



**Faculty Compensation Study
Fall 2006**

February 2007

Report Number: 06-15a Revised

Please direct corrections and comments to:
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2006 – 2007

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Faculty Compensation Study as Prepared for HEDS Members
2006 Participants by 2000 Carnegie Classification

BA –Liberal Arts (N=100)

Agnes Scott College
Albion College
Allegheny College
Alma College
Amherst College
Antioch College
Augustana College
Austin College
Bard College
Barnard College
Bates College
Beloit College
Birmingham Southern College
Bowdoin College
Bucknell University
Carleton College
Centre College
Claremont McKenna College
Colby College
Colgate University
College of St. Benedict
College of the Holy Cross
College of Wooster
Colorado College
Connecticut College
Cornell College
Davidson College
Denison University
DePauw University
Dickinson College
Drew University
Earlham College
Eckerd College
Franklin and Marshall College
Furman University
Gettysburg College
Grinnell College
Guilford College
Gustavus Adolphus College
Hamilton College
Hampshire College
Hartwick College

Harvey Mudd College
Haverford College
Hendrix College
Hiram College
Hollins University
Hope College
Illinois Wesleyan University
Juniata College
Kalamazoo College
Kenyon College
Knox College
Lake Forest College
Lawrence University
Lewis & Clark College
Luther College
Macalester College
Middlebury College
Millsaps College
Moravian College
Muhlenberg College
Oberlin College
Occidental College
Ohio Wesleyan University
Pitzer College
Pomona College
Randolph Macon College
Randolph-Macon Woman's College
Reed College
Rhodes College
Roanoke College
Saint John's University
Sarah Lawrence College
Scripps College
Smith College
Southwestern University
St. John's College
St. Lawrence University
St. Olaf College
Susquehanna University
Swarthmore College
Sweet Briar College
Trinity College

Union College
University of Dallas
University of Puget Sound
University of the South
Vassar College
Wabash College
Washington and Jefferson College
Washington and Lee University
Wellesley College
Wheaton College (IL)
Wheaton College (MA)
Whitman College
Whittier College
Williams College
Wittenberg University
Wofford College

Master's (N=13)

Bentley College
Fairfield University
Ithaca College
Loyola College in Maryland
Mount St. Mary's University
Rollins College
Saint Joseph's University
Stetson University
Trinity University
University of Portland
University of Richmond
University of Scranton
Villanova University

Business (N=2)

Babson College
Bryant College

Doctorate – Intensive (N=1)

University of the Pacific

Total N = 116

Faculty Compensation Study Fall 2006

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Statement of Understandings Regarding the Use Of Information Gathered For HEDS

The Higher Education Data Sharing (HEDS) Consortium is a voluntary not-for-profit organization that assists member institutions in their planning, management, and institutional research, by assembling and sharing a mutually agreed upon and regularly updated set of information, and by providing other services as directed by the Board.

HEDS members have an interest in assuring appropriate confidentiality for the data they provide through Consortium activities. They also have a proprietary interest in that information, since they are assuming the internal costs of compiling it and paying the HEDS Office for its collection, analysis, and distribution. HEDS has an interest in assuring that this information is not made available to third parties without appropriate permission and compensation, and HEDS members conduct their activities with the following understandings:

1. HEDS members agree that they will use data from other institutions received through HEDS only for their own internal planning and management, and not for external publication. For instance, it is appropriate to use such data in presentations to senior administrators or a board, but not for admissions publications or news releases. Even within the institution, HEDS members shall use discretion in how data for other institutions are used. It is usually appropriate to share data fully with senior administrators and trustees, but it may not be appropriate to provide hard copy to faculty committees, and is almost certainly advisable to share data with students only when institutional identities are masked. The HEDS representatives at each institution must assure that anyone to whom data are given understands their confidential character and the ground rules governing their use.
2. Under the "fair play" ground rule, a HEDS institution is entitled to receive information from other members only in those areas and for those years for which it has provided comparable information.
3. While HEDS surveys and reports usually identify data with the institutions from which they came, some HEDS reports will, by request of HEDS members, provide data only in a masked or aggregated form. In those cases, HEDS shall maintain the confidentiality of the institutional data except where specific permission for release is granted by the participating institutions.
4. HEDS explicitly recognizes the value of research and publication in higher education. Accordingly, any HEDS member may undertake and publish studies using HEDS data in professional associations and publications so long as appropriate confidentiality is preserved. At a minimum, participating institutions may not be identified by name without their permission; data shall not be identified by name without specific institutional permission; and HEDS may not be identified as the source of the information without permission of the HEDS Board.

Although the material in this report is based on public information, we remind you that it is available in this format only to member institutions, and, therefore, should be distributed only with the established Consortium guidelines listed above. While HEDS strives for accuracy, we obviously cannot guarantee the accuracy of survey responses nor be responsible for consequential damages resulting from the use of HEDS data.

EXECUTIVE SUMMARY

This report summarizes information that was collected by the Higher Education Data Sharing Consortium (HEDS) for the fall of 2006. Data for one hundred and sixteen out of one hundred and twenty-seven full member HEDS institutions (91.3%) are included in the Fall 2006 Faculty Compensation Study.

Faculty Compensation Study – Fall 2006

FACULTY COUNTS

At the median there are 31.4% more male faculty (86) than female faculty (59) for combined rank (professor, associate, assistant and instructor).

FACULTY TENURE

At the median for combined rank (professor, associate, assistant and instructor), the percent of full-time faculty men and women with tenure is 64.5%.

MEDIAN AVERAGE SALARIES

Median average salaries for women for combined rank remain 10.6% behind their male counterparts (\$73,618 for the men versus \$65,840 for the women) for Fall 2006. It should be noted the differential in the median average salary between men and women is narrowing, with the difference reported as 15.8% last year.

The median average salary for Fall 2006 full-time faculty by gender plus the combined rank (professor, associate, assistant and instructor) are:

Rank	Men	Women	Men + Women
Professor	\$90,532	\$84,005	\$88,952
Associate	\$68,985	\$67,677	\$68,559
Assistant	\$55,557	\$54,612	\$54,626
Instructor	\$47,065	\$47,000	\$46,950
Combined Rank (P, Ao, As, I)	\$73,618	\$65,840	\$71,706

MEDIAN AVERAGE FRINGE BENEFITS AND TOTAL COMPENSATION

Men + Women Rank	Median Average Fringe Benefits	Fringe Benefits as % of salary	Median Average Total Compensation
Professor	\$25,982	29.0%	\$118,397
Associate	\$20,716	30.1%	\$88,156
Assistant	\$16,202	29.1%	\$70,942
Instructor	\$12,878	26.7%	\$60,613
Combined Rank (P, Ao, As, I)	\$21,569	29.5%	\$93,436

INTRODUCTION

Higher Education Data Sharing (HEDS) Consortium conducts the Faculty Compensation Study annually under the direction of the HEDS Board of Directors and the HEDS Research Advisory Committee (RAC). This report of faculty compensation for 2006-07 summarizes information collected by HEDS for 2006 and contains data from 116 HEDS member institutions received by HEDS through February 5, 2007. Data are based on information collected on the survey designed by the American Association of University Professors (AAUP) for the Academic Year 2006-2007.

This report supersedes the January 22 report. The January report was revised to include new data for Birmingham Southern College and University of the Pacific, plus corrected data for Randolph-Macon Woman's College; and finally, formula were corrected to report the number of faculty eligible for tenure in Section 1.

PURPOSE

The objectives of this study are:

- To provide the number of faculty eligible for tenure and those with tenure by rank and gender for full-time faculty;
- To provide the average and total faculty salary by rank and gender for full-time faculty;
- To provide the average and total fringe benefit data by rank for full-time faculty;
- To provide the average faculty salary data by rank for the prior and current academic year for continuing faculty;
- To summarize these data using a combined rank of professor, associate, assistant, and instructor ranks.

CHANGES TO REPORT FORMAT

- Prior to Fall 2003 salary and benefit data were not listed where cell size $n < 2$. Beginning Fall 2004 salary and benefit data were not listed where cell size $n < 3$. In all cases, however, these data are included in the combined total and summary data in the report.
- Beginning Fall 2005 Administrative Compensation in Section 1 and aggregated data for Section 4, Salary Class Interval for Upper Three Academic Ranks were included in the report.
- Beginning Fall 2006 a supplemental Excel spreadsheet was made available to participants as a means to better analyze Section 4, Distribution of Full-Time Instructional Faculty by Rank. The user has the ability to select up to four of their peers in the spreadsheet to compare their institution's distribution of instructional faculty salary by rank to that of their peers. More detailed data for Section 4 are now available for analysis, and thus these data replaces aggregate data previously published for Section 4 in Fall 2005.

VERIFICATION REQUESTED

Preliminary data for this study were previously made available to participants. Some indicators, such as Total compensation, and composite salary statistics, were not previously made available to participants to verify. It is very important that you review your institution's information carefully, and report any changes to the HEDS office. Any revisions or corrections to data will be made to the electronic files available for downloading from the HEDS web site at <www.e-heds.org>.

DISCLAIMER

Although this material is based on public information, we remind you that it is available in this format only to member institutions, and, therefore, should be distributed only with the established Consortium guidelines. While HEDS strives for accuracy, we obviously cannot guarantee the accuracy of survey responses nor be responsible for consequential damages resulting from the use of HEDS data.

METHODOLOGY

PARTICIPANTS

One hundred and sixteen HEDS members submitted data to HEDS on the Fall 2006 American Association of University Professors (AAUP) survey. Participants included 100 BA-Liberal Arts, 1 Doctorate-Intensive, 13 Master's, and 2 Business.

DATA

Members of the HEDS Consortium were invited to participate in this study by submitting their data to HEDS based on the Fall 2006 AAUP Faculty Compensation Survey. The data are based on all full-time instructional faculty teaching in the Fall 2006 and represent faculty on 9-month and 12-month contracts, with 12-month data converted using a factor of 9/11 or 81.8 percent. Members submitted a copy of the electronic version of the AAUP survey template made available to institutions over the web at <https://research.aaup.org/fcs/default.aspx> to HEDS. This year's study utilizes Fall 2006 data received by HEDS through February 5, 2007. **Please note, salary and benefit data are not listed where n<3. However, these data are included in the combined total and summary data. Finally, HEDS excludes data reported for lecturer and no rank faculty.**

ANALYSIS

RATIO DEFINITIONS

This year's faculty compensation report utilizes various ratios, as well as average and total comparative data by rank and gender for participating institutions. Below are definitions and formulae for ratios used in this study.

Combined Rank = Professor + Associate + Assistant + Instructor

Total Full-time Faculty Tenure Status

Men Faculty:

Percent Eligible = $\text{Sec. I Sum of Lines 1, 2, 3, 4; Sum(Col. 4 (\#on track) + Col. 5 (\# with tenure) / Sum of Lines 1, 2, 3, 4; Col. 1 (\# men of faculty)}$

Percent Tenured = $\text{Sec. I Sum of Lines 1, 2, 3, 4; Sum(Col. 5 (\# with tenure) / Sum of Lines 1, 2, 3, 4; Col. 1 (\# men of faculty)}$

Women Faculty:

Percent Women Eligible = $\text{Sec. I Sum of Lines 1, 2, 3, 4; Sum(Col. Col. 9 (\#on track) + Col. 10 (\# tenure appointment) / Sum of Lines 1, 2, 3, 4; Col. 5 (\# women of faculty)}$

Percent Tenured = $\text{Sec. I Sum of Lines 1, 2, 3, 4; Col. 10 (\# with tenure) / Sum of Lines 1, 2, 3, 4; Col. 5 (\# women of faculty)}$

Professors, Associates and Assistant and Instructor Ranks Combined:

Percent Tenured = $\text{Sec. I Sum of Lines 1, 2, 3, 4; Col. 5 and 10 (\# men and women with tenure) / Sum of Lines 1, 2, 3, 4; Col. 1 and 5 (\# men and women faculty)}$

Salary % Increase for Continuing Faculty

Professor = $\text{Sec. III, Line 1, Col. 2 (Fall 2006 salary) - Col. 3 (Fall 2005 salary) / Col. 3}$

Associate = $\text{Sec. III, Line 2, Col. 2 (Fall 2006 salary) - Col. 3 (Fall 2005 salary) / Col. 3}$

Assistant = $\text{Sec. III, Line 3, Col. 2 (Fall 2006 salary) - Col. 3 (Fall 2005 salary) / Col. 3}$

Instructor = $\text{Sec. III, Line 4, Col. 2 (Fall 2006 salary) - Col. 3 (Fall 2005 salary) / Col. 3}$

Combined Ranks = $\text{Sec. III, Sum of Lines 1, 2, 3, 4; Col. 2 (Fall 2006 salary) - Sum of Lines 1, 2, 3, 4; Col. 3 (Fall 2005 salary) / Sum of Lines 1, 2, 3, 4; Col. 3}$

Salary Distribution and Cumulative Percentage by Rank for Upper Three Academic Ranks

Professor = Reported N for each salary interval (Sec IV, Lines 1-74, Col. 1) / Sec IV, Line 75, Col. 1

Associate = Reported N for each salary interval (Sec IV, Lines 1-74, Col 2) / Sec IV, Line 75, Col 2

Assistant = Reported N for each salary interval (Sec IV, Lines 1-74, Col 3) / Sec IV, Line 75, Col 3

DESCRIPTION OF COMPOSITE SALARIES AND COMPOSITE TOTAL COMPENSATION

Composite Salaries - Professor, Associate and Assistant Ranks % Full

Combined Faculty, % Full = Sec. I Sum of Line 1; Col. 1 and 5 / Sum of Lines 1, 2, 3; Col. 1 and 5
 Continuing Faculty, Prior Yr % Full = Sec. III Line 1, Col. 1 / Sum of Lines 1, 2, 3; Col. 1

The Composite Salary - Own Base is the weighted average faculty salary at one's own institution. It controls for an uneven faculty distribution across ranks at one's own institution. Using AAUP data for the Full, Associate, and Assistant ranks, it is computed by 1) multiplying the average salary at each rank for that institution by the number of faculty at that rank for that institution; 2) summing the 3 products; and 3) dividing this sum by the total number of faculty at that institution. For example:

		N	Avg salary	Total salary
Institution X	Full	40	\$60,000	\$2,400,000
	Assoc	25	50,000	1,250,000
	<u>Asst</u>	<u>35</u>	<u>40,000</u>	<u>1,400,000</u>
	All Ranks	100		\$5,050,000
	Own Base Comp		\$50,500	

The Composite Salary - Average Rank is a composite based on the average faculty salary at one's own institution weighted by the distribution of faculty across ranks at all reported institutions. It provides a crude degree of comparability across institutions with different proportions of faculty at different ranks (essentially answering the question, "What would our composite average faculty salary be if our institution's faculty distribution across ranks was the same as that of this group of other institutions?"). Using AAUP data for the Full, Associate, and Assistant ranks, it is computed by 1) multiplying the average salary at each rank for that institution by the number of faculty at that rank across all institutions; 2) summing the 3 products; and 3) dividing this sum by the total number of faculty across all institutions. For example:

		Inst N	Group N	Inst Avg salary	Total salary
Institution X	Full	40	150	\$60,000	\$9,000,000
	Assoc	25	100	50,000	5,000,000
	<u>Asst</u>	<u>35</u>	<u>50</u>	<u>40,000</u>	<u>2,000,000</u>
	All Ranks	100	300		\$16,000,000
	Avg Rank Comp			\$53,333	

In this example, Institution X has 40% of its faculty at the Full Professor rank while the comparison institution group has 50% of their faculty at Full Professor rank. Applying the latter's more top-heavy distribution to Institution X's average salaries inflates the composite salary. In general the Composite Salary - Average Rank will be larger than the Composite Salary - Own Base when the target institution's faculty distribution by rank is bottom-heavy (fewer Full Professors) compared to other institutions; the inverse is generally true when the target institution's faculty distribution by rank is relatively top-heavy.

The Composite Total Compensation - Own Base is the Composite Salary - Own Base calculations, but adding the average fringe benefits to each rank. For example:

		N	Avg Salary	Avg Fringe	Total Comp
Institution X	Full	40	\$60,000	\$17,000	\$3,080,000
	Assoc	25	50,000	13,500	1,587,500
	<u>Asst</u>	<u>35</u>	<u>40,000</u>	<u>10,500</u>	<u>1,767,500</u>
	All Ranks	100			\$6,435,000
	Own Base Total Comp		\$64,350		

The Composite Total Compensation - Average Rank is the Composite Salary - Average Rank calculations, but adding fringe benefits to each rank. For example:

		Inst N	Group N	Inst Avg salary	Inst Avg Fringe	Total Comp
Institution X	Full	40	150	\$60,000	\$17,000	\$11,550,000
	Assoc	25	100	50,000	13,500	6,350,000
	<u>Asst</u>	<u>35</u>	<u>50</u>	<u>40,000</u>	<u>10,500</u>	<u>2,525,000</u>
	All Ranks	100	300			\$20,425,000
	Avg Rank Total Comp			\$68,083		

COMPOSITE SALARIES AND COMPOSITE TOTAL COMPENSATION EXAMPLE:

Using actual **Fall 2006** data from Wellesley College, the composites contained in the current report were calculated as follows:

Composite Own Base:

		Inst N	Avg salary	Total salary
Wellesley	Full	101	\$130,792	\$ 13,210,022
	Assoc	50	94,706	4,735,303
	<u>Asst</u>	<u>64</u>	<u>74,287</u>	<u>4,754,378</u>
	Combined Ranks	215		\$ 22,699,703
	Own Base Comp		\$ 105,580	

Composite Salary Average Rank:

		Inst N	Group N	Inst Avg salary	Total salary
Wellesley	Full	101	6,459	\$130,792	\$ 844,785,528
	Assoc	50	5,505	94,706	521,356,530
	<u>Asst</u>	<u>64</u>	<u>5,570</u>	<u>74,287</u>	<u>413,778,590</u>
	Combined Ranks	215	17,534		\$ 1,779,920,648
	Avg Rank Comp		\$ 101,513		

Composite Total Compensation Own Base:

		Inst N	Avg salary	Inst Avg Fringe	Total Comp
Wellesley	Full	101	\$130,792	\$41,013	\$ 17,352,305
	Assoc	50	94,706	30,933	6,281,950
	<u>Asst</u>	<u>64</u>	<u>74,287</u>	<u>21,479</u>	<u>6,129,024</u>
	Combined Ranks	215			\$ 29,763,279
	Own Base Comp			\$ 138,434	

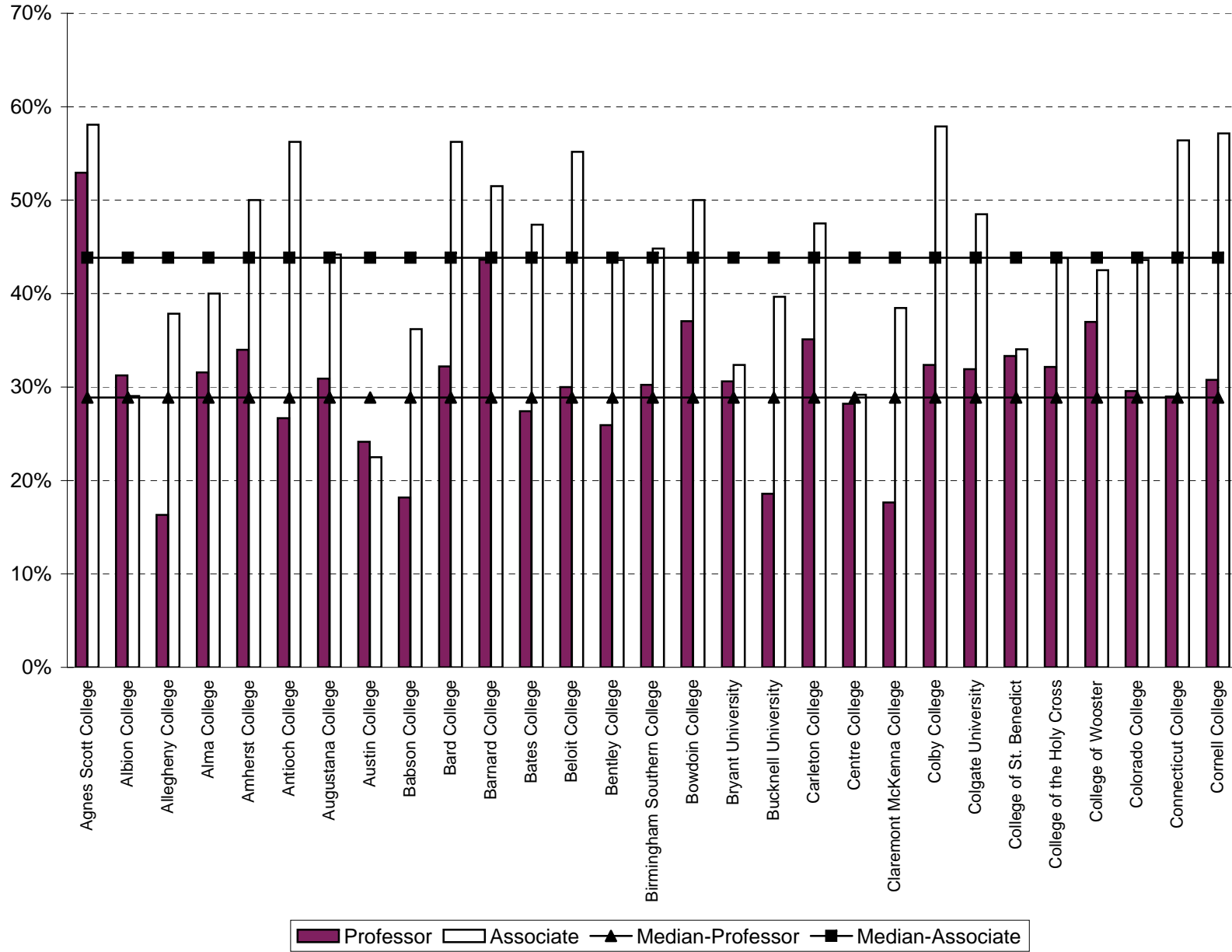
Composite Total Compensation Average Rank:

		Inst N	Group N	Inst Avg salary	Inst Avg Fringe	Total Comp
Wellesley	Full	101	6,459	\$130,792	\$41,013	\$ 1,109,688,495
	Assoc	50	5,505	94,706	30,933	691,642,695
	<u>Asst</u>	<u>64</u>	<u>5,570</u>	<u>74,287</u>	<u>21,479</u>	<u>533,416,620</u>
	Combined Ranks	215	17,534			2,334,747,810
	Avg Rank Comp		\$ 133,156			

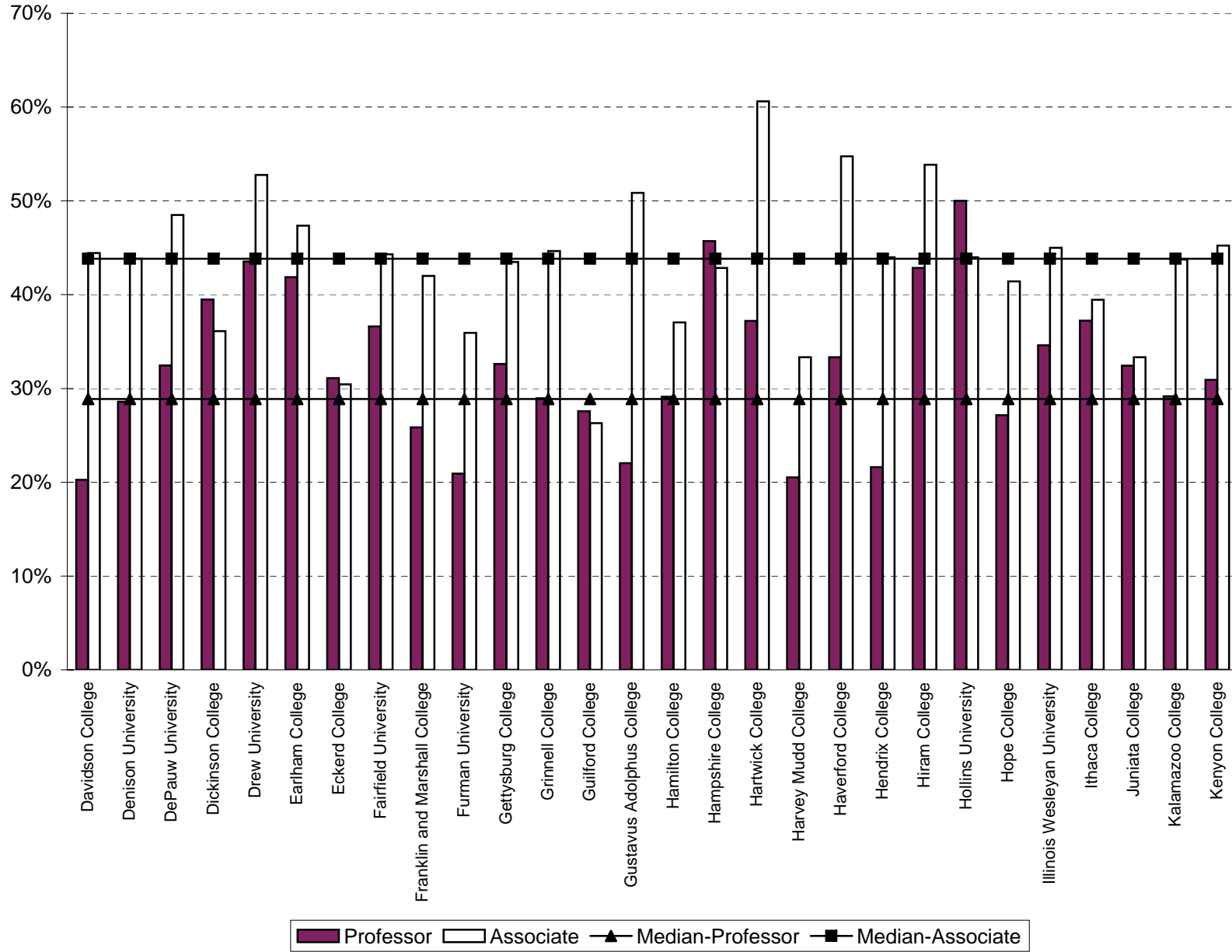
RESULTS
Fall 2006-2007

GRAPHS
Fall 2006-2007

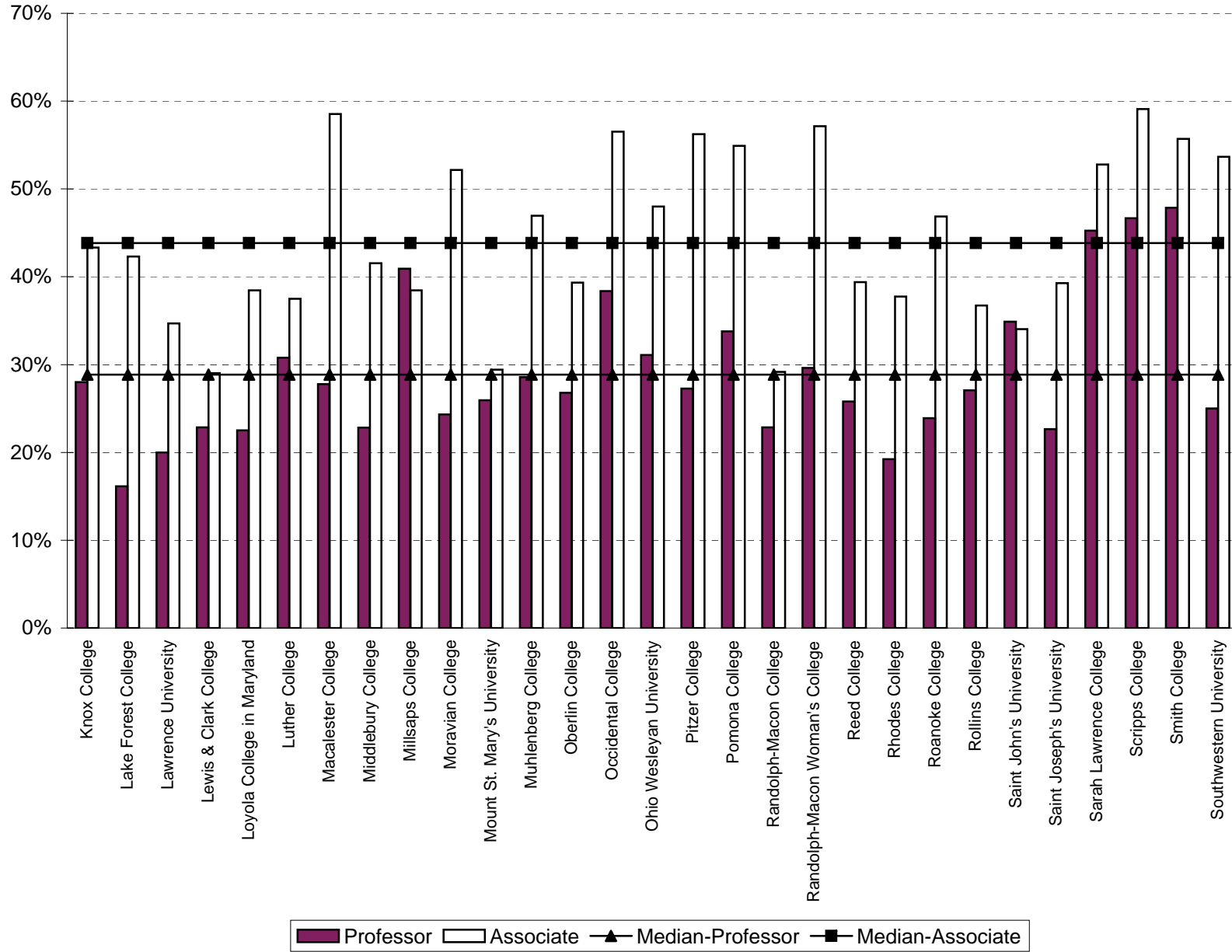
HEDS (AAUP) Faculty Compensation Study, Fall 2006 - Final Report Revised
 % Women Faculty Members
 Professor and Associate Ranks



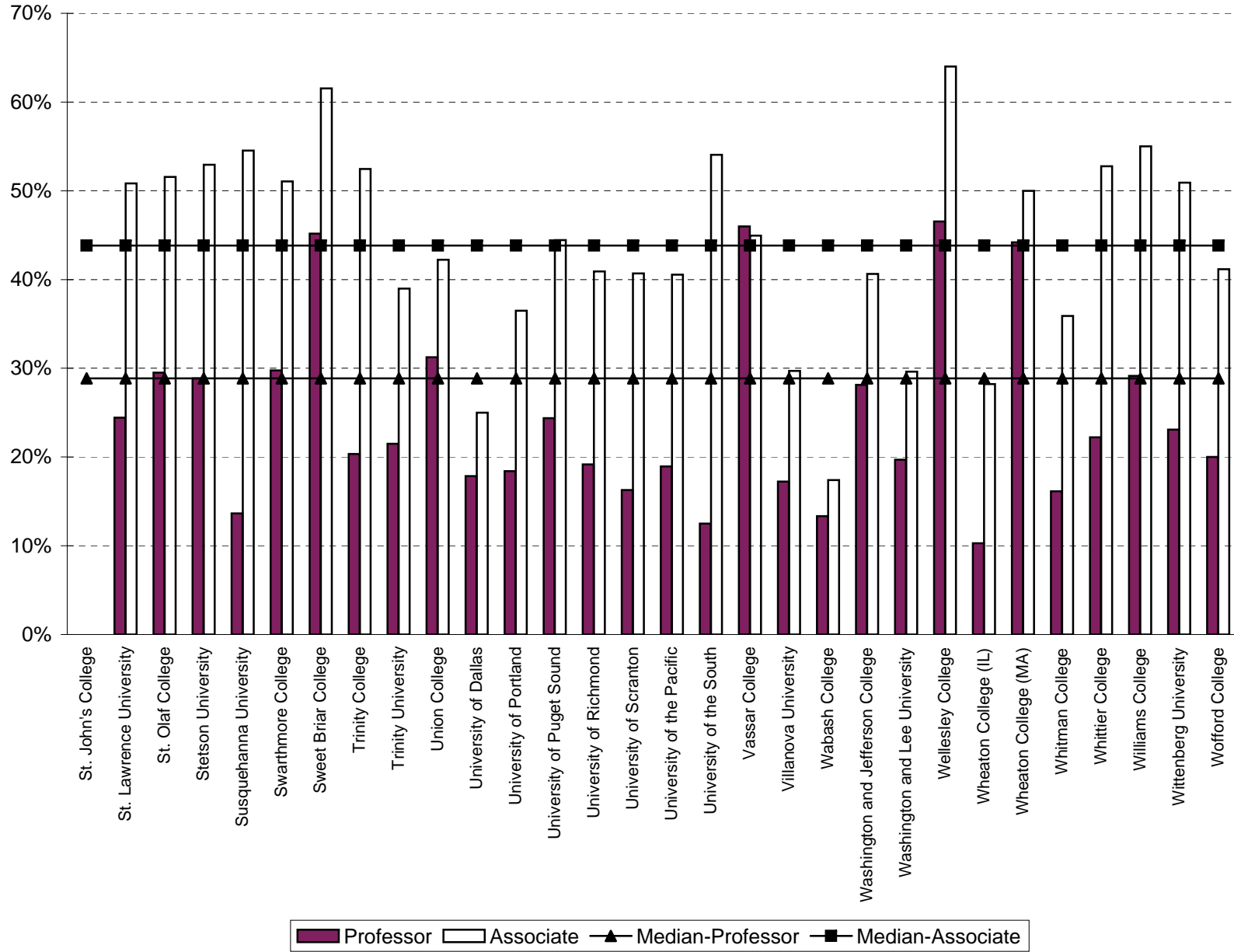
HEDS (AAUP) Faculty Compensation Study, Fall 2006 - Final Report Revised
 % Women Faculty Members
 Professor and Associate Ranks



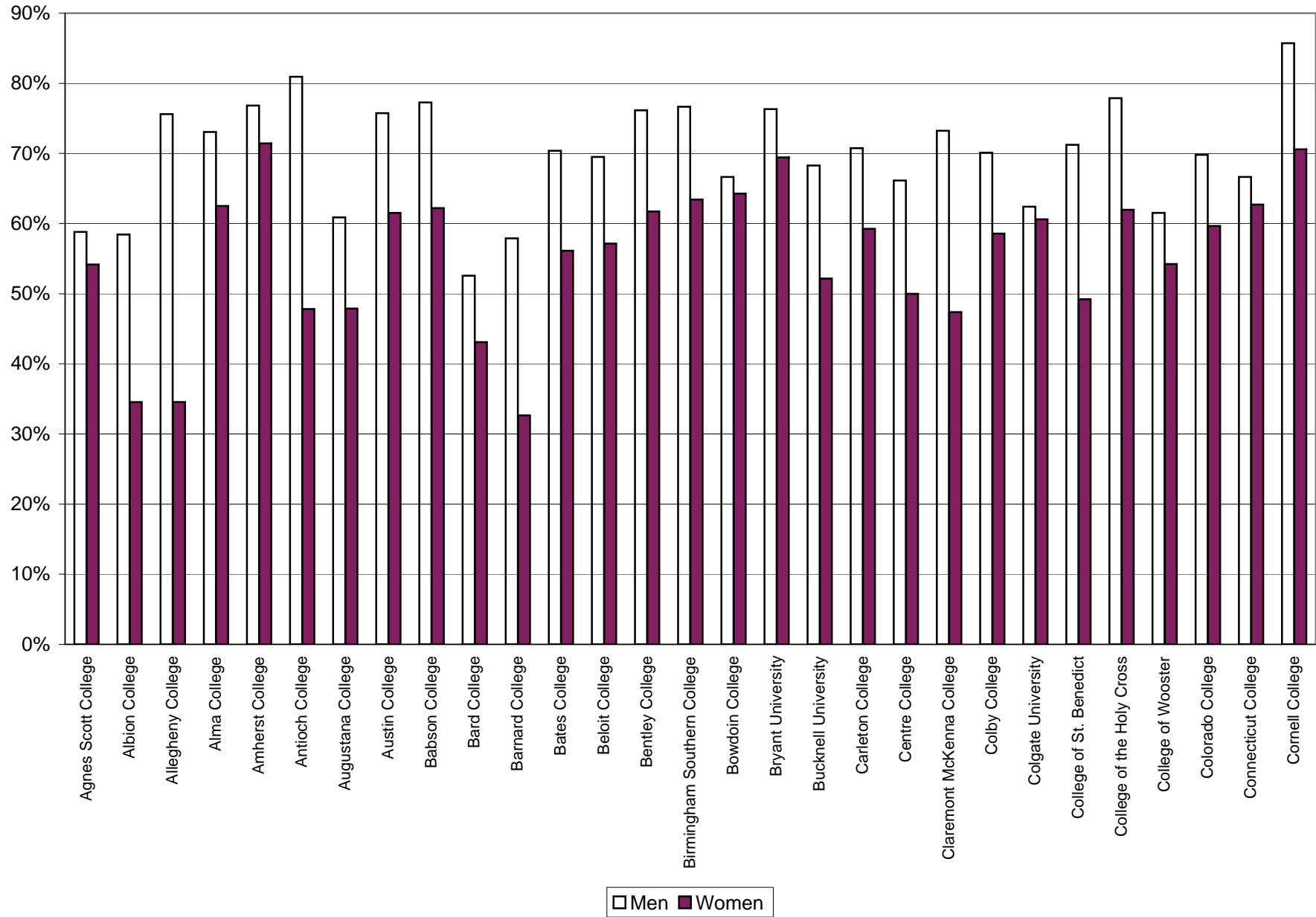
HEDS (AAUP) Faculty Compensation Study, Fall 2006 - Final Report Revised
 % Women Faculty Members
 Professor and Associate Ranks



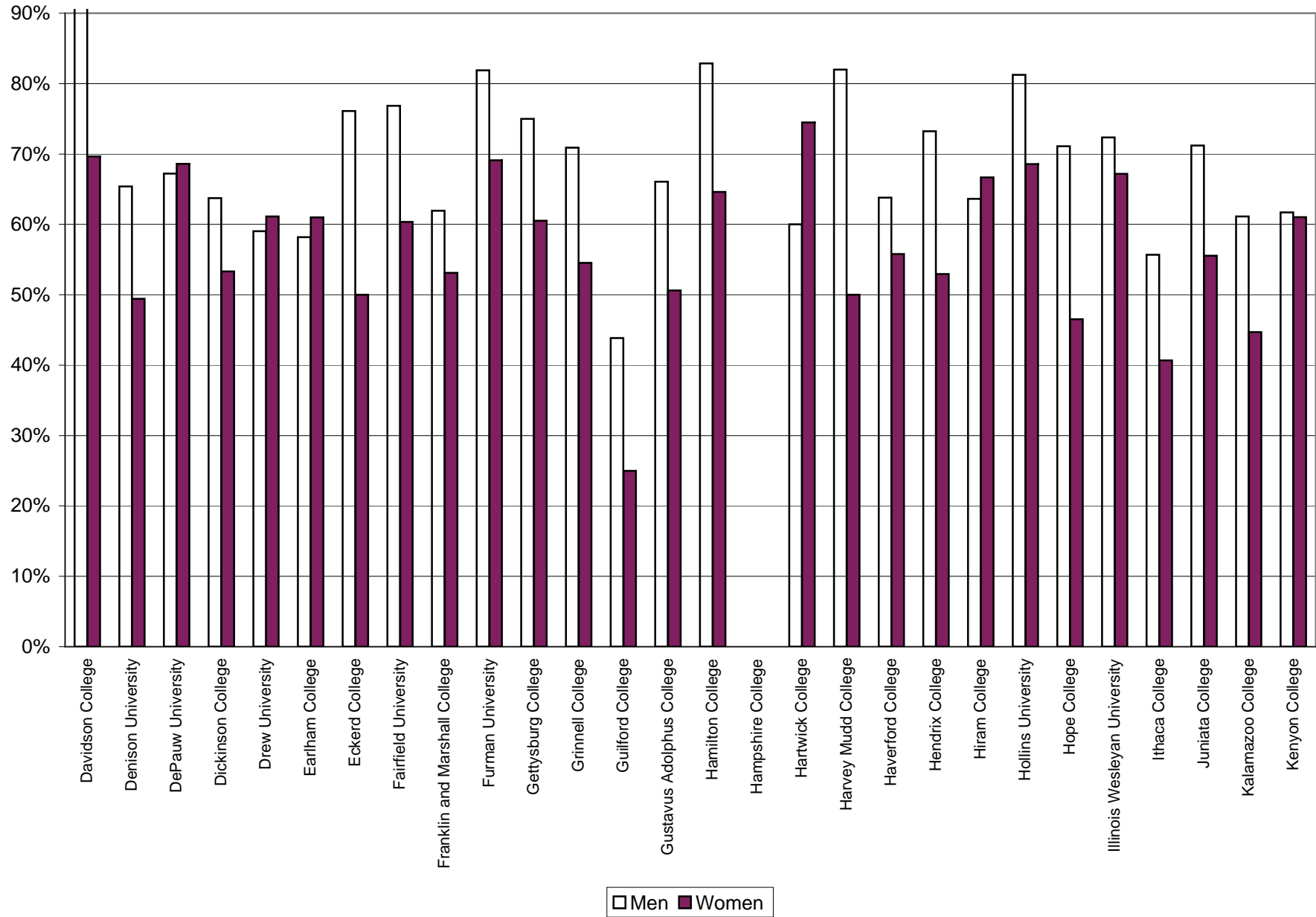
HEDS (AAUP) Faculty Compensation Study, Fall 2006 - Final Report Revised
 % Women Faculty Members
 Professor and Associate Ranks



HEDS (AAUP) Faculty Compensation Study, Fall 2006 - Final Report Revised
 Full-time Faculty Men and Women with Tenure
 Professor, Associate, Assistant and Instructor Ranks Combined

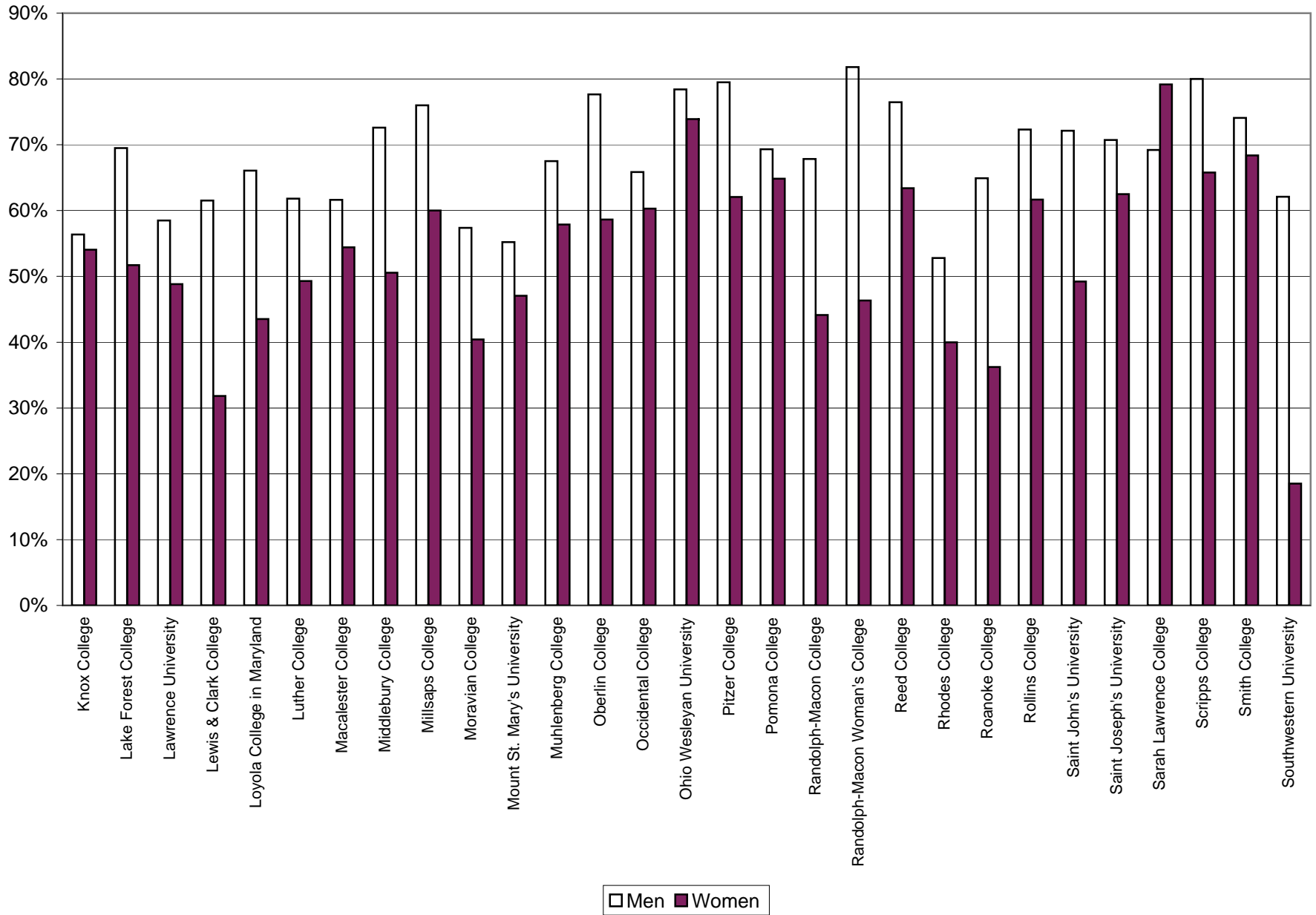


HEDS (AAUP) Faculty Compensation Study, Fall 2006 - Final Report Revised
 Full-time Faculty Men and Women with Tenure
 Professor, Associate, Assistant and Instructor Ranks Combined

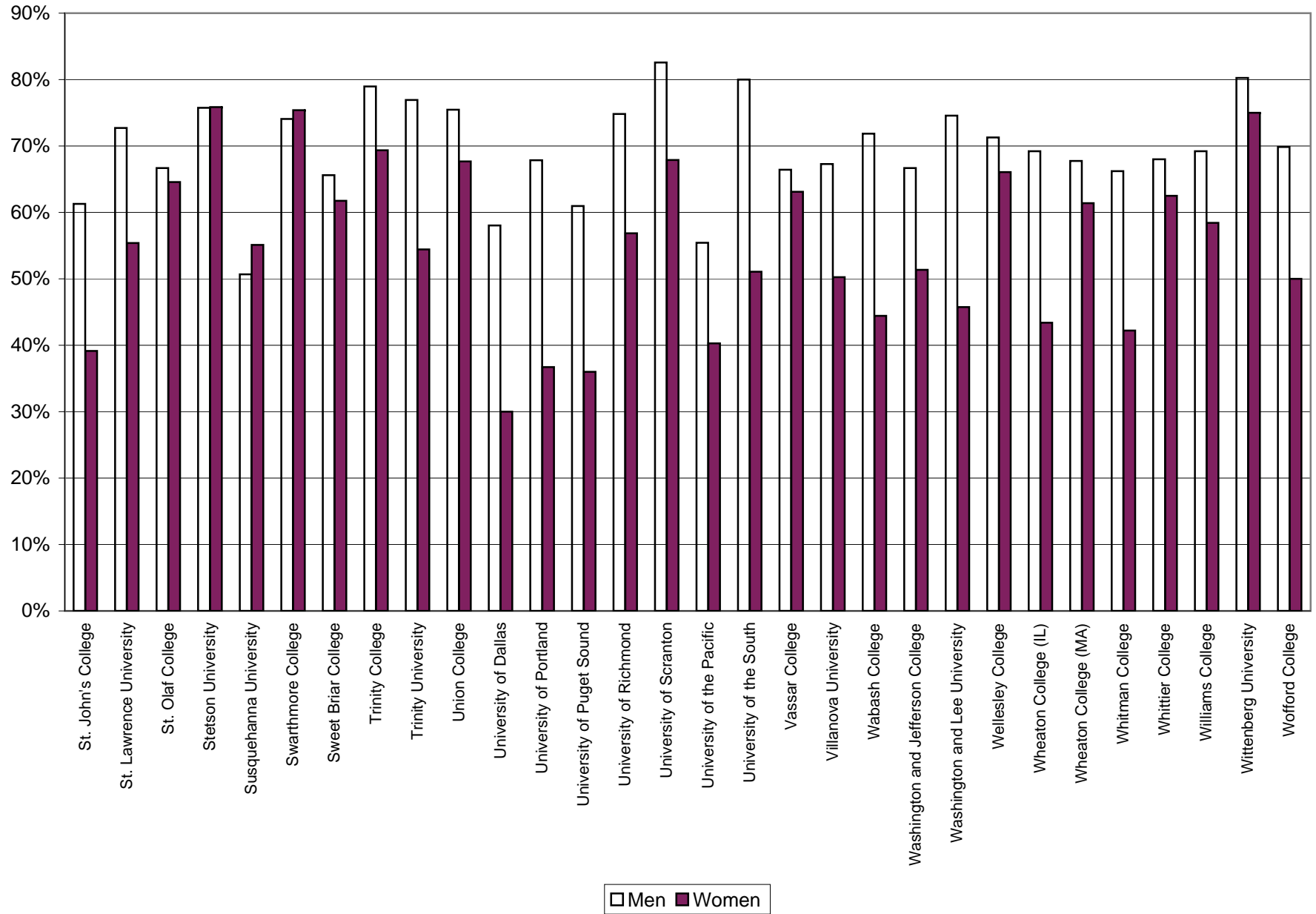


HEDS #06-15a Revised
 Davidson College = 94.3% Men with tenure

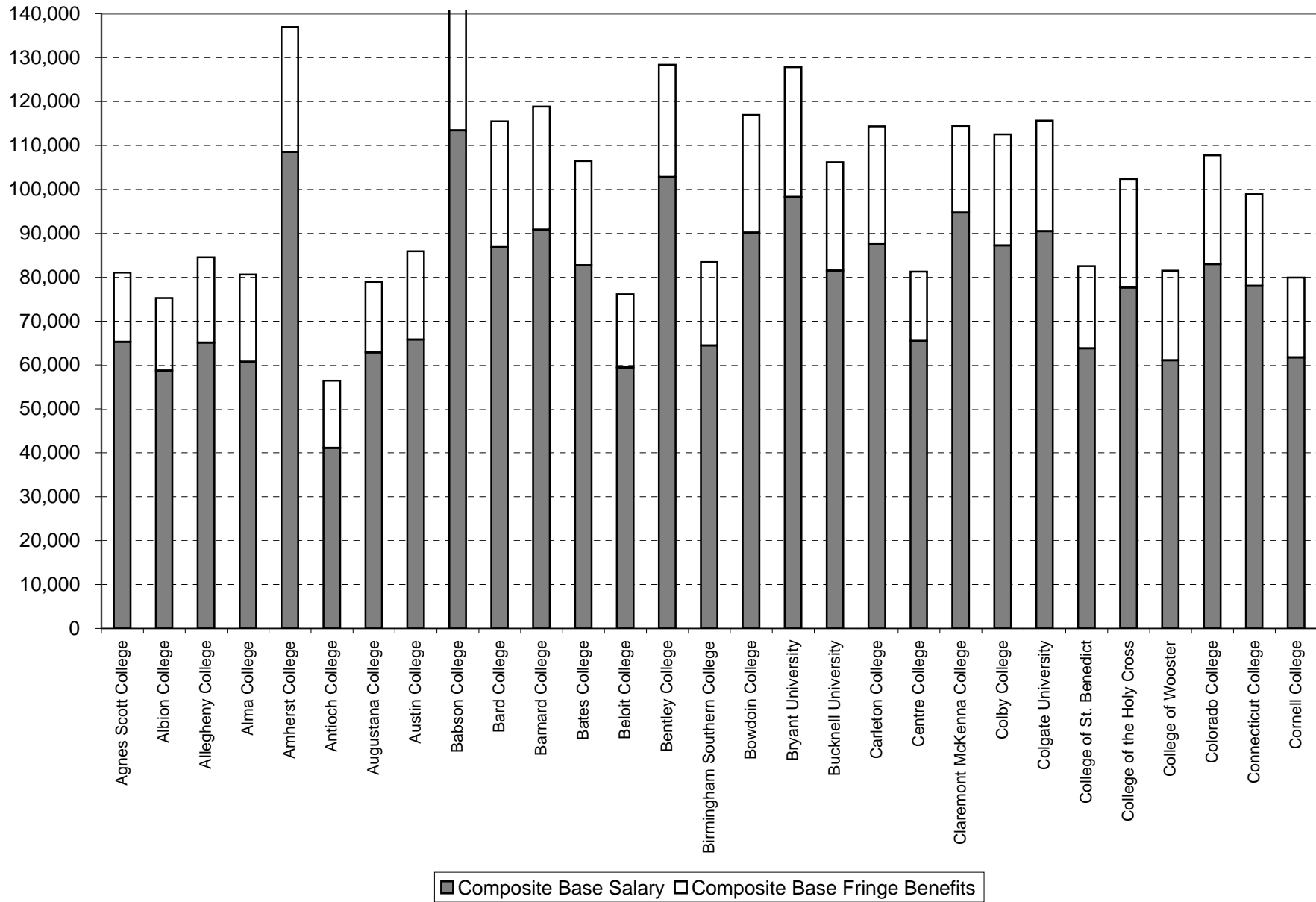
HEDS (AAUP) Faculty Compensation Study, Fall 2006 - Final Report Revised
 Full-time Faculty Men and Women with Tenure
 Professor, Associate, Assistant and Instructor Ranks Combined



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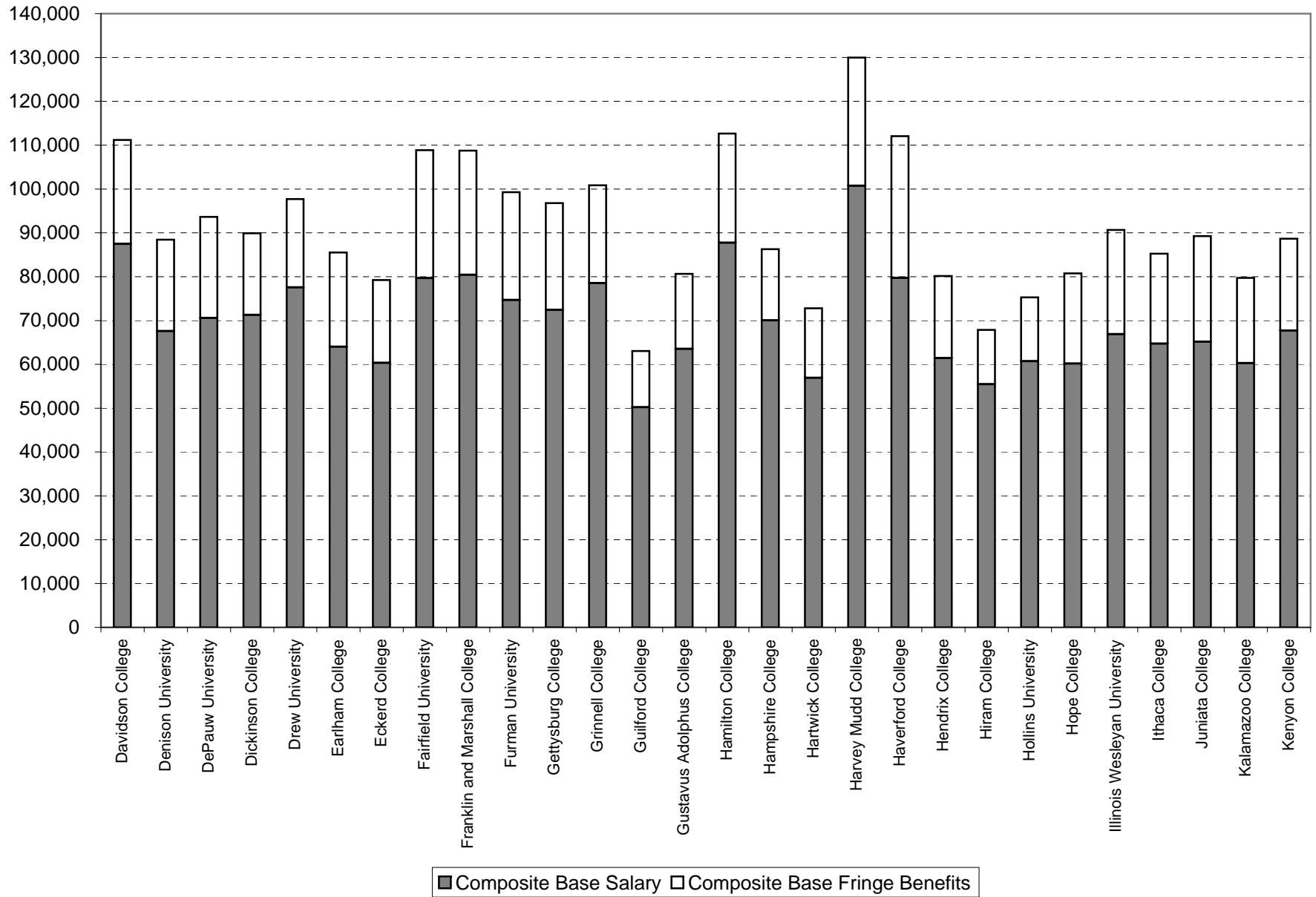


HEDS (AAUP) Faculty Compensation Study, Fall 2006 - Final Report Revised
 Composite Total Compensation
 Professor, Associate and Assistant Ranks Combined
 Own Base Calculations

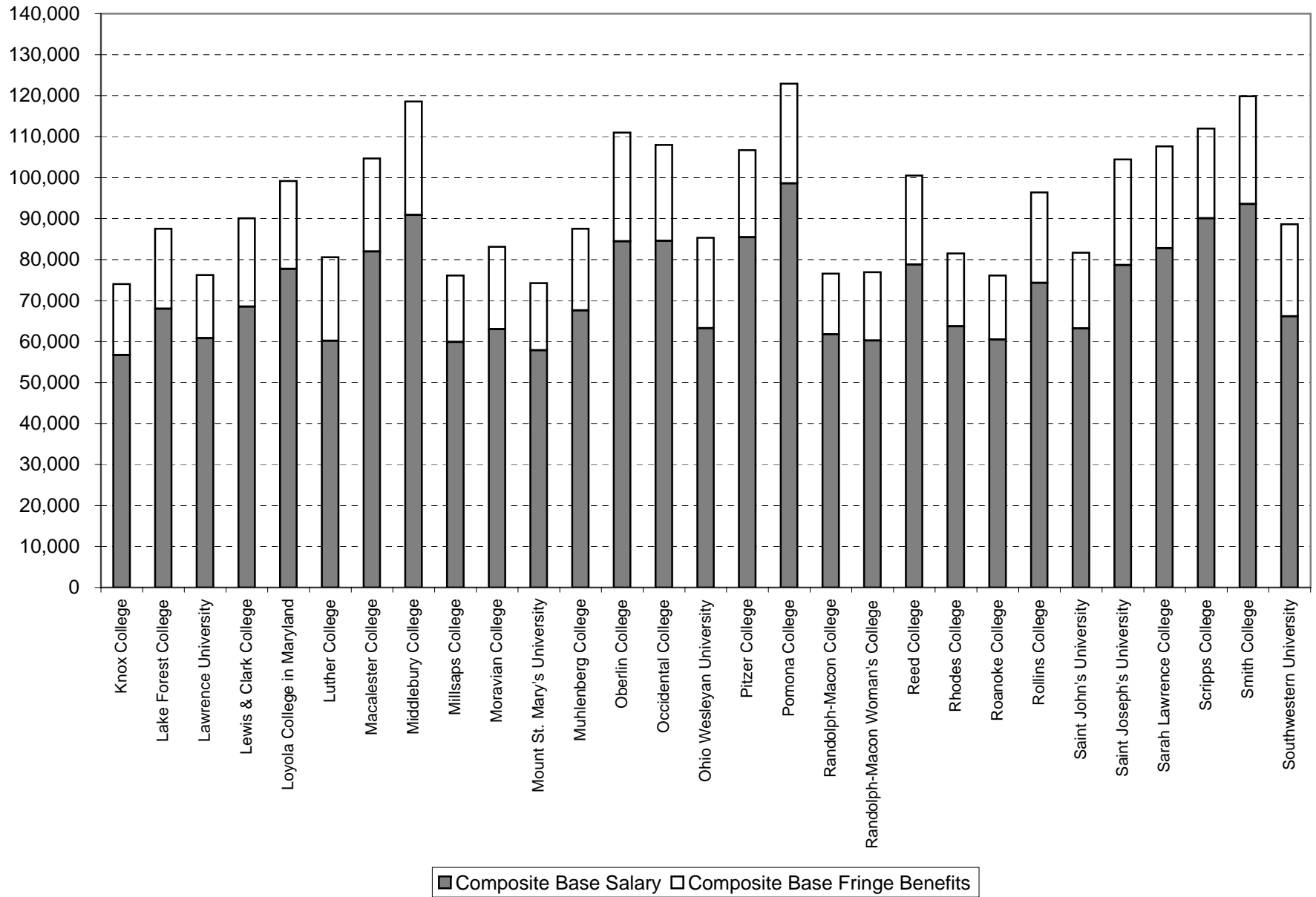


HEDS #05-09a Revised
 Babson College = \$142,714 Total Comp

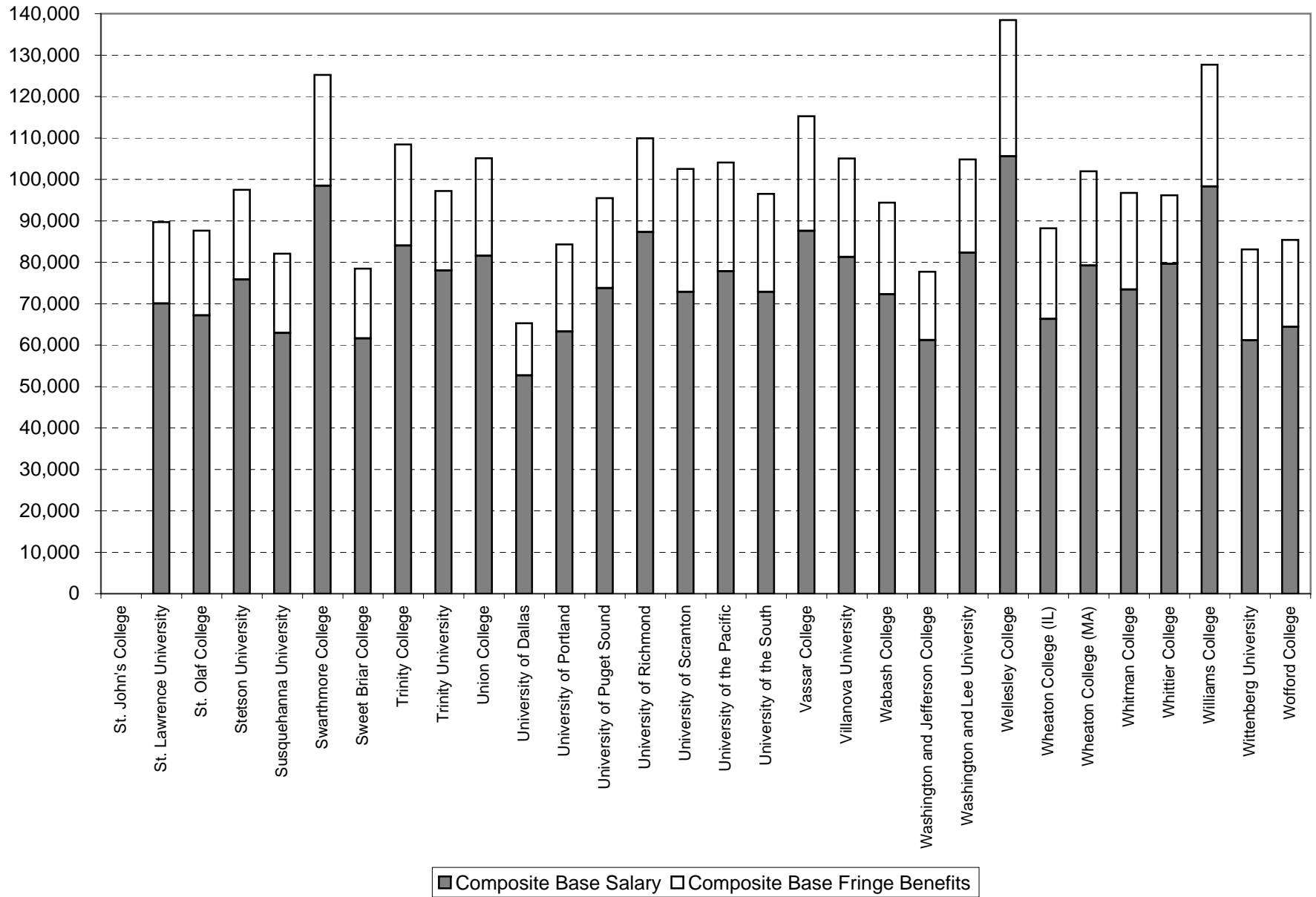
HEDS (AAUP) Faculty Compensation Study, Fall 2006 - Final Report Revised
 Composite Total Compensation
 Professor, Associate and Assistant Ranks Combined
 Own Base Calculations



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 Composite Total Compensation
 Professor, Associate and Assistant Ranks Combined
 Own Base Calculations



HEDS (AAUP) Faculty Compensation Study, Fall 2006 - Final Report Revised
 Composite Total Compensation
 Professor, Associate and Assistant Ranks Combined
 Own Base Calculations



DATA
Fall 2006-2007

Number of Total Full-Time Faculty for Fall 2006-07

<u>Institution</u>	Number of Faculty -- Men					Number of Faculty -- Women					Number of Faculty -- Men & Women				
	<u>Prof</u>	<u>Assoc</u>	<u>Asst</u>	<u>Inst</u>	<u>ComRank</u>	<u>Prof</u>	<u>Assoc</u>	<u>Asst</u>	<u>Inst</u>	<u>ComRank</u>	<u>Prof</u>	<u>Assoc</u>	<u>Asst</u>	<u>Inst</u>	<u>ComRank</u>
	<i>Median</i>	35	23	22	3	86	14	19	21	3	59	49	41	43	5
<i>N</i>	115	115	115	83	116	115	115	115	83	116	115	115	115	92	116
Agnes Scott College	8	13	12	1	34	9	18	20	1	48	17	31	32	2	82
Albion College	22	22	28	5	77	10	9	32	4	55	32	31	60	9	132
Allegheny College	41	23	15	3	82	8	14	31	2	55	49	37	46	5	137
Alma College	26	12	12	2	52	12	8	9	3	32	38	20	21	5	84
Amherst College	66	7	22		95	34	7	15		56	100	14	37		151
Antioch College	11	7	3		21	4	9	10		23	15	16	13		44
Augustana College	38	24	21	9	92	17	19	21	14	71	55	43	42	23	163
Austin College	22	31	13		66	7	9	10		26	29	40	23		92
Babson College	36	37	15		88	8	21	16		45	44	58	31		133
Bard College	40	14	24		78	19	18	21		58	59	32	45		136
Barnard College	31	16	25	4	76	24	17	43	14	98	55	33	68	18	174
Bates College	45	20	14	2	81	17	18	21	1	57	62	38	35	3	138
Beloit College	28	13	17	1	59	12	16	19	2	49	40	29	36	3	108
Bentley College	60	44	25	1	130	21	34	25	1	81	81	78	50	2	211
Birmingham Southern College	30	16	10	4	60	13	13	11	4	41	43	29	21	8	101
Bowdoin College	34	25	25	3	87	20	25	25		70	54	50	50	3	157
Bryant University	34	23	19		76	15	11	10		36	49	34	29		112
Bucknell University	57	73	56		186	13	48	54		115	70	121	110		301
Carleton College	61	21	24		106	33	19	28	1	81	94	40	52	1	187
Centre College	28	17	20		65	11	7	12	2	32	39	24	32	2	97
Claremont McKenna College	42	16	13		71	9	10	18	1	38	51	26	31	1	109
Colby College	46	16	23	2	87	22	22	23	3	70	68	38	46	5	157
Colgate University	64	34	45	6	149	30	32	34	3	99	94	66	79	9	248
College of St. Benedict	28	31	18	3	80	14	16	19	14	63	42	47	37	17	143
College of the Holy Cross	38	50	25		113	18	39	35		92	56	89	60		205
College of Wooster	29	23	24	2	78	17	17	25		59	46	40	49	2	137
Colorado College	50	22	22	2	96	21	17	22	2	62	71	39	44	4	158
Connecticut College	49	17	21	3	90	20	22	15	2	59	69	39	36	5	149
Cornell College	27	9	6		42	12	12	10		34	39	21	16		76
Davidson College	59	30	15	1	105	15	24	15	2	56	74	54	30	3	161
Denison University	25	41	37	1	104	10	32	41	4	87	35	73	78	5	191
DePauw University	52	34	34	5	125	25	32	27	2	86	77	66	61	7	211
Dickinson College	23	46	31	2	102	15	26	28	6	75	38	72	59	8	177
Drew University	35	17	28	3	83	27	19	22	4	72	62	36	50	7	155

Number of Total Full-Time Faculty for Fall 2006-07

<u>Institution</u>	Number of Faculty -- Men					Number of Faculty -- Women					Number of Faculty -- Men & Women				
	<u>Prof</u>	<u>Assoc</u>	<u>Asst</u>	<u>Inst</u>	<u>ComRank</u>	<u>Prof</u>	<u>Assoc</u>	<u>Asst</u>	<u>Inst</u>	<u>ComRank</u>	<u>Prof</u>	<u>Assoc</u>	<u>Asst</u>	<u>Inst</u>	<u>ComRank</u>
	<i>Median</i>	35	23	22	3	86	14	19	21	3	59	49	41	43	5
<i>N</i>	115	115	115	83	116	115	115	115	83	116	115	115	115	92	116
Earlham College	25	10	20		55	18	9	14		41	43	19	34		96
Eckerd College	31	16	20		67	14	7	23		44	45	23	43		111
Fairfield University	45	44	29	3	121	26	35	49	6	116	71	79	78	9	237
Franklin and Marshall College	43	29	38	3	113	15	21	28		64	58	50	66	3	177
Furman University	87	41	30	2	160	23	23	15	7	68	110	64	45	9	228
Gettysburg College	31	39	22		92	15	30	31		76	46	69	53		168
Grinnell College	27	31	18	3	79	11	25	29	1	66	38	56	47	4	145
Guilford College	21	14	30	8	73	8	5	37	10	60	29	19	67	18	133
Gustavus Adolphus College	46	29	27	7	109	13	30	25	15	83	59	59	52	22	192
Hamilton College	56	34	13	2	105	23	20	22		65	79	54	35	2	170
Hampshire College	19	12	15	6	52	16	9	27	1	53	35	21	42	7	105
Hartwick College	27	13	25		65	16	20	11		47	43	33	36		112
Harvey Mudd College	31	10	9		50	8	5	13		26	39	15	22		76
Haverford College	20	19	16	3	58	10	23	18	1	52	30	42	34	4	110
Hendrix College	29	14	12	1	56	8	11	12	3	34	37	25	24	4	90
Hiram College	16	6	8	3	33	12	7	5	3	27	28	13	13	6	60
Hollins University	13	14	5		32	13	11	11		35	26	25	16		67
Hope College	59	41	28		128	22	29	33	2	86	81	70	61	2	214
Illinois Wesleyan University	34	33	23	4	94	18	27	18	4	67	52	60	41	8	161
Ithaca College	59	89	100	7	255	35	58	100	11	204	94	147	200	18	459
Juniata College	25	18	15	1	59	12	9	12	3	36	37	27	27	4	95
Kalamazoo College	17	18	15	4	54	7	14	19	7	47	24	32	34	11	101
Kenyon College	38	23	32	1	94	17	19	22	1	59	55	42	54	2	153
Knox College	18	17	17	3	55	7	13	14	3	37	25	30	31	6	92
Lake Forest College	26	15	17	1	59	5	11	12	1	29	31	26	29	2	88
Lawrence University	28	32	28	6	94	7	17	14	5	43	35	49	42	11	137
Lewis & Clark College	27	22	27	2	78	8	9	19	8	44	35	31	46	10	122
Loyola College in Maryland	62	56	42	14	174	18	35	52	26	131	80	91	94	40	305
Luther College	36	35	33	6	110	16	21	27	7	71	52	56	60	13	181
Macalester College	39	17	27	3	86	15	24	18	11	68	54	41	45	14	154
Middlebury College	71	38	35	2	146	21	27	42	1	91	92	65	77	3	237
Millsaps College	13	24	12	1	50	9	15	14	2	40	22	39	26	3	90
Moravian College	28	11	19	3	61	9	12	23	3	47	37	23	42	6	108
Mount St. Mary's University	20	24	22	1	67	7	10	16	1	34	27	34	38	2	101

Number of Total Full-Time Faculty for Fall 2006-07

<u>Institution</u>	Number of Faculty -- Men					Number of Faculty -- Women					Number of Faculty -- Men & Women				
	<u>Prof</u>	<u>Assoc</u>	<u>Asst</u>	<u>Inst</u>	<u>ComRank</u>	<u>Prof</u>	<u>Assoc</u>	<u>Asst</u>	<u>Inst</u>	<u>ComRank</u>	<u>Prof</u>	<u>Assoc</u>	<u>Asst</u>	<u>Inst</u>	<u>ComRank</u>
	<i>Median</i>	35	23	22	3	86	14	19	21	3	59	49	41	43	5
<i>N</i>	115	115	115	83	116	115	115	115	83	116	115	115	115	92	116
Muhlenberg College	30	26	21		77	12	23	22		57	42	49	43		134
Oberlin College	82	54	27	7	170	30	35	35	4	104	112	89	62	11	274
Occidental College	45	10	15	12	82	28	13	19	8	68	73	23	34	20	150
Ohio Wesleyan University	51	13	22	2	88	23	12	11		46	74	25	33	2	134
Pitzer College	24	7	6	2	39	9	9	10	1	29	33	16	16	3	68
Pomona College	49	23	28	1	101	25	28	20	1	74	74	51	48	2	175
Randolph-Macon College	27	17	11	1	56	8	7	17	2	34	35	24	28	3	90
Randolph-Macon Woman's College	19	9	5		33	8	12	19	2	41	27	21	24	2	74
Reed College	46	20	19		85	16	13	12		41	62	33	31		126
Rhodes College	21	33	32	3	89	5	20	29	6	60	26	53	61	9	149
Roanoke College	35	17	15	10	77	11	15	24	19	69	46	32	39	29	146
Rollins College	62	31	19		112	23	18	19		60	85	49	38		172
Saint John's University	28	31	17	3	79	15	16	19	13	63	43	47	36	16	142
Saint Joseph's University	41	51	43	5	140	12	33	43		88	53	84	86	5	228
Sarah Lawrence College	23	17	12		52	19	19	10		48	42	36	22		100
Scripps College	16	9	4	1	30	14	13	11		38	30	22	15	1	68
Smith College	73	35	27		135	67	44	40	4	155	140	79	67	4	290
Southwestern University	24	19	22	1	66	8	22	23	1	54	32	41	45	2	120
St. John's College					93					23					116
St. Lawrence University	34	30	21	3	88	11	31	31	1	74	45	61	52	4	162
St. Olaf College	43	31	31	3	108	18	33	23	5	79	61	64	54	8	187
Stetson University	69	32	30	1	132	28	36	21	2	87	97	68	51	3	219
Susquehanna University	19	20	31	3	73	3	24	21	1	49	22	44	52	4	122
Swarthmore College	59	23	25	1	108	25	24	16		65	84	47	41	1	173
Sweet Briar College	17	5	10		32	14	8	12		34	31	13	22		66
Trinity College	47	29	19		95	12	32	18		62	59	61	37		157
Trinity University	73	36	34		143	20	23	31	5	79	93	59	65	5	222
Union College	55	26	23	2	106	25	19	19	2	65	80	45	42	4	171
University of Dallas	23	27	29	2	81	5	9	15	11	40	28	36	44	13	121
University of Portland	31	47	31	3	112	7	27	31	14	79	38	74	62	17	191
University of Puget Sound	62	25	27	9	123	20	20	40	20	100	82	45	67	29	223
University of Richmond	59	65	31		155	14	45	36		95	73	110	67		250
University of Scranton	72	51	31	1	155	14	35	29	3	81	86	86	60	4	236
University of the Pacific	107	66	77	8	258	25	45	61	13	144	132	111	138	21	402

Number of Total Full-Time Faculty for Fall 2006-07

<u>Institution</u>	Number of Faculty -- Men					Number of Faculty -- Women					Number of Faculty -- Men & Women					
	<u>Prof</u>	<u>Assoc</u>	<u>Asst</u>	<u>Inst</u>	<u>ComRank</u>	<u>Prof</u>	<u>Assoc</u>	<u>Asst</u>	<u>Inst</u>	<u>ComRank</u>	<u>Prof</u>	<u>Assoc</u>	<u>Asst</u>	<u>Inst</u>	<u>ComRank</u>	
	<i>Median</i>	35	23	22	3	86	14	19	21	3	59	49	41	43	5	144
	<i>N</i>	115	115	115	83	116	115	115	115	83	116	115	115	115	92	116
University of the South	49	17	13	1	80	7	20	16	4	47	56	37	29	5	127	
Vassar College	47	49	41	3	140	40	40	34	8	122	87	89	75	11	262	
Villanova University	120	116	133	19	388	25	49	109	18	201	145	165	242	37	589	
Wabash College	26	19	18	1	64	4	4	9	1	18	30	23	27	2	82	
Washington and Jefferson College	23	19	21		63	9	13	14	1	37	32	32	35	1	100	
Washington and Lee University	53	38	26	1	118	13	16	25	5	59	66	54	51	6	177	
Wellesley College	54	18	29		101	47	32	35	1	115	101	50	64	1	216	
Wheaton College (IL)	61	56	23	3	143	7	22	24		53	68	78	47	3	196	
Wheaton College (MA)	24	21	16	1	62	19	21	14	3	57	43	42	30	4	119	
Whitman College	26	25	22	1	74	5	14	24	2	45	31	39	46	3	119	
Whittier College	35	17	22	1	75	10	19	14	5	48	45	36	36	6	123	
Williams College	90	18	48		156	37	22	42		101	127	40	90		257	
Wittenberg University	40	27	18	1	86	12	28	15	1	56	52	55	33	2	142	
Wofford College	32	20	9	2	63	8	14	11	3	36	40	34	20	5	99	
	<i>Sum</i>										6,459	5,505	5,570			
	<i>Minimum</i>	8	5	3	1	21	3	4	5	1	18	15	13	13	1	44
	<i>Maximum</i>	120	116	133	19	388	67	58	109	26	204	145	165	242	40	589
	<i>Median</i>	35	23	22	3	86	14	19	21	3	59	49	41	43	5	144
	<i>Mean</i>	40	27	24	3	94	16	21	24	5	64	56	48	48	8	158
	<i>StDev</i>	20	17	17	3	49	10	11	15	5	32	27	27	31	8	78
	<i>N</i>	115	115	115	83	116	115	115	115	83	116	115	115	115	92	116

Full-Time Faculty Tenure Status for Fall 2006-07**Full-Time Faculty Men Eligible for Tenure****Full-Time Faculty Men with Tenure**

<u>Institution</u>	<u>Prof</u>	<u>Assoc</u>	<u>Asst</u>	<u>Inst</u>	<u>Percent</u>	<u>Prof</u>	<u>Assoc</u>	<u>Asst</u>	<u>Inst</u>	<u>Percent</u>
<i>Median</i>	34	23	18	1	91.8%	34	21	2	0	69.5%
<i>N</i>	114	114	114	29	115	114	114	37	0	115
Agnes Scott College	8	13	10		91.2%	8	12			58.8%
Albion College	22	22	24	2	90.9%	22	21	2		58.4%
Allegheny College	41	22	12		91.5%	41	21			75.6%
Alma College	26	12	8		88.5%	26	10	2		73.1%
Amherst College	66	7	22		100.0%	66	7			76.8%
Antioch College	10	6	2		85.7%	10	6	1		81.0%
Augustana College	37	23	21		88.0%	37	18	1		60.9%
Austin College	22	31	13		100.0%	22	28			75.8%
Babson College	34	36	12		93.2%	33	35			77.3%
Bard College	29	11	20		76.9%	29	10	2		52.6%
Barnard College	31	14	24		90.8%	31	13			57.9%
Bates College	42	15	9	1	82.7%	42	15			70.4%
Beloit College	28	13	14		93.2%	28	13			69.5%
Bentley College	58	42	21		93.1%	57	42			76.2%
Birmingham Southern College	30	16	8		90.0%	30	16			76.7%
Bowdoin College	33	25	20	1	90.8%	33	25			66.7%
Bryant University	34	23	19		100.0%	34	22	2		76.3%
Bucknell University	56	70	50		94.6%	56	70	1		68.3%
Carleton College	56	21	21		92.5%	55	20			70.8%
Centre College	26	17	17		92.3%	26	17			66.2%
Claremont McKenna College	39	15	9		88.7%	39	13			73.2%
Colby College	46	15	17		89.7%	46	15			70.1%
Colgate University	62	34	30	1	85.2%	62	31			62.4%
College of St. Benedict	27	30	13		87.5%	27	29	1		71.3%
College of the Holy Cross	38	50	25		100.0%	38	50			77.9%
College of Wooster	27	23	18		87.2%	27	21			61.5%
Colorado College	50	22	18		93.8%	49	18			69.8%
Connecticut College	48	17	19		93.3%	48	12			66.7%
Cornell College	27	9	6		100.0%	27	9			85.7%
Davidson College	58	29	12		94.3%	58	29	12		94.3%
Denison University	25	40	33	1	95.2%	25	39	4		65.4%
DePauw University	51	33	27	1	89.6%	51	30	3		67.2%
Dickinson College	23	46	27	1	95.1%	23	42			63.7%
Drew University	34	17	23		89.2%	34	15			59.0%

HEDS #06-15a Revised

*Salary and benefit data are not listed where n<3. However, these data are included in the combined total and summary data. Lecturer and No Rank faculty are excluded.

Full-Time Faculty Tenure Status for Fall 2006-07**Full-Time Faculty Men Eligible for Tenure****Full-Time Faculty Men with Tenure**

<u>Institution</u>	<u>Prof</u>	<u>Assoc</u>	<u>Asst</u>	<u>Inst</u>	<u>Percent</u>	<u>Prof</u>	<u>Assoc</u>	<u>Asst</u>	<u>Inst</u>	<u>Percent</u>
<i>Median</i>	<i>34</i>	<i>23</i>	<i>18</i>	<i>1</i>	<i>91.8%</i>	<i>34</i>	<i>21</i>	<i>2</i>	<i>0</i>	<i>69.5%</i>
<i>N</i>	<i>114</i>	<i>114</i>	<i>114</i>	<i>29</i>	<i>115</i>	<i>114</i>	<i>114</i>	<i>37</i>	<i>0</i>	<i>115</i>
Earlham College	24	9	13		83.6%	23	9			58.2%
Eckerd College	31	16	18		97.0%	31	16	4		76.1%
Fairfield University	45	44	23	1	93.4%	45	42	6		76.9%
Franklin and Marshall College	43	28	33		92.0%	43	27			61.9%
Furman University	87	41	23		94.4%	87	39	5		81.9%
Gettysburg College	31	39	20		97.8%	31	38			75.0%
Grinnell College	26	30	15	1	91.1%	26	30			70.9%
Guilford College	19	13	16		65.8%	19	12	1		43.8%
Gustavus Adolphus College	45	29	19		85.3%	44	28			66.1%
Hamilton College	54	34	9	1	93.3%	54	33			82.9%
Hampshire College										
Hartwick College	27	12	22		93.8%	27	12			60.0%
Harvey Mudd College	31	10	9		100.0%	31	10			82.0%
Haverford College	20	17	11	1	84.5%	20	17			63.8%
Hendrix College	28	14	10		92.9%	27	14			73.2%
Hiram College	15	6	8	3	97.0%	15	6			63.6%
Hollins University	13	13	4		93.8%	13	13			81.3%
Hope College	59	37	19		89.8%	58	33			71.1%
Illinois Wesleyan University	34	33	17	1	90.4%	34	33	1		72.3%
Ithaca College	59	82	50	1	75.3%	59	82	1		55.7%
Juniata College	24	18	13		93.2%	24	18			71.2%
Kalamazoo College	17	16	10	1	81.5%	17	16			61.1%
Kenyon College	37	23	26		91.5%	37	21			61.7%
Knox College	16	16	10		76.4%	16	15			56.4%
Lake Forest College	26	15	14		93.2%	26	15			69.5%
Lawrence University	28	32	21		86.2%	28	27			58.5%
Lewis & Clark College	27	22	25		94.9%	27	20	1		61.5%
Loyola College in Maryland	60	53	28	1	81.6%	60	52	3		66.1%
Luther College	36	35	26	1	89.1%	35	32	1		61.8%
Macalester College	36	17	23		88.4%	36	17			61.6%
Middlebury College	68	38	28		91.8%	68	38			72.6%
Millsaps College	13	24	12		98.0%	13	24	1		76.0%
Moravian College	27	10	18		90.2%	27	8			57.4%
Mount St. Mary's University	20	19	14		79.1%	19	18			55.2%

HEDS #06-15a Revised

*Salary and benefit data are not listed where n<3. However, these data are included in the combined total and summary data. Lecturer and No Rank faculty are excluded.

Full-Time Faculty Tenure Status for Fall 2006-07**Full-Time Faculty Men Eligible for Tenure****Full-Time Faculty Men with Tenure**

<u>Institution</u>	<u>Prof</u>	<u>Assoc</u>	<u>Asst</u>	<u>Inst</u>	<u>Percent</u>	<u>Prof</u>	<u>Assoc</u>	<u>Asst</u>	<u>Inst</u>	<u>Percent</u>
<i>Median</i>	34	23	18	1	91.8%	34	21	2	0	69.5%
<i>N</i>	114	114	114	29	115	114	114	37	0	115
Muhlenberg College	30	26	19		97.4%	29	23			67.5%
Oberlin College	81	54	18	1	90.6%	81	51			77.6%
Occidental College	45	10	15		85.4%	45	9			65.9%
Ohio Wesleyan University	51	13	19		94.3%	51	13	5		78.4%
Pitzer College	24	7	6		94.9%	24	7			79.5%
Pomona College	48	23	26	1	97.0%	48	22			69.3%
Randolph-Macon College	27	17	9		94.6%	25	13			67.9%
Randolph-Macon Woman's College	18	9	5		97.0%	18	9			81.8%
Reed College	46	20	10		89.4%	45	20			76.5%
Rhodes College	17	32	23	1	82.0%	17	30			52.8%
Roanoke College	35	17	15		87.0%	34	16			64.9%
Rollins College	55	29	15		88.4%	55	26			72.3%
Saint John's University	27	31	12		88.6%	27	30			72.2%
Saint Joseph's University	41	51	43	5	100.0%	40	50	9		70.7%
Sarah Lawrence College	23	17	12		100.0%	21	15			69.2%
Scripps College	16	8	4	1	96.7%	16	8			80.0%
Smith College	72	29	21		90.4%	72	28			74.1%
Southwestern University	24	19	19		93.9%	24	17			62.1%
St. John's College					100.0%					61.3%
St. Lawrence University	34	30	19		94.3%	34	29	1		72.7%
St. Olaf College	41	30	24		88.0%	41	30	1		66.7%
Stetson University	67	32	23		92.4%	67	30	3		75.8%
Susquehanna University	17	20	25		84.9%	17	20			50.7%
Swarthmore College	57	23	19		91.7%	57	23			74.1%
Sweet Briar College	17	4	6		84.4%	17	4			65.6%
Trinity College	47	29	14		94.7%	47	28			78.9%
Trinity University	73	36	33		99.3%	73	36	1		76.9%
Union College	55	26	21	1	97.2%	55	25			75.5%
University of Dallas	21	27	16		79.0%	21	22	4		58.0%
University of Portland	31	47	7		75.9%	31	43	2		67.9%
University of Puget Sound	61	25	23		88.6%	60	15			61.0%
University of Richmond	59	62	31		98.1%	59	57			74.8%
University of Scranton	72	51	31	1	100.0%	72	49	7		82.6%
University of the Pacific	101	60	60	1	86.0%	94	43	6		55.4%

HEDS #06-15a Revised

*Salary and benefit data are not listed where n<3. However, these data are included in the combined total and summary data. Lecturer and No Rank faculty are excluded.

Full-Time Faculty Tenure Status for Fall 2006-07

Full-Time Faculty Men Eligible for Tenure

Full-Time Faculty Men with Tenure

<u>Institution</u>	<u>Prof</u>	<u>Assoc</u>	<u>Asst</u>	<u>Inst</u>	<u>Percent</u>	<u>Prof</u>	<u>Assoc</u>	<u>Asst</u>	<u>Inst</u>	<u>Percent</u>	
	<i>Median</i>	34	23	18	1	91.8%	34	21	2	0	69.5%
	<i>N</i>	114	114	114	29	115	114	114	37	0	115
University of the South		48	16	10		92.5%	48	15	1		80.0%
Vassar College		47	46	29	2	88.6%	47	46			66.4%
Villanova University		118	114	92		83.5%	118	112	31		67.3%
Wabash College		26	19	18		98.4%	26	18	2		71.9%
Washington and Jefferson College		23	19	20		98.4%	23	18	1		66.7%
Washington and Lee University		52	36	21		92.4%	52	36			74.6%
Wellesley College		54	18	26		97.0%	54	18			71.3%
Wheaton College (IL)		59	54	16		90.2%	56	43			69.2%
Wheaton College (MA)		24	19	16	1	96.8%	24	18			67.7%
Whitman College		25	25	15		87.8%	25	23	1		66.2%
Whittier College		35	17	9		81.3%	35	16			68.0%
Williams College		90	18	48		100.0%	90	18			69.2%
Wittenberg University		40	27	16	1	97.7%	40	27	2		80.2%
Wofford College		28	17	4	1	79.4%	28	16			69.8%
Sum											
	<i>Minimum</i>	8	4	2	1	65.8%	8	4	1		43.8%
	<i>Maximum</i>	118	114	92	5	100.0%	118	112	31		94.3%
	<i>Median</i>	34	23	18	1	91.8%	34	21	2		69.5%
	<i>Mean</i>	39	27	19	1	91.0%	39	25	4		69.2%
	<i>StDev</i>	20	17	12	1	6.4%	20	16	5		8.4%
	<i>N</i>	114	114	114	29	115	114	114	37	0	115

Full-Time Faculty Tenure Status for Fall 2006-07

Full-Time Faculty Women Eligible for Tenure

Full-Time Faculty Women with Tenure

<u>Institution</u>	<u>Prof</u>	<u>Assoc</u>	<u>Asst</u>	<u>Inst</u>	<u>Percent</u>	<u>Prof</u>	<u>Assoc</u>	<u>Asst</u>	<u>Inst</u>	<u>Percent</u>
<i>Median</i>	<i>14</i>	<i>19</i>	<i>16</i>	<i>1</i>	<i>88.2%</i>	<i>14</i>	<i>17</i>	<i>2</i>	<i>0</i>	<i>55.8%</i>
<i>N</i>	<i>114</i>	<i>114</i>	<i>114</i>	<i>27</i>	<i>115</i>	<i>114</i>	<i>114</i>	<i>23</i>	<i>0</i>	<i>115</i>
Agnes Scott College	9	18	14		85.4%	9	17			54.2%
Albion College	10	9	25	1	81.8%	10	9			34.5%
Allegheny College	8	12	26		83.6%	8	11			34.5%
Alma College	12	8	7		84.4%	12	8			62.5%
Amherst College	34	7	15		100.0%	34	6			71.4%
Antioch College	4	8	6		78.3%	4	7			47.8%
Augustana College	17	19	16	3	77.5%	17	17			47.9%
Austin College	7	9	10		100.0%	7	9			61.5%
Babson College	8	21	16		100.0%	8	20			62.2%
Bard College	12	16	20		82.8%	12	13			43.1%
Barnard College	23	13	41		78.6%	21	11			32.7%
Bates College	16	16	19		89.5%	16	16			56.1%
Beloit College	12	16	16		89.8%	12	16			57.1%
Bentley College	20	34	23		95.1%	20	30			61.7%
Birmingham Southern College	13	13	10	1	90.2%	13	13			63.4%
Bowdoin College	20	25	21		94.3%	20	25			64.3%
Bryant University	15	11	10		100.0%	15	9	1		69.4%
Bucknell University	13	47	47		93.0%	13	47			52.2%
Carleton College	32	16	27	1	93.8%	32	16			59.3%
Centre College	11	7	10	1	90.6%	11	5			50.0%
Claremont McKenna College	9	10	11		78.9%	8	10			47.4%
Colby College	21	20	18		84.3%	21	20			58.6%
Colgate University	29	32	25	1	87.9%	29	31			60.6%
College of St. Benedict	14	16	15		71.4%	14	16	1		49.2%
College of the Holy Cross	18	39	35		100.0%	18	39			62.0%
College of Wooster	17	16	22		93.2%	17	15			54.2%
Colorado College	21	17	18		90.3%	21	16			59.7%
Connecticut College	20	22	9		86.4%	20	17			62.7%
Cornell College	12	12	10		100.0%	12	12			70.6%
Davidson College	15	24	10		87.5%	15	24			69.6%
Denison University	10	32	30	3	86.2%	10	31	2		49.4%
DePauw University	24	32	23	1	93.0%	24	32	3		68.6%
Dickinson College	15	26	24	3	90.7%	15	25			53.3%
Drew University	27	19	20		91.7%	27	17			61.1%

HEDS #06-15a Revised

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Full-Time Faculty Tenure Status for Fall 2006-07

Full-Time Faculty Women Eligible for Tenure

Full-Time Faculty Women with Tenure

<u>Institution</u>	<u>Prof</u>	<u>Assoc</u>	<u>Asst</u>	<u>Inst</u>	<u>Percent</u>	<u>Prof</u>	<u>Assoc</u>	<u>Asst</u>	<u>Inst</u>	<u>Percent</u>
<i>Median</i>	<i>14</i>	<i>19</i>	<i>16</i>	<i>1</i>	<i>88.2%</i>	<i>14</i>	<i>17</i>	<i>2</i>	<i>0</i>	<i>55.8%</i>
<i>N</i>	<i>114</i>	<i>114</i>	<i>114</i>	<i>27</i>	<i>115</i>	<i>114</i>	<i>114</i>	<i>23</i>	<i>0</i>	<i>115</i>
Earlham College	18	7	11		87.8%	18	7			61.0%
Eckerd College	14	7	15		81.8%	14	7	1		50.0%
Fairfield University	26	35	42		88.8%	26	35	9		60.3%
Franklin and Marshall College	15	21	17		82.8%	15	19			53.1%
Furman University	23	23	11	3	88.2%	23	22	2		69.1%
Gettysburg College	15	30	30		98.7%	15	30	1		60.5%
Grinnell College	11	25	22	1	89.4%	11	25			54.5%
Guilford College	8	4	26		63.3%	8	3	4		25.0%
Gustavus Adolphus College	13	30	18		73.5%	13	29			50.6%
Hamilton College	23	20	19		95.4%	23	19			64.6%
Hampshire College										
Hartwick College	16	20	7		91.5%	16	19			74.5%
Harvey Mudd College	8	5	13		100.0%	8	5			50.0%
Haverford College	9	20	9	1	75.0%	9	20			55.8%
Hendrix College	7	11	9		79.4%	7	11			52.9%
Hiram College	12	7	4	1	88.9%	11	7			66.7%
Hollins University	13	11	10		97.1%	13	11			68.6%
Hope College	22	21	15		67.4%	22	18			46.5%
Illinois Wesleyan University	18	27	12	2	88.1%	18	27			67.2%
Ithaca College	35	54	53		69.6%	35	48			40.7%
Juniata College	12	9	12	1	94.4%	12	8			55.6%
Kalamazoo College	7	14	15		76.6%	7	14			44.7%
Kenyon College	17	19	17	1	91.5%	17	19			61.0%
Knox College	7	13	10	1	83.8%	7	13			54.1%
Lake Forest College	5	10	11		89.7%	5	10			51.7%
Lawrence University	7	17	12		83.7%	7	14			48.8%
Lewis & Clark College	8	9	19	1	84.1%	8	6			31.8%
Loyola College in Maryland	18	35	33		65.6%	18	35	4		43.5%
Luther College	16	20	24	1	85.9%	16	19			49.3%
Macalester College	15	24	14		77.9%	15	22			54.4%
Middlebury College	21	25	28		81.3%	21	25			50.5%
Millsaps College	9	14	9		80.0%	9	14	1		60.0%
Moravian College	8	11	20		83.0%	8	10	1		40.4%
Mount St. Mary's University	6	10	15		91.2%	6	10			47.1%

HEDS #06-15a Revised

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Full-Time Faculty Tenure Status for Fall 2006-07

Full-Time Faculty Women Eligible for Tenure

Full-Time Faculty Women with Tenure

<u>Institution</u>	<u>Prof</u>	<u>Assoc</u>	<u>Asst</u>	<u>Inst</u>	<u>Percent</u>	<u>Prof</u>	<u>Assoc</u>	<u>Asst</u>	<u>Inst</u>	<u>Percent</u>
<i>Median</i>	<i>14</i>	<i>19</i>	<i>16</i>	<i>1</i>	<i>88.2%</i>	<i>14</i>	<i>17</i>	<i>2</i>	<i>0</i>	<i>55.8%</i>
<i>N</i>	<i>114</i>	<i>114</i>	<i>114</i>	<i>27</i>	<i>115</i>	<i>114</i>	<i>114</i>	<i>23</i>	<i>0</i>	<i>115</i>
Muhlenberg College	12	22	17		89.5%	12	21			57.9%
Oberlin College	30	33	29		88.5%	30	31			58.7%
Occidental College	28	13	19		88.2%	28	13			60.3%
Ohio Wesleyan University	23	12	10		97.8%	23	9	2		73.9%
Pitzer College	9	9	10		96.6%	9	9			62.1%
Pomona College	23	25	19		90.5%	23	25			64.9%
Randolph-Macon College	8	7	14		85.3%	8	7			44.1%
Randolph-Macon Woman's College	8	11	15		82.9%	8	11			46.3%
Reed College	16	12	7		85.4%	15	11			63.4%
Rhodes College	5	20	15	1	68.3%	5	19			40.0%
Roanoke College	11	15	24		72.5%	11	13	1		36.2%
Rollins College	22	17	17		93.3%	20	17			61.7%
Saint John's University	15	16	14		71.4%	15	16			49.2%
Saint Joseph's University	12	33	43		100.0%	12	33	10		62.5%
Sarah Lawrence College	19	19	10		100.0%	19	19			79.2%
Scripps College	14	11	11		94.7%	14	11			65.8%
Smith College	65	41	31		88.4%	65	41			68.4%
Southwestern University	8	22	21		94.4%	8	2			18.5%
St. John's College					100.0%					39.1%
St. Lawrence University	10	31	30		95.9%	10	31			55.4%
St. Olaf College	18	31	15	1	82.3%	18	31	2		64.6%
Stetson University	28	36	16		92.0%	28	36	2		75.9%
Susquehanna University	3	24	20		95.9%	3	24			55.1%
Swarthmore College	25	24	12		93.8%	25	24			75.4%
Sweet Briar College	14	7	9		88.2%	14	7			61.8%
Trinity College	11	32	11		87.1%	11	32			69.4%
Trinity University	20	23	28		89.9%	20	23			54.4%
Union College	25	19	18	1	96.9%	25	19			67.7%
University of Dallas	5	9	9		57.5%	5	7			30.0%
University of Portland	7	26	9		53.2%	5	24			36.7%
University of Puget Sound	20	19	31		70.0%	19	17			36.0%
University of Richmond	14	43	32		93.7%	14	39	1		56.8%
University of Scranton	14	35	29	3	100.0%	14	35	6		67.9%
University of the Pacific	24	43	48	1	80.6%	22	34	2		40.3%

Full-Time Faculty Tenure Status for Fall 2006-07**Full-Time Faculty Women Eligible for Tenure****Full-Time Faculty Women with Tenure**

<u>Institution</u>	<u>Prof</u>	<u>Assoc</u>	<u>Asst</u>	<u>Inst</u>	<u>Percent</u>	<u>Prof</u>	<u>Assoc</u>	<u>Asst</u>	<u>Inst</u>	<u>Percent</u>
<i>Median</i>	14	19	16	1	88.2%	14	17	2	0	55.8%
<i>N</i>	114	114	114	27	115	114	114	23	0	115
University of the South	7	20	12	1	85.1%	7	17			51.1%
Vassar College	40	37	23		82.0%	40	37			63.1%
Villanova University	25	47	73		72.1%	25	47	29		50.2%
Wabash College	4	4	8		88.9%	4	4			44.4%
Washington and Jefferson College	9	12	14		94.6%	9	10			51.4%
Washington and Lee University	13	15	23		86.4%	13	14			45.8%
Wellesley College	47	31	29		93.0%	47	29			66.1%
Wheaton College (IL)	6	22	19		88.7%	5	18			43.4%
Wheaton College (MA)	18	19	11		84.2%	18	17			61.4%
Whitman College	5	14	20		86.7%	5	14			42.2%
Whittier College	10	19	9		79.2%	10	19	1		62.5%
Williams College	37	22	42		100.0%	37	22			58.4%
Wittenberg University	12	28	12	1	94.6%	12	28	2		75.0%
Wofford College	7	12	4	1	66.7%	7	11			50.0%
Sum										
<i>Minimum</i>	3	4	4	1	53.2%	3	2	1		18.5%
<i>Maximum</i>	65	54	73	3	100.0%	65	48	29		79.2%
<i>Median</i>	14	19	16	1	88.2%	14	17	2		55.8%
<i>Mean</i>	16	20	19	1	86.7%	16	19	4		55.1%
<i>StDev</i>	9	10	11	1	9.7%	10	10	6		11.7%
<i>N</i>	114	114	114	27	115	114	114	23	0	115

Full-Time Faculty Tenure Status for Fall 2006-07**Number of Full-time Faculty Men & Women Tenured**

<u>Institution</u>	<u>Prof</u>	<u>Assoc</u>	<u>Asst</u>	<u>Inst</u>	<u>ComRank</u>	<u>Percent</u>
<i>Median</i>	48	37	2	0	90	64.5%
<i>N</i>	114	114	42	0	115	115
Agnes Scott College	17	29			46	56.1%
Albion College	32	30	2		64	48.5%
Allegheny College	49	32			81	59.1%
Alma College	38	18	2		58	69.0%
Amherst College	100	13			113	74.8%
Antioch College	14	13	1		28	63.6%
Augustana College	54	35	1		90	55.2%
Austin College	29	37			66	71.7%
Babson College	41	55			96	72.2%
Bard College	41	23	2		66	48.5%
Barnard College	52	24			76	43.7%
Bates College	58	31			89	64.5%
Beloit College	40	29			69	63.9%
Bentley College	77	72			149	70.6%
Birmingham Southern College	43	29			72	71.3%
Bowdoin College	53	50			103	65.6%
Bryant University	49	31	3		83	74.1%
Bucknell University	69	117	1		187	62.1%
Carleton College	87	36			123	65.8%
Centre College	37	22			59	60.8%
Claremont McKenna College	47	23			70	64.2%
Colby College	67	35			102	65.0%
Colgate University	91	62			153	61.7%
College of St. Benedict	41	45	2		88	61.5%
College of the Holy Cross	56	89			145	70.7%
College of Wooster	44	36			80	58.4%
Colorado College	70	34			104	65.8%
Connecticut College	68	29			97	65.1%
Cornell College	39	21			60	78.9%
Davidson College	73	53	12		138	85.7%
Denison University	35	70	6		111	58.1%
DePauw University	75	62	6		143	67.8%
Dickinson College	38	67			105	59.3%
Drew University	61	32			93	60.0%

HEDS #06-15a Revised

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Full-Time Faculty Tenure Status for Fall 2006-07**Number of Full-time Faculty Men & Women Tenured**

<u>Institution</u>	<u>Prof</u>	<u>Assoc</u>	<u>Asst</u>	<u>Inst</u>	<u>ComRank</u>	<u>Percent</u>
<i>Median</i>	48	37	2	0	90	64.5%
<i>N</i>	114	114	42	0	115	115
Earlham College	41	16			57	59.4%
Eckerd College	45	23	5		73	65.8%
Fairfield University	71	77	15		163	68.8%
Franklin and Marshall College	58	46			104	58.8%
Furman University	110	61	7		178	78.1%
Gettysburg College	46	68	1		115	68.5%
Grinnell College	37	55			92	63.4%
Guilford College	27	15	5		47	35.3%
Gustavus Adolphus College	57	57			114	59.4%
Hamilton College	77	52			129	75.9%
Hampshire College						
Hartwick College	43	31			74	66.1%
Harvey Mudd College	39	15			54	71.1%
Haverford College	29	37			66	60.0%
Hendrix College	34	25			59	65.6%
Hiram College	26	13			39	65.0%
Hollins University	26	24			50	74.6%
Hope College	80	51			131	61.2%
Illinois Wesleyan University	52	60	1		113	70.2%
Ithaca College	94	130	1		225	49.0%
Juniata College	36	26			62	65.3%
Kalamazoo College	24	30			54	53.5%
Kenyon College	54	40			94	61.4%
Knox College	23	28			51	55.4%
Lake Forest College	31	25			56	63.6%
Lawrence University	35	41			76	55.5%
Lewis & Clark College	35	26	1		62	50.8%
Loyola College in Maryland	78	87	7		172	56.4%
Luther College	51	51	1		103	56.9%
Macalester College	51	39			90	58.4%
Middlebury College	89	63			152	64.1%
Millsaps College	22	38	2		62	68.9%
Moravian College	35	18	1		54	50.0%
Mount St. Mary's University	25	28			53	52.5%

HEDS #06-15a Revised

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Full-Time Faculty Tenure Status for Fall 2006-07**Number of Full-time Faculty Men & Women Tenured**

<u>Institution</u>	<u>Prof</u>	<u>Assoc</u>	<u>Asst</u>	<u>Inst</u>	<u>ComRank</u>	<u>Percent</u>
<i>Median</i>	48	37	2	0	90	64.5%
<i>N</i>	114	114	42	0	115	115
Muhlenberg College	41	44			85	63.4%
Oberlin College	111	82			193	70.4%
Occidental College	73	22			95	63.3%
Ohio Wesleyan University	74	22	7		103	76.9%
Pitzer College	33	16			49	72.1%
Pomona College	71	47			118	67.4%
Randolph-Macon College	33	20			53	58.9%
Randolph-Macon Woman's College	26	20			46	62.2%
Reed College	60	31			91	72.2%
Rhodes College	22	49			71	47.7%
Roanoke College	45	29	1		75	51.4%
Rollins College	75	43			118	68.6%
Saint John's University	42	46			88	62.0%
Saint Joseph's University	52	83	19		154	67.5%
Sarah Lawrence College	40	34			74	74.0%
Scripps College	30	19			49	72.1%
Smith College	137	69			206	71.0%
Southwestern University	32	19			51	42.5%
St. John's College					66	56.9%
St. Lawrence University	44	60	1		105	64.8%
St. Olaf College	59	61	3		123	65.8%
Stetson University	95	66	5		166	75.8%
Susquehanna University	20	44			64	52.5%
Swarthmore College	82	47			129	74.6%
Sweet Briar College	31	11			42	63.6%
Trinity College	58	60			118	75.2%
Trinity University	93	59	1		153	68.9%
Union College	80	44			124	72.5%
University of Dallas	26	29	4		59	48.8%
University of Portland	36	67	2		105	55.0%
University of Puget Sound	79	32			111	49.8%
University of Richmond	73	96	1		170	68.0%
University of Scranton	86	84	13		183	77.5%
University of the Pacific	116	77	8		201	50.0%

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*Salary and benefit data are not listed where n<3. However, these data are included in the combined total and summary data. Lecturer and No Rank faculty are excluded.

Full-Time Faculty Tenure Status for Fall 2006-07

Number of Full-time Faculty Men & Women Tenured

<u>Institution</u>	<u>Prof</u>	<u>Assoc</u>	<u>Asst</u>	<u>Inst</u>	<u>ComRank</u>	<u>Percent</u>
<i>Median</i>	48	37	2	0	90	64.5%
<i>N</i>	114	114	42	0	115	115
University of the South	55	32	1		88	69.3%
Vassar College	87	83			170	64.9%
Villanova University	143	159	60		362	61.5%
Wabash College	30	22	2		54	65.9%
Washington and Jefferson College	32	28	1		61	61.0%
Washington and Lee University	65	50			115	65.0%
Wellesley College	101	47			148	68.5%
Wheaton College (IL)	61	61			122	62.2%
Wheaton College (MA)	42	35			77	64.7%
Whitman College	30	37	1		68	57.1%
Whittier College	45	35	1		81	65.9%
Williams College	127	40			167	65.0%
Wittenberg University	52	55	4		111	78.2%
Wofford College	35	27			62	62.6%
<i>Sum</i>						
<i>Minimum</i>	14	11	1		28	35.3%
<i>Maximum</i>	143	159	60		362	85.7%
<i>Median</i>	48	37	2		90	64.5%
<i>Mean</i>	55	44	5		100	63.5%
<i>StDev</i>	27	25	10		49	8.6%
<i>N</i>	114	114	42	0	115	115

**Full-time Faculty Average Salary Data for Fall 2006-07
(9-Month Contract and 12-Month Contract Converted)**

<u>Institution</u>	Average Salaries -- Men					Average Salaries -- Women				
	<u>Prof</u>	<u>Assoc</u>	<u>Asst</u>	<u>Inst</u>	<u>ComRank</u>	<u>Prof</u>	<u>Assoc</u>	<u>Asst</u>	<u>Inst</u>	<u>ComRank</u>
	<i>Median</i>	<i>90,532</i>	<i>68,985</i>	<i>55,557</i>	<i>47,065</i>	<i>73,618</i>	<i>84,005</i>	<i>67,677</i>	<i>54,612</i>	<i>47,000</i>
<i>N</i>	<i>115</i>	<i>115</i>	<i>115</i>	<i>83</i>	<i>116</i>	<i>115</i>	<i>115</i>	<i>115</i>	<i>83</i>	<i>116</i>
Agnes Scott College	79,454	68,985	56,650		66,348	80,882	67,677	53,123		63,587
Albion College	78,932	58,922	49,889	45,031	60,452	71,714	59,941	47,990	44,238	53,987
Allegheny College	80,627	63,948	51,607	44,700	69,326	75,225	59,893	51,523		56,700
Alma College	72,846	60,528	47,683		63,261	63,897	52,276	46,862	31,982	53,209
Amherst College	132,952	84,600	71,414		115,138	112,065	80,929	71,433		97,289
Antioch College	48,345	43,275	33,781		44,574	46,591	39,411	33,045		37,892
Augustana College	78,410	56,124	51,967	41,086	62,909	73,382	58,553	48,758	43,133	56,166
Austin College	78,685	63,707	52,283		66,449	79,014	62,724	54,912		64,105
Babson College	142,779	106,475	98,232		119,922	124,573	106,157	81,584		100,694
Bard College	110,089	80,339	63,630		90,454	110,286	77,076	60,486		81,948
Barnard College	128,266	86,571	65,953	44,326	94,572	121,942	82,173	65,747	59,074	81,405
Bates College	103,260	76,932	59,076		88,001	95,345	71,196	59,612		73,988
Beloit College	75,903	56,218	48,091		62,936	67,294	55,862	45,554		54,037
Bentley College	121,365	96,222	84,774		105,353	120,658	93,726	85,350		97,546
Birmingham Southern College	78,513	62,128	46,020	32,164	65,638	71,221	57,713	45,940	38,415	56,954
Bowdoin College	120,269	82,406	67,936	64,122	92,415	112,703	84,035	67,323		86,257
Bryant University	115,257	92,406	84,610		100,680	108,944	88,837	73,882		93,061
Bucknell University	110,572	80,737	68,465		86,185	102,995	77,672	63,490		73,875
Carleton College	104,853	75,403	66,097		90,244	105,352	73,773	65,355		83,489
Centre College	79,346	63,676	51,750		66,757	75,574	63,319	50,489		61,646
Claremont McKenna College	117,806	85,230	61,238		100,107	127,386	80,236	65,133		83,426
Colby College	115,450	78,971	62,882		93,661	100,030	74,978	60,350	50,667	77,003
Colgate University	118,733	80,832	66,580	57,683	91,875	108,775	86,372	66,259	58,700	85,415
College of St. Benedict	77,174	60,189	51,787	45,877	63,706	74,151	63,768	53,608	45,712	58,999
College of the Holy Cross	103,749	75,742	59,111		81,481	98,310	73,512	59,080		72,874
College of Wooster	77,903	58,780	49,300		62,569	71,312	60,497	48,302		58,446
Colorado College	107,259	70,978	59,852		86,909	98,810	69,088	58,526		74,824
Connecticut College	94,727	70,801	58,806	46,893	80,232	89,615	71,509	52,477		71,926
Cornell College	72,990	53,811	48,452		65,375	69,035	53,276	47,645		57,182
Davidson College	104,510	78,480	61,692		90,288	106,745	80,414	56,401		79,788
Denison University	95,969	70,332	54,961		70,826	84,005	70,839	52,445	49,625	62,708
DePauw University	85,752	66,508	54,719	49,200	70,615	85,919	66,751	56,889		68,938
Dickinson College	95,231	70,783	57,845		72,144	94,700	70,515	55,389	54,817	68,449
Drew University	96,768	72,825	59,030	53,256	77,560	94,258	71,243	59,279	60,946	75,646

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*Salary and benefit data are not listed where n<3. However, these data are included in the combined total and summary data. Lecturer and No Rank faculty are excluded.

**Full-time Faculty Average Salary Data for Fall 2006-07
(9-Month Contract and 12-Month Contract Converted)**

<u>Institution</u>	Average Salaries -- Men					Average Salaries -- Women				
	<u>Prof</u>	<u>Assoc</u>	<u>Asst</u>	<u>Inst</u>	<u>ComRank</u>	<u>Prof</u>	<u>Assoc</u>	<u>Asst</u>	<u>Inst</u>	<u>ComRank</u>
	<i>Median</i> <i>N</i>	90,532 115	68,985 115	55,557 115	47,065 83	73,618 116	84,005 115	67,677 115	54,612 115	47,000 83
Earlham College	79,476	58,970	50,331		65,149	72,411	62,622	49,669		62,497
Eckerd College	75,134	55,619	52,675		63,769	68,886	58,471	45,804		55,164
Fairfield University	99,647	82,593	61,772	48,849	83,108	96,579	75,690	63,219	47,755	73,659
Franklin and Marshall College	109,427	75,792	62,727	55,300	83,653	93,702	74,545	61,970		73,533
Furman University	90,033	66,937	52,116		76,452	82,751	67,731	50,460	47,207	66,889
Gettysburg College	96,120	69,997	57,174		75,733	89,952	69,730	56,764		68,432
Grinnell College	105,243	76,406	61,353	56,167	82,063	98,536	77,572	59,928		72,979
Guilford College	63,870	54,552	43,255	38,620	50,844	65,399	52,885	42,840	37,419	45,781
Gustavus Adolphus College	76,715	61,904	53,738	45,086	65,052	73,842	59,131	51,625	44,595	56,547
Hamilton College	109,366	79,068	58,077		92,074	100,657	77,598	59,409		79,601
Hampshire College	92,189	68,938	52,199	56,483	71,168	86,969	68,268	55,425		67,318
Hartwick College	71,794	52,806	45,775		57,989	67,503	52,106	43,855		55,416
Harvey Mudd College	124,342	91,290	71,700		108,256	102,513	91,200	74,469		86,315
Haverford College	108,775	76,979	59,681	52,133	81,886	99,870	77,083	60,333		75,242
Hendrix College	73,041	60,389	51,309		64,720	67,234	53,711	47,944	43,390	53,947
Hiram College	66,087	53,135	42,363	39,510	55,565	61,099	48,870	40,940	40,313	51,886
Hollins University	77,212	58,229	47,910		64,328	66,585	55,086	49,027		57,453
Hope College	73,063	57,962	49,216		63,010	66,972	57,021	47,309		55,375
Illinois Wesleyan University	84,427	65,779	50,951	45,883	68,049	79,578	61,590	51,443	47,777	62,872
Ithaca College	84,834	69,880	51,888	47,065	65,658	81,341	68,678	52,874	46,985	61,934
Juniata College	80,878	60,599	48,686		65,679	77,223	59,496	52,175	38,820	61,242
Kalamazoo College	78,127	59,838	50,382	46,094	61,951	71,363	60,016	48,598	44,145	54,726
Kenyon College	86,478	63,722	54,401		69,597	78,708	63,925	53,484		64,004
Knox College	75,941	55,071	44,879	41,933	58,035	68,014	53,215	45,821	43,075	52,395
Lake Forest College	85,562	66,753	50,838		70,065	78,950	65,082	54,054		62,279
Lawrence University	78,209	61,236	49,004	38,849	61,219	66,080	58,170	49,242	39,584	54,390
Lewis & Clark College	90,194	67,459	54,636		70,157	81,824	64,972	54,612	44,758	59,887
Loyola College in Maryland	100,665	76,630	65,155	50,611	80,331	98,428	73,738	57,179	45,487	64,950
Luther College	73,992	58,815	49,924	43,267	60,267	72,814	59,041	49,335	42,021	56,776
Macalester College	103,839	77,691	62,138	46,450	83,576	100,933	75,250	61,289	47,424	72,719
Middlebury College	126,714	79,792	64,240		98,610	106,157	78,815	62,771		77,509
Millsaps College	80,593	56,136	56,576		62,260	76,716	54,287	45,208		55,697
Moravian College	77,599	65,442	51,187	44,588	65,557	75,055	59,063	51,206	44,086	57,324
Mount St. Mary's University	71,443	58,043	49,830		59,104	73,375	53,788	47,363		54,391

**Full-time Faculty Average Salary Data for Fall 2006-07
(9-Month Contract and 12-Month Contract Converted)**

<u>Institution</u>	Average Salaries -- Men					Average Salaries -- Women				
	<u>Prof</u>	<u>Assoc</u>	<u>Asst</u>	<u>Inst</u>	<u>ComRank</u>	<u>Prof</u>	<u>Assoc</u>	<u>Asst</u>	<u>Inst</u>	<u>ComRank</u>
	<i>Median</i>	<i>90,532</i>	<i>68,985</i>	<i>55,557</i>	<i>47,065</i>	<i>73,618</i>	<i>84,005</i>	<i>67,677</i>	<i>54,612</i>	<i>47,000</i>
<i>N</i>	<i>115</i>	<i>115</i>	<i>115</i>	<i>83</i>	<i>116</i>	<i>115</i>	<i>115</i>	<i>115</i>	<i>83</i>	<i>116</i>
Muhlenberg College	85,714	67,353	54,094		70,891	79,321	64,527	52,752		63,097
Oberlin College	102,824	77,640	64,820	50,334	86,627	96,993	79,285	61,626	50,909	77,359
Occidental College	99,113	74,158	59,349	53,105	82,063	99,556	74,060	60,763	48,695	77,859
Ohio Wesleyan University	74,458	52,560	48,284		63,925	72,199	51,226	48,240		60,999
Pitzer College	100,149	78,410	62,292		88,262	101,261	77,443	61,988		78,628
Pomona College	129,858	87,793	66,468		102,005	121,872	87,432	65,710		92,680
Randolph-Macon College	76,761	57,663	49,013		64,914	69,158	57,539	48,337		54,831
Randolph-Macon Woman's College	73,236	56,886	49,452		65,173	67,620	57,350	50,395		55,457
Reed College	96,085	69,034	58,649		81,352	88,090	69,031	58,503		73,387
Rhodes College	84,547	67,403	51,375	69,699	65,763	73,518	72,802	50,149	44,574	59,090
Roanoke College	72,282	57,539	53,278	45,478	61,844	68,357	58,042	47,809	37,851	50,568
Rollins College	89,877	72,144	53,407		78,782	81,780	62,934	49,695		65,966
Saint John's University	77,174	59,791	50,149	45,877	63,349	74,653	63,768	50,224	45,866	58,581
Saint Joseph's University	101,792	83,161	66,015	67,628	82,796	92,383	75,578	62,455		71,457
Sarah Lawrence College	100,491	76,439	60,925		83,497	98,253	76,453	61,590		81,985
Scripps College	107,239	83,457	61,673		92,376	106,289	86,667	64,197		87,392
Smith College	118,975	80,050	65,354		98,159	111,564	78,019	65,046	51,189	88,479
Southwestern University	87,453	73,359	50,557		70,378	74,492	64,413	51,517		59,961
St. John's College					72,016					70,563
St. Lawrence University	90,532	71,133	55,567	49,333	74,170	83,652	65,885	55,523		63,949
St. Olaf College	84,151	66,045	52,934	52,483	69,114	76,425	64,662	52,552	47,930	62,758
Stetson University	96,482	62,580	55,557		78,913	98,497	58,978	55,440		71,272
Susquehanna University	81,092	65,696	54,558	43,400	64,057	67,633	60,150	58,532		59,654
Swarthmore College	123,468	82,543	68,004		101,335	115,508	86,513	67,813		93,062
Sweet Briar College	71,206	63,362	50,719		63,578	67,031	60,960	50,491		59,765
Trinity College	108,107	77,580	59,567		89,080	107,890	74,802	57,925		76,306
Trinity University	103,180	69,221	56,354		83,497	88,864	68,378	52,593	42,200	65,713
Union College	100,847	74,752	63,197		85,535	93,006	66,586	57,037		73,446
University of Dallas	62,856	53,978	45,713		53,071	57,813	56,531	44,056	34,721	46,015
University of Portland	85,559	64,613	54,748	35,986	66,913	73,563	58,548	49,150	46,606	54,074
University of Puget Sound	91,590	67,446	56,564	60,580	76,725	90,293	68,929	55,676	59,446	66,004
University of Richmond	118,768	81,794	71,976		93,904	106,021	78,969	61,879		76,479
University of Scranton	85,882	75,932	55,521		76,265	80,756	71,401	51,321	45,548	64,871
University of the Pacific	98,094	76,850	64,085	38,866	80,673	90,502	69,259	61,825	48,732	67,945

**Full-time Faculty Average Salary Data for Fall 2006-07
(9-Month Contract and 12-Month Contract Converted)**

Average Salaries -- Men

Average Salaries -- Women

<u>Institution</u>	<u>Prof</u>	<u>Assoc</u>	<u>Asst</u>	<u>Inst</u>	<u>ComRank</u>	<u>Prof</u>	<u>Assoc</u>	<u>Asst</u>	<u>Inst</u>	<u>ComRank</u>
<i>Median</i>	90,532	68,985	55,557	47,065	73,618	84,005	67,677	54,612	47,000	65,840
<i>N</i>	115	115	115	83	116	115	115	115	83	116
University of the South	90,843	64,394	54,522		78,814	75,708	62,634	53,053	52,314	60,441
Vassar College	120,352	81,602	65,262	54,167	89,238	108,207	79,817	62,506	53,680	82,587
Villanova University	111,416	81,753	65,930	56,382	84,261	110,065	76,165	61,792	52,574	70,475
Wabash College	90,338	66,361	56,586		73,066	99,003	67,463	54,111		66,770
Washington and Jefferson College	77,784	63,750	50,458		64,443	69,185	55,388	46,974		54,928
Washington and Lee University	105,139	76,790	64,210		86,439	97,062	72,646	59,358	39,318	69,571
Wellesley College	133,095	95,607	77,102		110,337	128,146	94,200	71,954		100,927
Wheaton College (IL)	79,560	64,704	51,250	46,293	68,491	74,072	62,765	51,544		59,177
Wheaton College (MA)	107,653	71,845	59,176		82,143	93,594	70,301	58,030	51,719	74,074
Whitman College	97,409	73,082	56,505		76,524	97,146	74,751	57,610		67,153
Whittier College	103,333	68,654	63,444		83,094	106,311	61,318	64,485	51,673	70,610
Williams College	124,587	88,317	70,348		103,713	116,822	85,673	68,285		89,853
Wittenberg University	73,548	58,349	49,475		63,417	69,830	56,996	47,911		57,134
Wofford College	75,197	60,395	53,489		66,533	72,094	56,571	53,509	44,333	58,065
Sum										
<i>Minimum</i>	48,345	43,275	33,781	32,000	44,574	46,591	39,411	33,045	31,982	37,892
<i>Maximum</i>	142,779	106,475	98,232	90,000	119,922	128,146	106,157	85,350	77,650	100,927
<i>Median</i>	90,532	68,985	55,557	47,065	73,618	84,005	67,677	54,612	47,000	65,840
<i>Mean</i>	93,442	69,933	57,237	49,125	76,598	87,502	68,158	55,790	47,566	67,810
<i>StDev</i>	18,339	11,114	9,093	9,389	14,597	17,527	11,242	8,310	7,401	12,656
<i>N</i>	115	115	115	83	116	115	115	115	83	116

**Full-time Faculty Salary Data by Rank for Fall 2006-07
(9-Month Contract and 12-Month Contract Converted)**

Average Salaries -- All Faculty

Total Salaries -- All Faculty

<u>Institution</u>	Average Salaries -- All Faculty					Total Salaries -- All Faculty					
	<u>Median</u>	<u>Prof</u> 88,952	<u>Assoc</u> 68,559	<u>Asst</u> 54,626	<u>Inst</u> 46,950	<u>ComRank</u> 71,706	<u>Prof</u> 4,361,959	<u>Assoc</u> 2,873,797	<u>Asst</u> 2,346,419	<u>Inst</u> 226,500	<u>ComRank</u> 10,463,706
	<i>N</i>	<i>115</i>	<i>115</i>	<i>115</i>	<i>92</i>	<i>116</i>	<i>115</i>	<i>115</i>	<i>115</i>	<i>92</i>	<i>116</i>
Agnes Scott College		80,210	68,225	54,446		64,732	1,363,570	2,114,987	1,742,271		5,308,035
Albion College		76,677	59,218	48,876	44,679	57,758	2,453,652	1,835,762	2,932,580	402,108	7,624,102
Allegheny College		79,745	62,414	51,550	43,020	64,257	3,907,490	2,309,300	2,371,300	215,101	8,803,191
Alma College		70,020	57,227	47,331	38,599	59,432	2,660,768	1,144,542	993,950	192,997	4,992,257
Amherst College		125,850	82,764	71,422		108,519	12,585,000	1,158,700	2,642,600		16,386,300
Antioch College		47,877	41,102	33,214		41,081	718,159	657,631	431,788		1,807,578
Augustana College		76,856	57,197	50,363	42,332	59,972	4,227,083	2,459,484	2,115,230	973,635	9,775,432
Austin College		78,764	63,486	53,426		65,787	2,284,163	2,539,436	1,228,796		6,052,395
Babson College		139,469	106,360	89,640		113,416	6,136,635	6,168,860	2,778,830		15,084,325
Bard College		110,152	78,503	62,163		86,826	6,498,967	2,512,103	2,797,319		11,808,389
Barnard College		125,506	84,305	65,822	55,797	87,156	6,902,848	2,782,081	4,475,926	1,004,339	15,165,194
Bates College		101,090	74,215	59,398	59,583	82,213	6,267,550	2,820,170	2,078,920	178,750	11,345,390
Beloit College		73,320	56,021	46,752	40,189	58,899	2,932,800	1,624,622	1,683,062	120,568	6,361,052
Bentley College		121,182	95,134	85,062		102,356	9,815,743	7,420,416	4,253,095		21,597,071
Birmingham Southern College		76,308	60,149	45,978	35,289	62,113	3,281,256	1,744,313	965,541	282,315	6,273,425
Bowdoin College		117,467	83,220	67,630	64,122	89,669	6,343,200	4,161,022	3,381,480	192,367	14,078,069
Bryant University		113,325	91,251	80,911		98,231	5,552,904	3,102,540	2,346,419		11,001,863
Bucknell University		109,165	79,521	66,023		81,482	7,641,560	9,622,011	7,262,497		24,526,068
Carleton College		105,028	74,629	65,697		87,318	9,872,630	2,985,162	3,416,267		16,328,409
Centre College		78,282	63,572	51,277		65,071	3,053,005	1,525,729	1,640,870		6,311,844
Claremont McKenna College		119,496	83,309	63,500		94,292	6,094,309	2,166,038	1,968,500		10,277,807
Colby College		110,461	76,659	61,616	56,000	86,234	7,511,353	2,913,050	2,834,340	280,000	13,538,743
Colgate University		115,555	83,518	66,442	58,022	89,296	10,862,169	5,512,178	5,248,900	522,200	22,145,447
College of St. Benedict		76,166	61,407	52,722	45,741	61,632	3,198,992	2,886,132	1,950,716	777,601	8,813,441
College of the Holy Cross		102,000	74,765	59,093		77,618	5,712,024	6,654,062	3,545,599		15,911,685
College of Wooster		75,467	59,510	48,791		60,793	3,471,500	2,380,400	2,390,750		8,328,650
Colorado College		104,760	70,154	59,189	51,000	82,166	7,437,966	2,736,025	2,604,306	204,000	12,982,297
Connecticut College		93,245	71,201	56,169	46,332	76,943	6,433,910	2,776,820	2,022,090	231,660	11,464,480
Cornell College		71,773	53,505	47,947		61,709	2,799,135	1,123,615	767,158		4,689,908
Davidson College		104,963	79,339	59,046	41,786	86,636	7,767,282	4,284,325	1,771,385	125,357	13,948,349
Denison University		92,551	70,554	53,638	49,600	67,128	3,239,283	5,150,475	4,183,775	248,000	12,821,533
DePauw University		85,807	66,626	55,680	50,671	69,932	6,607,106	4,397,295	3,396,459	354,700	14,755,560
Dickinson College		95,021	70,686	56,680	56,013	70,579	3,610,808	5,089,405	3,344,100	448,100	12,492,413
Drew University		95,675	71,990	59,139	57,650	76,671	5,931,827	2,591,634	2,956,965	403,551	11,883,977

HEDS #06-15a Revised

*Salary and benefit data are not listed where n<3. However, these data are included in the combined total and summary data. Lecturer and No Rank faculty are excluded.

**Full-time Faculty Salary Data by Rank for Fall 2006-07
(9-Month Contract and 12-Month Contract Converted)**

Average Salaries -- All Faculty

Total Salaries -- All Faculty

<u>Institution</u>	<u>Prof</u>	<u>Assoc</u>	<u>Asst</u>	<u>Inst</u>	<u>ComRank</u>	<u>Prof</u>	<u>Assoc</u>	<u>Asst</u>	<u>Inst</u>	<u>ComRank</u>
<i>Median</i>	88,952	68,559	54,626	46,950	71,706	4,361,959	2,873,797	2,346,419	226,500	10,463,706
<i>N</i>	115	115	115	92	116	115	115	115	92	116
Earlham College	76,519	60,700	50,059		64,017	3,290,300	1,153,300	1,701,989		6,145,589
Eckerd College	73,190	56,487	49,000		60,358	3,293,550	1,299,200	2,107,000		6,699,750
Fairfield University	98,524	79,535	62,681	48,120	78,484	6,995,177	6,283,240	4,889,097	433,078	18,600,592
Franklin and Marshall College	105,360	75,268	62,406	55,300	79,994	6,110,880	3,763,404	4,118,764	165,900	14,158,948
Furman University	88,510	67,223	51,564	46,883	73,599	9,736,111	4,302,243	2,320,370	421,950	16,780,674
Gettysburg College	94,109	69,881	56,934		72,430	4,329,000	4,821,790	3,017,510		12,168,300
Grinnell College	103,301	76,927	60,473	56,000	77,928	3,925,450	4,307,900	2,842,250	224,000	11,299,600
Guilford College	64,291	54,113	43,026	37,953	48,560	1,864,450	1,028,152	2,882,717	683,149	6,458,468
Gustavus Adolphus College	76,082	60,494	52,722	44,751	61,375	4,488,854	3,569,152	2,741,553	984,523	11,784,082
Hamilton College	106,830	78,523	58,914		87,305	8,439,600	4,240,250	2,062,000		14,841,850
Hampshire College	89,803	68,651	54,273	57,764	69,225	3,143,100	1,441,664	2,279,465	404,350	7,268,579
Hartwick College	70,197	52,382	45,189		56,909	3,018,465	1,728,607	1,626,790		6,373,862
Harvey Mudd College	119,864	91,260	73,336		100,750	4,674,700	1,368,900	1,613,400		7,657,000
Haverford College	105,807	77,036	60,026	52,850	78,745	3,174,200	3,235,500	2,040,900	211,400	8,662,000
Hendrix College	71,785	57,451	49,627	43,793	60,650	2,656,059	1,436,268	1,191,040	175,170	5,458,537
Hiram College	63,949	50,838	41,815	39,912	53,909	1,790,580	660,900	543,600	239,470	3,234,550
Hollins University	71,898	56,846	48,678		60,737	1,869,350	1,421,150	778,850		4,069,350
Hope College	71,409	57,572	48,185		59,942	5,784,111	4,030,026	2,939,258		12,827,487
Illinois Wesleyan University	82,749	63,894	51,167	46,830	65,895	4,302,922	3,833,637	2,097,847	374,640	10,609,046
Ithaca College	83,533	69,406	52,381	47,016	64,003	7,852,133	10,202,611	10,476,209	846,294	29,377,247
Juniata College	79,693	60,231	50,237	37,115	63,997	2,948,640	1,626,250	1,356,392	148,460	6,079,742
Kalamazoo College	76,154	59,916	49,385	44,854	58,589	1,827,707	1,917,304	1,679,083	493,393	5,917,487
Kenyon College	84,077	63,814	54,028		67,440	4,624,210	2,680,169	2,917,487		10,318,366
Knox College	73,722	54,267	45,305	42,504	55,767	1,843,045	1,628,003	1,404,448	255,024	5,130,520
Lake Forest College	84,495	66,046	52,169		67,499	2,619,350	1,717,200	1,512,900		5,939,930
Lawrence University	75,783	60,172	49,083	39,183	59,075	2,652,406	2,948,436	2,061,486	431,013	8,093,341
Lewis & Clark College	88,281	66,737	54,626	43,581	66,453	3,089,840	2,068,842	2,512,810	435,810	8,107,302
Loyola College in Maryland	100,162	75,517	60,743	47,280	73,725	8,012,953	6,872,085	5,709,801	1,891,210	22,486,049
Luther College	73,630	58,900	49,659	42,596	58,897	3,828,746	3,298,406	2,979,525	553,747	10,660,424
Macalester College	103,032	76,262	61,799	47,215	78,782	5,563,737	3,126,750	2,780,936	661,016	12,132,439
Middlebury College	122,022	79,386	63,439	59,850	90,508	11,225,978	5,160,091	4,884,784	179,549	21,450,402
Millsaps College	79,007	55,425	50,455	43,110	59,343	1,738,144	2,161,572	1,311,826	129,331	5,340,873
Moravian College	76,980	62,114	51,197	44,337	61,974	2,848,275	1,428,624	2,150,289	266,021	6,693,209
Mount St. Mary's University	71,944	56,792	48,791		57,518	1,942,475	1,930,918	1,854,065		5,809,269

**Full-time Faculty Salary Data by Rank for Fall 2006-07
(9-Month Contract and 12-Month Contract Converted)**

Average Salaries -- All Faculty

Total Salaries -- All Faculty

<u>Institution</u>	Average Salaries -- All Faculty					Total Salaries -- All Faculty					
	<u>Median</u>	<u>Prof</u> 88,952	<u>Assoc</u> 68,559	<u>Asst</u> 54,626	<u>Inst</u> 46,950	<u>ComRank</u> 71,706	<u>Prof</u> 4,361,959	<u>Assoc</u> 2,873,797	<u>Asst</u> 2,346,419	<u>Inst</u> 226,500	<u>ComRank</u> 10,463,706
	<i>N</i>	<i>115</i>	<i>115</i>	<i>115</i>	<i>92</i>	<i>116</i>	<i>115</i>	<i>115</i>	<i>115</i>	<i>92</i>	<i>116</i>
Muhlenberg College		83,887	66,026	53,408		67,575	3,523,272	3,235,290	2,296,529		9,055,091
Oberlin College		101,262	78,287	63,017	50,543	83,109	11,341,345	6,967,520	3,907,055	555,975	22,771,895
Occidental College		99,283	74,102	60,140	51,341	80,157	7,247,651	1,704,357	2,044,745	1,026,823	12,023,576
Ohio Wesleyan University		73,756	51,920	48,269		62,920	5,457,946	1,297,999	1,592,887		8,431,326
Pitzer College		100,452	77,866	62,102	56,000	84,153	3,314,932	1,245,856	993,632	168,000	5,722,420
Pomona College		127,160	87,595	66,152		98,062	9,409,850	4,467,350	3,175,300		17,160,850
Randolph-Macon College		75,023	57,627	48,603	43,234	61,105	2,625,822	1,383,042	1,360,878	129,702	5,499,444
Randolph-Macon Woman's College		71,572	57,151	50,199		59,790	1,932,438	1,200,172	1,204,772		4,424,461
Reed College		94,022	69,033	58,593		78,760	5,829,355	2,278,075	1,816,370		9,923,800
Rhodes College		82,426	69,440	50,792	52,949	63,076	2,143,085	3,680,327	3,098,303	476,539	9,398,254
Roanoke College		71,343	57,775	49,913	40,481	56,515	3,281,787	1,848,790	1,946,600	1,173,953	8,251,130
Rollins College		87,686	68,761	51,551		74,311	7,453,322	3,369,267	1,958,936		12,781,525
Saint John's University		76,295	61,145	50,189	45,868	61,233	3,280,673	2,873,797	1,806,791	733,885	8,695,146
Saint Joseph's University		99,661	80,182	64,235	67,628	78,420	5,282,058	6,735,282	5,524,202	338,138	17,879,680
Sarah Lawrence College		99,479	76,446	61,227		82,772	4,178,100	2,752,056	1,347,000		8,277,156
Scripps College		106,796	85,354	63,524		89,591	3,203,872	1,877,785	952,864		6,092,166
Smith College		115,429	78,919	65,170	51,189	92,985	16,159,990	6,234,579	4,366,411	204,756	26,965,736
Southwestern University		84,213	68,559	51,047		65,691	2,694,820	2,810,905	2,297,137		7,882,862
St. John's College						71,728					8,320,391
St. Lawrence University		88,850	68,466	55,540	49,106	69,501	3,998,250	4,176,450	2,888,100	196,425	11,259,225
St. Olaf College		81,871	65,332	52,771	49,638	66,429	4,994,150	4,181,250	2,849,650	397,100	12,422,150
Stetson University		97,064	60,673	55,509	81,767	75,878	9,415,167	4,125,782	2,830,955	245,300	16,617,204
Susquehanna University		79,257	62,670	56,163	44,400	62,289	1,743,645	2,757,500	2,920,470	177,600	7,599,215
Swarthmore College		121,099	84,570	67,929		98,227	10,172,300	3,974,800	2,785,100		16,993,200
Sweet Briar College		69,320	61,884	50,594		61,614	2,148,931	804,487	1,113,075		4,066,493
Trinity College		108,063	76,122	58,768		84,036	6,375,690	4,643,466	2,174,430		13,193,586
Trinity University		100,101	68,892	54,561	42,200	77,169	9,309,420	4,064,640	3,546,435	211,000	17,131,495
Union College		98,397	71,304	60,410	55,754	80,940	7,871,735	3,208,688	2,537,238	223,014	13,840,675
University of Dallas		61,955	54,616	45,148	34,764	50,739	1,734,753	1,966,182	1,986,497	451,927	6,139,359
University of Portland		83,349	62,400	51,949	44,732	61,603	3,167,277	4,617,611	3,220,852	760,439	11,766,179
University of Puget Sound		91,273	68,105	56,034	59,798	71,917	7,484,418	3,064,724	3,754,249	1,734,146	16,037,537
University of Richmond		116,323	80,638	66,550		87,283	8,491,591	8,870,189	4,458,877		21,820,657
University of Scranton		85,048	74,088	53,491	45,131	72,354	7,314,092	6,371,533	3,209,470	180,523	17,075,618
University of the Pacific		96,656	73,773	63,086	44,973	76,114	12,758,617	8,188,778	8,705,866	944,442	30,597,703

**Full-time Faculty Salary Data by Rank for Fall 2006-07
(9-Month Contract and 12-Month Contract Converted)**

<u>Institution</u>	Average Salaries -- All Faculty					Total Salaries -- All Faculty					
	<u>Median</u> <i>N</i>	<u>Prof</u> 88,952 <i>115</i>	<u>Assoc</u> 68,559 <i>115</i>	<u>Asst</u> 54,626 <i>115</i>	<u>Inst</u> 46,950 <i>92</i>	<u>ComRank</u> 71,706 <i>116</i>	<u>Prof</u> 4,361,959 <i>115</i>	<u>Assoc</u> 2,873,797 <i>115</i>	<u>Asst</u> 2,346,419 <i>115</i>	<u>Inst</u> 226,500 <i>92</i>	<u>ComRank</u> 10,463,706 <i>116</i>
University of the South		88,952	63,443	53,712	51,912	72,015	4,981,286	2,347,384	1,557,640	259,562	9,145,872
Vassar College		114,768	80,800	64,012	53,813	86,141	9,984,840	7,191,178	4,800,934	591,938	22,568,890
Villanova University		111,183	80,093	64,066	54,529	79,556	16,121,587	13,215,373	15,504,031	2,017,586	46,858,577
Wabash College		91,494	66,553	55,761		71,684	2,744,806	1,530,710	1,505,550		5,878,066
Washington and Jefferson College		75,365	60,353	49,064		60,922	2,411,694	1,931,288	1,717,240		6,092,222
Washington and Lee University		103,548	75,562	61,832	39,432	80,817	6,834,193	4,080,358	3,153,411	236,590	14,304,552
Wellesley College		130,792	94,706	74,287		105,327	13,210,022	4,735,303	4,754,378		22,750,700
Wheaton College (IL)		78,995	64,157	51,400	46,293	65,972	5,371,671	5,004,224	2,415,815	138,880	12,930,590
Wheaton College (MA)		101,441	71,073	58,641	52,197	78,278	4,361,959	2,985,075	1,759,242	208,789	9,315,065
Whitman College		97,366	73,681	57,082	55,667	72,981	3,018,354	2,873,570	2,625,760	167,000	8,684,684
Whittier College		103,995	64,782	63,849	51,811	78,222	4,679,784	2,332,153	2,298,551	310,864	9,621,352
Williams College		122,324	86,863	69,385		98,266	15,535,200	3,474,500	6,244,650		25,254,350
Wittenberg University		72,690	57,660	48,764		60,940	3,779,901	3,171,306	1,609,214		8,653,421
Wofford College		74,576	58,821	53,500	45,800	63,454	2,983,050	1,999,900	1,070,000	229,000	6,281,950
Sum											
<i>Minimum</i>		47,877	41,102	33,214	32,000	41,081	718,159	657,631	431,788	32,000	1,807,578
<i>Maximum</i>		139,469	106,360	89,640	81,767	113,416	16,159,990	13,215,373	15,504,031	2,017,586	46,858,577
<i>Median</i>		88,952	68,559	54,626	46,950	71,706	4,361,959	2,873,797	2,346,419	226,500	10,463,706
<i>Mean</i>		91,755	69,131	56,539	48,426	73,060	5,409,042	3,407,771	2,796,507	368,747	11,877,388
<i>StDev</i>		17,902	11,100	8,607	7,808	13,756	3,303,604	2,160,768	1,953,361	383,481	6,765,371
<i>N</i>		115	115	115	92	116	115	115	115	92	116

**Full-Time Faculty Fringe Benefit Data by Rank for Fall 2006-07
(9-Month Contract and 12-Month Contract Converted)**

<u>Institution</u>	<u>Total Fringe Benefits</u>					<u>Average Fringe Benefits</u>				
	<u>Prof</u>	<u>Assoc</u>	<u>Asst</u>	<u>Inst</u>	<u>ComRank</u>	<u>Prof</u>	<u>Assoc</u>	<u>Asst</u>	<u>Inst</u>	<u>ComRank</u>
	<i>Median</i>	<i>1,264,072</i>	<i>874,066</i>	<i>709,667</i>	<i>58,134</i>	<i>3,170,781</i>	<i>25,982</i>	<i>20,716</i>	<i>16,202</i>	<i>12,878</i>
<i>N</i>	<i>115</i>	<i>115</i>	<i>115</i>	<i>91</i>	<i>116</i>	<i>115</i>	<i>115</i>	<i>115</i>	<i>91</i>	<i>116</i>
Agnes Scott College	402,680	480,941	379,642		1,282,277	23,687	15,514	11,864		15,638
Albion College	671,134	548,245	810,702	98,784	2,128,865	20,973	17,685	13,512	10,976	16,128
Allegheny College	1,153,573	683,854	733,669	57,172	2,628,268	23,542	18,483	15,949	11,434	19,184
Alma College	844,555	378,090	347,509	73,685	1,643,839	22,225	18,905	16,548	14,737	19,570
Amherst College	3,035,065	329,356	925,592		4,290,013	30,351	23,525	25,016		28,411
Antioch College	265,389	240,164	170,967		676,520	17,693	15,010	13,151		15,375
Augustana College	1,044,847	672,835	531,222	243,000	2,491,904	18,997	15,647	12,648	10,565	15,288
Austin College	667,322	805,480	380,144		1,852,946	23,011	20,137	16,528		20,141
Babson College	1,416,165	1,723,925	756,589		3,896,679	32,186	29,723	24,406		29,298
Bard College	2,052,197	824,639	1,020,092		3,896,928	34,783	25,770	22,669		28,654
Barnard College	2,142,454	817,012	1,422,262	363,097	4,744,825	38,954	24,758	20,916	20,172	27,269
Bates College	1,708,555	869,409	630,239	58,134	3,266,337	27,557	22,879	18,007	19,378	23,669
Beloit College	831,420	476,094	443,353	31,024	1,781,891	20,786	16,417	12,315	10,341	16,499
Bentley College	2,294,786	2,002,583	1,037,660		5,371,597	28,331	25,674	20,753		25,458
Birmingham Southern College	1,049,964	496,374	225,258	91,521	1,863,117	24,418	17,116	10,727	11,440	18,447
Bowdoin College	1,842,290	1,227,142	1,053,276	57,101	4,179,809	34,116	24,543	21,066	19,034	26,623
Bryant University	1,703,522	947,267	665,428		3,316,217	34,766	27,861	22,946		29,609
Bucknell University	2,143,562	3,119,415	2,178,823		7,441,800	30,622	25,780	19,807		24,724
Carleton College	2,890,526	971,818	1,135,405		5,015,167	30,750	24,295	21,835		26,819
Centre College	765,403	378,957	356,089		1,514,715	19,626	15,790	11,128		15,616
Claremont McKenna College	1,195,474	532,720	402,796		2,142,643	23,441	20,489	12,993		19,657
Colby College	2,179,237	888,257	779,034	67,358	3,913,886	32,048	23,375	16,936	13,472	24,929
Colgate University	3,107,072	1,547,042	1,366,997	114,715	6,135,826	33,054	23,440	17,304	12,746	24,741
College of St. Benedict	933,801	737,976	546,787	207,435	2,425,999	22,776	17,571	15,622	12,202	17,970
College of the Holy Cross	1,872,841	2,168,897	1,029,279		5,071,017	33,444	24,370	17,155		24,737
College of Wooster	1,150,946	823,378	785,813		2,793,541	25,021	20,584	16,037		20,391
Colorado College	2,188,897	874,066	750,044	38,025	3,851,032	30,830	22,412	17,046	9,506	24,374
Connecticut College	1,735,487	765,378	505,400	48,029	3,054,294	25,152	19,625	14,039	9,606	20,499
Cornell College	852,684	341,344	188,351		1,382,379	21,864	16,254	11,772		18,189
Davidson College	2,097,878	1,105,610	425,775		3,629,263	28,738	20,474	17,031		23,877
Denison University	952,883	1,609,778	1,316,662	57,147	3,936,470	27,225	22,052	16,880	11,429	20,610
DePauw University	2,124,528	1,470,599	1,108,530	123,782	4,827,439	27,591	22,282	18,173	17,683	22,879
Dickinson College	945,108	1,342,048	866,720	82,623	3,236,499	24,871	18,640	14,690	10,328	18,285
Drew University	1,513,994	712,319	756,262	88,463	3,071,038	24,419	19,787	15,125	12,638	19,813

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*Salary and benefit data are not listed where n<3. However, these data are included in the combined total and summary data. Lecturer and No Rank faculty are excluded.

**Full-Time Faculty Fringe Benefit Data by Rank for Fall 2006-07
(9-Month Contract and 12-Month Contract Converted)**

<u>Institution</u>	<u>Total Fringe Benefits</u>					<u>Average Fringe Benefits</u>				
	<u>Prof</u>	<u>Assoc</u>	<u>Asst</u>	<u>Inst</u>	<u>ComRank</u>	<u>Prof</u>	<u>Assoc</u>	<u>Asst</u>	<u>Inst</u>	<u>ComRank</u>
	<i>Median</i>	<i>1,264,072</i>	<i>874,066</i>	<i>709,667</i>	<i>58,134</i>	<i>3,170,781</i>	<i>25,982</i>	<i>20,716</i>	<i>16,202</i>	<i>12,878</i>
<i>N</i>	<i>115</i>	<i>115</i>	<i>115</i>	<i>91</i>	<i>116</i>	<i>115</i>	<i>115</i>	<i>115</i>	<i>91</i>	<i>116</i>
Earlham College	1,060,583	384,383	617,685		2,062,651	24,665	20,231	18,167		21,486
Eckerd College	999,140	399,560	696,684		2,095,384	22,203	17,372	16,202		18,877
Fairfield University	2,337,835	2,430,923	1,877,516	162,638	6,808,912	32,927	30,771	24,071	18,071	28,730
Franklin and Marshall College	2,159,418	1,394,349	1,375,105	48,897	4,977,769	37,231	27,887	20,835	16,299	28,123
Furman University	3,211,401	1,523,592	649,181	94,697	5,478,871	29,195	23,806	14,426	10,522	24,030
Gettysburg College	1,409,460	1,737,825	944,945		4,092,230	30,640	25,186	17,829		24,359
Grinnell College	1,118,642	1,232,717	790,994	64,110	3,206,463	29,438	22,013	16,830	16,028	22,114
Guilford College	479,983	267,661	725,932	161,417	1,634,993	16,551	14,087	10,835	8,968	12,293
Gustavus Adolphus College	1,264,072	948,758	700,082	274,446	3,187,358	21,425	16,081	13,463	12,475	16,601
Hamilton College	2,346,624	1,228,542	607,743		4,210,583	29,704	22,751	17,364		24,768
Hampshire College	736,126	337,669	519,254	109,045	1,702,094	21,032	16,079	12,363	15,578	16,210
Hartwick College	926,833	424,418	426,009		1,777,260	21,554	12,861	11,834		15,868
Harvey Mudd College	1,344,837	388,055	486,645		2,219,537	34,483	25,870	22,120		29,204
Haverford College	1,175,958	1,286,216	965,630	96,719	3,524,523	39,199	30,624	28,401	24,180	32,041
Hendrix College	866,736	430,590	310,523	9,923	1,617,772	23,425	17,224	12,938	9,923	18,595
Hiram College	391,862	148,340	128,054	44,612	712,868	13,995	11,411	9,850	7,435	11,881
Hollins University	425,675	348,492	200,438		974,605	16,372	13,940	12,527		14,546
Hope College	2,015,757	1,410,095	935,781		4,378,290	24,886	20,144	15,341		20,459
Illinois Wesleyan University	1,473,170	1,455,713	709,667	115,834	3,754,384	28,330	24,262	17,309	14,479	23,319
Ithaca College	2,426,523	3,116,694	3,523,991	295,424	9,362,632	25,814	21,202	17,620	16,412	20,398
Juniata College	886,391	699,430	605,908	51,512	2,243,241	23,957	25,905	22,441	12,878	23,613
Kalamazoo College	569,547	652,771	527,509	140,299	1,890,126	23,731	20,399	15,515	12,754	18,714
Kenyon College	1,472,027	824,123	871,600		3,192,807	26,764	19,622	16,141		20,868
Knox College	532,607	548,175	410,839	82,228	1,573,849	21,304	18,273	13,253	13,705	17,107
Lake Forest College	729,268	480,390	466,028		1,693,820	23,525	18,477	16,070		19,248
Lawrence University	663,830	816,905	462,915	145,468	2,089,118	18,967	16,672	11,022	13,224	15,249
Lewis & Clark College	891,895	652,044	874,981	159,843	2,578,763	25,483	21,034	19,021	15,984	21,137
Loyola College in Maryland	2,193,943	2,028,885	1,456,370	589,940	6,269,138	27,424	22,295	15,493	14,749	20,555
Luther College	1,192,368	1,091,357	1,144,649	184,930	3,613,304	22,930	19,489	19,077	14,225	19,963
Macalester College	1,563,662	864,103	752,002	176,503	3,356,270	28,957	21,076	16,711	12,607	21,794
Middlebury College	3,437,633	1,625,036	1,416,187	41,597	6,520,453	37,366	25,001	18,392	13,866	27,512
Millsaps College	457,234	616,210	334,645	24,269	1,432,358	20,783	15,800	12,871	8,090	15,915
Moravian College	932,854	482,027	635,416	91,900	2,142,197	25,212	20,958	15,129	15,317	19,835
Mount St. Mary's University	553,760	480,001	588,911		1,647,392	20,510	14,118	15,498		16,311

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*Salary and benefit data are not listed where n<3. However, these data are included in the combined total and summary data. Lecturer and No Rank faculty are excluded.

**Full-Time Faculty Fringe Benefit Data by Rank for Fall 2006-07
(9-Month Contract and 12-Month Contract Converted)**

<u>Institution</u>	<u>Total Fringe Benefits</u>					<u>Average Fringe Benefits</u>				
	<u>Prof</u>	<u>Assoc</u>	<u>Asst</u>	<u>Inst</u>	<u>ComRank</u>	<u>Prof</u>	<u>Assoc</u>	<u>Asst</u>	<u>Inst</u>	<u>ComRank</u>
	<i>Median</i>	<i>1,264,072</i>	<i>874,066</i>	<i>709,667</i>	<i>58,134</i>	<i>3,170,781</i>	<i>25,982</i>	<i>20,716</i>	<i>16,202</i>	<i>12,878</i>
<i>N</i>	<i>115</i>	<i>115</i>	<i>115</i>	<i>91</i>	<i>116</i>	<i>115</i>	<i>115</i>	<i>115</i>	<i>91</i>	<i>116</i>
Muhlenberg College	1,087,807	948,450	636,583		2,672,840	25,900	19,356	14,804		19,947
Oberlin College	3,886,250	2,160,802	918,657	120,916	7,086,625	34,699	24,279	14,817	10,992	25,864
Occidental College	2,027,113	465,970	549,156	281,056	3,323,295	27,769	20,260	16,152	14,053	22,155
Ohio Wesleyan University	1,962,108	424,902	527,929		2,942,075	26,515	16,996	15,998		21,956
Pitzer College	834,058	303,113	244,832	39,119	1,421,122	25,274	18,945	15,302	13,040	20,899
Pomona College	2,270,897	1,134,158	803,520		4,225,922	30,688	22,238	16,740		24,148
Randolph-Macon College	588,553	374,778	329,274	16,550	1,309,155	16,816	15,616	11,760	5,517	14,546
Randolph-Macon Woman's College	536,715	329,134	333,347		1,216,529	19,878	15,673	13,889		16,440
Reed College	1,776,921	576,731	382,844		2,736,496	28,660	17,477	12,350		21,718
Rhodes College	501,099	1,021,257	623,505	95,935	2,241,796	22,777	20,425	13,266	11,992	17,652
Roanoke College	861,972	494,367	468,350	347,083	2,171,772	18,739	15,449	12,009	11,968	14,875
Rollins College	2,168,362	1,033,443	594,314		3,796,119	25,510	21,091	15,640		22,070
Saint John's University	890,605	809,672	479,143	207,435	2,386,855	21,722	19,278	13,690	12,965	17,812
Saint Joseph's University	1,559,746	2,413,046	1,771,592	74,066	5,818,450	29,429	28,727	20,600	14,813	25,520
Sarah Lawrence College	1,110,373	877,276	496,546		2,484,195	26,437	24,369	22,570		24,842
Scripps College	749,906	465,849	250,851		1,481,532	24,997	21,175	16,723		21,787
Smith College	4,267,005	1,934,122	1,307,904	48,246	7,557,277	30,479	24,483	19,521	12,062	26,060
Southwestern University	887,720	944,271	824,594		2,682,649	27,741	23,031	18,324		22,355
St. John's College					3,254,111					28,053
St. Lawrence University	1,169,191	1,199,506	737,529	47,977	3,154,203	25,982	19,664	14,183	11,994	19,470
St. Olaf College	1,473,246	1,335,194	847,006	119,694	3,775,140	24,152	20,862	15,685	14,962	20,188
Stetson University	2,625,892	1,229,246	833,381	53,222	4,741,741	27,071	18,077	16,341	17,741	21,652
Susquehanna University	504,687	812,074	946,104	41,432	2,304,297	22,940	18,456	18,194	10,358	18,888
Swarthmore College	2,596,515	1,160,907	846,875		4,620,528	30,911	24,700	20,655		26,708
Sweet Briar College	565,050	205,516	341,830		1,112,396	18,227	15,809	15,538		16,854
Trinity College	1,755,985	1,419,537	655,195		3,830,717	29,762	23,271	17,708		24,399
Trinity University	2,247,401	1,080,694	843,090	36,809	4,207,994	24,166	18,317	12,971	7,362	18,955
Union College	2,239,640	965,038	725,551	43,297	3,973,526	27,996	21,445	17,275	10,824	23,237
University of Dallas	489,958	467,332	385,080	64,730	1,407,100	18,147	12,981	8,752	4,979	11,726
University of Portland	939,595	1,562,348	1,155,275	276,994	3,934,212	24,726	21,113	18,633	16,294	20,598
University of Puget Sound	2,235,542	893,480	1,092,737	530,664	4,752,423	27,263	19,855	16,310	18,299	21,311
University of Richmond	2,139,418	2,419,701	1,101,306		5,660,425	29,307	21,997	16,437		22,642
University of Scranton	3,021,557	2,611,782	1,257,892	59,475	6,950,706	35,134	30,370	20,965	14,869	29,452
University of the Pacific	4,125,205	2,860,610	3,006,185	346,088	10,338,088	31,252	25,771	21,784	16,480	25,717

**Full-Time Faculty Fringe Benefit Data by Rank for Fall 2006-07
(9-Month Contract and 12-Month Contract Converted)**

<u>Institution</u>	<u>Total Fringe Benefits</u>					<u>Average Fringe Benefits</u>					
	<u>Prof</u>	<u>Assoc</u>	<u>Asst</u>	<u>Inst</u>	<u>ComRank</u>	<u>Prof</u>	<u>Assoc</u>	<u>Asst</u>	<u>Inst</u>	<u>ComRank</u>	
	<i>Median</i>	1,264,072	874,066	709,667	58,134	3,170,781	25,982	20,716	16,202	12,878	21,569
	<i>N</i>	115	115	115	91	116	115	115	115	91	116
University of the South		1,709,313	726,912	452,657	82,095	2,970,977	30,523	19,646	15,609	16,419	23,394
Vassar College		3,067,487	2,514,534	1,373,911	169,992	7,125,924	35,258	28,253	18,319	15,454	27,198
Villanova University		4,276,489	4,116,995	4,734,418	651,888	13,779,790	29,493	24,951	19,564	17,619	23,395
Wabash College		809,375	476,473	483,189		1,800,687	26,979	20,716	17,896		21,960
Washington and Jefferson College		686,110	505,181	439,095		1,634,392	21,441	15,787	12,546		16,344
Washington and Lee University		1,833,785	1,229,723	795,156	54,571	3,913,235	27,785	22,773	15,591	9,095	22,109
Wellesley College		4,142,285	1,546,661	1,374,636		7,070,618	41,013	30,933	21,479		32,734
Wheaton College (IL)		1,690,085	1,823,239	718,298	36,356	4,267,978	24,854	23,375	15,283	12,119	21,775
Wheaton College (MA)		1,183,644	974,283	460,148	81,104	2,699,179	27,527	23,197	15,338	20,276	22,682
Whitman College		922,705	933,874	843,665	54,096	2,754,340	29,765	23,945	18,341	18,032	23,146
Whittier College		877,222	585,211	479,617	52,391	1,994,441	19,494	16,256	13,323	8,732	16,215
Williams College		4,461,782	1,066,201	2,037,511		7,565,494	35,132	26,655	22,639		29,438
Wittenberg University		1,396,912	1,192,258	486,653		3,091,921	26,864	21,677	14,747		21,774
Wofford College		962,369	666,784	346,158	107,410	2,082,721	24,059	19,611	17,308	21,482	21,038
	<i>Sum</i>										
	<i>Minimum</i>	265,389	148,340	128,054	4,006	676,520	13,995	11,411	8,752	4,006	11,726
	<i>Maximum</i>	4,461,782	4,116,995	4,734,418	651,888	13,779,790	41,013	30,933	28,401	24,180	32,734
	<i>Median</i>	1,264,072	874,066	709,667	58,134	3,170,781	25,982	20,716	16,202	12,878	21,569
	<i>Mean</i>	1,566,431	1,051,841	827,089	105,829	3,526,733	26,514	20,949	16,549	13,111	21,541
	<i>StDev</i>	961,622	712,549	630,731	122,742	2,099,135	5,377	4,214	3,575	3,855	4,441
	<i>N</i>	115	115	115	91	116	115	115	115	91	116

**Full-Time Faculty by Rank for Fall 2006-07
(9-Month Contract and 12-Month Contract Converted)**

<u>Institution</u>	Fringe Benefits as % of Salary					Average Total Compensation				
	<u>Prof</u>	<u>Assoc</u>	<u>Asst</u>	<u>Inst</u>	<u>ComRank</u>	<u>Prof</u>	<u>Assoc</u>	<u>Asst</u>	<u>Inst</u>	<u>ComRank</u>
	<i>Median</i>	<i>29.0%</i>	<i>30.1%</i>	<i>29.1%</i>	<i>26.7%</i>	<i>29.5%</i>	<i>118,397</i>	<i>88,156</i>	<i>70,942</i>	<i>60,613</i>
<i>N</i>	<i>115</i>	<i>115</i>	<i>115</i>	<i>91</i>	<i>116</i>	<i>115</i>	<i>115</i>	<i>115</i>	<i>91</i>	<i>116</i>
Agnes Scott College	29.5%	22.7%	21.8%	21.8%	24.2%	103,897	83,740	66,310		80,370
Albion College	27.4%	29.9%	27.6%	24.6%	27.9%	97,650	76,903	62,388	55,655	73,886
Allegheny College	29.5%	29.6%	30.9%	26.6%	29.9%	103,287	80,896	67,499	54,455	83,441
Alma College	31.7%	33.0%	35.0%	38.2%	32.9%	92,245	76,132	63,879	53,336	79,001
Amherst College	24.1%	28.4%	35.0%		26.2%	156,201	106,290	96,438		136,929
Antioch College	37.0%	36.5%	39.6%		37.4%	65,570	56,112	46,366		56,457
Augustana College	24.7%	27.4%	25.1%	25.0%	25.5%	95,853	72,845	63,011	52,897	75,260
Austin College	29.2%	31.7%	30.9%		30.6%	101,775	83,623	69,954		85,928
Babson College	23.1%	27.9%	27.2%		25.8%	171,655	136,083	114,046		142,714
Bard College	31.6%	32.8%	36.5%		33.0%	144,935	104,273	84,831		115,480
Barnard College	31.0%	29.4%	31.8%	36.2%	31.3%	164,460	109,063	86,738	75,969	114,425
Bates College	27.3%	30.8%	30.3%	32.5%	28.8%	128,647	97,094	77,405	78,961	105,882
Beloit College	28.3%	29.3%	26.3%	25.7%	28.0%	94,106	72,438	59,067	50,531	75,398
Bentley College	23.4%	27.0%	24.4%	33.9%	24.9%	149,513	120,808	105,815		127,814
Birmingham Southern College	32.0%	28.5%	23.3%	32.4%	29.7%	100,726	77,265	56,705	46,730	80,560
Bowdoin College	29.0%	29.5%	31.1%	29.7%	29.7%	151,583	107,763	88,695	83,156	116,292
Bryant University	30.7%	30.5%	28.4%		30.1%	148,090	119,112	103,857		127,840
Bucknell University	28.1%	32.4%	30.0%		30.3%	139,787	105,301	85,830		106,206
Carleton College	29.3%	32.6%	33.2%	32.0%	30.7%	135,778	98,925	87,532		114,137
Centre College	25.1%	24.8%	21.7%	15.5%	24.0%	97,908	79,362	62,405		80,686
Claremont McKenna College	19.6%	24.6%	20.5%	23.8%	20.8%	142,937	103,798	76,493		113,949
Colby College	29.0%	30.5%	27.5%	24.1%	28.9%	142,509	100,034	78,552	69,472	111,163
Colgate University	28.6%	28.1%	26.0%	22.0%	27.7%	148,609	106,958	83,746	70,768	114,037
College of St. Benedict	29.2%	25.6%	28.0%	26.7%	27.5%	98,942	78,978	68,345	57,943	79,603
College of the Holy Cross	32.8%	32.6%	29.0%		31.9%	135,444	99,134	76,248		102,355
College of Wooster	33.2%	34.6%	32.9%	38.8%	33.5%	100,488	80,094	64,828		81,184
Colorado College	29.4%	31.9%	28.8%	18.6%	29.7%	135,590	92,566	76,235	60,506	106,540
Connecticut College	27.0%	27.6%	25.0%	20.7%	26.6%	118,397	90,826	70,208	55,938	97,441
Cornell College	30.5%	30.4%	24.6%		29.5%	93,636	69,760	59,719		79,899
Davidson College	27.0%	25.8%	24.0%		26.0%	133,701	99,814	76,077		110,512
Denison University	29.4%	31.3%	31.5%	23.0%	30.7%	119,776	92,606	70,518	61,029	87,738
DePauw University	32.2%	33.4%	32.6%	34.9%	32.7%	113,398	88,907	73,852	68,355	92,810
Dickinson College	26.2%	26.4%	25.9%	18.4%	25.9%	119,893	89,326	71,370	66,340	88,864
Drew University	25.5%	27.5%	25.6%	21.9%	25.8%	120,094	91,776	74,265	70,288	96,484

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*Salary and benefit data are not listed where n<3. However, these data are included in the combined total and summary data. Lecturer and No Rank faculty are excluded.

**Full-Time Faculty by Rank for Fall 2006-07
(9-Month Contract and 12-Month Contract Converted)**

<u>Institution</u>	Fringe Benefits as % of Salary					Average Total Compensation				
	<u>Prof</u>	<u>Assoc</u>	<u>Asst</u>	<u>Inst</u>	<u>ComRank</u>	<u>Prof</u>	<u>Assoc</u>	<u>Asst</u>	<u>Inst</u>	<u>ComRank</u>
	<i>Median</i>	<i>29.0%</i>	<i>30.1%</i>	<i>29.1%</i>	<i>26.7%</i>	<i>29.5%</i>	<i>118,397</i>	<i>88,156</i>	<i>70,942</i>	<i>60,613</i>
<i>N</i>	<i>115</i>	<i>115</i>	<i>115</i>	<i>91</i>	<i>116</i>	<i>115</i>	<i>115</i>	<i>115</i>	<i>91</i>	<i>116</i>
Earlham College	32.2%	33.3%	36.3%		33.6%	101,183	80,931	68,226		85,503
Eckerd College	30.3%	30.8%	33.1%		31.3%	95,393	73,859	65,202		79,235
Fairfield University	33.4%	38.7%	38.4%	37.6%	36.6%	131,451	110,306	86,751	66,191	107,213
Franklin and Marshall College	35.3%	37.1%	33.4%	29.5%	35.2%	142,591	103,155	83,240	71,599	108,117
Furman University	33.0%	35.4%	28.0%	22.4%	32.6%	117,705	91,029	65,990	57,405	97,630
Gettysburg College	32.6%	36.0%	31.3%		33.6%	124,749	95,067	74,763		96,789
Grinnell College	28.5%	28.6%	27.8%	28.6%	28.4%	132,739	98,940	77,303	72,028	100,042
Guilford College	25.7%	26.0%	25.2%	23.6%	25.3%	80,843	68,201	53,860	46,920	60,853
Gustavus Adolphus College	28.2%	26.6%	25.5%	27.9%	27.0%	97,507	76,575	66,185	57,226	77,976
Hamilton College	27.8%	29.0%	29.5%	27.7%	28.4%	136,534	101,274	76,278		112,073
Hampshire College	23.4%	23.4%	22.8%	27.0%	23.4%	110,835	84,730	66,636	73,342	85,435
Hartwick College	30.7%	24.6%	26.2%		27.9%	91,751	65,243	57,022		72,778
Harvey Mudd College	28.8%	28.3%	30.2%		29.0%	154,347	117,130	95,457		129,954
Haverford College	37.0%	39.8%	47.3%	45.8%	40.7%	145,005	107,660	88,427	77,030	110,787
Hendrix College	32.6%	30.0%	26.1%	5.7%	29.6%	95,211	74,674	62,565	53,716	79,245
Hiram College	21.9%	22.4%	23.6%	18.6%	22.0%	77,944	62,249	51,666	47,347	65,790
Hollins University	22.8%	24.5%	25.7%		23.9%	88,270	70,786	61,206		75,283
Hope College	34.8%	35.0%	31.8%	22.5%	34.1%	96,295	77,716	63,525		80,401
Illinois Wesleyan University	34.2%	38.0%	33.8%	30.9%	35.4%	111,079	88,156	68,476	61,309	89,214
Ithaca College	30.9%	30.5%	33.6%	34.9%	31.9%	109,347	90,608	70,001	63,429	84,401
Juniata College	30.1%	43.0%	44.7%	34.7%	36.9%	103,649	86,136	72,678	49,993	87,610
Kalamazoo College	31.2%	34.0%	31.4%	28.4%	31.9%	99,886	80,315	64,900	57,608	77,303
Kenyon College	31.8%	30.7%	29.9%	26.0%	30.9%	110,841	83,436	70,168		88,308
Knox College	28.9%	33.7%	29.3%	32.2%	30.7%	95,026	72,539	58,558	56,209	72,874
Lake Forest College	27.8%	28.0%	30.8%	20.0%	28.5%	108,020	84,523	68,239		86,747
Lawrence University	25.0%	27.7%	22.5%	33.8%	25.8%	94,750	76,844	60,105	52,407	74,325
Lewis & Clark College	28.9%	31.5%	34.8%	36.7%	31.8%	113,764	87,771	73,648	59,565	87,591
Loyola College in Maryland	27.4%	29.5%	25.5%	31.2%	27.9%	127,586	97,813	76,236	62,029	94,279
Luther College	31.1%	33.1%	38.4%	33.4%	33.9%	96,560	78,389	68,736	56,821	78,860
Macalester College	28.1%	27.6%	27.0%	26.7%	27.7%	131,989	97,338	78,510	59,823	100,576
Middlebury College	30.6%	31.5%	29.0%	23.2%	30.4%	159,387	104,387	81,831	73,715	118,020
Millsaps College	26.3%	28.5%	25.5%	18.8%	26.8%	99,790	71,225	63,326	51,200	75,258
Moravian College	32.8%	33.7%	29.6%	34.5%	32.0%	102,193	83,072	66,326	59,654	81,809
Mount St. Mary's University	28.5%	24.9%	31.8%	30.2%	28.4%	92,453	70,909	64,289		73,828

**Full-Time Faculty by Rank for Fall 2006-07
(9-Month Contract and 12-Month Contract Converted)**

<u>Institution</u>	Fringe Benefits as % of Salary					Average Total Compensation				
	<u>Prof</u>	<u>Assoc</u>	<u>Asst</u>	<u>Inst</u>	<u>ComRank</u>	<u>Prof</u>	<u>Assoc</u>	<u>Asst</u>	<u>Inst</u>	<u>ComRank</u>
	<i>Median</i>	<i>29.0%</i>	<i>30.1%</i>	<i>29.1%</i>	<i>26.7%</i>	<i>29.5%</i>	<i>118,397</i>	<i>88,156</i>	<i>70,942</i>	<i>60,613</i>
<i>N</i>	<i>115</i>	<i>115</i>	<i>115</i>	<i>91</i>	<i>116</i>	<i>115</i>	<i>115</i>	<i>115</i>	<i>91</i>	<i>116</i>
Muhlenberg College	30.9%	29.3%	27.7%		29.5%	109,788	85,382	68,212		87,522
Oberlin College	34.3%	31.0%	23.5%	21.7%	31.1%	135,961	102,565	77,834	61,536	108,973
Occidental College	28.0%	27.3%	26.9%	27.4%	27.6%	127,052	94,362	76,291	65,394	102,312
Ohio Wesleyan University	35.9%	32.7%	33.1%	32.9%	34.9%	100,271	68,916	64,267		84,876
Pitzer College	25.2%	24.3%	24.6%	23.3%	24.8%	125,727	96,811	77,404	69,040	105,052
Pomona College	24.1%	25.4%	25.3%	16.0%	24.6%	157,848	109,833	82,892		122,210
Randolph-Macon College	22.4%	27.1%	24.2%	12.8%	23.8%	91,839	73,243	60,363	48,751	75,651
Randolph-Macon Woman's College	27.8%	27.4%	27.7%	19.9%	27.5%	91,450	72,824	64,088		76,230
Reed College	30.5%	25.3%	21.1%		27.6%	122,682	86,509	70,942		100,479
Rhodes College	23.4%	27.7%	20.1%	20.1%	23.9%	105,204	89,865	64,058	64,941	80,727
Roanoke College	26.3%	26.7%	24.1%	29.6%	26.3%	90,082	73,224	61,922	52,450	71,390
Rollins College	29.1%	30.7%	30.3%		29.7%	113,196	89,851	67,191		96,382
Saint John's University	27.1%	28.2%	26.5%	28.3%	27.5%	98,017	80,423	63,878	58,833	79,046
Saint Joseph's University	29.5%	35.8%	32.1%	21.9%	32.5%	129,091	108,909	84,835	82,441	103,939
Sarah Lawrence College	26.6%	31.9%	36.9%		30.0%	125,916	100,815	83,798		107,614
Scripps College	23.4%	24.8%	26.3%	25.9%	24.3%	131,793	106,529	80,248		111,378
Smith College	26.4%	31.0%	30.0%	23.6%	28.0%	145,907	103,401	84,691	63,251	119,045
Southwestern University	32.9%	33.6%	35.9%	32.6%	34.0%	111,954	91,590	69,372		88,046
St. John's College					39.1%					99,780
St. Lawrence University	29.2%	28.7%	25.5%	24.4%	28.0%	114,832	88,130	69,724	61,101	88,972
St. Olaf College	29.5%	31.9%	29.7%	30.1%	30.4%	106,023	86,194	68,457	64,599	86,617
Stetson University	27.9%	29.8%	29.4%	21.7%	28.5%	124,135	78,750	71,850	99,507	97,529
Susquehanna University	28.9%	29.4%	32.4%	23.3%	30.3%	102,197	81,127	74,357	54,758	81,176
Swarthmore College	25.5%	29.2%	30.4%	26.6%	27.2%	152,010	109,270	88,585		124,935
Sweet Briar College	26.3%	25.5%	30.7%		27.4%	87,548	77,693	66,132		78,468
Trinity College	27.5%	30.6%	30.1%		29.0%	137,825	99,393	76,476		108,435
Trinity University	24.1%	26.6%	23.8%	17.4%	24.6%	124,267	87,209	67,531	49,562	96,124
Union College	28.5%	30.1%	28.6%	19.4%	28.7%	126,392	92,749	77,685	66,578	104,177
University of Dallas	28.2%	23.8%	19.4%	14.3%	22.9%	80,102	67,598	53,899	39,743	62,464
University of Portland	29.7%	33.8%	35.9%	36.4%	33.4%	108,076	83,513	70,583	61,025	82,201
University of Puget Sound	29.9%	29.2%	29.1%	30.6%	29.6%	118,536	87,960	72,343	78,097	93,229
University of Richmond	25.2%	27.3%	24.7%		25.9%	145,630	102,635	82,988		109,924
University of Scranton	41.3%	41.0%	39.2%	32.9%	40.7%	120,182	104,457	74,456	60,000	101,806
University of the Pacific	32.3%	34.9%	34.5%	36.6%	33.8%	127,908	99,544	84,870	61,454	101,830

**Full-Time Faculty by Rank for Fall 2006-07
(9-Month Contract and 12-Month Contract Converted)**

<u>Institution</u>	Fringe Benefits as % of Salary					Average Total Compensation					
	<u>Prof</u>	<u>Assoc</u>	<u>Asst</u>	<u>Inst</u>	<u>ComRank</u>	<u>Prof</u>	<u>Assoc</u>	<u>Asst</u>	<u>Inst</u>	<u>ComRank</u>	
	<i>Median</i>	29.0%	30.1%	29.1%	26.7%	29.5%	118,397	88,156	70,942	60,613	93,436
	<i>N</i>	115	115	115	91	116	115	115	115	91	116
University of the South		34.3%	31.0%	29.1%	31.6%	32.5%	119,475	83,089	69,321	68,331	95,408
Vassar College		30.7%	35.0%	28.6%	28.7%	31.6%	150,027	109,053	82,331	69,266	113,339
Villanova University		26.5%	31.2%	30.5%	32.3%	29.4%	140,676	105,045	83,630	72,148	102,951
Wabash College		29.5%	31.1%	32.1%	32.6%	30.6%	118,473	87,269	73,657		93,643
Washington and Jefferson College		28.4%	26.2%	25.6%	12.5%	26.8%	96,806	76,140	61,610		77,266
Washington and Lee University		26.8%	30.1%	25.2%	23.1%	27.4%	131,333	98,335	77,423	48,527	102,925
Wellesley College		31.4%	32.7%	28.9%	13.8%	31.1%	171,805	125,639	95,766		138,062
Wheaton College (IL)		31.5%	36.4%	29.7%	26.2%	33.0%	103,849	87,532	66,683	58,412	87,748
Wheaton College (MA)		27.1%	32.6%	26.2%	38.8%	29.0%	128,968	94,270	73,980	72,473	100,960
Whitman College		30.6%	32.5%	32.1%	32.4%	31.7%	127,131	97,627	75,422	73,699	96,126
Whittier College		18.7%	25.1%	20.9%	16.9%	20.7%	123,489	81,038	77,171	60,543	94,437
Williams College		28.7%	30.7%	32.6%		30.0%	157,457	113,518	92,024		127,704
Wittenberg University		37.0%	37.6%	30.2%	17.3%	35.7%	99,554	79,338	63,511		82,714
Wofford College		32.3%	33.3%	32.4%	46.9%	33.2%	98,635	78,432	70,808	67,282	84,492
	<i>Sum</i>										
	<i>Minimum</i>	18.7%	22.4%	19.4%	5.7%	20.7%	65,570	56,112	46,366	36,006	56,457
	<i>Maximum</i>	41.3%	43.0%	47.3%	46.9%	40.7%	171,805	136,083	114,046	99,507	142,714
	<i>Median</i>	29.0%	30.1%	29.1%	26.7%	29.5%	118,397	88,156	70,942	60,613	93,436
	<i>Mean</i>	29.0%	30.2%	29.2%	26.8%	29.5%	118,268	90,080	73,088	61,609	94,601
	<i>StDev</i>	3.7%	4.0%	4.9%	7.5%	3.9%	22,395	14,595	11,316	10,274	17,484
	<i>N</i>	115	115	115	91	116	115	115	115	91	116

**Continuing Faculty Data and Average Salaries by Rank for Fall 2006-07
(9-Month Contract and 12-Month Contract Converted)**

<u>Institution</u>	Number					Average Salary - Current Year (2006-07)				
	<u>Prof</u>	<u>Assoc</u>	<u>Asst</u>	<u>Inst</u>	<u>ComRank</u>	<u>Prof</u>	<u>Assoc</u>	<u>Asst</u>	<u>Inst</u>	<u>ComRank</u>
	<i>Median</i>	<i>45</i>	<i>38</i>	<i>35</i>	<i>3</i>	<i>130</i>	<i>89,905</i>	<i>69,376</i>	<i>56,121</i>	<i>48,631</i>
<i>N</i>	<i>115</i>	<i>115</i>	<i>115</i>	<i>86</i>	<i>116</i>	<i>115</i>	<i>115</i>	<i>115</i>	<i>86</i>	<i>116</i>
Agnes Scott College	17	28	23	2	70	80,210	67,869	55,761		66,194
Albion College	31	27	48	9	115	77,060	60,163	49,778	44,755	59,178
Allegheny College	46	30	44	4	124	80,504	64,193	52,877	43,275	65,554
Alma College	36	20	14	4	74	70,830	57,610	48,824	39,249	61,387
Amherst College	96	11	39		146	126,371	83,791	73,377		109,007
Antioch College	15	16	11		42	47,877	41,102	33,675		41,577
Augustana College	55	43	34	3	135	76,856	57,197	50,373	50,505	63,339
Austin College	26	38	21	1	86	79,792	64,303	53,466		66,186
Babson College	37	58	30		125	142,395	106,392	92,650		113,751
Bard College	55	30	44		129	108,596	79,310	62,950		86,216
Barnard College	46	29	55	16	146	129,756	89,370	71,353	52,361	91,251
Bates College	58	32	33	2	125	99,889	75,473	60,273		82,507
Beloit College	40	29	23	1	93	73,069	56,021	46,629		60,854
Bentley College	76	78	49	3	206	122,944	95,191	86,278	60,791	102,809
Birmingham Southern College	41	29	17	3	90	76,106	59,722	47,182	34,272	63,969
Bowdoin College	49	44	49	1	143	118,647	86,260	69,680		91,637
Bryant University	46	27	27		100	115,354	94,762	82,058		100,805
Bucknell University	64	106	109		279	110,218	81,354	67,621		82,610
Carleton College	91	39	44		174	105,207	75,268	67,096		88,859
Centre College	32	28	20	1	81	80,388	65,155	52,733		67,857
Claremont McKenna College	42	21	20	1	84	124,310	85,523	63,403		99,215
Colby College	68	38	37	2	145	110,461	76,659	62,306		88,488
Colgate University	89	61	62	4	216	116,834	85,321	68,598	59,100	93,020
College of St. Benedict	41	42	33	14	130	76,371	61,454	51,696	47,652	62,195
College of the Holy Cross	54	83	59		196	102,706	75,613	60,206		78,440
College of Wooster	43	34	44		121	75,921	60,154	49,127		61,748
Colorado College	67	34	41	3	145	105,860	73,912	60,312	56,289	84,464
Connecticut College	64	39	29	4	136	94,172	72,548	58,135	44,915	78,838
Cornell College	37	17	20		74	72,433	54,740	49,691		62,222
Davidson College	66	50	36		152	108,961	81,958	63,392		89,286
Denison University	34	73	68	1	176	93,744	70,554	54,100		68,557
DePauw University	71	58	51	5	185	85,978	70,257	60,862	49,600	73,142
Dickinson College	37	64	51	7	159	95,298	71,738	59,026	57,129	72,499
Drew University	58	34	45	3	140	95,624	74,477	60,032	64,594	78,383

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*Salary and benefit data are not listed where n<3. However, these data are included in the combined total and summary data. Lecturer and No Rank faculty are excluded.

**Continuing Faculty Data and Average Salaries by Rank for Fall 2006-07
(9-Month Contract and 12-Month Contract Converted)**

<u>Institution</u>	Number					Average Salary - Current Year (2006-07)				
	<u>Prof</u>	<u>Assoc</u>	<u>Asst</u>	<u>Inst</u>	<u>ComRank</u>	<u>Prof</u>	<u>Assoc</u>	<u>Asst</u>	<u>Inst</u>	<u>ComRank</u>
	<i>Median</i>	<i>45</i>	<i>38</i>	<i>35</i>	<i>3</i>	<i>130</i>	<i>89,905</i>	<i>69,376</i>	<i>56,121</i>	<i>48,631</i>
<i>N</i>	<i>115</i>	<i>115</i>	<i>115</i>	<i>86</i>	<i>116</i>	<i>115</i>	<i>115</i>	<i>115</i>	<i>86</i>	<i>116</i>
Earlham College	43	19	29		91	76,519	60,700	48,754		64,368
Eckerd College	41	23	33		97	73,782	59,470	51,103		62,673
Fairfield University	64	81	60		205	98,744	81,029	64,391		81,690
Franklin and Marshall College	56	49	56	1	162	106,195	76,031	63,235		81,565
Furman University	107	62	38	4	211	87,909	66,672	52,394	46,901	74,495
Gettysburg College	44	62	51		157	94,951	70,619	58,736		73,578
Grinnell College	34	52	44	5	135	105,881	78,613	63,067	54,160	79,508
Guilford College	28	18	50	10	106	63,613	58,833	40,071	36,815	49,168
Gustavus Adolphus College	59	59	52	22	192	76,082	60,494	52,722	44,751	61,375
Hamilton College	73	54	29	4	160	108,011	79,092	62,159	51,937	88,538
Hampshire College	30	14	28	8	80	89,905	70,090	55,539	56,930	71,112
Hartwick College	40	31	31		102	70,783	54,039	46,659		58,362
Harvey Mudd College	34	17	22		73	125,512	93,982	77,109		103,582
Haverford College	29	39	31		99	105,803	78,595	62,129		81,409
Hendrix College	32	24	23	1	80	72,745	58,110	50,572		61,572
Hiram College	25	14	11	3	53	64,053	52,651	41,603	41,490	55,105
Hollins University	22	27	14		63	73,802	57,837	49,293		61,513
Hope College	71	56	48	2	177	72,519	58,339	48,434		61,100
Illinois Wesleyan University	49	60	28	6	143	83,050	64,318	54,456	48,886	68,158
Ithaca College	87	138	167	9	401	83,896	70,045	54,233	47,048	65,949
Juniata College	34	27	20	4	85	80,316	62,143	52,034	37,115	65,856
Kalamazoo College	22	29	35	9	95	77,017	61,277	50,603	46,554	59,595
Kenyon College	51	38	48	1	138	84,706	65,120	55,241		68,805
Knox College	24	27	20	3	74	74,323	54,837	46,583	42,858	58,440
Lake Forest College	31	26	25	2	84	84,495	66,046	50,996		67,880
Lawrence University	34	45	27	11	117	75,821	61,120	51,978	40,865	61,378
Lewis & Clark College	34	29	39	8	110	88,717	66,615	54,534	46,289	67,685
Loyola College in Maryland	73	86	83	39	281	101,400	77,293	63,587	44,546	74,962
Luther College	48	46	61	9	164	74,294	60,818	51,035	44,212	60,212
Macalester College	50	37	40	6	133	104,470	78,473	64,011	48,836	82,560
Middlebury College	87	56	76	4	223	123,670	81,375	65,608	58,289	92,088
Millsaps College	18	40	25	3	86	77,105	58,605	51,158	43,110	59,772
Moravian College	37	23	36	3	99	76,980	62,114	51,904	45,007	63,439
Mount St. Mary's University	23	32	33	1	89	70,942	58,351	50,044		58,339

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**Continuing Faculty Data and Average Salaries by Rank for Fall 2006-07
(9-Month Contract and 12-Month Contract Converted)**

<u>Institution</u>	Number					Average Salary - Current Year (2006-07)				
	<u>Prof</u>	<u>Assoc</u>	<u>Asst</u>	<u>Inst</u>	<u>ComRank</u>	<u>Prof</u>	<u>Assoc</u>	<u>Asst</u>	<u>Inst</u>	<u>ComRank</u>
	<i>Median</i>	45	38	35	3	130	89,905	69,376	56,121	48,631
<i>N</i>	115	115	115	86	116	115	115	115	86	116
Muhlenberg College	37	44	41	1	123	85,001	67,689	56,121		68,911
Oberlin College	105	84	53	3	245	102,081	79,874	64,201	49,471	85,629
Occidental College	65	30	23	19	137	101,378	76,508	61,676	53,781	82,666
Ohio Wesleyan University	71	23	31		125	74,415	53,124	48,894		64,169
Pitzer College	29	13	9		51	104,036	78,970	65,252		90,802
Pomona College	72	50	34	2	158	127,922	87,457	68,897		101,107
Randolph-Macon College	30	28	25	1	84	76,446	59,419	48,939		62,224
Randolph-Macon Woman's College	27	21	18	1	67	71,572	57,151	51,265		61,193
Reed College	58	32	24		114	94,640	70,554	60,839		80,763
Rhodes College	20	47	46	8	121	86,528	68,380	51,291	53,817	63,920
Roanoke College	43	32	32	22	129	71,520	59,194	50,636	39,725	57,860
Rollins College	74	40	31		145	88,157	70,765	51,948		75,618
Saint John's University	41	41	33	14	129	76,371	61,454	51,696	47,652	62,201
Saint Joseph's University	45	81	82	2	210	101,056	81,730	64,077		78,674
Sarah Lawrence College	42	36	20		98	99,479	76,446	60,875		83,139
Scripps College	25	21	13	1	60	106,924	85,490	63,642		89,223
Smith College	130	82	67	4	283	117,425	80,192	66,754	56,049	93,773
Southwestern University	31	38	35	1	105	84,542	69,167	52,345		67,821
St. John's College					96					73,894
St. Lawrence University	42	57	52	1	152	90,346	69,376	56,244		70,540
St. Olaf College	57	54	47	8	166	82,161	66,278	54,503	50,225	67,624
Stetson University	89	65	50	2	206	94,508	64,638	55,077		75,349
Susquehanna University	21	35	54	2	112	80,703	63,036	57,457		63,324
Swarthmore College	79	47	34	1	161	121,946	86,885	68,568		100,072
Sweet Briar College	31	12	17		60	69,320	61,624	50,122		62,342
Trinity College	54	59	30		143	109,118	76,713	61,856		85,833
Trinity University	89	60	56	2	207	101,271	68,704	55,664		78,848
Union College	74	43	40		157	99,529	74,718	61,944		83,158
University of Dallas	28	34	38	6	106	60,355	53,976	44,589	34,530	51,195
University of Portland	34	71	48	16	169	82,507	63,816	52,726	47,133	62,847
University of Puget Sound	76	46	64	27	213	91,715	70,168	56,874	59,833	72,552
University of Richmond	70	103	58		231	117,346	81,655	67,715		88,970
University of Scranton	84	82	51	6	223	85,313	74,376	54,718	53,484	73,438
University of the Pacific	113	99	115	15	342	99,707	75,719	65,266	52,616	79,117

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**Continuing Faculty Data and Average Salaries by Rank for Fall 2006-07
(9-Month Contract and 12-Month Contract Converted)**

<u>Institution</u>	Number					Average Salary - Current Year (2006-07)					
		<u>Prof</u>	<u>Assoc</u>	<u>Asst</u>	<u>Inst</u>	<u>ComRank</u>	<u>Prof</u>	<u>Assoc</u>	<u>Asst</u>	<u>Inst</u>	<u>ComRank</u>
	<i>Median</i>	45	38	35	3	130	89,905	69,376	56,121	48,631	72,911
	<i>N</i>	115	115	115	86	116	115	115	115	86	116
University of the South		50	36	26	4	116	89,620	64,271	54,792	52,891	72,680
Vassar College		79	87	62	6	234	117,368	82,341	66,743	53,948	89,306
Villanova University		135	170	198	26	529	113,342	78,319	65,301	57,781	81,375
Wabash College		29	21	22	1	73	91,977	69,039	57,655		74,494
Washington and Jefferson College		30	26	32	1	89	76,188	62,529	49,934		62,410
Washington and Lee University		62	47	41	7	157	104,100	74,341	62,807	40,261	81,561
Wellesley College		99	47	51	1	198	131,163	95,021	75,861		107,934
Wheaton College (IL)		66	75	34	1	176	79,079	64,319	52,538		67,471
Wheaton College (MA)		42	36	32	3	113	102,097	72,469	60,323	53,263	79,532
Whitman College		27	38	35	2	102	96,717	74,614	61,515		75,605
Whittier College		42	36	28	4	110	106,461	65,981	69,075	56,750	81,889
Williams College		121	42	81		244	123,309	89,993	70,209		99,947
Wittenberg University		50	53	26	3	132	73,087	58,020	50,193	46,577	61,926
Wofford College		34	29	19	7	89	74,115	62,517	59,542	49,571	65,294
	<i>Sum</i>	6,014	5,183	4,801							
	<i>Minimum</i>	15	11	9	1	42	47,877	41,102	33,675	0	41,577
	<i>Maximum</i>	135	170	198	39	529	142,395	106,392	92,650	80,600	113,751
	<i>Median</i>	45	38	35	3	130	89,905	69,376	56,121	48,631	72,911
	<i>Mean</i>	52	45	42	6	143	92,545	70,332	57,919	48,290	74,673
	<i>StDev</i>	25	26	27	7	71	18,472	11,260	9,139	10,048	14,054
	<i>N</i>	115	115	115	86	116	115	115	115	86	116

**Continuing Faculty Data and Average Salaries by Rank
(9-Month Contract and 12-Month Contract Converted)**

Average Salary - Prior Year (2005-06) % Increase

<u>Institution</u>	<u>Prof</u>	<u>Assoc</u>	<u>Asst</u>	<u>Inst</u>	<u>ComRank</u>	<u>Prof</u>	<u>Assoc</u>	<u>Asst</u>	<u>Inst</u>	<u>ComRank</u>
<i>Median</i>	86,673	65,991	53,137	46,396	69,490	4.9%	5.5%	5.6%	4.6%	5.3%
<i>N</i>	115	115	115	86	116	115	115	115	85	116
Agnes Scott College	76,441	61,826	52,744		61,825	4.9%	9.8%	5.7%	3.8%	7.1%
Albion College	75,038	58,526	47,025	39,727	56,706	2.7%	2.8%	5.9%	12.7%	4.4%
Allegheny College	75,160	59,507	49,030	41,193	61,005	7.1%	7.9%	7.8%	5.1%	7.5%
Alma College	68,219	55,486	47,176	38,028	59,165	3.8%	3.8%	3.5%	3.2%	3.8%
Amherst College	119,521	78,382	68,885		102,895	5.7%	6.9%	6.5%		5.9%
Antioch College	42,276	38,617	32,957		38,441	13.2%	6.4%	2.2%		8.2%
Augustana College	72,241	54,640	48,252	47,775	60,049	6.4%	4.7%	4.4%	5.7%	5.5%
Austin College	75,927	60,974	50,552		62,775	5.1%	5.5%	5.8%	11.3%	5.4%
Babson College	137,943	102,610	89,852		110,007	3.2%	3.7%	3.1%		3.4%
Bard College	104,564	75,852	60,311		82,793	3.9%	4.6%	4.4%		4.1%
Barnard College	123,102	82,691	67,012	50,040	85,938	5.4%	8.1%	6.5%	4.6%	6.2%
Bates College	93,515	71,552	56,752		77,581	6.8%	5.5%	6.2%	4.0%	6.4%
Beloit College	70,083	53,011	45,098		58,238	4.3%	5.7%	3.4%	3.5%	4.5%
Bentley College	115,245	90,448	82,658	58,097	97,272	6.7%	5.2%	4.4%	4.6%	5.7%
Birmingham Southern College	73,655	57,420	45,022	33,007	61,660	3.3%	4.0%	4.8%	3.8%	3.7%
Bowdoin College	112,872	81,250	65,564		86,667	5.1%	6.2%	6.3%	7.5%	5.7%
Bryant University	109,563	91,495	77,712		96,085	5.3%	3.6%	5.6%		4.9%
Bucknell University	100,836	74,531	62,377		75,817	9.3%	9.2%	8.4%		9.0%
Carleton College	99,751	70,937	63,124		84,030	5.5%	6.1%	6.3%		5.7%
Centre College	74,679	62,184	50,412		63,985	7.6%	4.8%	4.6%	3.0%	6.1%
Claremont McKenna College	120,004	81,466	61,423		95,564	3.6%	5.0%	3.2%	2.0%	3.8%
Colby College	103,558	70,823	58,284		82,639	6.7%	8.2%	6.9%	8.6%	7.1%
Colgate University	110,832	80,593	64,050	55,425	87,838	5.4%	5.9%	7.1%	6.6%	5.9%
College of St. Benedict	73,818	58,510	49,048	45,926	59,581	3.5%	5.0%	5.4%	3.8%	4.4%
College of the Holy Cross	97,499	71,484	56,370		74,102	5.3%	5.8%	6.8%		5.9%
College of Wooster	73,284	58,660	47,002		59,618	3.6%	2.5%	4.5%		3.6%
Colorado College	99,016	69,727	56,382	51,253	79,105	6.9%	6.0%	7.0%	9.8%	6.8%
Connecticut College	89,743	67,878	55,108	42,950	74,711	4.9%	6.9%	5.5%	4.6%	5.5%
Cornell College	69,007	51,986	47,218		59,208	5.0%	5.3%	5.2%		5.1%
Davidson College	99,997	73,385	57,094		81,082	9.0%	11.7%	11.0%		10.1%
Denison University	88,671	67,305	51,946		65,388	5.7%	4.8%	4.1%	3.1%	4.8%
DePauw University	82,516	65,997	58,320	47,800	69,729	4.2%	6.5%	4.4%	3.8%	4.9%
Dickinson College	91,925	68,911	56,371	54,814	69,623	3.7%	4.1%	4.7%	4.2%	4.1%
Drew University	92,374	70,856	56,385	62,061	74,931	3.5%	5.1%	6.5%	4.1%	4.6%

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**Continuing Faculty Data and Average Salaries by Rank
(9-Month Contract and 12-Month Contract Converted)**

Average Salary - Prior Year (2005-06)

% Increase

<u>Institution</u>	<u>Prof</u>	<u>Assoc</u>	<u>Asst</u>	<u>Inst</u>	<u>ComRank</u>	<u>Prof</u>	<u>Assoc</u>	<u>Asst</u>	<u>Inst</u>	<u>ComRank</u>
<i>Median</i>	86,673	65,991	53,137	46,396	69,490	4.9%	5.5%	5.6%	4.6%	5.3%
<i>N</i>	115	115	115	86	116	115	115	115	85	116
Earlham College	72,132	56,552	44,181		59,972	6.1%	7.3%	10.3%		7.3%
Eckerd College	70,275	56,861	48,394		59,650	5.0%	4.6%	5.6%		5.1%
Fairfield University	95,662	77,295	61,583		78,430	3.2%	4.8%	4.6%		4.2%
Franklin and Marshall College	103,127	73,291	60,440		78,710	3.0%	3.7%	4.6%		3.6%
Furman University	83,312	62,533	49,404	39,760	70,274	5.5%	6.6%	6.1%	18.0%	6.0%
Gettysburg College	91,865	68,283	56,050		70,918	3.4%	3.4%	4.8%		3.8%
Grinnell College	101,584	75,194	59,940	51,400	75,987	4.2%	4.5%	5.2%	5.4%	4.6%
Guilford College	58,328	54,453	39,435	35,048	46,562	9.1%	8.0%	1.6%	5.0%	5.6%
Gustavus Adolphus College	72,608	56,133	46,312	47,844	57,586	4.8%	7.8%	13.8%	-6.5%	6.6%
Hamilton College	103,164	75,470	58,372	47,050	84,296	4.7%	4.8%	6.5%	10.4%	5.0%
Hampshire College	88,688	68,685	53,369	54,106	69,368	1.4%	2.0%	4.1%	5.2%	2.5%
Hartwick College	68,676	52,209	44,886		56,441	3.1%	3.5%	3.9%		3.4%
Harvey Mudd College	116,321	89,188	70,823		96,290	7.9%	5.4%	8.9%		7.6%
Haverford College	100,761	74,462	58,448		77,151	5.0%	5.6%	6.3%		5.5%
Hendrix College	67,294	54,428	48,849		57,777	8.1%	6.8%	3.5%	3.0%	6.6%
Hiram College	62,028	48,001	39,428	39,757	52,372	3.3%	9.7%	5.5%	4.4%	5.2%
Hollins University	70,023	54,607	46,964		58,292	5.4%	5.9%	5.0%		5.5%
Hope College	70,084	56,075	46,585		58,894	3.5%	4.0%	4.0%	2.9%	3.7%
Illinois Wesleyan University	80,581	61,656	52,809	47,463	65,813	3.1%	4.3%	3.1%	3.0%	3.6%
Ithaca College	80,060	66,990	51,692	45,404	62,970	4.8%	4.6%	4.9%	3.6%	4.7%
Juniata College	77,523	58,800	45,256	34,858	61,976	3.6%	5.7%	15.0%	6.5%	6.3%
Kalamazoo College	73,959	58,945	48,161	44,094	57,042	4.1%	4.0%	5.1%	5.6%	4.5%
Kenyon College	80,757	62,170	51,630		65,263	4.9%	4.7%	7.0%	4.3%	5.4%
Knox College	69,956	51,594	44,173	40,948	55,112	6.2%	6.3%	5.5%	4.7%	6.0%
Lake Forest College	81,098	62,261	48,822		64,767	4.2%	6.1%	4.5%	4.0%	4.8%
Lawrence University	75,316	56,375	66,647	40,485	62,756	0.7%	8.4%	-22.0%	0.9%	-2.2%
Lewis & Clark College	82,998	61,800	51,446	45,413	63,489	6.9%	7.8%	6.0%	1.9%	6.6%
Loyola College in Maryland	97,218	73,568	59,320	40,058	70,853	4.3%	5.1%	7.2%	11.2%	5.8%
Luther College	70,217	56,280	47,644	40,655	56,289	5.8%	8.1%	7.1%	8.7%	7.0%
Macalester College	99,998	74,095	60,392	46,525	78,468	4.5%	5.9%	6.0%	5.0%	5.2%
Middlebury College	116,973	76,280	61,424	54,939	86,710	5.7%	6.7%	6.8%	6.1%	6.2%
Millsaps College	75,158	56,356	49,479	42,734	57,817	2.6%	4.0%	3.4%	0.9%	3.4%
Moravian College	73,647	59,416	49,739	43,764	60,741	4.5%	4.5%	4.4%	2.8%	4.4%
Mount St. Mary's University	63,752	55,025	45,501		53,580	11.3%	6.0%	10.0%	4.5%	8.9%

HEDS #06-15a Revised

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**Continuing Faculty Data and Average Salaries by Rank
(9-Month Contract and 12-Month Contract Converted)**

Average Salary - Prior Year (2005-06) % Increase

<u>Institution</u>	<u>Prof</u>	<u>Assoc</u>	<u>Asst</u>	<u>Inst</u>	<u>ComRank</u>	<u>Prof</u>	<u>Assoc</u>	<u>Asst</u>	<u>Inst</u>	<u>ComRank</u>
<i>Median</i>	86,673	65,991	53,137	46,396	69,490	4.9%	5.5%	5.6%	4.6%	5.3%
<i>N</i>	115	115	115	86	116	115	115	115	85	116
Muhlenberg College	80,726	64,237	52,873		65,269	5.3%	5.4%	6.1%	10.0%	5.6%
Oberlin College	96,983	74,909	60,136	47,571	80,839	5.3%	6.6%	6.8%	4.0%	5.9%
Occidental College	95,640	71,245	59,175	50,226	77,878	6.0%	7.4%	4.2%	7.1%	6.1%
Ohio Wesleyan University	72,608	51,664	47,777		62,596	2.5%	2.8%	2.3%		2.5%
Pitzer College	94,110	67,380	57,490		80,834	10.5%	17.2%	13.5%		12.3%
Pomona College	121,506	82,528	61,503		95,021	5.3%	6.0%	12.0%	4.0%	6.4%
Randolph-Macon College	73,467	56,678	46,893		59,590	4.1%	4.8%	4.4%	9.5%	4.4%
Randolph-Macon Woman's College	68,703	53,496	47,578		57,870	4.2%	6.8%	7.7%	5.0%	5.7%
Reed College	89,872	67,065	57,700		69,009	5.3%	5.2%	5.4%		5.3%
Rhodes College	81,065	63,714	47,318	49,748	59,425	6.7%	7.3%	8.4%	8.2%	7.6%
Roanoke College	69,082	56,272	48,184	38,061	55,430	3.5%	5.2%	5.1%	4.4%	4.4%
Rollins College	85,306	68,687	49,863		73,144	3.3%	3.0%	4.2%		3.4%
Saint John's University	73,818	58,510	49,048	45,926	59,589	3.5%	5.0%	5.4%	3.8%	4.4%
Saint Joseph's University	96,037	77,075	59,360		73,943	5.2%	6.0%	7.9%	4.0%	6.4%
Sarah Lawrence College	94,945	71,430	59,063		78,984	4.8%	7.0%	3.1%		5.3%
Scripps College	104,020	81,972	60,552		86,067	2.8%	4.3%	5.1%	5.0%	3.7%
Smith College	111,891	76,071	62,577	53,027	89,005	4.9%	5.4%	6.7%	5.7%	5.4%
Southwestern University	80,184	65,373	50,233		64,458	5.4%	5.8%	4.2%	0.0%	5.2%
St. John's College					69,009					7.1%
St. Lawrence University	87,403	66,522	53,137		67,584	3.4%	4.3%	5.8%	3.3%	4.4%
St. Olaf College	77,280	61,935	50,194	47,200	63,170	6.3%	7.0%	8.6%	6.4%	7.1%
Stetson University	89,680	61,294	51,662		71,312	5.4%	5.5%	6.6%	9.8%	5.7%
Susquehanna University	77,089	61,059	55,294		60,963	4.7%	3.2%	3.9%	3.0%	3.9%
Swarthmore College	116,508	82,200	63,741		94,998	4.7%	5.7%	7.6%	5.0%	5.3%
Sweet Briar College	65,649	57,991	46,330		58,644	5.6%	6.3%	8.2%		6.3%
Trinity College	105,627	74,029	59,157		82,841	3.3%	3.6%	4.6%		3.6%
Trinity University	97,451	65,991	53,471		75,816	3.9%	4.1%	4.1%	3.0%	4.0%
Union College	94,522	69,942	58,268		78,553	5.3%	6.8%	6.3%		5.9%
University of Dallas	60,084	51,910	43,637	34,530	50,120	0.5%	4.0%	2.2%	0.0%	2.1%
University of Portland	78,842	61,380	49,844	43,974	59,968	4.6%	4.0%	5.8%	7.2%	4.8%
University of Puget Sound	88,498	65,806	53,807	57,345	69,225	3.6%	6.6%	5.7%	4.3%	4.8%
University of Richmond	111,811	77,332	63,242		84,243	5.0%	5.6%	7.1%		5.6%
University of Scranton	82,309	71,440	51,672	50,067	70,438	3.7%	4.1%	5.9%	6.8%	4.3%
University of the Pacific	92,951	68,517	60,218	46,292	72,825	7.3%	10.5%	8.4%	13.7%	8.6%

**Continuing Faculty Data and Average Salaries by Rank
(9-Month Contract and 12-Month Contract Converted)**

Average Salary - Prior Year (2005-06) % Increase

<u>Institution</u>	<u>Prof</u>	<u>Assoc</u>	<u>Asst</u>	<u>Inst</u>	<u>ComRank</u>	<u>Prof</u>	<u>Assoc</u>	<u>Asst</u>	<u>Inst</u>	<u>ComRank</u>
<i>Median</i>	86,673	65,991	53,137	46,396	69,490	4.9%	5.5%	5.6%	4.6%	5.3%
<i>N</i>	115	115	115	86	116	115	115	115	85	116
University of the South	84,997	60,437	51,285	51,469	68,663	5.4%	6.3%	6.8%	2.8%	5.9%
Vassar College	112,692	78,285	64,002	51,451	85,428	4.1%	5.2%	4.3%	4.9%	4.5%
Villanova University	109,468	77,444	62,590	51,489	78,781	3.5%	1.1%	4.3%	12.2%	3.3%
Wabash College	86,673	65,271	52,202		69,612	6.1%	5.8%	10.4%	7.1%	7.0%
Washington and Jefferson College	72,561	59,593	45,186		58,519	5.0%	4.9%	10.5%	25.6%	6.6%
Washington and Lee University	98,593	69,847	58,204	38,244	76,749	5.6%	6.4%	7.9%	5.3%	6.3%
Wellesley College	121,784	88,986	70,934		100,535	7.7%	6.8%	6.9%	3.5%	7.4%
Wheaton College (IL)	76,871	60,941	50,022		64,700	2.9%	5.5%	5.0%	6.9%	4.3%
Wheaton College (MA)	97,881	69,201	57,557	51,165	76,085	4.3%	4.7%	4.8%	4.1%	4.5%
Whitman College	93,352	71,676	58,669		72,580	3.6%	4.1%	4.9%	6.1%	4.2%
Whittier College	103,329	58,347	76,062	56,750	79,973	3.0%	13.1%	-9.2%	0.0%	2.4%
Williams College	117,004	84,198	65,456		94,245	5.4%	6.9%	7.3%		6.1%
Wittenberg University	70,845	56,054	47,606	43,965	59,718	3.2%	3.5%	5.4%	5.9%	3.7%
Wofford College	70,318	56,310	50,011	46,729	59,563	5.4%	11.0%	19.1%	6.1%	9.6%
<i>Sum</i>										
<i>Minimum</i>	42,276	38,617	32,957	0	38,441	0.5%	1.1%	-22.0%	-6.5%	-2.2%
<i>Maximum</i>	137,943	102,610	89,852	75,000	110,007	13.2%	17.2%	19.1%	25.6%	12.3%
<i>Median</i>	86,673	65,991	53,137	46,396	69,490	4.9%	5.5%	5.6%	4.6%	5.3%
<i>Mean</i>	88,174	66,497	54,834	45,766	70,864	5.0%	5.8%	5.7%	5.5%	5.4%
<i>StDev</i>	17,485	10,670	8,782	9,343	13,190	1.9%	2.2%	4.0%	4.0%	1.8%
<i>N</i>	115	115	115	86	116	115	115	115	85	116

**Composite Salaries - Professor, Associate, & Assistant Ranks Combined
(9-Month Contract and 12-Month Contract Converted)**

<u>Institution</u>	<u>Current Faculty</u> <u>Prof, Assoc & Assist Ranks</u>			<u>Continuing Faculty</u>				<u>Percent Change</u>		<u>Prior yr</u>	
	<u>Median</u>	<u>Own Base</u>	<u>Avg Rank</u>	<u>% Full</u>	<u>Own Base</u>	<u>Avg Rank</u>	<u>Own Base</u>	<u>Avg Rank</u>	<u>Own Base</u>	<u>Avg Rank</u>	<u>% Full</u>
		<u>N</u>	<u>72,263</u>	<u>71,869</u>	<u>37.6%</u>	<u>73,578</u>	<u>73,172</u>	<u>70,338</u>	<u>69,593</u>	<u>5.3%</u>	<u>5.3%</u>
		<u>115</u>	<u>115</u>	<u>115</u>	<u>115</u>	<u>115</u>	<u>115</u>	<u>115</u>	<u>115</u>	<u>115</u>	<u>115</u>
Agnes Scott College		65,260	68,263	21.3%	66,859	68,875	62,408	64,595	7.1%	6.6%	25.0%
Albion College		58,715	62,364	26.0%	60,402	63,399	58,147	61,282	3.9%	3.5%	29.2%
Allegheny College		65,061	65,347	37.1%	66,297	66,929	61,666	62,247	7.5%	7.5%	38.3%
Alma College		60,750	58,796	48.1%	62,652	59,943	60,373	57,779	3.8%	3.7%	51.4%
Amherst College		108,519	95,033	66.2%	109,007	96,672	102,895	90,997	5.9%	6.2%	65.8%
Antioch College		41,081	41,092	34.1%	41,577	41,420	38,441	38,294	8.2%	8.2%	35.7%
Augustana College		62,870	62,268	39.3%	63,631	62,539	60,328	59,339	5.5%	5.4%	41.7%
Austin College		65,787	65,918	31.5%	66,363	66,873	62,973	63,468	5.4%	5.4%	30.6%
Babson College		113,416	113,245	33.1%	113,751	115,802	110,007	112,064	3.4%	3.3%	29.6%
Bard College		86,826	84,971	43.4%	86,216	85,409	82,793	81,982	4.1%	4.2%	42.6%
Barnard College		90,775	93,611	35.3%	96,038	99,145	90,357	93,177	6.3%	6.4%	35.4%
Bates College		82,716	79,408	45.9%	82,908	80,090	77,938	75,367	6.4%	6.3%	47.2%
Beloit College		59,433	59,449	38.1%	61,085	59,611	58,455	57,054	4.5%	4.5%	43.5%
Bentley College		102,819	101,530	38.8%	103,430	102,949	97,851	97,432	5.7%	5.7%	37.4%
Birmingham Southern College		64,421	61,600	46.2%	64,993	62,118	62,648	59,803	3.7%	3.9%	47.1%
Bowdoin College		90,167	90,883	35.1%	91,714	93,459	86,749	88,430	5.7%	5.7%	34.5%
Bryant University		98,231	96,098	43.8%	100,805	98,691	96,085	94,151	4.9%	4.8%	46.0%
Bucknell University		81,482	86,153	23.3%	82,610	88,084	75,817	80,772	9.0%	9.1%	22.9%
Carleton College		87,495	82,990	50.5%	88,859	84,070	84,030	79,424	5.7%	5.9%	52.3%
Centre College		65,470	65,085	41.1%	68,143	67,153	64,239	63,348	6.1%	6.0%	40.0%
Claremont McKenna College		94,712	90,347	47.2%	99,820	93,466	96,137	89,938	3.8%	3.9%	50.6%
Colby College		87,229	84,332	44.7%	89,019	85,059	83,145	79,366	7.1%	7.2%	47.6%
Colgate University		90,474	89,895	39.3%	93,660	92,149	88,450	86,996	5.9%	5.9%	42.0%
College of St. Benedict		63,777	64,085	33.3%	63,950	64,133	61,229	61,425	4.4%	4.4%	35.3%
College of the Holy Cross		77,618	79,819	27.3%	78,440	81,174	74,102	76,728	5.9%	5.8%	27.6%
College of Wooster		61,057	61,983	34.1%	61,748	62,772	59,618	60,659	3.6%	3.5%	35.5%
Colorado College		82,976	79,419	46.1%	85,059	81,840	79,693	76,733	6.7%	6.7%	47.2%
Connecticut College		78,006	74,546	47.9%	79,866	76,351	75,673	72,265	5.5%	5.7%	48.5%
Cornell College		61,709	58,469	51.3%	62,222	59,876	59,208	56,954	5.1%	5.1%	50.0%
Davidson College		87,487	82,332	46.8%	89,286	86,537	81,082	78,500	10.1%	10.2%	43.4%
Denison University		67,600	73,284	18.8%	68,666	74,334	65,488	70,727	4.9%	5.1%	19.4%
DePauw University		70,592	70,214	37.7%	73,796	73,347	70,338	69,903	4.9%	4.9%	39.4%
Dickinson College		71,268	75,201	22.5%	73,207	76,779	70,305	73,799	4.1%	4.0%	24.3%
Drew University		77,570	76,632	41.9%	78,685	78,092	75,213	74,602	4.6%	4.7%	42.3%

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*Salary and benefit data are not listed where n<3. However, these data are included in the combined total and summary data. Lecturer and No Rank faculty are excluded.

**Composite Salaries - Professor, Associate, & Assistant Ranks Combined
(9-Month Contract and 12-Month Contract Converted)**

<u>Institution</u>	<u>Current Faculty</u>			<u>Continuing Faculty</u>				<u>Percent Change</u>		<u>Prior yr</u>	
	<u>Prof, Assoc & Assist Ranks</u>			<u>Current yr - 2006-07</u>		<u>Prior yr - 2005-06</u>		<u>Own Base</u>	<u>Avg Rank</u>	<u>% Full</u>	
	<u>Median</u>	<u>Own Base</u>	<u>Avg Rank</u>	<u>% Full</u>	<u>Own Base</u>	<u>Avg Rank</u>	<u>Own Base</u>	<u>Avg Rank</u>	<u>Own Base</u>	<u>Avg Rank</u>	<u>% Full</u>
	<i>N</i>	<i>72,263</i>	<i>71,869</i>	<i>37.6%</i>	<i>73,578</i>	<i>73,172</i>	<i>70,338</i>	<i>69,593</i>	<i>5.3%</i>	<i>5.3%</i>	<i>38.8%</i>
		<i>115</i>	<i>115</i>	<i>115</i>	<i>115</i>	<i>115</i>	<i>115</i>	<i>115</i>	<i>115</i>	<i>115</i>	<i>115</i>
Earlham College		64,017	63,147	44.8%	64,368	63,062	59,972	58,696	7.3%	7.4%	47.3%
Eckerd College		60,358	60,261	40.5%	62,673	62,339	59,650	59,363	5.1%	5.0%	42.3%
Fairfield University		79,682	81,176	31.1%	81,690	82,695	78,430	79,484	4.2%	4.0%	31.2%
Franklin and Marshall College		80,420	82,267	33.3%	82,072	83,530	79,199	80,650	3.6%	3.6%	34.8%
Furman University		74,697	70,090	50.2%	75,029	70,371	70,863	66,404	5.9%	6.0%	51.7%
Gettysburg College		72,430	74,693	27.4%	73,578	76,200	70,918	73,477	3.8%	3.7%	28.0%
Grinnell College		78,550	81,416	27.0%	80,483	84,198	76,933	80,537	4.6%	4.5%	26.2%
Guilford College		50,220	54,340	25.2%	50,455	54,999	47,761	51,403	5.6%	7.0%	29.2%
Gustavus Adolphus College		63,527	63,767	34.7%	63,527	64,022	58,847	59,379	8.0%	7.8%	34.7%
Hamilton College		87,749	82,722	47.0%	89,477	84,881	85,251	80,750	5.0%	5.1%	46.8%
Hampshire College		70,043	71,875	35.7%	72,688	73,172	71,063	71,608	2.3%	2.2%	41.7%
Hartwick College		56,909	56,659	38.4%	58,362	58,119	56,441	56,202	3.4%	3.4%	39.2%
Harvey Mudd College		100,750	96,103	51.3%	103,582	100,771	96,290	93,876	7.6%	7.3%	46.6%
Haverford College		79,723	82,231	28.3%	81,409	83,882	77,151	79,543	5.5%	5.5%	29.3%
Hendrix College		61,435	60,246	43.0%	61,843	61,349	58,015	57,590	6.6%	6.5%	40.5%
Hiram College		55,464	52,802	51.9%	55,922	53,622	53,128	50,701	5.3%	5.8%	50.0%
Hollins University		60,737	59,796	38.8%	61,513	61,275	58,292	58,109	5.5%	5.4%	34.9%
Hope College		60,158	59,687	38.2%	61,375	60,697	59,156	58,493	3.8%	3.8%	40.6%
Illinois Wesleyan University		66,892	66,796	34.0%	69,002	68,400	66,617	66,116	3.6%	3.5%	35.8%
Ithaca College		64,696	69,202	21.3%	66,383	70,507	63,374	67,312	4.7%	4.7%	22.2%
Juniata College		65,179	64,225	40.7%	67,275	65,941	63,315	61,774	6.3%	6.7%	42.0%
Kalamazoo College		60,268	62,552	26.7%	60,959	63,991	58,397	61,353	4.4%	4.3%	25.6%
Kenyon College		67,694	68,169	36.4%	68,950	69,518	65,396	65,994	5.4%	5.3%	37.2%
Knox College		56,692	58,586	29.1%	59,099	59,685	55,710	56,270	6.1%	6.1%	33.8%
Lake Forest College		68,017	68,434	36.0%	68,432	68,465	65,285	65,309	4.8%	4.8%	37.8%
Lawrence University		60,812	62,400	27.8%	63,507	63,903	65,067	66,578	-2.4%	-4.0%	32.1%
Lewis & Clark College		68,495	70,826	31.3%	69,363	71,298	64,907	66,661	6.9%	7.0%	33.3%
Loyola College in Maryland		77,716	79,902	30.2%	79,864	82,242	75,815	78,183	5.3%	5.2%	30.2%
Luther College		60,159	61,390	31.0%	61,141	62,948	57,197	58,927	6.9%	6.8%	31.0%
Macalester College		81,939	81,529	38.6%	84,153	83,906	79,977	79,720	5.2%	5.3%	39.4%
Middlebury College		90,901	90,026	39.3%	92,706	92,543	87,290	87,119	6.2%	6.2%	39.7%
Millsaps College		59,903	62,533	25.3%	60,374	63,325	58,362	61,360	3.4%	3.2%	21.7%
Moravian College		63,012	64,122	36.3%	64,015	64,639	61,272	61,861	4.5%	4.5%	38.5%
Mount St. Mary's University		57,853	59,832	27.3%	58,527	60,591	53,735	55,448	8.9%	9.3%	26.1%

**Composite Salaries - Professor, Associate, & Assistant Ranks Combined
(9-Month Contract and 12-Month Contract Converted)**

<u>Institution</u>	<u>Current Faculty</u>			<u>Continuing Faculty</u>				<u>Percent Change</u>		<u>Prior yr</u>	
	<u>Prof, Assoc & Assist Ranks</u>			<u>Current yr - 2006-07</u>		<u>Prior yr - 2005-06</u>		<u>Own Base</u>	<u>Avg Rank</u>	<u>% Full</u>	
	<u>Median</u>	<u>Own Base</u>	<u>Avg Rank</u>	<u>% Full</u>	<u>Own Base</u>	<u>Avg Rank</u>	<u>Own Base</u>	<u>Avg Rank</u>	<u>Own Base</u>	<u>Avg Rank</u>	<u>% Full</u>
	<i>N</i>	<i>115</i>	<i>115</i>	<i>115</i>	<i>115</i>	<i>115</i>	<i>115</i>	<i>115</i>	<i>115</i>	<i>115</i>	<i>115</i>
Muhlenberg College		67,575	68,597	31.3%	69,052	70,726	65,418	67,025	5.6%	5.5%	30.3%
Oberlin College		84,471	81,899	42.6%	86,077	83,519	81,251	78,774	5.9%	6.0%	43.4%
Occidental College		84,590	78,943	56.2%	87,317	81,406	82,330	76,793	6.1%	6.0%	55.1%
Ohio Wesleyan University		63,249	58,804	56.1%	64,169	59,859	62,596	58,371	2.5%	2.5%	56.8%
Pitzer College		85,453	81,178	50.8%	90,802	84,276	80,834	74,460	12.3%	13.2%	56.9%
Pomona College		98,569	95,358	42.8%	102,088	97,099	95,935	90,871	6.4%	6.9%	46.2%
Randolph-Macon College		61,721	61,169	40.2%	62,417	62,675	59,799	60,053	4.4%	4.4%	36.1%
Randolph-Macon Woman's College		60,241	60,255	37.5%	61,445	60,806	58,103	57,437	5.8%	5.9%	40.9%
Reed College		78,760	74,921	49.2%	80,763	76,693	76,697	72,828	5.3%	5.3%	50.9%
Rhodes College		63,727	68,300	18.6%	64,635	70,074	60,111	65,316	7.5%	7.3%	17.7%
Roanoke College		60,489	60,275	39.3%	61,588	61,259	59,001	58,661	4.4%	4.4%	40.2%
Rollins College		74,311	70,265	49.4%	75,618	71,656	73,144	69,285	3.4%	3.4%	51.0%
Saint John's University		63,185	63,245	34.1%	63,972	64,133	61,252	61,425	4.4%	4.4%	35.7%
Saint Joseph's University		78,662	82,292	23.8%	78,952	83,697	74,194	78,887	6.4%	6.1%	21.6%
Sarah Lawrence College		82,772	80,096	42.0%	83,139	80,432	78,984	76,558	5.3%	5.1%	42.9%
Scripps College		90,067	86,318	44.8%	89,758	86,991	86,595	83,832	3.7%	3.8%	42.4%
Smith College		93,570	88,000	49.0%	94,314	90,156	89,521	85,487	5.4%	5.5%	46.6%
Southwestern University		66,126	68,763	27.1%	68,089	69,899	64,693	66,398	5.2%	5.3%	29.8%
St. John's College											
St. Lawrence University		70,018	71,869	28.5%	70,686	73,318	67,721	70,355	4.4%	4.2%	27.8%
St. Olaf College		67,179	67,434	34.1%	68,505	68,715	63,978	64,180	7.1%	7.1%	36.1%
Stetson University		75,796	72,438	44.9%	75,326	72,997	71,317	69,074	5.6%	5.7%	43.6%
Susquehanna University		62,895	66,713	18.6%	63,670	68,003	61,289	65,355	3.9%	4.1%	19.1%
Swarthmore College		98,443	92,740	48.8%	100,304	94,568	95,217	89,557	5.3%	5.6%	49.4%
Sweet Briar College		61,614	61,037	47.0%	62,342	61,065	58,644	57,370	6.3%	6.4%	51.7%
Trinity College		84,036	82,375	37.6%	85,833	84,436	82,841	81,444	3.6%	3.7%	37.8%
Trinity University		77,975	75,836	42.9%	79,281	77,034	76,229	74,060	4.0%	4.0%	43.4%
Union College		81,543	77,824	47.9%	83,158	80,212	78,553	75,679	5.9%	6.0%	47.1%
University of Dallas		52,661	54,312	25.9%	52,195	53,557	51,055	52,500	2.2%	2.0%	28.0%
University of Portland		63,251	66,797	21.8%	64,490	67,514	61,641	64,482	4.6%	4.7%	22.2%
University of Puget Sound		73,729	72,805	42.3%	74,398	74,279	70,950	70,736	4.9%	5.0%	40.9%
University of Richmond		87,283	89,308	29.2%	88,970	90,888	84,243	86,065	5.6%	5.6%	30.3%
University of Scranton		72,824	71,582	37.1%	73,990	72,588	71,001	69,593	4.2%	4.3%	38.7%
University of the Pacific		77,830	78,807	34.6%	80,332	81,600	74,042	75,212	8.5%	8.5%	34.6%

**Composite Salaries - Professor, Associate, & Assistant Ranks Combined
(9-Month Contract and 12-Month Contract Converted)**

<u>Institution</u>	Current Faculty			Continuing Faculty				Percent Change		Prior yr	
	Prof, Assoc & Assist Ranks			Current yr - 2006-07		Prior yr - 2005-06		Own Base	Avg Rank	% Full	
	<u>Own Base</u>	<u>Avg Rank</u>	<u>% Full</u>	<u>Own Base</u>	<u>Avg Rank</u>	<u>Own Base</u>	<u>Avg Rank</u>	<u>Own Base</u>	<u>Avg Rank</u>	<u>% Full</u>	
	<i>Median</i>	72,263	71,869	37.6%	73,578	73,172	70,338	69,593	5.3%	5.3%	38.8%
	<i>N</i>	115	115	115	115	115	115	115	115	115	115
University of the South		72,839	69,748	45.9%	73,387	70,956	69,277	66,923	5.9%	6.0%	44.6%
Vassar College		87,558	87,980	34.7%	90,236	90,828	86,322	86,933	4.5%	4.5%	34.6%
Villanova University		81,234	86,455	26.3%	82,594	87,578	80,192	85,025	3.0%	3.0%	26.8%
Wabash College		72,263	72,312	37.5%	74,800	74,246	69,898	69,395	7.0%	7.0%	40.3%
Washington and Jefferson College		61,214	62,297	32.3%	62,606	63,884	58,775	60,145	6.5%	6.2%	34.1%
Washington and Lee University		82,269	81,510	38.6%	83,489	82,067	78,546	77,159	6.3%	6.4%	41.3%
Wellesley College		105,580	101,513	47.0%	108,223	102,858	100,795	95,898	7.4%	7.3%	50.3%
Wheaton College (IL)		66,278	65,570	35.2%	67,597	66,332	64,827	63,652	4.3%	4.2%	37.7%
Wheaton College (MA)		79,185	78,311	37.4%	80,248	79,962	76,764	76,488	4.5%	4.5%	38.2%
Whitman College		73,428	77,133	26.7%	75,997	78,992	72,976	75,921	4.1%	4.0%	27.0%
Whittier College		79,577	78,930	38.5%	82,838	82,127	80,849	80,573	2.5%	1.9%	39.6%
Williams College		98,266	94,374	49.4%	99,947	96,580	94,245	90,906	6.1%	6.2%	49.6%
Wittenberg University		61,146	60,371	37.1%	62,283	61,335	60,084	59,079	3.7%	3.8%	38.8%
Wofford College		64,393	62,934	42.6%	66,637	65,984	60,658	59,685	9.9%	10.6%	41.5%
Sum											
	<i>Minimum</i>	41,081	41,092	18.6%	41,577	41,420	38,441	38,294	-2.4%	-4.0%	17.7%
	<i>Maximum</i>	113,416	113,245	66.2%	113,751	115,802	110,007	112,064	12.3%	13.2%	65.8%
	<i>Median</i>	72,263	71,869	37.6%	73,578	73,172	70,338	69,593	5.3%	5.3%	38.8%
	<i>Mean</i>	73,916	73,465	37.6%	75,366	74,957	71,533	71,146	5.3%	5.4%	38.3%
	<i>StDev</i>	13,684	12,564	9.2%	14,053	13,090	13,197	12,324	1.8%	1.9%	9.3%
	<i>N</i>	115	115	115	115	115	115	115	115	115	115

**Composite Total Compensation - Professor, Associate, & Assistant Ranks Combined
(9-Month Contract and 12-Month Contract Converted)**

<u>Institution</u>	<u>Current Faculty</u>		<u>Continuing Faculty</u>		<u>Average Fringe Benefits</u>			<u>Composite Total Compensation - Prior Year</u>				
	<u>Prof, Assoc, & Assist Ranks</u>		<u>Current Year 2006-07</u>		<u>Prior yr - 2005-06 Total Faculty</u>			<u>Prior yr - 2005-06</u>		<u>Percent Change</u>		
	<u>Own Base</u>	<u>Avg Rank</u>	<u>Own Base</u>	<u>Avg Rank</u>	<u>Prof</u>	<u>Assoc</u>	<u>Asst</u>	<u>Own Base</u>	<u>Avg Rank</u>	<u>Own Base</u>	<u>Avg Rank</u>	
	<i>Median</i>	94,376	93,146	96,901	93,935	25,675	20,442	15,116	90,855	91,314	5.0%	5.0%
	<i>N</i>	115	115	115	115	111	111	111	111	111	111	111
Agnes Scott College		81,051	85,628	83,182	86,366	23,081	14,020	11,348	77,789	81,219	6.9%	6.3%
Albion College		75,220	79,935	77,159	81,067	19,723	15,749	12,173	73,439	77,452	5.1%	4.7%
Allegheny College		84,539	84,888	85,790	86,553	23,014	21,842	18,364	82,682	83,486	3.8%	3.7%
Alma College		80,625	78,175	82,793	79,389	22,204	18,769	15,884	80,331	76,973	3.1%	3.1%
Amherst College		136,929	121,546	137,418	123,211	29,686	22,180	22,459	130,085	116,082	5.6%	6.1%
Antioch College		56,457	56,500	57,058	56,881	16,154	14,020	12,996	52,955	52,809	7.7%	7.7%
Augustana College		78,934	78,196	79,901	78,546	18,479	14,561	13,533	76,257	75,065	4.8%	4.6%
Austin College		85,928	85,968	86,488	87,008	21,134	16,543	13,156	80,084	80,720	8.0%	7.8%
Babson College		142,714	142,186	142,927	144,855	30,913	28,019	21,948	137,425	139,349	4.0%	4.0%
Bard College		115,480	113,076	114,771	113,637	31,942	24,253	19,515	108,708	107,703	5.6%	5.5%
Barnard College		118,863	122,378	124,193	128,086	35,234	23,383	18,764	115,979	119,629	7.1%	7.1%
Bates College		106,480	102,462	106,686	103,266	28,373	21,288	17,497	101,550	98,181	5.1%	5.2%
Beloit College		76,108	76,172	78,376	76,440	24,921	19,449	12,288	78,493	76,411	-0.1%	0.0%
Bentley College		128,346	126,619	128,911	128,145	28,349	24,602	19,166	122,544	121,811	5.2%	5.2%
Birmingham Southern College		83,470	79,376	84,302	80,061	22,316	17,307	10,874	81,059	77,062	4.0%	3.9%
Bowdoin College		116,938	117,848	118,361	120,557	33,171	23,694	19,390	112,228	114,395	5.5%	5.4%
Bryant University		127,840	124,941	130,515	127,672	30,713	26,724	22,480	123,498	121,101	5.7%	5.4%
Bucknell University		106,206	111,820	107,168	113,892	28,888	24,095	18,946	99,000	105,124	8.3%	8.3%
Carleton College		114,365	108,881	115,908	110,054	29,888	22,858	21,261	110,161	104,446	5.2%	5.4%
Centre College		81,264	80,807	84,301	82,986	20,266	15,574	10,453	80,410	79,150	4.8%	4.8%
Claremont McKenna College		114,443	109,542	119,997	112,815	26,938	20,006	13,888	118,177	110,714	1.5%	1.9%
Colby College		112,535	108,856	114,852	109,762	27,913	21,883	16,934	106,615	102,031	7.7%	7.6%
Colgate University		115,667	114,927	119,342	117,362	31,690	24,147	16,646	113,570	111,728	5.1%	5.0%
College of St. Benedict		82,510	82,954	81,698	83,076	20,688	16,039	14,862	78,576	78,858	4.0%	5.3%
College of the Holy Cross		102,355	105,239	103,137	106,790	32,716	23,511	16,836	98,139	101,696	5.1%	5.0%
College of Wooster		81,502	82,757	82,255	83,660	25,703	21,887	14,630	80,222	81,802	2.5%	2.3%
Colorado College		107,736	103,227	109,893	105,806	27,945	21,062	14,394	102,078	98,381	7.7%	7.5%
Connecticut College		98,883	94,433	100,943	96,378	24,434	18,161	13,260	95,800	91,314	5.4%	5.5%
Cornell College		79,899	75,366	80,069	76,894	17,993	13,297	9,970	73,953	71,017	8.3%	8.3%
Davidson College		111,178	104,757	111,692	109,085	27,909	22,369	20,722	105,466	102,457	5.9%	6.5%
Denison University		88,456	95,598	89,713	96,778	28,309	22,111	15,700	86,312	93,244	3.9%	3.8%
DePauw University		93,650	93,146	97,008	96,392	26,865	21,741	18,154	93,083	92,493	4.2%	4.2%
Dickinson College		89,930	94,882	92,039	96,576	25,244	17,903	15,118	89,061	93,626	3.3%	3.2%
Drew University		97,723	96,645	98,902	98,221	17,850	14,401	11,044	89,971	89,293	9.9%	10.0%

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*Salary and benefit data are not listed where n<3. However, these data are included in the combined total and summary data. Lecturer and No Rank faculty are excluded.

**Composite Total Compensation - Professor, Associate, & Assistant Ranks Combined
(9-Month Contract and 12-Month Contract Converted)**

<u>Institution</u>	<u>Current Faculty</u>			<u>Continuing Faculty</u>		<u>Average Fringe Benefits</u>			<u>Composite Total Compensation - Prior Year</u>			
	<u>Prof, Assoc, & Assist Ranks</u>			<u>Current Year 2006-07</u>		<u>Prior yr - 2005-06 Total Faculty</u>			<u>Prior yr - 2005-06</u>		<u>Percent Change</u>	
	<u>Own Base</u>	<u>Avg Rank</u>		<u>Own Base</u>	<u>Avg Rank</u>	<u>Prof</u>	<u>Assoc</u>	<u>Asst</u>	<u>Own Base</u>	<u>Avg Rank</u>	<u>Own Base</u>	<u>Avg Rank</u>
	<i>Median</i>	94,376	93,146	96,901	93,935	25,675	20,442	15,116	90,855	91,314	5.0%	5.0%
	<i>N</i>	115	115	115	115	111	111	111	111	111	111	111
Earlham College		85,503	84,355	86,036	84,340	22,477	17,998	13,260	78,576	76,956	9.5%	9.6%
Eckerd College		79,235	79,041	81,689	81,176	23,062	18,746	15,462	79,103	78,746	3.3%	3.1%
Fairfield University		108,832	110,613	111,173	112,266	32,109	27,991	25,319	106,925	108,222	4.0%	3.7%
Franklin and Marshall College		108,747	111,356	110,756	112,813	34,976	25,347	19,665	105,919	107,912	4.6%	4.5%
Furman University		99,283	92,901	99,898	93,388	26,984	22,391	14,308	94,145	88,096	6.1%	6.0%
Gettysburg College		96,789	99,551	97,903	101,229	26,971	22,383	18,541	93,339	96,431	4.9%	5.0%
Grinnell College		100,837	104,517	102,684	107,447	27,043	21,251	16,359	98,043	102,497	4.7%	4.8%
Guilford College		63,034	68,302	63,567	69,037	16,894	14,417	9,910	60,553	65,398	5.0%	5.6%
Gustavus Adolphus College		80,662	80,985	80,662	81,326	18,960	14,900	11,680	74,171	74,839	8.8%	8.7%
Hamilton College		112,647	106,323	114,480	108,630	29,616	22,066	16,349	109,787	103,938	4.3%	4.5%
Hampshire College		86,299	88,599	89,386	89,998	19,924	15,796	12,294	87,217	87,905	2.5%	2.4%
Hartwick College		72,778	72,396	74,320	73,939	17,462	12,645	12,327	70,878	70,562	4.9%	4.8%
Harvey Mudd College		129,954	123,955	132,334	128,754	34,279	26,403	20,608	124,615	121,501	6.2%	6.0%
Haverford College		112,060	115,307	113,849	117,062	39,099	28,318	25,271	107,673	110,999	5.7%	5.5%
Hendrix College		80,130	78,393	80,331	79,618	23,986	17,922	12,313	76,761	76,109	4.7%	4.6%
Hiram College		67,840	64,669	68,281	65,536	11,351	9,067	8,245	63,157	60,380	8.1%	8.5%
Hollins University		75,283	74,183	75,989	75,705	16,003	13,476	12,092	72,343	72,119	5.0%	5.0%
Hope College		80,731	80,052	82,126	81,182	23,070	17,685	15,116	78,321	77,432	4.9%	4.8%
Illinois Wesleyan University		90,673	90,348	93,298	92,105	27,190	22,512	16,559	89,585	88,600	4.1%	4.0%
Ithaca College		85,257	90,965	87,082	92,368	24,323	21,472	17,111	83,620	88,547	4.1%	4.3%
Juniata College		89,264	88,312	91,507	90,074	23,241	19,574	20,203	84,584	82,915	8.2%	8.6%
Kalamazoo College		79,710	82,627	80,223	84,177	22,356	19,451	15,111	76,825	80,594	4.4%	4.4%
Kenyon College		88,673	89,316	90,011	90,780	25,328	18,954	14,765	85,256	86,087	5.6%	5.5%
Knox College		74,036	76,381	76,982	77,591							
Lake Forest College		87,502	88,006	88,084	88,117	23,904	17,823	14,226	84,311	84,339	4.5%	4.5%
Lawrence University		76,238	78,122	79,475	79,741	17,802	15,495	12,628	80,571	82,080	-1.4%	-2.8%
Lewis & Clark College		90,093	92,859	91,110	93,400	26,368	21,502	17,722	86,585	88,858	5.2%	5.1%
Loyola College in Maryland		99,147	101,926	101,373	104,424	28,003	21,376	15,058	97,023	100,154	4.5%	4.3%
Luther College		80,566	82,016	81,534	83,607	19,603	19,433	16,298	75,449	77,483	8.1%	7.9%
Macalester College		104,651	104,121	106,957	106,634	28,044	20,442	14,775	101,627	101,319	5.2%	5.2%
Middlebury College		118,589	117,482	120,325	120,209	36,273	24,757	17,323	114,042	113,974	5.5%	5.5%
Millsaps College		76,088	79,238	76,373	80,119	18,673	15,475	11,778	73,417	76,928	4.0%	4.1%
Moravian College		83,113	84,796	84,427	85,446	23,595	18,732	14,640	80,343	81,193	5.1%	5.2%
Mount St. Mary's University		74,244	76,742	74,833	77,526	17,896	15,633	14,246	69,439	71,515	7.8%	8.4%

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*Salary and benefit data are not listed where n<3. However, these data are included in the combined total and summary data. Lecturer and No Rank faculty are excluded.

**Composite Total Compensation - Professor, Associate, & Assistant Ranks Combined
(9-Month Contract and 12-Month Contract Converted)**

<u>Institution</u>	<u>Current Faculty</u>			<u>Continuing Faculty</u>		<u>Average Fringe Benefits</u>			<u>Composite Total Compensation - Prior Year</u>			
	<u>Prof, Assoc, & Assist Ranks</u>			<u>Current Year 2006-07</u>		<u>Prior yr - 2005-06 Total Faculty</u>			<u>Prior yr - 2005-06</u>		<u>Percent Change</u>	
	<u>Median</u>	<u>Own Base</u>	<u>Avg Rank</u>	<u>Own Base</u>	<u>Avg Rank</u>	<u>Prof</u>	<u>Assoc</u>	<u>Asst</u>	<u>Own Base</u>	<u>Avg Rank</u>	<u>Own Base</u>	<u>Avg Rank</u>
	<i>N</i>	<i>94,376</i>	<i>93,146</i>	<i>96,901</i>	<i>93,935</i>	<i>25,675</i>	<i>20,442</i>	<i>15,116</i>	<i>90,855</i>	<i>91,314</i>	<i>5.0%</i>	<i>5.0%</i>
		<i>115</i>	<i>115</i>	<i>115</i>	<i>115</i>	<i>111</i>	<i>111</i>	<i>111</i>	<i>111</i>	<i>111</i>	<i>111</i>	<i>111</i>
Muhlenberg College		87,522	88,918	88,863	91,176	25,288	19,503	15,144	85,211	87,395	4.3%	4.3%
Oberlin College		110,957	107,011	112,804	108,875	29,746	21,182	14,289	104,639	101,107	7.8%	7.7%
Occidental College		107,992	100,663	110,912	103,256	30,433	20,561	16,883	107,612	99,962	3.1%	3.3%
Ohio Wesleyan University		85,332	78,989	86,324	80,133							
Pitzer College		106,714	101,298	112,704	104,507	23,739	17,372	15,130	101,431	93,553	11.1%	11.7%
Pomona College		122,896	118,962	127,028	120,863	29,288	21,553	14,903	119,609	113,336	6.2%	6.6%
Randolph-Macon College		76,579	76,001	77,305	77,585	17,151	13,722	10,862	73,899	74,206	4.6%	4.6%
Randolph-Macon Woman's College		76,897	76,910	78,352	77,524	19,738	15,175	13,978	74,818	73,968	4.7%	4.8%
Reed College		100,479	94,889	102,850	96,835	25,675	17,983	13,694	97,691	92,416	5.3%	4.8%
Rhodes College		81,469	87,317	80,222	89,235	21,870	18,438	12,278	76,648	83,196	4.7%	7.3%
Roanoke College		76,084	75,843	77,330	76,913	18,857	15,020	11,788	74,597	74,153	3.7%	3.7%
Rollins College		96,382	91,252	97,799	92,772							
Saint John's University		81,700	81,648	81,317	82,653	22,494	18,614	13,720	79,846	80,029	1.8%	3.3%
Saint Joseph's University		104,421	108,696	104,627	110,249	28,166	26,973	18,731	98,176	103,835	6.6%	6.2%
Sarah Lawrence College		107,614	104,655	108,028	105,038	28,222	23,413	18,193	103,392	100,212	4.5%	4.8%
Scripps College		111,957	107,487	111,571	108,266	26,187	22,181	16,852	109,299	105,920	2.1%	2.2%
Smith College		119,825	113,116	120,399	115,404	29,844	21,735	17,687	114,062	109,056	5.6%	5.8%
Southwestern University		88,639	92,033	90,940	93,288	22,310	17,693	14,020	82,526	84,724	10.2%	10.1%
St. John's College												
St. Lawrence University		89,677	92,119	90,220	93,713	23,387	18,755	14,086	86,156	89,450	4.7%	4.8%
St. Olaf College		87,601	87,864	89,014	89,260	22,911	19,460	14,745	83,281	83,523	6.9%	6.9%
Stetson University		97,502	93,276	96,901	93,935	24,958	16,790	13,347	90,827	87,902	6.7%	6.9%
Susquehanna University		82,072	86,738	82,854	88,066	19,231	17,844	16,633	78,804	83,357	5.1%	5.6%
Swarthmore College		125,212	118,443	127,211	120,389	28,211	23,738	18,593	120,070	113,433	5.9%	6.1%
Sweet Briar College		78,468	77,651	79,323	77,702	17,052	14,935	14,411	74,524	72,944	6.4%	6.5%
Trinity College		108,435	106,270	110,388	108,478	29,627	23,476	18,180	107,529	105,643	2.7%	2.7%
Trinity University		97,197	94,609	98,677	95,945	22,367	17,146	11,884	94,205	91,590	4.7%	4.8%
Union College		105,077	100,357	106,628	102,868	27,636	22,737	16,924	102,119	98,513	4.4%	4.4%
University of Dallas		65,259	67,852	64,834	67,211	15,757	15,987	10,332	64,829	66,703	0.0%	0.8%
University of Portland		84,270	88,454	85,628	89,241	24,306	20,166	18,613	82,240	85,739	4.1%	4.1%
University of Puget Sound		95,490	94,262	96,060	95,854	27,592	19,731	14,920	92,237	91,978	4.1%	4.2%
University of Richmond		109,924	112,232	111,787	113,965	26,306	20,607	15,280	105,239	107,216	6.2%	6.3%
University of Scranton		102,527	100,719	103,993	101,926	32,575	29,747	21,021	99,792	97,785	4.2%	4.2%
University of the Pacific		104,056	105,331	106,595	108,234	30,184	23,839	21,475	99,243	100,727	7.4%	7.5%

**Composite Total Compensation - Professor, Associate, & Assistant Ranks Combined
(9-Month Contract and 12-Month Contract Converted)**

<u>Institution</u>	<u>Current Faculty</u> <u>Prof, Assoc, & Assist Ranks</u>		<u>Continuing Faculty</u> <u>Current Year 2006-07</u>		<u>Average Fringe Benefits</u> <u>Prior yr - 2005-06 Total Faculty</u>			<u>Composite Total Compensation - Prior Year</u> <u>Prior yr - 2005-06 Percent Change</u>				
	<u>Own Base</u>	<u>Avg Rank</u>	<u>Own Base</u>	<u>Avg Rank</u>	<u>Prof</u>	<u>Assoc</u>	<u>Asst</u>	<u>Own Base</u>	<u>Avg Rank</u>	<u>Own Base</u>	<u>Avg Rank</u>	
	<i>Median</i>	<i>94,376</i>	<i>93,146</i>	<i>96,901</i>	<i>93,935</i>	<i>25,675</i>	<i>20,442</i>	<i>15,116</i>	<i>90,855</i>	<i>91,314</i>	<i>5.0%</i>	<i>5.0%</i>
<i>N</i>	<i>115</i>	<i>115</i>	<i>115</i>	<i>115</i>	<i>111</i>	<i>111</i>	<i>111</i>	<i>111</i>	<i>111</i>	<i>111</i>	<i>111</i>	<i>111</i>
University of the South	96,518	92,119	96,952	93,479	28,222	18,022	13,725	90,855	87,490	6.7%	6.8%	
Vassar College	115,270	115,658	118,215	118,733	32,120	24,056	16,891	111,224	111,870	6.3%	6.1%	
Villanova University	105,016	111,368	106,644	112,620	29,170	24,550	19,683	104,066	109,851	2.5%	2.5%	
Wabash College	94,376	94,439	97,177	96,470	26,197	23,926	17,418	92,750	92,221	4.8%	4.6%	
Washington and Jefferson College	77,683	79,137	79,141	80,824	21,182	17,440	13,689	76,127	77,866	4.0%	3.8%	
Washington and Lee University	104,834	103,847	106,370	104,568	25,099	21,669	14,541	99,684	97,978	6.7%	6.7%	
Wellesley College	138,434	133,156	141,774	134,743	39,269	26,804	18,363	131,678	124,855	7.7%	7.9%	
Wheaton College (IL)	88,204	86,920	89,957	87,835	24,512	23,845	14,979	87,201	85,088	3.2%	3.2%	
Wheaton College (MA)	101,951	100,606	102,812	102,428	27,614	21,072	16,117	98,893	98,532	4.0%	4.0%	
Whitman College	96,706	101,442	99,552	103,443	27,209	23,454	18,142	95,585	99,193	4.2%	4.3%	
Whittier College	96,176	95,447	99,602	98,720	27,371	16,166	13,572	100,770	100,173	-1.2%	-1.5%	
Williams College	127,704	122,876	129,472	125,216	32,258	25,707	20,723	121,546	117,580	6.5%	6.5%	
Wittenberg University	83,116	81,757	84,573	82,883	24,591	21,833	13,808	81,369	79,541	3.9%	4.2%	
Wofford College	85,407	83,452	87,558	86,576								
Sum												
<i>Minimum</i>	<i>56,457</i>	<i>56,500</i>	<i>57,058</i>	<i>56,881</i>	<i>11,351</i>	<i>9,067</i>	<i>8,245</i>	<i>52,955</i>	<i>52,809</i>	<i>-1.4%</i>	<i>-2.8%</i>	
<i>Maximum</i>	<i>142,714</i>	<i>142,186</i>	<i>142,927</i>	<i>144,855</i>	<i>39,269</i>	<i>29,747</i>	<i>25,319</i>	<i>137,425</i>	<i>139,349</i>	<i>11.1%</i>	<i>11.7%</i>	
<i>Median</i>	<i>94,376</i>	<i>93,146</i>	<i>96,901</i>	<i>93,935</i>	<i>25,675</i>	<i>20,442</i>	<i>15,116</i>	<i>90,855</i>	<i>91,314</i>	<i>5.0%</i>	<i>5.0%</i>	
<i>Mean</i>	<i>95,655</i>	<i>95,066</i>	<i>97,183</i>	<i>96,678</i>	<i>25,436</i>	<i>20,122</i>	<i>15,734</i>	<i>92,759</i>	<i>92,318</i>	<i>5.1%</i>	<i>5.2%</i>	
<i>StDev</i>	<i>17,362</i>	<i>16,065</i>	<i>17,736</i>	<i>16,597</i>	<i>5,277</i>	<i>3,964</i>	<i>3,319</i>	<i>16,799</i>	<i>15,704</i>	<i>2.1%</i>	<i>2.2%</i>	
<i>N</i>	<i>115</i>	<i>115</i>	<i>115</i>	<i>115</i>	<i>111</i>	<i>111</i>	<i>111</i>	<i>111</i>	<i>111</i>	<i>111</i>	<i>111</i>	

Appendices

APPENDIX: PART A – PARTICIPATING INSTITUTIONS KNOWN TO HAVE REVISED OR VERIFIED DATA

Institutions that verified data reported in the Faculty Compensation Preliminary Report published on December 19, 2006 OR data reported in the dynamic file as of February 5, 2007.

Antioch College	Lake Forest College	Stetson University
Babson College	Lawrence University	Susquehanna University
Bucknell University	Luther College	Union College
Claremont McKenna College	Millsaps College	University of Portland
College of the Holy Cross	Moravian College	Villanova University
Davidson College	Occidental College	Washington and Jefferson College
Dickinson College	Pitzer College	Wellesley College
Earlham College	Rhodes College	Wheaton College (IL)
Fairfield University	Sarah Lawrence College	Wheaton College (MA)
Illinois Wesleyan University	Scripps College	
Juniata College	Smith College	
Kenyon College	St. John's College	

Institutions that revised or provided new data since December 19, 2006.

Agnes Scott College	Hamilton College	St. Olaf College
Allegheny College	Hartwick College	Stetson University
Alma College	Harvey Mudd College	Sweet Briar College
Amherst College	Haverford College	Trinity College
Austin College	Hendrix College	Union College
Bard College	Hiram College	University of Dallas
Bates College	Hope College	University of Puget Sound
Bentley College	Ithaca College	University of Scranton
Birmingham Southern College	Juniata College	University of the Pacific
Bryant University	Kalamazoo College	University of the South
Bucknell University	Knox College	Villanova University
Centre College	Lake Forest College	Wabash College
Claremont McKenna College	Loyola College in Maryland	Washington and Jefferson College
Colby College	Middlebury College	Washington and Lee University
Colgate University	Muhlenberg College	Whittier College
Connecticut College	Occidental College	Williams College
Cornell College	Ohio Wesleyan University	Wittenberg University
Davidson College	Pomona College	Wofford College
Denison University	Randolph-Macon College	
DePauw University	Randolph-Macon Woman's College	
Drew University	Rollins College	
Earlham College	Saint Joseph's University	
Eckerd College	Sarah Lawrence College	
Franklin and Marshall College	Scripps College	
Furman University	Smith College	
Gettysburg College	Southwestern University	
Guilford College	St. Lawrence University	
Gustavus Adolphus College		

GENERAL NOTES:

Denison University	Salary for Chief Administrative Officer is reflected in the Chief Financial Officer's salary.
Franklin & Marshall	Section 3, Continuing Faculty - Salary data, current or prior year, are not reported for the one continuing faculty member with the rank of Instructor.
Gustavus Adolphus	<p>Section 1, 9 Month: The Number of Female Faculty has changed by more than 10% since last year.</p> <p>Indeed, last year there were 74, this year there are 83. We are reporting five more faculty than last year (192 vs 187) and we are reporting four fewer male faculty (109 vs 113). Thus, there are nine more females in the reported group. This is more than a 10% increase but is not an error.</p> <p>Section 3, 9 Month, Continuing Faculty: There is a negative increase for Instructor rank. Last year there were 24 reported at that rank. This year there are 22. (note that our assistants increased by five - we had a few and instructors finish up). The average outlay at the instructor rank last year was \$43,887. This year it is \$44,751. If there were two more in the rank at average salaries, the total outlay this year would have exceeded last year's total by \$21,468. Thus it seems the negative increase is a function of having 22 reported instructors and not the 24 we had last year.</p>
Hampshire College	The College does not offer tenure to faculty.
Lawrence	<p>Administrative Compensation - position held by the Chief Financial Officer and Chief Development Officer is the same person.</p> <p>Section 3, Continuing Faculty – There is a negative increase for Assistant rank. Last year there were four faculty members reported as Assistants and they moved to the rank of Associate in Fall 2006. The College hired eight new faculty for the rank of Assistant this fall.</p>
Lewis & Clark	<p>This time, for the first time in some years, we have chosen to report AAUP Faculty Survey data for our CAS (undergraduate) college alone. For several years all three schools (including Graduate and Law School) were combined together and reported to AAUP and HEDS. While all of that is correct, it is not very useful for comparisons and data sharing. On our campus, for example, the Law and CAS pay scale is dramatically different, so neither group takes seriously the aggregated data.</p> <p>So, some schools may have compared with us in the past and now see a serious drop in average salaries. The data, as it now stands, will be more useful to Liberal Arts Colleges (most of the HEDS group who might compare with us) than it has been in the past.</p> <p>AAUP was asked about reporting data this way and they disallowed it, so thus far, we don't plan to actually send them our data. We see no useful comparisons from either side</p>
St. John's College	Data are combined and represent the Annapolis and Santa Fe campuses. The institution does not rank faculty. Thus, only total data are available.
Whittier College	Section 3, Continuing Faculty – There is a negative increase for Assistant rank. Discrepancies are related to the changing of personnel reporting faculty salary data for the Law School.

APPENDIX C: BLANK SURVEY

**American Association of University Professors
Faculty Compensation Survey 2006-07**

Please complete the following fields to ensure proper identification of this file.

Unit ID (see e-mail): _____
 Institution: _____
 Respondent Name: _____
 Phone Number: _____
 E-Mail Address: _____

Administrative Compensation

See instructions

Base Salary Supplement

President/Chancellor		
Chief Academic Officer		
Chief Financial Officer		
Chief Development Officer		
Chief Administration Officer		

**For complete instructions and general assistance with
this form, please check our Web page at
<https://research.aaup.org/fcs/default.aspx>**

Note: If you report 12-month faculty salaries, whether separately or combined with 9-month, please read the instructions before completing this page. The handling of conversion to 9-month equivalents has changed from previous years.

Section I -- Number, Total Salaries, and Tenure Status of Full-Time Instructional Faculty, 2006-07

Academic Rank	MEN					WOMEN				
	(1) Number of Faculty	(2) Total Contracted Salaries (\$)	(3) Not Tenure- Track	(4) On Tenure- Track	(5) Tenured	(6) Number of Faculty	(7) Total Contracted Salaries (\$)	(8) Not Tenure- Track	(9) On Tenure- Track	(10) Tenured
Part a. Faculty on 9-Month Contracts (i.e., regardless of number of salary installments)										
1. Professor										
2. Associate										
3. Assistant										
4. Instructor										
5. Lecturer										
6. No Rank										
7. TOTAL	0	0	0	0	0	0	0	0	0	0
Part b. Faculty on 12-Month Contracts (give actual amounts here, they will be converted in processing)										
1. Professor										
2. Associate										
3. Assistant										
4. Instructor										
5. Lecturer										
6. No Rank										
7. TOTAL	0	0	0	0	0	0	0	0	0	0
Part c. (Calculates automatically) 9-Month plus 12-Month converted										
1. Professor	0	0	0	0	0	0	0	0	0	0
2. Associate	0	0	0	0	0	0	0	0	0	0
3. Assistant	0	0	0	0	0	0	0	0	0	0
4. Instructor	0	0	0	0	0	0	0	0	0	0
5. Lecturer	0	0	0	0	0	0	0	0	0	0
6. No Rank	0	0	0	0	0	0	0	0	0	0
7. TOTAL	0	0	0	0	0	0	0	0	0	0

Conversion factor for 12-month faculty salaries (see instructions): 0.81818181

	A	B	C	D	E	F	G	H	I	J	K	L	M
1	Section II -- Major Benefits for Full-Time Instructional Faculty, 2006-07 (Please note that the order of the benefit items has changed)												
2	Major Benefits	PROFESSOR		ASSOCIATE		ASSISTANT		INSTRUCTOR		LECTURER		NO RANK	
3		Total Expenditure	No. Cov.	Total Expenditure	No. Cov.	Total Expenditure	No. Cov.	Total Expenditure	No. Cov.	Total Expenditure	No. Cov.	Total Expenditure	No. Cov.
4	Part a. Faculty on 9-Month Contracts (i.e., regardless of number of installments)												
5	1. Retirement												
6	2. Medical												
7	3. Dental												
8	4. (Optional) Medical combined w/dental												
9	5. Disability												
10	6. Tuition												
11	7. FICA												
12	8. Unemployment												
13	9. Group Life												
14	10. Worker's Comp.												
15	11. Other*												
16	12. TOTAL	0	0	0	0	0	0	0	0	0	0	0	0
17	Part b. Faculty on 12-Month Contracts (i.e., on actual basis, no conversion)												
18	1. Retirement												
19	2. Medical												
20	3. Dental												
21	4. (Optional) Medical combined w/dental												
22	5. Disability												
23	6. Tuition												
24	7. FICA												
25	8. Unemployment												
26	9. Group Life												
27	10. Worker's Comp.												
28	11. Other*												
29	12. TOTAL	0	0	0	0	0	0	0	0	0	0	0	0
30	Part c. (Calculates automatically) 9-Month plus 12-Month converted**												
31	1. Retirement	0	0	0	0	0	0	0	0	0	0	0	0
32	2. Medical**	0	0	0	0	0	0	0	0	0	0	0	0
33	3. Dental**	0	0	0	0	0	0	0	0	0	0	0	0
34	4. (Optional) Medical combined w/dental**	0	0	0	0	0	0	0	0	0	0	0	0
35	5. Disability**	0	0	0	0	0	0	0	0	0	0	0	0
36	6. Tuition**	0	0	0	0	0	0	0	0	0	0	0	0
37	7. FICA	0	0	0	0	0	0	0	0	0	0	0	0
38	8. Unemployment**	0	0	0	0	0	0	0	0	0	0	0	0
39	9. Group Life	0	0	0	0	0	0	0	0	0	0	0	0
40	10. Worker's Comp.	0	0	0	0	0	0	0	0	0	0	0	0
41	11. Other*	0	0	0	0	0	0	0	0	0	0	0	0
42	12. TOTAL	0	0	0	0	0	0	0	0	0	0	0	0
43	*Benefits in kind reported under "Other" are those with cash alternatives (e.g., moving, travel, housing, etc.)												
44	**Benefits that are not computed as a percentage of salary are not subject to conversion (medical, disability, tuition, dental, unemployment, other)												
45	Please refer to instructions for complete definitions.												

Section III -- Salaries and Percentage Increase for Continuing Instructional Faculty, 2006-07

Please Note: Individuals reported in Column (1) should be only those who held faculty positions in both 2006-07 and 2005-06. This number will almost always be smaller than that in Section I of this report **Report salaries for 2006-07 at the rank the person held in 2005-06** If you have questions, see the instructions or contact AAUP.

For those institutions not able to complete columns (1), (2), or (3), see the instructions and the Section III (Estimate) tab.

Part a. Full-time Faculty on 9-Month Contracts

Academic Rank	Number of Continuing Faculty (1)	Total Salary Outlays		Percentage Increase (4)
		(2) Current Yr. (2006-07)	(3) Previous Yr. (2005-06)	
1. Professor				#DIV/0!
2. Associate				#DIV/0!
3. Assistant				#DIV/0!
4. Instructor				#DIV/0!
5. Lecturer				#DIV/0!
6. No Rank				#DIV/0!
7. TOTAL	0	0	0	#DIV/0!

Part b. Full-time Faculty on 12-Month Contracts

Academic Rank	Number of Continuing Faculty (1)	Total Salary Outlays		Percentage Increase (4)
		(2) Current Yr. (2006-07)	(3) Previous Yr. (2005-06)	
1. Professor				#DIV/0!
2. Associate				#DIV/0!
3. Assistant				#DIV/0!
4. Instructor				#DIV/0!
5. Lecturer				#DIV/0!
6. No Rank				#DIV/0!
7. TOTAL	0	0	0	#DIV/0!

Part c. (Calculates automatically) 9-Month plus 12-Month Converted

Academic Rank	Number of Continuing Faculty (1)	Total Salary Outlays		Percentage Increase (4)
		(2) Current Yr. (2006-07)	(3) Previous Yr. (2005-06)	
1. Professor	0	0	0	#DIV/0!
2. Associate	0	0	0	#DIV/0!
3. Assistant	0	0	0	#DIV/0!
4. Instructor	0	0	0	#DIV/0!
5. Lecturer	0	0	0	#DIV/0!
6. No Rank	0	0	0	#DIV/0!
7. TOTAL	0	0	0	#DIV/0!

