous year	Mean scheduled salary	Percent in- crease over previous year	Mean scheduled salary	Percent in- crease over previous year
1	2	3	4	5	6	7	8	9	10
<b>MAXIMUM SALARIES</b>									
<b>ALL INSTITUTIONS</b>									
1965-66 .....	69	\$ 8,152	...	\$ 9,539	...	\$10,954	...	\$12,667	...
1967-68 .....	100	8,943	9.7	10,761	12.8	12,440	13.6	14,699	16.0
1968-69 .....	112	9,851	10.2	11,616	8.0	13,644	9.7	16,054	9.2
1969-70 .....	147	10,551	7.1	12,529	7.9	14,771	8.3	17,363	8.2
1970-71 .....	157	11,390	8.0	13,466	7.5	15,805	7.0	18,486	6.5
1971-72 .....	181	11,803	3.6	13,872	3.0	16,240	2.8	19,169	3.7
<b>ENROLLMENT UNDER 1,000</b>									
1965-66 .....	39	7,776	...	9,122	...	10,447	...	12,193	...
1967-68 .....	40	8,373	7.7	10,054	10.2	11,619	11.2	13,946	14.4
1968-69 .....	30	9,945	18.8	11,386	13.3	13,554	16.7	16,004	14.8
1969-70 .....	56	10,199	2.6	11,907	4.6	13,951	2.9	16,330	2.0
1970-71 .....	76	11,028	8.1	12,959	9.2	15,212	9.0	17,643	8.0
1971-72 .....	81	11,406	3.4	13,313	2.4	15,475	1.7	18,058	2.4
<b>ENROLLMENT 1,000-1,999</b>									
1965-66 .....	18	8,740	...	10,259	...	11,804	...	13,826	...
1967-68 .....	22	8,991	2.9	10,760	4.9	12,469	5.6	14,778	6.9
1968-69 .....	38	9,578	6.5	11,206	4.1	13,010	4.3	15,016	1.6
1969-70 .....	48	10,280	7.3	12,223	9.1	14,525	11.6	17,158	14.3
1970-71 .....	43	10,964	6.7	12,945	5.9	15,290	5.3	17,912	4.4
1971-72 .....	45	11,439	4.3	13,429	3.7	15,809	3.4	18,747	4.7
<b>ENROLLMENT 2,000 AND OVER</b>									
1965-66 .....	12	8,491	...	9,775	...	11,112	...	12,507	...
1967-68 .....	38	9,530	12.2	11,505	17.7	13,290	19.6	15,451	23.5
1968-69 .....	44	10,028	5.2	12,127	5.4	14,251	7.2	17,002	10.0
1969-70 .....	43	11,331	13.0	13,680	12.8	16,113	13.1	18,897	11.2
1970-71 .....	38	12,596	11.2	14,991	9.6	17,558	9.0	20,733	9.7
1971-72 .....	55	12,693	0.8	15,046	0.4	17,706	0.8	21,026	1.4

<sup>a</sup>Some institutions do not maintain scheduled salaries for all ranks.

TABLE 7.—MEAN SCHEDULED MINIMUM AND MAXIMUM SALARIES IN PUBLIC 2-YEAR INSTITUTIONS BY ENROLLMENT AND FACULTY RANK, AND PERCENT OF INCREASE, 1970-71 AND 1971-72

(Institutions reporting for both 1970-71 and 1971-72)

Enrollment (by academic year)	Number of institutions <sup>a</sup>	Faculty rank								
		Instructor		Assistant professor		Associate professor		Professor		
		Minimum	Maximum	Minimum	Maximum	Minimum	Maximum	Minimum	Maximum	
1	2	3	4	5	6	7	8	9	10	
<b>ALL REPORTING INSTITUTIONS</b>										
1970-71 .....	141	\$8,127	\$11,403	\$ 9,591	\$13,455	\$11,956	\$15,848	\$13,344	\$18,516	
1971-72 .....	146	8,364	11,924	9,859	14,108	11,750	16,585	13,861	19,497	
Percent increase .....		2.9	4.6	2.8	4.9	3.5	4.7	3.9	5.3	
<b>ENROLLMENT UNDER 1,000</b>										
1970-71 .....	57	\$7,927	\$11,114	\$ 9,509	\$13,116	\$11,305	\$15,416	\$13,151	\$17,729	
1971-72 .....	57	8,102	11,619	9,703	13,731	11,585	16,059	13,510	18,597	
Percent increase .....		2.2	4.5	2.0	4.7	2.5	4.2	2.7	4.9	
<b>ENROLLMENT 1,000-1,999</b>										
1970-71 .....	40	\$7,906	\$10,935	\$ 9,222	\$12,930	\$10,861	\$15,250	\$12,850	\$17,954	
1971-72 .....	40	8,165	11,513	9,509	13,547	11,239	15,959	13,287	18,764	
Percent increase .....		3.3	5.3	3.1	4.8	3.5	4.6	3.4	4.5	
<b>ENROLLMENT 2,000 AND OVER</b>										
1970-71 .....	49	\$8,541	\$12,122	\$ 9,987	\$14,277	\$11,818	\$16,830	\$13,976	\$19,875	
1971-72 .....	49	8,841	12,628	10,326	15,004	12,361	17,709	14,733	21,104	
Percent increase .....		3.5	4.2	3.4	5.1	4.6	5.2	5.4	6.2	

<sup>a</sup>Some institutions do not maintain scheduled salaries for all faculty ranks.

TABLE 8.—MINIMUM AND MAXIMUM SALARIES PROVIDED IN STATE SALARY POLICIES APPLYING TO STATE-SUPPORTED 2-YEAR COLLEGES, 1971-72

State	Academic preparation level or faculty rank																
	Bachelor's degree				Master's degree				Six years				Doctor's degree				
	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	
Alabama	...	...	...	...	7,775	0.0	\$ 9,400	0.0	\$ 8,525	0.0	\$ 10,150	0.0	\$ 10,350	0.0	\$ 11,975	0.0	
Hawaii	\$ 7,596	0.0	\$ 13,128	12.4	8,208	0.0	14,208	12.5	9,600	0.0	16,608	12.4	10,380	0.0	17,964	12.5	
Maine	8,358	11.5	12,149	11.5	8,748	11.5	13,320	11.5	...	...	...	...	...	...	...	...	
Minnesota	6,955	0.9	13,102	1.1	8,295	1.0	15,009	1.1	8,767	1.0	15,683	1.1	...	...	...	...	
Nevada	...	...	...	...	9,100	0.0	15,500	0.0	10,000	0.0	14,500	6.0	11,260	0.0	16,420	0.0	
Tennessee (Community Colleges) <sup>a</sup>	6,200	0.0	8,510	6.4	7,200	0.0	11,860	5.0	7,500	0.0	13,125	5.0	8,800	0.0	17,430	5.0	
High	8,358	...	13,128	...	9,100	...	15,009	...	10,000	...	16,608	...	11,260	...	17,964	...	
Low	6,200	...	8,510	...	7,200	...	9,400	...	7,500	...	10,150	...	8,800	...	11,975	...	
Average	7,277	3.3	11,722	7.7	8,221	2.0	12,882	5.0	8,878	0.2	14,013	3.9	10,198	0.0	15,950	4.6	
Alaska	\$ 9,000	0.0	\$ 12,375	0.0	\$ 12,600	0.0	\$ 15,975	0.0	\$ 16,200	0.0	\$ 19,575	0.0	\$ 19,800	0.0	\$ 23,175	0.0	
Connecticut (Community Colleges)	10,179	0.0	12,537	0.0	11,336	0.0	13,826	0.0	13,802	0.0	17,078	0.0	16,098	0.0	19,770	0.0	
(Technical Colleges)	10,748	0.0	13,172	0.0	11,970	0.0	14,526	0.0	14,526	0.0	17,934	0.0	16,959	0.0	20,757	0.0	
Massachusetts	8,130	6.0	11,138	6.0	9,516	6.0	13,166	6.0	11,404	6.0	16,203	6.0	14,214	6.0	20,241	6.0	
Tennessee (Community Colleges) <sup>a</sup>	6,200	0.0	12,600	5.0	7,500	0.0	14,700	5.0	7,650	0.0	16,065	5.7	7,800	0.0	17,430	5.0	
(Technical Institutes) <sup>a</sup>	7,247	1.8	12,158	6.9	7,747	1.8	12,857	6.9	8,747	1.8	13,382	6.9	9,746	1.8	13,911	7.0	
Virginia	7,500	7.1	10,500	7.1	9,000	2.9	12,375	7.1	10,875	3.6	13,875	4.3	12,375	1.0	15,375	2.2	
High	10,748	...	13,172	...	12,600	...	15,975	...	16,200	...	19,575	...	19,800	...	23,175	...	
Low	6,200	...	10,500	...	7,500	...	12,375	...	7,650	...	13,382	...	7,800	...	13,911	...	
Average	8,429	1.0	12,069	3.3	9,953	1.4	13,918	3.3	11,886	1.4	16,302	2.9	13,856	1.2	18,666	2.5	

<sup>a</sup>Tennessee provides a schedule based on both educational preparation and academic rank. Scheduled salaries for faculty in state technical institutes are based on academic rank; salaries for faculty in community colleges, on both educational preparation and academic rank.

TABLE 9. -- SCHEDULED MINIMUM AND MAXIMUM SALARIES IN NONPUBLIC 2-YEAR COLLEGES BASING THE SALARY SCHEDULE ON ACADEMIC PREPARATION, 1971-72

LEVEL OF PREPARATION	NUMBER OF INSTITUTIONS	SCHEDULED MINIMUM SALARIES				SCHEDULED MAXIMUM SALARIES			
		LOW	FIRST QUARTILE	MEDIAN	HIGH	LOW	FIRST QUARTILE	MEDIAN	HIGH
1	2	3	4	5	6	7	8	9	10
BACHELOR'S DEGREE	15	5,000	5,400	6,360	6,245	6,720	7,500		
MASTER'S DEGREE	21	5,500	6,000	7,300	7,010	7,600	8,602		
SIX YEARS	17	6,000	6,375	7,920	7,801	8,717	10,500		
DOCTOR'S DEGREE	18	6,300	6,950	8,800	8,861	10,180	12,000		
BACHELOR'S DEGREE	15	5,500	6,500	8,480	7,933	8,925	11,000		
MASTER'S DEGREE	20	6,400	7,371	9,520	9,598	11,286	14,250		
SIX YEARS	16	7,000	8,555	10,170	10,685	13,000	14,800		
DOCTOR'S DEGREE	15	7,100	9,145	11,660	11,541	13,380	18,350		

TABLE 10. -- SCHEDULED MINIMUM AND MAXIMUM SALARIES IN NONPUBLIC 2-YEAR COLLEGES BASING THE SALARY SCHEDULE ON FACULTY RANK, 1971-72

FACULTY RANK	NUMBER OF INSTITUTIONS	SCHEDULED MINIMUM SALARIES				SCHEDULED MAXIMUM SALARIES			
		LOW	FIRST QUARTILE	MEDIAN	HIGH	LOW	FIRST QUARTILE	MEDIAN	HIGH
1	2	3	4	5	6	7	8	9	10
INSTRUCTOR	21	3,840	5,550	6,500	6,519	7,850	8,858		
ASSISTANT PROFESSOR	19	4,950	6,500	8,000	7,658	9,000	9,965		
ASSOCIATE PROFESSOR	19	5,650	7,800	9,400	8,938	9,900	11,903		
PROFESSOR	20	6,000	8,380	10,500	10,049	11,805	14,893		
INSTRUCTOR	21	4,900	6,750	9,000	8,433	9,370	11,800		
ASSISTANT PROFESSOR	19	5,850	8,300	10,200	9,705	10,800	13,090		
ASSOCIATE PROFESSOR	19	6,850	9,500	11,500	11,289	13,300	15,889		
PROFESSOR	19	6,500	10,700	13,000	13,013	15,200	19,765		

TABLE 11.—MEAN SCHEDULED MINIMUM AND MAXIMUM SALARIES IN NONPUBLIC 2-YEAR INSTITUTIONS BY PREPARATION LEVEL, AND ANNUAL PERCENT OF INCREASE, 1967-68 TO 1971-72

Preparation level (by academic year)	Number of institutions <sup>a</sup>	Mean of scheduled minimum salaries	Percent in- crease over previous year	Mean of scheduled maximum salaries	Percent in- crease over previous year
1	2	3	4	5	6
<b>BACHELOR'S DEGREE</b>					
1967-68 .....	13	\$5,097	...	\$ 6,507	...
1968-69 .....	19	5,448	6.9	6,907	6.2
1969-70 .....	18	5,781	6.1	7,491	8.5
1970-71 .....	10	6,395	10.6	8,600	14.8
1971-72 .....	15	6,245	-2.3	7,933	-7.8
<b>MASTER'S DEGREE</b>					
1967-68 .....	21	5,778	...	7,667	...
1968-69 .....	30	6,075	5.1	8,032	4.8
1969-70 .....	27	6,407	5.5	8,499	5.8
1970-71 .....	16	7,143	11.5	9,999	17.6
1971-72 .....	21	7,010	-1.9	9,598	-4.0
<b>SIX YEARS</b>					
1967-68 .....	15	6,197	...	8,207	...
1968-69 .....	22	6,481	4.6	8,425	4.6
1969-70 .....	20	6,901	6.5	8,966	6.4
1970-71 .....	11	7,892	14.4	10,875	21.3
1971-72 .....	17	7,801	-1.2	10,685	-1.7
<b>DOCTOR'S DEGREE</b>					
1967-68 .....	18	6,996	...	9,208	...
1968-69 .....	27	7,145	2.2	9,662	4.9
1969-70 .....	24	7,782	8.9	10,048	4.0
1970-71 .....	11	8,585	10.3	11,518	14.6
1971-72 .....	18	8,861	3.2	11,541	0.2

<sup>a</sup>Some institutions do not maintain scheduled salaries for all levels of preparation.



TABLE 12.—MEAN SCHEDULED MINIMUM AND MAXIMUM SALARIES IN NONPUBLIC 2-YEAR INSTITUTIONS BY FACULTY RANK, AND ANNUAL PERCENT OF INCREASE, 1967-68 TO 1971-72

Faculty rank (by academic year)	Number of institutions <sup>a</sup>	Mean of scheduled minimum salaries	Percent in- crease over previous year	Mean of scheduled maximum salaries	Percent in- crease over previous year
1	2	3	4	5	6
<b>INSTRUCTOR</b>					
1967-68 .....	17	\$ 5,818	...	\$ 7,889	...
1968-69 .....	31	6,082	4.5	8,042	1.9
1969-70 .....	25	6,533	7.4	8,848	10.0
1970-71 .....	18	6,989	7.0	8,920	0.8
1971-72 .....	21	6,519	-6.7	8,433	-4.5
<b>ASSISTANT PROFESSOR</b>					
1967-68 .....	17	6,815	...	9,380	...
1968-69 .....	31	7,231	6.1	9,417	-0.4
1969-70 .....	25	7,714	6.7	10,273	9.1
1970-71 .....	18	8,043	4.3	10,537	2.6
1971-72 .....	19	7,658	-4.8	9,705	-7.9
<b>ASSOCIATE PROFESSOR</b>					
1967-68 .....	17	7,856	...	10,872	...
1968-69 .....	31	8,326	6.0	10,985	1.0
1969-70 .....	25	8,921	7.2	11,844	7.8
1970-71 .....	18	9,316	4.4	12,290	3.8
1971-72 .....	19	8,938	-4.1	11,289	-9.1
<b>PROFESSOR</b>					
1967-68 .....	15	9,039	...	12,768	...
1968-69 .....	29	9,590	6.1	12,668	-0.8
1969-70 .....	24	10,370	8.1	13,904	9.8
1970-71 .....	17	10,748	3.6	14,214	2.2
1971-72 .....	20	10,049	-6.5	13,013	-8.4

<sup>a</sup>Some institutions do not maintain scheduled salaries for all faculty ranks.

TABLE 13.—MEAN SCHEDULED MINIMUM AND MAXIMUM SALARIES IN NONPUBLIC 2-YEAR INSTITUTIONS BY LEVEL OF PREPARATION, AND PERCENT OF INCREASE, 1970-71 AND 1971-72

(Institutions reporting for both years)

Preparation level	Number of institutions <sup>a</sup>	Mean of scheduled minimum salaries	Mean of scheduled maximum salaries
1	2	3	4
<b>BACHELOR'S DEGREE</b>			
1970-71 .....	5	\$6,444	\$ 9,140
1971-72 .....	6	6,539	8,821
Percent increase	.	1.5	-3.5
<b>MASTER'S DEGREE</b>			
1970-71 .....	10	\$7,042	\$10,115
1971-72 .....	10	7,225	10,501
Percent increase		2.6	3.8
<b>SIX YEARS</b>			
1970-71 .....	7	\$7,669	\$10,793
1971-72 .....	8	7,967	11,468
Percent increase		3.9	6.3
<b>DOCTOR'S DEGREE</b>			
1970-71 .....	7	\$8,643	\$12,455
1971-72 .....	7	9,030	13,152
Percent increase		4.5	5.6

<sup>a</sup>Some institutions do not maintain scheduled salaries for all levels of preparation.

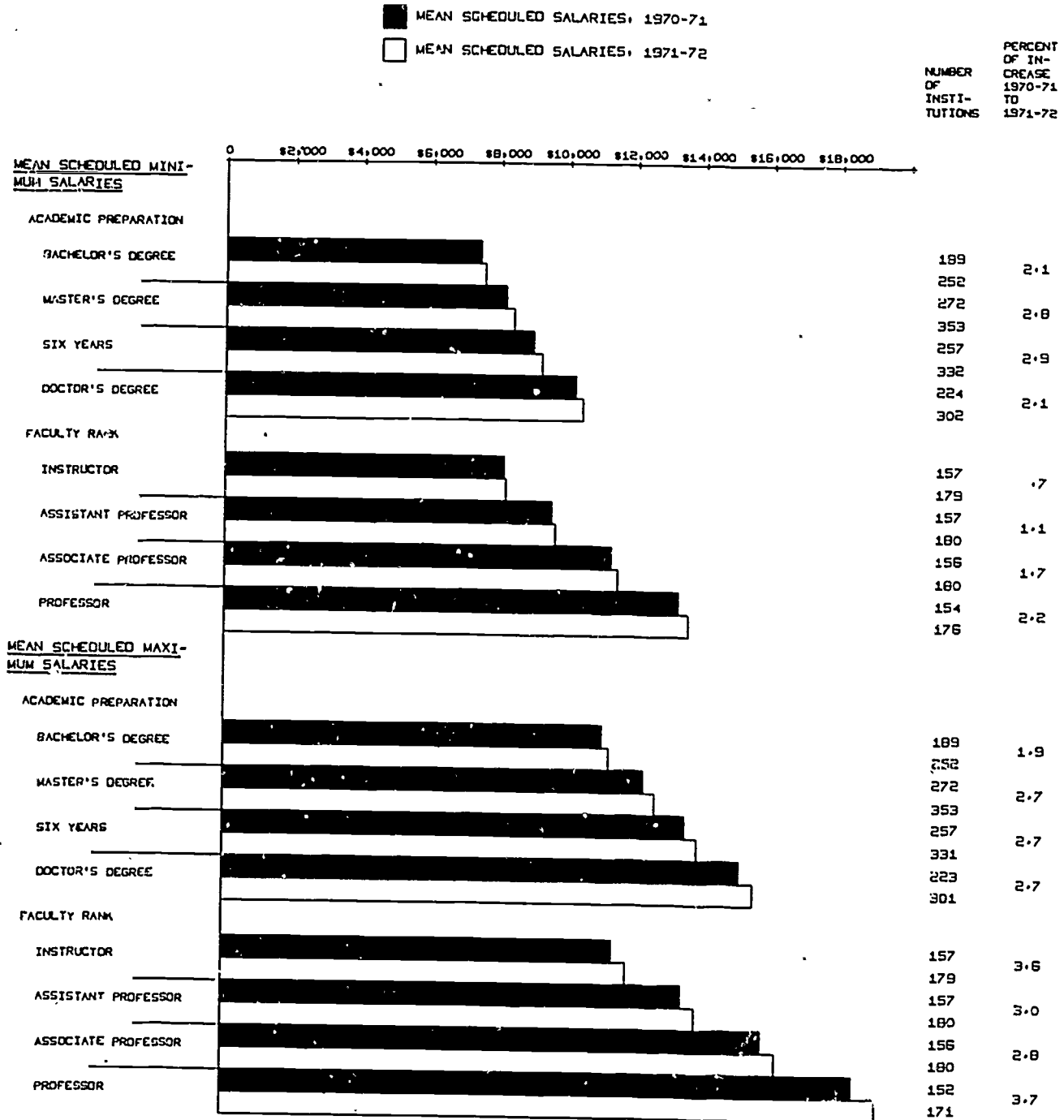
TABLE 14.—MEAN SCHEDULED MINIMUM AND MAXIMUM SALARIES IN NONPUBLIC 2-YEAR INSTITUTIONS BY FACULTY RANK, AND PERCENT OF INCREASE, 1970-71 AND 1971-72

(Institutions reporting for both years)

Faculty rank	Number of institutions <sup>a</sup>	Mean of scheduled minimum salaries	Mean of scheduled maximum salaries
1	2	3	4
<b>INSTRUCTOR</b>			
1970-71 .....	10	\$ 6,720	\$ 8,569
1971-72 .....	10	6,770	8,569
Percent increase		0.7	0.0
<b>ASSISTANT PROFESSOR</b>			
1970-71 .....	10	\$ 7,583	\$9,813
1971-72 .....	10	7,653	9,813
Percent increase		0.9	0.0
<b>ASSOCIATE PROFESSOR</b>			
1970-71 .....	10	\$ 8,815	\$11,267
1971-72 .....	10	8,975	11,467
Percent increase		1.8	1.8
<b>PROFESSOR</b>			
1970-71 .....	10	\$ 9,955	\$12,888
1971-72 .....	10	10,330	13,088
Percent increase		3.8	1.6

<sup>a</sup>Some institutions do not maintain scheduled salaries for all faculty ranks.

FIGURE II  
 MEAN SCHEDULED MINIMUM AND MAXIMUM SALARIES IN PUBLIC 2-YEAR INSTITUTIONS,  
 BY ACADEMIC PREPARATION AND BY FACULTY RANK, 1970-71 AND 1971-72



NEA RESEARCH DIVISION

## II. SCHEDULED SALARY INCREMENTS

THE MEAN NUMBERS of salary increments in schedules based on academic preparation (Table 15) range from 9 to 14. For the public 2-year institutions the means are 10 for the bachelor's degree, 11 for the master's degree, 12 for the six-year level, and overall 13 for the doctor's degree (12 in large and small institutions, and 14 in the medium-size institutions). The mean numbers of increments in nonpublic institutions are from 2 to 4 increments smaller than in the public institutions (7 for the bachelor's degree, 9 for the master's, 10 for 6-year, and 9 for the doctor's degree).

The mean amount of increment for the public institutions is \$378 at the bachelor's degree level, \$395 at the master's, \$411 at the 6-year, and \$419 at the doctor's. The means in nonpublic institutions range from \$217 to \$310 and are about three-fifths of the mean amounts in small public institutions at the bachelor's degree level, and about four-fifths at the master's degree and six-year levels, and almost nine-tenths at the doctorate.

The increment structure in 2-year institution schedules based on faculty rank is summarized in Table 16. The mean number of increments in the public institutions as a whole is nine for each rank. The means in nonpublic institutions are two increments less than in public institutions at each rank except associate professor where the mean is one increment less than in public institutions.

The mean amounts of increments for the public institutions are \$439 for instructors, \$531 for assistant professors, \$603 for associate professors, and \$688 for professors. The mean amount in nonpublic institutions is approximately three-fifths of the amount in small public institutions for the lower two ranks and is about seven-tenths of the amount in small public institutions at the upper two ranks.

The relationship between the number of increments and the difference between minimum and maximum salaries was investigated for the master's degree in public institutions structuring their salary schedules by academic preparation. The master's degree level was selected because it is most widely

used to stratify salaries by academic preparation and is likely to involve a significant portion of the faculty.

Table 17 shows, for example, that among the 57 salary schedules which provide 11 increments, the total amount involved ranges from less than \$2,000 to \$6,999. Also, among the 43 salary schedules having a difference of \$4,500 to \$4,999 between minimum and maximum scheduled salaries, the total number of increments ranges from fewer than 10 to more than 15, with almost two-thirds of these schedules using 11 or fewer increments.

In Table 18 the weight of differences in the level of scheduled salaries is reduced by expressing the difference between minimum and maximum salaries as a percentage of the minimum scheduled salary. For example, in five institutions having nine or fewer salary increments, the difference between minimum and maximum is between 10 percent and 19 percent of the minimum scheduled salary for the master's degree.

The most widely used combinations provide a general indication of the increment structure in these public 2-year institutions. The schedules having 10 increments tend to provide salary growth amounting to 40 to 49 percent of the minimum scheduled salary over all increments; those having 11 increments, 50 to 59 percent; those having 12 increments, 60 to 89 percent; and those having 9 or fewer increments, 20 to 49 percent.

Some of the variation in salary ranges and numbers of increments may reflect differences in the salary schedule structure and in the level of the minimum scheduled salaries; e.g., about a third of the schedules provide one or more salary strata between the master's degree and the 6-year level of preparation.

Owing to the relatively small number of public 2-year colleges which structure their salary schedules on professorial rank, and the small total number of salary schedules from nonpublic institutions, a similar review of their increment structure was not attempted.

TABLE 15. -- MEAN AND MEDIAN ANNUAL SALARY INCREMENTS IN PUBLIC AND NONPUBLIC 2-YEAR COLLEGES WITH SALARY SCHEDULES BASED ON ACADEMIC PREPARATION 1971-72

ACADEMIC PREPARATION 1	P U B L I C I N S T I T U T I O N S E N R O L L M E N T				NONPUBLIC INSTITUTIONS 6
	UNDER 1,000 2	1,000-1,999 3	2,000 OR MORE 4	TOTAL 5	
<b>BACHELOR'S DEGREE</b>					
NUMBER OF INCREMENTS					
MEAN .....	10	10	10	10	7
MEDIAN .....	11	11	10	10	7
AMOUNT OF INCREMENT					
MEAN .....	\$337	\$361	\$430	\$378	\$217
MEDIAN .....	340	380	439	395	254
<b>MASTER'S DEGREE</b>					
NUMBER OF INCREMENTS					
MEAN .....	11	11	11	11	9
MEDIAN .....	11	11	11	11	9
AMOUNT OF INCREMENT					
MEAN .....	\$358	\$358	\$454	\$395	\$285
MEDIAN .....	350	373	446	410	261
<b>SIX YEARS OF PREPARATION</b>					
NUMBER OF INCREMENTS					
MEAN .....	12	12	12	12	10
MEDIAN .....	12	12	12	12	10
AMOUNT OF INCREMENT					
MEAN .....	\$371	\$366	\$476	\$411	\$310
MEDIAN .....	350	393	480	425	273
<b>DOCTOR'S DEGREE</b>					
NUMBER OF INCREMENTS					
MEAN .....	12	14	12	13	9
MEDIAN .....	12	13	12	12	9
AMOUNT OF INCREMENT					
MEAN .....	\$346	\$371	\$496	\$419	\$306
MEDIAN .....	325	387	487	435	245

TABLE 16. -- MEAN AND MEDIAN ANNUAL SALARY INCREMENTS IN PUBLIC AND NONPUBLIC 2-YEAR COLLEGES WITH SALARY SCHEDULES BASED ON FACULTY RANK, 1971-72

FACULTY RANK 1	P U B L I C I N S T I T U T I O N S E N R O L L M E N T				NONPUBLIC INSTITUTIONS 6
	UNDER 1,000 2	1,000-1,999 3	2,000 OR MORE 4	TOTAL 5	
<b>INSTRUCTOR</b>					
NUMBER OF INCREMENTS					
MEAN .....	9	9	9	9	7
MEDIAN .....	7	9	8	6	6
AMOUNT OF INCREMENT					
MEAN .....	\$446	\$381	\$467	\$439	\$254
MEDIAN .....	393	340	416	393	277
<b>ASSISTANT PROFESSOR</b>					
NUMBER OF INCREMENTS					
MEAN .....	9	9	10	9	7
MEDIAN .....	8	9	8	8	7
AMOUNT OF INCREMENT					
MEAN .....	\$502	\$446	\$610	\$531	\$308
MEDIAN .....	440	406	539	442	389
<b>ASSOCIATE PROFESSOR</b>					
NUMBER OF INCREMENTS					
MEAN .....	9	9	9	9	8
MEDIAN .....	8	9	8	8	8
AMOUNT OF INCREMENT					
MEAN .....	\$562	\$550	\$675	\$603	\$401
MEDIAN .....	546	533	627	546	450
<b>PROFESSOR</b>					
NUMBER OF INCREMENTS					
MEAN .....	9	9	10	9	7
MEDIAN .....	8	9	8	9	7
AMOUNT OF INCREMENT					
MEAN .....	\$621	\$658	\$775	\$688	\$452
MEDIAN .....	612	670	715	670	532

TABLE 17. -- DISTRIBUTION OF INCREMENTS SCHEDULED FOR FACULTY WITH THE MASTER'S DEGREE IN PUBLIC 2-YEAR COLLEGES BASING THE SALARY SCHEDULE ON ACADEMIC PREPARATION, BY NUMBER AND AMOUNT OF INCREMENTS, 1971-72

DIFFERENCE BETWEEN MINIMUM AND MAXIMUM SCHEDULED SALARY 1	N U M B E R O F I N C R E M E N T S									TOTAL
	LESS THAN 10 2	10 3	11 4	12 5	13 6	14 7	15 8	MORE THAN 15 9		
LESS THAN \$1,500 .....	10	5								10
\$1,500 - \$1,999 .....	18	2	...	1	...	...	...	...	...	16
2,000 - 2,499 .....	8	3	1	1	1	1	2	2	2	26
2,500 - 2,999 .....	8	1	2				...	2	4	19
3,000 - 3,499 .....	6	8	6	1	1	...	2	1	1	15
3,500 - 3,999 .....	15	6	4	3	...	...	3	...	...	24
4,000 - 4,499 .....	2	10	3	5	2	...	...	...	...	30
4,500 - 4,999 .....	12	4	12	4	3	1	3	2	2	31
5,000 - 5,499 .....	2	7	11	5	2	5	3	4	4	43
5,500 - 5,999 .....	1	1	12	2	4	1	1	2	2	35
6,000 - 6,499 .....	1	...	3	2	1	8	2	1	1	22
6,500 - 6,999 .....	...	5	3	22	1	1	...	1	1	18
\$7,000 OR MORE .....	1	2	...	...	...	1	...	...	...	33
TOTAL .....	84	54	57	47	20	21	15	18		316

TABLE 18. -- DISTRIBUTION OF PUBLIC 2-YEAR COLLEGES BY NUMBER OF INCREMENTS AND BY DIFFERENCE BETWEEN MINIMUM AND MAXIMUM SCHEDULED SALARIES AS A PERCENTAGE OF MINIMUM SCHEDULED SALARY FOR THE MASTER'S DEGREE IN COLLEGES BASING SALARY SCHEDULE ON ACADEMIC PREPARATION, 1971-72

DIFFERENCE BETWEEN MINIMUM AND MAXIMUM SALARIES AS PERCENTAGE OF MINIMUM SALARIES 1	N U M B E R O F I N C R E M E N T S									TOTAL
	9 OR FEWER 2	10 3	11 4	12 5	13 6	14 7	15 8	16 OR MORE 9		
LESS THAN 10 .....	5	...	...	1	...	...	...	...	...	6
10 - 19 .....	5	5	...	...	...	...	...	...	...	12
20 - 29 .....	24	4	1	2	...	2	1	5	40	
30 - 39 .....	12	3	5	...	2	...	2	1	25	
40 - 49 .....	18	21	13	4	4	...	3	1	64	
50 - 59 .....	14	12	23	7	7	5	3	1	72	
60 - 69 .....	5	2	12	11	4	6	2	5	47	
70 - 79 .....	...	3	2	3	3	8	2	4	25	
80 - 89 .....	...	4	1	19	...	...	...	...	24	
100 OR MORE .....	1	...	...	...	...	...	...	...	1	
TOTAL .....	84	54	57	47	20	21	15	18		316

## III. SALARIES SCHEDULED FOR FACULTY IN 2-YEAR INSTITUTIONS

## PART A. -- SALARIES SCHEDULED FOR FACULTY IN 2-YEAR INSTITUTIONS, BY ACADEMIC PREPARATION, 1971-72

STATE AND INSTITUTION BY CONTROL	FOOT- B A C H E L O R S			M A S T E R S			S I X Y E A R S			D O C T O R S			
	NOTE	MINIMUM	MAXIMUM	INCR.	MINIMUM	MAXIMUM	INCR.	MINIMUM	MAXIMUM	INCR.	MINIMUM	MAXIMUM	INCR.
(* PUBLIC INSTITUTION)													
ALABAMA													
*ALABAMA JUNIOR COLL SYSTEM													
ALBERT P BREWER ST JR COLL		...	...	..	7,775	9,400	5	8,525	10,150	5	10,350	11,975	5
ALEXANDER CITY STATE JR COLL		...	...	..	7,775	9,400	5	8,525	10,150	5	10,350	11,975	5
ENTERPRISE STATE JR COLLEGE		...	...	..	7,775	9,400	5	8,525	10,150	5	10,350	11,975	5
GEORGE C WALLACE ST TECH J C		...	...	..	7,775	9,400	5	8,525	10,150	5	10,350	11,975	5
JAMES H FAULKNER ST JR COLL		...	...	..	7,775	9,400	5	8,525	10,150	5	10,350	11,975	5
JEFFERSON DAVIS STATE JR COL		...	...	..	7,775	9,400	5	8,525	10,150	5	10,350	11,975	5
JEFFERSON STATE JUNIOR COLL		...	...	..	7,775	9,400	5	8,525	10,150	5	10,350	11,975	5
JOHN C CALHOUN STATE JR COLL		...	...	..	7,775	9,400	5	8,525	10,150	5	10,350	11,975	5
LURLEEN B WALLACE ST JR COLL		...	...	..	7,775	9,400	5	8,525	10,150	5	10,350	11,975	5
MOBILE STATE JUNIOR COLLEGE		...	...	..	7,775	9,400	5	8,525	10,150	5	10,350	11,975	5
NORTHEAST ALABAMA ST JR COLL		...	...	..	7,775	9,400	5	8,525	10,150	5	10,350	11,975	5
NORTHWEST ALABAMA ST JR COLL		...	...	..	7,775	9,400	5	8,525	10,150	5	10,350	11,975	5
PATRICK HENRY STATE JR COLL		...	...	..	7,775	9,400	5	8,525	10,150	5	10,350	11,975	5
SNEAD STATE JUNIOR COLLEGE		...	...	..	7,775	9,400	5	8,525	10,150	5	10,350	11,975	5
SOUTHERN UNION STATE JR COLL		...	...	..	7,775	9,400	5	8,525	10,150	5	10,350	11,975	5
THEODORE A LAWSON ST JR COLL		...	...	..	7,775	9,400	5	8,525	10,150	5	10,350	11,975	5
*GAOSEN STATE JR COLL		...	...	..	7,775	9,400	5	8,525	10,150	5	10,350	11,975	5
MARIGN INSTITUTE		5,400	6,500	..	6,500	7,300	..	...	...	..	12,000	...	..
ALASKA													
.....													
ARIZONA													
*COCHISE COLLEGE		...	...	..	7,945	10,555	7	9,080	13,052	10	10,783	15,663	12
*EASTERN ARIZONA COLLEGE		...	...	..	7,500	10,425	7	8,400	12,075	9	9,750	14,325	13
*MARI COPA CO COMM COLL DIST													
GLENDALE COMMUNITY COLLEGE		...	...	..	7,665	14,313	10	8,355	15,041	10	9,735	17,062	11
MARI COPA TECHNICAL COLLEGE		...	...	..	7,665	14,313	10	8,355	15,041	10	9,735	17,062	11
MESA COMMUNITY COLLEGE		...	...	..	7,665	14,313	10	8,355	15,041	10	9,735	17,062	11
PHOENIX COLLEGE		...	...	..	7,665	14,313	10	8,355	15,041	10	9,735	17,062	11
*PIMA COLLEGE		9,600	11,600	14	9,700	11,700	14	10,320	12,320	14	10,700	12,700	14
ARKANSAS													
CROWLEY'S RIDGE COLLEGE		...	...	..	6,000	7,200	10	6,250	7,450	10	7,000	8,200	10
*PHILLIPS COUNTY COMM COLLEGE	C	6,725	7,725	..	7,225	8,225	..	7,725	8,725	..	8,725	9,725	..
*WESTARK JUNIOR COLLEGE		...	...	..	7,500	9,750	13	8,190	11,250	13	8,512	12,000	13
CALIFORNIA													
*ALLAN HANCOCK COLLEGE	B	8,535	12,630	9	9,250	15,165	13	10,470	16,595	13	11,280	17,195	13
*ANTELOPE VALLEY COLLEGE		8,437	12,424	9	9,111	13,541	10	9,785	15,101	12	11,009	16,768	13
*BARSTOW COLLEGE	F	...	...	..	9,200	14,700	11	10,200	15,700	11	12,000	17,500	11
*BUITE JUNIOR COLLEGE	C	8,343	13,849	11	9,344	14,850	11	10,345	15,852	11	11,896	17,403	11
*CABRILLO JUNIOR COLLEGE		8,996	12,775	7	9,356	14,757	10	10,078	16,019	11	11,683	17,623	11
*CERRITOS JUNIOR COLLEGE	A	8,200	12,350	8	8,720	13,380	9	9,750	15,460	11	10,790	17,540	13
*CHABOT COLLEGE		8,766	13,273	9	9,987	16,687	14	10,464	17,356	14	10,948	18,033	14
*CHAFFEY COLLEGE	D	8,600	13,720	11	10,040	15,160	11	11,060	16,180	11	12,200	17,320	11
*CITRUS COLLEGE	F	8,491	13,153	9	9,065	14,245	10	10,213	16,429	12	11,361	17,577	12
*COLLEGE OF MARIN		9,497	15,845	12	10,173	16,524	12	10,718	17,066	12	11,759	18,108	12
*COLLEGE OF THE CANYONS	C	8,808	14,506	11	9,610	15,308	11	10,412	16,110	11	12,016	17,714	11
*COLLEGE OF THE DESERT		9,029	11,200	5	9,712	13,677	8	10,455	16,021	10	11,257	18,067	11
*COLLEGE OF THE REDWOODS	A	7,985	13,255	11	8,624	14,772	11	9,342	16,370	11	9,742	16,770	11
*COLLEGE OF THE SEQUOIAS		8,700	13,450	14	9,900	14,950	14	11,150	16,450	14	11,790	17,150	14
*COLLEGE OF THE SISKIYOU		8,073	10,612	7	9,040	13,562	11	10,007	15,521	12	11,290	17,579	13
*COMPTON COLLEGE	D	8,715	13,720	11	9,455	14,466	11	...	...	..	12,425	17,430	11
*CONTRA COSTA JR COLL DIST													
CONTRA COSTA COLLEGE		9,009	13,065	8	10,023	15,093	10	11,037	17,121	12	12,051	18,135	12
DIABLO VALLEY COLLEGE		9,009	13,065	8	10,023	15,093	10	11,037	17,121	12	12,051	18,135	12
*CUESTA COLLEGE		8,923	13,127	8	9,449	14,706	10	10,500	16,809	12	11,552	17,861	12
*EL CAMINO COLLEGE	C	8,930	13,754	9	9,555	14,915	10	10,180	16,076	11	11,430	16,398	13
*FOOTHILL COMM COLLEGE DIST													
DE ANZA COLLEGE	C,D	8,710	14,250	11	9,310	14,870	11	10,020	15,700	11	11,240	17,090	11
FOOTHILL COLLEGE	C,O	8,710	14,250	11	9,310	14,870	11	10,020	15,700	11	11,240	17,090	11
*GAVILAN COLLEGE		...	...	..	9,187	13,411	10	10,243	15,312	12	10,743	15,812	12
*GLENDALE COLLEGE	G	8,130	12,030	10	8,900	14,240	12	9,730	15,580	12	10,130	15,980	12
*GROSSMONT COLLEGE		...	...	..	9,449	14,971	13	11,010	16,532	13	12,290	17,812	13
*IMPERIAL COLLEGE		...	...	..	9,400	13,650	10	11,000	16,100	12	12,600	17,700	12
*KERN JOINT JUNIOR COLL DIST													
BAKERSFIELD COLLEGE	D	8,836	13,430	13	9,327	14,176	13	9,981	15,171	13	11,536	17,534	13
PORTERVILLE COLLEGE	D	8,836	13,430	13	9,327	14,176	13	9,981	15,171	13	11,536	17,534	13
*LASSEN COLLEGE		6,945	8,335	3	9,028	15,280	9	...	...	..	9,528	15,780	9
*LONG BEACH CITY COLLEGE	G	...	...	..	9,472	15,472	12	10,072	16,572	13	11,422	18,422	14
*LOS ANGELES JR COLLEGE DIST													
EAST LOS ANGELES COLLEGE	O,F	8,710	12,660	9	9,260	13,190	9	9,690	13,640	9	11,410	16,220	11
LOS ANGELES CITY COLLEGE	O,F	8,710	12,660	9	9,260	13,190	9	9,690	13,640	9	11,410	16,220	11
LOS ANGELES HARBOR COLLEGE	O,F	8,710	12,660	9	9,260	13,190	9	9,690	13,640	9	11,410	16,220	11
LOS ANGELES PIERCE COLLEGE	O,F	8,710	12,660	9	9,260	13,190	9	9,690	13,640	9	11,410	16,220	11
LOS ANGELES SOUTHWEST COLL	O,F	8,710	12,660	9	9,260	13,190	9	9,690	13,640	9	11,410	16,220	11
LOS ANGELES TRADE TECHNICAL	O,F	8,710	12,660	9	9,260	13,190	9	9,690	13,640	9	11,410	16,220	11
LOS ANGELES VALLEY COLLEGE	O,F	8,710	12,660	9	9,260	13,190	9	9,690	13,640	9	11,410	16,220	11
WEST LOS ANGELES JR COLLEGE	O,F	8,710	12,660	9	9,260	13,190	9	9,690	13,640	9	11,410	16,220	11
*LOS RIOS COMMUNITY COLLEGE													
AMERICAN RIVER COLLEGE	C,O	...	...	..	9,047	13,521	..	9,952	14,874	10	11,943	17,977	11



PART A. -- SALARIES SCHEDULED FOR FACULTY IN 2-YEAR INSTITUTIONS, BY ACADEMIC PREPARATION, 1971-72 (CONTINUED)

STATE AND INSTITUTION BY CONTROL	FOOT- NOTE	BACHELORS		MASTERS		SIX YEARS		DOCTORS					
		MINIMUM	MAXIMUM	MINIMUM	MAXIMUM	MINIMUM	MAXIMUM	MINIMUM	MAXIMUM				
CALIFORNIA (CONTINUED)													
*LOS RIOS COMMUNITY COLLEGE (CONTINUED)													
COSUMNES RIVER COLLEGE	C, O	...	...	..	9,047	13,521	10	9,952	14,874	10	11,943	17,977	11
SACRAMENTO CITY COLLEGE	C, O	...	...	..	9,047	13,521	10	9,952	14,874	10	11,943	17,977	11
*MERCED COLLEGE	O	8,629	12,512	9	9,492	13,806	10	10,354	15,532	12	11,536	17,145	13
*MIRA COSTA COLLEGE		...	...	..	9,284	15,784	13	10,484	16,984	13	11,184	17,684	13
*MONTEREY PENINSULA COLLEGE	O, F	8,739	13,759	11	10,349	15,552	11	11,027	16,378	11	11,967	17,405	11
*MT SAN ANTONIO	O	9,060	12,480	6	9,790	14,350	8	10,520	16,220	10	11,250	18,090	12
*NAPA COMMUNITY COLLEGE	C	...	...	..	9,255	13,071	9	10,385	15,897	13	12,080	17,592	13
*N ORANGE CTY COMM COLL OIST	C	...	...	..	9,315	14,879	11	9,692	15,405	12	11,057	17,315	12
CYPRESS JUNIOR COLLEGE	G	7,920	12,144	8	9,504	15,312	11	10,560	16,368	11	12,313	18,121	11
FULLERTON JR COLLEGE	G	7,920	12,144	8	9,504	15,312	11	10,560	16,368	11	12,313	18,121	11
*OHLONE COLLEGE		9,446	13,224	8	10,154	15,350	11	10,627	16,294	12	11,571	18,183	14
*ORANGE COAST COMM COLL OIST		...	...	..	...	...	...	...	...	...	...	...	...
GOLEEN WEST COLLEGE	A, P	8,765	12,707	9	9,949	14,767	11	11,526	17,838	14	12,841	19,681	15
ORANGE COAST COLLEGE	A, P	8,765	12,707	9	9,949	14,767	11	11,526	17,838	14	12,841	19,681	15
*PALOMAR COLLEGE	H, N	8,157	12,744	9	9,175	16,314	14	9,684	16,824	14	10,694	17,834	14
*PALO VERDE COLLEGE		7,200	11,050	11	8,660	12,510	11	9,620	13,470	11	10,700	14,550	11
*PASADENA CITY COLLEGE	B, O	8,088	13,547	9	8,694	14,153	9	9,907	15,973	10	11,727	18,399	11
*PERALTA COMMUNITY COLL OIST		...	...	..	...	...	...	...	...	...	...	...	...
COLLEGE OF ALAMEDA		...	...	..	8,777	13,623	9	10,125	15,506	10	11,486	17,401	11
FEATHER RIVER COLLEGE		...	...	..	8,777	13,623	9	10,125	15,506	10	11,486	17,401	11
LANEY COLLEGE		...	...	..	8,777	13,623	9	10,125	15,506	10	11,486	17,401	11
MERRITT COLLEGE		...	...	..	8,777	13,623	9	10,125	15,506	10	11,486	17,401	11
*RIO HONDO JUNIOR COLLEGE		...	...	..	9,755	14,645	11	10,310	15,650	12	11,425	17,210	13
*RIVERSIDE CITY COLLEGE		8,526	12,402	8	9,750	14,595	10	10,974	16,304	11	12,698	18,512	12
*SAOULEBACK COMM COLL OIST	A	8,675	12,600	9	9,325	15,425	14	10,625	21,050	24	11,275	23,900	29
*SANTA ANA COLLEGE		8,864	13,328	9	9,665	15,121	11	10,721	16,673	12	12,377	18,329	12
*SANTA BARBARA CITY COLLEGE		...	...	..	9,703	15,013	11	10,604	16,535	13	11,700	18,069	14
*SANTA MONICA CITY COLLEGE	G	...	...	..	9,815	15,184	13	10,915	16,284	13	12,620	17,989	13
*SANTA ROSA JR COLLEGE	A	8,880	13,692	9	10,056	15,948	11	11,292	17,760	11	11,892	18,360	11
*SAN BERNARDINO VALLEY COLL	A, O	8,400	13,372	11	10,098	15,070	11	11,230	16,202	11	12,928	17,900	11
*SAN DIEGO COMM COLL OISTRICT		...	...	..	...	...	...	...	...	...	...	...	...
SAN DIEGO CITY COLLEGE		...	...	..	9,500	13,414	10	10,640	15,513	12	12,380	17,757	13
SAN DIEGO EVENING COLLEGE		...	...	..	9,500	13,414	10	10,640	15,513	12	12,380	17,757	13
SAN DIEGO MESA COLLEGE		...	...	..	9,500	13,414	10	10,640	15,513	12	12,380	17,757	13
*SAN JOAQUIN DELTA COLLEGE		9,049	13,543	8	10,045	15,535	10	10,541	16,531	11	11,534	18,291	13
*SAN JOSE CITY COLLEGE		8,610	10,788	6	9,742	14,423	11	10,669	15,938	11	11,633	17,413	11
*SAN MATEO JR COLL OISTRICT		...	...	..	...	...	...	...	...	...	...	...	...
CANADA COLLEGE	H	8,480	15,035	11	10,275	16,815	11	10,570	17,110	11	12,054	18,594	11
COLLEGE OF SAN MATEO	H	8,480	15,035	11	10,275	16,815	11	10,570	17,110	11	12,054	18,594	11
SKYLINE COLLEGE	H	8,480	15,035	11	10,275	16,815	11	10,570	17,110	11	12,054	18,594	11
*SHASTA COLLEGE	F	9,063	14,193	10	...	...	..	10,089	15,732	11	11,182	17,338	12
*SIERRA COLLEGE		...	...	..	9,816	14,626	10	10,438	15,685	11	11,811	17,507	12
*SULANO COLLEGE	C	...	...	..	8,841	13,989	11	9,462	15,078	12	10,633	16,717	13
*SOUTHWESTERN COLLEGE	O	9,000	13,697	11	9,854	14,551	11	10,708	16,259	13	12,162	17,713	13
*STATE CENTER COMM COLL OIST		...	...	..	...	...	...	...	...	...	...	...	...
FRESNO CITY COLLEGE	D	8,003	13,107	11	8,582	14,150	12	9,046	15,078	13	9,974	16,006	13
REEDLEY COLLEGE		8,003	13,107	11	8,582	14,150	12	9,046	15,078	13	9,974	16,006	13
*TAFT COLLEGE		8,325	13,550	11	9,275	14,505	11	9,750	14,980	11	10,700	15,930	11
*VENTURA CO COMM COLL OIST		...	...	..	...	...	...	...	...	...	...	...	...
MOORPARK COLLEGE	O, F	8,708	13,933	12	...	...	..	10,450	15,674	12	12,191	17,416	12
VENTURA COLLEGE	O, F	8,708	13,933	12	...	...	..	10,450	15,674	12	12,191	17,416	12
*VICTOR VALLEY COLLEGE		8,218	11,146	7	10,332	14,514	12	11,740	16,759	11	12,540	17,559	11
*WEST HILLS COLLEGE		8,916	13,416	12	9,579	14,029	12	10,905	15,405	12	12,216	16,716	12
*WEST VALLEY COLLEGE		8,991	11,779	5	9,890	16,094	11	10,790	16,993	11	11,779	17,982	11
*YOSEMITE COMM COLL OISTRICT		...	...	..	...	...	...	...	...	...	...	...	...
COLUMBIA JR COLLEGE		...	...	..	9,326	12,443	8	10,456	15,162	12	11,721	17,274	13
MOUESTO JR COLL		...	...	..	9,326	12,443	8	10,456	15,162	11	11,721	17,274	13
*YUBA COLLEGE		...	...	..	9,051	14,321	12	9,929	15,200	12	11,393	16,663	12
COLORADO													
*AIMS COLLEGE		...	...	..	...	...	...	...	...	...	...	...	...
*COM COL OF DENVER		...	...	..	7,200	12,168	9	7,848	13,255	9	8,784	15,725	9
COM COL OF DENVER CEN CAMP	A	7,000	12,000	..	7,500	12,500	..	7,900	12,900	..	8,000	13,000	..
C C OF DENVER NORTH CAMPUS	A	7,000	12,000	..	7,500	12,500	..	7,900	12,900	..	8,000	13,000	..
C C OF DENVER WEST CAMPUS	A	7,000	12,000	..	7,500	12,500	..	7,900	12,900	..	8,000	13,000	..
*EL PASO COMMUNITY COLLEGE		6,600	7,032	3	7,176	7,776	4	7,932	8,580	4	8,760	13,392	21
*LAMAR COMMUNITY COLLEGE		7,000	8,500	5	7,500	9,900	7	7,750	10,750	9	...	...	..
*MESA COLLEGE	B	7,515	8,840	5	8,115	11,545	11	8,415	13,065	15	9,015	15,165	20
*NORTHEASTERN JUNIOR COLLEGE	A	6,750	9,500	..	7,425	12,000	..	8,025	12,600	..	8,425	14,000	..
*OTERO JUNIOR COLLEGE	A	7,000	9,400	8	7,350	10,575	10	7,950	11,450	10	8,450	12,650	12
*RANGELY COLLEGE		6,800	8,050	5	7,400	10,700	11	7,900	12,400	15	8,300	14,300	20
*TRINIDAD STATE JUNIOR COLL	A	...	...	..	8,000	13,000	..	9,440	14,440	..	9,200	14,950	..
CONNECTICUT													
.....													
DELAWARE													
.....													
DISTRICT OF COLUMBIA													
.....													

## PART A. -- SALARIES SCHEDULED FOR FACULTY IN 2-YEAR INSTITUTIONS, BY ACADEMIC PREPARATION, 1971-72 (CONTINUED)

STATE AND INSTITUTION BY CONTROL	FOOT- NOTE	B A C H E L U R S			M A S T E R S			S I X Y E A R S			D O C T O R S		
		MINIMUM	MAXIMUM	INCR.	MINIMUM	MAXIMUM	INCR.	MINIMUM	MAXIMUM	INCR.	MINIMUM	MAXIMUM	INCR.
(• PUBLIC INSTITUTION)													
FLORIDA													
*BROWARD COMMUNITY COLLEGE	L	8,200	13,284	15	9,184	14,268	15	10,414	15,908	15	11,234	16,318	15
*CENTRAL FLORIDA COMM COLL		6,700	9,715	15	7,100	10,295	15	7,400	10,730	15	7,700	11,165	15
*CHIPOLA JUNIOR COLLEGE	L	6,700	8,400	12	7,900	9,640	12	8,200	9,940	12	9,100	10,840	12
*DAYTONA BEACH COMMUNITY COLL	R	6,552	10,494	12	7,074	11,331	12	7,641	12,240	12	8,253	13,212	12
*FLORIDA JR COLL JACKSONVILLE		7,427	9,743	11	8,402	10,754	10	9,047	11,869	11	9,505	12,470	11
*FLORIDA KEYS COMMUNITY COLL		7,182	12,443	14	7,900	13,322	14	8,259	13,767	14	9,149	14,879	14
*GULF COAST COMMUNITY COLLEGE		7,900	10,000	..	8,200	10,900	..	..	..	..	9,100	11,200	..
*HILLSBOROUGH COMMUNITY COLL		7,469	8,216	9	8,299	9,046	9	9,129	9,876	9	9,959	12,449	30
*LAKE CITY COMMUNITY COLLEGE		7,233	8,457	11	8,123	9,793	15	8,680	10,905	20	10,126	12,908	25
*LAKE-SUMTER COMMUNITY COLL		8,000	10,600	20	9,000	11,600	20	9,500	12,100	20	10,000	12,600	20
*PENSACOLA JUNIOR COLLEGE	C,O	7,800	13,728	20	8,190	14,430	20	8,580	14,820	20	9,750	17,238	20
*POLK COMMUNITY COLLEGE	C,L	7,300	9,975	13	8,000	10,675	13	8,700	11,375	13	9,400	12,075	13
*SEMINOLE JUNIOR COLLEGE		7,980	10,605	15	8,925	11,550	15	9,350	11,975	15	9,975	13,275	15
*ST JOHNS RIVER JUNIOR COLL		7,101	8,841	15	8,014	10,624	15	8,314	10,924	15	9,041	12,341	15
*ST PETERSBURG JR COLLEGE		7,644	12,230	12	8,408	12,995	12	8,791	13,377	12	9,555	14,141	12
*VALENCIA COMMUNITY COLLEGE		7,650	11,730	15	8,608	12,684	15	9,287	13,363	15	9,966	14,042	15
GEORGIA													
*REINHARDT COLLEGE		..	..	..	7,000	9,000	10	8,000	10,000	10	9,000	11,000	10
YOUNG HARRIS COLLEGE		..	..	..	7,500	8,499	..	8,500	9,999	..	10,000	..	..
HAWAII													
*UNIV OF HAWAII COM COL SYS													
HAWAII COMMUNITY COLLEGE		7,596	13,128	14	8,208	14,208	14	9,600	16,608	14	10,380	17,964	14
HONOLULU COMMUNITY COLLEGE		7,596	13,128	14	8,208	14,208	14	9,600	16,608	14	10,380	17,964	14
KAPIOLANI COMMUNITY COLLEGE		7,596	13,128	14	8,208	14,208	14	9,600	16,608	14	10,380	17,964	14
KAUAI COMMUNITY COLLEGE		7,596	13,128	14	8,208	14,208	14	9,600	16,608	14	10,380	17,964	14
LEEWARD COMMUNITY COLLEGE		7,596	13,128	14	8,208	14,208	14	9,600	16,608	14	10,380	17,964	14
MAUI COMMUNITY COLLEGE		7,596	13,128	14	8,208	14,208	14	9,600	16,608	14	10,380	17,964	14
IDAHO													
*NORTH IDAHO JUNIOR COLLEGE		..	..	..	8,000	11,840	12	8,640	12,800	13	9,280	14,080	15
ILLINOIS													
*CARL SANDBURG COLLEGE		7,500	10,225	9	8,200	11,625	11	8,900	13,450	14	9,900	16,050	18
*COLLEGE OF DUPAGE	A	..	..	..	8,900	14,685	9	9,968	17,743	12	11,125	21,583	16
*COLLEGE OF LAKE COUNTY	K	..	..	..	9,216	13,364	10	10,322	14,967	10	11,982	17,373	10
*ILLINOIS VALLEY COMM COLLEGE		..	..	..	8,250	11,962	9	9,900	14,850	12	11,555	17,325	14
KENDALL COLLEGE		..	..	..	8,100	14,250	10	8,600	14,800	10	9,700	18,350	11
*KISHWAUKEE COLLEGE	B	7,200	10,440	9	8,200	11,890	9	9,430	14,350	12	10,660	16,400	14
*LINCOLN LAND COMM COLL		..	..	..	9,300	13,950	10	10,416	16,668	12	11,532	19,610	14
*MC HENRY COUNTY COLLEGE	H	8,505	14,385	14	8,925	14,805	14	9,345	15,225	14	11,025	17,325	15
*MORTON COLLEGE	O,K	8,000	13,025	15	8,900	15,275	15	9,500	16,925	15	10,100	18,575	15
*PARKLAND COLLEGE	H	7,700	19,000	..	8,700	19,000	..	9,200	19,000	..	9,200	19,000	..
*PRAIRIE STATE COLLEGE		8,100	12,170	11	8,820	14,820	15	9,820	16,870	15	11,320	19,570	15
*RENO LAKE COLLEGE	K	7,820	10,540	8	8,500	11,560	9	9,860	14,620	14	11,560	17,680	18
*SAUK VALLEY COLLEGE	O,K	6,200	9,100	12	8,050	12,925	13	10,550	15,825	12	11,800	17,725	12
*SOUTHEASTERN ILL COLL	C	7,500	10,650	10	8,500	11,650	10	9,400	13,150	12	10,900	16,450	18
*SPOON RIVER COLLEGE	A,O	8,204	13,163	11	8,700	13,163	10	10,188	15,643	12	11,179	17,130	13
*TRITON COLLEGE		..	..	..	9,284	14,390	11	10,212	16,805	13	12,069	21,121	15
*WAUBONSEE COMM COLL		8,632	12,775	10	9,152	14,089	11	9,884	15,825	12	11,532	20,770	15
INDIANA													
.....													
IOWA													
*DES MOINES AREA COMM COLL	A	7,470	9,462	6	8,300	11,620	10	9,130	13,778	14	9,945	14,925	15
GRAND VIEW COLLEGE	U	..	..	..	7,300	12,921	12	8,833	12,921	12	9,928	12,921	12
*IOWA CENTRAL C C AREA 5													
IOWA C C C EAGLE GROVE	U	6,525	11,275	16	7,250	12,215	16	7,830	13,037	16	..	..	..
IOWA CENTRAL C C - FT OODGE	N,O	6,525	11,275	16	7,250	12,215	16	7,830	13,037	16	..	..	..
IOWA C C C WEBSTER CITY		6,525	11,275	16	7,250	12,215	16	7,830	13,037	16	..	..	..
*IOWA LAKES COMMUNITY COLLEGE	O,K	6,000	10,875	11	7,500	12,750	14	9,000	14,250	14	..	..	..
*IOWA WEST COM COLL													
IOWA WEST C C-COUNCIL BLUFFS		..	..	..	8,800	13,200	15	9,504	14,608	15	..	..	..
*MERGED AREA 6 COMM COLLEGE													
ELLSWORTH COMMUNITY COLLEGE	R	6,750	10,901	14	7,887	12,038	14	9,320	13,471	14	11,890	16,041	14
MARSHALLTOWN COMM COLLEGE	R	6,750	10,901	14	7,887	12,038	14	9,320	13,471	14	11,890	16,041	14
*NORTH IOWA AREA COMM COLLEGE		..	..	..	7,600	11,251	10	8,220	13,162	12	..	..	..
*SOUTHEASTERN IOWA AREA C.C.		7,395	11,750	13	7,745	12,100	13	8,445	13,470	15	..	..	..
KANSAS													
*ALLEN COUNTY COMM JR COLLEGE		5,610	7,260	6	6,600	8,910	8	..	..	..	..	..	..
*BUTLER COUNTY COMM COLLEGE		6,500	7,166	2	7,166	11,672	10	7,900	12,872	10	8,295	13,516	10
*CENTRAL COLLEGE	S	5,076	5,976	12	5,832	6,032	12	6,048	7,248	12	6,804	8,304	12
*COWLEY CO COMM JUNIOR COLL		6,750	9,025	10	7,500	11,050	12	8,000	11,900	14	8,500	12,200	15
*FORT SCOTT COMM JR COLLEGE		6,858	7,866	4	7,455	10,100	11	8,051	11,693	13	8,690	13,369	16
*GARDEN CITY COMM JR COLLEGE	T	5,440	6,664	3	6,800	12,240	11	8,160	13,600	11	9,520	14,960	11
*HIGHLAND COMMUNITY JK COLL		6,100	6,760	2	6,800	9,860	9	7,400	11,820	13	7,700	12,460	14
*HUTCHINSON COMM JR COLLEGE	D	6,750	7,875	3	7,500	10,125	7	8,250	12,375	11	9,375	15,000	15

PART A. -- SALARIES SCHEDULED FOR FACULTY IN 2-YEAR INSTITUTIONS, BY ACADEMIC PREPARATION, 1971-72 (CONTINUED)

STATE AND INSTITUTION BY CONTROL (* PUBLIC INSTITUTION)	FOOT- NOTE	BACHELORS			MASTERS			SIX YEARS			DOCTORS		
		MINIMUM	MAXIMUM	INCR.	MINIMUM	MAXIMUM	INCR.	MINIMUM	MAXIMUM	INCR.	MINIMUM	MAXIMUM	INCR.
KANSAS (CONTINUED)													
*INDEPENDENCE COMM JR COLL		...	...	..	6,400	9,152	9	6,720	10,112	11	...	...	..
*NEOSHO COUNTY COMM JR COLL		6,360	7,704	4	6,696	10,380	11	7,436	12,464	15	...	...	..
*PRATT COMMUNITY JR COLLEGE		6,256	7,072	3	6,800	8,676	5	7,500	11,550	11	8,712	14,400	17
KENTUCKY													
SUE BENNETT COLLEGE	C	5,400	5,600	4	6,000	6,800	8	6,200	7,000	8	6,300	7,100	8
LOUISIANA													
*AIRLINE COMMUNITY COLLEGE	K	7,600	9,500	10	7,700	10,400	11	7,700	11,100	12	7,700	11,600	12
MAINE													
*MAINE VOC-TECH INSTITUTES													
EASTERN MAINE VOC-TECH INST		8,358	12,149	8	8,748	13,320	9	...	...	..	...	...	..
NORTHERN MAINE VOC TECH INST		8,358	12,149	8	8,748	13,320	9	...	...	..	...	...	..
SOUTHERN MAINE VOC-TECH INST		8,358	12,149	8	8,748	13,320	9	...	...	..	...	...	..
MARYLAND													
. . . . .													
MASSACHUSETTS													
MT IOA JUNIOR COLLEGE		6,500	8,500	..	7,500	...	..	8,000	...	..	8,500	...	..
MICHIGAN													
*ALPENA COMMUNITY COLLEGE	R	8,050	10,868	..	8,850	14,208	..	9,580	15,214	..	10,224	15,899	..
*GENESSEE COMMUNITY COLLEGE	L	8,525	13,250	11	9,325	15,400	11	10,125	16,300	11	10,800	16,450	11
*GLEN OAKS COMM COLLEGE		6,975	11,858	9	7,750	13,718	11	8,525	15,578	13	9,688	18,368	16
*GRAND-RAPIDS JUNIOR COLLEGE		10,200	15,050	11	10,996	16,600	11	11,396	17,000	11	11,996	17,600	11
*HENRY FORD COMMUNITY COLLEGE		...	...	..	9,000	16,100	10	9,450	16,550	10	9,900	17,618	11
*HIGHLAND PARK COLLEGE	O	8,800	14,300	10	9,600	16,500	10	10,000	16,900	10	10,400	17,700	10
*MONROE CO COMMUNITY COLLEGE	K	7,750	10,060	8	9,250	14,200	12	9,750	15,470	12	10,750	17,350	12
*MUSKEGON COMMUNITY COLLEGE	O	7,875	12,225	10	8,625	13,950	11	9,000	14,550	11	9,675	15,750	11
*SCHOOLCRAFT COLLEGE		8,500	13,900	9	9,300	16,300	10	9,800	16,800	10	10,300	17,300	10
*SOUTHWESTERN HIGH COLLEGE		...	...	..	8,400	13,100	..	8,800	13,500	..	9,400	14,100	..
*ST CLAIR COUNTY COMM COLL		8,200	13,940	10	9,021	14,761	10	10,661	16,401	10	11,480	17,221	10
*WAYNE COUNTY COMMUNITY COLL		...	...	..	10,044	12,744	5	11,644	15,174	5	13,284	17,604	5
MINNESOTA													
*MINNESOTA STATE JUNIOR COLL													
ANOKA-RAMSEY STATE JR COLL		6,955	13,102	12	8,295	15,009	12	8,767	15,683	12	...	...	..
AUSTIN STATE JR COLL	A	6,955	13,102	12	8,295	15,009	12	8,767	15,683	12	...	...	..
BRAINERD ST JR COLL	A	6,955	13,102	12	8,295	15,009	12	8,767	15,683	12	...	...	..
FERGUS FALLS ST JR COLL	A	6,955	13,102	12	8,295	15,009	12	8,767	15,683	12	...	...	..
HIBBING STATE JR COLLEGE	A	6,955	13,102	12	8,295	15,009	12	8,767	15,683	12	...	...	..
INVER HILLS STATE JR COLL	A	6,955	13,102	12	8,295	15,009	12	8,767	15,683	12	...	...	..
ITASCA STATE JR COLL	A	6,955	13,102	12	8,295	15,009	12	8,767	15,683	12	...	...	..
LAKEWOOD STATE JR COLL	A	6,955	13,102	12	8,295	15,009	12	8,767	15,683	12	...	...	..
MESABI STATE JR COLL	A	6,955	13,102	12	8,295	15,009	12	8,767	15,683	12	...	...	..
METROPOLITAN STATE JR COLL		6,955	13,102	12	8,295	15,009	12	8,767	15,683	12	...	...	..
NORMANDALE STATE JR COLL	A	6,955	13,102	12	8,295	15,009	12	8,767	15,683	12	...	...	..
NORTH HENNEPIN STATE JR COLL	A	6,955	13,102	12	8,295	15,009	12	8,767	15,683	12	...	...	..
NORTHLAND STATE JR COLL	A	6,955	13,102	12	8,295	15,009	12	8,767	15,683	12	...	...	..
RAINEY RIVER STATE JR COLL	A	6,955	13,102	12	8,295	15,009	12	8,767	15,683	12	...	...	..
ROCHESTER STATE JR COLL	A	6,955	13,102	12	8,295	15,009	12	8,767	15,683	12	...	...	..
VICTIMILLION STATE JR COLL	A	6,955	13,102	12	8,295	15,009	12	8,767	15,683	12	...	...	..
WORTHINGTON STATE JR COLL	A	6,955	13,102	12	8,295	15,009	12	8,767	15,683	12	...	...	..
WILLMAR STATE JR COLL	A	6,955	13,102	12	8,295	15,009	12	8,767	15,683	12	...	...	..
MISSISSIPPI													
*EAST CENTRAL JUNIOR COLLEGE		...	...	..	7,300	8,150	..	7,600	8,450	..	8,300	9,450	..
*MISS GULF COAST JR COLL													
JACKSON COUNTY CAMPUS	K	7,050	7,450	4	7,350	8,575	10	8,510	9,735	10	9,960	11,185	10
JEFFERSON DAVIS CAMPUS	K	7,050	7,450	4	7,350	8,575	10	8,510	9,735	10	9,960	11,185	10
PERKINSTON CAMPUS	K	7,050	7,450	4	7,350	8,575	10	8,510	9,735	10	9,960	11,185	10
*NORTHWEST MISS JUNIOR COLL	C	...	...	..	7,600	8,300	7	8,000	8,700	7	8,800	9,500	7
WOOD JUNIOR COLLEGE	J,M	...	...	...	5,500	6,400	..	6,500	7,400	..	8,500	10,000	..
MISSOURI													
*CROWDER COLLEGE		...	...	..	6,500	9,768	12	7,000	10,606	13	7,350	11,655	15
*EAST CENTRAL JUNIOR COLLEGE	E	6,800	8,600	6	8,100	11,300	8	8,900	12,100	8	10,300	15,300	10
*METROPOLITAN JR COLL DIST													
LONGVIEW COMMUNITY COLLEGE	A	7,830	12,615	11	8,700	13,485	11	10,440	15,225	11	11,310	16,530	12
MAPLE WOODS COMM COLLEGE	A	7,830	12,615	11	8,700	13,485	11	10,440	15,225	11	11,310	16,530	12
PENN VALLEY COMM COLLEGE	A	7,830	12,615	11	8,700	13,485	11	10,440	15,225	11	11,310	16,530	12
*MINERAL AREA COLLEGE		7,220	9,044	7	7,600	9,728	8	8,360	11,704	12	9,120	13,376	15
*MISSOURI SOUTHERN COLLEGE	C,E	...	...	..	8,000	9,500	..	9,100	10,600	..	10,000	15,500	..
*STATE FAIR COMMUNITY COLL		...	...	..	7,600	10,000	6	8,000	10,800	7	...	...	..
*THREE RIVERS JUNIOR COLLEGE		6,100	8,900	7	7,500	11,500	8	8,300	12,800	9	...	...	..

## PART A. -- SALARIES SCHEDULED FOR FACULTY IN 2-YEAR INSTITUTIONS, BY ACADEMIC PREPARATION, 1971-72 (CONTINUED)

STATE AND INSTITUTION BY CONTROL	FOOT- NOTE	B A C H E L O R S			M A S T E R S			S I X Y E A R S			D O C T O R S		
		MINIMUM	MAXIMUM	INCR.	MINIMUM	MAXIMUM	INCR.	MINIMUM	MAXIMUM	INCR.	MINIMUM	MAXIMUM	INCR.
(* PUBLIC INSTITUTION)													
MONTANA													
*FLATHEAD VALLEY COMM COLL		...	...	..	8,060	11,290	10	9,030	12,580	11	10,400	14,590	13
*MILES COMMUNITY COLLEGE		6,500	9,430	10	7,480	12,440	15	7,800	12,960	15	...	...	..
NEBRASKA													
*NEBRASKA WESTERN COLLEGE	B, J	7,075	8,630	4	7,775	10,108	6	8,941	13,995	13	...	...	..
*NORTH PLATTE JUNIOR COLLEGE		...	...	..	7,700	10,472	..	8,624	12,320	..	...	...	..
*PLATTE COLLEGE	B	...	...	..	8,000	11,200	15	9,200	13,600	21	10,400	16,000	27
YORK COLLEGE	B	...	...	..	5,500	8,000	..	6,000	9,300	..	6,500	10,000	..
NEVADA													
*UNIV OF NEVADA SYSTEM													
CLARK COUNTY COMMUNITY COLL		...	...	..	9,100	13,500	11	10,100	14,500	11	11,260	16,430	11
ELKO COMMUNITY COLLEGE		...	...	..	9,100	13,500	11	10,100	14,500	11	11,260	16,430	11
WESTERN NEVADA COMM COLLEGE		...	...	..	9,100	13,500	11	10,100	14,500	11	11,260	16,430	11
NEW HAMPSHIRE													
.....													
NEW JERSEY													
.....													
NEW MEXICO													
.....													
NEW YORK													
.....													
NORTH CAROLINA													
.....													
NORTH DAKOTA													
*LAKE REGION JR COLL	K	6,150	9,000	8	7,500	11,363	11	8,250	13,125	14	9,000	13,875	14
OHIO													
*CUYAHOGA COMM COLL													
CUYAHOGA C C EASTERN CAMPUS		7,582	12,817	12	8,749	15,276	12	9,624	17,024	12	11,000	19,498	12
CUYAHOGA C C METRO CAMPUS		7,582	12,817	12	8,749	15,276	12	9,624	17,024	12	11,000	19,498	12
CUYAHOGA C C WESTERN CAMPUS		7,582	12,817	12	8,749	15,276	12	9,624	17,024	12	11,000	19,498	12
*FOUR COUNTY TECH INSTITUTE		6,975	9,675	12	7,325	10,900	13	...	...	..	7,525	11,100	13
*LAKELAND COMMUNITY COLLEGE		7,543	12,932	11	8,337	14,971	12	8,737	15,371	12	9,641	17,331	11
OKLAHOMA													
*NORTHERN OKLAHOMA COLLEGE	R	...	...	..	8,000	10,240	12	8,480	10,720	12	9,120	11,360	12
*OSCAR ROSE JUNIOR COLLEGE	C	...	...	..	7,700	9,800	21	8,200	11,200	30	9,500	16,500	70
OREGON													
*BLUE MOUNTAIN COMM COLL		7,605	11,408	10	8,450	12,685	10	9,175	13,763	10	10,563	15,845	10
*CHEMOKETA COMM COLLEGE		6,540	10,068	9	8,016	12,384	9	9,276	14,220	7	10,332	15,852	9
*CLACKAMAS COMM COLLEGE		...	...	..	8,244	8,652	9	8,904	13,812	9	...	...	..
*CLATSOP COMMUNITY COLLEGE		6,381	10,216	12	7,464	11,952	12	7,763	12,430	12	8,733	13,982	12
*LANE COMMUNITY COLLEGE		6,694	10,385	9	8,368	12,981	9	9,037	14,020	9	10,041	15,571	9
*LINN BENTON COMM COLLEGE		7,300	11,324	9	8,373	12,989	9	...	...	..	9,712	15,066	9
*MOUNT HOOD COMMUNITY COLLEGE		...	...	..	6,916	10,633	9	8,534	13,143	9	10,247	15,801	9
*PORTLAND COMMUNITY COLLEGE		...	...	..	7,147	11,097	9	8,563	13,288	9	...	...	..
*TREASURE VALLEY COMM COLLEGE	U	6,360	10,812	14	7,632	12,656	14	8,268	12,720	14	...	...	..
*UMPQUA COMM COLL		7,445	9,975	6	9,355	12,535	6	...	...	..	...	...	..
PENNSYLVANIA													
*COMM COLL OF DELAWARE COUNTY		7,600	10,600	7	8,400	10,600	5	...	...	..	14,700	16,800	3
*HARRISBURG AREA COM COLLEGE		7,500	11,500	..	8,500	13,500	..	10,000	16,000	..	...	...	..
*KEYSTONE JUNIOR COLLEGE		7,900	10,000	..	8,500	13,300	..	9,000	14,400	..	10,000	...	..
RHODE ISLAND													
.....													
SOUTH CAROLINA													
*SPARTANBURG JUNIOR COLLEGE		5,830	6,572	..	6,890	9,010	10	...	...	..	8,056	8,480	10
SOUTH DAKOTA													
PRESENTATION COLLEGE		6,720	9,273	10	8,602	11,155	10	...	...	..	...	...	..

## PART A. -- SALARIES SCHEDULED FOR FACULTY IN 2-YEAR INSTITUTIONS, BY ACADEMIC PREPARATION, 1971-72 (CONTINUED)

STATE AND INSTITUTION BY CONTROL (* PUBLIC INSTITUTION)	FOOT- NOTE	B A C H E L O R S			M A S T E R S			S I X Y E A R S			D O C T O R S		
		MINIMUM	MAXIMUM	INCR.	MINIMUM	MAXIMUM	INCR.	MINIMUM	MAXIMUM	INCR.	MINIMUM	MAXIMUM	INCR.
TENNESSEE													
*HIWASSEE COLLEGE	H	6,600	7,750	10	6,900	8,500	10	7,400	9,000	10	9,000	11,600	10
*TENN STATE COMM COLLEGES													
CLEVELAND STATE COMM COLLEGE		6,200	8,510	..	7,200	11,860	..	7,500	13,125	..	8,800	17,430	..
COLUMBIA STATE COMM COLLEGE		6,200	8,510	..	7,200	11,860	..	7,500	13,125	..	8,800	17,430	..
OYERSBURG STATE COMM COLL		6,200	8,510	..	7,200	11,860	..	7,500	13,125	..	8,800	17,430	..
JACKSON STATE COMM COLLEGE		6,200	8,510	..	7,200	11,860	..	7,500	13,125	..	8,800	17,430	..
MOTLON STATE COMM COLLEGE		6,200	8,510	..	7,200	11,860	..	7,500	13,125	..	8,800	17,430	..
VOLUNTEER STATE COMM COLLEGE		6,200	8,510	..	7,200	11,860	..	7,500	13,125	..	8,800	17,430	..
WALTERS STATE COMM COLLEGE		6,200	8,510	..	7,200	11,860	..	7,500	13,125	..	8,800	17,430	..
TEXAS													
*ALVIN JUNIOR COLLEGE	B	7,184	9,037	..	8,000	10,500	10	8,750	11,250	10	9,250	11,750	10
*AMARILLO JUNIOR COLLEGE	B	7,370	9,515	..	7,700	9,845	11	8,030	10,835	15	8,690	12,320	20
*ANGELINA COLLEGE	B	..	..	..	8,004	9,060	8	8,760	9,816	8	9,744	10,896	8
*BEE COUNTY COLLEGE		..	..	..	7,500	10,000	..	8,000	10,500	..	9,000	11,500	..
*BRAZOSPORT COLLEGE	C	..	..	..	8,145	12,240	13	8,640	13,050	14	9,630	14,670	16
*CLARENDON COLLEGE		6,900	7,900	10	8,000	9,500	15	8,200	9,700	15	8,500	10,000	15
*COLLEGE OF THE MAINLAND	C	8,957	14,501	14	9,849	15,950	14	10,185	16,485	14	10,458	16,916	14
*COOKE COUNTY JUNIOR COLLEGE	E	..	..	..	7,700	8,900	..	8,200	10,000	..	..	..	..
*GALVESTON COLLEGE	B	7,208	10,647	10	8,268	12,212	10	9,082	13,413	10	10,145	14,980	10
*GRAYSON COUNTY JUNIOR COLL	C	..	..	..	7,950	9,200	10	8,450	9,700	10	9,450	10,950	10
*HENDERSON COUNTY JR COLLEGE	C	..	..	..	7,200	9,000	18	7,800	9,600	18	9,500	11,300	18
*HOWARD COUNTY JUNIOR COLLEGE		6,300	7,800	15	7,000	9,200	22	7,300	9,500	22	8,600	10,800	22
*LAREDD JUNIOR COLLEGE		6,250	6,550	3	7,950	9,490	20	8,850	11,100	20	10,250	12,500	20
*LEE COLLEGE DISTRICT	B	7,600	7,900	1	8,200	13,900	19	9,100	14,800	19	10,600	16,300	19
*MCLENNAN COMMUNITY COLLEGE	B	..	..	..	8,250	8,850	..	9,010	11,410	..	10,060	13,260	..
*ODESSA C CENTRAL OFFICE		..	..	..	7,700	9,800	7	8,300	10,400	7	10,200	14,200	8
ODESSA COLLEGE MAIN CAMPUS		..	..	..	7,700	9,800	7	8,300	10,400	7	10,200	14,200	8
ODESSA COLLEGE MIDLAND		..	..	..	7,180	9,030	10	7,680	9,530	10	8,180	10,030	10
*PARIS JUNIOR COLLEGE	C	6,550	8,425	10	7,400	8,200	4	7,900	10,700	14	..	..	..
*RANGER JUNIOR COLLEGE		..	..	..	6,300	11,000	..	6,800	12,000	..	8,000	16,300	..
*SAN ANTONIO UN JR COLL DIST		..	..	..	6,300	11,000	..	6,800	12,000	..	8,000	16,300	..
SAINT PHILLIP'S COLLEGE	C	5,200	8,000	..	6,300	11,000	..	6,800	12,000	..	8,000	16,300	..
SAN ANTONIO COLLEGE	C	5,200	8,000	..	6,300	11,000	..	6,800	12,000	..	8,000	16,300	..
*SOUTHWEST TEXAS JR COLLEGE	C	7,000	9,000	20	8,300	10,700	24	8,550	11,200	26	9,800	12,800	24
*TEXARCA COMMUNITY COLLEGE		7,240	7,730	..	7,740	10,150	..	8,740	11,150	..	9,240	11,650	..
*TEXAS SOUTHWEST COLLEGE		..	..	..	7,700	8,150	3	8,700	10,500	12	9,900	11,700	12
*WEATHERFORD COLLEGE		6,300	7,100	4	7,300	8,100	4	8,300	10,900	13	9,300	11,900	13
UTAH													
.....													
VERMONT													
.....													
VIRGINIA													
.....													
WASHINGTON													
*BELLEVUE COMM COLL		..	..	..	8,200	11,480	10	..	..	..	9,266	18,368	10
*BIG BEND COMMUNITY COLLEGE		..	..	..	10,000	12,500	5	11,000	13,500	5	..	..	..
*CENTRALIA COLLEGE		7,559	11,306	11	8,215	12,645	13	8,777	13,547	14	10,301	15,860	17
*EDMONDS COMMUNITY COLLEGE	C	7,502	10,652	10	8,867	12,962	13	9,497	13,592	13	11,560	15,655	13
*FORT STEILACOOM COMM COLL		7,270	8,142	4	8,506	13,231	11	9,451	14,176	12	11,196	17,521	14
*GRAYS HARBOR COLLEGE		7,636	9,379	7	8,300	11,952	11	8,798	13,114	13	10,043	16,766	18
*GREEN RIVER COLLEGE		..	..	..	8,769	13,622	14	9,258	14,397	14	11,297	16,722	14
*HIGHLINE COMMUNITY COLLEGE		7,620	12,040	13	8,300	11,700	10	..	..	..	9,660	16,800	17
*LOWER COLUMBIA COLLEGE	F	..	..	..	8,300	14,550	..	9,869	15,895	..	9,869	15,895	..
*SKAGIT VALLEY COLLEGE		7,526	10,721	15	8,236	11,431	15	8,946	12,141	15	9,656	12,851	15
*WASH ST COMM COLL DIST 17		..	..	..	9,986	14,173	13	10,630	15,140	14	11,828	16,699	14
*WENATCHEE VALLEY COLLEGE		7,014	9,686	8	8,350	11,690	10	9,018	13,026	12	12,859	16,199	10
*YAKIMA VALLEY COLLEGE		7,253	12,434	12	8,635	13,816	12	9,153	14,334	12	10,448	15,629	12
WEST VIRGINIA													
OHIO VALLEY COLLEGE		5,800	7,000	..	5,800	8,300	..	6,800	9,500	..	7,800	10,000	..
WISCONSIN													
*AREA VOC TECH AD ED DIST 14	C	7,600	10,944	11	8,600	13,160	15	9,400	13,960	15	..	..	..
*DIST 1 TECH INST EAU CLAIRE	C	7,650	12,050	..	8,650	13,325	..	9,180	13,943	..	9,450	14,400	..
*KENOSHA TECHNICAL INSTITUTE	A	8,000	10,400	6	9,000	13,800	12	10,000	14,800	12	10,500	15,300	12
*WESTERN WISCONSIN TECH INST		7,600	11,400	10	8,600	13,760	12	9,500	13,860	12	..	..	..
WYOMING													
*NORTHWEST COMMUNITY COLLEGE	C	..	..	..	7,400	11,150	10	8,144	12,644	12	9,000	14,250	14
*WESTERN WYOMING COMM COLLEGE		7,200	7,800	2	7,800	11,400	9	8,600	13,400	12	9,400	15,000	14
CANAL ZONE													
.....													



## PART A. -- SALARIES SCHEDULED FOR FACULTY IN 2-YEAR INSTITUTIONS, BY ACADEMIC PREPARATION, 1971-72 (CONTINUED)

STATE AND INSTITUTION BY CONTRL	B A C H E L D R S			M A S T E R S			S I X Y E A R S			D O C T O R S		
	NOTE	MINIMUM	MAXIMUM	INCR.	MINIMUM	MAXIMUM	INCR.	MINIMUM	MAXIMUM	INCR.	MINIMUM	MAXIMUM

(\* PUBLIC INSTITUTION)

## PUERTO RICO

*CDMM COLLEGES-U-PUERTO RICO	6,600	10,680	22	8,160	12,240	22	...	...	..	10,500	14,580	22
*INTER-AMERICAN UNIV OF P R												
INTER-AMER UNIV AGUEDILLA	5,800	11,900	..	7,240	13,340	..	...	...	..	9,400	15,500	..
INTER-AMER UNIV ARECIBO	5,800	11,900	..	7,240	13,340	..	...	...	..	9,400	15,500	..
INTER-AMER UNIV BARRANQUITAS	5,800	11,900	..	7,240	13,340	..	...	...	..	9,400	15,500	..
INTER-AMER UNIV BAYAMON	5,800	11,900	..	7,240	13,340	..	...	...	..	9,400	15,500	..
INTER-AMER UNIV PUNCE	5,800	11,900	..	7,240	13,340	..	...	...	..	9,400	15,500	..

\*6-year salaries are for the master's plus 40 semester units

\*6-year salaries are for the master's plus 36 semester units.

\*6-year salaries are for the master's plus 24 semester units

\*Salaries shown exclude long service increments.

\*Salaries shown include merit increments.

\*6-year salaries are for the bachelor's plus 56 units including the master's.

\*6-year salaries are for the master's plus 28 semester units.

\*6-year salaries are for the master's plus 45 semester units

\*6-year salaries are for the master's plus 20 semester units

\*Doctoral salaries are negotiable.

\*6-year salaries are for the master's plus 32 semester units.

\*Minimum shown is for annual contract; maximum is for continuing contract.

\*6-year salaries are for the master's plus 27 semester units.

\*Four years experience required for each of final two increments.

\*Five years experience required for final increments.

\*Three year intervals required for each of final three increments.

\*Does not apply to all faculty as wage freeze requires that some faculty be paid at 1970-71 levels.

\*6-year salaries are for the specialist diploma.

\*Faculty must earn 6 credit hours during first five years of employment.

\*Faculty must earn five credit hours to advance from one level of preparation to another level each 4-year period.

## PART B. -- SALARIES SCHEDULED FOR FACULTY IN 2-YEAR INSTITUTIONS, BY FACULTY RANK, 1971-72

STATE AND INSTITUTION BY CONTROL (* PUBLIC INSTITUTION)	FOOT. I N S T R U C T O R		ASSISTANT PROFESSOR		ASSOCIATE PROFESSOR		P R O F E S S O R					
	MINIMUM	MAXIMUM	MINIMUM	MAXIMUM	MINIMUM	MAXIMUM	MINIMUM	MAXIMUM				
ALABAMA												
MARION INSTITUTE	5,400	6,500	..	...	...	..	6,500	7,300	..	...	...	..
ALASKA												
*U OF ALASKA COMM COLL												
ANCHORAGE COMMUNITY COLLEGE	9,000	12,375	15	12,600	15,975	15	16,200	19,575	15	19,800	23,175	15
JUNEAU DOUGLAS COMM COLLEGE	9,000	12,375	15	12,600	15,975	15	16,200	19,575	15	19,800	23,175	15
KENAI PENINSULA COMM COLL	9,000	12,375	15	12,600	15,975	15	16,200	19,575	15	19,800	23,175	15
KETCHIKAN COMMUNITY COLLEGE	9,000	12,375	15	12,600	15,975	15	16,200	19,575	15	19,800	23,175	15
KODIAK COMMUNITY COLLEGE	9,000	12,375	15	12,600	15,975	15	16,200	19,575	15	19,800	23,175	15
MATANUSKA SUSITNA COMM COLL	9,000	12,375	15	12,600	15,975	15	16,200	19,575	15	19,800	23,175	15
SITKA COMMUNITY COLLEGE	9,000	12,375	15	12,600	15,975	15	16,200	19,575	15	19,800	23,175	15
ARIZONA												
.....												
ARKANSAS												
.....												
CALIFORNIA												
.....												
COLORADO												
*COLORADO MOUNTAIN COLLEGE												
COLO MOUNTAIN COLL EAST CAMP	7,130	11,060	9	7,710	12,490	9	8,510	13,570	8	9,830	16,280	8
COLO MOUNTAIN COLL WEST CAMP	7,130	11,060	9	7,710	12,490	9	8,510	13,570	8	9,830	16,280	8
CONNECTICUT												
*CONNECTICUT ST TECH COLLEGES												
HARTFORD STATE TECH COLLEGE	8,000	13,200	..	10,000	15,830	..	14,000	21,260	..	17,000	29,900	..
NORWALK STATE TECHNICAL COLL	8,000	13,200	..	10,000	15,830	..	14,000	21,260	..	17,000	29,900	..
THAMES VALLEY ST TECH COLL	8,000	13,200	..	10,000	15,830	..	14,000	21,260	..	17,000	29,900	..
WATERBURY STATE TECH COLLEGE	8,000	13,200	..	10,000	15,830	..	14,000	21,260	..	17,000	29,900	..
*CONN REGIONAL COMM COLLEGES												
GREATER HARTFORD COMM COLL	10,179	12,537	6	11,336	13,826	6	13,802	17,078	6	16,098	19,770	6
HOUSATONIC COMM COLLEGE	10,179	12,537	6	11,336	13,826	6	13,802	17,078	6	16,098	19,770	6
MANCHESTER COMM COLLEGE	10,179	12,537	6	11,336	13,826	6	13,802	17,078	6	16,098	19,770	6
MATTATUCK COMM COLLEGE	10,179	12,537	6	11,336	13,826	6	13,802	17,078	6	16,098	19,770	6
MIDDLESEX COMM COLLEGE	10,179	12,537	6	11,336	13,826	6	13,802	17,078	6	16,098	19,770	6
MOHEGAN COMMUNITY COLLEGE	10,179	12,537	6	11,336	13,826	6	13,802	17,078	6	16,098	19,770	6
NORTHWESTERN CONN COMM COLL	10,179	12,537	6	11,336	13,826	6	13,802	17,078	6	16,098	19,770	6
NORWALK COMMUNITY COLLEGE	10,179	12,537	6	11,336	13,826	6	13,802	17,078	6	16,098	19,770	6
QUINEBAUG VALLEY COMM COLL	10,179	12,537	6	11,336	13,826	6	13,802	17,078	6	16,098	19,770	6
SOUTH CENTRAL COMM COLL	10,179	12,537	6	11,336	13,826	6	13,802	17,078	6	16,098	19,770	6
TUNXIS COMM COLL	10,179	12,537	6	11,336	13,826	6	13,802	17,078	6	16,098	19,770	6
POST JUNIOR COLLEGE	8,200	11,800	9	9,040	13,090	9	9,850	14,350	9	11,220	16,170	9
QUINNIPIAC COLLEGE	8,858	11,073	8	9,965	13,066	8	11,903	15,889	8	14,893	19,765	8
DELAWARE												
.....												
DISTRICT OF COLUMBIA												
*WASHINGTON TECH INSTITUTE	8,525	11,500	8	10,380	14,020	8	11,965	16,165	8	14,020	18,965	8
FLORIDA												
*GULF COAST COMMUNITY COLLEGE	7,900	10,000	18	8,200	10,300	18	8,800	10,900	18	9,100	11,200	18
*INDIAN RIVER COMMUNITY COLL	8,000	14,450	..	10,000	14,850	..	12,000	16,850	..	14,000	18,850	..
*MIAMI DADE JR COLLEGE	9,840	12,060	9	10,680	14,600	13	12,120	16,800	10	13,980	19,000	11
*NORTH FLORIDA JUNIOR COLLEGE	8,000	10,200	18	8,300	10,500	18	8,600	10,800	18	10,400	13,500	15
*PENSACOLA JUNIOR COLLEGE	7,800	14,898	20	8,268	15,522	20	9,282	16,302	20	12,090	17,238	20
GEORGIA												
*FLOYD JUNIOR COLLEGE	8,000	10,000	..	9,000	11,500	..	10,500	12,000	..	11,000	14,000	..
HAWAII												
.....												
IOAHO												
.....												
ILLINOIS												
*CITY COLLEGES OF CHICAGO	10,415	15,500	13	11,815	18,315	15	13,250	20,315	15	15,050	22,315	15
*SAUK VALLEY COLLEGE	8,050	10,750	8	9,300	12,925	10	10,550	15,825	12	11,800	17,725	12



## PART 8. -- SALARIES SCHEDULED FOR FACULTY IN 2-YEAR INSTITUTIONS, BY FACULTY RANK, 1971-72 (CONTINUED)

STATE AND INSTITUTION BY CONTROL (* PUBLIC INSTITUTION)	FOOT. I N S T R U C T O R		ASSISTANT PROFESSOR		ASSOCIATE PROFESSOR		P R O F E S S O R						
	MINIMUM	MAXIMUM	MINIMUM	MAXIMUM	MINIMUM	MAXIMUM	MINIMUM	MAXIMUM					
INDIANA													
*INDIANAPOLIS VOC TECH INST	8,000	11,000	..	9,000	12,500	..	10,000	14,000	..	12,000	16,000	..	
IOWA													
.....													
KANSAS													
*ALLEN COUNTY COMM JR COLLEGE	5,610	10,890	12	...	...	..	...	...	..	...	...	..	
KENTUCKY													
.....													
LOUISIANA													
.....													
MAINE													
.....													
MARYLAND													
*ANNE ARUNDEL COMMUNITY COLL	7,500	11,000	..	8,500	13,000	..	10,500	15,000	..	12,500	18,000	..	
*CATONSVILLE COMMUNITY COLL	8,790	11,190	16	10,520	13,720	16	12,310	16,310	16	14,365	19,165	16	
*CECIL COMMUNITY COLLEGE	6,500	9,700	10	7,700	11,900	10	9,200	14,400	10	10,000	16,200	10	
*COMM COLLEGE OF BALTIMORE	8,901	12,297	11	10,727	15,255	11	12,091	17,750	11	14,123	20,914	11	
*DUNDALK COMMUNITY COLLEGE	10,548	13,428	16	12,624	16,464	16	14,772	19,572	16	17,238	22,998	16	
*ESSEX COMMUNITY COLLEGE	8,790	11,190	16	10,520	13,720	16	12,310	16,310	16	14,365	19,165	16	
*FREDERICK COMM COLLEGE	8,025	11,025	10	9,095	13,095	10	11,235	16,235	10	12,305	18,305	10	
*HAGERSTOWN JUNIOR COLLEGE	7,000	9,400	..	8,500	11,700	..	9,000	13,000	..	10,500	15,300	..	
*HARFORD COMMUNITY COLLEGE	8,340	12,390	9	9,820	14,590	9	11,670	16,630	8	13,700	19,380	8	
MASSACHUSETTS													
LASELL JUNIOR COLLEGE	7,500	9,500	..	8,500	11,000	..	10,000	13,500	..	12,000	15,500	..	
LEICESTER JUNIOR COLLEGE	6,800	9,000	..	8,000	10,500	..	9,000	12,000	..	10,500	15,000	..	
*MASS COMMUNITY COLL SYSTEM													
BERKSHIRE COMM COLL	8,130	11,138	9	9,516	13,166	9	11,404	16,203	9	14,214	20,241	9	
BRISTOL COMM COLL	8,130	11,138	9	9,516	13,166	9	11,404	16,203	9	14,214	20,241	9	
CAPE COD COMM COLL	8,130	11,138	9	9,516	13,166	9	11,404	16,203	9	14,214	20,241	9	
GREENFIELD COMM COLL	8,130	11,138	9	9,516	13,166	9	11,404	16,203	9	14,214	20,241	9	
HOLYOKE COMM COLL	8,130	11,138	9	9,516	13,166	9	11,404	16,203	9	14,214	20,241	9	
MASSACHUSETTS BAY COMM COLL	8,130	11,138	9	9,516	13,166	9	11,404	16,203	9	14,214	20,241	9	
MASSASOIT COMM COLL	8,130	11,138	9	9,516	13,166	9	11,404	16,203	9	14,214	20,241	9	
MIDDLESEX COMM COLL	8,130	11,138	9	9,516	13,166	9	11,404	16,203	9	14,214	20,241	9	
MOUNT WACHUSETT COMM COLL	8,130	11,138	9	9,516	13,166	9	11,404	16,203	9	14,214	20,241	9	
NORTHERN ESSEX COMM COLL	8,130	11,138	9	9,516	13,166	9	11,404	16,203	9	14,214	20,241	9	
NORTH SHORE COMM COLL	8,130	11,138	9	9,516	13,166	9	11,404	16,203	9	14,214	20,241	9	
QUINSIGAMOND COMM COLL	8,130	11,138	9	9,516	13,166	9	11,404	16,203	9	14,214	20,241	9	
*NEWTON JUNIOR COLLEGE	8,455	12,385	10	10,290	14,880	10	12,385	16,805	9	14,610	19,335	9	
*SPRINGFIELD TECHNICAL C. C.	8,130	11,138	9	9,516	13,166	9	11,404	16,203	9	14,214	20,241	9	
MICHIGAN													
*GOGEBIC COMMUNITY COLLEGE	7,550	12,212	..	8,450	12,501	..	8,650	12,804	..	8,950	13,249	..	
*OAKLAND COMMUNITY COLLEGE	9,650	14,162	8	11,140	16,363	8	12,864	18,911	8	14,860	20,829	7	
MINNESOTA													
.....													
MISSISSIPPI													
.....													
MISSOURI													
*MISSOURI SOUTHERN COLLEGE	8	8,000	11,500	..	8,700	12,500	..	10,000	13,500	..	12,000	15,500	..
*ST LOUIS JUNIOR COLL DIST													
FLORISSANT VALLEY COMM COLL	8,428	11,157	7	10,247	13,237	7	12,197	15,490	7	14,364	18,133	7	
MERAMEC COMM COLLEGE	8,428	11,157	7	10,247	13,237	7	12,197	15,490	7	14,364	18,133	7	
FOREST PARK COMM COLLEGE	8,428	11,157	7	10,247	13,237	7	12,197	15,490	7	14,364	18,133	7	
MONTANA													
.....													
NEBRASKA													
.....													
NEVADA													
.....													

## PART 8. -- SALARIES SCHEDULED FOR FACULTY IN 2-YEAR INSTITUTIONS, BY FACULTY RANK, 1971-72 (CONTINUED)

STATE AND INSTITUTION BY CONTROL	FOOT- IN S T R U C T O R			ASSISTANT PROFESSOR			ASSOCIATE PROFESSOR			P R O F E S S O R			
	NOTE	MINIMUM	MAXIMUM	MINIMUM	MAXIMUM	INCR.	MINIMUM	MAXIMUM	INCR.	MINIMUM	MAXIMUM	INCR.	
(• PUBLIC INSTITUTION)													
NEW HAMPSHIRE													
*NEW HAMPSHIRE TECHNICAL INST		7,371	9,235	4	8,078	10,163	4	8,811	10,920	4	10,225	12,846	4
NEW JERSEY													
*ATLANTIC COMMUNITY COLLEGE		7,400	10,500	..	8,600	15,500	..	11,400	17,500	..	13,300	20,000	..
*BERGEN COMMUNITY COLLEGE		9,011	12,611	..	10,460	16,460	..	12,616	18,616	..	16,020	22,020	..
*BROOKDALE COMMUNITY COLLEGE	B	8,500	11,756	8	10,300	14,294	8	12,400	17,371	8	14,500	21,116	9
*BURLINGTON COUNTY COLLEGE		8,100	11,663	..	9,600	14,017	..	11,500	16,799	..	13,800	20,009	..
*ESSEX COUNTY COLLEGE		8,646	14,514	..	9,780	16,977	..	11,400	19,450	..	14,700	23,718	..
*GLOUCESTER COUNTY COLLEGE		8,900	11,700	7	10,100	13,250	7	11,700	15,700	8	13,700	18,100	8
LUTHER COLLEGE		7,700	8,800	10	8,250	10,725	15	9,900	12,100	10	12,100	14,850	5
*MERCER COUNTY COMM COLLEGE		8,525	11,750	..	9,900	14,200	..	12,100	17,300	..	14,200	20,200	..
*OCEAN COUNTY COLLEGE	B	9,112	12,157	8	10,413	13,934	8	12,475	16,759	8	14,979	20,187	8
TOMBROCK COLLEGE		8,000	9,250	4	9,000	10,200	3	10,500	11,500	2	12,000	12,600	1
NEW MEXICO													
.....													
NEW YORK													
*ADIRONDACK COMMUNITY COLLEGE		8,550	11,350	7	9,600	13,600	8	10,850	16,250	9	12,200	19,200	10
*AGRIC-TECH COLLEGE-OELHI		7,500	11,450	13	8,000	16,450	24	10,000	21,000	27	12,500	28,200	31
*AUBURN COMM COLLEGE		8,300	11,533	7	9,400	13,944	8	11,200	15,885	7	12,900	18,203	7
*BROOME COMMUNITY COLLEGE		7,530	11,380	10	8,335	13,835	10	9,680	15,380	10	11,375	18,275	10
*CITY UNIVERSITY OF NEW YORK													
BOROUGH OF MANHATTAN COM	COL B	12,700	17,150	7	13,330	20,830	7	17,830	25,500	7	22,500	31,275	7
BRONX COMMUNITY COLLEGE	B	12,700	17,150	7	13,330	20,830	7	17,830	25,500	7	22,500	31,275	7
HOSTOS COMMUNITY COLLEGE	B	12,700	17,150	7	13,330	20,830	7	17,830	25,500	7	22,500	31,275	7
KINGSBOROUGH COMM COLL	B	12,700	17,150	7	13,330	20,830	7	17,830	25,500	7	22,500	31,275	7
NEW YORK CITY COMM COLL	B	12,700	17,150	7	13,330	20,830	7	17,830	25,500	7	22,500	31,275	7
QUEENSBOROUGH COMM COLL	B	12,700	17,150	7	13,330	20,830	7	17,830	25,500	7	22,500	31,275	7
STATEN ISLAND COMM COLL	B	12,700	17,150	7	13,330	20,830	7	17,830	25,500	7	22,500	31,275	7
*CLINTON COMMUNITY COLLEGE		8,200	10,865	5	9,389	12,833	6	10,825	15,745	8	12,300	17,835	9
*CUTCHES COMM COLL		7,870	10,870	5	9,800	14,000	6	11,640	17,240	7	14,100	20,400	7
*ERIE COMMUNITY COLLEGE		8,698	10,922	4	10,464	13,080	4	12,404	15,588	4	13,958	17,634	4
*FASHION INST OF TECHNOLOGY		12,700	14,150	2	14,830	20,830	7	17,830	25,500	7	22,500	31,275	7
*GENESSEE COMMUNITY COLLEGE		8,500	11,750	..	9,500	14,100	..	11,100	18,000	..	13,000	20,000	..
HARRIMAN COLLEGE		6,600	9,000	6	8,200	10,200	5	9,400	12,600	8	11,000	13,400	6
*HUDSON VALLEY COMM COLLEGE	B	7,850	13,669	14	9,150	16,650	15	10,200	17,775	14	12,550	21,938	14
MARIA COLLEGE		6,500	8,000	4	7,625	9,225	4	8,825	10,625	4	10,175	12,175	4
MARIA REGINA COLLEGE		5,700	8,050	7	6,500	9,240	7	7,600	10,700	7	8,800	12,400	7
*MONROE COMMUNITY COLLEGE		8,215	13,210	9	9,830	15,570	9	11,440	18,305	9	14,250	22,670	9
*NASSAU COMMUNITY COLLEGE	B	10,358	17,499	11	11,712	20,034	11	13,772	23,274	11	16,847	26,880	11
*NIAGARA COUNTY COMM COLLEGE		8,200	11,500	5	9,900	13,850	5	11,500	16,100	5	13,200	18,800	5
*NORTH COUNTRY COMMUNITY COLL		8,656	12,292	6	10,128	14,283	6	11,816	16,966	7	13,850	20,472	9
*ONONDAGA COMMUNITY COLLEGE		8,635	12,151	7	10,051	14,144	7	11,137	15,672	7	13,637	19,189	7
*QUEENSBOROUGH COMM COLLEGE		12,700	17,150	8	13,330	20,830	8	17,830	25,500	8	22,500	31,275	8
*ROCKLAND COMM COLLEGE		9,151	12,535	9	10,655	15,164	9	12,785	18,428	9	14,290	21,059	9
*SULLIVAN COUNTY COMM COLLEGE		7,800	12,000	7	8,900	13,700	8	10,600	16,000	9	12,600	18,000	9
*TOMPKINS CORTLAND COMM COLL		7,100	12,950	17	8,400	15,100	17	9,900	17,500	17	11,600	22,050	19
*WESTCHESTER COMM COLL		9,950	12,430	4	13,080	17,400	4	14,490	19,250	4	17,770	23,610	4
NORTH CAROLINA													
.....													
NORTH DAKOTA													
.....													
OHIO													
*CLARK COUNTY TECH INST		7,000	9,500	..	9,000	13,500	..	10,000	15,000	..	..	..	..
*CUYAHOGA COMM COLL													
CUYAHOGA C C EASTERN CAMPUS	A,B	7,582	13,132	..	11,976	13,867	..	12,948	18,819	..	12,818	19,498	..
CUYAHOGA C C METRO CAMPUS	A,B	7,582	13,132	..	11,976	13,867	..	12,948	18,819	..	12,818	19,498	..
CUYAHOGA C C WESTERN CAMPUS	A,B	7,582	13,132	..	11,976	13,867	..	12,948	18,819	..	12,818	19,498	..
*JEFFERSON CO TECH INSTITUTE		7,550	11,950	11	8,750	14,250	11	10,900	16,300	9	..	..	..
KETTERING COLL OF MED ARTS		8,400	9,240	..	9,360	10,200	..	10,320	10,740	..	10,800	11,280	..
*LORAIN COMMUNITY COLLEGE		7,300	12,200	16	8,900	13,900	12	11,000	16,000	10	..	..	..
*MUSKINGUM AREA TECH INST		6,500	9,000	..	7,500	10,000	..	8,000	11,000	..	9,000	12,000	..
*SINCLAIR COMMUNITY COLLEGE		7,500	11,500	..	9,500	13,600	..	10,500	16,000	..	12,000	18,000	..
*STARK STATE TECH INSTITUTE		7,600	11,324	9	8,664	12,884	7	10,488	14,060	5	13,376	16,414	4
*VANGUARD TECHNICAL INSTITUTE	A,B	7,500	13,100	..	9,500	15,200	..	10,000	16,000	..	..	..	..
OKLAHOMA													
.....													
OREGON													
*CENTRAL OREGON COMM COLL	B	..	..	..	7,200	12,750	10	10,000	15,000	10	11,400	17,100	10
*SOUTHWESTERN OREGON COMM COL		6,948	10,782	9	8,730	13,536	9	10,656	16,524	9	13,554	21,024	9

## PART B. -- SALARIES SCHEDULED FOR FACULTY IN 2-YEAR INSTITUTIONS, BY FACULTY RANK, 1971-72 (CONTINUED)

STATE AND INSTITUTION BY CONTROL (* PUBLIC INSTITUTION)	FOOT- I N S T R U C T O R		ASSISTANT PROFESSOR		ASSOCIATE PROFESSOR		P R O F E S S O R					
	MINIMUM	MAXIMUM	MINIMUM	MAXIMUM	MINIMUM	MAXIMUM	MINIMUM	MAXIMUM				
PENNSYLVANIA												
*BUCKS COUNTY COMMUNITY COLL	8,000	12,500	..	8,950	14,500	..	11,100	17,500	..	13,600	20,000	..
*BUTLER COUNTY COMM COLLEGE	B 7,300	10,860	..	8,500	13,000	..	10,100	15,200	..	12,500	17,400	..
*COMM COLL OF DELAWARE COUNTY	8,400	10,600	5	10,100	12,800	5	12,200	15,400	5	14,700	16,800	3
*HARRISBURG AREA COM COLLEGE	7,500	11,500	..	8,500	13,500	..	10,000	16,000	..	11,000	..	..
*LEHIGH COUNTY COMMUNITY COLL	7,500	10,500	..	9,000	12,500	..	10,500	14,500	..	12,000	16,500	..
*MONTGOMERY COUNTY COMM COLL	8,000	12,000	..	9,000	14,000	..	11,000	16,000	..	13,000	18,000	..
*NORTHAMPTON CO AREA COMM COL	7,750	11,000	..	9,100	13,000	..	10,800	15,000	..	12,500	16,900	..
*UNIV OF PITTSBURGH												
U OF PITT BRADFORD CAMPUS	7,000	9,500	..	8,500	11,000	..	9,500	13,000	..	12,000	..	..
U OF PITT GREENSBURG CAMPUS	7,000	9,500	..	8,500	11,000	..	9,500	13,000	..	12,000	..	..
U OF PITT JOHNSTOWN CAMPUS	7,000	9,500	..	8,500	11,000	..	9,500	13,000	..	12,000	..	..
U OF PITT TITUSVILLE CAMPUS	7,000	9,500	..	8,500	11,000	..	9,500	13,000	..	12,000	..	..
RHODE ISLAND												
. . . . .												
SOUTH CAROLINA												
. . . . .												
SOUTH DAKOTA												
. . . . .												
TENNESSEE												
*TENN STATE COMM COLLEGES												
CLEVELAND STATE COMM COLLEGE	B 6,200	12,600	..	7,500	14,700	..	7,650	16,065	..	7,800	17,430	..
COLUMBIA STATE COMM COLLEGE	B 6,200	12,600	..	7,500	14,700	..	7,650	16,065	..	7,800	17,430	..
OYERSBURG STATE COMM COLL	B 6,200	12,600	..	7,500	14,700	..	7,650	16,065	..	7,800	17,430	..
JACKSON STATE COMM COLLEGE	B 6,200	12,600	..	9,200	14,700	..	10,050	16,065	..	10,900	17,430	..
MOTLOW STATE COMM COLLEGE	B 6,200	12,600	..	7,500	14,700	..	7,650	16,065	..	7,800	17,430	..
VOLUNTEER STATE COMM COLLEGE	B 6,200	12,600	..	7,500	14,700	..	7,650	16,065	..	7,800	17,430	..
WALTERS STATE COMM COLLEGE	B 6,200	12,600	..	7,500	14,700	..	7,650	16,065	..	7,800	17,430	..
*TENN STATE TECH INSTITUTES												
CHATTANOOGA STATE TECH INST	7,247	12,158	..	7,747	12,857	..	8,747	13,382	..	9,746	13,911	..
NASHVILLE STATE TECH INST	7,247	12,158	..	7,747	12,857	..	8,747	13,382	..	9,746	13,911	..
STATE TECHNICAL INST	7,247	12,158	..	7,747	12,857	..	8,747	13,382	..	9,746	13,911	..
TEXAS												
*DEL MAR COLLEGE	B 8,700	11,190	..	9,500	12,700	..	10,450	14,050	..	11,400	15,400	..
*ODESSA C CENTRAL OFFICE												
ODESSA COLLEGE MAIN CAMPUS	7,700	9,800	..	8,700	10,400	..	9,700	11,300	..	11,000	14,200	..
ODESSA COLLEGE MIDLAND	7,700	9,800	..	8,700	10,400	..	9,700	11,300	..	11,000	14,200	..
*SAN ANTONIO UN JR COLL DIST												
SAINT PHILLIP'S COLLEGE	5,200	10,000	..	6,000	11,900	..	8,400	12,900	..	9,000	16,300	..
SAN ANTONIO COLLEGE	5,200	10,000	..	6,000	11,900	..	8,400	12,900	..	9,000	16,300	..
SOUTHERN BIBLE COLLEGE	4,300	4,900	6	4,950	5,850	9	5,650	6,850	12	6,700	8,200	15
*TARRANT COUNTY JR COLL DIST	7,800	9,300	..	8,400	9,900	..	9,000	10,500	..	9,600	11,100	..
UTAH												
. . . . .												
VERMONT												
*VERMONT TECHNICAL COLLEGE	7,000	10,000	..	8,000	12,500	..	9,000	15,000	..	10,000	18,000	..
VIRGINIA												
*BLUE RIDGE COMMUNITY COLLEGE	B 7,500	10,500	..	9,000	12,375	..	10,875	13,875	..	12,375	15,375	..
*CENTRAL VIRGINIA COMM COLL	B 7,500	10,500	..	9,000	12,375	..	10,875	13,875	..	12,375	15,375	..
*DABNEY LANCASTER COMM COLL	B 7,500	10,500	..	9,000	12,375	..	10,875	13,875	..	12,375	15,375	..
*DANVILLE COMMUNITY COLLEGE	B 7,500	10,500	..	9,000	12,375	..	10,875	13,875	..	12,375	15,375	..
*EASTERN SHORE COMM COLLEGE	B 7,500	10,500	..	9,000	12,375	..	10,875	13,875	..	12,375	15,375	..
*GERMANNA COMMUNITY COLLEGE	B 7,500	10,500	..	9,000	12,375	..	10,875	13,875	..	12,375	15,375	..
*JOHN TYLER COMMUNITY COLLEGE	B 7,500	10,500	..	9,000	12,375	..	10,875	13,875	..	12,375	15,375	..
*LORO FAIRFAX COMM COLLEGE	B 7,500	10,500	..	9,000	12,375	..	10,875	13,875	..	12,375	15,375	..
*NEW RIVER COMMUNITY COLLEGE	B 7,500	10,500	..	9,000	12,375	..	10,875	13,875	..	12,375	15,375	..
*NORTHERN VIRGINIA COMM COLL	B 7,500	10,500	..	9,000	12,375	..	10,875	13,875	..	12,375	15,375	..
*PATRICK HENRY COMMUNITY COLL	B 7,500	10,500	..	9,000	12,375	..	10,875	13,875	..	12,375	15,375	..
*PAUL-O CAMP COMMUNITY COLL	B 7,500	10,500	..	9,000	12,375	..	10,875	13,875	..	12,375	15,375	..
*RAPPAHANNOCK COMMUNITY COLL	B 7,500	10,500	..	9,000	12,375	..	10,875	13,875	..	12,375	15,375	..
*SOUTHSIDE VA COMM COLLEGE	B 7,500	10,500	..	9,000	12,375	..	10,875	13,875	..	12,375	15,375	..
*SOUTHWEST VIRGINIA COMM COLL	B 7,500	10,500	..	9,000	12,375	..	10,875	13,875	..	12,375	15,375	..
*THOMAS NELSON COMM COLLEGE	B 7,500	10,500	..	9,000	12,375	..	10,875	13,875	..	12,375	15,375	..
*TIDEWATER COMMUNITY COLLEGE	B 7,500	10,500	..	9,000	12,375	..	10,875	13,875	..	12,375	15,375	..
*VIRGINIA HIGHLANDS COMM COLL	B 7,500	10,500	..	9,000	12,375	..	10,875	13,875	..	12,375	15,375	..
*VIRGINIA WESTERN COMM COLL	B 7,500	10,500	..	9,000	12,375	..	10,875	13,875	..	12,375	15,375	..
*WYTHEVILLE COMMUNITY COLLEGE	B 7,500	10,500	..	9,000	12,375	..	10,875	13,875	..	12,375	15,375	..
WASHINGTON												
. . . . .												

## PART B. -- SALARIES SCHEDULED FOR FACULTY IN 2-YEAR INSTITUTIONS, BY FACULTY RANK, 1971-72 (CONTINUED)

STATE AND INSTITUTION BY CONTROL	FOGT.	I N S T R U C T O R			ASSISTANT PROFESSOR			ASSOCIATE PROFESSOR			P R O F E S S O R		
		NOTE	MINIMUM	MAXIMUM	INCR.	MINIMUM	MAXIMUM	INCR.	MINIMUM	MAXIMUM	INCR.	MINIMUM	MAXIMUM
(* PUBLIC INSTITUTION)													
WEST VIRGINIA													
OHIO VALLEY COLLEGE	B	5,800	7,000	..	6,800	8,300	..	7,600	9,500	..	8,500	10,000	..
*WEST LIBERTY STATE COLLEGE													
W LIBERTY ST COLL MANCOCK CO		8,000	10,300	..	8,400	12,000	..	9,200	14,000	..	12,900	16,600	..
W LIBERTY ST COLL WHEELING		8,000	10,300	..	8,400	12,000	..	9,200	14,000	..	12,900	16,600	..
WISCONSIN													
.....													
WYOMING													
.....													
CANAL ZONE													
*CANAL ZONE COLLEGE	A,B	7,342	16,100	..	11,253	15,940	..	13,062	17,130	..	14,060	18,580	..
PUERTO RICO													
*COMM COLLEGES-U-PUERTO RICO	B	6,600	11,400	5	7,500	12,300	5	8,520	13,320	5	9,780	14,580	5
*INTER-AMERICAN UNIV OF P R													
INTER-AMER UNIV AGUEDILLA	B	5,800	10,300	5	6,500	11,000	5	8,000	12,500	5	11,000	15,500	5
INTER-AMER UNIV ARECIBO	B	5,800	10,300	5	6,500	11,000	5	8,000	12,500	5	11,000	15,500	5
INTER-AMER UNIV BARRANQUITAS	B	5,800	10,300	5	6,500	11,000	5	8,000	12,500	5	11,000	15,500	5
INTER-AMER UNIV BAYAMON	B	5,800	10,300	5	6,500	11,000	5	8,000	12,500	5	11,000	15,500	5
INTER-AMER UNIV PONCE	B	5,800	10,300	5	6,500	11,000	5	8,000	12,500	5	11,000	15,500	5

\*Number of increments varies with level of educational preparation within each rank.  
 #Salaries cover the range of educational preparation within each rank.

#### IV. EXAMPLES OF SALARY SCHEDULES

THIS SECTION contains copies of salary schedules from seven public 2-year institutions. These examples complement those published in earlier editions of this series in order that a review of the total series of reports will show the wide variety of ways in which policies relating to faculty salaries are structured and communicated.

The schedules selected for this edition provide examples of the rationale, criteria, and procedures used to assure that the decision about the salary to be paid to an individual faculty member takes into account several dimensions of faculty worth and

effectiveness. Therefore, the structure of these schedules goes beyond the typical considerations of professional preparation and experience to provide salary recognition of other components of faculty merit.

These institutions have granted NEA Research permission to reproduce their salary schedules. They are included for illustrative purposes only; therefore, identification has been deleted. The selection of these schedules does not imply endorsement or approval by the National Education Association or NEA Research.

<b>SALARY SCHEDULE OF A PUBLIC COMMUNITY COLLEGE, 1850 STUDENTS ENROLLED.</b>
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[NAME OF INSTITUTION]

**SALARY POLICY FOR CERTIFIED STAFF, 1971-72**

- I. **SALARY SCHEDULE:** Two schedules are shown as part of this policy; one for forty-eight weeks (240 days) and one for thirty-seven weeks (185 days). A formula for computing salaries for contract intervals between the two above is also shown.

A. Salary Schedule for Thirty-Seven Weeks.

<u>Step</u>	<u>Class I</u>	<u>Class II</u>	<u>Class III</u>	<u>Class IV</u>
1	7,600	7,904	8,220	8,549
2	7,904	8,220	8,549	8,891
3	8,220	8,549	8,891	9,247
4	8,549	8,891	9,247	9,617
5	8,891	9,247	9,617	10,002
6	9,247	9,617	10,002	10,402
7	9,617	10,002	10,402	10,818
8	10,002	10,402	10,818	11,251
9	10,402	10,818	11,251	11,701
10	10,818	11,251	11,701	12,169
11	11,251	11,701	12,169	12,656
12	....	12,169	12,656	13,162
13	...	...	13,162	13,688

B. Salary Schedule for Forty-eight Weeks (240 days)

<u>Step</u>	<u>Class I</u>	<u>Class II</u>	<u>Class III</u>	<u>Class IV</u>
1	8,985	9,344	9,718	10,107
2	9,344	9,718	10,107	10,511
3	9,718	10,107	10,511	10,931
4	10,107	10,511	10,931	11,368
5	10,511	10,931	11,368	11,823
6	10,931	11,368	11,823	12,296
7	11,368	11,823	12,296	12,788
8	11,823	12,296	12,788	13,300
9	12,296	12,788	13,300	13,832
10	12,788	13,300	13,832	14,385
11	13,300	13,832	14,385	14,960
12	...	14,385	14,960	15,558
13	...	...	15,558	16,180

C. *Class Definitions*

1. *Class I*

Five years of combined occupational work experience and/or formal education.

2. *Class II*

Five years of combined occupational work experience and/or formal education plus 15 combined work experience credits and semester hours.

3. *Class III*

Five years of combined occupational work experience and/or formal education plus 30 combined work experience credits and semester hours.

4. *Class IV*

Five years of combined occupational work experience and formal education plus 45 combined work experience credits and semester hours including a Baccalaureate Degree.

- D. Instructor salaries for contract intervals of less than 48 weeks will be determined by reducing the instructor's 48 week salary equivalent by 1.4% for each week of reduction.

II. DEFINITION OF TERMS

A. *Credits Committee*

The Credits Committee shall be a standing committee composed of eight faculty and three administrators. Included are one faculty member elected from each instructional division, the Director of Arts and Sciences and the Director of Career Education.

The faculty members will serve two-year terms. At the first meeting of the committee, a method will be used to award four one-year terms and thus establish two-year rotations of the committee.

The faculty members will be elected by each division. The third administrator will be appointed by the Superintendent and will serve as the Administrative Secretary. The committee will elect its own Chairman.

B. *Formal Education*

Formal education shall be interpreted as appropriate education received in a community college, a senior college, a recognized business, trade, industrial or professional school, or in the military.

C. *Occupational Work Experience*

Occupational Work Experience shall be interpreted as business, industrial, trade, professional, or teaching experience which is relevant to an instructor's teaching assignment.

D. *Semester Hours*

- Semester Hours shall be interpreted as hours of credit granted by degree-granting institutions. Equivalent credit shall be granted for work completed at such recognized



business, trade, industrial or professional schools at the rate of one hour of credit for each week of full-time instruction. Such credits are subject to the prior approval of the Credits Committee.

E. *Work Experience Credits*

Work Experience Credits are credits earned for industrial, trade, professional or business experience which, because of unique and relevant qualities, provides potential for enhancing the effectiveness of an instructor. These credits are subject to the prior approval of the Credits Committee. Work experience credits are computed at the rate of one credit per 80 hours work experience.

F. *Week*

The weekly unit referred to in this schedule shall consist of five working days.

III. GUIDELINES AND PROVISIONS

A. *Initial Step Placement*

Initial Step Placement shall be determined only by prior Occupational Work Experience. This placement shall be determined by the Board of Directors after recommendation from the Superintendent.

B. *Initial Class Placement*

It is an assumption of this schedule that the "five year" basic requirement for placement on the schedule is the minimum amount of occupational experience and/or formal education required for state certification in a given teaching area. The State Plan for Vocational Education and the Department of Public Instruction Rules shall be used as authorities.

If an instructor is eligible to obtain certification without this basic requirement, he shall remain on Step I, Class I, until his combined experience totals five years.

2. Placement beyond Class I requires Formal Education beyond the requirement for state certification.

C. *Step Advancement*

1. Step Advancement is contingent upon satisfactory performance and professional development. It is expected that participation in appropriate courses, workshops, seminars and meetings, instructional and curriculum improvement, and periodic instructional evaluation will be part of this development. The instructor will be expected to outline and discuss his development plan for the ensuing year with his Division Chairman and appropriate Director.
2. Step advancement within Class shall be granted unless good cause for not granting the advancement is presented in writing to the faculty member and to the Board of Directors. Prior to any Board action the Superintendent shall give the faculty member written notice of the Board's intention to act at least 10 days prior to the meeting. During this period, the faculty member may, in writing, request a hearing before the Board with such request to be filed with the Superintendent, who shall advise the Board thereof. On receipt of such request the Board shall fix a hearing date, notify the person or persons giving such notice and may fix reasonable procedural rules therefor.

*D. Class Advancement*

1. Advancement between classes will be limited to one class per year.
2. Work experience Credits for Class advancement may be earned only after employment at [Name of Institution] and subsequent to June 1, 1971.
3. A maximum of nine (9) Work Experience Credits may be counted toward each class advancement.
4. Neither unscheduled advances in classes or between classes, holding of advancements in classes or between classes, nor granting or terminating any exceptional pay raise shall be approved by the Board of Directors without first obtaining written advice therein from the member's immediate superior and from the Superintendent. Prior to any such Board action the Superintendent shall give the faculty member at least ten days written notice of the Board's intention to so act during which period the affected faculty member or any other aggrieved person may, in writing, request a hearing before the Board, with such request to be filed with the Superintendent, who shall advise the Board thereof. On receipt of such request the Board shall fix a hearing date, notify the person or persons giving such notice and may fix reasonable procedural rules therefor.

*E. Summer Term*

1. Pay for the summer term shall be computed at the rate of 1.57% of the instructor's forty-eight week salary equivalency per semester hour.
2. Contracts, if issued, will stipulate the size at which the class is subject to cancellation.

*F. Evening Instruction*

1. One evening class may be assigned as part of an instructor's load.
2. Evening courses taught above load will be paid at the rate of \$10.50 per contact hour for lecture-oriented courses and \$8.00 per contact hour for laboratory-oriented courses.
3. [Initials of the Institution] Faculty will not be required to accept a class on an above-load basis but will be given the first opportunity to teach a class.

*G. Overload Assignments*

1. During the 1970-71 and 1971-72 academic years, a study will be conducted involving both faculty and administration to determine appropriate faculty teaching load and to establish a teaching load policy.
2. After a teaching load policy is developed, it is the intent of this agreement that an equitable overload policy will be considered.

*H. Benefits*

1. Sick leave will be earned by full-time staff at the rate of 15 days per year to accumulate to a maximum of 90 days.
2. Accident, health and major medical insurance will be provided for each full-time staff member with the option of staff-purchased dependent coverage.

3. Long term disability insurance will be provided for each full-time staff member.
  4. Group life and accidental death and dismemberment insurance will be provided for each full-time staff member in an amount equal to the nearest integral multiple of one thousand dollars of two times the staff member's annual contracted base salary.
- I. On or about January of each year the Salary and Welfare Committee may submit in writing to the Superintendent either general or specific suggestions for modifications of the salary schedule or other recommendations affecting their relationship to [Initials of the Institution] and the Superintendent shall transmit the same to the Board of Directors with his recommendations. At least 30 days prior to issuance of contracts for the ensuing year the Board of Directors shall, in writing, reply to such recommendations of the Salary and Welfare Committee members which may thereupon request a hearing before the Board of Directors.

So far as practicable within statutory time limits, any and all recommendations shall be fully heard and considered prior to issuance of contracts as required by law, it being the mutual desire of [Initials of the Institution] and its faculty members to provide opportunity for full and frank discussion of all matters affecting [Initials of the Institution] and the relationship of faculty members thereto.

J. Professional Leave of Absence

Professional leave is available for either one semester or one academic year for the purposes of professional development.

Instructors interested in requesting leave should refer to the provisions contained in Board Policy No. 457. Requests should be made to the Board of Directors through the Division Chairman, appropriate Director and Superintendent.

**SALARY SCHEDULE OF A PUBLIC JUNIOR COLLEGE  
WHICH ENROLLS 2,000 STUDENTS**

[NAME OF INSTITUTION] SALARY SCHEDULE

Step	Less than BS	BS	BS+15 pts	MS	MS+12 pts	MS+24 pts	MS+36 pts	MS+48 pts	MS+60 pts	PhD
0	\$5,300	\$5,800	\$6,300	\$6,800	\$7,000	\$7,800	\$8,300	\$8,800	\$9,300	\$9,800
1	5% progression*		10% progression*							
2										
3										
4										
5										
6										
7										
8										
9										
10										
20										

\*% progressions based on constant of \$5,000

PLAN FOR AWARDING POINTS FOR USE WITH  
THE [INITIALS OF INSTITUTION] SALARY SCHEDULE

A committee, called the Professional Growth Committee (PGC), will be elected by the faculty and will be responsible for evaluating professional growth. The committee and the procedure for electing the committee, will be as follows:

1. Two people will be nominated from each division at the first division meeting of each school year, provided a vacancy on the PGC exists from the division.
2. Two people will be nominated from non-teaching personnel whose salary is determined by the point system, if a vacancy exists.
3. The names of these people will be turned in to the chairman of the Faculty Advisory Committee of the previous year.
4. An election will be held within seven days of the first general faculty meeting of that school year. Each faculty member whose salary is determined by points will vote for one person in each vacant category.
5. The PGC will then consist of one person from each division, plus one person not belonging to any division, but whose salary is determined by the points system.
6. A faculty member requesting points must fill out an application form (see attached form) and submit it to the PGC.
7. The PGC will convene during the first week of classes to evaluate points earned during the summer, and since the last regular meeting.
8. The PGC will meet each year between April 1 and May 1 to evaluate points earned for that school year.
9. The PGC may meet as often as needed.
10. The PGC must consider precedents in awarding points.
11. If a faculty member feels he has been treated unfairly in the awarding of points, he may appeal the decision of the PGC to a Review Board, within sixty days of the original decision. The Review Board will consist of the following three people:
  - A. The Chairman of the PGC
  - B. The Dean of the College
  - C. The FAC will select the third member from the faculty at large.
12. The PGC will elect a chairman, and the Review Board will elect a chairman.
13. Points will be awarded in the following four categories:
  - A. Academic credit course work
  - B. Professional service
  - C. Publications
  - D. Non-credit training
14. Attached are guidelines the PGC may use in awarding points for the above four categories.

15. Points will be awarded for work done beginning with the school year 1969-70—the year our new salary schedule was adopted.
16. The PGC must make a record of the circumstances and disposition of all applications for points.
17. Seven people will be elected to the PGC for two-year terms on a rotating basis.
18. If a vacancy on the PGC occurs for any reason, the division represented will nominate two people within one week. The entire faculty will then vote for one of these people within one week. This person will serve the remainder of the vacated term.
19. There will be an annual review of the function and methodology.

#### Academic Credit Course Work

Any degree plan course, up to twelve hours, will count one point for one hour. Each succeeding twelve-point level must include a minimum of twenty-five per cent course work in the teaching field.

Any graduate level course in the teaching field (whether on a degree plan or not) will count one point for one hour.

For any other college credit courses, faculty member must make application for points to the PGC, and the Committee will determine the number of points to be awarded for that course.

#### Non-Credit Training

The awarding of points for non-credit training is a recognition of an individual's effort to improve his teaching ability. Non-credit training points should be directly related to the teaching assignment.

When the Professional Growth Committee has determined that this criterion has been met in a non-credit training situation, it will award points on the following formula:

- 18 contact hours =  $\frac{1}{2}$  point
- 36 contact hours = 1 point
- 54 contact hours =  $1\frac{1}{2}$  points

Contact hours will be cumulative. If a person has seventeen contact hours, he gets no points. If he has nineteen contact hours, he gets one-half point. If he has thirty-five contact hours, he gets one-half point. If he has fifty-three contact hours, he gets one point, etc.

#### Publications

The awarding of points for publications is a recognition of an individual's effort to bring credit to the institution. With this in mind, publications will fall into the following categories: Books, Articles, and Items.

When the Professional Growth Committee finds that a publication has met the criterion of bringing credit to the institution, the publication will be awarded points on the following range of points: Book - 2 to 6 points; Articles - 1 to 5 points; and Items -  $\frac{1}{2}$  to 2 points.

### Outstanding Professional Service

The awarding of points for outstanding professional service is a recognition of the contribution of an individual to the educational profession and to the disciplines within that profession. When the Professional Growth Committee determines that the above criterion has been met, it shall award points up to a maximum of six.

The Administration may recommend to the committee the awarding of points for professional service.

[NAME OF INSTITUTION]

### PROFESSIONAL GROWTH COMMITTEE APPLICATION FOR POINTS

\_\_\_\_\_  
Date of Application

I, \_\_\_\_\_, hereby make application for approval of the following activity as additions to total earned points for the purpose of salary increment. Attached is supporting documentation for the activity.

*Activity*

A) Academic credit course work

B) Professional service

C) Publications

D) Non-credit training

<p style="text-align: center;">For the Committee</p> <p>Number of points awarded _____</p> <p>Signed _____ Chairman, PGC</p> <p>Appealed _____ Not Appealed _____</p> <p>_____ Signature of Faculty Member</p>	<p style="text-align: center;">Results of Appeal</p> <p>_____ Chairman of Review Board</p>
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**SALARY SCHEDULE OF A PUBLIC TECHNICAL COLLEGE  
WHICH ENROLLS 2,050 STUDENTS**

[NAME OF INSTITUTION] 1971-72 SALARY SCHEDULE

Approved by [Name of State] State Board for Vocational Education May 14, 1971

Step	Class I	Class II	Class III	Class IV	Class V	Class VI	Class VII	Class VIII	Class IX
	BS, BA or 6 yrs T.E. Points 200			MS, MA MEd or Points 275					Doc Points 400
	Points 225	Points 250	Points 275	Points 300	Points 325	Points 350	Points 375	Points 400	
1	6,804	7,144	7,484	7,825	8,165	8,505	8,845	9,185	9,526
2	6,940	7,280	7,621	7,961	8,301	8,641	8,981	9,322	9,662
3	7,076	7,416	7,757	8,097	8,437	8,777	9,117	9,458	9,798
4	7,416	7,757	8,097	8,437	8,777	9,117	9,458	9,798	10,138
5	7,825	8,165	8,505	8,845	9,185	9,526	9,866	10,206	10,546
6	8,301	8,641	8,981	9,322	9,662	10,002	10,342	10,682	11,023
7	8,777	9,117	9,458	9,798	10,138	10,478	10,818	11,159	11,499
8	9,254	9,594	9,934	10,274	10,614	10,955	11,295	11,635	11,975
9	9,730	10,070	10,410	10,750	11,091	11,431	11,771	12,111	12,451
10	10,206	10,546	10,887	11,227	11,567	11,907	12,247	12,587	12,928
11		10,955	11,295	11,635	11,975	12,315	12,656	12,996	13,336
12			11,635	11,975	12,315	12,656	12,996	13,336	13,676
13				12,247	12,587	12,928	13,268	13,608	13,948
14					12,792	13,132	13,472	13,812	14,152
15						13,268	13,608	13,948	14,288
16							13,608	13,948	14,288
17								14,084	14,425
									14,561

Persons employed for the entire twelve-month period shall receive one-fourth more than their nine month-contract salary on the schedule. Extra time beyond the school year of nine months shall be computed proportionately. An amount not to exceed \$400 may be paid for merit.

A maximum of \$800 above this salary schedule may be allowed for department chairmen.

**SALARY SCHEDULE**—A salary schedule, with its accompanying rules and regulations is a readily available expression of salary policy. It is good evidence that an open and above board salary policy does exist. While its legal life may be limited, the salary schedule should be an expression of a continuing point of view on salary issues.

When properly applied, a salary schedule is a means of assuring equitable treatment of all personnel in terms of their individual contracts.

When properly administered, a salary schedule will prevent unjustified and improper salary discriminations among the faculty. The professional educators will neither try to gain additional steps on the schedule nor obtain a salary higher than that provided by the schedule according to his training and experience; nor will the administration offer such placement to any professional educator. The schedule represents a considerate, businesslike document for treating employees as professional people.

The salary schedule for 1969-70 follows the 1968-69 schedule but has been converted to a point system evaluation whereby a person may advance to a new column (left to right) by acquiring points in the following manner:



Method I: Approved collegiate work

One quarter hour credit = 1.075 points  
One semester hour credit = 1.615 points

Method II: Approved related trade experience

One 40-hour week = 0.667 points

Method III: Approved related seminars, conventions, plant tours, workshops, on-the-job training programs, and in-service schools

40-clock hours = 1.075 points

The above methods are based on the American Vocational Association recommended equivalency of 400-hrs. of trade experience being equal to 6 quarter hours of credit.

The point system is an attempt to use a modified merit system whereby a teacher's self-improvement activities can be rated by using points in recognition of his professional growth.

#### Limitations and Stipulations

- a. All salary schedule points will be evaluated by a standing committee of 5 members that shall meet at least quarterly during the year. Three members representing the instructors shall be appointed by the faculty senate and two members representing the administration shall be appointed by the president of [Initials of the Institution]. This committee shall submit recommendations of approval or disapproval of points applied to the salary schedule to the president of [Initials of the Institution]. Terms of office shall be set by the faculty senate for the three representatives from the administration.
- b. Points used in advancing from column to column.
  - (1) Points used for placement in a specific column cannot be used again for credit towards placement in a higher column. Twenty-five additional points are required to move to the next column.
  - (2) Credit will be evaluated and points will be given (pursuant to item No. 8 in this section) for all related trade and educational experiences completed by the individual since the date of his last column advance. No credit will be given for trade and or educational experiences, etc., encountered by the individual prior to this date.
  - (3) In the event more than 25 points are approved by the committee for a specific individual in advancing from one column to another, all points in excess of 25 will be credited toward a future column advance for that individual.
- c. The 40-hour week as indicated in Method II above shall be defined as one week of full-time employment experience of 40 or more clock hours.
- d. Method III is limited to those experiences where the person is doing or learning different things for short periods of time. Example: Spending one week in each department of a plant, industry, etc.
- e. The Committee shall retain the right to classify the educational or trade experience into one of the methods listed above whenever there is reason to question its classification.
- f. Transition period. During the transition period, which shall be defined as the period of time from April 1, 1969 to September 1, 1970, the maximum column shift for any one person shall be 2 (two) columns. Thereafter, the maximum column shift for any one person shall be one (1) column in accordance with item 2 above.

- g. Exceptions. Exceptions to the above policy or conditions may be reviewed by the standing committee and special recommendations can be forwarded to the president if conditions warrant such action. As an example: A person on sabbatical leave would be considered to have special circumstances since it is possible for him to earn 50 (fifty) or more points while on leave, and therefore he should be able to move two columns at one time.
- h. Reporting. "Request for change in salary schedule classification" form must be filled out and submitted pursuant to 1968-69 administrative policy before a column change can be approved.

A request for approval of credit towards points should be submitted and approved by the salary schedule standing committee *before* the actual work or training experience is encountered. This will eliminate many problems and questions that would otherwise occur. In all cases a report shall be submitted to the standing committee after the work or training has been accomplished for the purpose of evaluation of credit towards points.

SALARY SCHEDULE OF A PUBLIC 2-YEAR COLLEGE  
ENROLLING 2,700 STUDENTS

[NAME OF INSTITUTION]

SALARY SCHEDULE

A. OBJECTIVES:

The salary schedule for the College was drawn up with the objectives of (1) paying salaries which will attract and keep higher quality faculty; (2) providing equal pay for like or comparable preparation, experience and faculty performance; (3) encouraging faculty to improve their professional preparation, standards, skills and performance, to the end that our students will benefit; (4) combining flexibility, simplicity, and ease of administration.

B. SALARY SCHEDULE (see attached schedule sheet)

C. INITIAL PLACEMENT ON SCHEDULE

It shall be the duty of the College President to make initial placement of faculty members on Schedule A or B. The following must be considered for placement on each salary schedule:

1. For Schedule A

Satisfied minimum requirements for appointment to the faculty of [Name of Institution].

2. For Schedule B

a. The Doctorate; or

b. The Master's Degree or equivalent and two years of teaching experience; or

c. The Bachelor's Degree plus 60 quarter hours (45 hours of which must be graduate hours), not necessarily subsequent to the granting of the degree but in addition to its minimum requirements, and two years of teaching experience; or

d. Eligibility for a vocational certificate plus 24 college credit hours or equivalent (or combination of credit hours and equivalents) in subject matter relevant to the area of instruction and two years of teaching experience. Approved [Name of State] Teacher Training and/or other professional

training for which college credit is not given may be substituted for college credit at the rate of 10 clock-hours per credit hour.

3. Credit for outside experience

Outside experience may be granted for Schedule A or B for any of the following:

- a. Acceptable educational experience — one step for each year's experience.
- b. Acceptable non-educational experience, if directly related to the assignments — one step for each year's experience.

D. MINIMUM REQUIREMENTS FOR ADVANCEMENT FROM SCHEDULE A TO SCHEDULE B

1. Satisfies minimum requirements for initial placement on Schedule B.
2. Two years successful teaching experience at this institution.
3. Appointment to tenure status.

E. MINIMUM REQUIREMENTS FOR ADVANCEMENT FROM SCHEDULE B TO SCHEDULE C.

1. Advancement to Schedule C requires appointment to tenure status and;
2. The earned Doctorate and four years of teaching experience, of which two years shall be on Schedule B; or
3. The Master's Degree in subject-matter area taught or the equivalent; and four years of teaching experience, of which two years shall be on Schedule B; or
4. Vocational certification and 60 college credit hours or equivalent (or combination of credit hours and equivalents) in subject matter relevant to the area of instruction plus four years of teaching experience, of which two years shall be on Schedule B. Approved [Name of State] Teacher Training and/or other professional training for which college credit is not given may be substituted for college credit at the rate of 10 clock-hours per credit hour.

F. MINIMUM REQUIREMENTS FOR ADVANCEMENT FROM SCHEDULE C TO SCHEDULE D.

1. The Doctorate and six years of teaching experience, of which two years shall be on Schedule C; or
2. The Master's Degree plus 45 graduate credits in subject-matter area taught or equivalent, not necessarily taken subsequent to the Master's Degree, and six years of teaching experience, of which three years shall be on Schedule C; or
3. Vocational certification and an associate degree or equivalent and six years teaching experience of which three years shall be on Schedule C. Approved [Name of State] Teacher Training and/or other professional training for which college credit is not given may be substituted for college credit at the rate of 10 clock-hours per credit hour.

G. BASIS FOR ADVANCEMENT FROM STEP TO STEP

Advancement from a step to the succeeding step on each schedule will be granted upon recommendation of college administrators and approval of the college board of directors.

## H. BASIS FOR ADVANCEMENT FROM SCHEDULE TO SCHEDULE

In order to advance to a higher schedule, a faculty member must satisfy minimum requirements for that schedule and in addition must have demonstrated positive evidence of professional growth, including (1) teaching effectiveness, (2) contribution to the overall College program, (3) scholarship and productivity, (4) community service.

Everyone approved for advancement will be advanced independent of funds available.

1. *Teaching effectiveness*—first and most important: (a) Presentation of material. (b) Understanding of individual student differences and willingness to help them resolve their problems. (c) Ability to create within the student greater interest in the subject, and to inspire in him further study in the field. (d) Ability to require high standards of learning from his students not only in his subject field, but also in related fields such as written and oral English. (e) Ability to develop and use effective evaluative procedures.
2. *Contributions to the College*: (a) Student advising and sponsorship of clubs and other student activities. (b) Committee work and other college responsibilities. (c) Cooperativeness and professional attitudes, exemplified by being a participating member of the Faculty, active in formulating departmental policies, working well with colleagues and being eager to help students individually outside of class hours.
3. *Scholarship and Productivity*: (a) Contributing to his field of learning through participation of his work of learned societies and appropriate associations presenting paper, appearing on panels, in symposia, etc. (b) Writing articles and books. (c) Carrying on research and special studies, and contributing to development and production with his field of learning. (d) Holding active membership in local, state, or national committees of professional organizations. (e) Undertaking additional education, travel and other experiences pertinent to his area of teaching. (f) Attending state, regional and national conferences.
4. *Contributions to the Community*: Participating in community activities in a way which will bring credit to him and the College. It should be recognized that this participation will vary from one department to another. Some departments, by their very nature, lend themselves to greater community activity than others. However, under no circumstances should community activities, or any other kind of activity for that matter, interfere with effectiveness as a teacher, which is the primary responsibility of every college instructor.

## I. PROCEDURE FOR ADVANCEMENT FROM SCHEDULE TO SCHEDULE:

1. Initiating advancement recommendations is primarily the responsibility of division chairmen. However, a request for advancement to a new schedule may be initiated by one or more of the following: (1) The President; (2) The Dean of Instruction; (3) The Dean of Students; (4) A faculty member, including the faculty member himself. If the request is initiated by someone other than the faculty member, the faculty member shall be notified of the request by the committee.
2. Such requests for advancement must be forwarded to the Faculty Committee on Advancement which after duly considering the case shall:
  - a. inform the faculty member concerned and the President simultaneously by February 1, that the Committee has recommended advancements, or
  - b. inform the faculty member by February 1, that the Committee does not recommend advancement at this time and provide him with a detailed written summary of the reasons for the denial.
3. If the President concurs with the Committee's recommendation he shall inform the faculty member by March 1, of his advancement. If, however, he shall negatively overrule a favorable recommendation of

the Committee, he shall so inform the instructor by March 1, and provide him with a detailed written summary of the reasons for the denial. He shall also inform the Committee of his actions.

4. If a faculty member is denied advancement by the Committee, he may by March 1, appeal that decision to the President. This procedure may include, if the faculty member requests it, a personal interview with the President. If the President concurs with the Faculty Committee on Advancement, he shall so inform the faculty member by April 1. If, however, the President disagrees with the Committee, he may directly advance the faculty member and shall send written notice to him and the Committee by April 1.
5. Nothing in I-4 shall be construed as denying any faculty member the normal, legal channels of appeal which lie beyond the President's Office. A faculty member appealing a negative decision by the President shall have the right to representation and support from the Faculty Committee on Advancement if the Committee originally approved his application.

#### J. FACULTY COMMITTEE ON ADVANCEMENT

1. The Faculty Committee on Advancement shall consist of four members of the College faculty, elected by the officially recognized faculty association, no two of whom shall be from the same division. Two members of the faculty shall be elected to the Committee each spring to replace those members whose terms of office end that year. Each elected member shall serve for two years and shall be eligible for reelection. In the event of the separation of a Committee member during his term in office, the association shall elect another faculty member to fill out the unexpired portion of the term.

When a member of the committee is involved in a study being made by the committee, the committee is empowered to choose an alternate to sit in his place. The committee shall elect its own chairman.

2. It shall be the duty of the Faculty Committee on Advancement to develop instruments to apply the criteria for, and to measure the qualifications of faculty members to be proposed for advancement. The committee shall inform the President of their adoption of such instruments and seek his concurrence before they are used for evaluation.
3. As an essential in determining advancement, the administration shall establish and make available to the Faculty Committee on Advancement a cumulative record plan including the following: (a) A detailed account of professional preparation, (b) A detailed account of educational experience in teaching, research and/or other related professional experience, (c) A detailed account of other occupational experience when such is related to the area of instruction for which the individual is appointed, (d) Quarterly reports of subjects taught and loads, (e) A yearly self-evaluation report. Date of the report to be set by the committee, (f) A yearly written evaluation by supervisors.

[NAME OF INSTITUTION]

## FACULTY SALARY SCHEDULE 1971-72

## B. SALARY SCHEDULE

Steps	Schedule A	Schedule B	Schedule C	Schedule D
0	8300.00			
1	8822.90			
2	9345.80	9868.70		
3	9868.70	10391.60		
4	10391.60	10806.60	11570.20	
5		11221.60	11985.20	
6		11636.60	12400.20	13437.70
7		12051.60	12707.30	13744.80
8			13014.40	14051.90
9			13321.50	14359.00
10			13628.60	14666.10
11			13935.70	14973.20
12			14242.80	15280.30
13			14549.90	15587.40
14				15894.50

SALARY SCHEDULE OF A PUBLIC 2-YEAR COLLEGE WHICH ENROLLS 1,750 STUDENTS
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## [NAME OF INSTITUTION] SALARY SCHEDULE (1971-72)

Step	MA	MA+5	MA+10	MA+15	MA+20	MA+25	MA+30
1	7,500	7,650	7,800	7,950	8,100	8,250	8,400
2	7,950	8,100	8,250	8,400	8,550	8,700	8,850
3	8,400	8,550	8,700	8,850	9,000	9,150	9,300
4	8,850	9,000	9,150	9,300	9,450	9,600	9,750
5	9,300	9,450	9,600	9,750	9,900	10,050	10,200
6	9,675	9,825	9,975	10,125	10,275	10,425	10,575
7	10,050	10,200	10,350	10,500	10,650	10,800	10,950
8	10,425	10,575	10,725	10,875	11,025	11,175	11,325
9	...	...	...	11,250	11,400	11,550	11,700
10	...	...	...	...	...	...	12,075
Step	MA+35	MA+40	MA+45	MA+50	MA+55	MA+60	Ph.D.
1	8,550	8,700	8,850	9,000	9,150	9,300	9,750
2	9,000	9,150	9,300	9,450	9,600	9,750	10,200
3	9,450	9,600	9,750	9,900	10,050	10,200	10,650
4	9,900	10,050	10,200	10,350	10,500	10,650	11,100
5	10,350	10,500	10,650	10,800	10,950	11,100	11,550
6	10,725	10,875	11,025	11,175	11,325	11,475	11,925
7	11,100	11,250	11,400	11,550	11,700	11,850	12,300
8	11,475	11,625	11,775	11,925	12,075	12,225	12,675
9	11,850	12,000	12,150	12,300	12,450	12,600	13,050
10	12,225	12,375	12,525	12,675	12,825	12,975	13,425
11	...	...	12,825	12,975	13,125	13,275	13,725
12	...	...	...	...	...	13,575	14,025
13	...	...	...	...	...	13,875	14,325



## [NAME OF INSTITUTION] SALARY SCHEDULE 1971-72

The College recognizes that quality of instruction is dependent upon the quality of the faculty. Therefore, a continued endeavor is made to discover, attract and hold the best teaching talent available. Consistent with this policy, the following salary schedule is adopted, but the right is reserved to consider and modify annually the established salary schedule.

The Salary Schedule is an index schedule with the steps as indicated. The basic requirement to be on step one is a MA Degree. The base salaries are determined by multiplying the index by the base figure of \$7500.00.

<u>Step</u>	<u>Index</u>
1	1.00
2	1.06
3	1.12
4	1.18
5	1.24
6	1.29
7	1.34
8	1.39
9	1.44
10	1.49
11	1.53
12	1.57
13	1.61

*I. Placement on the Salary Schedule*

Credit for prior experience. An incoming employee will receive one step for each year of experience up to three years. Credit beyond three years is one step for each two years up to a maximum of six steps. Fractional parts will not be counted.

*II. Professional Growth Increments*

- a. Instructors will be granted 2.0% of the base salary for each five (5) hours of acceptable credit above the MA degree to a maximum of 60 hours.
- b. An instructor whose Master's degree was or is received after he has already completed more than 40 graduate hours in education and/or his teaching field(s) may receive 2.0% for each 5 hours above 40 taken before receiving the Master's degree as well as all approved hours after receiving the MA degree.
- c. Graduate courses in the major teaching area will be credited automatically provided an official transcript is furnished indicating satisfactory completion. Prior approval must be obtained before credit can be granted for under-graduate courses, and courses taken outside the major teaching area or for any nonacademic type of activity. This approval will be obtained by recommendation from the evaluation committee to the President. (All courses taken to move to a higher salary on the schedule must be of direct value to the instructors' fields and/or non-teaching assignments.
- d. All instructors with an earned doctorate shall receive an amount equal to 30% of the master's base salary.
- e. All work must be completed and evidence on file with the Dean of Instruction by September 1 of the contract year to be acceptable on the salary schedule.



### III. Advancement Through the Schedule After Employment

- a. An employee shall be advanced through the steps of the salary schedule at the rate of one step for each year of service in the performance of his assigned duties. Advancement is subject to the following restrictions and exceptions:

1. Steps allowed on the schedule are as follows:

MA	8 steps
MA+15	9 steps
MA+30	10 steps
MA+45	11 steps
MA+60	13 steps
PhD	13 steps

2. An employee may be advanced through the steps of the schedule provided he has completed in each 4 year period 6 semester hours of approved study or approved nonacademic credit. This credit must be completed prior to the date of the new contract year.
3. An employee on improvement leave shall continue to advance through the schedule while on leave.
4. Military service and work experience before joining the College staff will be evaluated according to its relationship to the faculty member's assignment in the College.
5. Instructors may receive credit on all steps for a reasonable number of semester hours (graduate or undergraduate) outside the teaching field if these are clearly related to non-teaching assignments (such as photography for the yearbook sponsor).
6. Instructors may receive credit for non-academic work which may be applied towards receiving an advancement on the salary schedule. This non-academic work must be directly related to the teacher's subject matter area(s) or non-teaching assignment(s). In order to receive credit, an instructor must submit in advance a description of the non-academic work for the approval of the Evaluation Committee, the President, and Board of Education. Maximum credit allowable for non-academic experience will be 15 hours.
- b. The Board of Education reserves the right to hold an instructor on step when in their judgment such action is necessary.

The Board also reserves the right to advance a faculty member more than one step for exceptional teaching and service to the college.

### IV. Extra Pay for Extra Duties

Extra duties will be compensated by the following schedule:

Head football coach	715
Head baseball coach	440
Head basketball coach	715
Head track coach	275
Head tennis coach	275
Assistant coaches	220
Director of Athletics	715
Intramural Director:	
Men	616
Women	308

Marching Band Director	440
Publicity Director	495
Hheads of Divisions:	
small (1 to 5)	275
large (6 or more)	440
Department Heads (6 or more instructors)	275
Director of Performing Arts	440
Director of Choral Music	275

<b>SALARY SCHEDULE OF A PUBLIC COMMUNITY COLLEGE WHICH ENROLLS 3,450 STUDENTS</b>
---

[NAME AND ADDRESS OF THE INSTITUTION]

1971-1972 SALARY PROGRAM

The Objectives

An effective salary program should:

1. Attract and retain personnel who combine a mastery of their field with competency in teaching or related activities.

[Name of Institution] seeks to hire and to retain instructors who are thoroughly conversant with their discipline of knowledge, and who have demonstrated an ability to communicate the quest of this knowledge to their students. Success is directly associated with two factors:

- a. the economic resources of the institution.
  - b. the administrative skills which the institution can mobilize for allocation of these resources.
2. Be competitive with other institutions recruiting similar personnel.

In order to attract and retain the type of staff essential for educational excellence, it is necessary that compensation be designed to take into account the diverse needs of the college, as well as the highly competitive nature of community college staffing.

It is essential that a comprehensive community college employ a staff with a wide range of professional and technical training and background. Therefore, it is important that consideration be given to a variety of previous experience. To secure the wide variety of personnel needed, all sources of supply should be considered. In addition to local sources, procedures for an effective nation-wide program of recruitment should be established.

In order to be competitive with other institutions, it is vital that not only salary be a consideration, but that there be a flexible academic climate where there is freedom to explore, innovate and develop new programs.

3. Stimulate professional growth.

This statement has three implications:

- a. professional growth as an instructor.
- b. professional growth as a member of a discipline.
- c. professional growth as a member of the college staff.

The first has to do with the effectiveness of the instructor in decreasing the distance between his discipline and his students. The instructor should therefore try to acquire a reasonably accurate picture of the culture of the students with whom he deals. He must constantly explore new techniques of teaching effectively.

The second and third imply a continuing familiarity with changes taking place within the discipline. This includes such things as attendance at professional conferences, contact with other individuals in the same field, etc. It may also include publication of articles and research.

4. Provide a common base for computing salaries.

[Name of Institution] wishes to avoid the occurrence of salary program inequities which could be divisive, instead of promoting a feeling of cooperation and unification where an individual feels his efforts are adequately compensated in relation to the efforts of others. This would preclude the possibility of disproportionate change in one element of a salary program.

### SALARY PROGRAM FOR ONE HALF TIME OR MORE CONTRACTED FACULTY

1. Placement Requirements

a. Classification

- (1) Classification A—Must meet one of the following requirements:
  - (a) Master's degree.
  - (b) Bachelor's degree plus three years relevant experience.
  - (c) Journeyman certificate plus six years in the trade or occupation.
  - (d) Ten years of experience in the trade or occupation in which the person will teach.
- (2) Classification B—Must meet the requirements for Classification A and one of the following:
  - (a) Four years of relevant experience beyond those used above in section (b), (c), or (d) under Classification A. Two of these four years must be teaching experience.\*
  - (b) Earned doctorate and two years of teaching experience.\*
- (3) Classification C—Not used for initial placement (see Advancement).
- (4) Faculty who do not meet minimum requirements of Classification A shall be paid 90 percent of the appropriate step in Classification A.

b. Experience Credit

- (1) Initial placement on the salary schedule will be on the step (see appendix A) corresponding to the number of years' relevant experience; initial placement shall not be beyond the tenth step.
- (2) Additional experience beyond those used above in sections (b), (c), or (d) under Classification A will be evaluated to determine the step and classification at which the individual will be placed.
- (3) The relevancy of experience will be evaluated by the office of the President or his designee, subject to review by a representative of the Professional Association.

\*That is, teaching experience for a teaching position; counseling experience for a counseling position; librarian experience for a librarian position.

- (4) A maximum of two years military experience will be considered relevant; six to eighteen months military experience will count as one year, over eighteen months will count as two years.
- (5) Teaching or research assistantships will not be given experience credit.
- (6) From one-half to one and one-half-years (academic or calendar, whichever is appropriate) will constitute one year of relevant experience credit.
- (7) Only one year of experience credit may be gained in any one calendar year.

## 2. Increments

- a. In recognition of teaching effectiveness, one step will be awarded annually, within the classification. An increment may be withheld if the employee is notified in writing by the President prior to March 1. The reasons for withholding the increment must be included in this notification.
- b. Only four increments may be granted in Classification A.
- c. An increment may be granted only to faculty who have at least a one-half time contract.

## 3. Advancement

### a. Eligibility

- (1) With a Master's Degree (or equivalent if not Master's Degree), a person is eligible to petition for advancement from Classification A to Classification B, after two years in Classification A.
- (2) A person is eligible to petition for advancement from Classification B to Classification C after four years of teaching experience at [Name of Institution], at least two of which are in Classification B. Classification C is limited to full-time contracted personnel.

### b. Procedures

- (1) A petition for advancement may be initiated by the individual, department chairman, division chairman or Dean of Instruction
- (2) Petitions for advancement shall be submitted to the Chairman of the Advancement Committee not later than February 1.
- (3) The Advancement Committee shall decide by March 1 which faculty members will be advanced.
- (4) Both increment and advancement will not be granted in one college year.
- (5) The individual shall receive written notification of the advancement committee's decision.

If he is refused advancement, for reasons of failure to meet the criteria for advancement, then suggestions to guide the individual in improving himself shall accompany the notification. Every individual shall have the right to appeal the decision of the advancement committee to the college president. Upon receipt of the employee's written complaint, the president shall arrange to meet with the employee and the advancement committee which denied the advancement. The president or his designee in his absence shall make his decision within one week after receipt of the appeal. The employee shall have one week following receipt of the president's decision to take step 4 of the grievance procedure outlined in the Faculty Handbook.

### c. The Advancement Committee

The advancement committee shall be comprised of: the Dean of Instruction; the chairman of the division involved; three elected faculty members, no more than one from a division. The term for faculty members shall be two years. Initially, one member will be elected for one year, to stagger membership changes. Faculty members eligible for advancement may not serve on the advancement committee. If a division chairman is being evaluated, other members of the advancement committee will designate an alternate to serve on the advancement committee.

For the evaluation of library-media personnel, the Associate Dean of Instruction: Learning Resources will replace the division chairman on the advancement committee.

For the evaluation of student services personnel, the Dean of Student Services will replace the Dean of Instruction, and the Associate Dean for Counseling Services will replace the division chairman on the advancement committee.

### d. Criteria

- (1) Criteria for advancement are: teaching effectiveness; involvement in the total college program, professional advancement.
- (2) The advancement committee shall approve petitions for advancement where evidence of meeting the criteria for advancement is shown. This evidence may be:
  - (a) Recommendations of colleagues
  - (b) Other recommendations
  - (c) Participation in total college program
  - (d) Teaching innovations
  - (e) Advanced study
  - (f) Publications
  - (g) Community services
  - (h) Student questionnaires
  - (i) Participation in professional societies
  - (j) Etc.
- (3) The advancement committee shall keep in mind that:
  - (a) the above evidence for advancement is intended as suggestions, not requirements.
  - (b) the lack of one or several areas does not indicate absence of effective teaching.

### 4. Extended Contract

Remuneration for extended assignments at the same level of responsibility will be at the same daily rate as the regular contract. The daily rate is computed by dividing the individual's total contract amount by the number of contract days. No contract may exceed 220 days total, including extended assignments.

### 5. General Information

- a. No full-time employee of [Name of Institution] of the 1970-1971 year shall suffer a reduction in salary due to the adoption of this salary program.
- b. Extra-curricular responsibilities shall be a part of the full-time assignment and shall not require extra compensation.

c. Because the college may at times have specific staff needs in instructional areas where there is a very limited selection of skilled talent available, it is imperative that the authority to waive some experience or educational requirements be allowed. To preserve the integrity of the salary schedule in consideration of staff morale, the authority to deviate from the established salary schedule must be used with caution. The president is the only person that has the authority to deviate from this salary program.

6. \$8,200 is the base for the salary index for 1971-1972. (See Appendix B)

7. Group Insurances: Medical, Hospital, Life, Accident and Salary Continuance

[Name of Institution] contributes \$15 per month per staff member towards the cost of any one or more of the group insurance plans available. To be eligible for this benefit, the individual must be contracted at least half-time.

Appendix A

SALARY INDEX FOR 1971-1972

Classification	A	B	C
Step 0	1.00		
1	1.05	1.13	
2	1.10	1.21	1.30
3	1.15	1.29	1.40
4	1.20	1.37	1.50
5	1.25	1.43	1.60
6	1.28	1.49	1.68
7	1.31	1.55	1.76
8	1.34	1.61	1.84
9	1.37	1.67	1.92
10	1.40	1.73	2.00
11		1.79	2.08
12			2.16
13			2.24

Appendix B

SALARY INDEX FOR 1971-1972

Classification	A	B	C
Step 0	8,200		
1	8,610	9,266	
2	9,020	9,922	10,660
3	9,430	10,578	11,480
4	9,840	11,234	12,300
5	10,250	11,726	13,120
6	10,496	12,218	13,776
7	10,742	12,710	14,432
8	10,988	13,202	15,088
9	11,234	13,694	15,744
10	11,480	14,186	16,400
11		14,678	17,056
12			17,712
13			18,368



**SALARY SCHEDULE OF A PUBLIC JUNIOR COLLEGE  
DISTRICT WHICH ENROLLS 16,700 STUDENTS ON TWO CAMPUSES**

[NAME OF THE JUNIOR COLLEGE DISTRICT] SALARY SCHEDULE POLICY

BOARD POLICY NO. 67-1

As amended April 20, 1967

On Thursday, April 20, 1967, the Board of Trustees of the [Name of the Junior College District] amended Policy Bulletin No. 61-1. The policy pertaining to the implementation of the salary schedule for teachers of the District is stated below:

The salary schedule incorporates the factors of CLASS, RANK, STEP, and RANGE within the CLASS and RANK. It is for full-time teachers for nine (9) months. This policy does not apply to part-time teachers.

**CLASS**

- I. Bachelor's degree or equivalent professional experience.
- II. Master's degree, equivalent professional degree; e.g., LL.B.; five-year professional degree in architecture; or a bachelor's degree and three or more years experience in a technical field.
- III. Master's degree plus twenty-four semester hours in teaching field toward a doctoral degree.
- IV. Master's degree plus forty-eight hours in teaching field toward a doctoral degree.
- V. Earned doctoral degree; e.g., Ph.D., D.Ed., D.Sc., M.D.

**RANK**

Instructor, Junior Librarian; Assistant Professor, Assistant Librarian; Associate Professor, Associate Librarian; and Professor, Librarian. Rank is earned on the basis of education, years of service, and merit ratings. The rank of Professor is reserved for the most outstanding members of the staff. As a general rule, only personnel who have the *earned* doctoral degree and have demonstrated outstanding ability and service will be promoted to the rank of Professor. Any exception to this policy will be by special action of the Board of Trustees because of unique and/or noteworthy contribution to junior college education.

**STEP**

A step indicates the normal progress from one year to the next within a given class or rank. However, for valid reasons a person may be retained in any given step by Board action.

**RANGE**

There is included in the schedule a RANGE of salary within each category. This principle is incorporated in the schedule in order to provide for the rewarding of Merit, or any other situation wherein the Board of Trustees should desire to give special consideration or compensation to the teaching staff or library staff.

**MERIT RATING**

As indicated in the subsections (RANK, RANGE) above, the merit factor is incorporated. Staff members are rated by the Departmental or Division Chairmen and/or the Deans of the Colleges. These ratings are significant factors in determining the rank and the amount of the salary within each range bracket. The following factors are some of the items considered in the rating of staff members:

1. Health and personal appearance.
2. Dependability and punctuality.
3. Integrity.
4. Loyalty to the college and its program.
5. Interest manifested in individual students and in the college.
6. Cooperative attitude and willingness to take suggestions.
7. Scholarship and professional growth.



8. Initiative and leadership.
9. Community citizenship.
10. Effective teaching as evidenced by student growth.

#### EXPLANATION OF SALARY SCHEDULE

Unless a teacher is promoted from one rank to a higher one, he will reach the top of the Instructor rank in eight (8) years; the top of Assistant Professor rank in ten (10) years; and the top of the Associate Professor rank in fourteen (14) years. The top of the Professor rank is seventeen (17) years.

In order to maintain any professional rank, a staff member must demonstrate an interest in his profession and in the promotion of better teaching evidenced by continuous professional growth, membership in professional organizations, further training, publications, and similar evidences of improvement.

Faculty members who teach in the academic curriculum and who lack the minimum requirements of a graduate major in their teaching fields, must make continuous progress toward meeting such requirements. Effective September 1, 1961, such teachers must earn at least six (6) semester hours of graduate work a year in their subject-matter teaching field until they have complied with the minimum requirements. No further salary increments shall be approved for such teachers until the minimum requirements have been met. Unsatisfactory progress toward meeting the minimum requirements may result in reduction in rank or other official action.

To be eligible for consideration for promotion above the rank of Assistant Professor, a teacher must have earned a minimum of thirty (30) semester hours of graduate work in his teaching field.

#### AMENDMENT OF SALARY SCHEDULE

The salary schedule may be altered, revised or changed at any time by subsequent action of the Board of Trustees.

## [NAME OF THE JUNIOR COLLEGE DISTRICT]

## SALARY SCHEDULE

For Nine (9) Months, Effective September 1, 1969

(Salaries expressed in hundreds--zeros omitted.)

Years Step	INSTRUCTOR or JUNIOR LIBRARIAN					ASSISTANT PROFESSOR or ASSISTANT LIBRARIAN					ASSOCIATE PROFESSOR or ASSOCIATE LIBRARIAN					PROFESSOR or LIBRARIAN				
	I.	II.	III.	IV.	V.	I.	II.	III.	IV.	V.	Step	II.	III.	IV.	V.	Step	II.	III.	IV.	V.
1.	52-64	63-79	68-85	74-87	80-93	60-72	78-92	80-97	82-102	86-105	1.	84-103	86-110	90-114	94-117	1.	90-109	94-116	96-120	100-137
2.	56-66	66-80	72-87	76-39	82-95	62-74	80-94	82-99	84-104	88-107	2.	86-105	88-112	91-116	96-119	2.	92-109	96-118	98-122	102-140
3.	58-68	69-82	76-89	78-91	84-97	64-76	82-96	84-101	86-106	90-109	3.	88-107	90-114	94-118	98-121	3.	94-110	98-120	100-124	104-143
4.	60-72	72-84	78-90	80-93	86-98	66-78	84-98	86-103	88-108	92-111	4.	90-109	92-116	96-120	100-123	4.	96-110	100-120	102-126	106-148
5.	62-74	74-86	80-90	82-95	88-98	68-78	86-100	88-105	90-110	94-113	5.	92-109	94-118	98-122	102-125	5.	98-110	102-120	104-128	108-151
6.	64-74	77-88	82-90	84-95	90-100	70-80	88-102	90-105	92-112	96-115	6.	94-109	96-120	100-124	104-127	6.	100-110	104-120	106-130	110-156
7.	66-74	79-90	84-90	84-95	92-100	72-80	90-102	92-105	94-113	98-117	7.	96-109	98-120	102-126	106-129	7.	102-110	106-120	108-130	112-160
8.	68-74	81-90	83-92	86-95	94-100	74-80	92-102	92-105	96-113	100-119	8.	98-109	100-120	104-126	108-129	8.				114-163
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Adopted February 21, 1969

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1972 - 1973

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