

Faculty Compensation in the University of North Carolina System: How UNC Schools Compare with Their National Peers



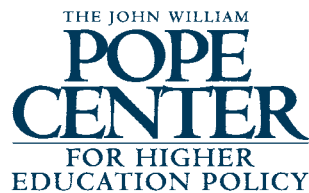
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Jon Sanders

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200 W. Morgan Street, Suite 110
Raleigh, NC 27601
Tel: 919-532-3600 | Fax: 919-532-0679
www.popecenter.org

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EXECUTIVE SUMMARY

Is the University of North Carolina experiencing a “brain drain” because of inadequate compensation for faculty?

Some people think so. To stop the “brain drain,” UNC President Erskine Bowles has asked the legislature for \$87.8 million for fiscal years 2007-09 to bring faculty salaries up to the 80th percentile among the university’s “peer institutions.” This would mean that average faculty salaries at UNC schools would be higher than those of 80 percent of their peer institutions.

This report, part of the Pope Center Series on Higher Education Policy, compares the actual compensation of faculty, adjusted for cost of living, with compensation at schools considered peers of the UNC campuses. As the figures in this report make clear, the situation is not nearly as dire as many commentators suggest; it’s not dire at all.

When compared to compensation at peer institutions as identified by the widely-used Carnegie classifications of higher education institutions, overall, faculty compensation levels in the UNC system compare favorably or very favorably to those at peer institutions.

For example, compensation at UNC-Chapel Hill for full professors is well above the average and close to the desired 80th percentile; the school ranks 23rd out of 91 peer institutions. UNC-Chapel Hill’s compensation rates for associate and assistant faculty exceed the mean and median levels of peer institutions for those faculty ranks.

Several UNC institutions achieved the 80th percentile in at least one of the three faculty levels this report analyzed: Appalachian State (associate professors and assistant professors), East Carolina (full and assistant professors), Fayetteville State (associate and assistant professors), NC Central (all three faculty levels), UNC-Charlotte (all three faculty levels), UNC-Pembroke (all three faculty levels), Western Carolina (assistant professors), and Winston-Salem State (all three faculty levels).

Of the 45 UNC faculty compensation rates examined in this report, only seven were below their peer mean and median levels. Those were: Elizabeth City State (full professors), NC A&T State (full and associate professors), NC State (full professors), and UNC-Asheville (all three faculty levels).

FACULTY COMPENSATION IN THE UNIVERSITY OF NORTH CAROLINA SYSTEM: HOW UNC SCHOOLS COMPARE WITH THEIR NATIONAL PEERS

By Jon Sanders

University of North Carolina officials and lobbyists worry that low faculty pay is creating a “brain drain,” causing faculty to leave the system for positions at other, better-paying universities. To stop the “brain drain,” the university system is seeking from the legislature \$87.8 million for fiscal years 2007–09 to bring faculty salaries up to the 80th percentile among the university’s “peer institutions.” This would mean that average faculty salaries at UNC schools would be higher than those of 80 percent of their peer institutions. (This increase would come in addition to normal merit increases and funding for distinguished professorships.)

Compensation for faculty in the UNC system is a perennial issue.¹ “In any given year, we have raids on our best faculty,” said Robert Shelton, Provost of UNC-Chapel Hill in 2003.² “Historical data show that in the past we’ve been able to retain about 90 percent of the people subjected to the raids. Last year, that was only around 50 percent.” In 2004, Mark Lanier, assistant to the chancellor at UNC-Wilmington, was quoted in the *Daily Tar Heel* as saying, “We’ve cut the fat, the muscle; we’re past the bone. This is amputation” (Feb. 26). In 2006, the Citizens for Higher Education, a political action committee that supports additional state funding for Chapel Hill, said that in the previous year faculty who left the College of Arts and Sciences averaged an increase in pay of 51 percent.³

This Pope Center report compares the actual compensation of faculty, adjusted for cost of living, with compensation at schools considered peers of the UNC campuses. As the figures in this report make clear, the situation is not nearly as dire as many commentators suggest; it’s not dire at all. When compared to compensation at peer institutions as identified by the widely-used Carnegie classifications of higher education institutions, overall, faculty compensation levels in the UNC system compare favorably or very favorably to those at peer institutions.

For example, compensation at UNC-Chapel Hill for full professors is well above the average and close to the desired 80th percentile; the school ranks 23rd out of 91 peer institutions. UNC-Chapel Hill’s compensation rates for associate and assistant faculty exceed the mean and median levels of peer institutions for those faculty ranks.

Several UNC institutions achieved the 80th percentile in at least one of the three faculty levels this report analyzed: Appalachian State (associate professors and assistant professors), East Carolina (full and assistant professors), Fayetteville State (associate and assistant professors), NC Central (all three faculty levels), UNC-Charlotte (all three faculty levels), UNC-Pembroke (all three faculty levels), Western Carolina (assistant professors), and Winston Salem State (all three faculty levels). Of the 45 UNC faculty compensation rates examined in this report, only seven were below their peer mean and median levels. Those were: Elizabeth City State (full professors), NC A&T State (full and associate professors), NC State (full professors), and UNC-Asheville (all three faculty levels).

The Compensation Issue

In 2006, the UNC Board of Governors approved a plan proposed by UNC President Erskine Bowles to raise UNC faculty pay to the 80th percentile among peer institutions—that is, to reach the point where, on average, faculty pay would not only be higher than the average faculty pay at its peer institutions, but in the top quintile of those institutions. This plan would also provide merit-based pay increases of 4 percent per year and \$2 million to match private funds for distinguished professorships.⁴

“If we’re going to be competitive, we’ve got to bring these great brains into the university – and keep them here once we get them here,” Bowles has said. Not only are salaries not competitive at UNC according to Bowles, neither are benefits. “In general, we have worse benefits than almost any university in the country.”⁵

Similar complaints have been made in the past, but have proven incorrect. For example, when the *News & Observer* wrote about the “brain drain” in 1996, reporters Jane Stancill and Bob Williams noted that actually quantifying such as loss of faculty talent was difficult. As they reported, “Paul Hardin, the former UNC-CH chancellor who retired last year, said the theory was greatly exaggerated during the fight over state budget cuts a few years ago. It led to a generally accepted notion that the university was slipping, Hardin said.”⁶

A previous Pope Center study attempted to find a tally of professors lured away from—and toward—UNC-Chapel Hill. Using personnel moves listed in the Gazette section of the *Chronicle of Higher Education* from 1995 to 1999, the study found that “among the academic and administrative moves, there were more hires into UNC-CH (17) than departures from it (12).”⁷

The concern behind wanting well-paid UNC faculty, however, is wanting well-taught UNC students. As Citizens for Higher Education puts it, “Faculty recruitment and retention are critical to building the work force that is essential to North Carolina’s success in a global economy.”⁸

This means that high pay for faculty is merely a proxy for measuring their productive output in building North Carolina’s work force. The trend in academe in general, however, is for tenured faculty to spend fewer hours teaching undergraduates, while part-time faculty and graduate teaching assistants (TAs) handle more of the instructional duties.⁹

This trend has held for North Carolina as well. A study by the UNC Board of Governors found that from 1996–97 to 1999–2000 the percent of undergraduate classes taught by tenure or tenure-track professors at UNC institutions fell from 54 percent to 48 percent. Meanwhile, the teaching load shouldered by part-time, retired, and other non-tenured instructors¹⁰ increased from 36 percent to 43 percent, with the rest being carried by TAs.¹¹

Unfortunately, the last audit of UNC faculty workloads was released in March 1992. State auditors then found great variances in time distribution of faculty members in three broad areas of teaching, research, and service. These variances existed not only among campuses but also between departments, between deans, even between faculty ranks.¹²

Attempting to put UNC faculty compensation rates at the 80th percentile of peer institutions would represent a very high expense for the people of North Carolina. In many cases, reaching that level would mean meeting pay levels set by well-financed private schools. UNC officials and state lawmakers would need to make the case to the average taxpayer, who likely never attended college, on why taxpayers should be called upon to finance professors’ salaries even more to reach those high levels.¹³ Those levels may be more suitable for schools that obtain their funds through tuition, merit-based grants, and voluntary donations, not taxpayers.

An Overview of the Study Method

To identify faculty compensation, this study uses the most recent American Association of University Professors’ “Annual Report on the Economic

Status of The Profession” (2005–06), published in the AAUP’s *Academe* magazine, March/April 2006, which is the most comprehensive survey of faculty compensation available. Using that source, this study reports on total compensation, which includes both pay and benefits, because looking at salary levels is incomplete without taking benefits into account.

Compensation includes salary plus major benefits, including retirement contributions by the institution (or state), medical insurance, disability income protection, tuition for faculty dependents, dental insurance, Social Security, unemployment insurance, group life insurance, workers’ compensation premiums, and other in-kind benefits with cash alternatives.¹⁴

The AAUP data are broken down according to faculty rank. This study covers the ranks of professor (“full professor”), associate professor, and assistant professor. This study takes those compensation figures for UNC schools and peer institutions across the country and adjusts them according to the different costs of living at each institution’s host city. The result is a fuller picture of how UNC schools compare with their peers in terms of faculty compensation across the faculty ranks.

Compared to Whom?

Comparing faculty pay at UNC institutions to pay at their peer institutions requires answering the question of who those peer institutions are. This report relies primarily on the classification system provided by the Carnegie Foundation for the Advancement of Teaching. The Carnegie Foundation classification system, originally designed in 1970, is widely used as a way to group similar higher education institutions. It was updated in 2005.¹⁵

This report also includes comparisons with a smaller set of institutions. In 2005, the UNC Board of Governors hired Dennis Jones, the president of National Center for Higher Education Management Systems, to identify 14 to 16 competitive peer institutions for each UNC school. On January 31, 2006, Jones’ recommendations were presented to the UNC Committee on Educational Planning, Policies, and Programs.¹⁶

The advantage of the Carnegie classification system is that it includes many more institutions in each classification or peer grouping than the 14 to 16 institutions identified by Dennis Jones and thus provides a fuller picture of the competitive environment for university faculty. UNC-Chapel Hill, for example, is not competing against only a dozen or so institutions for faculty. For example, neither of the two institutions cited by the Citizens for Higher Education as having successfully wooed away two

UNC-Chapel Hill associate professors—the University of Kansas and Boston College—is among UNC-Chapel Hill’s competitive peers according to Jones’ recommendations.¹⁷

Living Costs Differ

Another important aspect to consider when comparing pay in different places in the country is purchasing power. Living costs differ from place to place, and these differences can sometimes be significant. Nominal dollars go much farther in Jonesboro, Arkansas, than they do in Los Angeles, California, for example. As UNC schools are competing for faculty nationwide, comparisons of faculty pay levels nationwide must take differing costs of living into account.

This study uses cost-of-living data compiled by ACCRA (now formally called the Council for Community and Economic Research) in its Cost of Living Index (Second Quarter 2006) to provide a purchasing-power comparison of faculty compensation. ACCRA is a nonprofit organization, based in Arlington, Virginia, composed of professional researchers at chambers of commerce, economic development organizations, and similar organizations. Its cost of living index was designed “to meet the need for a measure of living cost differentials among urban areas.”¹⁸ In developing its cost-of-living index, ACCRA relies on local prices of such products as “select grocery items, housing costs, utilities costs, transportation costs, healthcare costs, and costs of other goods and services.”¹⁹ When an institution is located in an area, usually a small town, where ACCRA hasn’t calculated the cost of living, this report uses a nearby site as a proxy. Proxy locations are listed in Appendix D.

Campus-by-Campus Results

This report analyzes adjusted compensation levels for professors, associate professors, and assistant professors at 15 of the 16 UNC schools (excluding the N.C. School of the Arts, which is an institution with a unique mission and few peers) and compares them against adjusted compensation levels of the corresponding faculty ranks at peer institutions according to Carnegie Foundation classifications.

Thus, 45 different compensation figures are compared here—compensation for three different faculty levels at each of 15 campuses. Of those 45, only seven compensation categories ranked below the peer mean and median levels—two measures of “average” compensation. The other 38 ranked above peer mean and median levels, and half (19) of those ranked in the top quintile (or 80th percentile).

A summary of these figures can be seen in Chart 1 on page 8.

The chart shows which faculty groups at UNC institutions are at or above the mean and median of their peers and which are below. It also shows which faculty groups are at or above the 80th percentile.

See Chart 1, page 8

Overall, faculty compensation levels in the UNC system compare favorably or very favorably to those at peer institutions. The exceptions are UNC–Asheville (which is paying below the peer means and medians for all faculty levels), NC A&T State (paying two groups, professors and associate professors, below peer means and medians), and Elizabeth City State and NC State (paying professors below peer means and medians).

The following is a more detailed summary of how faculty compensation at UNC institutions compares with the Carnegie peers. (Appendix B, on pages 10–45, has the complete results.) It compares UNC schools with all the Carnegie peer institutions for which data are available.

See Appendix B for the tables of results, pages 10–43

Baccalaureate Colleges—Diverse Fields

The UNC institutions in this category are Elizabeth City State University and Winston Salem State University. Overall, there were 141 institutions nationally in this category for which there were compensation data. (Private institutions from North Carolina in this classification were Barton College, Belmont Abbey College, Catawba College, Chowan College, Lees-McRae College, Lenoir-Rhyne College, Mars Hill College, Montreat College, and North Carolina Wesleyan College.)

At Elizabeth City State, the adjusted compensation levels were: professor, \$75,900; associate professor, \$68,200; assistant professor, \$59,100. At Winston Salem State, they were: professor, \$95,500; associate professor, \$81,300; assistant professor, \$78,400.

With the exception of professor compensation at Elizabeth City State, all faculty levels at Elizabeth City State and Winston Salem State were compensated at levels above peer means and medians. All faculty levels at Winston Salem State were in the top quintiles; none from Elizabeth City State were.

See Diverse Fields Table, pages 10–13

Baccalaureate Colleges—Arts & Sciences

The UNC institution in this category is UNC-Asheville. Overall, there were 200 institutions nationally in this category for which there were compensation data. (Private institutions from North Carolina in this classification are Bennett College, Brevard College, Davidson College, Greensboro College, Guilford College, Meredith College, Peace College, St. Andrews Presbyterian College, Salem College, Warren Wilson College, and Wingate University.)

At UNC-Asheville, the adjusted compensation levels were: professor, \$92,100; associate professor, \$69,200; assistant professor, \$61,100. No faculty levels at UNC-Asheville were compensated at levels above peer means and medians; all were below.

See Arts & Sciences Table, pages 14–19

Master's Colleges and Universities—Smaller Programs

The UNC institution in this category is Fayetteville State. Overall, there were 78 institutions nationally in this category for which there were compensation data. (Private institutions from North Carolina in this classification were Elon University and High Point University.)

At Fayetteville State, the adjusted compensation levels were: professor, \$89,600; associate professor, \$79,600; assistant professor, \$72,300. All faculty levels at Fayetteville State were compensated at levels above peer means and medians. Compensation for associate professors and assistant professors were in the top quintiles.

See Smaller Programs Table, pages 20–22

Master's Colleges and Universities—Medium Programs

The UNC institution in this category is UNC-Pembroke. Overall, there were 130 institutions nationally in this category for which there were compensation data. At UNC-Pembroke, the adjusted compensation levels were: professor, \$109,200; associate professor, \$85,600; assistant professor, \$73,500. All faculty levels at UNC-Pembroke were compensated at levels above peer means and medians. All were in the top quintiles.

See Medium Programs Table, pages 23–26

Master's Colleges and Universities—Larger Programs

The UNC institutions in this category are Appalachian State, NC Central, UNC-Wilmington, and Western

Carolina. Overall, there were 253 institutions nationally in this category for which there were compensation data. (Private institutions from North Carolina in this classification were Gardner-Webb University and Pfeiffer University.)

At Appalachian State, the adjusted compensation levels were: professor, \$100,100; associate professor, \$84,700; assistant professor, \$73,400. At NC Central, they were: professor, \$119,000; associate professor, \$93,700; assistant professor, \$81,700. At UNC-Wilmington, the adjusted compensation levels were: professor, \$95,800; associate professor, \$77,500; assistant professor, \$72,100. At Western Carolina, they were: professor, \$99,200; associate professor, \$82,400; assistant professor, \$72,100.

All faculty levels at Appalachian State, NC Central, UNC-Wilmington, and Western Carolina were compensated at levels above peer means and medians. Those ranking in the top quintiles were: all faculty ranks at NC Central, associate professors and assistant professors at Appalachian State, and assistant professors at Western Carolina.

See Larger Programs Table, pages 27–34

Doctoral/Research Universities

The UNC institutions in this category are East Carolina and UNC-Charlotte. Overall, there were 57 institutions nationally in this category for which there were compensation data. At East Carolina, the adjusted compensation levels were: professor, \$109,700; associate professor, \$83,900; assistant professor, \$76,100. At UNC-Charlotte, they were: professor, \$124,100; associate professor, \$93,400; assistant professor, \$81,600.

All faculty levels at East Carolina and UNC-Charlotte were compensated at levels above peer means and medians. All were in the top quintiles except for associate professors at East Carolina.

See Doctoral/Research Table, pages 35–36

Research Universities—High Research Activity

The UNC institutions in this category are NC A&T State and UNC-Greensboro. Overall, there were 95 institutions nationally in this category for which there were compensation data. (One private institution from North Carolina was in this classification: Wake Forest University.)

At NC A&T State, the adjusted compensation levels were: professor, \$99,200; associate professor, \$84,800; assistant

professor, \$78,200. At UNC-Greensboro, they were: professor, \$114,300; associate professor, \$85,900; assistant professor, \$74,100.

All faculty levels at UNC-Greensboro were compensated at levels above peer means and medians, but only assistant professors at NC A&T State were. None of the faculty levels were in the top quintiles.

See High Research Activity Table, pages 37–39

Research Universities—Very High Research Activity

The UNC institutions in this category are UNC-Chapel Hill and NC State. Overall, there were 91 institutions nationally in this category for which there were compensation data. (One private institution from North Carolina was in this classification: Duke University.)

At UNC-Chapel Hill, they were: professor, \$143,900; associate professor, \$99,600; assistant professor, \$84,400. At NC State, the adjusted compensation levels were: professor, \$123,000; associate professor, \$92,600; assistant professor, \$82,200.

With the exception of professor compensation at NC State, all faculty levels at NC State and UNC-Chapel Hill were compensated at levels above peer means and medians. None were in the top quintiles.

See Very High Research Activity Table, pages 40–43

A Separate Comparison

The compensation picture is different when UNC institutions are compared against the smaller subset of peer institutions identified by the Dennis Jones report commissioned by UNC (see Appendix C). In those comparisons, only 22 of the 45 faculty levels examined are at or above the mean and median levels of those peers. Just 10 of those are in the 80th percentile. A slight majority (23) was below either the peer mean or peer median.

See Appendix C, pages 44–58

Chart 2 (on page 9) summarizes how UNC faculty compensation compares with rates at peer institutions selected by Dennis Jones. The chart shows which faculty groups at UNC institutions are at or above the mean and median of their peers and which are below. It also which faculty groups are at or above the 80th percentile.

The following UNC faculty levels ranked above mean and median levels for peers in the Jones report: Appalachian State (associate and assistant professors, the latter in the 80th percentile), East Carolina (assistant professors), Fayetteville State (all three faculty levels, with assistant professors in the 80th percentile), NC A&T State (associate and assistant professors, the latter in the 80th percentile), NC Central (all three faculty levels in the 80th percentile), UNC-Chapel Hill (full and associate professors), UNC-Charlotte (all three faculty levels), UNC-Pembroke (all three faculty levels in the 80th percentile), Western Carolina (assistant professors), and Winston-Salem State (associate and assistant professors, the latter in the 80th percentile).

See Chart 2, page 9

The following UNC faculty levels ranked below mean or median levels for peers in the Jones report: Appalachian State (assistant professors), East Carolina (full and associate professors), Elizabeth City State (all three faculty levels), NC A&T State (full professors), NC State (all three faculty levels), UNC-Asheville (all three faculty levels), UNC-Chapel Hill (assistant professors), UNC-Greensboro (all three faculty levels), UNC-Wilmington (all three faculty levels), Western Carolina (full and associate professors), and Winston-Salem State (full professors).

Conclusion

With most faculty ranks being paid at or above national peer means and medians, faculty compensation at UNC institutions is overall quite competitive. Any action taken to boost compensation at UNC schools should conceivably begin at the two schools that are noticeably below peer levels, UNC-Asheville and NC A&T State.

The focus of the public-policy debate should, however, remain on how best the UNC institutions can impart education to their students. Policymakers should not be so focused on the faculty-compensation proxy that they lose sight of teaching. If UNC President Bowles' approach of paying to the 80th percentile is adopted, then lawmakers should demand accountability measures to ensure that this strategy to improve UNC's educational delivery does so. Raising pay across-the-board for tenured professors who teach one class of undergraduates, letting teaching assistants continue to shoulder a sizeable and growing teaching workload, and saying that these policies are helping build the state's workforce would be exceedingly irresponsible.

End Notes

¹ See Jon Sanders, "Franklin & Granted: On (Not) Getting By at UNC," Pope Center for Higher Education Policy, March 30, 2005, www.popecenter.org/news/article.html?id=1550.

² Ibid.

³ Citizens for Higher Education, "Bowles Aims to Raise Faculty Pay," Nov. 20, 2006, www.citizensforhighered.org/bowles-aims-to-raise-faculty-pay.html.

⁴ UNC Board of Governors, "2007-09 Budget Priorities of the Board of Governors, The University of North Carolina," Nov. 10, 2006. Online: <https://intranet.northcarolina.edu/content.php/apps/bog/bogdocs/bogview.php?bperiod=2006-11>.

⁵ Quoted in Citizens for Higher Education, Nov. 20, 2006.

⁶ Jane Stancil and Bob Williams, "Brain Drain, Money Matters Collide," *News & Observer*, June 4, 1996.

⁷ George C. Leef and Jon Sanders, "The Professors Are Not Underpaid," Pope Center for Higher Education Policy, Inquiry No. 3, Nov. 19, 1999, www.popecenter.org/inquiry_papers/article.html?id=1374.

⁸ Ibid.

⁹ Kimberly Chase, in "Fewer Professors Spend a Full Day on Campus," *Christian Science Monitor*, Feb. 24, 2004, cited the following: "The percentage of postsecondary professors working full time has decreased over the past 16 years, according to studies from the U.S. Department of Education. In 1987, 67 percent of faculty were full time, and 58 percent of those professors had tenure. Another study shows that by 2001-02, only 55 percent were full time, with 45 percent of those tenured. Nationwide, part-timers account for a large share of overall teaching hours. In 1998, according to the Department of Education, part-time faculty spent 89 percent of their time on teaching, versus 65 percent for full-time faculty, who had more time for research."

¹⁰ These and other comments in this study should not be construed as suggesting that part-time, retired, or adjunct instructors are necessarily lesser teachers. The public-policy issue at hand, however, is over the link between full-time faculty pay and their ability to impart the knowledge and skills to build the state's work force. This study addresses the question of faculty pay. Other research would be needed to explore that link further, seek what would be an optimum mix of faculty and instructors, as well as TA's, in imparting an education worthy of UNC imprimatur, and decide how those results would affect policies regarding faculty pay.

¹¹ Jane Stancil, "Tenured Teaching Off the Track," *News & Observer*, March 8, 2001. The article noted that teaching assistants' workloads "varied widely" among campuses, citing, for example, that TAs taught 37 percent of classes at UNC-Chapel Hill but only 6 percent at NC State.

¹² "University of North Carolina: A Review of Faculty Workloads and Secondary Employment Practices," Performance Audit Report, State of North Carolina Office of the State Auditor, March 1992.

¹³ The "reverse Robin Hood scheme" is how the late UNC-Chapel Hill chancellor Michael Hooker termed North Carolina's system of relying heavily on state taxpayers to fund higher education. In a December 28, 1998, letter to John Locke Foundation president John Hood, Hooker wrote: "Though exact data is difficult to obtain, we believe that the average family income at Chapel Hill is a little more than twice the average family income of the state. I find it ethically objectionable to have the working class of North Carolina subsidizing the education of the upper middle class."

¹⁴ The Annual Report on the Economic Status of the Profession, 2005-06, "Explanation of Statistical Data," Academe, March-April 2006, p. 51.

¹⁵ See the Carnegie Foundation's web site, www.carnegie-foundation.org/classifications.

¹⁶ "Campus Peers Selection Process and Recommendations," memo from Alan Mabe to the UNC Committee on Educational Planning, Policies, and Programs, Jan. 31, 2006.

¹⁷ Citizens for Higher Education, Nov. 20, 2006. The article does not tell whether the two professors, who are not identified, received promotions as part of their recruitment away from UNC-Chapel Hill. The "brain drain" concern should presumably apply only to lateral career moves, not promotions, because a promotion necessarily implies an increase in pay. Incidentally, Boston College is not listed as a peer institution of UNC-Chapel Hill in the Carnegie classifications, either.

¹⁸ *ACCRA Cost of Living Index*, Second Quarter 2006, Aug. 2006, pp. i-ii.

¹⁹ Ibid., p. i-iii. ACCRA explains that "[i]tems on which the Index is based have been carefully chosen to reflect the different categories of consumer expenditures. Weights assigned to relative costs are based on government survey data of expenditures for professional and executive households. All items are priced in each place at a specified time and according to standard specifications."

Appendices

A. Summaries

Chart 1. How UNC Faculty Compensation Rates Compare with Rates at Peer Institutions, 2005-06 (according to the Carnegie Foundation for the Advancement of Teaching Classifications)

Chart 2. How UNC Faculty Compensation Rates Compare with Rates at Peer Institutions, 2005-06 (according to the Jones Report Commissioned by UNC)

B. Tables: Faculty Compensation and Ranking at UNC and Peer Institutions, Based on Carnegie Classifications

C. Tables: Faculty Compensation and Ranking at UNC and Peer Institutions, Based on Classifications by Dennis Jones

D. Institutions for which Proxies Were Used in Finding Area Cost of Living, Listed by School, Location, and Proxy

Note: Schools in North Carolina are listed in bold; asterisks indicate that a proxy location was used to estimate cost of living. Actual proxies are identified in Appendix D.



Appendix A

Chart 1 - How UNC Faculty Compensation Rates Compare with Rates at Peer Institutions, 2005-06
(According to the Carnegie Foundation for the Advancement of Teaching)

| University | 80 th Percentile | At or Above Peer Mean/ Median | Below Peer Mean/ Median |
|--|-----------------------------|----------------------------------|----------------------------|
| Appalachian State University | | | |
| Professor | | ✓ | |
| Assoc. Prof. | ✓ | ✓ | |
| Asst. Prof. | ✓ | ✓ | |
| East Carolina University | | | |
| Professor | ✓ | ✓ | |
| Assoc. Prof. | | ✓ | |
| Asst. Prof. | ✓ | ✓ | |
| Elizabeth City State University | | | |
| Professor | | | ✓ |
| Assoc. Prof. | | ✓ | |
| Asst. Prof. | | ✓ | |
| Fayetteville State University | | | |
| Professor | | ✓ | |
| Assoc. Prof. | ✓ | ✓ | |
| Asst. Prof. | ✓ | ✓ | |
| NC A&T State University | | | |
| Professor | | | ✓ |
| Assoc. Prof. | | | ✓ |
| Asst. Prof. | | ✓ | |
| NC Central University | | | |
| Professor | ✓ | ✓ | |
| Assoc. Prof. | ✓ | ✓ | |
| Asst. Prof. | ✓ | ✓ | |
| NC State University | | | |
| Professor | | | ✓ |
| Assoc. Prof. | | ✓ | |
| Asst. Prof. | | ✓ | |
| UNC-Asheville | | | |
| Professor | | | ✓ |
| Assoc. Prof. | | | ✓ |
| Asst. Prof. | | | ✓ |

| University | 80 th Percentile | At or Above Peer Mean/ Median | Below Peer Mean/ Median |
|---------------------------------------|-----------------------------|----------------------------------|----------------------------|
| UNC-Chapel Hill | | | |
| Professor | | ✓ | |
| Assoc. Prof. | | ✓ | |
| Asst. Prof. | | ✓ | |
| UNC-Charlotte | | | |
| Professor | ✓ | ✓ | |
| Assoc. Prof. | ✓ | ✓ | |
| Asst. Prof. | ✓ | ✓ | |
| UNC-Greensboro | | | |
| Professor | | ✓ | |
| Assoc. Prof. | | ✓ | |
| Asst. Prof. | | ✓ | |
| UNC-Pembroke | | | |
| Professor | ✓ | ✓ | |
| Assoc. Prof. | ✓ | ✓ | |
| Asst. Prof. | ✓ | ✓ | |
| UNC-Wilmington | | | |
| Professor | | ✓ | |
| Assoc. Prof. | | ✓ | |
| Asst. Prof. | | ✓ | |
| Western Carolina University | | | |
| Professor | | ✓ | |
| Assoc. Prof. | | ✓ | |
| Asst. Prof. | ✓ | ✓ | |
| Winston-Salem State University | | | |
| Professor | ✓ | ✓ | |
| Assoc. Prof. | ✓ | ✓ | |
| Asst. Prof. | ✓ | ✓ | |

* above peer mean; below peer median
— below peer mean; above peer median

Chart 2 - How UNC Faculty Compensation Rates Compare with Rates at Peer Institutions, 2005-06
(According to the Jones report commissioned by UNC)

| University | 80 th Percentile | At or Above Peer Mean/ Median | Below Peer Mean/ Median |
|--|-----------------------------|----------------------------------|----------------------------|
| Appalachian State University | | | |
| Professor | | | ✓ |
| Assoc. Prof. | | ✓ | |
| Asst. Prof. | ✓ | ✓ | |
| East Carolina University | | | |
| Professor | | | ✓ |
| Assoc. Prof. | | | ✓ |
| Asst. Prof. | | ✓ | |
| Elizabeth City State University | | | |
| Professor | | | ✓ |
| Assoc. Prof. | | | ✓ |
| Asst. Prof. | | | ✓ |
| Fayetteville State University | | | |
| Professor | | ✓ | |
| Assoc. Prof. | | ✓ | |
| Asst. Prof. | ✓ | ✓ | |
| NC A&T State University | | | |
| Professor | | | ✓ |
| Assoc. Prof. | | ✓ | |
| Asst. Prof. | ✓ | ✓ | |
| NC Central University | | | |
| Professor | ✓ | ✓ | |
| Assoc. Prof. | ✓ | ✓ | |
| Asst. Prof. | ✓ | ✓ | |
| NC State University | | | |
| Professor | | | ✓ |
| Assoc. Prof. | | | ✓ |
| Asst. Prof. | | | ✓ |
| UNC-Asheville | | | |
| Professor | | | ✓ |
| Assoc. Prof. | | | ✓ |
| Asst. Prof. | | | ✓ |

| University | 80 th Percentile | At or Above Peer Mean/ Median | Below Peer Mean/ Median |
|---------------------------------------|-----------------------------|----------------------------------|----------------------------|
| UNC-Chapel Hill | | | |
| Professor | | ✓ | |
| Assoc. Prof. | | ✓ | |
| Asst. Prof. | | | * |
| UNC-Charlotte | | | |
| Professor | | ✓ | |
| Assoc. Prof. | | ✓ | |
| Asst. Prof. | | ✓ | |
| UNC-Greensboro | | | |
| Professor | | | ✓ |
| Assoc. Prof. | | | ✓ |
| Asst. Prof. | | | * |
| UNC-Pembroke | | | |
| Professor | ✓ | ✓ | |
| Assoc. Prof. | ✓ | ✓ | |
| Asst. Prof. | ✓ | ✓ | |
| UNC-Wilmington | | | |
| Professor | | | ✓ |
| Assoc. Prof. | | | ✓ |
| Asst. Prof. | | | — |
| Western Carolina University | | | |
| Professor | | | ✓ |
| Assoc. Prof. | | | * |
| Asst. Prof. | | ✓ | |
| Winston-Salem State University | | | |
| Professor | | | ✓ |
| Assoc. Prof. | | ✓ | |
| Asst. Prof. | ✓ | ✓ | |

* above peer mean; below peer median
 — below peer mean; above peer median

Appendix B

Baccalaureate Colleges – Diverse Fields

Faculty Compensation and Ranking (per Carnegie Report)

| University/College | Professor (adjusted, in \$1000's) | Rank | Quintile | Associate (adjusted, in \$1000's) | Rank | Quintile | Assistant (adjusted, in \$1000's) | Rank | Quintile | Control |
|--|---|-----------|----------|---|-----------|----------|---|----------|----------|---------------|
| Texas A&M University at Galveston (TX)* | 123.0 | 1 | I | 85.2 | 5 | I | 81.8 | 3 | I | public |
| York College (PA) | 118.2 | 2 | I | 96.9 | 1 | I | 83.2 | 2 | I | private |
| Ohio Northern University (OH)* | 110.7 | 3 | I | 82.9 | 11 | I | 68.6 | 17 | I | private |
| University of Minnesota–Crookston (MN)* | 109.6 | 4 | I | 94.0 | 2 | I | 80.0 | 4 | I | public |
| University of Houston–Downtown (TX) | 107.7 | 5 | I | 85.1 | 6 | I | 73.3 | 6 | I | public |
| Purdue University–North Central Campus (IN)* | 107.2 | 6 | I | 83.5 | 8 | I | 68.9 | 16 | I | public |
| Missouri Southern State University (MO) | 105.4 | 7 | I | 82.4 | 15 | I | 69.5 | 13 | I | public |
| Indiana University–Kokomo (IN)* | 105.1 | 8 | I | 80.9 | 18 | I | 71.2 | 8 | I | public |
| Marietta College (OH) | 101.4 | 9 | I | 80.1 | 22 | I | 64.2 | 36 | II | private |
| Indiana University–East (IN)* | 100.3 | 10 | I | 87.1 | 4 | I | 64.6 | 32 | II | public |
| Buena Vista University (IA)* | 100.0 | 11 | I | 74.7 | 32 | II | 67.7 | 21 | I | private |
| Southern Arkansas University (AR)* | 97.6 | 12 | I | 80.6 | 20 | I | 66.2 | 26 | I | public |
| Shawnee State University (OH)* | 96.4 | 13 | I | 83.7 | 7 | I | 66.4 | 24 | I | public |
| Elizabethtown College (PA)* | 96.3 | 14 | I | 76.4 | 29 | II | 62.8 | 42 | II | private |
| Winston-Salem State University (NC) | 95.5 | 15 | I | 81.3 | 17 | I | 78.4 | 5 | I | public |
| University of South Carolina–Aiken (SC)* | 95.4 | 16 | I | 82.8 | 12 | I | 67.9 | 19 | I | public |
| Kent State University–Stark Campus (OH)* | 95.1 | 17 | I | 82.5 | 14 | I | 69.7 | 12 | I | public |
| Missouri Western State College (MO) | 94.5 | 18 | I | 75.2 | 31 | II | 65.9 | 28 | I | public |
| Oregon Inst of Tech (OR) | 94.2 | 19 | I | 81.6 | 16 | I | 71.9 | 7 | I | public |
| Cedarville University (OH)* | 93.4 | 20 | I | 80.1 | 23 | I | 69.9 | 11 | I | private |
| Carthage College (WI)* | 93.3 | 21 | I | 80.9 | 19 | I | 66.1 | 27 | I | private |
| University of South Carolina Upstate (SC)* | 91.7 | 22 | I | 77.1 | 28 | I | 67.8 | 20 | I | public |
| Lebanon Valley College (PA)* | 91.4 | 23 | I | 73.8 | 34 | II | 62.1 | 45 | II | private |
| Florida Southern College (FL)* | 91.0 | 24 | I | 69.9 | 51 | II | 64.4 | 33 | II | private |
| Milwaukee School of Engineering (WI)* | 90.9 | 25 | I | 89.4 | 3 | I | 86.1 | 1 | I | private |
| University of Pittsburgh–Johnstown (PA) | 90.6 | 26 | I | 82.7 | 13 | I | 66.8 | 22 | I | public |
| Lake Erie College (OH) | 90.4 | 27 | I | 73.2 | 39 | II | 55.8 | 75 | III | private |
| Peru State College (NE)* | 90.2 | 28 | I | 73.8 | 35 | II | 62.4 | 44 | II | public |
| Messiah College (PA)* | 90.2 | 29 | II | 75.4 | 30 | II | 63.3 | 40 | II | private |
| Dakota State University (SD)* | 90.1 | 30 | II | 83.3 | 9 | I | 69.1 | 15 | I | public |

| | | | | | | | | | | |
|---|-------------|-----------|-----------|-------------|------------|------------|-------------|------------|------------|----------------|
| Susquehanna University (PA)* | 89.6 | 31 | II | 73.4 | 36 | II | 66.3 | 25 | I | private |
| Taylor University–Upland (IN)* | 89.1 | 32 | II | 78.1 | 27 | I | 66.8 | 23 | I | private |
| Ouachita Baptist University (AR)* | 88.6 | 33 | II | 71.2 | 48 | II | 70.7 | 9 | I | private |
| Chadron State College (NE)* | 88.4 | 34 | II | 72.1 | 44 | II | 60.0 | 55 | II | public |
| Dordt College (IA)* | 88.2 | 35 | II | 78.4 | 25 | I | 69.4 | 14 | I | private |
| Huntington College (IN)* | 87.5 | 36 | II | 69.1 | 56 | II | 65.5 | 29 | II | private |
| University of Pittsburgh–Bradford (PA)* | 86.9 | 37 | II | 80.2 | 21 | I | 63.3 | 39 | II | public |
| Belmont Abbey College (NC)* | 86.7 | 38 | II | 69.9 | 52 | II | 52.9 | 96 | IV | private |
| Augustana College (SD) | 86.4 | 39 | II | 73.8 | 33 | II | 63.1 | 41 | II | private |
| College of the Ozarks (MO)* | 86.3 | 40 | II | 78.2 | 26 | I | 70.6 | 10 | I | private |
| Trinity Christian College (IL)* | 85.4 | 41 | II | 70.3 | 49 | II | 53.8 | 87 | IV | private |
| Delaware Valley College (PA)* | 84.8 | 42 | II | 67.9 | 62 | III | 54.4 | 80 | III | private |
| McKendree College (IL)* | 84.7 | 43 | II | 73.0 | 40 | II | 68.4 | 18 | I | private |
| Embry Riddle Aeronautical University–Prescott (AZ) | 84.5 | 44 | II | 79.7 | 24 | I | 64.2 | 35 | II | private |
| Glenville State College (WV)* | 83.6 | 45 | II | 72.2 | 43 | II | 59.1 | 63 | III | public |
| LaGrange College (GA)* | 83.6 | 46 | II | 73.2 | 38 | II | 64.3 | 34 | II | private |
| Cooper Union for the Advancement of Science and Art (NY) | 82.9 | 47 | II | 65.3 | 72 | III | 58.6 | 65 | III | private |
| Saint Josephs College (IN)* | 82.9 | 48 | II | 67.9 | 63 | III | 58.8 | 64 | III | private |
| Northwestern College (IA)* | 82.3 | 49 | II | 72.8 | 41 | II | 60.7 | 52 | II | private |
| Northern State University (SD)* | 81.8 | 50 | II | 72.1 | 45 | II | 58.4 | 66 | III | public |
| Catawba College (NC)* | 81.7 | 51 | II | 83.1 | 10 | I | 61.4 | 49 | II | private |
| Mount Vernon Nazarene University (OH)* | 81.2 | 52 | II | 70.2 | 50 | II | 61.2 | 50 | II | private |
| CUNY York College (NY) | 74.2 | 80 | III | 60.9 | 92 | IV | 52.7 | 97 | IV | public |
| Manchester College (IN)* | 73.9 | 81 | III | 63.1 | 83 | III | 54.2 | 82 | III | private |
| McMurry University (TX) | 73.7 | 82 | III | 64.6 | 76 | III | 57.0 | 69 | III | private |
| Dickinson State University (ND)* | 73.7 | 83 | III | 68.7 | 58 | III | 61.4 | 48 | II | public |
| Bethune Cookman College (FL)* | 73.0 | 84 | IV | 59.4 | 103 | IV | 53.4 | 91 | IV | private |
| Barton College (NC)* | 72.9 | 85 | IV | 55.0 | 122 | V | 48.2 | 125 | V | private |
| Lenoir-Rhyne College (NC) | 72.9 | 86 | IV | 65.9 | 67 | III | 56.2 | 73 | III | private |
| Greenville College (IL)* | 71.9 | 87 | IV | 71.7 | 47 | II | 63.3 | 38 | II | private |
| Schreiner University (TX)* | 71.7 | 88 | IV | 60.8 | 93 | IV | 58.4 | 67 | III | private |
| Montreat College (NC)* | 71.6 | 89 | IV | 65.5 | 70 | III | 59.5 | 58 | III | private |
| Bluffton University (OH)* | 71.5 | 90 | IV | 60.5 | 94 | IV | 52.5 | 98 | IV | private |
| Defiance College (OH)* | 71.2 | 91 | IV | 61.0 | 91 | IV | 53.9 | 85 | III | private |
| Ottawa University (KS)* | 70.8 | 92 | IV | 58.4 | 109 | IV | 51.9 | 103 | IV | private |
| Central Methodist University–College of Liberal Arts & Sciences (MO)* | 70.6 | 93 | IV | 54.7 | 123 | V | 50.9 | 110 | IV | private |

* Cost of Living proxy used

Baccalaureate Colleges – Diverse Fields (continued)

| University/College | Professor (adjusted, in \$1000's) | Rank | Quintile | Associate (adjusted, in \$1000's) | Rank | Quintile | Assistant (adjusted, in \$1000's) | Rank | Quintile | Control |
|--|-----------------------------------|------------|-----------|-----------------------------------|------------|-----------|-----------------------------------|------------|-----------|----------------|
| Villa Julie College (MD)* | 69.7 | 94 | IV | 57.7 | 114 | V | 54.7 | 78 | III | private |
| Quincy University (IL) | 69.7 | 95 | IV | 60.5 | 95 | IV | 48.6 | 120 | V | private |
| Clafin University (SC)* | 69.3 | 96 | IV | 63.4 | 82 | III | 53.1 | 94 | IV | private |
| Howard Payne University (TX)* | 68.8 | 97 | IV | 61.9 | 88 | IV | 54.4 | 81 | III | private |
| Milligan College (TN)* | 68.8 | 98 | IV | 62.2 | 86 | IV | 50.2 | 116 | V | private |
| Keuka College (NY)* | 68.7 | 99 | IV | 64.0 | 77 | III | 54.2 | 83 | III | private |
| Curry College (MA) | 68.6 | 100 | IV | 56.7 | 118 | V | 47.9 | 126 | V | private |
| University of Montana–Western (MT)* | 68.4 | 101 | IV | 59.5 | 102 | IV | 54.8 | 77 | III | public |
| Mars Hill College (NC)* | 68.4 | 102 | IV | 60.0 | 100 | IV | 53.0 | 95 | IV | private |
| Campbellsville University (KY)* | 68.2 | 103 | IV | 55.8 | 120 | V | 52.0 | 102 | IV | private |
| Jamestown College (ND)* | 68.0 | 104 | IV | 62.4 | 85 | IV | 59.2 | 60 | III | private |
| Lyndon State College (VT)* | 67.9 | 105 | IV | 54.5 | 124 | V | 44.6 | 136 | V | public |
| Briar Cliff University (IA)* | 67.8 | 106 | IV | 57.9 | 112 | IV | 52.2 | 100 | IV | private |
| Kansas Wesleyan University (KS) | 67.7 | 107 | IV | 63.6 | 79 | III | 59.1 | 62 | III | private |
| University of Maine at Fort Kent (ME)* | 67.3 | 108 | IV | 65.3 | 71 | III | 51.1 | 109 | IV | public |
| Hilbert College (NY)* | 66.9 | 109 | IV | 56.1 | 119 | V | 46.7 | 130 | V | private |
| Culver–Stockton College (MO)* | 66.5 | 110 | IV | 60.3 | 96 | IV | 50.8 | 112 | IV | private |
| Champlain College (VT) | 66.2 | 111 | V | 60.1 | 97 | IV | 59.4 | 59 | III | private |
| King College (TN)* | 65.8 | 112 | V | 58.0 | 110 | IV | 50.8 | 111 | IV | private |
| Mayville State University (ND)* | 65.6 | 113 | V | 59.1 | 104 | IV | 53.4 | 92 | IV | public |
| North Carolina Wesleyan College (NC)* | 65.5 | 114 | V | 58.8 | 107 | IV | 51.3 | 108 | IV | private |
| Saint Mary-of-the-Woods College (IN)* | 65.4 | 115 | V | 58.0 | 111 | IV | 50.3 | 115 | V | private |
| Rocky Mountain College (MT)* | 65.4 | 116 | V | 48.1 | 136 | V | 47.6 | 127 | V | private |
| Bryan College (TN)* | 64.1 | 117 | V | 57.7 | 113 | V | 45.8 | 133 | V | private |
| Valley Forge Christian College (PA)* | 63.6 | 118 | V | 60.1 | 98 | IV | 45.4 | 134 | V | private |
| Thomas College (ME)* | 63.6 | 119 | V | 53.0 | 128 | V | 47.1 | 128 | V | private |
| Lees-McRae College (NC)* | 63.0 | 120 | V | 58.6 | 108 | IV | 51.7 | 105 | IV | private |
| Flagler College (FL)* | 62.8 | 121 | V | 57.0 | 115 | V | 53.5 | 88 | IV | private |
| Limestone College (SC)* | 62.2 | 122 | V | 59.9 | 101 | IV | 52.1 | 101 | IV | private |

| | | | | | | | | | | |
|--|-------------|------------|----------|-------------|------------|----------|-------------|------------|----------|----------------|
| MacMurray College (IL)* | 61.4 | 123 | V | 59.0 | 106 | IV | 51.5 | 107 | IV | private |
| Marymount College of Fordham University (NY) | 61.2 | 124 | V | 50.4 | 134 | V | 41.1 | 139 | V | private |
| Lasell College (MA) | 61.1 | 125 | V | 51.9 | 129 | V | 45.0 | 135 | V | private |
| Tennessee Wesleyan College (TN)* | 60.5 | 126 | V | 51.6 | 130 | V | 51.6 | 106 | IV | private |
| Bethany College of the Assemblies of God (CA)* | 60.1 | 127 | V | 46.1 | 140 | V | 32.0 | 141 | V | private |
| Mount Ida College (MA) | 59.7 | 128 | V | 50.5 | 133 | V | 48.5 | 122 | V | private |
| Missouri Valley College (MO)* | 59.6 | 129 | V | 54.2 | 125 | V | 48.3 | 124 | V | private |
| Crichton College (TN) | 59.2 | 130 | V | 51.3 | 132 | V | 46.3 | 131 | V | private |
| Tabor College (KS)* | 58.5 | 131 | V | 49.7 | 135 | V | 42.6 | 138 | V | private |
| Bethany College (KS)* | 57.3 | 132 | V | 54.0 | 126 | V | 46.0 | 132 | V | private |
| Toccoa Falls College (GA)* | 57.1 | 133 | V | 56.9 | 116 | V | 49.3 | 117 | V | private |
| Columbia Union College (MD) | 56.2 | 134 | V | 51.5 | 131 | V | 48.5 | 121 | V | private |
| Peirce College (PA) | 55.8 | 135 | V | 53.6 | 127 | V | 48.4 | 123 | V | private |
| Ohio Valley College (WV) | 53.0 | 136 | V | 47.2 | 137 | V | 43.5 | 137 | V | private |
| Chowan College (NC)* | 51.7 | 137 | V | 47.2 | 138 | V | 46.8 | 129 | V | private |
| Saint Paul's College (VA) | 46.4 | 138 | V | 46.9 | 139 | V | 37.6 | 140 | V | private |
| College of Saint Mary (NE) | — | — | — | 63.8 | 78 | III | 53.9 | 86 | IV | private |
| Midway College (KY)* | — | — | — | — | — | — | 51.7 | 104 | IV | private |
| Northwest Christian College (OR) | — | — | — | 55.3 | 121 | V | 50.4 | 114 | V | private |
| Mean compensation | 78.1 | | | 66.8 | | | 57.8 | | | |
| Median compensation | 76.0 | | | 65.5 | | | 56.4 | | | |

* Cost of Living proxy used

Baccalaureate Colleges – Arts and Sciences

Faculty Compensation and Ranking (per Carnegie Report)

| University/College | Professor (adjusted, in \$1000's) | Rank | Quintile | Associate (adjusted, in \$1000's) | Rank | Quintile | Assistant (adjusted, in \$1000's) | Rank | Quintile | Control |
|--|---|------|----------|---|------|----------|---|------|----------|---------|
| Davidson College (NC)* | 145.9 | 1 | I | 110.5 | 1 | I | 91.6 | 1 | I | private |
| Grinnell College (IA)* | 139.9 | 2 | I | 106.1 | 2 | I | 83.1 | 4 | I | private |
| Oberlin College (OH)* | 139.3 | 3 | I | 104.3 | 3 | I | 78.7 | 9 | I | private |
| Amherst College (MA)* | 139.1 | 4 | I | 93.9 | 15 | I | 85.2 | 3 | I | private |
| Williams College (MA)* | 139.1 | 5 | I | 101.9 | 4 | I | 80.9 | 5 | I | private |
| Carleton College (MN)* | 138.3 | 6 | I | 99.4 | 8 | I | 89.6 | 2 | I | private |
| Colorado College (CO) | 134.4 | 7 | I | 93.5 | 18 | I | 74.1 | 18 | I | private |
| Vassar College (NY)* | 133.5 | 8 | I | 94.2 | 13 | I | 73.5 | 25 | I | private |
| Smith College (MA)* | 132.6 | 9 | I | 91.3 | 27 | I | 75.0 | 15 | I | private |
| Pomona College (CA)* | 131.5 | 10 | I | 90.7 | 28 | I | 66.0 | 76 | II | private |
| Harvey Mudd College (CA)* | 131.3 | 11 | I | 100.4 | 7 | I | 80.0 | 7 | I | private |
| Colby College (ME)* | 130.9 | 12 | I | 93.7 | 16 | I | 75.3 | 13 | I | private |
| Colgate University (NY)* | 130.3 | 13 | I | 95.7 | 9 | I | 73.6 | 24 | I | private |
| Whitman College (WA)* | 129.7 | 14 | I | 101.6 | 5 | I | 79.4 | 8 | I | private |
| Sewanee: the University of the South (TN)* | 128.7 | 15 | I | 88.5 | 36 | I | 72.9 | 27 | I | private |
| Franklin and Marshall College (PA) | 128.5 | 16 | I | 91.4 | 25 | I | 74.4 | 17 | I | private |
| Macalester College (MN)* | 128.2 | 17 | I | 94.9 | 10 | I | 73.8 | 22 | I | private |
| Lafayette College (PA)* | 127.2 | 18 | I | 100.7 | 6 | I | 72.8 | 28 | I | private |
| Bowdoin College (ME)* | 126.3 | 19 | I | 90.2 | 30 | I | 73.0 | 26 | I | private |
| Middlebury College (VT)* | 124.9 | 20 | I | 82.7 | 60 | II | 63.5 | 99 | III | private |
| Washington and Lee University (VA) | 124.8 | 21 | I | 92.1 | 24 | I | 73.7 | 23 | I | private |
| Bard College (NY)* | 124.8 | 22 | I | 92.4 | 22 | I | 74.0 | 19 | I | private |
| Mount Holyoke College (MA)* | 124.6 | 23 | I | 93.5 | 17 | I | 72.2 | 30 | I | private |
| Claremont McKenna College (CA)* | 124.2 | 24 | I | 94.3 | 12 | I | 63.9 | 95 | III | private |
| Wellesley College (MA) | 123.1 | 25 | I | 87.6 | 38 | I | 67.9 | 55 | II | private |
| Wabash College (IN)* | 122.4 | 26 | I | 94.2 | 14 | I | 74.5 | 16 | I | private |
| DePauw University (IN)* | 122.1 | 27 | I | 94.6 | 11 | I | 80.8 | 6 | I | private |
| Hamilton College (NY)* | 121.5 | 28 | I | 89.5 | 32 | I | 67.5 | 60 | II | private |
| Bucknell University (PA)* | 121.5 | 29 | I | 91.3 | 26 | I | 75.3 | 14 | I | private |

| | | | | | | | | | | |
|--------------------------------------|-------|----|----|------|-----|-----|------|-----|-----|---------|
| Furman University (SC) | 121.4 | 30 | I | 93.4 | 19 | I | 70.5 | 36 | I | private |
| Hobart William Smith Colleges (NY)* | 118.2 | 31 | I | 92.4 | 21 | I | 66.0 | 75 | II | private |
| Wesleyan University (CT)* | 117.1 | 32 | I | 80.0 | 71 | II | 66.6 | 73 | II | private |
| Swarthmore College (PA) | 117.0 | 33 | I | 84.3 | 51 | II | 65.7 | 79 | II | private |
| Denison University (OH)* | 116.7 | 34 | I | 88.5 | 35 | I | 67.2 | 65 | II | private |
| Gettysburg College (PA)* | 116.6 | 35 | I | 89.0 | 34 | I | 74.0 | 20 | I | private |
| Dickinson College (PA)* | 116.2 | 36 | I | 84.8 | 46 | II | 69.8 | 42 | II | private |
| Southwestern University (TX)* | 115.2 | 37 | I | 92.8 | 20 | I | 70.5 | 39 | I | private |
| Kenyon College (OH)* | 114.5 | 38 | I | 87.8 | 37 | I | 72.3 | 29 | I | private |
| Scripps College (CA)* | 114.5 | 39 | I | 90.3 | 29 | I | 67.4 | 62 | II | private |
| Illinois Wesleyan University (IL) | 114.4 | 40 | I | 89.2 | 33 | I | 72.0 | 31 | I | private |
| Trinity College (CT) | 114.1 | 41 | II | 82.2 | 64 | II | 64.5 | 90 | III | private |
| Union College (NY)* | 113.5 | 42 | II | 85.2 | 43 | II | 69.5 | 44 | II | private |
| College of the Holy Cross (MA)* | 112.7 | 43 | II | 82.7 | 58 | II | 63.4 | 100 | III | private |
| Rhodes College (TN) | 112.5 | 44 | II | 89.9 | 31 | I | 67.9 | 56 | II | private |
| Juniata College (PA)* | 111.7 | 45 | II | 86.8 | 40 | I | 73.8 | 21 | I | private |
| Haverford College (PA) | 111.5 | 46 | II | 82.4 | 61 | II | 67.1 | 66 | II | private |
| United States Naval Academy (MD)* | 110.0 | 47 | II | 92.3 | 23 | I | 76.4 | 11 | I | public |
| St. Lawrence University (NY)* | 109.5 | 48 | II | 84.4 | 48 | II | 66.4 | 74 | II | private |
| College of Wooster (OH)* | 108.5 | 49 | II | 87.5 | 39 | I | 66.8 | 69 | II | private |
| Barnard College (NY) | 108.2 | 50 | II | 72.4 | 119 | III | 57.8 | 139 | IV | private |
| Albion College (MI)* | 108.2 | 51 | II | 84.3 | 50 | II | 67.4 | 61 | II | private |
| Saint Vincent College (PA)* | 108.1 | 52 | II | 84.4 | 49 | II | 71.4 | 32 | I | private |
| Skidmore College (NY)* | 107.5 | 53 | II | 82.7 | 59 | II | 66.8 | 68 | II | private |
| Austin College (TX) | 107.4 | 54 | II | 86.0 | 42 | II | 70.7 | 34 | I | private |
| Christopher Newport University (VA) | 107.3 | 55 | II | 82.3 | 63 | II | 64.0 | 94 | III | public |
| Ohio Wesleyan University (OH)* | 106.7 | 56 | II | 73.4 | 115 | III | 68.8 | 47 | II | private |
| Saint Olaf College (MN)* | 106.3 | 57 | II | 86.3 | 41 | II | 68.3 | 50 | II | private |
| Bates College (ME)* | 106.1 | 58 | II | 80.9 | 67 | II | 63.6 | 98 | III | private |
| University of Minnesota-Morris (MN)* | 104.9 | 59 | II | 85.1 | 45 | II | 69.7 | 43 | II | public |
| Agnes Scott College (GA) | 104.2 | 60 | II | 77.2 | 91 | III | 64.8 | 88 | III | private |
| Birmingham Southern College (AL) | 103.3 | 61 | II | 80.3 | 70 | II | 57.5 | 141 | IV | private |
| Hendrix College (AR) | 102.9 | 62 | II | 81.6 | 65 | II | 68.7 | 48 | II | private |
| Saint Mary's College (IN) | 102.5 | 63 | II | 82.4 | 62 | II | 69.0 | 46 | II | private |
| Maryville College (TN)* | 102.5 | 64 | II | 78.9 | 76 | II | 63.6 | 96 | III | private |

* Cost of Living proxy used

Baccalaureate Colleges – Arts and Sciences (continued)

| University/College | Professor (adjusted, in \$1000's) | Rank | Quintile | Associate (adjusted, in \$1000's) | Rank | Quintile | Assistant (adjusted, in \$1000's) | Rank | Quintile | Control |
|--|---|------|----------|---|------|----------|---|------|----------|---------|
| Beloit College (WI)* | 102.5 | 65 | II | 78.2 | 80 | II | 59.4 | 132 | IV | private |
| Wittenberg University (OH)* | 102.5 | 66 | II | 83.4 | 52 | II | 65.0 | 85 | III | private |
| Allegheny College (PA)* | 102.1 | 67 | II | 83.0 | 53 | II | 68.0 | 53 | II | private |
| Hampshire College (MA)* | 101.9 | 68 | II | 77.2 | 90 | III | 61.0 | 116 | III | private |
| Hanover College (IN)* | 101.7 | 69 | II | 77.1 | 92 | III | 65.4 | 81 | III | private |
| Millsaps College (MS) | 101.6 | 70 | II | 77.4 | 87 | III | 65.4 | 80 | II | private |
| Transylvania University (KY) | 101.6 | 71 | II | 78.0 | 81 | III | 60.9 | 118 | III | private |
| Pitzer College (CA)* | 101.0 | 72 | II | 74.0 | 111 | III | 63.3 | 101 | III | private |
| Lycoming College (PA)* | 100.8 | 73 | II | 79.8 | 72 | II | 68.0 | 52 | II | private |
| Earlham College (IN)* | 100.3 | 74 | II | 79.6 | 73 | II | 65.2 | 82 | III | private |
| Kalamazoo College (MI) | 99.4 | 75 | II | 80.6 | 68 | II | 65.0 | 86 | III | private |
| Centre College (KY)* | 99.1 | 76 | II | 80.4 | 69 | II | 63.6 | 97 | III | private |
| Reed College (OR) | 99.1 | 77 | II | 73.0 | 116 | III | 61.3 | 113 | III | private |
| Saint John's University (MN)* | 99.0 | 78 | II | 75.9 | 99 | III | 62.5 | 105 | III | private |
| University of Virginia's College at Wise (VA)* | 98.9 | 79 | II | 82.8 | 56 | II | 71.0 | 33 | I | public |
| Berea College (KY)* | 98.8 | 80 | II | 75.7 | 101 | III | 67.6 | 57 | II | private |
| Washington and Jefferson College (PA)* | 98.4 | 81 | III | 77.9 | 82 | III | 61.4 | 112 | III | private |
| Muhlenberg College (PA)* | 98.3 | 82 | III | 77.9 | 83 | III | 62.6 | 104 | III | private |
| Siena College (NY)* | 98.0 | 83 | III | 84.5 | 47 | II | 68.4 | 49 | II | private |
| Ursinus College (PA)* | 98.0 | 84 | III | 78.6 | 77 | II | 67.0 | 67 | II | private |
| University of Wisconsin-Parkside (WI)* | 97.9 | 85 | III | 82.9 | 55 | II | 67.4 | 63 | II | public |
| Luther College (IA)* | 97.8 | 86 | III | 82.7 | 57 | II | 69.4 | 45 | II | private |
| Saint Norbert College (WI)* | 97.8 | 87 | III | 81.1 | 66 | II | 70.7 | 35 | I | private |
| Berry College (GA)* | 97.7 | 88 | III | 76.7 | 94 | III | 62.7 | 103 | III | private |
| Gustavus Adolphus College (MN)* | 97.2 | 89 | III | 77.5 | 85 | III | 66.8 | 71 | II | private |
| Knox College (IL) | 97.1 | 90 | III | 71.8 | 127 | IV | 60.3 | 122 | IV | private |
| Connecticut College (CT) | 96.7 | 91 | III | 72.6 | 117 | III | 56.4 | 146 | IV | private |
| Coe College (IA) | 96.1 | 92 | III | 76.9 | 93 | III | 66.6 | 72 | II | private |
| Roanoke College (VA)* | 96.1 | 93 | III | 77.3 | 88 | III | 65.1 | 84 | III | private |
| Augustana College (IL) | 96.0 | 94 | III | 74.3 | 109 | III | 64.8 | 87 | III | private |
| University of Pittsburgh-Greensburg (PA)* | 96.0 | 95 | III | 79.5 | 74 | II | 67.6 | 59 | II | public |
| Hope College (MI)* | 95.9 | 96 | III | 75.8 | 100 | III | 64.4 | 91 | III | private |
| Westminster College (PA)* | 95.9 | 97 | III | 72.5 | 118 | III | 61.7 | 110 | III | private |

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|---|-------------|------------|------------|-------------|------------|-----------|-------------|------------|------------|---------------|
| Wheaton College (MA) | 95.1 | 98 | III | 68.5 | 140 | IV | 54.8 | 156 | IV | private |
| Goucher College (MD) | 95.0 | 99 | III | 72.4 | 121 | IV | 55.1 | 155 | IV | private |
| Alma College (MI)* | 94.9 | 100 | III | 76.2 | 98 | III | 64.5 | 89 | III | private |
| Monmouth College (IL)* | 94.6 | 101 | III | 72.3 | 122 | IV | 58.9 | 135 | IV | private |
| Cornell College (IA)* | 94.5 | 102 | III | 73.9 | 112 | III | 62.2 | 108 | III | private |
| New College of Florida (FL) | 94.3 | 103 | III | 76.4 | 96 | III | 60.2 | 123 | IV | public |
| Coastal Carolina University (SC)* | 94.2 | 104 | III | 77.6 | 84 | III | 68.1 | 51 | II | public |
| Centenary College of Louisiana (LA) | 94.1 | 105 | III | 77.5 | 86 | III | 65.7 | 78 | II | private |
| Lake Forest College (IL) | 94.0 | 106 | III | 71.0 | 133 | IV | 55.5 | 151 | IV | private |
| Wofford College (SC)* | 93.8 | 107 | III | 77.2 | 89 | III | 69.9 | 41 | II | private |
| Lawrence University (WI) | 93.7 | 108 | III | 75.5 | 103 | III | 63.0 | 102 | III | private |
| California State University-Channel Islands (CA)* | 93.4 | 109 | III | 82.9 | 54 | II | 77.9 | 10 | I | public |
| Fisk University (TN) | 93.2 | 110 | III | 72.2 | 124 | IV | 60.0 | 126 | IV | private |
| University of Wisconsin-Green Bay (WI) | 93.0 | 111 | III | 78.9 | 75 | II | 70.3 | 40 | I | public |
| Simpson College (IA)* | 92.9 | 112 | III | 72.2 | 125 | IV | 67.6 | 58 | II | private |
| UNC-Asheville (NC) | 92.1 | 113 | III | 69.2 | 139 | IV | 61.1 | 115 | III | public |
| College of Saint Benedict (MN)* | 92.0 | 114 | III | 76.3 | 97 | III | 64.3 | 92 | III | private |
| Eckerd College (FL) | 92.0 | 115 | III | 74.1 | 110 | III | 61.6 | 111 | III | private |
| Colorado State University-Pueblo (CO) | 91.5 | 116 | III | 75.0 | 107 | III | 67.9 | 54 | II | public |
| Mount Union College (OH)* | 91.4 | 117 | III | 75.2 | 105 | III | 64.2 | 93 | III | private |
| Linfield College (OR)* | 90.9 | 118 | III | 75.6 | 102 | III | 60.1 | 124 | IV | private |
| Lyon College (AR)* | 90.8 | 119 | III | 76.5 | 95 | III | 70.5 | 38 | I | private |
| Emory and Henry College (VA)* | 90.8 | 120 | IV | 68.3 | 141 | IV | 58.5 | 138 | IV | private |
| Moravian College and Theological Seminary (PA)* | 90.8 | 121 | IV | 73.8 | 114 | III | 59.7 | 130 | IV | private |
| Wartburg College (IA)* | 90.8 | 122 | IV | 78.5 | 78 | II | 70.5 | 37 | I | private |
| Calvin College (MI) | 90.5 | 123 | IV | 75.4 | 104 | III | 66.0 | 77 | II | private |
| Randolph-Macon College (VA)* | 89.6 | 124 | IV | 70.7 | 134 | IV | 62.3 | 107 | III | private |
| Principia College (IL)* | 89.2 | 125 | IV | 78.4 | 79 | II | 67.2 | 64 | II | private |
| Hampden-Sydney College (VA)* | 89.0 | 126 | IV | 71.5 | 130 | IV | 56.0 | 148 | IV | private |
| Illinois College (IL)* | 88.6 | 127 | IV | 69.4 | 138 | IV | 59.4 | 131 | IV | private |
| Concordia College at Moorhead (MN) | 88.3 | 128 | IV | 69.6 | 137 | IV | 60.0 | 127 | IV | private |
| Albright College (PA)* | 88.3 | 129 | IV | 71.8 | 126 | IV | 56.6 | 144 | IV | private |
| Nebraska Wesleyan University (NE)* | 88.1 | 130 | IV | 71.7 | 128 | IV | 59.9 | 128 | IV | private |
| Oglethorpe University (GA) | 87.4 | 131 | IV | 66.5 | 147 | IV | 58.8 | 136 | IV | private |
| California State University-Monterey Bay (CA)* | 87.3 | 132 | IV | 71.4 | 131 | IV | 60.1 | 125 | IV | public |

* Cost of Living proxy used

Baccalaureate Colleges – Arts and Sciences (continued)

| University/College | Professor (adjusted, in \$1000's) | Rank | Quintile | Associate (adjusted, in \$1000's) | Rank | Quintile | Assistant (adjusted, in \$1000's) | Rank | Quintile | Control |
|---|---|------------|-----------|---|------------|-----------|---|------------|-----------|----------------|
| Millikin University (IL) | 86.8 | 133 | IV | 73.8 | 113 | III | 65.1 | 83 | III | private |
| Westmont College (CA)* | 85.3 | 134 | IV | 64.6 | 159 | IV | 54.4 | 160 | IV | private |
| Central College (IA)* | 85.1 | 135 | IV | 72.4 | 120 | IV | 60.7 | 119 | III | private |
| Wingate University (NC)* | 85.0 | 136 | IV | 66.4 | 148 | IV | 66.8 | 70 | II | private |
| Washington College (MD)* | 84.5 | 137 | IV | 71.7 | 129 | IV | 53.1 | 170 | V | private |
| Presbyterian College (SC)* | 84.4 | 138 | IV | 72.3 | 123 | IV | 61.8 | 109 | III | private |
| Texas Lutheran University (TX)* | 83.9 | 139 | IV | 69.9 | 136 | IV | 60.9 | 117 | III | private |
| Meredith College (NC) | 83.9 | 140 | IV | 71.1 | 132 | IV | 58.7 | 137 | IV | private |
| Whittier College (CA)* | 83.8 | 141 | IV | 50.8 | 196 | V | 49.9 | 182 | V | private |
| Sweet Briar College (VA)* | 83.5 | 142 | IV | 75.1 | 106 | III | 62.3 | 106 | III | private |
| Stonehill College (MA) | 83.4 | 143 | IV | 64.0 | 160 | IV | 49.3 | 186 | V | private |
| Guilford College (NC)* | 83.2 | 144 | IV | 68.1 | 142 | IV | 53.2 | 169 | V | private |
| St. Mary's College of Maryland (MD)* | 83.2 | 145 | IV | 62.7 | 167 | V | 53.2 | 167 | V | public |
| Westminster College (MO)* | 83.0 | 146 | IV | 74.4 | 108 | III | 59.1 | 134 | IV | private |
| Hastings College (NE) | 82.8 | 147 | IV | 67.0 | 145 | IV | 60.4 | 121 | IV | private |
| University of the Ozarks (AR)* | 82.6 | 148 | IV | 66.4 | 149 | IV | 53.7 | 163 | V | private |
| Randolph-Macon College (VA)* | 82.4 | 149 | IV | 63.7 | 161 | V | 52.5 | 173 | V | private |
| Warren Wilson College (NC)* | 82.1 | 150 | IV | 67.2 | 144 | IV | 56.7 | 143 | IV | private |
| Occidental College (CA) | 80.8 | 151 | IV | 58.8 | 185 | V | 48.7 | 190 | V | private |
| William Jewell College (MO)* | 80.2 | 152 | IV | 66.2 | 152 | IV | 59.8 | 129 | IV | private |
| Virginia Wesleyan College (VA) | 79.7 | 153 | IV | 62.9 | 166 | V | 55.8 | 150 | IV | private |
| Marymount Manhattan College (NY) | 79.6 | 154 | IV | 60.5 | 178 | V | 47.9 | 193 | V | private |
| Goshen College (IN)* | 79.5 | 155 | IV | 65.9 | 153 | IV | 55.2 | 152 | IV | private |
| Saint Anselm College (NH)* | 79.5 | 156 | IV | 70.1 | 135 | IV | 53.7 | 164 | V | private |
| Northland College (WI)* | 79.5 | 157 | IV | 62.0 | 174 | V | 55.9 | 149 | IV | private |
| Cedar Crest College (PA)* | 79.3 | 158 | IV | 66.8 | 146 | IV | 54.8 | 157 | IV | private |
| Metropolitan State College of Denver (CO) | 78.7 | 159 | IV | 63.4 | 163 | V | 50.2 | 180 | V | public |
| Hartwick College (NY)* | 78.7 | 160 | IV | 59.9 | 180 | V | 51.7 | 175 | V | private |
| Salem College (NC) | 78.6 | 161 | V | 66.2 | 151 | IV | 60.4 | 120 | IV | private |
| Thiel College (PA)* | 78.3 | 162 | V | 63.5 | 162 | V | 54.3 | 161 | V | private |
| West Virginia State University (WV) | 77.7 | 163 | V | 68.0 | 143 | IV | 55.1 | 154 | IV | public |
| University of Maine at Machias (ME)* | 77.5 | 164 | V | 63.2 | 164 | V | 50.1 | 181 | V | public |
| Hiram College (OH)* | 77.0 | 165 | V | 59.2 | 183 | V | 49.7 | 184 | V | private |
| Bethany College (WV)* | 76.7 | 166 | V | 62.3 | 169 | V | 53.2 | 166 | V | private |

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|---|-------------|------------|----------|-------------|------------|-----------|-------------|------------|-----------|----------------|
| Baker University College of Arts and Sciences (KS)* | 76.7 | 167 | V | 65.6 | 154 | IV | 57.7 | 140 | IV | private |
| Wesleyan College (GA)* | 76.6 | 168 | V | 62.3 | 170 | V | 52.0 | 174 | V | private |
| Massachusetts College of Liberal Arts (MA)* | 76.5 | 169 | V | 66.4 | 150 | IV | 53.2 | 168 | V | public |
| Wells College (NY)* | 75.3 | 170 | V | 62.7 | 168 | V | 49.2 | 187 | V | private |
| Peace College (NC) | 75.2 | 171 | V | 64.7 | 158 | IV | 59.1 | 133 | IV | private |
| Huntingdon College (AL) | 75.0 | 172 | V | 62.0 | 173 | V | 49.5 | 185 | V | private |
| Fort Lewis College (CO)* | 74.9 | 173 | V | 61.7 | 176 | V | 54.6 | 158 | IV | public |
| St. Francis College (NY) | 74.4 | 174 | V | 53.9 | 194 | V | 43.6 | 197 | V | private |
| State University of NY College at Old Westbury (NY) | 74.1 | 175 | V | 55.9 | 192 | V | 53.0 | 171 | V | public |
| Gordon College (MA) | 73.5 | 176 | V | 60.3 | 179 | V | 51.2 | 177 | V | private |
| University of Maine at Presque Isle (ME)* | 73.4 | 177 | V | 62.2 | 172 | V | 54.3 | 162 | V | public |
| Brevard College (NC)* | 72.2 | 178 | V | 54.5 | 193 | V | 51.4 | 176 | V | private |
| Kentucky Wesleyan College (KY)* | 71.9 | 179 | V | 63.0 | 165 | V | 52.5 | 172 | V | private |
| Asbury College (KY)* | 71.8 | 180 | V | 64.9 | 155 | IV | 54.5 | 159 | IV | private |
| Franklin Pierce College (NH)* | 71.2 | 181 | V | 58.0 | 188 | V | 46.9 | 196 | V | private |
| Albertus Magnus College (CT) | 71.0 | 182 | V | 58.7 | 186 | V | 61.1 | 114 | III | private |
| Bloomfield College (NJ) | 70.7 | 183 | V | 61.1 | 177 | V | 51.0 | 178 | V | private |
| Bridgewater College (VA)* | 70.4 | 184 | V | 61.9 | 175 | V | 56.3 | 147 | IV | private |
| Ferrum College (VA)* | 70.3 | 185 | V | 64.8 | 157 | IV | 55.2 | 153 | IV | private |
| Ripon College (WI)* | 70.2 | 186 | V | 59.6 | 181 | V | 47.4 | 194 | V | private |
| West Virginia Wesleyan College (WV)* | 69.9 | 187 | V | 59.3 | 182 | V | 48.2 | 191 | V | private |
| Carroll College (MT)* | 69.2 | 188 | V | 57.9 | 189 | V | 49.7 | 183 | V | private |
| Greensboro College (NC)* | 69.1 | 189 | V | 57.7 | 190 | V | 56.9 | 142 | IV | private |
| McPherson College (KS)* | 68.8 | 190 | V | 62.2 | 171 | V | 53.5 | 165 | V | private |
| Western State College of Colorado (CO) | 66.7 | 191 | V | 64.8 | 156 | IV | 48.0 | 192 | V | public |
| Olivet College (MI)* | 66.2 | 192 | V | 48.3 | 198 | V | 50.5 | 179 | V | private |
| Antioch College (OH)* | 65.7 | 193 | V | 58.4 | 187 | V | 48.8 | 188 | V | private |
| Pikeville College (KY)* | 65.0 | 194 | V | 51.7 | 195 | V | 47.3 | 195 | V | private |
| St. Andrews Presbyterian College (NC)* | 64.0 | 195 | V | 56.1 | 191 | V | 56.5 | 145 | IV | private |
| Bennett College (NC)* | 58.8 | 196 | V | 59.1 | 184 | V | 48.7 | 189 | V | private |
| University of Hawaii at Hilo (HI)* | 58.6 | 197 | V | 49.1 | 197 | V | 42.5 | 199 | V | public |
| University of Judaism (CA) | 55.2 | 198 | V | 37.9 | 200 | V | 32.7 | 200 | V | private |
| University of Hawaii-West Oahu University (HI) | 54.1 | 199 | V | 46.4 | 199 | V | 43.1 | 198 | V | public |
| Ohio University-Eastern Campus (OH)* | — | — | — | 85.1 | 44 | II | 75.4 | 12 | I | public |
| Mean compensation | 96.4 | | | 75.7 | | | 62.7 | | | |
| Median compensation | 94.9 | | | 75.7 | | | 63.4 | | | |

* Cost of Living proxy used

Master's Colleges and Universities—Smaller Programs

Faculty Compensation and Ranking (per Carnegie Report)

| University/College | Professor (adjusted, in \$1000's) | Rank | Quintile | Associate (adjusted, in \$1000's) | Rank | Quintile | Assistant (adjusted, in \$1000's) | Rank | Quintile | Control |
|---|-----------------------------------|-----------|-----------|-----------------------------------|----------|----------|-----------------------------------|-----------|----------|----------------|
| Keck Graduate Inst (CA)* | 128.8 | 1 | I | — | — | — | 87.3 | 1 | I | private |
| University of Richmond (VA) | 123.8 | 2 | I | 88.8 | 1 | I | 71.3 | 5 | I | private |
| Valparaiso (IN)* | 123.0 | 3 | I | 82.0 | 5 | I | 72.4 | 3 | I | private |
| Mansfield University (PA)* | 103.6 | 4 | I | 83.7 | 3 | I | 66.5 | 9 | I | public |
| Elon (NC)* | 101.7 | 5 | I | 83.2 | 4 | I | 66.0 | 12 | I | private |
| University of Evansville (IN) | 101.1 | 6 | I | 79.3 | 10 | I | 64.4 | 17 | II | private |
| High Point (NC)* | 99.3 | 7 | I | 84.2 | 2 | I | 69.3 | 6 | I | private |
| Lock Haven University (PA)* | 99.2 | 8 | I | 78.6 | 11 | I | 64.6 | 14 | I | public |
| University of Washington—Bothell (WA) | 99.0 | 9 | I | 79.7 | 6 | I | 74.2 | 2 | I | public |
| The Richard Stockton College of New Jersey (NJ)* | 98.8 | 10 | I | 75.4 | 20 | II | 55.7 | 50 | IV | public |
| Southwest Minnesota State (MN)* | 96.8 | 11 | I | 79.4 | 8 | I | 69.2 | 7 | I | public |
| Minnesota State—Moorhead (MN) | 96.8 | 12 | I | 74.5 | 21 | II | 66.2 | 10 | I | public |
| Bemidji State (MN)* | 96.3 | 13 | I | 75.4 | 19 | II | 63.5 | 21 | II | private |
| Ramapo College of New Jersey (NJ) | 95.0 | 14 | I | 76.2 | 15 | I | 55.8 | 48 | IV | public |
| Whitworth College (WA) | 94.8 | 15 | I | 79.4 | 9 | I | 64.1 | 18 | II | private |
| Mercyhurst College (PA) | 94.3 | 16 | I | 73.6 | 28 | II | 62.2 | 25 | II | private |
| Hollins (VA) | 93.7 | 17 | II | 74.3 | 22 | II | 63.7 | 20 | II | private |
| State University of NY Collegeat Oneonta (NY)* | 93.3 | 18 | II | 72.6 | 31 | II | 62.0 | 27 | II | public |
| Carroll College (WI)* | 92.8 | 19 | II | 74.1 | 24 | II | 62.0 | 28 | II | private |
| Mary Baldwin College (VA) | 91.3 | 20 | II | 66.1 | 45 | III | 55.5 | 51 | IV | private |
| Graceland-Lamoni (IA)* | 90.8 | 21 | II | 71.6 | 34 | III | 62.4 | 24 | II | private |
| Francis Marion (SC) | 89.6 | 22 | II | 77.6 | 12 | I | 64.5 | 16 | I | public |
| Fayetteville State (NC)* | 89.6 | 23 | II | 79.6 | 7 | I | 72.3 | 4 | I | public |
| Lynchburg College (VA)* | 88.6 | 24 | II | 76.5 | 14 | I | 59.6 | 39 | III | private |
| Carson-Newman College (TN)* | 88.4 | 25 | II | 70.8 | 37 | III | 63.1 | 22 | II | private |
| Utica College (NY)* | 88.1 | 26 | II | 74.2 | 23 | II | 59.3 | 41 | III | private |
| Keene State College (NH)* | 87.8 | 27 | II | 73.6 | 27 | II | 59.7 | 38 | III | public |
| Wheeling Jesuit (WV)* | 87.6 | 28 | II | 71.0 | 35 | III | 63.8 | 19 | II | private |
| State University of NY Empire State College (NY)* | 87.6 | 29 | II | 73.3 | 29 | II | 56.7 | 45 | III | public |
| University of Mary Hardin—Baylor (TX)* | 87.2 | 30 | II | 75.8 | 17 | II | 67.7 | 8 | I | private |
| Spring Hill College (AL) | 86.8 | 31 | II | 72.3 | 33 | III | 59.8 | 35 | III | private |

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|---|------|----|-----|------|----|-----|------|----|-----|---------|
| Wesley (DE) | 86.2 | 32 | III | 76.1 | 16 | II | 64.5 | 15 | I | private |
| Lipscomb (TN) | 86.1 | 33 | III | 73.8 | 26 | II | 60.2 | 34 | III | private |
| Columbia College (MO) | 85.8 | 34 | III | 77.1 | 13 | I | 64.8 | 13 | I | private |
| University of Alaska Southeast (AK) | 85.1 | 35 | III | 64.7 | 49 | IV | 54.0 | 55 | IV | public |
| Kings College (PA)* | 84.5 | 36 | III | 75.5 | 18 | II | 60.3 | 32 | III | private |
| College of Saint Joseph (VT)* | 84.1 | 37 | III | 67.7 | 42 | III | 53.9 | 56 | IV | private |
| Elmhurst College (IL) | 83.0 | 38 | III | 68.3 | 40 | III | 54.9 | 53 | IV | private |
| Malone College (OH)* | 82.0 | 39 | III | 72.9 | 30 | II | 61.0 | 30 | II | private |
| Augsburg College (MN)* | 81.9 | 40 | III | 67.7 | 43 | III | 56.3 | 47 | III | private |
| Mississippi University for Women (MS)* | 81.4 | 41 | III | 68.5 | 39 | III | 62.9 | 23 | II | public |
| Mount Mary College (WI)* | 80.8 | 42 | III | 70.9 | 36 | III | 59.7 | 37 | III | private |
| Lincoln University (MO) | 80.7 | 43 | III | 63.5 | 53 | IV | 58.2 | 43 | III | public |
| Lakeland College (WI)* | 80.5 | 44 | III | 74.1 | 25 | II | 59.8 | 36 | III | private |
| Upper Iowa (IA)* | 80.4 | 45 | III | 68.2 | 41 | III | 59.5 | 40 | III | private |
| Siena Heights University (MI)* | 79.4 | 46 | III | 65.0 | 47 | IV | 57.3 | 44 | III | private |
| Ohio Dominican (OH) | 79.0 | 47 | III | 64.8 | 48 | IV | 55.8 | 49 | IV | private |
| Cornerstone (MI) | 78.2 | 48 | IV | 63.7 | 51 | IV | 53.2 | 59 | IV | private |
| Mississippi Valley State (MS)* | 77.6 | 49 | IV | 72.6 | 32 | III | 66.2 | 11 | I | public |
| Salve Regina University (RI)* | 77.0 | 50 | IV | 64.3 | 50 | IV | 53.1 | 60 | IV | private |
| Eastern New Mexico (NM)* | 76.6 | 51 | IV | 62.4 | 55 | IV | 58.5 | 42 | III | public |
| Walsh (OH)* | 76.3 | 52 | IV | 62.2 | 56 | IV | 60.3 | 33 | III | private |
| Heidelberg College (OH)* | 76.1 | 53 | IV | 59.1 | 60 | IV | 53.3 | 58 | IV | private |
| Charleston Southern (SC) | 75.9 | 54 | IV | 65.6 | 46 | III | 56.4 | 46 | III | private |
| Morningside College (IA)* | 75.9 | 55 | IV | 66.7 | 44 | III | 55.4 | 52 | IV | private |
| Concordia (NE)* | 74.7 | 56 | IV | 69.4 | 38 | III | 62.0 | 26 | II | private |
| Southwestern College (KS)* | 72.4 | 57 | IV | 63.7 | 52 | IV | 54.0 | 54 | IV | private |
| Saint Martin's College (WA)* | 72.1 | 58 | IV | 58.8 | 61 | IV | 50.8 | 62 | IV | private |
| Castleton State College (VT)* | 71.6 | 59 | IV | 60.6 | 57 | IV | 48.7 | 64 | V | private |
| Lubbock Christian (TX) | 71.2 | 60 | IV | 62.8 | 54 | IV | 53.7 | 57 | IV | private |
| Emmanuel College (MA) | 70.7 | 61 | IV | 56.7 | 64 | V | 43.5 | 72 | V | private |
| Alverno College (WI)* | 69.6 | 62 | IV | 59.6 | 59 | IV | 51.3 | 61 | IV | private |
| State University of NY College at Purchase (NY) | 69.3 | 63 | V | 56.9 | 63 | V | 42.7 | 73 | V | public |

* Cost of Living proxy used

Master's Colleges and Universities—Smaller Programs (continued)

| University/College | Professor (adjusted, in \$1000's) | Rank | Quintile | Associate (adjusted, in \$1000's) | Rank | Quintile | Assistant (adjusted, in \$1000's) | Rank | Quintile | Control |
|---|---|------|----------|---|------|----------|---|------|----------|---------|
| College of Saint Elizabeth (NJ) | 66.8 | 64 | V | 54.4 | 67 | V | 47.0 | 66 | V | private |
| State University of NY Maritime College (NY) | 66.5 | 65 | V | 55.2 | 66 | V | 48.9 | 63 | V | public |
| Johnson State College (VT)* | 65.8 | 66 | V | 52.2 | 69 | V | 42.5 | 75 | V | public |
| Neumann College (PA) | 65.8 | 67 | V | 55.6 | 65 | V | 47.7 | 65 | V | private |
| Calumet College of Saint Joseph (IN)* | 65.7 | 68 | V | 60.0 | 58 | IV | 61.4 | 29 | II | private |
| Woodbury (CA) | 65.3 | 69 | V | 51.8 | 71 | V | 44.3 | 70 | V | private |
| Caldwell College (NJ) | 64.7 | 70 | V | 50.9 | 72 | V | 44.5 | 69 | V | private |
| Eastern Mennonite (VA) | 64.4 | 71 | V | 52.0 | 70 | V | 46.3 | 67 | V | private |
| Vanguard University of Southern California (CA) | 62.6 | 72 | V | 52.5 | 68 | V | 44.6 | 68 | V | private |
| Mount St. Mary's College (CA) | 61.2 | 73 | V | 50.0 | 73 | V | 42.5 | 74 | V | private |
| Mount Marty College (SD)* | 59.3 | 74 | V | 57.6 | 62 | IV | 60.4 | 31 | II | private |
| Nyack College (NY) | 54.6 | 75 | V | 47.9 | 74 | V | 44.2 | 71 | V | private |
| College of the Southwest (NM)* | 53.2 | 76 | V | 47.8 | 75 | V | 38.7 | 76 | V | private |
| Holy Names (CA) | 53.0 | 77 | V | 42.1 | 76 | V | 35.4 | 77 | V | private |
| University of the District of Columbia (DC) | 44.7 | 78 | V | 38.0 | 77 | V | 34.4 | 78 | V | public |
| Mean compensation | 82.3 | | | 67.4 | | | 57.6 | | | |
| Median compensation | 82.5 | | | 68.5 | | | 59.6 | | | |

Master's Colleges and Universities—Medium Programs

Faculty Compensation and Ranking (per Carnegie Report)

| University/College | Professor (adjusted, in \$1000's) | Rank | Quintile | Associate (adjusted, in \$1000's) | Rank | Quintile | Assistant (adjusted, in \$1000's) | Rank | Quintile | Control |
|--|-----------------------------------|-----------|----------|-----------------------------------|-----------|----------|-----------------------------------|-----------|----------|---------------|
| Trinity University (TX) | 132.2 | 1 | I | 90.8 | 7 | I | 70.8 | 21 | I | private |
| Creighton University (NE) | 127.7 | 2 | I | 97.7 | 1 | I | 78.3 | 3 | I | private |
| Texas A&M International University (TX) | 120.6 | 3 | I | 89.8 | 8 | I | 78.3 | 2 | I | public |
| Washburn University (KS)* | 116.5 | 4 | I | 86.1 | 9 | I | 68.0 | 35 | II | public |
| Rutgers—Camden (NJ) | 115.4 | 5 | I | 86.0 | 10 | I | 67.1 | 39 | II | public |
| University of Minnesota—Duluth (MN)* | 112.2 | 6 | I | 94.4 | 4 | I | 76.9 | 5 | I | public |
| Bryant University (RI)* | 111.0 | 7 | I | 92.1 | 6 | I | 77.6 | 4 | I | private |
| Stetson University (FL)* | 109.8 | 8 | I | 74.7 | 59 | III | 60.1 | 79 | IV | private |
| Texas Wesleyan University (TX) | 109.6 | 9 | I | 94.9 | 2 | I | 61.9 | 69 | III | private |
| UNC—Pembroke (NC)* | 109.2 | 10 | I | 85.6 | 11 | I | 73.5 | 14 | I | public |
| Capital University (OH) | 109.1 | 11 | I | 77.5 | 47 | II | 65.1 | 52 | II | private |
| Arizona State University East (AZ) | 107.4 | 12 | I | 92.3 | 5 | I | 74.8 | 8 | I | public |
| University of Puget Sound (WA) | 107.1 | 13 | I | 78.7 | 40 | II | 63.3 | 60 | III | private |
| University of Scranton (PA)* | 107.0 | 14 | I | 94.6 | 3 | I | 67.7 | 38 | II | private |
| University of Tennessee—Martin (TN)* | 105.3 | 15 | I | 82.6 | 17 | I | 73.2 | 15 | I | public |
| Drury University (MO)* | 104.8 | 16 | I | 84.9 | 12 | I | 72.6 | 17 | I | private |
| University of Washington—Tacoma (WA) | 104.8 | 17 | I | 83.3 | 16 | I | 75.2 | 7 | I | public |
| Willamette University (OR)* | 104.2 | 18 | I | 80.8 | 26 | I | 62.8 | 63 | III | private |
| Butler University (IN) | 104.1 | 19 | I | 84.6 | 15 | I | 71.4 | 19 | I | private |
| State University of NY Inst of Tech. at Utica-Rome (NY)* | 103.2 | 20 | I | 84.6 | 13 | I | 79.0 | 1 | I | public |
| Indiana University—Purdue University—Fort Wayne (IN) | 103.2 | 21 | I | 84.6 | 14 | I | 76.0 | 6 | I | public |
| University of Southern Indiana (IN) | 103.1 | 22 | I | 79.9 | 32 | II | 71.6 | 18 | I | public |
| Alfred University (NY)* | 102.8 | 23 | I | 76.8 | 49 | II | 58.7 | 86 | IV | private |
| Purdue University—Calumet (IN)* | 102.6 | 24 | I | 80.2 | 30 | II | 68.3 | 33 | II | public |
| Winona State University (MN)* | 100.8 | 25 | I | 76.3 | 53 | III | 67.0 | 41 | II | public |
| Augusta State University (GA)* | 100.2 | 26 | I | 74.1 | 60 | III | 66.2 | 48 | II | public |
| Embry Riddle Aeronautical University—Daytona Beach (FL)* | 98.8 | 27 | II | 79.7 | 33 | II | 67.0 | 40 | II | private |
| University of Michigan—Flint (MI)* | 98.0 | 28 | II | 82.1 | 21 | I | 74.4 | 10 | I | public |
| University of Tampa (FL) | 97.8 | 29 | II | 82.3 | 19 | I | 71.2 | 20 | I | private |
| University of Wisconsin—Eau Claire (WI) | 97.6 | 30 | II | 81.6 | 23 | I | 73.6 | 13 | I | public |

* Cost of Living proxy used

Master's Colleges and Universities—Medium Programs (continued)

| University/College | Professor (adjusted, in \$1000's) | Rank | Quintile | Associate (adjusted, in \$1000's) | Rank | Quintile | Assistant (adjusted, in \$1000's) | Rank | Quintile | Control |
|---|---|------|----------|---|------|----------|---|------|----------|---------|
| College of Charleston (SC) | 97.4 | 31 | II | 79.4 | 35 | II | 66.6 | 43 | II | public |
| University of Wisconsin—Stevens Point (WI) | 97.1 | 32 | II | 78.9 | 39 | II | 68.2 | 34 | II | public |
| University of Nebraska at Kearney (NE)* | 97.1 | 33 | II | 81.7 | 22 | I | 68.3 | 32 | II | public |
| Eastern Connecticut State University (CT)* | 96.7 | 34 | II | 73.1 | 70 | III | 60.3 | 78 | IV | public |
| Ferris State University (MI)* | 96.3 | 35 | II | 81.5 | 24 | I | 73.1 | 16 | I | public |
| North Central College (IL) | 96.2 | 36 | II | 73.7 | 65 | III | 61.9 | 68 | III | private |
| Franciscan University of Steubenville (OH)* | 96.0 | 37 | II | 82.4 | 18 | I | 67.7 | 37 | II | private |
| Muskingum College (OH)* | 95.8 | 38 | II | 75.2 | 55 | III | 65.9 | 50 | II | private |
| Ithaca College (NY) | 95.8 | 39 | II | 80.9 | 25 | I | 62.9 | 61 | III | private |
| Gallaudet University (DC) | 95.5 | 40 | II | 73.7 | 66 | III | 58.5 | 88 | IV | private |
| Truman State University (MO)* | 95.1 | 41 | II | 73.9 | 61 | III | 61.8 | 70 | III | public |
| Abilene Christian University (TX) | 94.7 | 42 | II | 79.1 | 36 | II | 70.5 | 22 | I | private |
| Metropolitan State University (MN)* | 94.4 | 43 | II | 73.5 | 67 | III | 66.3 | 45 | II | public |
| Lincoln University (PA)* | 93.9 | 44 | II | 73.8 | 63 | III | 56.9 | 92 | IV | public |
| Carlow University (PA) | 93.4 | 45 | II | 73.1 | 69 | III | 64.0 | 55 | III | private |
| University of Wisconsin—Platteville (WI)* | 93.3 | 46 | II | 77.4 | 48 | II | 68.6 | 30 | II | public |
| Southern Polytechnic State University (GA) | 92.6 | 47 | II | 79.5 | 34 | II | 69.1 | 28 | II | public |
| University of Wisconsin—Superior (WI)* | 92.4 | 48 | II | 78.3 | 43 | II | 74.3 | 11 | I | public |
| Gwynedd Mercy College (PA)* | 92.3 | 49 | II | 72.5 | 76 | III | 61.7 | 71 | III | private |
| Weber State University (UT)* | 92.0 | 50 | II | 76.2 | 54 | III | 68.5 | 31 | II | public |
| University of Wisconsin—River Falls (WI)* | 92.0 | 51 | II | 82.3 | 20 | I | 74.0 | 12 | I | public |
| Arkansas Tech University (AR)* | 91.7 | 52 | II | 77.8 | 46 | II | 66.5 | 44 | II | public |
| Longwood University (VA)* | 91.5 | 53 | III | 80.5 | 27 | II | 66.2 | 49 | II | public |
| Waynesburg College (PA)* | 91.5 | 54 | III | 80.3 | 29 | II | 74.5 | 9 | I | private |
| Elmira College (NY)* | 91.5 | 55 | III | 71.5 | 78 | IV | 56.4 | 94 | IV | private |
| Mount Saint Mary College (NY)* | 91.4 | 56 | III | 67.5 | 95 | IV | 54.9 | 98 | IV | private |
| Wayne State College (NE)* | 91.4 | 57 | III | 76.5 | 51 | II | 62.9 | 62 | III | public |
| Hardin-Simmons University (TX) | 91.3 | 58 | III | 78.0 | 44 | II | 66.9 | 42 | II | private |
| Freed-Hardeman University (TN)* | 90.9 | 59 | III | 78.5 | 41 | II | 69.7 | 24 | I | private |
| Westminster College (UT) | 90.6 | 60 | III | 80.4 | 28 | II | 69.6 | 25 | I | private |
| Bethel University (MN)* | 89.9 | 61 | III | 75.1 | 56 | III | 67.8 | 36 | II | private |
| State University of NY College at Geneseo (NY)* | 89.8 | 62 | III | 76.3 | 52 | II | 64.8 | 54 | III | public |
| Henderson State University (AR)* | 89.1 | 63 | III | 80.1 | 31 | II | 62.5 | 65 | III | public |

| | | | | | | | | | | |
|--|------|----|-----|------|-----|-----|------|-----|-----|---------|
| Seton Hill University (PA)* | 89.0 | 64 | III | 77.9 | 45 | II | 69.4 | 26 | I | private |
| Eastern Oregon University (OR)* | 89.0 | 65 | III | 78.5 | 42 | II | 69.9 | 23 | I | public |
| LeTourneau University (TX) | 88.6 | 66 | III | 79.1 | 37 | II | 69.2 | 27 | II | private |
| University of Mary Washington (VA)* | 88.6 | 67 | III | 69.5 | 88 | IV | 54.4 | 100 | IV | public |
| Assumption College (MA)* | 88.5 | 68 | III | 67.7 | 94 | IV | 54.5 | 99 | IV | private |
| Georgia Southwestern State University (GA) | 88.3 | 69 | III | 73.0 | 71 | III | 62.4 | 67 | III | public |
| Southeastern Oklahoma State University (OK)* | 88.2 | 70 | III | 78.9 | 38 | II | 69.0 | 29 | II | public |
| University of Portland (OR) | 88.1 | 71 | III | 70.3 | 83 | IV | 58.9 | 85 | IV | private |
| Cheyney University of Pennsylvania (PA) | 87.8 | 72 | III | 71.1 | 79 | IV | 58.4 | 89 | IV | public |
| Angelo State University (TX) | 87.5 | 73 | III | 76.7 | 50 | II | 66.3 | 47 | II | public |
| Philadelphia University (PA) | 87.5 | 74 | III | 66.7 | 97 | IV | 59.0 | 84 | IV | private |
| Saint Michaels College (VT)* | 87.5 | 75 | III | 70.9 | 81 | IV | 59.4 | 82 | IV | private |
| California State University–Stanislaus (CA)* | 87.4 | 76 | III | 69.7 | 86 | IV | 58.6 | 87 | IV | public |
| Houston Baptist University (TX) | 87.2 | 77 | III | 73.8 | 62 | III | 65.4 | 51 | II | private |
| Grambling State University (LA)* | 87.1 | 78 | III | 75.0 | 57 | III | 66.3 | 46 | II | public |
| Amberton University (TX) | 86.9 | 79 | IV | — | — | — | — | — | — | private |
| Sarah Lawrence College (NY) | 86.8 | 80 | IV | 69.0 | 91 | IV | 53.7 | 101 | IV | private |
| Mississippi College (MS)* | 86.8 | 81 | IV | 66.6 | 98 | IV | 61.1 | 73 | III | private |
| Jacksonville University (FL) | 86.8 | 82 | IV | 71.8 | 77 | III | 62.5 | 66 | III | private |
| Humboldt State University (CA)* | 85.7 | 83 | IV | 69.4 | 89 | IV | 56.3 | 95 | IV | public |
| Daemen College (NY)* | 85.2 | 84 | IV | 73.5 | 68 | III | 61.4 | 72 | III | private |
| College of Mount Saint Joseph (OH) | 84.7 | 85 | IV | 70.1 | 84 | IV | 59.8 | 80 | IV | private |
| Saint Joseph College (CT) | 84.7 | 86 | IV | 69.4 | 90 | IV | 56.0 | 96 | IV | private |
| University of Texas at Brownsville (TX) | 84.3 | 87 | IV | 72.7 | 75 | III | 63.5 | 58 | III | public |
| Alcorn State University (MS)* | 82.8 | 88 | IV | 72.9 | 73 | III | 63.7 | 57 | III | public |
| College of Santa Fe (NM)* | 82.5 | 89 | IV | 68.5 | 92 | IV | 57.4 | 91 | IV | private |
| Geneva College (PA)* | 82.2 | 90 | IV | 72.8 | 74 | III | 62.6 | 64 | III | private |
| Delta State University (MS)* | 82.1 | 91 | IV | 73.7 | 64 | III | 63.4 | 59 | III | public |
| Anderson University (IN)* | 80.3 | 92 | IV | 70.9 | 80 | IV | 60.7 | 75 | III | private |
| Edgewood College (WI)* | 79.9 | 93 | IV | 69.8 | 85 | IV | 61.0 | 74 | III | private |
| Tiffin University (OH)* | 79.7 | 94 | IV | 70.3 | 82 | IV | 59.7 | 81 | IV | private |
| Georgetown College (KY)* | 79.3 | 95 | IV | 63.1 | 107 | V | 53.1 | 105 | V | private |
| Montana State University–Billings (MT)* | 78.6 | 96 | IV | 65.1 | 103 | IV | 63.8 | 56 | III | public |
| Christian Brothers University (TN) | 78.1 | 97 | IV | 65.6 | 101 | IV | 50.3 | 111 | V | private |
| Manhattan College (NY) | 78.0 | 98 | IV | 64.9 | 104 | V | 48.4 | 115 | V | private |

* Cost of Living proxy used

Master's College and Universities—Medium Programs (continued)

| University/College | Professor (adjusted, in \$1000's) | Rank | Quintile | Associate (adjusted, in \$1000's) | Rank | Quintile | Assistant (adjusted, in \$1000's) | Rank | Quintile | Control |
|---|---|------|----------|---|------|----------|---|------|----------|---------|
| Louisiana State University—Shreveport (LA) | 77.7 | 99 | IV | 74.8 | 58 | III | 64.8 | 53 | III | public |
| Norwich University (VT)* | 77.7 | 100 | IV | 62.5 | 109 | V | 53.0 | 107 | V | private |
| University of West Alabama (AL)* | 77.4 | 101 | IV | 73.0 | 72 | III | 59.2 | 83 | IV | public |
| Pacific Lutheran University (WA) | 77.4 | 102 | IV | 64.5 | 105 | V | 53.2 | 104 | V | private |
| University of Montevallo (AL) | 77.3 | 103 | IV | 65.3 | 102 | IV | 51.5 | 109 | V | public |
| College Misericordia (PA)* | 76.7 | 104 | IV | 66.2 | 99 | IV | 55.3 | 97 | IV | private |
| California State University—San Marcos (CA)* | 74.6 | 105 | V | 63.5 | 106 | V | 53.2 | 103 | IV | public |
| Avila University (MO) | 74.0 | 106 | V | 67.2 | 96 | IV | 58.2 | 90 | IV | private |
| Molloy College (NY) | 73.3 | 107 | V | 60.7 | 110 | V | 49.6 | 112 | V | private |
| Lee University (TN) | 73.0 | 108 | V | 65.9 | 100 | IV | 60.6 | 77 | III | private |
| Ursuline College (OH) | 72.8 | 109 | V | 67.9 | 93 | IV | 53.0 | 106 | V | private |
| Saint Thomas Aquinas College (NY) | 70.1 | 110 | V | 55.6 | 118 | V | 45.9 | 120 | V | private |
| Cabrini College (PA) | 69.1 | 111 | V | 57.1 | 113 | V | 45.1 | 122 | V | private |
| Wagner College (NY) | 69.0 | 112 | V | 55.3 | 120 | V | 45.0 | 123 | V | private |
| Georgian Court University (NJ)* | 67.9 | 113 | V | 56.8 | 114 | V | 46.7 | 117 | V | private |
| Centenary College (NJ)* | 67.8 | 114 | V | 55.6 | 117 | V | 42.4 | 126 | V | private |
| North Park University (IL) | 67.2 | 115 | V | 56.2 | 115 | V | 46.8 | 116 | V | private |
| Aquinas College (MI) | 66.6 | 116 | V | 55.5 | 119 | V | 51.4 | 110 | V | private |
| Westfield State College (MA)* | 66.1 | 117 | V | 54.9 | 121 | V | 49.2 | 113 | V | public |
| North Georgia College & State University (GA)* | 65.6 | 118 | V | 57.9 | 111 | V | 49.0 | 114 | V | public |
| Mount St. Mary's University (MD)* | 64.3 | 119 | V | 53.3 | 123 | V | 45.9 | 121 | V | private |
| Missouri Baptist University (MO) | 64.0 | 120 | V | 63.0 | 108 | V | 53.6 | 102 | IV | private |
| Concordia University (IL) | 63.9 | 121 | V | 55.7 | 116 | V | 46.6 | 118 | V | private |
| Chestnut Hill College (PA) | 63.8 | 122 | V | 53.5 | 122 | V | 44.0 | 124 | V | private |
| Hood College (MD) | 62.2 | 123 | V | 49.4 | 125 | V | 40.8 | 127 | V | private |
| Walla Walla College (WA)* | 59.0 | 124 | V | 57.3 | 112 | V | 56.5 | 93 | IV | private |
| Concordia University (OR) | 56.3 | 125 | V | 46.9 | 127 | V | 42.8 | 125 | V | private |
| Dominican College of Blauvelt (NY) | 53.7 | 126 | V | 41.2 | 129 | V | 38.6 | 128 | V | private |
| Philadelphia Biblical University—Langhorne (PA) | 51.2 | 127 | V | 48.2 | 126 | V | 46.1 | 119 | V | private |
| Union College (KY)* | 48.4 | 128 | V | 49.6 | 124 | V | 52.5 | 108 | V | private |
| Anna Maria College (MA)* | 41.0 | 129 | V | 43.0 | 128 | V | 37.2 | 129 | V | private |
| Alvernia College (PA)* | — | — | — | 69.7 | 87 | IV | 60.7 | 76 | III | private |
| Mean compensation | 88.0 | | | 72.6 | | | 61.6 | | | |
| Median compensation (no. 65) | 89.0 | | | 73.7 | | | 62.5 | | | |

Master's Colleges and Universities—Larger Programs

Faculty Compensation and Ranking (per Carnegie Report)

| University/College | Professor (adjusted, in \$1000's) | Rank | Quintile | Associate (adjusted, in \$1000's) | Rank | Quintile | Assistant (adjusted, in \$1000's) | Rank | Quintile | Control |
|---|-----------------------------------|----------|----------|-----------------------------------|----------|----------|-----------------------------------|----------|----------|---------------|
| Rochester Inst of Tech (NY) | 124.6 | 1 | I | 95.9 | 4 | I | 79.7 | 10 | I | private |
| Drake University (IA) | 123.8 | 2 | I | 90.5 | 17 | I | 71.6 | 44 | I | private |
| Loyola New Orleans (LA) | 121.6 | 3 | I | 85.8 | 35 | I | 72.7 | 39 | I | private |
| Slippery Rock University (PA)* | 119.7 | 4 | I | 99.2 | 2 | I | 83.6 | 3 | I | public |
| Clarion University (PA)* | 119.5 | 5 | I | 96.4 | 3 | I | 79.0 | 12 | I | public |
| NC Central University (NC) | 119.0 | 6 | I | 93.7 | 7 | I | 81.7 | 5 | I | public |
| Xavier University (OH) | 117.8 | 7 | I | 91.1 | 15 | I | 78.0 | 13 | I | private |
| Niagara University (NY)* | 117.5 | 8 | I | 90.5 | 18 | I | 77.9 | 14 | I | private |
| St. Marys University (TX) | 117.2 | 9 | I | 81.7 | 72 | II | 69.0 | 63 | II | private |
| Mercer University (GA)* | 116.5 | 10 | I | 88.1 | 28 | I | 73.5 | 32 | I | private |
| California University of Pennsylvania (PA)* | 116.5 | 11 | I | 94.6 | 5 | I | 79.2 | 11 | I | public |
| University of Texas at San Antonio (TX) | 116.2 | 12 | I | 84.0 | 46 | I | 72.1 | 43 | I | public |
| University of Baltimore (MD) | 115.9 | 13 | I | 92.2 | 13 | I | 70.1 | 55 | II | public |
| University of Houston—Clear Lake (TX) | 114.2 | 14 | I | 90.8 | 16 | I | 80.2 | 7 | I | public |
| University of Northern Iowa (IA) | 113.9 | 15 | I | 90.3 | 19 | I | 76.2 | 21 | I | public |
| University of South Alabama (AL) | 113.2 | 16 | I | 86.2 | 34 | I | 72.4 | 40 | I | public |
| University of Houston—Victoria (TX)* | 113.0 | 17 | I | 91.7 | 14 | I | 89.8 | 1 | I | public |
| University of Illinois at Springfield (IL) | 112.9 | 18 | I | 89.8 | 20 | I | 75.8 | 25 | I | public |
| Indiana University—South Bend (IN) | 112.9 | 19 | I | 82.1 | 70 | II | 71.4 | 47 | I | public |
| Edinboro University (PA)* | 112.9 | 20 | I | 93.6 | 8 | I | 76.0 | 24 | I | public |
| Bradley University (IL)* | 112.7 | 21 | I | 89.0 | 24 | I | 71.4 | 48 | I | private |
| University of Texas—Pan American (TX)* | 111.9 | 22 | I | 99.4 | 1 | I | 84.0 | 2 | I | public |
| Villanova University (PA) | 111.8 | 23 | I | 81.6 | 73 | II | 65.1 | 105 | III | private |
| University of St. Thomas (TX) | 111.7 | 24 | I | 89.3 | 23 | I | 70.4 | 53 | II | private |
| Worcester Polytechnic Inst (MA)* | 111.4 | 25 | I | 88.1 | 27 | I | 76.2 | 20 | I | private |
| Prairie View A&M University (TX)* | 110.8 | 26 | I | 92.3 | 12 | I | 79.9 | 8 | I | public |
| Quinnipiac University (CT) | 110.8 | 27 | I | 84.0 | 47 | I | 68.5 | 76 | II | private |
| Arizona State University at the West Campus (AZ) | 110.6 | 28 | I | 88.8 | 25 | I | 75.7 | 26 | I | public |
| State University of NY College at Brockport (NY)* | 110.5 | 29 | I | 84.3 | 45 | I | 68.0 | 81 | II | public |
| Governors State University (IL) | 110.4 | 30 | I | 94.4 | 6 | I | 82.0 | 4 | I | public |
| Eastern Michigan University (MI)* | 110.2 | 31 | I | 88.8 | 26 | I | 77.1 | 15 | I | public |

* Cost of Living proxy used

Master's Colleges and Universities—Larger Programs (continued)

| University/College | Professor (adjusted, in \$1000's) | Rank | Quintile | Associate (adjusted, in \$1000's) | Rank | Quintile | Assistant (adjusted, in \$1000's) | Rank | Quintile | Control |
|---|-----------------------------------|------|----------|-----------------------------------|------|----------|-----------------------------------|------|----------|---------|
| Shippensburg (PA)* | 108.3 | 32 | I | 88.0 | 30 | I | 70.1 | 56 | II | public |
| Southern Illinois University—Edwardsville (IL)* | 108.3 | 33 | I | 89.5 | 21 | I | 73.7 | 30 | I | public |
| University of North Florida (FL) | 108.1 | 34 | I | 80.3 | 85 | II | 69.1 | 62 | II | public |
| University of Nebraska at Omaha (NE) | 108.1 | 35 | I | 93.5 | 9 | I | 79.8 | 9 | I | public |
| Tennessee Tech University (TN)* | 107.5 | 36 | I | 93.3 | 10 | I | 76.8 | 18 | I | public |
| Northern Michigan University (MI)* | 106.4 | 37 | I | 85.0 | 39 | I | 72.9 | 38 | I | public |
| University of Michigan—Dearborn (MI)* | 106.4 | 38 | I | 82.8 | 60 | II | 76.8 | 17 | I | public |
| Western Kentucky University (KY) | 106.3 | 39 | I | 84.7 | 41 | I | 71.4 | 46 | I | public |
| Youngstown State University (OH)* | 106.2 | 40 | I | 86.7 | 32 | I | 74.0 | 29 | I | public |
| Le Moyne College (NY)* | 105.9 | 41 | I | 85.0 | 38 | I | 61.9 | 147 | III | private |
| Seattle University (WA) | 104.9 | 42 | I | 81.4 | 75 | II | 66.6 | 92 | II | private |
| East Central University (OK)* | 104.9 | 43 | I | 93.2 | 11 | I | 81.7 | 6 | I | public |
| John Carroll University (OH) | 104.7 | 44 | I | 78.1 | 105 | III | 71.5 | 45 | I | private |
| Loyola College in Maryland (MD) | 104.7 | 45 | I | 79.8 | 86 | II | 62.0 | 145 | III | private |
| University of Wisconsin—La Crosse (WI)* | 104.7 | 46 | I | 83.3 | 54 | II | 73.0 | 36 | I | public |
| Northern Kentucky University (KY)* | 104.4 | 47 | I | 85.3 | 37 | I | 76.1 | 23 | I | public |
| Canisius College (NY)* | 104.2 | 48 | I | 82.7 | 63 | II | 67.5 | 85 | II | private |
| Rollins College (FL) | 104.1 | 49 | I | 84.3 | 44 | I | 61.0 | 157 | IV | private |
| New York Inst of Tech—Old Westbury (NY) | 103.9 | 50 | I | 79.8 | 88 | II | 62.5 | 136 | III | private |
| Wheaton College (IL)* | 103.9 | 51 | I | 88.0 | 29 | I | 66.7 | 91 | II | private |
| Western Illinois University (IL)* | 103.4 | 52 | II | 80.9 | 78 | II | 65.9 | 97 | II | public |
| East Stroudsburg University (PA)* | 103.3 | 53 | II | 83.3 | 52 | II | 64.3 | 117 | III | public |
| Murray State University (KY)* | 103.2 | 54 | II | 83.7 | 51 | I | 70.6 | 51 | I | public |
| Western New England College (MA)* | 103.0 | 55 | II | 75.4 | 132 | III | 67.3 | 88 | II | private |
| Minnesota State University—Mankato (MN)* | 103.0 | 56 | II | 82.9 | 55 | II | 70.6 | 52 | II | public |
| Winthrop University (SC)* | 103.0 | 57 | II | 89.5 | 22 | I | 76.2 | 19 | I | public |
| Lewis & Clark College (OR) | 102.9 | 58 | II | 76.7 | 118 | III | 59.3 | 174 | IV | private |
| West Chester University (PA)* | 102.7 | 59 | II | 86.4 | 33 | I | 71.2 | 49 | I | public |
| Missouri State University (MO)* | 102.7 | 60 | II | 84.7 | 40 | I | 76.2 | 22 | I | public |
| Santa Clara University (CA) | 102.6 | 61 | II | 77.2 | 113 | III | 62.9 | 130 | III | private |
| Gannon University (PA) | 102.6 | 62 | II | 80.3 | 84 | II | 69.4 | 58 | II | private |
| Webster University (MO) | 102.5 | 63 | II | 79.8 | 87 | II | 66.3 | 95 | II | private |
| Middle Tennessee State University (TN) | 102.0 | 64 | II | 79.5 | 89 | II | 66.8 | 89 | II | public |

| | | | | | | | | | | |
|---|--------------|-----------|-----------|-------------|-----------|-----------|-------------|-----------|----------|---------------|
| University of Tennessee–Chattanooga (TN) | 102.0 | 65 | II | 85.7 | 36 | I | 70.8 | 50 | I | public |
| Arkansas State University (AR) | 101.7 | 66 | II | 84.0 | 48 | I | 73.2 | 34 | I | public |
| Bloomsburg University (PA)* | 101.7 | 67 | II | 82.9 | 57 | II | 65.9 | 98 | II | public |
| Ashland University (OH) | 101.5 | 68 | II | 78.6 | 100 | II | 62.5 | 137 | III | private |
| University of Detroit Mercy (MI)* | 101.3 | 69 | II | 75.4 | 133 | III | 65.1 | 107 | III | private |
| Kutztown University of Pennsylvania (PA)* | 101.2 | 70 | II | 82.6 | 65 | II | 61.5 | 153 | IV | public |
| California Polytechnic State University–San Luis Obispo (CA)* | 101.1 | 71 | II | 83.7 | 50 | I | 73.0 | 37 | I | public |
| James Madison University (VA) | 100.8 | 72 | II | 83.8 | 49 | I | 69.2 | 61 | II | public |
| Grand Valley State University (MI)* | 100.7 | 73 | II | 79.4 | 93 | II | 62.7 | 132 | III | public |
| Marist College (NY)* | 100.6 | 74 | II | 82.8 | 61 | II | 69.3 | 60 | II | private |
| Saint Josephs University (PA) | 100.3 | 75 | II | 83.3 | 53 | II | 62.6 | 134 | III | private |
| Suffolk University (MA) | 100.3 | 76 | II | 69.9 | 182 | IV | 64.7 | 113 | III | private |
| Texas A&M University–Corpus Christi (TX) | 100.2 | 77 | II | 84.6 | 43 | I | 76.9 | 16 | I | public |
| Appalachian State University (NC)* | 100.1 | 78 | II | 84.7 | 42 | I | 73.4 | 33 | I | public |
| University of West Georgia (GA)* | 100.1 | 79 | II | 74.3 | 141 | III | 63.6 | 122 | III | public |
| California State University–Bakersfield (CA) | 99.7 | 80 | II | 79.0 | 98 | II | 68.5 | 75 | II | public |
| Western Carolina University (NC)* | 99.2 | 81 | II | 82.4 | 67 | II | 72.1 | 41 | I | public |
| Citadel Military College of South Carolina (SC) | 98.9 | 82 | II | 82.8 | 59 | II | 68.5 | 77 | II | public |
| Radford University (VA)* | 98.7 | 83 | II | 81.9 | 71 | II | 74.6 | 28 | I | public |
| Lewis University (IL) | 98.7 | 84 | II | 82.4 | 68 | II | 69.0 | 65 | II | private |
| University of St. Francis (IL) | 98.6 | 85 | II | 75.5 | 131 | III | 66.3 | 94 | II | private |
| Indiana University–Southeast (IN)* | 98.6 | 86 | II | 82.9 | 56 | II | 73.6 | 31 | I | public |
| Texas State University–San Marcos (TX)* | 98.5 | 87 | II | 79.1 | 96 | II | 65.6 | 102 | III | public |
| State University of NY Collegeat Buffalo (NY)* | 98.5 | 88 | II | 81.5 | 74 | II | 68.6 | 72 | II | public |
| Pittsburg State University (KS)* | 98.2 | 89 | II | 80.4 | 81 | II | 68.4 | 78 | II | public |
| Tarleton State University (TX)* | 98.2 | 90 | II | 82.9 | 58 | II | 68.8 | 68 | II | public |
| Medaille College (NY)* | 98.1 | 91 | II | 75.0 | 136 | III | 56.7 | 198 | IV | private |
| Jacksonville State University (AL) | 98.0 | 92 | II | 86.7 | 31 | I | 69.9 | 57 | II | public |
| New York Inst of Tech–Manhattan Campus (NY) | 97.6 | 93 | II | 79.5 | 91 | II | 62.6 | 135 | III | private |
| Kean University (NJ) | 97.5 | 94 | II | 78.5 | 101 | II | 59.1 | 176 | IV | public |
| California State Polytechnic University–Pomona (CA)* | 97.3 | 95 | II | 76.1 | 125 | III | 66.1 | 96 | II | public |
| College of New Jersey (NJ)* | 97.2 | 96 | II | 78.5 | 103 | III | 64.5 | 116 | III | public |
| State University of NY Collegeat Fredonia (NY)* | 97.1 | 97 | II | 74.3 | 143 | III | 62.3 | 140 | III | public |
| University of Wisconsin–Strout (WI)* | 97.1 | 98 | II | 80.3 | 83 | II | 70.2 | 54 | II | public |
| Eastern Illinois University (IL)* | 97.1 | 99 | II | 80.3 | 82 | II | 68.8 | 67 | II | public |
| University of Wisconsin–Whitewater (WI)* | 97.0 | 100 | II | 80.6 | 79 | II | 75.0 | 27 | I | public |

* Cost of Living proxy used

Master's Colleges and Universities—Larger Programs (continued)

| University/College | Professor (adjusted, in \$1000's) | Rank | Quintile | Associate (adjusted, in \$1000's) | Rank | Quintile | Assistant (adjusted, in \$1000's) | Rank | Quintile | Control |
|--|---|------------|------------|---|------------|------------|---|-----------|-----------|---------------|
| State University of NY Collegeat New Paltz (NY)* | 96.8 | 101 | II | 73.7 | 150 | III | 62.9 | 131 | III | public |
| University of Central Arkansas (AR) | 96.7 | 102 | III | 82.8 | 62 | II | 68.3 | 79 | II | public |
| Morehead State University (KY)* | 96.4 | 103 | III | 76.9 | 116 | III | 68.0 | 82 | II | public |
| Southeast Missouri State University (MO)* | 96.3 | 104 | III | 79.1 | 97 | II | 68.9 | 66 | II | public |
| Nazareth College of Rochester (NY) | 95.9 | 105 | III | 75.7 | 127 | III | 60.7 | 163 | IV | private |
| UNC–Wilmington (NC) | 95.8 | 106 | III | 77.5 | 110 | III | 68.8 | 70 | II | public |
| Saint John Fisher College (NY) | 95.6 | 107 | III | 73.8 | 149 | III | 58.1 | 189 | IV | private |
| Kennesaw State University (GA)* | 95.4 | 108 | III | 76.7 | 117 | III | 65.1 | 108 | III | public |
| Auburn University–Montgomery (AL) | 95.4 | 109 | III | 77.2 | 112 | III | 64.8 | 111 | III | public |
| Valdosta State University (GA) | 95.2 | 110 | III | 76.4 | 121 | III | 67.4 | 87 | II | public |
| Fort Hays State University (KS) | 95.0 | 111 | III | 79.3 | 94 | II | 66.7 | 90 | II | public |
| University of North Alabama (AL) | 95.0 | 112 | III | 82.6 | 64 | II | 72.1 | 42 | I | public |
| State University of NY College at Plattsburgh (NY) | 94.4 | 113 | III | 73.9 | 147 | III | 62.7 | 133 | III | public |
| Bellarmine University (KY) | 94.3 | 114 | III | 77.9 | 108 | III | 63.7 | 121 | III | private |
| Columbus State University (GA)* | 94.2 | 115 | III | 73.8 | 148 | III | 61.7 | 151 | III | public |
| Our Lady of the Lake University–San Antonio (TX) | 94.1 | 116 | III | 79.2 | 95 | II | 62.0 | 146 | III | private |
| Northeastern State University (OK)* | 93.9 | 117 | III | 80.5 | 80 | II | 68.5 | 74 | II | public |
| Central Washington University (WA)* | 93.7 | 118 | III | 75.6 | 129 | III | 64.2 | 119 | III | public |
| West Texas A&M University (TX)* | 93.4 | 119 | III | 81.3 | 76 | II | 69.3 | 59 | II | public |
| Florida Gulf Coast University (FL) | 93.1 | 120 | III | 76.2 | 123 | III | 60.4 | 167 | IV | public |
| Saint Cloud State University (MN) | 93.0 | 121 | III | 74.1 | 146 | III | 66.4 | 93 | II | public |
| University of Louisiana at Monroe (LA)* | 93.0 | 122 | III | 75.5 | 130 | III | 68.8 | 71 | II | public |
| Emerson College (MA) | 93.0 | 123 | III | 73.3 | 153 | IV | 55.7 | 204 | V | private |
| Belmont University (TN) | 92.9 | 124 | III | 82.1 | 69 | II | 67.9 | 83 | II | private |
| Providence College (RI) | 92.9 | 125 | III | 76.7 | 119 | III | 62.1 | 143 | III | private |
| Baldwin-Wallace College (OH) | 92.6 | 126 | III | 78.3 | 104 | III | 67.5 | 86 | II | private |
| Southern New Hampshire University (NH)* | 92.5 | 127 | III | 72.2 | 162 | IV | 62.2 | 142 | III | private |
| Stephen F. Austin State University (TX)* | 92.4 | 128 | III | 74.7 | 138 | III | 64.2 | 118 | III | public |
| State University of NY Collegeat Oswego (NY)* | 92.2 | 129 | III | 78.5 | 102 | III | 63.6 | 123 | III | public |
| University of Redlands (CA)* | 92.1 | 130 | III | 73.3 | 154 | IV | 62.9 | 129 | III | private |
| State University of NY Collegeat Oswego (NY)* | 92.2 | 129 | III | 78.5 | 102 | III | 63.6 | 123 | III | public |
| University of Redlands (CA)* | 92.1 | 130 | III | 73.3 | 154 | IV | 62.9 | 129 | III | private |

| | | | | | | | | | | |
|--|------|-----|-----|------|-----|-----|------|-----|-----|---------|
| University of Wisconsin–Oshkosh (WI)* | 91.8 | 131 | III | 79.4 | 92 | II | 68.8 | 69 | II | public |
| State University of NY Potsdam (NY)* | 91.7 | 132 | III | 72.0 | 165 | IV | 60.2 | 169 | IV | public |
| Boise State University (ID) | 91.5 | 133 | III | 76.6 | 120 | III | 68.3 | 80 | II | public |
| University of Alaska Anchorage (AK) | 91.5 | 134 | III | 73.7 | 151 | III | 63.3 | 125 | III | public |
| Montclair State University (NJ) | 91.3 | 135 | III | 74.2 | 144 | III | 61.7 | 150 | III | public |
| Southeastern Louisiana University (LA)* | 91.2 | 136 | III | 77.3 | 111 | III | 65.2 | 104 | III | public |
| Roosevelt University (IL) | 91.0 | 137 | III | 71.7 | 168 | IV | 58.8 | 179 | IV | private |
| University of Massachusetts–Dartmouth (MA) | 91.0 | 138 | III | 71.1 | 173 | IV | 60.8 | 161 | IV | public |
| Wilkes University (PA)* | 90.9 | 139 | III | 76.3 | 122 | III | 60.6 | 164 | IV | private |
| Aurora University (IL) | 90.9 | 140 | III | 77.0 | 115 | III | 63.1 | 127 | III | private |
| Marian College of Fond du Lac (WI)* | 90.8 | 141 | III | 71.2 | 172 | IV | 61.2 | 155 | IV | private |
| University of Indianapolis (IN) | 90.3 | 142 | III | 78.0 | 107 | III | 64.7 | 114 | III | private |
| Union University (TN) | 90.1 | 143 | III | 81.0 | 77 | II | 73.1 | 35 | I | private |
| Rider University (NJ)* | 90.1 | 144 | III | 82.5 | 66 | II | 61.3 | 154 | IV | private |
| Southern Oregon University (OR)* | 89.9 | 145 | III | 74.5 | 139 | III | 65.7 | 101 | II | public |
| Eastern Kentucky University (KY)* | 89.9 | 146 | III | 71.8 | 167 | IV | 61.1 | 156 | IV | public |
| Dowling College (NY) | 89.8 | 147 | III | 79.5 | 90 | II | 63.0 | 128 | III | private |
| Northwestern State University (LA)* | 89.7 | 148 | III | 74.4 | 140 | III | 60.0 | 170 | IV | public |
| California State University–Fresno (CA) | 89.6 | 149 | III | 71.5 | 170 | IV | 57.5 | 192 | IV | public |
| Emporia State University (KS)* | 89.5 | 150 | III | 77.8 | 109 | III | 65.1 | 106 | III | public |
| William Paterson University (NJ) | 89.5 | 151 | III | 71.8 | 166 | IV | 54.2 | 212 | V | public |
| Southern Connecticut State University (CT) | 89.1 | 152 | III | 70.6 | 180 | IV | 60.9 | 158 | IV | public |
| Central Connecticut State University (CT) | 89.1 | 153 | IV | 74.1 | 145 | III | 61.8 | 148 | III | public |
| Eastern Washington University (WA)* | 89.1 | 154 | IV | 73.6 | 152 | III | 68.5 | 73 | II | public |
| Sul Ross State University (TX)* | 89.0 | 155 | IV | 69.1 | 189 | IV | 59.5 | 172 | IV | public |
| California State University–Chico (CA)* | 88.9 | 156 | IV | 69.0 | 192 | IV | 56.6 | 200 | IV | public |
| Towson University (MD) | 88.6 | 157 | IV | 72.1 | 163 | IV | 58.2 | 188 | IV | public |
| Saint Edward's University (TX) | 88.6 | 158 | IV | 68.8 | 194 | IV | 60.8 | 162 | IV | private |
| Hamline University (MN)* | 88.5 | 159 | IV | 68.8 | 196 | IV | 56.7 | 199 | IV | private |
| University of Central Oklahoma (OK) | 88.4 | 160 | IV | 78.0 | 106 | III | 69.0 | 64 | II | public |
| University of Southern Maine (ME) | 88.3 | 161 | IV | 67.9 | 201 | IV | 53.8 | 217 | V | public |
| Doane College (NE)* | 88.1 | 162 | IV | 74.3 | 142 | III | 58.8 | 180 | IV | private |

* Cost of Living proxy used

Master's Colleges and Universities Larger Programs (continued)

| University/College | Professor (adjusted, in \$1000's) | Rank | Quintile | Associate (adjusted, in \$1000's) | Rank | Quintile | Assistant (adjusted, in \$1000's) | Rank | Quintile | Control |
|--|-----------------------------------|------------|-----------|-----------------------------------|------------|------------|-----------------------------------|------------|-----------|----------------|
| McNeese State University (LA) | 87.8 | 163 | IV | 69.5 | 187 | IV | 58.3 | 186 | IV | public |
| Maryville University of Saint Louis (MO) | 87.8 | 164 | IV | 78.6 | 99 | II | 67.8 | 84 | II | private |
| California State University–Sacramento (CA) | 87.6 | 165 | IV | 68.9 | 193 | IV | 59.9 | 171 | IV | public |
| Bowie State University (MD)* | 87.6 | 166 | IV | 70.9 | 176 | IV | 62.3 | 141 | III | public |
| Converse College (SC)* | 87.5 | 167 | IV | 70.0 | 181 | IV | 62.3 | 138 | III | private |
| University of New Haven (CT) | 87.4 | 168 | IV | 75.0 | 135 | III | 64.8 | 112 | III | private |
| Saint Xavier University (IL) | 87.4 | 169 | IV | 73.1 | 155 | IV | 57.7 | 190 | IV | private |
| California State University–San Bernardino (CA) | 87.3 | 170 | IV | 70.6 | 179 | IV | 56.9 | 197 | IV | public |
| Marywood University (PA)* | 87.3 | 171 | IV | 70.9 | 175 | IV | 60.6 | 165 | IV | private |
| Arcadia University (PA) | 87.2 | 172 | IV | 72.6 | 159 | IV | 56.1 | 201 | IV | private |
| Southwest Baptist University (MO)* | 87.1 | 173 | IV | 65.2 | 213 | V | 58.4 | 185 | IV | private |
| University of Findlay (OH) | 87.1 | 174 | IV | 75.7 | 128 | III | 64.9 | 110 | III | private |
| Saint Bonaventure University (NY)* | 86.6 | 175 | IV | 70.7 | 177 | IV | 60.2 | 168 | IV | private |
| Georgia College and State University (GA)* | 86.6 | 176 | IV | 74.8 | 137 | III | 65.3 | 103 | III | public |
| California State University–Northridge (CA)* | 86.2 | 177 | IV | 70.9 | 174 | IV | 60.8 | 160 | IV | public |
| Chicago State University (IL) | 86.2 | 178 | IV | 72.9 | 158 | IV | 65.1 | 109 | III | public |
| Sonoma State University (CA)* | 85.8 | 179 | IV | 69.6 | 186 | IV | 58.8 | 181 | IV | public |
| Pfeiffer University (NC)* | 85.8 | 180 | IV | 75.3 | 134 | III | 60.9 | 159 | IV | private |
| Rockhurst University (MO) | 85.7 | 181 | IV | 71.2 | 171 | IV | 64.6 | 115 | III | private |
| College of St. Rose (NY)* | 85.6 | 182 | IV | 69.7 | 185 | IV | 57.4 | 193 | IV | private |
| Fairfield University (CT) | 85.6 | 183 | IV | 70.7 | 178 | IV | 58.3 | 187 | IV | private |
| College of St. Scholastica (MN)* | 85.5 | 184 | IV | 77.0 | 114 | III | 65.8 | 100 | II | private |
| Marshall University (WV)* | 84.8 | 185 | IV | 72.4 | 160 | IV | 57.3 | 194 | IV | public |
| Southern University and A&M College (LA) | 84.7 | 186 | IV | 69.7 | 184 | IV | 60.4 | 166 | IV | public |
| Viterbo University (WI)* | 84.5 | 187 | IV | 73.0 | 157 | IV | 61.8 | 149 | III | private |
| State University of NY College at Cortland (NY)* | 84.4 | 188 | IV | 64.5 | 215 | V | 53.6 | 219 | V | public |
| Benedictine University (IL) | 84.2 | 189 | IV | 63.9 | 217 | V | 53.9 | 214 | V | private |
| College of St. Catherine (MN)* | 84.1 | 190 | IV | 69.1 | 190 | IV | 59.1 | 177 | IV | private |
| Chapman University (CA) | 84.1 | 191 | IV | 67.2 | 206 | V | 53.4 | 221 | V | private |

| | | | | | | | | | | |
|---|-------------|------------|----------|-------------|------------|-----------|-------------|------------|------------|----------------|
| Plymouth State University (NH)* | 84.1 | 192 | IV | 68.1 | 199 | IV | 57.7 | 191 | IV | public |
| Cardinal Stritch University (WI)* | 83.8 | 193 | IV | 67.9 | 200 | IV | 59.2 | 175 | IV | private |
| Simmons College (MA) | 83.7 | 194 | IV | 69.4 | 188 | IV | 54.3 | 211 | V | private |
| Northeastern Illinois University (IL) | 83.0 | 195 | IV | 68.8 | 195 | IV | 58.8 | 182 | IV | public |
| Madonna University (MI)* | 82.2 | 196 | IV | 66.6 | 207 | V | 58.7 | 183 | IV | private |
| Bellevue University (NE)* | 82.2 | 197 | IV | 72.3 | 161 | IV | 64.1 | 120 | III | private |
| Salisbury University (MD)* | 81.4 | 198 | IV | 67.7 | 202 | IV | 62.0 | 144 | III | public |
| University of Dallas (TX) | 81.4 | 199 | IV | 71.7 | 169 | IV | 57.2 | 195 | IV | private |
| Western Washington University (WA) | 81.2 | 200 | IV | 66.5 | 208 | V | 58.5 | 184 | IV | public |
| Western Oregon University (OR)* | 80.6 | 201 | IV | 67.5 | 203 | V | 50.5 | 234 | V | public |
| Norfolk State University (VA) | 80.2 | 202 | IV | 75.9 | 126 | III | 63.2 | 126 | III | public |
| CUNY City College (NY) | 80.2 | 203 | V | 65.0 | 214 | V | 55.6 | 206 | V | public |
| Olivet Nazarene University (IL)* | 79.8 | 204 | V | 68.7 | 197 | IV | 49.8 | 237 | V | private |
| Seattle Pacific College University (WA) | 79.5 | 205 | V | 67.4 | 204 | V | 56.0 | 202 | IV | private |
| Iona College (NY) | 79.1 | 206 | V | 61.1 | 229 | V | 48.6 | 244 | V | private |
| Springfield College (MA)* | 79.0 | 207 | V | 66.3 | 210 | V | 52.4 | 226 | V | private |
| CUNY Bernard M Baruch College (NY) | 78.6 | 208 | V | 67.3 | 205 | V | 65.8 | 99 | II | public |
| Spring Arbor University (MI)* | 78.2 | 209 | V | 69.1 | 191 | IV | 59.0 | 178 | IV | private |
| Desales University (PA)* | 78.0 | 210 | V | 76.2 | 124 | III | 63.5 | 124 | III | private |
| Concordia University–Wisconsin (WI)* | 78.0 | 211 | V | 73.1 | 156 | IV | 62.3 | 139 | III | private |
| Saint Ambrose University (IA) | 77.9 | 212 | V | 61.8 | 226 | V | 55.7 | 203 | V | private |
| Saint Marys College of California (CA)* | 77.8 | 213 | V | 61.7 | 227 | V | 50.7 | 233 | V | private |
| California State University–East Bay (CA) | 77.6 | 214 | V | 62.6 | 223 | V | 55.0 | 207 | V | public |
| College of New Rochelle (NY) | 77.5 | 215 | V | 59.0 | 237 | V | 49.1 | 241 | V | private |
| National University (CA) | 77.5 | 216 | V | 60.6 | 232 | V | 49.4 | 239 | V | private |
| National-Louis University (IL) | 77.4 | 217 | V | 60.8 | 231 | V | 51.8 | 230 | V | private |
| CUNY Brooklyn College (NY) | 77.2 | 218 | V | 61.3 | 228 | V | 52.2 | 227 | V | public |
| University of New England (ME) | 77.2 | 219 | V | 65.4 | 211 | V | 53.6 | 220 | V | private |
| CUNY John Jay College Criminal Justice (NY) | 77.1 | 220 | V | 63.3 | 219 | V | 54.1 | 213 | V | public |
| CUNY Lehman College (NY) | 76.9 | 221 | V | 64.3 | 216 | V | 54.6 | 209 | V | public |
| Gardner-Webb University (NC)* | 76.9 | 222 | V | 69.8 | 183 | IV | 61.5 | 152 | III | private |
| CUNY Queens College (NY) | 76.6 | 223 | V | 63.3 | 218 | V | 51.7 | 231 | V | public |
| CUNY Hunter College (NY) | 76.5 | 224 | V | 62.9 | 221 | V | 53.2 | 222 | V | public |
| California Lutheran University (CA)* | 76.2 | 225 | V | 68.5 | 198 | IV | 59.4 | 173 | IV | private |

* Cost of Living proxy used

Master's Colleges and Universities—Larger Programs (continued)

| University/College | Professor (adjusted, in \$1000's) | Rank | Quintile | Associate (adjusted, in \$1000's) | Rank | Quintile | Assistant (adjusted, in \$1000's) | Rank | Quintile | Control |
|--|---|------|----------|---|------|----------|---|------|----------|---------|
| Liberty University (VA)* | 76.0 | 226 | V | 60.9 | 230 | V | 54.4 | 210 | V | private |
| Columbia College (SC) | 76.0 | 227 | V | 72.0 | 164 | IV | 53.9 | 216 | V | private |
| Rhode Island College (RI) | 75.7 | 228 | V | 66.4 | 209 | V | 55.6 | 205 | V | public |
| CUNY College of Staten Island (NY) | 75.6 | 229 | V | 63.3 | 220 | V | 52.7 | 225 | V | public |
| Sacred Heart University (CT) | 74.9 | 230 | V | 60.5 | 233 | V | 47.9 | 247 | V | private |
| McDaniel College (MD)* | 74.9 | 231 | V | 57.3 | 242 | V | 48.1 | 245 | V | private |
| Western Connecticut State University (CT) | 73.9 | 232 | V | 62.0 | 224 | V | 53.9 | 215 | V | public |
| Marymount University (VA) | 73.0 | 233 | V | 56.1 | 247 | V | 46.8 | 248 | V | private |
| Brenau University (GA)* | 72.7 | 234 | V | 65.3 | 212 | V | 57.2 | 196 | IV | private |
| Holy Family University (PA) | 72.5 | 235 | V | 56.9 | 244 | V | 49.0 | 242 | V | private |
| San Jose State University (CA) | 72.3 | 236 | V | 60.4 | 234 | V | 52.1 | 228 | V | public |
| Johnson & Wales University (RI) | 72.2 | 237 | V | 61.8 | 225 | V | 53.8 | 218 | V | private |
| California State University—Fullerton (CA) | 71.4 | 238 | V | 59.5 | 236 | V | 49.9 | 236 | V | public |
| Mercy College (NY) | 70.7 | 239 | V | 59.7 | 235 | V | 51.3 | 232 | V | private |
| Wheelock College (MA) | 70.2 | 240 | V | 57.2 | 243 | V | 46.3 | 249 | V | private |
| Frostburg State University (MD)* | 70.1 | 241 | V | 56.9 | 245 | V | 53.0 | 224 | V | public |
| College of Notre Dame of Maryland (MD) | 69.3 | 242 | V | 55.0 | 248 | V | 48.6 | 243 | V | private |
| California State University—Long Beach (CA) | 68.9 | 243 | V | 56.7 | 246 | V | 48.0 | 246 | V | public |
| Sage College—Albany Campus (NY)* | 68.8 | 244 | V | 62.7 | 222 | V | 54.8 | 208 | V | private |
| California State University—Los Angeles (CA) | 68.5 | 245 | V | 57.7 | 239 | V | 50.1 | 235 | V | public |
| California State University—Dominguez Hills (CA) | 68.2 | 246 | V | 57.4 | 241 | V | 49.5 | 238 | V | public |
| San Francisco State University (CA) | 64.6 | 247 | V | 54.6 | 249 | V | 49.4 | 240 | V | public |
| Shenandoah University (VA)* | 64.5 | 248 | V | 57.6 | 240 | V | 51.9 | 229 | V | private |
| Rivier College (NH)* | 64.3 | 249 | V | 57.7 | 238 | V | 53.2 | 223 | V | private |
| Saint Peters College (NJ) | 62.7 | 250 | V | 52.5 | 250 | V | 43.5 | 250 | V | private |
| Trinity University (DC) | 55.7 | 251 | V | 45.6 | 251 | V | 36.6 | 251 | V | private |
| Chaminade University of Honolulu (HI) | 49.7 | 252 | V | 43.5 | 252 | V | 36.2 | 252 | V | private |
| Naropa University (CO)* | 34.6 | 253 | V | 34.2 | 253 | V | 25.2 | 253 | V | private |
| Mean compensation | 92.5 | | | 75.4 | | | 63.4 | | | |
| Median compensation (no 127) | 92.5 | | | 75.7 | | | 63.1 | | | |

* Cost of Living proxy used

Doctoral/Research Universities

Faculty Compensation and Ranking (per Carnegie Report)

| University/College | Professor (adjusted, in \$1000's) | Rank | Quintile | Associate (adjusted, in \$1000's) | Rank | Quintile | Assistant (adjusted, in \$1000's) | Rank | Quintile | Control |
|--|---|-----------|----------|---|-----------|-----------|---|----------|----------|---------------|
| Southern Methodist University (TX) | 152.1 | 1 | I | 104.4 | 2 | I | 91.5 | 1 | I | private |
| Texas Christian University (TX) | 138.1 | 2 | I | 105.0 | 1 | I | 86.5 | 2 | I | private |
| UNC-Charlotte (NC) | 124.1 | 3 | I | 93.4 | 6 | I | 81.6 | 4 | I | public |
| Duquesne University (PA) | 122.3 | 4 | I | 98.4 | 4 | I | 75.7 | 7 | I | private |
| Oakland University (MI)* | 119.9 | 5 | I | 94.7 | 5 | I | 81.9 | 3 | I | public |
| Indiana University (PA) | 119.8 | 6 | I | 98.5 | 3 | I | 77.3 | 5 | I | public |
| Central Michigan (MI)* | 114.0 | 7 | I | 89.5 | 7 | I | 72.7 | 16 | II | public |
| Cleveland State (OH) | 112.5 | 8 | I | 84.8 | 14 | II | 69.2 | 24 | III | public |
| University of Massachusetts–Lowell (MA)* | 111.5 | 9 | I | 89.1 | 9 | I | 75.7 | 8 | I | public |
| DePaul University (IL) | 110.5 | 10 | I | 81.0 | 21 | II | 57.4 | 37 | IV | private |
| East Carolina University (NC) | 109.7 | 11 | I | 83.9 | 17 | II | 76.1 | 6 | I | public |
| Indiana State (IN) | 109.5 | 12 | II | 85.9 | 11 | I | 74.3 | 10 | I | public |
| Ball State (IN)* | 108.4 | 13 | II | 89.2 | 8 | I | 71.7 | 19 | II | public |
| American (DC) | 106.0 | 14 | II | 71.2 | 37 | IV | 52.6 | 50 | V | private |
| Georgia Southern University (GA) | 106.0 | 15 | II | 84.2 | 16 | II | 73.0 | 14 | II | public |
| Hofstra (NY) | 105.3 | 16 | II | 75.1 | 31 | III | 55.8 | 43 | IV | private |
| Samford University (AL) | 104.9 | 17 | II | 83.3 | 18 | II | 72.5 | 17 | II | private |
| University of West Florida (FL) | 104.6 | 18 | II | 81.8 | 20 | II | 70.5 | 23 | II | public |
| Pace University–New York (NY) | 104.1 | 19 | II | 79.0 | 25 | III | 60.0 | 32 | III | private |
| University of St. Thomas (MN)* | 104.0 | 20 | II | 85.8 | 12 | II | 75.3 | 9 | I | private |
| St. John's University (NY) | 103.7 | 21 | II | 74.3 | 32 | III | 56.6 | 41 | IV | private |
| University of Arkansas at Little Rock (AR) | 103.4 | 22 | II | 87.2 | 10 | I | 70.8 | 20 | II | public |
| University of South Dakota (SD) | 103.2 | 23 | II | 78.6 | 26 | III | 68.2 | 25 | III | public |
| University of the Pacific (CA) | 103.0 | 24 | III | 76.6 | 30 | III | 67.9 | 26 | III | private |
| East Tennessee State (TN) | 102.6 | 25 | III | 85.4 | 13 | II | 73.0 | 13 | II | public |
| Illinois State (IL) | 100.7 | 26 | III | 79.8 | 22 | II | 73.7 | 11 | I | public |
| Widener University (PA) | 100.1 | 27 | III | 78.6 | 27 | III | 58.0 | 34 | III | private |
| Florida A&M University (FL)* | 99.6 | 28 | III | 82.5 | 19 | II | 72.9 | 15 | II | public |
| Texas A&M University–Commerce (TX)* | 98.9 | 29 | III | 79.4 | 24 | III | 70.7 | 21 | II | public |

Doctoral/Research Universities (continued)

| University/College | Professor (adjusted, in \$1000's) | Quintile | Associate (adjusted, in \$1000's) | Rank | Quintile | Assistant (adjusted, in \$1000's) | Rank | Quintile | Control |
|--|---|----------|---|-------------|----------|---|-------------|----------|---------|
| Louisiana Tech (LA)* | 98.4 | 30 | III | 84.3 | 15 | II | 73.3 | 12 | public |
| University of San Diego (CA) | 98.0 | 31 | III | 70.7 | 40 | IV | 63.1 | 29 | private |
| Texas Woman's University (TX)* | 97.1 | 32 | III | 73.3 | 36 | IV | 63.4 | 28 | public |
| Idaho State (ID)* | 95.9 | 33 | III | 79.7 | 23 | II | 70.7 | 22 | public |
| Texas A&M University-Kingsville (TX)* | 95.2 | 34 | III | 77.9 | 28 | III | 72.1 | 18 | public |
| University of Massachusetts-Boston (MA) | 92.5 | 35 | IV | 73.8 | 33 | III | 57.5 | 36 | public |
| Portland State (OR) | 91.4 | 36 | IV | 73.5 | 35 | IV | 61.6 | 30 | public |
| Pepperdine University (CA) | 91.0 | 37 | IV | 76.9 | 29 | III | 63.5 | 27 | private |
| Seton Hall University (NJ) | 89.7 | 38 | IV | 69.1 | 41 | IV | 54.5 | 47 | private |
| University of San Francisco (CA) | 89.4 | 39 | IV | 67.9 | 45 | IV | 55.5 | 44 | private |
| University of Northern Colorado (CO) | 89.1 | 40 | IV | 67.4 | 46 | IV | 58.5 | 33 | public |
| Drew University (NJ) | 87.8 | 41 | IV | 68.2 | 43 | IV | 53.8 | 49 | private |
| University of Hartford (CT) | 85.0 | 42 | IV | 68.9 | 42 | IV | 58.0 | 35 | private |
| Adelphi University (NY) | 85.0 | 43 | IV | 70.8 | 38 | IV | 56.9 | 39 | private |
| Barry University (FL) | 84.5 | 44 | IV | 67.0 | 48 | V | 57.4 | 38 | private |
| New School University (NY) | 83.6 | 45 | IV | 55.3 | 54 | V | 45.7 | 54 | private |
| St. Mary's University of Minnesota (MN)* | 83.5 | 46 | IV | 68.2 | 44 | IV | 56.8 | 40 | private |
| La Salle (PA) | 82.6 | 47 | V | 70.7 | 39 | IV | 55.2 | 45 | private |
| Immaculata University (PA)* | 80.2 | 48 | V | 66.0 | 49 | V | 56.1 | 42 | private |
| Tennessee State (TN) | 79.7 | 49 | V | 61.2 | 52 | V | 52.4 | 51 | public |
| George Fox University (OR)* | 79.5 | 50 | V | 73.5 | 34 | III | 61.0 | 31 | private |
| Azusa Pacific University (CA)* | 78.9 | 51 | V | 63.3 | 50 | V | 54.7 | 46 | private |
| Trevecca Nazarene University (TN) | 75.6 | 52 | V | 67.4 | 47 | V | 52.1 | 52 | private |
| Oral Roberts University (OK) | 73.5 | 53 | V | 62.4 | 51 | V | 54.2 | 48 | private |
| Trinity International University (IL) | 68.3 | 54 | V | 59.0 | 53 | V | 48.9 | 53 | private |
| Biola University (CA) | 63.5 | 55 | V | 52.1 | 56 | V | 44.4 | 55 | private |
| University of Bridgeport (CT) | 62.2 | 56 | V | 52.4 | 55 | V | 44.1 | 56 | private |
| California Inst of Integral Studies (CA) | 50.6 | 57 | V | 41.9 | 57 | V | 35.5 | 57 | private |
| Mean compensation | 97.1 | | | 76.5 | | | 63.9 | | |
| Median compensation (no. 29) | 98.9 | | | 76.9 | | | 63.1 | | |

* Cost of Living proxy used

Master's Colleges and Universities— High Research Activity

Faculty Compensation and Ranking (per Carnegie Report)

| University/College | Professor (adjusted, in \$1000's) | Rank | Quintile | Associate (adjusted, in \$1000's) | Rank | Quintile | Assistant (adjusted, in \$1000's) | Rank | Quintile | Control |
|--|---|----------|----------|---|----------|----------|---|-----------|------------|----------------|
| University of Houston—University Park (TX) | 149.1 | 1 | I | 104.1 | 4 | I | 99.4 | 2 | I | public |
| Wake Forest University (NC) | 144.8 | 2 | I | 107.2 | 2 | I | 72.9 | 50 | III | private |
| University of Tulsa (OK) | 141.9 | 3 | I | 100.0 | 9 | I | 78.9 | 24 | II | private |
| University of Texas at Dallas (TX) | 141.5 | 4 | I | 110.4 | 1 | I | 109.1 | 1 | I | public |
| Georgia State (GA) | 139.1 | 5 | I | 88.2 | 41 | III | 76.3 | 36 | II | public |
| University of Oklahoma—Norman (OK) | 138.6 | 6 | I | 96.7 | 17 | I | 78.6 | 28 | II | public |
| Western Michigan (MI) | 137.4 | 7 | I | 104.2 | 3 | I | 82.2 | 14 | I | public |
| University of Missouri—Rolla (MO)* | 133.8 | 8 | I | 101.6 | 7 | I | 88.0 | 6 | I | public |
| Marquette (WI)* | 133.1 | 9 | I | 100.7 | 8 | I | 83.5 | 11 | I | private |
| Miami University—Oxford (OH)* | 133.0 | 10 | I | 99.3 | 11 | I | 77.1 | 34 | II | public |
| Baylor (TX) | 130.9 | 11 | I | 102.6 | 5 | I | 90.4 | 4 | I | private |
| College of William and Mary (VA) | 130.8 | 12 | I | 93.3 | 23 | II | 76.0 | 38 | II | public |
| Lehigh University (PA)* | 129.6 | 13 | I | 91.5 | 27 | II | 85.6 | 8 | I | private |
| Clemson (SC)* | 128.6 | 14 | I | 96.9 | 16 | I | 87.1 | 7 | I | public |
| Colorado School of Mines (CO)* | 128.3 | 15 | I | 89.9 | 37 | II | 78.5 | 29 | II | public |
| Texas Tech (TX) | 128.2 | 16 | I | 95.3 | 21 | II | 80.5 | 18 | I | public |
| University of Memphis (TN) | 128.1 | 17 | I | 96.2 | 18 | I | 83.7 | 10 | I | public |
| University of Alabama (AL) | 128.0 | 18 | I | 94.2 | 22 | II | 74.9 | 41 | III | public |
| University of Central Florida (FL) | 127.3 | 19 | I | 88.8 | 40 | III | 73.0 | 49 | III | public |
| Syracuse University (NY)* | 126.3 | 20 | II | 95.7 | 19 | I | 82.1 | 15 | I | private |
| New Jersey Inst of Tech (NJ) | 126.2 | 21 | II | 99.8 | 10 | I | 77.6 | 33 | II | public |
| Michigan Tech University (MI)* | 126.2 | 22 | II | 98.8 | 13 | I | 92.4 | 3 | I | public |
| Claremont Graduate University (CA)* | 125.6 | 23 | II | 102.2 | 6 | I | 81.4 | 17 | I | private |
| Ohio University (OH)* | 125.6 | 24 | II | 97.5 | 14 | I | 82.4 | 13 | I | public |
| University of Missouri—Kansas City (MO) | 125.6 | 25 | II | 89.7 | 38 | II | 73.0 | 48 | III | public |
| Auburn (AL) | 124.8 | 26 | II | 90.3 | 35 | II | 79.3 | 21 | II | public |
| University of Texas at Arlington (TX) | 124.6 | 27 | II | 97.2 | 15 | I | 90.2 | 5 | I | public |
| University of Toledo (OH)* | 123.8 | 28 | II | 90.4 | 34 | II | 79.4 | 20 | II | public |
| University of Dayton (OH) | 122.6 | 29 | II | 92.6 | 24 | II | 78.8 | 26 | II | private |
| Indiana University—Purdue University— Indianapolis (IN) | 121.9 | 30 | II | 95.4 | 20 | II | 78.4 | 30 | II | public |

Master's Colleges and Universities—High Research Activity (continued)

| University/College | Professor (adjusted, in \$1000's) | Rank | Quintile | Associate (adjusted, in \$1000's) | Rank | Quintile | Assistant (adjusted, in \$1000's) | Rank | Quintile | Control |
|--|---|-----------|------------|---|-----------|------------|---|-----------|------------|---------------|
| University of Arkansas (AR) | 121.7 | 31 | II | 90.5 | 33 | II | 77.7 | 32 | II | public |
| Boston College (MA) | 121.2 | 32 | II | 84.2 | 57 | III | 68.2 | 70 | IV | private |
| Saint Louis University (MO) | 120.8 | 33 | II | 87.1 | 45 | III | 72.4 | 51 | III | private |
| University of Alabama in Huntsville (AL) | 120.6 | 34 | II | 90.3 | 36 | II | 78.9 | 23 | II | public |
| University of Louisville (KY) | 120.1 | 35 | II | 92.5 | 25 | II | 71.3 | 55 | III | public |
| University of Mississippi (MS)* | 118.7 | 36 | II | 91.4 | 28 | II | 80.3 | 19 | I | public |
| Kent State (OH) | 117.9 | 37 | II | 91.3 | 30 | II | 75.3 | 39 | III | public |
| Wright State (OH) | 117.8 | 38 | II | 90.8 | 32 | II | 73.3 | 46 | III | public |
| Clarkson University (NY)* | 116.8 | 39 | III | 99.2 | 12 | I | 83.0 | 12 | I | private |
| State University of NY—Binghamton (NY)* | 116.7 | 40 | III | 85.4 | 50 | III | 74.2 | 43 | III | public |
| University of Wisconsin—Milwaukee (WI)* | 116.3 | 41 | III | 91.3 | 29 | II | 78.9 | 25 | II | public |
| Loyola University—Chicago (IL) | 115.3 | 42 | III | 84.5 | 56 | III | 69.5 | 68 | IV | private |
| Wichita State (KS)* | 115.0 | 43 | III | 92.0 | 26 | II | 78.7 | 27 | II | public |
| University of Texas at El Paso (TX) | 114.8 | 44 | III | 87.7 | 42 | III | 81.6 | 16 | I | public |
| Utah State (UT) | 114.5 | 45 | III | 90.8 | 31 | II | 84.7 | 9 | I | public |
| University of Oregon (OR) | 114.4 | 46 | III | 85.2 | 53 | III | 76.1 | 37 | II | public |
| UNC-Greensboro (NC)* | 114.3 | 47 | III | 85.9 | 46 | III | 74.1 | 44 | III | public |
| Virginia Commonwealth (VA) | 113.9 | 48 | III | 85.8 | 47 | III | 70.3 | 63 | IV | public |
| University of Denver (CO) | 113.3 | 49 | III | 85.6 | 48 | III | 69.8 | 67 | IV | private |
| Oklahoma State (OK) | 113.1 | 50 | III | 89.1 | 39 | III | 79.3 | 22 | II | public |
| Bowling Green State University (OH)* | 112.9 | 51 | III | 87.5 | 43 | III | 72.0 | 54 | III | public |
| Temple (PA) | 112.5 | 52 | III | 83.5 | 60 | IV | 67.4 | 72 | IV | public |
| University of Missouri—Saint Louis (MO) | 112.4 | 53 | III | 82.2 | 65 | IV | 67.6 | 71 | IV | public |
| Southern Illinois University—Carbondale (IL)* | 111.3 | 54 | III | 85.3 | 51 | III | 76.3 | 35 | II | public |
| Rutgers (NJ) | 111.1 | 55 | III | 83.6 | 59 | IV | 70.2 | 64 | IV | public |
| University of Nevada—Reno (NV) | 111.1 | 56 | III | 82.6 | 64 | IV | 58.8 | 89 | V | public |
| University of New Hampshire (NH)* | 110.5 | 57 | III | 85.3 | 52 | III | 71.1 | 56 | III | public |
| Mississippi State (MS)* | 108.9 | 58 | IV | 85.4 | 49 | III | 73.2 | 47 | III | public |
| George Mason (VA)* | 108.7 | 59 | IV | 75.1 | 81 | V | 59.1 | 87 | V | public |
| University of North Texas (TX)* | 108.4 | 60 | IV | 83.9 | 58 | IV | 70.6 | 61 | IV | public |
| Drexel University (PA) | 107.6 | 61 | IV | 81.8 | 66 | IV | 71.1 | 57 | III | private |
| State University of NY College of Envir Science and Forestry (NY)* | 106.9 | 62 | IV | 84.6 | 55 | III | 70.9 | 58 | IV | public |

| | | | | | | | | | | |
|---|--------------|-----------|----------|-------------|-----------|------------|-------------|-----------|-----------|---------------|
| University of Akron (OH)* | 106.4 | 63 | IV | 80.7 | 69 | IV | 70.4 | 62 | IV | public |
| Northeastern (MA) | 105.6 | 64 | IV | 77.1 | 77 | V | 63.3 | 79 | V | private |
| University of Wyoming (WY) | 104.9 | 65 | IV | 83.1 | 61 | IV | 74.0 | 45 | III | public |
| University of Louisiana at Lafayette (LA) | 104.8 | 66 | IV | 79.9 | 71 | IV | 62.8 | 80 | V | public |
| University of North Dakota (ND) | 104.8 | 67 | IV | 87.3 | 44 | III | 75.1 | 40 | III | public |
| Old Dominion (VA) | 104.5 | 68 | IV | 78.3 | 75 | IV | 68.5 | 69 | IV | public |
| University of Southern Mississippi (MS)* | 104.4 | 69 | IV | 80.4 | 70 | IV | 70.8 | 60 | IV | public |
| Fordham (NY) | 104.0 | 70 | IV | 77.0 | 78 | V | 58.9 | 88 | V | private |
| Northern Illinois (IL)* | 103.5 | 71 | IV | 81.2 | 68 | IV | 70.0 | 66 | IV | public |
| Florida International (FL) | 103.4 | 72 | IV | 79.1 | 74 | IV | 72.1 | 52 | III | public |
| Stevens Institute of Tech (NJ) | 102.9 | 73 | IV | 83.1 | 62 | IV | 74.5 | 42 | III | private |
| George Washington (DC) | 102.3 | 74 | IV | 73.2 | 82 | V | 60.0 | 86 | V | private |
| Clark University (MA)* | 101.5 | 75 | IV | 76.8 | 80 | V | 63.5 | 77 | V | private |
| University of Maryland–Baltimore County (MD) | 100.3 | 76 | IV | 73.1 | 83 | V | 61.6 | 85 | V | public |
| University of Idaho (ID)* | 100.2 | 77 | V | 79.3 | 72 | IV | 70.2 | 65 | IV | public |
| North Carolina A&T (NC)* | 99.2 | 78 | V | 84.8 | 54 | III | 78.2 | 31 | II | public |
| West Virginia (WV) | 98.2 | 79 | V | 77.0 | 79 | V | 64.7 | 75 | IV | public |
| North Dakota State (ND) | 97.8 | 80 | V | 81.3 | 67 | IV | 72.1 | 53 | III | public |
| University of Maine (ME)* | 96.9 | 81 | V | 82.7 | 63 | IV | 66.9 | 73 | IV | public |
| University of Rhode Island (RI)* | 95.9 | 82 | V | 71.6 | 85 | V | 62.5 | 82 | V | public |
| Florida Inst of Tech (FL)* | 95.2 | 83 | V | 71.0 | 86 | V | 62.3 | 83 | V | private |
| University of Vermont and State Ag College (VT) | 94.8 | 84 | V | 72.4 | 84 | V | 62.1 | 84 | V | public |
| Florida Atlantic (FL) | 93.9 | 85 | V | 69.7 | 88 | V | 62.7 | 81 | V | public |
| Polytechnic University (NY)* | 93.7 | 86 | V | 66.7 | 89 | V | 64.9 | 74 | IV | private |
| South Dakota State (SD)* | 92.0 | 87 | V | 79.3 | 73 | IV | 70.9 | 59 | IV | public |
| CUNY Graduate School (NY) | 88.9 | 88 | V | 64.3 | 91 | V | 52.3 | 93 | V | public |
| University of Montana–Missoula (MT) | 88.4 | 89 | V | 70.5 | 87 | V | 64.0 | 76 | IV | public |
| New Mexico State (NM) | 87.9 | 90 | V | 77.1 | 76 | IV | 63.5 | 78 | V | public |
| Northern Arizona (AZ) | 86.9 | 91 | V | 66.6 | 90 | V | 58.1 | 90 | V | public |
| Howard University (DC) | 80.2 | 92 | V | 60.0 | 94 | V | 52.1 | 94 | V | private |
| Clark Atlanta University (GA) | 80.1 | 93 | V | 62.7 | 93 | V | 56.6 | 91 | V | private |
| Catholic University of America (DC) | 77.7 | 94 | V | 58.9 | 95 | V | 49.5 | 95 | V | private |
| San Diego State (CA) | 77.1 | 95 | V | 63.5 | 92 | V | 55.3 | 92 | V | public |
| Mean compensation | 113.3 | | | 85.9 | | | 73.2 | | | |
| Median compensation (no. 48) | 113.9 | | | 85.6 | | | 73.0 | | | |

* Cost of Living proxy used

Research Universities – Very High Research Activity

Faculty Compensation and Ranking (per Carnegie Report)

| University/College | Professor (adjusted, in \$1000's) | Rank | Quintile | Associate (adjusted, in \$1000's) | Rank | Quintile | Assistant (adjusted, in \$1000's) | Rank | Quintile | Control |
|---|---|-----------|-----------|---|-----------|-----------|---|-----------|-----------|---------------|
| Duke (NC) | 196.8 | 1 | I | 140.8 | 1 | I | 116.0 | 1 | I | private |
| Rice (TX) | 180.4 | 2 | I | 122.9 | 2 | I | 105.9 | 2 | I | private |
| Emory (GA) | 176.8 | 3 | I | 114.9 | 4 | I | 102.7 | 4 | I | private |
| Washington University in St. Louis (MO) | 172.5 | 4 | I | 114.0 | 6 | I | 91.2 | 10 | I | private |
| University of Notre Dame (IN) | 169.7 | 5 | I | 114.3 | 5 | I | 98.3 | 6 | I | private |
| Vanderbilt (TN) | 165.8 | 6 | I | 111.4 | 7 | I | 89.8 | 13 | I | private |
| University of Chicago (IL) | 162.3 | 7 | I | 103.6 | 17 | I | 87.6 | 23 | II | private |
| Carnegie Mellon (PA) | 161.1 | 8 | I | 116.4 | 3 | I | 104.0 | 3 | I | private |
| Harvard (MA) | 158.1 | 9 | I | 92.5 | 46 | III | 80.7 | 42 | III | private |
| University of Pennsylvania (PA) | 157.9 | 10 | I | 110.7 | 8 | I | 98.6 | 5 | I | private |
| Penn. State (PA)* | 154.1 | 11 | I | 105.6 | 14 | I | 89.2 | 15 | I | public |
| Georgia Institute of Tech. (GA) | 153.3 | 12 | I | 108.2 | 9 | I | 93.9 | 7 | I | public |
| Northwestern University (IL) | 150.4 | 13 | I | 102.1 | 21 | II | 87.7 | 21 | II | private |
| Yale (CT) | 149.6 | 14 | I | 87.7 | 58 | IV | 73.9 | 61 | IV | private |
| University of Pittsburgh (PA) | 148.9 | 15 | I | 101.9 | 22 | II | 86.0 | 26 | II | public |
| Princeton (NJ)* | 147.1 | 16 | I | 92.2 | 48 | III | 73.3 | 63 | IV | private |
| University of Illinois at Urbana-Champaign (IL) | 146.7 | 17 | I | 101.4 | 23 | II | 92.2 | 9 | I | public |
| Dartmouth (NH)* | 146.2 | 18 | I | 102.8 | 20 | II | 76.3 | 54 | III | private |
| Purdue (IN) | 145.9 | 19 | II | 104.7 | 16 | I | 93.2 | 8 | I | public |
| Case Western Reserve (OH) | 145.6 | 20 | II | 105.9 | 13 | I | 78.5 | 49 | III | private |
| University of Michigan (MI)* | 144.8 | 21 | II | 100.1 | 26 | II | 87.9 | 20 | II | public |
| University of Texas at Austin (TX) | 144.0 | 22 | II | 93.4 | 43 | III | 89.7 | 14 | I | public |
| UNC-Chapel Hill (NC)* | 143.9 | 23 | II | 99.6 | 27 | II | 84.4 | 29 | II | public |
| University of Iowa (IA)* | 143.9 | 24 | II | 100.1 | 25 | II | 91.1 | 11 | I | public |
| University of Delaware (DE)* | 143.3 | 25 | II | 103.2 | 18 | I | 83.8 | 30 | II | public |
| University of Minnesota-Twin Cities (MN)* | 143.3 | 26 | II | 102.8 | 19 | II | 90.5 | 12 | I | public |
| Virginia Polytechnic Institute (VA)* | 142.3 | 27 | II | 105.3 | 15 | I | 88.1 | 18 | I | public |
| Michigan State (MI)* | 142.2 | 28 | II | 107.7 | 10 | I | 88.1 | 19 | II | public |
| University of Virginia (VA) | 142.0 | 29 | II | 98.8 | 30 | II | 81.7 | 38 | III | public |
| State University of NY-Buffalo (NY)* | 141.9 | 30 | II | 99.1 | 29 | II | 81.1 | 40 | III | public |

| | | | | | | | | | | |
|--|-------|----|-----|-------|----|-----|------|----|-----|---------|
| University of Tennessee (TN) | 139.6 | 31 | II | 106.5 | 11 | I | 88.6 | 17 | I | public |
| Tulane (LA) | 139.0 | 32 | II | 99.3 | 28 | II | 82.1 | 36 | II | private |
| Texas A&M (TX)* | 137.2 | 33 | II | 97.3 | 33 | II | 87.2 | 24 | II | public |
| Ohio State (OH) | 136.6 | 34 | II | 92.6 | 44 | III | 82.8 | 32 | II | public |
| University of Nebraska (NE)* | 135.8 | 35 | II | 100.2 | 24 | II | 86.6 | 25 | II | public |
| University of Wisconsin–Madison (WI)* | 134.0 | 36 | II | 105.9 | 12 | I | 89.1 | 16 | I | public |
| Brown (RI) | 133.7 | 37 | III | 85.0 | 64 | IV | 76.0 | 56 | IV | private |
| New York University (NY) | 132.8 | 38 | III | 81.5 | 71 | IV | 70.1 | 72 | IV | private |
| Mass. Institute of Tech. (MA) | 132.3 | 39 | III | 91.4 | 50 | III | 80.7 | 43 | III | private |
| University of Rochester (NY) | 132.2 | 40 | III | 96.5 | 35 | II | 87.7 | 22 | II | private |
| University of South Carolina (SC) | 131.1 | 41 | III | 95.2 | 40 | III | 84.7 | 28 | II | public |
| University of Missouri–Columbia (MO) | 131.0 | 42 | III | 93.9 | 41 | III | 76.5 | 53 | III | public |
| University of Florida (FL) | 131.0 | 43 | III | 95.4 | 39 | III | 82.6 | 33 | II | public |
| Arizona State (AZ) | 130.9 | 44 | III | 90.2 | 52 | III | 82.2 | 35 | II | public |
| University of Cincinnati (OH) | 130.5 | 45 | III | 96.2 | 36 | II | 76.6 | 52 | III | public |
| University of Kansas (KS) | 130.5 | 46 | III | 93.7 | 42 | III | 80.2 | 46 | III | public |
| University of Utah (UT) | 129.9 | 47 | III | 95.9 | 38 | III | 83.1 | 31 | II | public |
| Iowa State (IA) | 129.2 | 48 | III | 98.7 | 31 | II | 85.5 | 27 | II | public |
| University of Alabama–Birmingham (AL) | 128.8 | 49 | III | 96.1 | 37 | III | 80.4 | 44 | III | public |
| University of Arizona (AZ) | 128.3 | 50 | III | 92.1 | 49 | III | 81.9 | 37 | III | public |
| Rensselaer Polytechnic Institute (NY)* | 127.4 | 51 | III | 96.8 | 34 | II | 78.8 | 48 | III | private |
| Johns Hopkins (MD) | 126.0 | 52 | III | 88.1 | 56 | IV | 71.9 | 67 | IV | private |

* Cost of Living proxy used

Research Universities–Very High Research Activity (continued)

| University/College | Professor (adjusted, in \$1000's) | Rank | Quintile | Associate (adjusted, in \$1000's) | Rank | Quintile | Assistant (adjusted, in \$1000's) | Rank | Quintile | Control |
|---|---|-----------|-----------|---|-----------|------------|---|-----------|-----------|---------------|
| University of Miami (FL) | 125.3 | 53 | III | 87.0 | 62 | IV | 74.5 | 59 | IV | private |
| Stanford (CA) | 124.1 | 54 | III | 92.4 | 47 | III | 73.2 | 64 | IV | private |
| University of Georgia (GA)* | 123.7 | 55 | III | 89.4 | 54 | III | 80.4 | 45 | III | public |
| NC State University (NC) | 123.0 | 56 | IV | 92.6 | 45 | III | 82.2 | 34 | II | public |
| University of Massachusetts–Amherst (MA)* | 122.9 | 57 | IV | 98.4 | 32 | II | 74.2 | 60 | IV | public |
| University of Connecticut (CT)* | 122.5 | 58 | IV | 89.8 | 53 | III | 73.6 | 62 | IV | public |
| University of CA–Santa Barbara (CA)* | 121.2 | 59 | IV | 76.7 | 77 | V | 69.6 | 74 | V | public |
| University of CA–Riverside (CA) | 120.9 | 60 | IV | 83.6 | 67 | IV | 76.0 | 55 | III | public |
| University of Kentucky (KY) | 119.1 | 61 | IV | 87.6 | 60 | IV | 78.5 | 50 | III | public |
| University of Colorado at Boulder (CO)* | 118.7 | 62 | IV | 87.6 | 61 | IV | 77.1 | 51 | III | public |
| Florida State (FL)* | 118.4 | 63 | IV | 86.6 | 63 | IV | 80.8 | 41 | III | public |
| Yeshiva (NY) | 118.2 | 64 | IV | 74.5 | 83 | V | 68.6 | 76 | V | private |
| Wayne State (MI)* | 116.7 | 65 | IV | 90.3 | 51 | III | 72.2 | 65 | IV | public |
| Washington State (WA)* | 116.3 | 66 | IV | 89.3 | 55 | III | 81.5 | 39 | III | public |
| University of South Florida (FL) | 115.6 | 67 | IV | 87.9 | 57 | IV | 74.6 | 58 | IV | public |
| Georgetown (DC) | 115.5 | 68 | IV | 76.3 | 79 | V | 62.1 | 85 | V | private |
| University of CA–Davis (CA)* | 114.4 | 69 | IV | 76.9 | 76 | V | 69.7 | 73 | IV | public |
| Tufts (MA) | 114.2 | 70 | IV | 84.6 | 66 | IV | 66.5 | 82 | V | private |
| University of CA–Santa Cruz (CA)* | 113.9 | 71 | IV | 76.6 | 78 | V | 68.2 | 79 | V | public |
| University of CA–Berkeley (CA) | 113.6 | 72 | IV | 75.3 | 81 | V | 68.5 | 77 | V | public |
| University of Illinois at Chicago (IL) | 113.1 | 73 | IV | 83.1 | 69 | IV | 75.0 | 57 | IV | public |
| Rutgers–New Brunswick (NJ) | 111.4 | 74 | V | 79.9 | 72 | IV | 65.8 | 83 | V | public |
| University of Colorado at Denver (CO) | 111.1 | 75 | V | 83.2 | 68 | IV | 70.4 | 70 | IV | public |
| Colorado State (CO) | 110.2 | 76 | V | 82.4 | 70 | IV | 70.3 | 71 | IV | public |
| University of Southern California (CA) | 109.4 | 77 | V | 78.7 | 74 | V | 68.4 | 78 | V | private |
| Kansas State (KS) | 109.2 | 78 | V | 87.6 | 59 | IV | 72.0 | 66 | IV | public |
| Boston University (MA) | 109.2 | 79 | V | 73.8 | 84 | V | 60.2 | 86 | V | private |
| University of Washington (WA) | 109.0 | 80 | V | 78.9 | 73 | IV | 71.6 | 68 | IV | public |
| University of CA–San Diego (CA) | 107.4 | 81 | V | 68.6 | 88 | V | 62.1 | 84 | V | public |
| University of CA – Los Angeles (CA) | 106.5 | 82 | V | 69.5 | 87 | V | 57.6 | 89 | V | public |

| | | | | | | | | | | |
|---|--------------|----|---|-------------|----|----|-------------|----|-----|---------|
| University of New Mexico (NIM) | 105.7 | 83 | V | 77.2 | 75 | V | 69.0 | 75 | V | public |
| Oregon State (OR)* | 104.5 | 84 | V | 84.8 | 65 | IV | 79.2 | 47 | III | public |
| University of Maryland (MD) | 104.5 | 85 | V | 74.8 | 82 | V | 70.8 | 69 | IV | public |
| Brandeis (MA) | 101.7 | 86 | V | 73.8 | 85 | V | 66.8 | 81 | V | private |
| State University of NY–Stony Brook (NY) | 98.2 | 87 | V | 73.0 | 86 | V | 58.3 | 87 | V | public |
| University of CA-Irvine (CA) | 95.4 | 88 | V | 64.8 | 89 | V | 57.6 | 88 | V | public |
| University of Hawaii at Manoa (HI) | 74.3 | 91 | V | 56.2 | 91 | V | 49.6 | 91 | V | public |
| Mean compensation | 130.3 | | | 92.2 | | | 79.1 | | | |
| Median compensation (no. 46) | 130.5 | | | 92.5 | | | 80.2 | | | |

* Cost of Living proxy used

Appendix C

Faculty Compensation and Ranking (per Jones Report)

Appalachian State University

| University/College | Professor (adjusted, in \$1000's) | Rank | Quintile | Associate (adjusted, in \$1000's) | Rank | Quintile | Assistant (adjusted, in \$1000's) | Rank | Quintile | Control | Carnegie classification |
|--|-----------------------------------|-----------|------------|-----------------------------------|----------|-----------|-----------------------------------|----------|----------|---------------|-------------------------|
| Miami University–Oxford* | 133.0 | 1 | I | 99.3 | 1 | I | 77.1 | 1 | I | public | RU/H |
| University of Northern Iowa | 113.9 | 2 | I | 90.3 | 2 | I | 76.2 | 2 | I | public | Master's L |
| Bowling Green State University | 112.9 | 3 | I | 87.5 | 3 | I | 72.0 | 7 | II | public | RU/H |
| George Mason* | 108.7 | 4 | I | 75.1 | 13 | IV | 59.1 | 14 | IV | public | RU/H |
| Georgia Southern University | 106.0 | 5 | II | 84.2 | 6 | II | 73.0 | 6 | II | public | DRU |
| University of Wisconsin-La Crosse* | 104.7 | 6 | II | 83.3 | 8 | III | 73.0 | 5 | II | public | Master's L |
| Western Illinois University* | 103.4 | 7 | II | 80.9 | 9 | III | 65.9 | 12 | IV | public | Master's L |
| West Chester University of Pennsylvania* | 102.7 | 8 | III | 86.4 | 4 | I | 71.2 | 8 | III | public | Master's L |
| James Madison University | 100.8 | 9 | III | 83.8 | 7 | II | 69.2 | 9 | III | public | Master's L |
| Appalachian State University* | 100.1 | 10 | III | 84.7 | 5 | II | 73.4 | 4 | I | public | Master's L |
| College of Charleston | 97.4 | 11 | III | 79.4 | 12 | IV | 66.6 | 11 | III | public | Master's M |
| Eastern Illinois University* | 97.1 | 12 | IV | 80.3 | 11 | III | 68.8 | 10 | III | public | Master's L |
| University of Wisconsin-Whitewater* | 97.0 | 13 | IV | 80.6 | 10 | III | 75.0 | 3 | I | public | Master's L |
| Stephen F. Austin State University* | 92.4 | 14 | IV | 74.7 | 14 | IV | 64.2 | 13 | IV | public | Master's L |
| California State University-Fresno | 89.6 | 15 | V | 71.5 | 16 | V | 57.5 | 17 | V | public | Master's L |
| California State University-Chico* | 88.9 | 16 | V | 69.0 | 17 | V | 56.6 | 18 | V | public | Master's L |
| Towson University* | 88.6 | 17 | V | 72.1 | 15 | V | 58.2 | 16 | V | public | Master's L |
| Western Washington University | 81.2 | 18 | V | 66.5 | 18 | V | 58.5 | 15 | V | public | Master's L |
| Mean compensation | 101.0 | | | 80.5 | | | 67.5 | | | | |
| Median compensation | 100.4 | | | 80.8 | | | 69.0 | | | | |

East Carolina University

| University/College | Professor (adjusted, in \$1000's) | Rank | Quintile | Associate (adjusted, in \$1000's) | Rank | Quintile | Assistant (adjusted, in \$1000's) | Rank | Quintile | Control | Carnegie classification |
|---|---|-----------|-----------|---|-----------|-----------|---|----------|-----------|---------------|----------------------------|
| State University of NY-Buffalo (NY)* | 141.9 | 1 | I | 99.1 | 1 | I | 81.1 | 3 | I | public | RU/VH |
| University of South Carolina (SC) | 131.1 | 2 | I | 95.2 | 4 | II | 84.7 | 1 | I | public | RU/VH |
| Texas Tech (TX) | 128.2 | 3 | I | 95.3 | 3 | I | 80.5 | 4 | II | public | RU/H |
| Ohio University (OH)* | 125.6 | 4 | II | 97.5 | 2 | I | 82.4 | 2 | I | public | RU/H |
| University of Missouri-Kansas City (MO) | 125.6 | 5 | II | 89.7 | 8 | III | 73.0 | 9 | III | public | RU/H |
| University of Louisville (KY) | 120.1 | 6 | II | 92.5 | 5 | II | 71.3 | 11 | IV | public | RU/H |
| Wright State (OH) | 117.8 | 7 | III | 90.8 | 7 | III | 73.3 | 8 | III | public | RU/H |
| University of Wisconsin- Milwaukee (WI)* | 116.3 | 8 | III | 91.3 | 6 | II | 78.9 | 5 | II | public | RU/H |
| Virginia Commonwealth (VA) | 113.9 | 9 | III | 85.8 | 10 | IV | 70.3 | 12 | IV | public | RU/H |
| University of Nevada-Reno (NV) | 111.1 | 10 | IV | 82.6 | 12 | IV | 58.8 | 14 | V | public | RU/H |
| East Carolina University (NC) | 109.7 | 11 | IV | 83.9 | 11 | IV | 76.1 | 6 | II | public | DRU |
| University of North Dakota (ND) | 104.8 | 12 | IV | 87.3 | 9 | III | 75.1 | 7 | III | public | RU/H |
| Old Dominion (VA) | 104.5 | 13 | V | 78.3 | 14 | V | 68.5 | 13 | V | public | RU/H |
| Florida International (FL) | 103.4 | 14 | V | 79.1 | 13 | V | 72.1 | 10 | IV | public | RU/H |
| Northeastern Illinois University (IL) | 83.0 | 15 | V | 68.8 | 15 | V | 58.8 | 15 | V | public | Master's L |
| Mean compensation | 115.8 | | | 87.8 | | | 73.7 | | | | |
| Median compensation | 116.3 | | | 89.7 | | | 73.3 | | | | |

* COL proxy used

Faculty Compensation and Ranking (per Jones Report)

Elizabeth City State

| University/College | Professor (adjusted, in \$1000's) | Rank | Quintile | Associate (adjusted, in \$1000's) | Rank | Quintile | Assistant (adjusted, in \$1000's) | Rank | Quintile | Control | Carnegie classification |
|--|---|----------|-----------|---|----------|------------|---|----------|------------|---------------|----------------------------|
| Texas A&M University at Galveston (TX)* | 123.0 | 1 | I | 85.2 | 1 | I | 81.8 | 1 | I | public | Bac/Diverse |
| Christopher Newport University (VA) | 107.3 | 2 | I | 82.3 | 3 | II | 64.0 | 5 | III | public | Bac/A&S |
| University of Virginia's College at Wise (VA)* | 98.9 | 3 | II | 82.8 | 2 | I | 71.0 | 2 | I | public | Bac/A&S |
| Coastal Carolina University (SC)* | 94.2 | 4 | II | 77.6 | 5 | III | 68.1 | 4 | II | public | Bac/A&S |
| Eastern Oregon University (OR)* | 89.0 | 5 | III | 78.5 | 4 | II | 69.9 | 3 | II | public | Master's M |
| University of Maine at Farmington (ME)* | 79.9 | 6 | III | 62.2 | 9 | IV | 52.5 | 9 | IV | public | Bac/Diverse |
| Black Hills State University (SD)* | 76.1 | 7 | III | 63.1 | 8 | IV | 56.4 | 7 | III | public | Bac/Diverse |
| Elizabeth City State University (NC)* | 75.9 | 8 | IV | 68.2 | 6 | III | 59.1 | 6 | III | public | Bac/Diverse |
| State University of NY College at Old Westbury (NY) | 74.1 | 9 | IV | 55.9 | 10 | V | 53.0 | 8 | IV | public | Bac/A&S |
| Lyndon State College (VT)* | 67.9 | 10 | V | 54.5 | 11 | V | 44.6 | 11 | V | public | Bac/Diverse |
| Western State College of Colorado (CO) | 66.7 | 11 | V | 64.8 | 7 | III | 48.0 | 10 | V | public | Bac/A&S |
| Mean compensation | 86.6 | | | 70.5 | | | 60.8 | | | | |
| Median compensation | 79.9 | | | 68.2 | | | 59.1 | | | | |

Fayetteville State

| University/College | Professor (adjusted, in \$1000's) | Rank | Quintile | Associate (adjusted, in \$1000's) | Rank | Quintile | Assistant (ad- justed, in \$1000's) | Rank | Quintile | Control | Carnegie classification |
|--|---|------|----------|---|------|----------|--|------|----------|---------|----------------------------|
| Tarleton State University (TX)* | 98.2 | 1 | I | 82.9 | 2 | I | 68.8 | 3 | II | public | Master's L |
| University of Wisconsin-Parkside (WI)* | 97.9 | 2 | I | 82.9 | 1 | I | 67.4 | 4 | II | public | Bac/A&S |
| Eastern Connecticut State Univer- sity (CT)* | 96.7 | 3 | II | 73.1 | 7 | III | 60.3 | 9 | IV | public | Master's M |
| University of North Alabama (AL) | 95.0 | 4 | II | 82.6 | 3 | II | 72.1 | 2 | I | public | Master's L |
| State University of NY College at Oneonta (NY)* | 93.3 | 5 | II | 72.6 | 8 | IV | 62.0 | 8 | IV | public | Master's S |
| Francis Marion (SC) | 89.6 | 6 | III | 77.6 | 5 | II | 64.5 | 6 | III | public | Master's S |
| Fayetteville State (NC)* | 89.6 | 7 | III | 79.6 | 4 | II | 72.3 | 1 | I | public | Master's S |
| Bowie State University (MD)* | 87.6 | 8 | IV | 70.9 | 10 | IV | 62.3 | 7 | III | public | Master's L |
| Angelo State University (TX) | 87.5 | 9 | IV | 76.7 | 6 | III | 66.3 | 5 | II | public | Master's M |
| Northern State University (SD)* | 81.8 | 10 | IV | 72.1 | 9 | IV | 58.4 | 10 | IV | public | Bac/Diverse |
| Western Oregon University (OR)* | 80.6 | 11 | V | 67.5 | 11 | V | 50.5 | 12 | V | public | Master's L |
| California State University-San Marcos (CA)* | 74.6 | 12 | V | 63.5 | 12 | V | 53.2 | 11 | V | public | Master's M |
| Mean compensation | 89.4 | | | 75.2 | | | 63.2 | | | | |
| Median compensation | 89.6 | | | 74.9 | | | 63.4 | | | | |

* COL proxy used

Faculty Compensation and Ranking (per Jones Report)

NC State University

| University/College | Professor (adjusted, in \$1000's) | Rank | Quintile | Associate (adjusted, in \$1000's) | Rank | Quintile | Assistant (adjusted, in \$1000's) | Rank | Quintile | Control | Carnegie classification |
|---|---|-----------|----------|---|-----------|-----------|---|-----------|----------|---------------|----------------------------|
| Penn. State University (PA)* | 154.1 | 1 | I | 105.6 | 4 | II | 89.2 | 5 | II | public | RU/VH |
| Georgia Institute of Tech. (GA) | 153.3 | 2 | I | 108.2 | 1 | I | 93.9 | 1 | I | public | RU/VH |
| University of Illinois at Urbana-Champaign (IL) | 146.7 | 3 | I | 101.4 | 8 | III | 92.2 | 3 | I | public | RU/VH |
| Purdue (IN) | 145.9 | 4 | II | 104.7 | 6 | II | 93.2 | 2 | I | public | RU/VH |
| University of Minnesota - Twin Cities (MN)* | 143.3 | 5 | II | 102.8 | 7 | III | 90.5 | 4 | II | public | RU/VH |
| Virginia Polytechnic Institute (VA)* | 142.3 | 6 | II | 105.3 | 5 | II | 88.1 | 7 | III | public | RU/VH |
| Michigan State (MI)* | 142.2 | 7 | III | 107.7 | 2 | I | 88.1 | 8 | III | public | RU/VH |
| Texas A&M (TX)* | 137.2 | 8 | III | 97.3 | 10 | III | 87.2 | 9 | III | public | RU/VH |
| Ohio State (OH) | 136.6 | 9 | III | 92.6 | 12 | IV | 82.8 | 12 | IV | public | RU/VH |
| University of Wisconsin-Madison (WI)* | 134.0 | 10 | III | 105.9 | 3 | I | 89.1 | 6 | II | public | RU/VH |
| University of Florida (FL) | 131.0 | 11 | IV | 95.4 | 11 | IV | 82.6 | 13 | IV | public | RU/VH |
| Iowa State (IA) | 129.2 | 12 | IV | 98.7 | 9 | III | 85.5 | 10 | III | public | RU/VH |
| University of Georgia (GA)* | 123.7 | 13 | IV | 89.4 | 14 | V | 80.4 | 15 | V | public | RU/VH |
| NC State University (NC) | 123.0 | 14 | V | 92.6 | 13 | IV | 82.2 | 14 | V | public | RU/VH |
| University of Maryland (MD) | 122.9 | 15 | V | 88.0 | 15 | V | 83.3 | 11 | IV | public | RU/VH |
| University of CA-Davis (CA)* | 114.4 | 16 | V | 76.9 | 16 | V | 69.7 | 16 | V | public | RU/VH |
| Mean compensation | 136.2 | | | 98.3 | | | 86.1 | | | | |
| Median compensation | 136.9 | | | 100.0 | | | 87.6 | | | | |

NC A&T State University

| University/College | Professor (adjusted, in \$1000's) | Rank | Quintile | Associate (adjusted, in \$1000's) | Rank | Quintile | Assistant (adjusted, in \$1000's) | Rank | Quintile | Control | Carnegie classification |
|---|---|----------|------------|---|----------|------------|---|----------|----------|---------------|----------------------------|
| New Jersey Institute of Tech. (NJ) | 126.2 | 1 | I | 99.8 | 1 | I | 77.6 | 3 | I | public | RU/H |
| University of Texas at El Paso (TX) | 114.8 | 2 | I | 87.7 | 3 | I | 81.6 | 1 | I | public | RU/H |
| University of South Alabama (AL) | 113.2 | 3 | I | 86.2 | 4 | II | 72.4 | 6 | II | public | Master's L |
| Cleveland State (OH) | 112.5 | 4 | II | 84.8 | 6 | II | 69.2 | 10 | IV | public | DRU |
| Tennessee Tech. University (TN)* | 107.5 | 5 | II | 93.3 | 2 | I | 76.8 | 4 | II | public | Master's L |
| University of Tennessee- Chattanooga (TN) | 102.0 | 6 | II | 85.7 | 5 | II | 70.8 | 9 | IV | public | Master's L |
| Florida Agricultural and Mechan- ical University (FL)* | 99.6 | 7 | III | 82.5 | 9 | IV | 72.9 | 5 | II | public | DRU |
| North Carolina A&T (NC)* | 99.2 | 8 | III | 84.8 | 7 | III | 78.2 | 2 | I | public | RU/H |
| North Dakota State (ND) | 97.8 | 9 | IV | 81.3 | 10 | IV | 72.1 | 7 | III | public | RU/H |
| University of Maine (ME)* | 96.9 | 10 | IV | 82.7 | 8 | III | 66.9 | 12 | V | public | RU/H |
| Montana State (MT) | 92.6 | 11 | IV | 76.0 | 12 | V | 66.9 | 11 | IV | public | RU/VH |
| South Dakota State (SD)* | 92.0 | 12 | V | 79.3 | 11 | IV | 70.9 | 8 | III | public | RU/H |
| Portland State (OR) | 91.4 | 13 | V | 73.5 | 13 | V | 61.6 | 13 | V | public | DRU |
| University of Massachusetts- Dartmouth (MA) | 91.0 | 14 | V | 71.1 | 14 | V | 60.8 | 14 | V | public | Master's L |
| Mean compensation | 102.6 | | | 83.5 | | | 71.3 | | | | |
| Median compensation | 99.4 | | | 83.7 | | | 71.5 | | | | |

* COL proxy used

Faculty Compensation and Ranking (per Jones Report)

NC Central University

| University/College | Professor (adjusted, in \$1000's) | Rank | Quintile | Associate (adjusted, in \$1000's) | Rank | Quintile | Assistant (adjusted, in \$1000's) | Rank | Quintile | Control | Carnegie classification |
|--|---|----------|----------|---|----------|----------|---|----------|----------|---------------|----------------------------|
| University of Texas at Dallas (TX) | 141.5 | 1 | I | 110.4 | 1 | I | 109.1 | 1 | I | public | RU/H |
| North Carolina Central University (NC) | 119.0 | 2 | I | 93.7 | 2 | I | 81.7 | 2 | I | public | Master's L |
| Washburn University (KS)* | 116.5 | 3 | I | 86.1 | 5 | II | 68.0 | 10 | IV | public | Master's M |
| Rutgers St. University-Camden (NJ) | 115.4 | 4 | II | 86.0 | 6 | II | 67.1 | 12 | IV | public | Master's M |
| University of Houston-Clear Lake (TX) | 114.2 | 5 | II | 90.8 | 4 | II | 80.2 | 3 | I | public | Master's L |
| Edinboro University of Pennsylvania (PA)* | 112.9 | 6 | II | 93.6 | 3 | I | 76.0 | 4 | II | public | Master's L |
| University of West Florida (FL) | 104.6 | 7 | III | 81.8 | 9 | III | 70.5 | 7 | III | public | DRU |
| University of Tennessee-Chattanooga (TN) | 102.0 | 8 | III | 85.7 | 7 | III | 70.8 | 6 | II | public | Master's L |
| California State University-Bakersfield (CA) | 99.7 | 9 | III | 79.0 | 11 | IV | 68.5 | 9 | III | public | Master's L |
| Florida Agricultural and Mechanical University (FL)* | 99.6 | 10 | IV | 82.5 | 8 | III | 72.9 | 5 | II | public | DRU |
| Valdosta State University (GA) | 95.2 | 11 | IV | 76.4 | 12 | IV | 67.4 | 11 | IV | public | Master's L |
| West Texas A&M University (TX)* | 93.4 | 12 | IV | 81.3 | 10 | IV | 69.3 | 8 | III | public | Master's L |
| Chicago State University (IL) | 86.2 | 13 | V | 72.9 | 13 | V | 65.1 | 13 | V | public | Master's L |
| Tennessee State (TN) | 79.7 | 14 | V | 61.2 | 15 | V | 52.4 | 15 | V | public | DRU |
| Salem College (NC) | 78.6 | 15 | V | 66.2 | 14 | V | 60.4 | 14 | V | private | Bac/A&S |
| Mean compensation | 103.9 | | | 83.2 | | | 72.0 | | | | |
| Median compensation | 102.0 | | | 82.5 | | | 69.3 | | | | |

UNC-Asheville

| University/College | Professor (adjusted, in \$1000's) | Rank | Quintile | Associate (adjusted, in \$1000's) | Rank | Quintile | Assistant (adjusted, in \$1000's) | Rank | Quintile | Control | Carnegie classification |
|--|---|----------|-----------|---|-----------|-----------|---|----------|------------|---------------|----------------------------|
| Lafayette College (PA)* | 127.2 | 1 | I | 100.7 | 1 | I | 72.8 | 2 | I | private | Bac/A&S |
| Bucknell University (PA)* | 121.5 | 2 | I | 91.3 | 3 | II | 75.3 | 1 | I | private | Bac/A&S |
| Furman University (SC) | 121.4 | 3 | II | 93.4 | 2 | I | 70.5 | 3 | II | private | Bac/A&S |
| Union College (NY)* | 113.5 | 4 | II | 85.2 | 4 | II | 69.5 | 4 | II | private | Bac/A&S |
| Richard Stockton College of New Jersey, The (NJ)* | 98.8 | 5 | II | 75.4 | 8 | IV | 55.7 | 10 | IV | public | Master's S |
| Truman State University (MO)* | 95.1 | 6 | III | 73.9 | 9 | IV | 61.8 | 6 | III | public | Master's M |
| Ramapo College of New Jersey (NJ) | 95.0 | 7 | III | 76.2 | 7 | III | 55.8 | 9 | IV | public | Master's S |
| New College of Florida (FL) | 94.3 | 8 | IV | 76.4 | 5 | II | 60.2 | 8 | IV | public | Bac/A&S |
| UNC-Asheville (NC) | 92.1 | 9 | IV | 69.2 | 10 | IV | 61.1 | 7 | III | public | Bac/A&S |
| State University of NY College at Geneseo (NY)* | 89.8 | 10 | IV | 76.3 | 6 | III | 64.8 | 5 | II | public | Master's M |
| St. Mary's College of Maryland (MD)* | 83.2 | 11 | V | 62.7 | 12 | V | 53.2 | 11 | V | public | Bac/A&S |
| Massachusetts College of Liberal Arts (MA)* | 76.5 | 12 | V | 66.4 | 11 | V | 53.2 | 12 | V | public | Bac/A&S |
| Mean compensation | 100.7 | | | 78.9 | | | 62.8 | | | | |
| Median compensation | 95.0 | | | 76.3 | | | 61.5 | | | | |

* COL proxy used

Faculty Compensation and Ranking (per Jones Report)

UNC-Chapel Hill

| University/College | Professor (adjusted, in \$1000's) | Rank | Quintile | Associate (adjusted, in \$1000's) | Rank | Quintile | Assistant (adjusted, in \$1000's) | Rank | Quintile | Control | Carnegie classification |
|---|---|----------|------------|---|----------|------------|---|----------|------------|---------------|----------------------------|
| Duke (NC) | 196.8 | 1 | I | 140.8 | 1 | I | 116.0 | 1 | I | private | RU/VH |
| Emory (GA) | 176.8 | 2 | I | 114.9 | 2 | I | 102.7 | 2 | I | private | RU/VH |
| University of Pennsylvania (PA) | 157.9 | 3 | I | 110.7 | 3 | I | 98.6 | 3 | I | private | RU/VH |
| University of Pittsburgh (PA) | 148.9 | 4 | II | 101.9 | 5 | II | 86.0 | 8 | III | public | RU/VH |
| University of Illinois at Urbana-Champaign (IL) | 146.7 | 5 | II | 101.4 | 6 | II | 92.2 | 4 | II | public | RU/VH |
| University of Michigan (MI)* | 144.8 | 6 | II | 100.1 | 7 | III | 87.9 | 7 | III | public | RU/VH |
| University of Texas at Austin (TX) | 144.0 | 7 | III | 93.4 | 11 | IV | 89.7 | 5 | II | public | RU/VH |
| UNC-Chapel Hill (NC)* | 143.9 | 8 | III | 99.6 | 8 | III | 84.4 | 9 | III | public | RU/VH |
| University of Virginia (VA) | 142.0 | 9 | III | 98.8 | 9 | III | 81.7 | 11 | IV | public | RU/VH |
| University of Wisconsin-Madison (WI)* | 134.0 | 10 | III | 105.9 | 4 | II | 89.1 | 6 | II | public | RU/VH |
| University of Florida (FL) | 131.0 | 11 | IV | 95.4 | 10 | III | 82.6 | 10 | III | public | RU/VH |
| Johns Hopkins (MD) | 126.0 | 12 | IV | 88.1 | 12 | IV | 71.9 | 12 | IV | private | RU/VH |
| University of CA - Berkeley (CA) | 113.6 | 13 | IV | 75.3 | 15 | V | 68.5 | 14 | V | public | RU/VH |
| University of Southern California (CA) | 109.4 | 14 | V | 78.7 | 14 | V | 68.4 | 15 | V | private | RU/VH |
| University of Washington (WA) | 109.0 | 15 | V | 78.9 | 13 | IV | 71.6 | 13 | IV | public | RU/VH |
| University of CA - Los Angeles (CA) | 106.5 | 16 | V | 69.5 | 16 | V | 57.6 | 16 | V | public | RU/VH |
| Mean compensation | 139.4 | | | 97.1 | | | 84.3 | | | | |
| Median compensation | 143.0 | | | 99.2 | | | 85.2 | | | | |

UNC-Charlotte

| University/College | Professor (adjusted, in \$1000's) | Rank | Quintile | Associate (adjusted, in \$1000's) | Rank | Quintile | Assistant (adjusted, in \$1000's) | Rank | Quintile | Control | Carnegie classification |
|--|---|----------|-----------|---|----------|-----------|---|----------|-----------|---------------|----------------------------|
| University of Delaware (DE) | 143.3 | 1 | I | 103.2 | 2 | I | 83.8 | 2 | I | public | RU/VH |
| Georgia State (GA) | 139.1 | 2 | I | 88.2 | 9 | III | 76.3 | 6 | II | public | RU/H |
| Western Michigan (MI) | 137.4 | 3 | I | 104.2 | 1 | I | 82.2 | 3 | I | public | RU/H |
| University of Central Florida (FL) | 127.3 | 4 | II | 88.8 | 8 | III | 73.0 | 8 | III | public | RU/H |
| University of Texas at Arlington (TX) | 124.6 | 5 | II | 97.2 | 3 | I | 90.2 | 1 | I | public | RU/H |
| UNC-Charlotte (NC) | 124.1 | 6 | II | 93.4 | 4 | II | 81.6 | 4 | II | public | DRU |
| University of Louisville (KY) | 120.1 | 7 | III | 92.5 | 5 | II | 71.3 | 10 | IV | public | RU/H |
| Kent State (OH) | 117.9 | 8 | III | 91.3 | 7 | III | 75.3 | 7 | III | public | RU/H |
| University of Wisconsin-Milwaukee (WI)* | 116.3 | 9 | III | 91.3 | 6 | II | 78.9 | 5 | II | public | RU/H |
| University of Texas at San Antonio (TX) | 116.2 | 10 | IV | 84.0 | 10 | IV | 72.1 | 9 | III | public | Master's L |
| George Mason (VA)* | 108.7 | 11 | IV | 75.1 | 11 | IV | 59.1 | 14 | V | public | RU/H |
| University of Maryland-Baltimore County (MD) | 100.3 | 12 | IV | 73.1 | 13 | V | 61.6 | 13 | V | public | RU/H |
| University of Rhode Island (RI)* | 95.9 | 13 | V | 71.6 | 14 | V | 62.5 | 11 | IV | public | RU/H |
| Portland State (OR) | 91.4 | 14 | V | 73.5 | 12 | IV | 61.6 | 12 | IV | public | DRU |
| San Diego State (CA) | 77.1 | 15 | V | 63.5 | 15 | V | 55.3 | 15 | V | public | RU/H |
| Mean compensation | 116.0 | | | 86.1 | | | 72.3 | | | | |
| Median compensation | 117.9 | | | 88.8 | | | 73.0 | | | | |

* COL proxy used

Faculty Compensation and Ranking (per Jones Report)

UNC-Greensboro

| University/College | Professor (adjusted, in \$1000's) | Rank | Quintile | Associate (adjusted, in \$1000's) | Rank | Quintile | Assistant (adjusted, in \$1000's) | Rank | Quintile | Control | Carnegie classification |
|--|---|-----------|------------|---|-----------|-----------|---|-----------|-----------|---------------|----------------------------|
| University of Delaware (DE) | 143.3 | 1 | I | 103.2 | 2 | I | 83.8 | 1 | I | public | RU/VH |
| Georgia State (GA) | 139.1 | 2 | I | 88.2 | 10 | III | 76.3 | 6 | II | public | RU/H |
| Western Michigan (MI) | 137.4 | 3 | I | 104.2 | 1 | I | 82.2 | 3 | I | public | RU/H |
| Miami University- Oxford (OH)* | 133.0 | 4 | I | 99.3 | 3 | I | 77.1 | 5 | II | public | RU/H |
| College of William and Mary (VA) | 130.8 | 5 | II | 93.3 | 6 | II | 76.0 | 7 | II | public | RU/H |
| College of William and Mary (VA) | 130.8 | 6 | II | 93.3 | 7 | II | 76.0 | 8 | III | public | RU/H |
| University of Alabama (AL) | 128.0 | 7 | II | 94.2 | 5 | II | 74.9 | 10 | III | public | RU/H |
| Ohio University (OH)* | 125.6 | 8 | III | 97.5 | 4 | I | 82.4 | 2 | I | public | RU/H |
| State University of NY at Binghamton (NY)* | 116.7 | 9 | III | 85.4 | 13 | IV | 74.2 | 11 | III | public | RU/H |
| University of Wisconsin-Milwaukee (WI)* | 116.3 | 10 | III | 91.3 | 8 | III | 78.9 | 4 | I | public | RU/H |
| UNC-Greensboro (NC)* | 114.3 | 11 | III | 85.9 | 12 | IV | 74.1 | 12 | IV | public | RU/H |
| Bowling Green State University (OH)* | 112.9 | 12 | IV | 87.5 | 11 | III | 72.0 | 13 | IV | public | RU/H |
| University of Massachusetts - Lowell (MA)* | 111.5 | 13 | IV | 89.1 | 9 | III | 75.7 | 9 | III | public | DRU |
| George Mason (VA)* | 108.7 | 14 | IV | 75.1 | 16 | V | 59.1 | 18 | V | public | RU/H |
| University of Southern Mississippi (MS)* | 104.4 | 15 | V | 80.4 | 15 | V | 70.8 | 14 | IV | public | RU/H |
| Northern Illinois (IL)* | 103.5 | 16 | V | 81.2 | 14 | IV | 70.0 | 15 | V | public | RU/H |
| Florida Atlantic College (FL) | 93.9 | 17 | V | 69.7 | 18 | V | 62.7 | 16 | V | public | RU/H |
| Portland State (OR) | 91.4 | 18 | V | 73.5 | 17 | V | 61.6 | 17 | V | public | DRU |
| Mean compensation | 119.0 | | | 88.5 | | | 73.8 | | | | |
| Median compensation | 116.5 | | | 88.7 | | | 75.3 | | | | |

UNC-Pembroke

| University/College | Professor (adjusted, in \$1000's) | Rank | Quintile | Associate (adjusted, in \$1000's) | Rank | Quintile | Assistant (adjusted, in \$1000's) | Rank | Quintile | Control | Carnegie classification |
|---|---|------|----------|---|------|----------|---|------|----------|---------|----------------------------|
| University of North Carolina at Pembroke (NC)* | 109.2 | 1 | I | 85.6 | 2 | I | 73.5 | 2 | I | public | Master's M |
| Shippensburg University of Pennsylvania (PA)* | 108.3 | 2 | I | 88.0 | 1 | I | 70.1 | 5 | II | public | Master's L |
| University of Tennessee-Martin (TN)* | 105.3 | 3 | I | 82.6 | 5 | II | 73.2 | 3 | I | public | Master's M |
| East Stroudsburg University of Pennsylvania (PA)* | 103.3 | 4 | II | 83.3 | 3 | I | 64.3 | 10 | III | public | Master's L |
| Radford University (VA)* | 98.7 | 5 | II | 81.9 | 6 | II | 74.6 | 1 | I | public | Master's L |
| Pittsburg State University (KS)* | 98.2 | 6 | II | 80.4 | 8 | III | 68.4 | 7 | III | public | Master's L |
| State University of NY College at Fredonia (NY)* | 97.1 | 7 | III | 74.3 | 11 | IV | 62.3 | 11 | IV | public | Master's L |
| Morehead State University (KY)* | 96.4 | 8 | III | 76.9 | 9 | III | 68.0 | 8 | III | public | Master's L |
| University of North Alabama (AL) | 95.0 | 9 | III | 82.6 | 4 | II | 72.1 | 4 | II | public | Master's L |
| Northeastern State University (OK)* | 93.9 | 10 | III | 80.5 | 7 | III | 68.5 | 6 | II | public | Master's L |
| Southern Oregon University (OR)* | 89.9 | 11 | IV | 74.5 | 10 | III | 65.7 | 9 | III | public | Master's L |
| California State University-Stanislaus (CA)* | 87.4 | 12 | IV | 69.7 | 12 | IV | 58.6 | 13 | IV | public | Master's M |
| Plymouth State University (NH)* | 84.1 | 13 | IV | 68.1 | 13 | IV | 57.7 | 14 | V | public | Master's L |
| Salisbury University (MD)* | 81.4 | 14 | V | 67.7 | 14 | V | 62.0 | 12 | IV | public | Master's L |
| Western Connecticut State University (CT) | 73.9 | 15 | V | 62.0 | 15 | V | 53.9 | 15 | V | public | Master's L |
| Westfield State College (MA)* | 66.1 | 16 | V | 54.9 | 16 | V | 49.2 | 16 | V | public | Master's M |
| Mean compensation | 93.0 | | | 75.8 | | | 65.1 | | | | |
| Median compensation | 95.7 | | | 78.6 | | | 66.8 | | | | |

* COL proxy used

Faculty Compensation and Ranking (per Jones Report)

UNC-Wilmington

| University/College | Professor (adjusted, in \$1000's) | Rank | Quintile | Associate (adjusted, in \$1000's) | Rank | Quintile | Assistant (adjusted, in \$1000's) | Rank | Quintile | Control | Carnegie classification |
|--|---|----------|-----------|---|----------|-----------|---|----------|------------|---------------|----------------------------|
| University of Texas at Dallas (TX) | 141.5 | 1 | I | 110.4 | 1 | I | 109.1 | 1 | I | public | RU/H |
| University of Northern Iowa (IA) | 113.9 | 2 | I | 90.3 | 2 | I | 76.2 | 2 | I | public | Master's L |
| Murray State University (KY)* | 103.2 | 3 | I | 83.7 | 5 | II | 70.6 | 5 | II | public | Master's L |
| California Polytechnic State University–San Luis Obispo (CA)* | 101.1 | 4 | II | 83.7 | 4 | II | 73.0 | 4 | II | public | Master's L |
| James Madison University (VA) | 100.8 | 5 | II | 83.8 | 3 | I | 69.2 | 6 | II | public | Master's L |
| University of Wisconsin–Eau Claire (WI) | 97.6 | 6 | II | 81.6 | 6 | II | 73.6 | 3 | I | public | Master's M |
| College of Charleston (SC) | 97.4 | 7 | III | 79.4 | 7 | III | 66.6 | 8 | III | public | Master's M |
| College of New Jersey (NJ)* | 97.2 | 8 | III | 78.5 | 8 | III | 64.5 | 9 | IV | public | Master's L |
| UNC–Wilmington (NC) | 95.8 | 9 | IV | 77.5 | 9 | IV | 68.8 | 7 | III | public | Master's L |
| Truman State University (MO)* | 95.1 | 10 | IV | 73.9 | 10 | IV | 61.8 | 10 | IV | public | Master's M |
| Towson University (MD) | 88.6 | 11 | IV | 72.1 | 11 | IV | 58.2 | 13 | V | public | Master's L |
| Sonoma State University (CA)* | 85.8 | 12 | V | 69.6 | 12 | V | 58.8 | 11 | IV | public | Master's L |
| Humboldt State University (CA)* | 85.7 | 13 | V | 69.4 | 13 | V | 56.3 | 14 | V | public | Master's M |
| Western Washington University (WA) | 81.2 | 14 | V | 66.5 | 14 | V | 58.5 | 12 | V | public | Master's L |
| Mean compensation | 98.9 | | | 80.0 | | | 68.9 | | | | |
| Median compensation | 97.3 | | | 78.9 | | | 67.7 | | | | |

Western Carolina University

| University/College | Professor (adjusted, in \$1000's) | Rank | Quintile | Associate (adjusted, in \$1000's) | Rank | Quintile | Assistant (adjusted, in \$1000's) | Rank | Quintile | Control | Carnegie classification |
|---|---|-----------|-----------|---|----------|------------|---|----------|-----------|---------------|----------------------------|
| State University of NY College at Brockport (NY)* | 110.5 | 1 | I | 84.3 | 4 | II | 68.0 | 11 | IV | public | Master's L |
| Shippensburg University of Pennsylvania (PA)* | 108.3 | 2 | I | 88.0 | 1 | I | 70.1 | 8 | III | public | Master's L |
| Northern Michigan University (MI)* | 106.4 | 3 | I | 85.0 | 2 | I | 72.9 | 4 | II | public | Master's L |
| Western Kentucky University (KY) | 106.3 | 4 | II | 84.7 | 3 | I | 71.4 | 6 | II | public | Master's L |
| Georgia Southern University (GA) | 106.0 | 5 | II | 84.2 | 5 | II | 73.0 | 3 | I | public | DRU |
| University of Wisconsin-La Crosse (WI)* | 104.7 | 6 | II | 83.3 | 8 | III | 73.0 | 2 | I | public | Master's L |
| Murray State University (KY)* | 103.2 | 7 | III | 83.7 | 7 | III | 70.6 | 7 | III | public | Master's L |
| Winona State University (MN)* | 100.8 | 8 | III | 76.3 | 12 | IV | 67.0 | 12 | IV | public | Master's M |
| James Madison University (VA) | 100.8 | 9 | III | 83.8 | 6 | II | 69.2 | 9 | III | public | Master's L |
| Western Carolina University (NC)* | 99.2 | 10 | IV | 82.4 | 9 | III | 72.1 | 5 | II | public | Master's L |
| Radford University (VA)* | 98.7 | 11 | IV | 81.9 | 10 | IV | 74.6 | 1 | I | public | Master's L |
| University of Wisconsin-Stevens Point (WI) | 97.1 | 12 | IV | 78.9 | 11 | IV | 68.2 | 10 | IV | public | Master's M |
| Towson University (MD) | 88.6 | 13 | V | 72.1 | 13 | V | 58.2 | 15 | V | public | Master's L |
| Sonoma State University (CA)* | 85.8 | 14 | V | 69.6 | 14 | V | 58.8 | 14 | V | public | Master's L |
| Salisbury University (MD)* | 81.4 | 15 | V | 67.7 | 15 | V | 62.0 | 13 | V | public | Master's L |
| Mean compensation | 99.9 | | | 80.4 | | | 68.6 | | | | |
| Median compensation | 100.8 | | | 83.3 | | | 70.1 | | | | |

* COL proxy used

Faculty Compensation and Ranking (per Jones Report)

Winston-Salem State University

| University/College | Professor (adjusted, in \$1000's) | Rank | Quintile | Associate (adjusted, in \$1000's) | Rank | Quintile | Assistant (adjusted, in \$1000's) | Rank | Quintile | Control | Carnegie classification |
|--|---|----------|------------|---|----------|------------|---|----------|----------|---------------|----------------------------|
| Murray State University (KY)* | 103.2 | 1 | I | 83.7 | 4 | II | 70.6 | 6 | II | public | Master's L |
| Winthrop University (SC)* | 103.0 | 2 | I | 89.5 | 1 | I | 76.2 | 2 | I | public | Master's L |
| University of Tennessee- Chattanooga (TN) | 102.0 | 3 | I | 85.7 | 3 | I | 70.8 | 5 | II | public | Master's L |
| Lock Haven University of Pennsylvania (PA)* | 99.2 | 4 | II | 78.6 | 10 | IV | 64.6 | 14 | V | public | Master's S |
| Radford University (VA)* | 98.7 | 5 | II | 81.9 | 7 | III | 74.6 | 3 | I | public | Master's L |
| Jacksonville State University (AL) | 98.0 | 6 | II | 86.7 | 2 | I | 69.9 | 7 | III | public | Master's L |
| University of Central Arkansas (AR) | 96.7 | 7 | III | 82.8 | 5 | II | 68.3 | 9 | III | public | Master's L |
| Winston-Salem State University (NC) | 95.5 | 8 | III | 81.3 | 8 | III | 78.4 | 1 | I | public | Bac/Diverse |
| University of North Alabama (AL) | 95.0 | 9 | III | 82.6 | 6 | II | 72.1 | 4 | II | public | Master's L |
| Florida Gulf Coast University (FL) | 93.1 | 10 | IV | 76.2 | 12 | IV | 60.4 | 15 | V | public | Master's L |
| University of Louisiana at Monroe (LA)* | 93.0 | 11 | IV | 75.5 | 13 | V | 68.8 | 8 | III | public | Master's L |
| University of South Carolina Upstate (SC)* | 91.7 | 12 | IV | 77.1 | 11 | IV | 67.8 | 11 | IV | public | Bac/Diverse |
| Longwood University (VA)* | 91.5 | 13 | V | 80.5 | 9 | III | 66.2 | 12 | IV | public | Master's M |
| Colorado State University-Pueblo (CO) | 91.5 | 14 | V | 75.0 | 14 | V | 67.9 | 10 | IV | public | Bac/A&S |
| Georgia College and State University (GA)* | 86.6 | 15 | V | 74.8 | 15 | V | 65.3 | 13 | V | public | Master's L |
| Mean compensation | 95.9 | | | 80.8 | | | 69.5 | | | | |
| Median compensation | 116.3 | | | 81.3 | | | 68.8 | | | | |

* COL proxy used

Appendix D

Appendix D: Institutions for which Proxies Were Used in Finding Area Cost of Living, Listed by School, Location, and Proxy.

COL (Cost of Living) Proxies Used

| School | City, State | COL Proxy |
|---|-------------------------|---------------------------|
| Albion College | Albion, MI | Kalamazoo MI |
| Albright College | Reading , PA | Lancaster PA |
| Alcorn State University | Alcorn State, MS | Jackson MS |
| Alfred University | Alfred, NY | Rochester NY |
| Allegheny College | Meadville, PA | Erie PA |
| Alma College | Alma , MI | Kalamazoo MI |
| Alvernia College | Reading , PA | Lancaster PA |
| Alverno College | Milwaukee, WI | Sheboygan WI |
| Amherst College | Amherst, MA | Pittsfield MA |
| Anderson University | Anderson, IN | Indianapolis IN |
| Anna Maria College | Paxton, MA | Fitchburg MA |
| Antioch College | Yellow Springs, OH | Dayton OH |
| Appalachian State University | Boone, NC | McDowell County NC |
| Arkansas Tech University | Russellville, AR | Conway AR |
| Asbury College | Wilmore, KY | Lexington KY |
| Assumption College | Worcester, MA | Fitchburg MA |
| Augsburg College | Minneapolis, MN | St. Cloud MN |
| Augusta State University | Augusta, GA | Statesboro GA |
| Averett University | Danville, VA | Martinsville VA |
| Azusa Pacific University | Azusa, CA | Riverside CA |
| Baker University College of Arts and Sciences | Baldwin City, KS | Lawrence KS |
| Ball State | Muncie, IN | Indianapolis IN |
| Bard College | Annandale-on-Hudson, NY | Glen Falls NY |
| Barton College | Wilson , NC | Greenville NC |
| Bates College | Lewiston, ME | Portland ME |
| Bellevue University | Bellevue, NE | Omaha NE |
| Belmont Abbey College | Belmont, NC | Gastonia NC |
| Beloit College | Beloit, WI | Janesville WI |
| Bemidji State | Bemidji, MN | Moorhead ND |
| Bennett College | Greensboro, NC | Burlington NC |
| Berea College | Berea , KY | Lexington KY |
| Berry College | Mount Berry , GA | Marietta GA |
| Bethany College | Bethany, WV | Vienna WV |
| Bethany College | Lindsborg, KS | Lindsborg KS |

| School | City, State | COL Proxy |
|---|---------------------|---------------------------|
| Bethany College of the Assemblies of God | Scotts Valley, CA | Fresno CA |
| Bethel College | Mishawaka, IN | South Bend IN |
| Bethel University | St. Paul, MN | St. Cloud MN |
| Bethune Cookman College | Daytona Beach, FL | Orlando FL |
| Black Hills State University | Spearfish, SD | Gillette WY |
| Bloomsburg University of Pennsylvania | Bloomsburg, PA | Lancaster PA |
| Bluffton University | Bluffton, OH | Lima OH |
| Bowdoin College | Brunswick, ME | Portland ME |
| Bowie State University | Bowie, MD | Baltimore MD |
| Bowling Green State University | Bowling Green, OH | Findlay OH |
| Bradley University | Peoria, IL | Galesburg IL |
| Brenau University | Gainesville, GA | Marietta GA |
| Brevard College | Brevard, NC | McDowell County NC |
| Briar Cliff University | Sioux City, IA | Ames IA |
| Bridgewater College | Bridgewater, VA | Harrisonburg VA |
| Bryan College | Dayton , TN | Cleveland TN |
| Bryant University | Smithfield, RI | Providence RI |
| Bucknell University | Lewisburg, PA | Lancaster PA |
| Buena Vista University | Storm Lake , IA | Ames IA |
| College Misericordia | Dallas, PA | Lancaster PA |
| College of New Jersey | Ewing, NJ | Middlesex-Monmouth NJ |
| College of Saint Benedict | Saint Joseph, MN | St. Cloud MN |
| College of Saint Joseph | Rutland, VT | Glen Falls NY |
| College of Santa Fe | Santa Fe, NM | Albuquerque NM |
| College of St. Catherine | St. Paul, MN | St. Cloud MN |
| College of St. Rose | Albany, NY | Glen Falls NY |
| College of St. Scholastica | Duluth, MN | St. Cloud MN |
| College of the Holy Cross | Worcester, MA | Fitchburg MA |
| College of the Ozarks | Point Lookout, MO | Joplin MO |
| College of the Southwest | Hobbs, NM | Las Cruces NM |
| College of Wooster | Wooster, OH | Ashland OH |
| California Lutheran University | Thousand Oaks, CA | San Bernadino CA |
| California Maritime Academy | Vallejo, CA | Oakland CA |
| California Polytechnic State University—San Luis Obispo | San Luis Obispo, CA | |
| California State Polytechnic University—Pomona | Pomona , CA | Riverside CA |
| California State University—Channel Islands | Camarillo, CA | San Bernadino CA |
| California State University—Chico | Chico, CA | Sacramento CA |

| School | City, State | COL Proxy |
|---|-------------------------|---------------------------------|
| California State University—Monterey Bay | Seaside, CA | Fresno CA |
| California State University—Northridge | Northridge, CA | San Bernadino CA |
| California State University—San Marcos | San Marcos, CA | San Diego CA |
| California State University—Stanislaus | Turlock, CA | Stockton CA |
| California University of Pennsylvania | California, PA | Pittsburgh PA |
| Calumet College of Saint Joseph | Whiting, IN | Will County IL |
| Campbellsville University | Campbellsville, KY | Bowling Green KY |
| Canisius College | Buffalo, NY | Rochester NY |
| Cardinal Stritch University | Milwaukee, WI | Sheboygan WI |
| Carleton College | Northfield, MN | Rochester MN |
| Carroll College | Helena, MT | Kalispell MT |
| Carroll College | Waukesha, WI | Janesville WI |
| Carson-Newman College | Jefferson City, TN | Knoxville TN |
| Carthage College | Kenosha, WI | Janesville WI |
| Castleton State College | Castleton, VT | Glen Falls NY |
| Catawba College | Salisbury, NC | Lexington-Thomasville NC |
| Cazenovia College | Cazenovia, NY | Ithaca NY |
| Cedar Crest College | Allentown, PA | Lancaster PA |
| Cedarville University | Cedarville, OH | Dayton OH |
| Centenary College | Hackettstown, NJ | Middlesex-Monmouth NJ |
| Central College | Pella, IA | Des Moines IA |
| Central Methodist University—College of Liberal Arts & Sciences | Fayette, MO | Columbia MO |
| Central Michigan | Mt. Pleasant, MI | Kalamazoo MI |
| Central Washington University | Ellensburg, WA | Kennewick-Richland-Pasco WA |
| Centre College | Danville, KY | Lexington KY |
| Chadron State College | Chadron, NE | Hastings NE |
| Chowan College | Murfreesboro, NC | Southeast Virginia |
| Claflin University | Orangeburg, SC | Columbia SC |
| Claremont Graduate University | Claremont, CA | Riverside CA |
| Claremont McKenna College | Claremont, CA | Riverside CA |
| Clarion University of Pennsylvania | Clarion, PA | Indiana County PA |
| Clark University | Worcester, MA | Fitchburg MA |
| Clarkson University | Potsdam, NY | Plattsburgh NY |
| Clemson | Clemson, SC | Greenville SC |
| Coastal Carolina University | Conway, SC | Myrtle Beach SC |
| Colby College | Waterville, ME | Bangor ME |
| Colgate University | Hamilton, NY | Ithaca NY |
| Colorado School of Mines | Golden, CO | Denver CO |
| Columbus State University | Columbus, GA | Warner Robbins GA |

| School | City, State | COL Proxy |
|---|---------------------------|-----------------------------|
| Concordia | Seward, NE | Hastings NE |
| Concordia University-Wisconsin | Mequon, WI | Sheboygan WI |
| Converse College | Spartanburg, SC | Greenville SC |
| Cornell College | Mount Vernon, IA | Cedar Rapids IA |
| Covenant College | Lookout Mountain, GA | Marietta GA |
| Culver-Stockton College | Canton, MO | Quincy IL |
| Daemen College | Amherst, NY | Rochester NY |
| Dakota State University | Madison, SD | Sioux Falls SD |
| Dartmouth | Hanover, NH | Fitchburg MA |
| Davidson College | Davidson, NC | Gastonia NC |
| Defiance College | Defiance, OH | Findlay OH |
| Delaware Valley College | Doylestown, PA | Lancaster PA |
| Delta State University | Cleveland, MS | Tupelo MS |
| Denison University | Granville, OH | Columbus OH |
| DePauw University | Greencastle, IN | Terre Haute IN |
| Desales University | Center Valley, PA | Lancaster PA |
| Dickinson College | Carlisle, PA | York County PA |
| Dickinson State University | Dickinson, ND | Bismarck ND |
| Doane College | Crete, NE | Hastings NE |
| Dordt College | Sioux Center, IA | Ames IA |
| Drury University | Springfield, MO | Joplin MO |
| Earlham College | Richmond, IN | Indianapolis IN |
| East Central University | Ada, OK | McAlester OK |
| East Stroudsburg University of Pennsylvania | East Stroudsburg, PA | Lancaster PA |
| East Texas Baptist University | Marshall, TX | Longview TX |
| Eastern Connecticut State University | Willimantic, CT | Hartford CT |
| Eastern Illinois University | Charleston, IL | Danville IL |
| Eastern Kentucky University | Richmond, KY | Lexington KY |
| Eastern Michigan University | Ypsilanti, MI | Kalamazoo MI |
| Eastern New Mexico—Main Campus | Portales, NM | Las Cruces NM |
| Eastern Oregon University | La Grande, OR | Kennewick-Richland-Pasco WA |
| Eastern Washington University | Cheney, WA | Spokane WA |
| Edgewood College | Madison, WI | Janesville WI |
| Edinboro University of Pennsylvania | Edinboro, PA | Erie PA |
| Elizabeth City State University | Elizabeth City, NC | Dare County NC |
| Elizabethtown College | Elizabethtown, PA | York County PA |
| Elmira College | Elmira, NY | Ithaca NY |
| Elon | Elon, NC | Burlington NC |

| School | City, State | COL Proxy |
|--|----------------------------|--------------------------|
| Embry Riddle Aeronautical University—Daytona Beach | Daytona Beach, FL | Orlando FL |
| Emory and Henry College | Emory, VA | Kingsport TN |
| Emporia State University | Emporia , KS | Lawrence KS |
| Erskine College and Seminary | Due West, SC | Anderson SC |
| Fayetteville State | Fayetteville, NC | Raleigh-Cary NC |
| Ferris State University | Big Rapids, MI | Kalamazoo MI |
| Ferrum College | Ferrum, VA | Martinsville VA |
| Flagler College | St Augustine, FL | Jacksonville FL |
| Florida Agricultural and Mechanical University | Tallahassee, FL | Panama City FL |
| Florida Institute of Tech | Melbourne, FL | Orlando FL |
| Florida Southern College | Lakeland, FL | Tampa FL |
| Florida State | Tallahassee, FL | Panama City FL |
| Fort Lewis College | Durango , CO | Grand Junction CO |
| Franciscan University of Steubenville | Steubenville, OH | Marietta OH |
| Franklin Pierce College | Rindge, NH | Fitchburg MA |
| Freed-Hardeman University | Henderson, TN | Madison County TN |
| Frostburg State University | Frostburg , MD | Frederick MD |
| Gardner-Webb University | Boiling Springs, NC | Gastonia NC |
| Geneva College | Beaver Falls, PA | Indiana County PA |
| George Fox University | Newberg, OR | Lincoln County OR |
| George Mason | Fairfax, VA | Prince William County VA |
| Georgetown College | Georgetown , KY | Lexington KY |
| Georgia College and State University | Milledgeville, GA | Warner Robbins GA |
| Georgian Court University | Lakewood, NJ | Middlesex-Monmouth NJ |
| Gettysburg College | Gettysburg, PA | York County PA |
| Glenville State College | Glenville, WV | Charleston WV |
| Goshen College | Goshen, IN | South Bend IN |
| Grace College and Theological Seminary | Winona Lake, IN | Fort Wayne IN |
| Graceland-Lamoni | Lamoni, IA | Des Moines IA |
| Grambling State University | Grambling, LA | Shreveport LA |
| Grand Valley State University | Allendale, MI | Grand Rapids MI |
| Greensboro College | Greensboro, NC | Burlington NC |
| Greenville College | Greenville, IL | Springfield IL |
| Grinnell College | Grinnell, IA | Des Moines IA |
| Guilford College | Greensboro, NC | Burlington NC |
| Gustavus Adolphus College | St. Peter, MN | Rochester MN |
| Gwynedd Mercy College | Gwynedd Valley, PA | Lancaster PA |
| Hamilton College | Clinton, NY | Ithaca NY |
| Hamline University | St. Paul, MN | St. Cloud MN |

| School | City, State | COL Proxy |
|-------------------------------------|-----------------------|---------------------------------|
| Hampden-Sydney College | Hampden-Sydney, VA | Southeastern Virginia |
| Hampshire College | Amherst, MA | Pittsfield MA |
| Hanover College | Hanover, IN | Bloomington IN |
| Hartwick College | Oneonta, NY | Ithaca NY |
| Harvey Mudd College | Claremont, CA | Riverside CA |
| Heidelberg College | Tiffin, OH | Findlay OH |
| Henderson State University | Arkadelphia, AR | Hot Springs AR |
| High Point | High Point, NC | Lexington-Thomasville NC |
| Hilbert College | Hamburg, NY | Rochester NY |
| Hiram College | Hiram, OH | Akron OH |
| Hobart William Smith Colleges | Geneva, NY | Rochester NY |
| Hope College | Holland, MI | Kalamazoo MI |
| Howard Payne University | Brownwood, TX | Waco TX |
| Humboldt State University | Arcata, CA | Sacramento CA |
| Huntington College | Huntington, IN | Fort Wayne IN |
| Idaho State | Pocatello, ID | Idaho Falls ID |
| Illinois College | Jacksonville, IL | Springfield IL |
| Immaculata University | Immaculata, PA | Lancaster PA |
| Indiana University—East | Richmond, IN | Indianapolis IN |
| Indiana University—Kokomo | Kokomo, IN | Lafayette IN |
| Indiana University—Southeast | New Albany, IN | Louisville KY |
| Jamestown College | Jamestown, ND | Fargo ND |
| Johnson State College | Johnson, VT | Chittenden County VT |
| Judson College | Elgin, IL | Joliet IL |
| Juniata College | Huntingdon, PA | Johnstown PA |
| Keck Graduate Institute | Claremont, CA | Riverside CA |
| Keene State College | Keene, NH | Fitchburg MA |
| Kennesaw State University | Kennesaw, GA | Marietta GA |
| Kent State University—Stark Campus | Canton, OH | Akron OH |
| Kentucky Wesleyan College | Owensboro, KY | Bowling Green KY |
| Kenyon College | Gambier, OH | Mansfield OH |
| Keuka College | Keuka Park, NY | Rochester NY |
| King College | Bristol, TN | Kingsport TN |
| Kings College | Wilkes Barre, PA | Lancaster PA |
| Kutztown University of Pennsylvania | Kutztown, PA | Lancaster PA |
| Lafayette College | Easton, PA | Lancaster PA |
| LaGrange College | LaGrange, GA | Marietta GA |
| Lakeland College | Plymouth, WI | Sheboygan WI |
| Lander University | Greenwood, SC | Anderson SC |
| Le Moyne College | Syracuse, NY | Rochester NY |

| School | City, State | COL Proxy |
|---------------------------------------|------------------------|-------------------------------------|
| Lebanon Valley College | Annville, PA | York County PA |
| Lees-McRae College | Banner Elk, NC | McDowell County NC |
| Lehigh University | Bethlehem, PA | Lancaster PA |
| Lewis-Clark State College | Lewiston, ID | Boise ID |
| Liberty University | Lynchburg, VA | Lexington-Buena Vista-Rockbridge VA |
| Limestone College | Gaffney, SC | Greenville SC |
| Lincoln University | Lincoln University, PA | Lancaster PA |
| Linfield College | McMinnville, OR | Lincoln County OR |
| Lock Haven University of Pennsylvania | Lock Haven, PA | Lancaster PA |
| Longwood University | Farmville , VA | Southeastern Virginia |
| Loras College | Dubuque , IA | Davenport IA |
| Louisiana Tech | Ruston, LA | Shreveport LA |
| Luther College | Decorah, IA | Cedar Rapids IA |
| Lycoming College | Williamsport, PA | Indiana County PA |
| Lynchburg College | Lynchburg, VA | Lexington-Buena Vista-Rockbridge VA |
| Lyndon State College | Lyndonville, VT | Chittenden County VT |
| Lyon College | Batesville, AR | Jonesboro AR |
| Macalester College | St. Paul, MN | St. Cloud MN |
| MacMurray College | Jacksonville, IL | Springfield IL |
| Madonna University | Livonia, MI | Grand Rapids MI |
| Malone College | Canton, OH | Akron OH |
| Manchester College | North Manchester, IN | Fort Wayne IN |
| Mansfield University of Pennsylvania | Mansfield, PA | Lancaster PA |
| Marian College of Fond du Lac | Fond du Lac, WI | Sheboygan WI |
| Marist College | Poughkeepsie, NY | Glen Falls NY |
| Marquette | Milwaukee, WI | Sheboygan WI |
| Mars Hill College | Mars Hill, NC | McDowell County NC |
| Marshall University | Huntington, WV | Charleston WV |
| Maryville College | Maryville, TN | Knoxville TN |
| Marywood University | Scranton, PA | Lancaster PA |
| Massachusetts College of Liberal Arts | North Adams, MA | Pittsfield MA |
| Mayville State University | Mayville, ND | Grand Forks ND |
| McDaniel College | Westminster, MD | Frederick MD |
| McKendree College | Lebanon, IL | Springfield IL |
| McPherson College | McPherson, KS | Hutchinson KS |
| Medaille College | Buffalo , NY | Rochester NY |
| Mercer University | Macon, GA | Warner Robbins GA |
| Messiah College | Grantham, PA | York County PA |
| Metropolitan State University | St. Paul, MN | St. Cloud MN |

| School | City, State | COL Proxy |
|---|------------------------|---------------------------|
| Miami University— Oxford | Oxford, OH | Cincinnati OH |
| Michigan State | East Lansing, MI | Kalamazoo MI |
| Michigan Technological University | Houghton, MI | Green Bay WI |
| Middlebury College | Middlebury, VT | Chittenden County VT |
| Midway College | Midway, KY | Lexington KY |
| Milligan College | Milligan College, TN | Johnson City TN |
| Milwaukee School of Engineering | Milwaukee, WI | Sheboygan WI |
| Minnesota State University—Mankato | Mankato, MN | Rochester MN |
| Mississippi College | Clinton, MS | Jackson MS |
| Mississippi State | Mississippi State, MS | Tupelo MS |
| Mississippi University for Women | Columbus, MS | Tupelo MS |
| Mississippi Valley State | Itta Bena, MS | Tupelo MS |
| Missouri State University | Springfield, MO | Joplin MO |
| Missouri Valley College | Marshall , MO | Columbia MO |
| Monmouth College | Monmouth, IL | Galesburg IL |
| Montana State University—Billings | Billings, MT | Bozeman MT |
| Montana Tech of the University of Montana | Butte, MT | Bozeman MT |
| Montreat College | Montreat, NC | McDowell County NC |
| Moravian College and Theological Seminary | Behlehem, PA | Lancaster PA |
| Morehead State University | Morehead, KY | Lexington KY |
| Morningside College | Sioux City, IA | Ames IA |
| Mount Holyoke College | South Hadley, MA | Pittsfield MA |
| Mount Marty College | Yankton, SD | Vermillion SD |
| Mount Mary College | Milwaukee, WI | Sheboygan WI |
| Mount Saint Mary College | Newburgh, NY | Glen Falls NY |
| Mount St. Mary's University | Emmitsburg, MD | Frederick MD |
| Mount Union College | Alliance , OH | Akron OH |
| Mount Vernon Nazarene University | Mt Vernon, OH | Mansfield OH |
| Muhlenberg College | Allentown, PA | Lancaster PA |
| Murray State University | Murray, KY | Paducah KY |
| Muskingum College | New Concord, OH | Marietta OH |
| Naropa University | Boulder, CO | Denver CO |
| Nebraska Wesleyan University | Lincoln, NE | Omaha NE |
| Niagara University | Niagara University, NY | Rochester NY |
| North Carolina A&T | Greensboro, NC | Burlington NC |
| North Carolina Wesleyan College | Rocky Mount, NC | Greenville NC |
| North Georgia College & State University | Dahlonega, GA | Marietta GA |
| Northeastern State University | Tahlequah, OK | Muskogee OK |
| Northern Illinois | Dekalb, IL | Joliet IL |

| School | City, State | COL Proxy |
|--|------------------------|-------------------------------------|
| Northern Kentucky University | Highland Heights, KY | Covington KY |
| Northern Michigan University | Marquette, MI | Green Bay WI |
| Northern State University | Aberdeen, SD | Sioux Falls SD |
| Northland College | Ashland, WI | Eau Claire WI |
| Northwestern College | Orange City, IA | Ames IA |
| Northwestern College | St. Paul, MN | St. Cloud MN |
| Northwestern State University of Louisiana | Natchitoches, LA | Shreveport LA |
| Norwich University | Northfield, VT | Chittenden County VT |
| Oakland University | Rochester Hills, MI | Kalamazoo MI |
| Oberlin College | Oberlin, OH | Huron County OH |
| Ohio Northern University | Ada, OH | Lima OH |
| Ohio University | Athens, OH | Marietta OH |
| Ohio University—Eastern Campus | St. Clairsville, OH | Marietta OH |
| Ohio Wesleyan University | Delaware, OH | Dayton OH |
| Oklahoma Wesleyan University | Bartlesville, OK | Tulsa OK |
| Olivet College | Olivet, MI | Kalamazoo MI |
| Olivet Nazarene University | Bourbonnais, IL | Joliet IL |
| Oregon State | Corvallis, OR | Eugene OR |
| Ottawa University | Ottawa, KS | Lawrence KS |
| Ouachita Baptist University | Arkadelphia, AR | Hot Springs AR |
| Penn. State | University Park, PA | Indiana County PA |
| Peru State College | Peru, NE | Omaha NE |
| Pfeiffer University | Misenheimer, NC | Gastonia NC |
| Pikeville College | Pikeville, KY | Lexington KY |
| Pittsburg State University | Pittsburg, KS | Hutchinson KS |
| Pitzer College | Claremont, CA | Riverside CA |
| Plymouth State University | Plymouth, NH | Fitchburg MA |
| Polytechnic University | Brooklyn, NY | Queens NY MSA |
| Pomona College | Claremont, CA | Riverside CA |
| Prairie View A&M University | Prairie View, TX | Conroe TX |
| Presbyterian College | Clinton, SC | Anderson SC |
| Princeton University | Princeton, NJ | Middlesex-Monmouth NJ |
| Principia College | Elsah, IL | Quincy IL |
| Purdue University—Calumet | Hammond, IN | Will County IL |
| Purdue University—North Central Campus | Westville, IN | South Bend IN |
| Radford University | Radford, VA | Roanoke VA |
| Randolph-Macon College | Ashland, VA | Richmond VA |
| Randolph-Macon Woman's College | Lynchburg, VA | Lexington-Buena Vista-Rockbridge VA |

| School | City, State | COL Proxy |
|---|--------------------------|--------------------------|
| Rensselaer Polytechnic Institute | Troy, NY | Glen Falls NY |
| Richard Stockton College of New Jersey, The | Pomona, NJ | Middlesex-Monmouth NJ |
| Rider University | Lawrenceville, NJ | Middlesex-Monmouth NJ |
| Ripon College | Ripon, WI | Appleton WI |
| Rivier College | Nashua, NH | Fitchburg MA |
| Roanoke College | Salem, VA | Roanoke VA |
| Rocky Mountain College | Billings, MT | Bozeman MT |
| Sage Colleges—Albany Campus | Albany, NY | Glen Falls NY |
| Saint Anselm College | Manchester, NH | Fitchburg MA |
| Saint Bonaventure University | St. Bonaventure, NY | Rochester NY |
| Saint Johns University | Collegeville, MN | St. Cloud MN |
| Saint Josephs College | Rensselaer, IN | Lafayette IN |
| Saint Martins College | Lacey, WA | Olympia WA |
| Saint Mary-of-the-Woods College | St Mary-of-the-Woods, IN | Terre Haute IN |
| Saint Marys College of California | Moraga, CA | Oakland CA |
| Saint Michaels College | Colchester, VT | Chittenden County VT |
| Saint Norbert College | De Pere, WI | Green Bay WI |
| Saint Olaf College | Northfield, MN | Rochester MN |
| Saint Vincent College | Latrobe, PA | Johnstown PA |
| Salisbury University | Salisbury, MD | Baltimore MD |
| Salve Regina University | Newport , RI | Providence RI |
| Schreiner University | Kerrville, TX | San Antonio TX |
| Scripps College | Claremont, CA | Riverside CA |
| Seton Hill University | Greensburg, PA | Johnstown PA |
| Sewanee: the University of the South | Sewanee, TN | Cleveland TN |
| Shawnee State University | Portsmouth, OH | Cincinnati OH |
| Shenandoah University | Winchester, VA | Prince William County VA |
| Shippensburg University of Pennsylvania | Shippensburg, PA | York County PA |
| Shorter College | Rome, GA | Marietta GA |
| Siena College | Loudonville, NY | Glen Falls NY |
| Siena Heights University | Adrian, MI | Kalamazoo MI |
| Simpson College | Indianola, IA | Des Moines IA |
| Skidmore College | Saratoga Springs , NY | Glen Falls NY |
| Slippery Rock University of Pennsylvania | Slippery Rock, PA | Indiana County PA |
| Smith College | Northampton, MA | Pittsfield MA |
| Sonoma State University | Rohnert Park, CA | Sacramento CA |
| South Dakota State | Brookings, SD | Sioux Falls SD |
| Southeast Missouri State University | Cape Girardeau, MO | Columbia MO |
| Southeastern Louisiana University | Hammond , LA | Baton Rouge LA |
| Southeastern Oklahoma State University | Durant, OK | Ardmore OK |

| School | City, State | COL Proxy |
|--|-----------------------|--------------------|
| Southern Arkansas University | Magnolia, AR | Hot Springs AR |
| Southern Illinois University Carbondale | Carbondale, IL | Springfield IL |
| Southern Illinois University Edwardsville | Edwardsville, IL | Springfield IL |
| Southern New Hampshire University | Manchester, NH | Fitchburg MA |
| Southern Oregon University | Ashland, OR | Klamath Falls OR |
| Southwest Baptist University | Bolivar, MO | Nevada MO |
| Southwest Minnesota State | Marshall , MN | Moorhead ND |
| Southwestern College | Winfield, KS | Hutchinson KS |
| Southwestern University | Georgetown, TX | Temple TX |
| Spring Arbor University | Spring Arbor, MI | Kalamazoo MI |
| Springfield College | Springfield, MA | Fitchburg MA |
| St. Andrews Presbyterian College | Laurinburg, NC | Gastonia NC |
| St. John's College | Santa Fe, NM | Albuquerque NM |
| St. John's College | Annapolis , MD | Baltimore MD |
| St. Lawrence University | Canton, NY | Plattsburgh NY |
| St. Mary's College of Maryland | St. Mary's City, MD | Baltimore MD |
| St. Mary's University of Minnesota | Winona, MN | Rochester MN |
| Stephen F. Austin State University | Nacogdoches, TX | Longview TX |
| Stetson University | Deland, FL | Orlando FL |
| Sul Ross State University | Alpine , TX | El Paso TX |
| State University of NY College at Brockport | Brockport, NY | Rochester NY |
| State University of NY College at Buffalo | Buffalo, NY | Rochester NY |
| State University of NY College at Cortland | Cortland, NY | Ithaca NY |
| State University of NY College at Fredonia | Fredonia, NY | Rochester NY |
| State University of NY College at Geneseo | Geneseo, NY | Rochester NY |
| State University of NY College at New Paltz | New Paltz, NY | Glen Falls NY |
| State University of NY College at Oneonta | Oneonta, NY | Ithaca NY |
| State University of NY College at Oswego | Oswego, NY | Rochester NY |
| State University of NY College of Environmental Science and Forestry | Syracuse , NY | Rochester NY |
| State University of NY Empire State College | Saratoga Springs , NY | Glen Falls NY |
| State University of NY Institute of Technology at Utica-Rome | Utica, NY | Glen Falls NY |
| State University of NY Potsdam | Potsdam, NY | Plattsburgh NY |
| State University of NY—Albany | Albany, NY | Glen Falls NY |
| State University of NY—Binghamton | Binghamton, NY | Ithaca NY |
| State University of NY—Buffalo | Buffalo, NY | Rochester NY |
| Susquehanna University | Selinsgrove, PA | Lancaster PA |

| School | City, State | COL Proxy |
|-----------------------------------|---------------------|-------------------------------------|
| Sweet Briar College | Sweet Briar, VA | Lexington-Buena Vista-Rockbridge VA |
| Syracuse University | Syracuse , NY | Rochester NY |
| Tabor College | Hillsboro, KS | Hutchinson KS |
| Tarleton State University | Stephenville, TX | Forth Worth TX |
| Taylor University—Upland | Upland, IN | Fort Wayne IN |
| Tennessee Tech. University | Cookeville, TN | Sumner County TN |
| Tennessee Wesleyan College | Athens, TN | Cleveland TN |
| Texas A&M | College Station, TX | Temple TX |
| Texas A&M University—Commerce | Commerce, TX | Paris TX |
| Texas A&M University—Galveston | Galveston, TX | Houston |
| Texas A&M University—Kingsville | Kingsville, TX | Corpus Christi TX |
| Texas Lutheran University | Seguin, TX | San Antonio TX |
| Texas State University—San Marcos | San Marcos, TX | Austin TX |
| Texas Woman’s University | Denton, TX | Sherman-Denison TX |
| Thiel College | Greenville, PA | Erie PA |
| Thomas College | Waterville, ME | Bangor ME |
| Tiffin University | Tiffin, OH | Findlay OH |
| Toccoa Falls College | Toccoa Falls, GA | Marietta GA |
| Trinity Christian College | Palos Heights, IL | Joliet IL |
| Tri-State University | Angola, IN | Fort Wayne IN |
| Truman State University | Kirksville, MO | Columbia MO |
| Tuskegee University | Tuskegee, AL | Auburn AL |
| University of Mary Hardin—Baylor | Belton, TX | Temple TX |
| University of Akron | Akron, OH | Akron OH |
| University of Colorado—Boulder | Boulder, CO | Denver CO |
| University of Connecticut | Storrs, CT | Hartford CT |
| University of Delaware | Newark, DE | Wilmington DE MSA |
| University of Detroit Mercy | Detroit, MI | Grand Rapids MI |
| University of Georgia | Athens, GA | Marietta GA |
| University of Hawaii—Hilo | Hilo, HI | Honolulu HI |
| University of Houston—Victoria | Victoria, TX | Corpus Christi TX |
| University of Idaho | Moscow, ID | Boise ID |
| University of Iowa | Iowa City, IA | Cedar Rapids IA |
| University of Louisiana—Monroe | Monroe, LA | Shreveport LA |
| University of Maine | Orono, ME | Bangor ME |
| University of Maine—Farmington | Farmington, ME | Bangor ME |
| University of Maine—Fort Kent | Fort Kent , ME | Bangor ME |
| University of Maine—Machias | Machias, ME | Bangor ME |
| University of Maine—Presque Isle | Presque Isle, ME | Bangor ME |
| University of Mary Washington | Fredericksburg, VA | Richmond VA |

| School | City, State | COL Proxy |
|--|--------------------|--------------------|
| University of Massachusetts—Amherst | Amherst, MA | Pittsfield MA |
| University of Massachusetts—Lowell | Lowell, MA | Fitchburg MA |
| University of Michigan | Ann Arbor, MI | Grand Rapids MI |
| University of Michigan—Dearborn | Dearborn, MI | Grand Rapids MI |
| University of Michigan—Flint | Flint, MI | Kalamazoo MI |
| University of Minnesota—Crookston | Crookston, MN | Grand Forks ND |
| University of Minnesota—Duluth | Duluth, MN | St. Cloud MN |
| University of Minnesota—Morris | Morris, MN | Moorhead ND |
| University of Minnesota—Twin Cities | Minneapolis, MN | St. Cloud MN |
| University of Mississippi | University , MS | Tupelo MS |
| University of Missouri—Rolla | Rolla, MO | Jefferson City MO |
| University of Montana—Western | Dillon, MT | Bozeman MT |
| University of Nebraska | Lincoln, NE | Omaha NE |
| University of Nebraska—Kearney | Kearney, NE | Hastings NE |
| University of New Hampshire | Durham, NH | Portland ME |
| University of North Texas | Denton, TX | Sherman-Denison TX |
| University of Pittsburgh—Bradford | Bradford, PA | Erie PA |
| University of Pittsburgh—Greensburg | Greensburg, PA | Johnstown PA |
| University of Redlands | Redlands, CA | Riverside CA |
| University of Rhode Island | Kingston, RI | Providence RI |
| University of Science and Arts of Oklahoma | Chickasha, OK | Norman OK |
| University of Scranton | Scranton, PA | Lancaster PA |
| University of South Carolina Upstate | Spartanburg, SC | Greenville SC |
| University of South Carolina—Aiken | Aiken, SC | Columbia SC |
| University of Southern Mississippi | Hattiesburg, MS | Meridian MS |
| University of St. Thomas | St. Paul, MN | St. Cloud MN |
| University of Tennessee—Martin | Martin, TN | Dyersburg TN |
| University of Texas—Pan American | Edinburg, TX | McAllen TX |
| University of the Ozarks | Clarksville, AR | Ft. Smith AR |
| University of Toledo | Toledo, OH | Cleveland OH |
| University of Virginia’s College at Wise | Wise, VA | Kingsport TN |
| University of West Alabama | Livingston, AL | Tuscaloosa AL |
| University of West Georgia | Carrollton, GA | Marietta GA |
| University of Wisconsin—La Crosse | La Crosse, WI | Eau Claire WI |
| University of Wisconsin—Madison | Madison, WI | Janesville WI |
| University of Wisconsin—Milwaukee | Milwaukee, WI | Sheboygan WI |
| University of Wisconsin—Oshkosh | Oshkosh, WI | Appleton WI |
| University of Wisconsin—Parkside | Kenosha, WI | Janesville WI |
| University of Wisconsin—Platteville | Platteville, WI | Janesville WI |
| University of Wisconsin—River Falls | River Falls, WI | Eau Claire WI |

| School | City, State | COL Proxy |
|---|------------------------|-----------------------------|
| University of Wisconsin—Stout | Menomonie, WI | Green Bay WI |
| University of Wisconsin—Superior | Superior, WI | Eau Claire WI |
| University of Wisconsin—Whitewater | Whitewater, WI | Janesville WI |
| University of California—Davis | Davis, CA | Sacramento CA |
| University of California—Santa Barbara | Santa Barbara, CA | San Bernadino CA |
| University of California—Santa Cruz | Santa Cruz, CA | Fresno CA |
| University of NC—Chapel Hill | Chapel Hill, NC | Raleigh-Cary NC |
| University of NC—Greensboro | Greensboro, NC | Burlington NC |
| University of NC—Pembroke | Pembroke, NC | Gastonia NC |
| Union College | Schenectady, NY | Glen Falls NY |
| Union College | Barbourville, KY | Bowling Green KY |
| United States Naval Academy | Annapolis, MD | Baltimore MD |
| Upper Iowa | Fayette, IA | Cedar Rapids IA |
| Ursinus College | Collegeville, PA | Lancaster PA |
| Utica College | Utica, NY | Glen Falls NY |
| Valley Forge Christian College | Phoenixville, PA | Lancaster PA |
| Valparaiso | Valparaiso, IN | South Bend IN |
| Vassar College | Poughkeepsie, NY | Glen Falls NY |
| Villa Julie College | Stevenson, MD | Baltimore MD |
| Virginia Polytechnic Institute | Blacksburg, VA | Roanoke VA |
| Viterbo University | La Crosse, WI | Eau Claire WI |
| Wabash College | Crawfordsville, IN | Lafayette IN |
| Walla Walla College | College Place, WA | Kennewick-Richland-Pasco WA |
| Walsh | North Canton, OH | Akron OH |
| Warren Wilson College | Swannanoa, NC | McDowell County NC |
| Wartburg College | Waverly, IA | Cedar Rapids IA |
| Washburn University | Topeka, KS | Lawrence KS |
| Washington and Jefferson College | Washington, PA | Pittsburgh PA |
| Washington College | Chestertown, MD | Baltimore MD |
| Washington State | Pullman, WA | Spokane WA |
| Wayne State | Detroit, MI | Grand Rapids MI |
| Wayne State College | Wayne , NE | Omaha NE |
| Waynesburg College | Waynesburg, PA | Indiana County PA |
| Weber State University | Ogden, UT | Salt Lake City UT |
| Wells College | Aurora, NY | Ithaca NY |
| Wesleyan College | Macon, GA | Warner Robbins GA |
| Wesleyan University | Middletown, CT | Hartford CT |
| West Chester University of Pennsylvania | West Chester, PA | Lancaster PA |
| West Texas A&M University | Canyon, TX | Amarillo TX |

| School | City, State | COL Proxy |
|------------------------------------|----------------------|-----------------------------|
| West Virginia Wesleyan College | Buckhannon, WV | Morgantown WV |
| Western Carolina University | Cullowhee, NC | McDowell County NC |
| Western Illinois University | Macomb, IL | Galesburg IL |
| Western New England College | Springfield, MA | Fitchburg MA |
| Western Oregon University | Monmouth, OR | Lincoln County OR |
| Westfield State College | Westfield, MA | Fitchburg MA |
| Westminster College | New Wilmington, PA | Indiana County PA |
| Westminster College | Fulton, MO | Columbia MO |
| Westmont College | Santa Barbara, CA | San Bernadino CA |
| Wheaton College | Wheaton, IL | Joliet IL |
| Wheeling Jesuit | Wheeling, WV | Vienna WV |
| Whitman College | Walla Walla, WA | Kennewick-Richland-Pasco WA |
| Whittier College | Whittier, CA | Orange County CA |
| Wichita State | Wichita, KS | Hutchinson KS |
| Wilkes University | Wilkes-Barre, PA | Lancaster PA |
| Willamette University | Salem, OR | Eugene OR |
| William Jewell College | Liberty, MO | Kansas City KS/MO |
| Williams College | Williamstown, MA | Pittsfield MA |
| Wilmington College | Wilmington, OH | Dayton OH |
| Wingate University | Wingate, NC | Gastonia NC |
| Winona State University | Winona, MN | Rochester MN |
| Winthrop University | Rock Hill, SC | Lancaster SC |
| Wittenberg University | Springfield, OH | Dayton OH |
| Wofford College | Spartanburg, SC | Greenville SC |
| Worcester Polytechnic Institute | Worcester, MA | Fitchburg MA |
| Youngstown State University | Youngstown, OH | Akron OH |

Source: ACCRA Cost of Living Index, Second Quarter 2006 (August 2006).

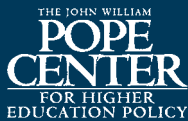
ABOUT THE POPE CENTER

The John William Pope Center for Higher Education Policy is a nonprofit institute dedicated to improving higher education in North Carolina and the nation. Located in Raleigh, North Carolina, it is named for the late John William Pope, who served on the Board of Trustees of the University of North Carolina at Chapel Hill.

The center aims to increase the diversity of ideas taught, debated, and discussed on campus, and especially to include respect for the institutions that underlie economic prosperity and freedom of action and conscience. A key goal is increasing the quality of teaching, so that students will graduate with strong literacy, good knowledge of the nation's history and institutions, and the fundamentals of mathematics and science. We also want to increase students' commitment to learning and to encourage cost-effective administration and governance of higher education institutions.

To accomplish these goals, we inform parents, students, trustees, alumni, and administrators about actual learning on campus and how it can be improved. We inform taxpayers about the use and impact of their funds, and we seek ways to help students become acquainted with ideas that are dismissed or marginalized on campuses today.

More information about the Pope Center, as well as most of our studies and articles, can be found on our Web site at www.popecenter.org. Donations to the center are tax-deductible.



200 W. Morgan Street, Suite 110
Raleigh, NC 27601
Tel: 919-532-3600 | Fax: 919-532-0679
www.popecenter.org

Faculty Compensation in the University of North Carolina System: How UNC Schools Compare with Their National Peers

Is the University of North Carolina experiencing a “brain drain” because of inadequate compensation for faculty?

Some people think so. To stop the “brain drain,” UNC President Erskine Bowles has asked the legislature for \$87.8 million for fiscal years 2007-09 to bring faculty salaries up to the 80th percentile among the university’s “peer institutions.” This would mean that average faculty salaries at UNC schools would be higher than those of 80 percent of their peer institutions.

This report, part of the Pope Center Series on Higher Education Policy, compares the actual compensation of faculty, adjusted for cost of living, with compensation at schools considered peers of the UNC campuses. As the figures in this report make clear, the situation is not nearly as dire as many commentators suggest; it’s not dire at all.



ABOUT THE AUTHOR

Jon Sanders is a policy analyst and research editor at the John Locke Foundation in Raleigh, North Carolina. Sanders is a regular contributor to TownHall.com, and he has also been published in the *Wall Street Journal*, *National Review*, ABC News Online, *FrontPage Magazine*, the *San Francisco Chronicle*, the *Freeman: Ideas on Liberty*, the *Philadelphia Inquirer*, and numerous newspapers in North Carolina.

Sanders has been an adjunct instructor in economics at North Carolina State University, and before joining the John Locke Foundation he was a research fellow with the Pope Center for Higher Education Policy. A native of Garner, North Carolina, he holds a master’s degree in economics with a minor in statistics and a bachelor’s degree in English literature and language from N.C. State.