

Faculty Profile
Economic State of Our
Departments

Salary Analysis
AAUP
Chapter

Data and Facts

- Accurate data is an essential component of accountability and efficiency;
- Having data can readily chart conditions, good or bad, and identify underlying trends that exist;
- Data can help change common images or misconceptions, add legitimacy to initiatives, and set priorities;
- We use data to ask questions and, in doing so, open a dialogue to see who we are!

Table I

Ten Month Faculty-Rank and Gender 2005-2006

	Males	Females	
Professors	14	10	= 24
Associates	17	9	= 26
Assistants	25	32	= 57
Instructors	2	2	= 4
	-----	-----	-----
	58	53	111
	52.25%	47.75%	

Table II

Ten and Twelve Month Faculty 2005-2006

	Males	Females	
Professors	14 (1)	10	= 25
Associates	17 (1)	9 (2)	= 29
Assistants	25	32 (1)	= 58
Instructors	2	2	= 4
	-----	-----	-----
	60	56	116
	51.72%	48.28%	

() 12 Month Faculty

Table III

Tenure – All Faculty

Rank and Gender 2005-2006

	Tenured		Tenure Track		Not Tenure Track		
	M	F	M	F	M	F	
Professors	15	10					= 25
Associates	16	8	2	3			= 26
Assistants	9	11	15	21	1	1	= 58
Instructors		1	1	1	1		= 4
	-----		-----		-----		
	40	30	18	25	2	1	= 116
	-----		-----		-----		
	70		43		3		
	60.34%		37.07%		2.59%		

Table IV

Twelve Month Faculty - Salaries

	04-05	05-06	Rate Increase
Prof (1)	---	120,000	--
Assoc (3)	206,556	242,300	17.30% (5.77% each)
Assist (1)	---	76,000	--
	-----	-----	
	206,556	438,300	

Table V a

Ten Month Faculty - Salaries

- Professors – all 24

	04-05	05-06	Average Increase
High	98,201	102,839	4.72%
Low	53,789	54,596	1.50
Mean	78,316	79,385	1.36%
Median	82,284	83,323	

Table V b

- Professors – Males 14

	04-05	05-06	Average Increase
High	97,015	101,589	4.71%
Low	53,789	54,596	1.50
Mean	79,216	81,536	2.93%
Median	82,535	84,495	

Table V c

- Professors – Females (10)

	04-05	05-06	Rate Increase
High	98,201	102,839	4.72%
Low	54,973	56,966	3.63
Mean	77,055	76,372	- .89%
Median	77,110	70,954	

Table VI a

Tenth Month Faculty – Salaries

- Associates – all 26

	04-05	05-06	Rate Increase
High	70,956	73,225	3.19%
Low	42,765	43,406	1.50
Mean	56,597	58,458	3.29%
Median	54,952	57,956	

Table VI b

- Associates – Males (17)

	04-05	05-06	Rate Increase
High	70,956	73,225	3.20%
Low	42,765	43,406	1.50
Mean	55,972	57,726	3.13%
Median	53,491	57,487	

Table VI c

- Associates – Females (9)

	04-05	05-06	Rate Increase
High	66,095	69,741	5.52%
Low	50,027	52,550	5.04
Mean	57,847	59,839	3.44%
Median	59,531	62,113	

Table VII a

Ten Month Faculty - Salaries

- Assistants – all 57

	04-05	05-06	Rate Increase
High	74,731	78,231	4.68%
Low	38,000	38,570	1.50
Mean	53,115	54,598	2.79%
Median	52,858	54,663	

Table VII b

- Assistants – Males 25

	04-05	05-06	Rate Increase
High	74,731	78,231	4.68%
Low	38,000	38,570	1.50
Mean	53,659	54,949	2.40%
Median	54,756	55,577	

Table VII c

- Assistants – Females 32

	04-05	05-06	Rate Increase
High	69,984	72,269	3.27%
Low	38,000	38,570	1.50
Mean	52,684	54,324	3.11%
Median	51,888	54,157	

Table VIII a

Ten Month Faculty - Salaries

- Instructors – all 4

	04-05	05-06	Rate Increase
High	60,391	61,297	1.50%
Low	42,752	43,393	1.50
Mean	48,580	49,680	2.26%
Median	45,588	47,016	

Table VIII b

- Instructors – Males (2)

	04-05	05-06	Rate Increase
High	60,391	61,297	1.50%
Low	42,752	43,393	1.50
Mean	51,572	52,345	1.50%
Median	51,572	52,345	

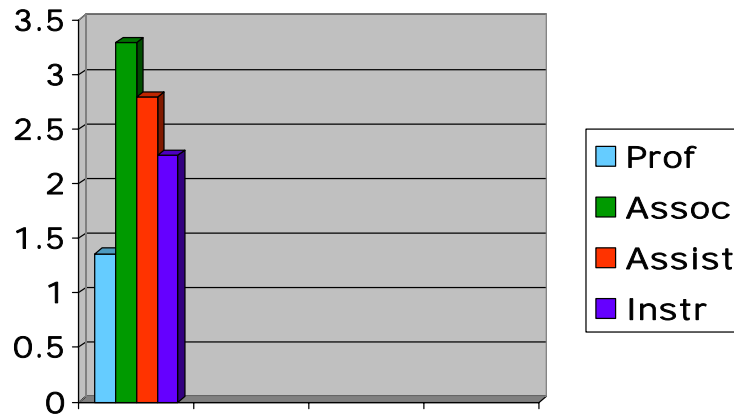
Table VIII c

- Instructors – Females 2

	04-05	05-06	Rate Increase
High	46,176	48,356	4.72%
Low	45,000	45,675	1.50
Mean	45,588	47,016	3.13%
Median	45,588	47,016	

Table IX

Rankings – Mean Increase



- Professors 1.36
- Associates 3.29
- Assistants 2.79
- Instructors 2.26

Table X

Faculty by School and Department Rank and Gender

	Professors		Associates		Assistants		Instructors		
	M	F	M	F	M	F	M	F	
• School of Arts and Sciences									
HGEOGBL.....	1	2	2		1	1			= 7
MATHCOMP.....	2	1	1		4	2			= 10
MGTSIECON.....	2		1		4	2			= 9
NATURSCIEN.....	4		3		1	1	1		= 10
FINCOMART.....		2	1	1	2	2	1		= 9
HUMAMEDIA.....			4	2	2	3		1	= 12
									----- 57
• School of Professional Studies									
EDU.....	1	2	3	1		1			= 8
CURRINSTRU.....				2	2	3		1	= 8
ADULTEDUC.....				1		1			= 2
CRJU.....	1	1	1		3				= 6
APPSYREH.....	2	1		2	2	1			= 8
SOSC.....	1		1		1	1			= 4
SOWK.....				1	2	2			= 5
HPERD.....						2			= 2
									----- 43
• Nursing.....		1	1	1	1	11			= 15
• Academic Affairs.....	1								= 1

	15	10	18	11	25	33	2	2	= 116

Table XI

History Geography Global Studies

2005-2006 Salaries

- Professors (3) 280,725
- Associates (2) 128,191
- Assistants (2) 90,569
- 499,485
- Adjuncts (13)
- a. Staff 9 51,600
- b. Reg Fac 4 8,864
- 60,464

		559,949			
Number of					
Graduates	04-05	His 8	GS 2	= 10	Majors 47
	05-06	12		= 12	Majors 44

Sections					
	Total	GER/Lower	DV	Upper	Grad
Fall 05	39	27		12	
Spring 06	41	31		10	
	-----	-----		-----	
	80	58 (72.5%)		22 (27.5%)	

Table XII

Math and Computer Science

2005-2006 Salaries

- Professors (3) 261,171
- Associates (1) 73,225
- Assistants (6) 374,172
- 708,568
- Full-Time Contractual (3) 114,817
- Adjuncts (21)
 - a. Staff 19 126,100
 - b. Reg Fac 2 9,000
 - 135,100

Number of		958,485			
Graduates 04-05	Math 3	CS 11 = 14	Majors	117	
05-06	6	8 = 14	Majors	104	

Sections					
	Total	GER/Lower	DV	Upper	Grad
Fall 05	78	35	27	16	
Spring 06	72	39	16	17	
	-----	-----		-----	
	150	74	43 = 117 (78.0%)	33 (22.0%)	

Table XIII

Management Science – Economics

2005-2006 Salaries

- Professors (2) 167,106
- Associates (1) 71,632
- Assistants (6) 369,437
- 608,175
- Adjuncts (25)
- a. Staff 18 63,818
- b. Reg Fac 7 20,045
- 83,863

Number of 692,038

Graduates	04-05	48							
	05-06	47							
								Majors	326
								Majors	322

Sections		Total	GER/Lower DV	Upper Grad
Fall	05	72	29	43
Spring	06	68	28	40
		-----	-----	-----
		140	57 (40.71%)	83 (59.29%)

Table XIV

Natural Sciences

2005-2006 Salaries

- Professors (4) 297,541
- Associates (3) 150,568
- Assistants (2) 99,235
- Instructors (1) 43,393
- 590,737
- Adjuncts (13)
- a. Staff 5 58,750
- b.Reg Fac 8 46,500
- 105,250

Number of							
Graduates	04-05	Bio 10	Chem 3	GS 14	= 27	Majors	158
	05-06	13	2	4	= 19	Majors	175

Sections					
	Total	GER/Lower	DV	Upper	Grad
Fall 05	45	32		13	
Spring 06	51	34		17	
	-----	-----		-----	
	96	66 (68.75%)		30 (31.25%)	

Table XV

Fine and Communication Arts

2005-2006 Salaries

•	Professors (2)	128,680			
•	Associates (2)	103,819			
•	Assistants (4)	207,639			
•	Instructors (1)	61,297			
		-----	501,435		
•	Adjuncts (8)				
	a. Staff 5	12,000			
	b. Reg Fac 3	9,818			
		-----	21,818		

			523,253		
Number of					
Graduates	04-05	1		Majors	16
	05-06	5		Majors	14
Sections					
	Total	GER/Lower	DV	Upper	Grad
Fall 05	57	42		15	
Spring 06	50	33		17	
	-----	-----		-----	
	107	75 (70.09%)		32 (29.91%)	

Table XVI

Humanities and Media

2005-2006 Salaries

•	Associates	(6)	339,804			
•	Assistants	(5)	213,542			
•	Instructors	(1)	48,356			
			-----	601,702		
•	Full-time					
	Contractual	(4)	132,709			
•	Adjuncts	(34)				
	a. Staff	26	138,273			
	b. Reg Fac	8	21,000			
			-----	159,273		
			-----	893,684		
Number of						
Graduates	04-05	Eng 28		= 28	Majors	189
	05-06	7			Majors	174
Sections						
	Total	GER/Lower	DV		Upper	Grad
Fall 05	116	95			21	
Spring 06	112	90			22	
	-----	-----			-----	
	228	185 (81.14%)			43 (18.86%)	

Table XVII

Education

2005-2006 Salaries

- Professors (3) 234,055
- Associates (4) 262,441
- Assistants (1) 50,352
- 546,848
- Adjuncts (13)
 - a. Staff 12 35,040
 - b. Reg Fac 1 3,064
 - 38,104

Number of								U	G
Graduates	04-05	4	under and	2 grad	= 6	Majors	44	40	
	05-06	4		6	= 10	Majors	33	40	

Sections

	Total	GER/Lower	DV	Upper	Grad
Fall 05	104	23		44	37
Spring 06	83	19		42	22
	-----	-----		-----	-----
	187	42 (22.46%)		86 (45.99%)	59 (31.55%)

Table XVIII

Curriculum and Instruction

2005-2006 Salaries

- Associates (2) 118,736
- Assistants (5) 271,415
- Instructors (1) 45,675
- 435,826
- Full-time Contractual (2) 110,517
- Adjuncts (17)
 - a. Staff 17 56,154
 - b. Reg Fac 0

Number of Graduates	602,497		U	G
04-05	----		Majors	11
05-06	13 under and 7 grad = 20		Majors	7

Sections		Total	GER/Lower	DV	Upper	Grad
Fall	05	18			2	16
Spring	06	16			2	14
		-----	-----		-----	
		34			4 (11.76%)	30 (88.24%)

Table XIX

Adult and General Education

2005-2006 Salaries

- Associates (1) 62,948
- Assistants (1) 50,000
- 112,948
- Full-time Contractual (1) 21,370
- Adjuncts (17)
 - a. Staff 14 51,882
 - b. Reg Fac 3 8,845
 - 60,727

195,045

Number of					
Graduates	04-05	16 grad	Majors	28	
	05-06	8 grad	Majors	23	

Sections		Total	GER/Lower	DV	Upper	Grad
Fall	05	9			1	8
Spring	06	8			1	7
		17			2 (11.76)	15 (88.24%)

Table XX

Criminal Justice

2005-2006 Salaries

- Professors (2) 130,846
- Associates (1) 52,283
- Assistants (3) 128,562
- 311,691
- Adjuncts (11)
- a. Staff 8 20,345
- b. Reg Fac 3 20,047
- 40,392

Number of 352,083

Graduates 04-05	51 under	and 12 grad	= 63	Majors	U	G
					272	49
05-06	46 under	16	= 62	Majors	260	45

Sections

	Total	GER/Lower	DV	Upper	Grad
Fall 05	37			22	15
Spring 06	31			22	9
	-----	-----		-----	-----
	68			44 (64.71%)	24 (35.29%)

Table XXI

Applied Psychology Rehabilitation 2005-2006 Salaries

- Professors (3) 251,205
- Associates (2) 135,603
- Assistants (3) 166,162
- 552,970
- Full-time Contractual (1) 35,525
- Adjuncts (21)
 - a. Staff 19 139,599
 - b. Reg Fac 2 18,710
 - 158,309

	746,804		U	G
Number of Graduates 04-05	48 under and 14 grad = 62		Majors 236	67
05-06	46 18 = 64		Majors 217	103

Sections

	Total	GER/Lower	DV	Upper	Grad
Fall 05	71	14		20	37
Spring 06	82	13		24	45
	----- 153	----- 27 (17.65%)		----- 44 (28.76%)	----- 82 (53.59%)

Table XXII

SOSC, SOCI, POSC, Non-Profit

2005-2006 Salaries

- Professors (1) 87,075
- Associates (1) 62,933
- Assistants (2) 94,563
- 244,571
- Adjuncts (16)
- a. Staff 14 48,697
- b. Reg Fac 2 13,173
- 61,870

Number of	306,441			U	G
Graduates 04-05	Gen 10 Soc 2 Pol 4 = 16	Majors	48	58	
	Hum Services 21				
05-06	Gen 8 Soc 5 = 13	Majors	51	49	
	Hum Services 15				

Sections	Total	GER/Lower	DV	Upper	Graduate
Fall 05	50	14		29	HUSA 7
Spring 06	44	14		25	HUSA 5
	-----	-----	-----	-----	-----
	94	28 (29.79%)		54 (57.45%)	12 (12.76%)

Table XXIII

Social Work

2005-2006 Salaries

- Associates (1) 62,113
- Assistants (4) 226,849
- 288,962
- Adjuncts (6)
- a. Staff 6 15,182
- b. Reg Fac 0
-
- 304,144

Number of				Pre	Regular	
Graduates	04-05	31		Majors	20	122
	05-06	30		Majors	52	105

Sections

	Total	GER/Lower DV	Upper Grad
Fall 05	17	3	14
Spring 06	17	2	15
	-----	-----	-----
	34	5 (14.71%)	29 (85.29%)

Table XXIV

Health and Physical Education

2005-2006 Salaries

- Assistants (2) 112,869

 - Full-time
Contractual (3) 79,522

 - Adjuncts (19)
 - a. Staff 19 81,012
 - b. Reg Fac 0
- 273,403

Number of					
Graduates	04-05	4		Majors	104
	05-06	10		Majors	102
Sections					
	Total	GER/Lower	DV	Upper	Grad
Fall 05	42	33		9	
Spring 06	55	40		15	
	-----	-----		-----	
	97	73 (75.26%)		24 (24.74%)	

Table XXV

Nursing

2005-2006 Salaries

- Professors (1) 66,828
- Associates (1) 60,000
- Assistants (11) 656,733
- 783,561
- Full-time
- Contractual (1) 28,500
- Adjuncts (13)
- a. Staff 10 66,330
- b. Reg Fac 3 15,095
- 81,425

Number of		893,486							
Graduates	04-05	44 under and 10 grad = 54			Pre	Generic	Other	Grad	
	05-06	25	15	= 40	Majors	310	271	64	24
					Majors	486	299	33	24

Sections

		Total	GER/Lower	DV		Upper	Grad
Fall	05	22	7			10	5
Spring	06	30	13			8	9
		-----	-----			-----	-----
		52	20 (38.46%)			18 (34.62%)	14 (26.92%)

Table XXVI
Academic Affairs - Position
2005-2006 Salaries

- Professor (1) 120,000

Table XXVII

Sections and Money

2005-2006

	GER/Lower	Upper	Grad	Money
HUMAMEDIA	81.14 %	18.86 %		893,684
MATHCOM	78.00	22.00		958,485
HPERD	75.26	24.74		273,403
HGEOGBL	72.50	27.50		559,949
FINCOMARTS	70.09	29.91		523,253
NATSCENCE	68.75	31.25		695,987
MGTSCIECON	40.71	59.29		692,038
NURSING	38.46	34.62	26.92	893,486
SOSC	29.79	57.45	12.76	306,441
EDUCATION	22.46	45.99	31.55	584,952
APPSYREH	17.65	28.76	53.59	746,804
SOWK	14.71	85.29		304,144
CURRINSTR		11.76	88.24	602,497
ADULTEDU		11.76	88.24	195,045
CRJU		64.71	35.29	352,083
Orientation	27			
Mil Science	12		Fall	819 Sections
Honors	1 and	37	Spring	795

Table XXVIII

Money and Graduates

2005-2006

	Money	Graduates 05-06
Math	958,485	14
Humanities	893,684	7
Nursing	893,486	25 U and 15 G
Applied Psych	746,804	46 U and 18 G
Natural Sciences	695,987	19
Management	692,038	47
Curriculum Instruction	602,497	13 U and 7 G
Education	584,952	4 U and 6 G
History	559,949	12
Fine Communication Arts	523,253	5
Criminal Justice	352,083	46 U and 16 G
Social Sciences	306,441	13 U and 15 G
Social Work	304,144	30
Health	273,403	10
Adult Education	195,045	8 G
		Liberal Arts 38

		329 85 = 414

Table XXIX

Full-time Contractual

2005-2006

	Assistants		Lecturers			
	M	F	M	F		
ADULTEDU			1		21,370	
CURRINST	1			1	110,517	
MATHCOM			3		114,817	
HPERD			1	2	79,522	
HUMMEDIA			1	3	132,709	
APPSYREH				1	35,525	
NURSING				1	28,500	
	-----				-----	
	1		6	8	= 15	522,960

Table XXX

ADJUNCTS

2005-2006

	Adjunct/Staff		Adjunct/Regular Faculty		
	M	F	M	F	
HGEOGBL	3	6	3	1	= 13
MATHCOM	15	4	2	0	= 21
MGTSCIECON	13	5	6	1	= 25
NATSCIENCE	4	1	7	1	= 13
FINCOMART	2	3	1	2	= 8
HUMEDIA	6	20	4	4	= 34
SPECEDU	2	10	1	0	= 13
CURRINST	1	16	0	0	= 17
ADULTEDU	7	7	2	1	= 17
CRJU	4	4	2	1	= 11
APPSYREH	8	11	1	1	= 21
SOSC	8	6	1	1	= 16
SOWK	2	4	0	0	= 6
HPERD	9	10	0	0	= 19
NURSING	0	10	0	3	= 13
HONORS	1				= 1

	85	117	30	16	
		202		46	= 248
		(116)			

Table XXXI

School of Arts and Sciences

Adjuncts 2005-2006

	Adjunct/Staff			Adjunct/Faculty		
	No		Sections	No		Sections
HGEOGBL	(9)	51,600	21	(4)	8,864	6
MATHCOM	(19)	126,100	19	(2)	9,000	3
MGTSCECON	(18)	63,818	28	(7)	20,045	12
NATSCIENCE	(5)	58,750	11	(8)	46,500	17
FINCOMARTS	(5)	12,000	5	(3)	9,818	4
HUMEDIA	(26)	138,273	57	(8)	21,000	13
	<hr/>			<hr/>		
	82	450,541	141	32	115,227	55

Table XXXII

School of Professional Studies

Adjuncts 2005-2006

	Adjunct/Staff			Adjunct/Faculty		
	No		Sections	No		Sections
SPEEDU	(12)	35,040	11	(1)	3,064	2
CURINST	(17)	56,154	22			
ADEDU	(14)	51,882	22	(3)	8,845	4
CRJU	(8)	20,345	13	(3)	20,045	9
APPSYREH	(19)	139,599	38	(2)	18,710	6
SOSC	(14)	48,697	25	(2)	13,173	4
SOWK	(6)	15,182	10			
HPERD	(19)	81,012	31			
	109	447,911	172	11	63,837	25

Table XXXIII

All Adjuncts

2005-2006

	Adjuncts/Staff			Adjuncts/Faculty		
	No	Sections		No	Sections	
Arts/Sci	82	450,541	141	32	115,227	55
Prof	109	447,911	172	11	63,837	25
Nursing	10	66,330	11	3	15,095	4
Honors	1	1,500	1			
	202	966,282	325	46	194,159	84
	202	966,282	325			
	46	194,159	84			
	-----	-----	-----			
	248	1,160,441	409	Average/Mean cost per section 2,837.26		

Table XXXIV

Administration – Top Executives

2005-2006

		04-05	05-06	Rate of Increase
•	President (1)	182,752	205,000	12.17%
•	VP (1)	138,752	144,354	4.04
•	Asso VP (5)(8)	561,234	868,894	
	mean	112,247	108,612	3.24
•	Deans (5)(7)	401,081	592,974	
	Asso – Ass			
	mean	80,216	84,711	5.60
•	Directors/Chiefs (21)(23)	1,613,016	1,890,153	
	mean	76,810	82,181	6.99
•	Associate Dir (6)(8)	328,684	484,580	
	Assist Dir/Asst Chiefs			
	mean	54,781	60,573	10.57

Table XXXV a

Administration and Staff

2005-2006

	04-05	05-06	Rate of Change
<ul style="list-style-type: none"> Coordinators (14)(23) 	669,909	999,104	
<ul style="list-style-type: none"> <ul style="list-style-type: none"> mean 47,851 	47,851	43,439	- 9.22%
<ul style="list-style-type: none"> Police (11)(15) 	455,912	630,474	
<ul style="list-style-type: none"> <ul style="list-style-type: none"> mean 41,447 	41,447	42,032	1.41
<ul style="list-style-type: none"> Managers (19)(23) 			
<ul style="list-style-type: none"> <ul style="list-style-type: none"> Asst/Managers 	1,015,580	1,273,083	
<ul style="list-style-type: none"> <ul style="list-style-type: none"> mean 53,452 	53,452	55,351	3.55
<ul style="list-style-type: none"> Administrators (5)(7) 	323,298	482,331	
<ul style="list-style-type: none"> <ul style="list-style-type: none"> mean 64,660 	64,660	68,904	6.56
<ul style="list-style-type: none"> Admin Assts (37)(41) 	1,383,665	1,590,162	
<ul style="list-style-type: none"> <ul style="list-style-type: none"> Secretaries 			
<ul style="list-style-type: none"> <ul style="list-style-type: none"> mean 37,396 	37,396	38,784	3.71

Table XXXV b

Administration and Staff

2005-2006

	04-05	05-06	Rate of Change
• Registrar (3)(3)	148,077	156,877	
Asso/Hum			
mean	49,359	52,292	5.9%
• Technical (30)(36)	1,431,907	1,744,480	
Specialists			
mean	47,730	48,458	1.53
• Coaches (7)(10)	322,465	459,290	
Assists			
mean	46,066	45,929	- .30
• Library (5)(5)	157,575	163,937	
mean	31,515	32,787	4.04
• Advisors (0)(5)		241,633	
mean		48,327	

Table XXXV c

Administration and Staff

2005-2006

	04-05	05-06	Rate of Change
<ul style="list-style-type: none"> Accountants (11)(13) Assoc/Finance 	459,017	572,117	
<ul style="list-style-type: none"> <ul style="list-style-type: none"> mean 	41,729	44,009	5.46%
<ul style="list-style-type: none"> Accounting (8)(11) Clerks 	238,723	326,518	
<ul style="list-style-type: none"> <ul style="list-style-type: none"> mean 	29,840	29,683	- .52
<ul style="list-style-type: none"> Grounds (13)(14) 	344,105	382,704	
<ul style="list-style-type: none"> <ul style="list-style-type: none"> mean 	26,470	27,336	3.27
<ul style="list-style-type: none"> Services (5)(6) 	171,878	207,205	
<ul style="list-style-type: none"> <ul style="list-style-type: none"> mean 	34,376	34,534	

Table XXXVI

Categories

2005-2006

		04-05		05-06	Percent 05-06
• Administration	(91)	5,841,400	(117) +26	7,669,467	34.44 %
• Staff	(104)	4,026,190	(123) +19	4,881,543	21.92
• Faculty	(98)	5,927,134	(116) +18	7,169,853	33.07
Contractual	(11)	409,862	(14) +3	519,708	2.33
Adjuncts	?		(202)	966,282	4.34
Other	?		---	194,159	
• Other	(12)	480,040	(20)	864,860	3.88

22,265,872

Table XXXVII

Peers

2005-2006

			Prof	Assoc	Assi	Instr	No Students
• Coppin State University	MD	II	25	29	58	4 = 116	3290 + 585
• Univ. North Carolina-Pembroke	NC	IIA	37	56	62	10 = 165	5632
• Chicago State University	IL	IIA	75	84	76	= 235	4818 + 7040
• Columbus State University	GA	IIA	36	75	86	6 = 203	5902 + 879
• Sul Ross State University	TX	IIA	37	26	31	4 = 98	2070
• Alcorn State University	MS	IIB	42	31	48	42 = 163	3,443
• Alabama State University	AL	IIA					5666
• Fort Valley State University	GA	IIB					2500
• New Jersey City University	NJ	IIB					10000
• New Mexico Highlands Univ.	NM	IIA					3500
• Western New Mexico Univ.	NM	IIA					2165 + 504

- IIA (Master's) Institutions characterized by diverse post-baccalaureate programs (including first professional) but not engaged in significant doctoral-level education. These institutions must grant a minimum of thirty post-baccalaureate degrees annually.
- IIB (Baccalaureate) Primary emphasis on general undergraduate baccalaureate-level education and not significant post-baccalaureate education.
- III Two year institutions with Academic Ranks
- IV Two year institutions without Academic Ranks

Table XXXVIII a

Comparisons – Peers

2005-2006

	Professors			Associates		
	04-05	05-06		04-05	05-06	
● Coppin	78,316	79,385	1.36	56,597	58,458	3.29
● UNC	76,957	77,700	0.97	56,806	59,800	5.27
● Chicago	73,502	75,300	2.45	60,279	61,800	2.52
● Columbus	68,908	70,500	2.31	53,059	54,000	1.77
● Sul Ross	63,408	64,300	1.41	49,091	49,400	0.63
● Alcorn	58,859	60,200	2.28	52,735	53,200	0.88
● Alabama						
● Fort Valley						
● New Jersey						
● New Mexico						
● Western						

Table XXXVIII b

Comparisons – Peers

2005-2006

	Assistants			Instructors		
	04-05	05-06		04-05	05-06	
● Coppin	53,115	54,598	2.79	48,580	49,680	2.26
● UNC	49,583	51,100	3.06	48,330	46,300	-4.20
● Chicago	53,604	54,700	2.04			
● Columbus	43,011	44,300	3.00	41,163	40,700	-1.12
● Sul Ross	41,571	42,600	2.48	38,129	37,700	-1.13
● Alcorn	46,273	46,500	0.49	32,467	34,000	4.72
● Alabama						
● Fort Valley						
● NJ						
● New Mexico						
● Western						

Table XXXIX

Comparisons - State

2005-2006

			Professors	Associates	Assistants	Instructors
•	Coppin	IIA	79,385	58,458	54,598	49,680
•	Bowie	IIA	80,100	64,900	54,700	52,800
•	UMES	IIA	75,000	62,100	56,300	53,100
•	Frostburg	IIA	74,400	59,700	55,100	47,500
•	Salisbury	IIA	76,700	60,800	54,200	47,500
•	Towson	IIA	80,500	65,900	53,200	48,800
•	Univ. Balt	IIA	109,900	84,500	61,700	51,100

•	Notre Dame					
•	Columbia Union					
•	Goucher					
•	Hood					
•	Loyola					
•	McDaniel					
•	Mount St. Mary's					
•	St. John's					
•	St. Mary's					
•	Villa Julie					
•	Wash College					

•	CCBC	III	73,200	60,000	48,800	40,000
•	Carroll	III	67,100	55,300	47,500	40,300
•	Cecil	III	67,000	58,100	45,600	40,800
•	Howard	III	72,900	59,900	50,700	45,600
•	Montgomery	III	75,000	59,000	51,800	44,000