

COUNCIL OF ACADEMIC PROGRAMS IN
COMMUNICATION SCIENCES AND DISORDERS

**2003-2004 SALARY SURVEY OF
UNDERGRADUATE AND GRADUATE PROGRAMS**

Conducted by the Committee for the Study of Demographics

Roy Shinn, Edinboro University of Pennsylvania, Chair

Mikael D.Z. Kimelman, Duquesne University, Vice-Chair

Paula S. Currie, Southeastern Louisiana University

Donald M. Goldberg, College of Wooster

Cheryl Messick, University of Pittsburgh

COUNCIL OF ACADEMIC PROGRAMS
IN COMMUNICATION SCIENCES AND DISORDERS

P.O. Box 26532

Minneapolis, Minnesota 55426

(612) 920-0966

E-mail: cap@incnet.com

www.capcsd.org

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SALARY SURVEY OF UNDERGRADUATE AND GRADUATE PROGRAMS

TABLE OF CONTENTS

Introduction.....	1
Executive Summary	6
Main Report	9
Gender.....	9
Ethnicity.....	10
Professional Area.....	11
Highest Degree	12
Institution Type.....	13
Tenure/Tenure-Track	14
Collective Bargaining	15
Carnegie Classification.....	16

FIGURES

Figure 1. Distribution of Faculty.....	2
Figure 2. Academic Rank.....	3
Figure 3. FACULTY Contract Length.....	4
Figure 4. Ethnicity.....	10
Figure 5. Professional Area.....	11
Figure 6. Highest Degree Earned	12
Figure 7. Institution Type.....	13
Figure 8. Tenure Status	14
Figure 9. Collective Bargaining	15
Figure 10. Carnegie Classification	16

TABLES

Table 1. Comparison of Percent FACULTY by Rank.....	3
Table 2. Comparison of FACULTY Contract Length	4
Table 3. Comparison of Adjusted Base Nine-Month Salary across All Categories	4
Table 4. Comparison of FACULTY Salary Supplement Adjusted to Nine- Month FTE.....	5
Table 5. Comparison of Percent Gender Distribution within FACULTY Rank	9
Table 6. Comparison of Percent FACULTY Rank Distribution within Gender	9

APPENDICES

APPENDIX A: Salary Tables:17

TABLE A-1 2003-04 Salary Supplement among Those Receiving a Supplement by Rank and Carnegie Classification.....18

TABLE A-2 2003-04 Nine-Month FTE Adjusted Base Salary by Rank and Gender.....19

TABLE A-3 Comparison of Mean Nine-Month FTE Adjusted Base Salary by Rank and Gender across Salary Surveys20

TABLE A-4 2003-04 Nine-Month FTE Adjusted Salary by Rank and Ethnicity21

TABLE A-5 Comparison of Mean Nine-Month FTE Adjusted Salary by Rank and Ethnicity across Salary Surveys.....22

TABLE A-6 2003-04 Nine-Month FTE Adjusted Salary by Rank and Professional Area25

TABLE A-7 Comparison of Mean Nine-Month FTE Adjusted Salary by Rank and Professional Area across Salary Surveys.....26

TABLE A-8 2003-04 Nine-Month FTE Adjusted Salary by Rank and Highest Degree Earned28

TABLE A-9 Comparison of Mean Nine-Month FTE Adjusted Salary by Rank and Highest Degree Earned across Salary Surveys.....29

TABLE A-10 2003-04 Nine-Month FTE Adjusted Salary by Rank and Type of Institution.....31

TABLE A-11 Comparison of Mean Nine-Month FTE Adjusted Salary by Rank and Type of Institution across Salary Surveys32

TABLE A-12 2003-04 Nine-Month FTE Adjusted Salary by Rank and Tenure Status33

TABLE A-13 Comparison of Mean Nine-Month FTE Adjusted Salary by Rank and Tenure Status across Salary Surveys34

TABLE A-14 2003-04 Nine-Month FTE Adjusted Salary by Rank and Collective Bargaining35

TABLE A-15 Comparison of Mean Nine-Month FTE Adjusted Salary by Rank and Collective Bargaining Status across Salary Surveys.....36

TABLE A-16 2003-04 Nine-Month FTE Adjusted Salary by Rank and Carnegie Classification37

APPENDIX B: The 2000 Carnegie Classification of Institutions of Higher Education38

APPENDIX C: Salary Survey Instrument41

APPENDIX D: Histograms of Nine-month FTE Adjusted Base Salaries by Rank and Carnegie Classifications.....42

Acknowledgements

The Committee for the Study of Demographics of the Council of Academic Programs in Communication Sciences and Disorders gratefully acknowledges the assistance of the following individuals in completing the 2003-2004 survey:

The **Executive Board of the Council** for their support of the development of this inaugural on-line survey; those **Program Chairs and Directors** who recognized the importance of this work by completing and returning this survey; **Francis Leaven** for her multiple roles and contributions to the completion of this survey; and, **Jason Seiler** of the University of Pittsburgh University Center for Social and Urban Research for his programming, data analysis, and table preparation. Committee members would also like to thank Roy Shinn who has served both as a Committee member and Chair and will finish his final term on the Committee with completion of these surveys. His dedication to the work of this Committee and the Council has been tremendous.

The Committee would also like to acknowledge **Nan Ratner** in her role as Council Vice President of Communications.

Introduction

This is the second survey of faculty salaries conducted by the *Committee for the Study of Demographics* of the Council of Academic Programs in Communications Sciences and Disorders (CAPCSD). The purpose of the survey is to provide council members with important information about salaries and related demographic issues specific to the field of Communication Sciences and Disorders. The initial salary survey reported data for the 1998-1999 academic year. Five years later, the Executive Board of the Council approved plans for a second Salary Survey which was implemented in conjunction with the Demographic Survey. The present survey reports on faculty salaries for the 2003-2004 academic year. The data has been organized to allow comparison to the 1998-1999 salary survey.

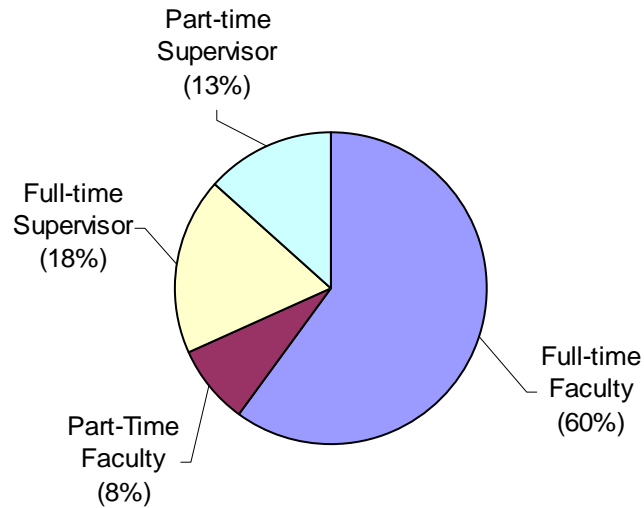
This survey presents information about all members of responding departments involved in teaching (academic and/or clinical, including supervision) and scholarship. For ease of reporting, in this salary survey report the term “FACULTY” (in all caps) will refer to the aggregate of all faculty members regardless of their primary role. The term “clinical title” will indicate faculty members whose primary role is clinical teaching (e.g., clinical supervision). Data on support staff is not included.

The remainder of this introduction presents overview data. This is followed by a series of Summary Points highlighting findings presented in the Main Report. Numerous appendices follow the Main Report, including the following: Salary Tables (Appendix A); Carnegie Classifications (Appendix B); Salary Survey (Appendix C); and, Data Histograms (Appendix D).

Of the 300 institutions with programs in Communication Sciences and Disorders who were sent surveys (including both CAPCSD member and nonmember programs), 144 responses (48.0%) were received. Some of the returned surveys included data for every item, while others provided incomplete information. All data provided by programs were included in the survey. This caused sample size to vary across the numerous measures. Thus, when appropriate, sample sizes are reported for each figure and table. Unlike the accompanying demographic survey the data in this report is not extrapolated to reflect the entire 300 programs. The response rate for the present survey was lower than in the initial salary survey in 1998-1999 when 144 out of 263 (57.4%) of the surveyed institutions provided data.

The data in this report reflect responses pertaining to 1259 FACULTY: 757 full-time and 103 part-time faculty members, plus 230 full-time and 169 part-time clinical teaching faculty (see Figure 1). Of potential note is an apparent reduction in overall number of FACULTY reported. That is, in the 1998-1999 salary survey the same number of institutions (144) responded to the survey and reported a total of 1426 FACULTY.

Figure 1. Distribution of FACULTY (n=1259)



Of the 1259 FACULTY for whom data on rank was provided, 80.3% were distributed relatively evenly among the ranks of Assistant Professor, Associate Professor, Professor, and Clinical Titles. The remaining 19.7% were distributed among the ranks of Instructor and Lecturer (Figure 1b). Comparison of this data to that from the 1998-1999 salary survey revealed a similar distribution of FACULTY across ranks (Table 1).

Figure 2. Academic Rank (n=1259)

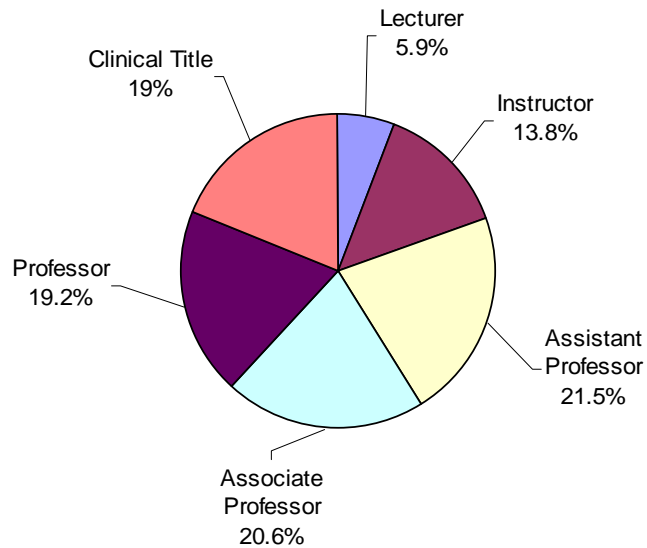


Table 1. Comparison of Percent FACULTY by Rank

Survey Year	Lecturer	Instructor	Assistant Professor	Assoc Professor	Professor	Clinical Title
1998-1999	4	10	22	22	22	20
2003-2004	5.9	13.8	21.5	20.6	19.2	19

Figure 2 shows the number of months that individual respondents were contracted with their institution. Data indicate that almost half of all FACULTY hold nine-month appointments, while just over a third of all FACULTY hold 12-month appointments. Table 2 presents a comparison of contract length reported in the two surveys.

Figure 3. FACULTY Contract Length (n=1256)

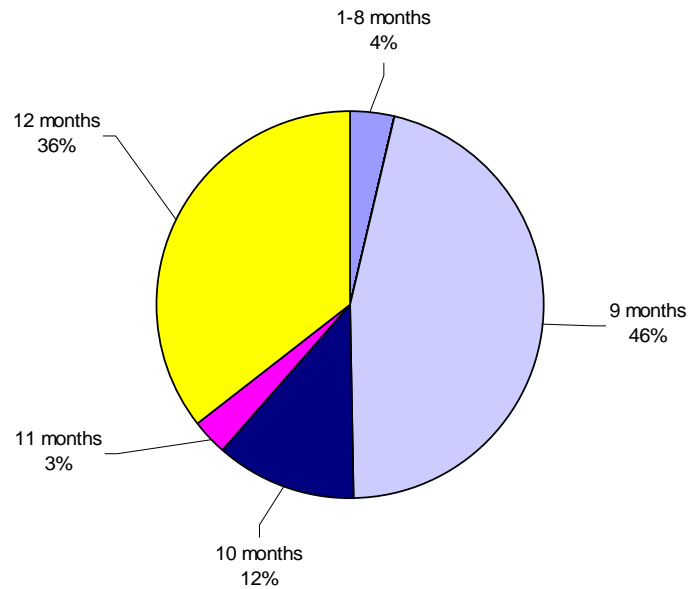


Table 2. Comparison of FACULTY contract lengths

Year	1-8 Months	9 Months	10 Months	11 Months	12 Months
1998-1999 (n = 1426)	0%	48%	16%	3%	33%
2003-2004 (n = 1256)	4%	46%	12%	3%	36%

Throughout this report base salaries were adjusted to reflect a nine-month 100% FTE¹. Table 3 presents a comparison of base salaries across the two surveys collapsed across all ranks.

Table 3. Comparison of Adjusted Base Nine-Month FTE Salary Across All Categories

Year	Mean	Median	Minimum	Maximum
1998-1999 (n = 1358)	\$47,504	\$43,896	\$11,250	\$256,250
2003-2004 (n = 1057)	\$51,870	\$49,091	\$11,280	\$130,878

¹ Full-time nine-month base salaries were included as reported. Base salaries other than nine-month or full-time were adjusted to reflect a nine-month full-time equivalent. For example, a full-time 12-month base salary of \$60,000 would be adjusted to a full-time nine-month base salary of \$45,000. A nine-month FTE adjusted base salary for a 50% appointment at \$30,000 would be entered as \$60,000. A nine-month full-time base salary (FTE adjusted base salary) could only be calculated for those faculty for whom base salary, months of appointment, and percent FTE were reported.

Data on supplements to base salaries were also gathered. Supplements were defined as *compensation for activities in addition to regular duties* (e.g., teaching overloads, teaching summer sessions, chairing the department, conducting research, participating in faculty clinical practices). Survey comparisons of base salary supplements across FACULTY receiving a supplement appear in Table 4. Across all FACULTY, 24.7% (262/1058) received a supplement to their base salaries. Interestingly, the 1998-1999 survey found that 41% of FACULTY received salary supplements. Examination of salary supplements within ranks indicated that 34.5% of the Professors, 31.6% of Associate Professors, and 23.8% of Assistant Professors received supplements. In the Lecturer category 23% received supplements, while only 16.4% of Instructors and 15.7% of those with Clinical Titles had salary supplements. Complete data on base salary supplement by academic rank and Carnegie Classification is provided in Appendix A, Table A-1.

Table 4: Comparison of FACULTY Salary Supplement Adjusted to Nine-Month FTE

Year	Mean	Median	Minimum	Maximum
1998-1999 (n = 559, 41% of respondents)	\$6,824	\$5,398	\$50	\$37,000
2003-2004 (n = 262, 25% of respondents)	\$6,761	\$5,000	\$250	\$38,000

EXECUTIVE SUMMARY

I. Overview

- This survey reports on data from 144 responding institutions (of 300 who were sent surveys). The 144 responding institutions reported a total of 1,259 FACULTY members.
- Across all ranks and categories, the mean nine-month FTE adjusted base salary was \$51,870, with a median of \$49,091.

II. Gender

- There continues to be more female than male FACULTY.
 - 85% of male FACULTY members held the rank of Assistant Professor, Associate Professor or Professor.
 - 52% of female FACULTY members held the rank of Assistant Professor, Associate Professor or Professor.
 - The distribution of FACULTY members within gender, across all reported ranks, was very similar to that reported in the 1998-1999 salary survey.
 - The rank with the most similar gender distribution was Professor (56% male; 44% female).
- The mean salary of males exceeded that of females at each rank except lecturer.

III. Ethnicity

- Less than 10% of all FACULTY were non-Caucasian. This is virtually identical to the data reported in the previous survey.

IV. Professional Area

- The majority of FACULTY (76%) were Speech-Language Pathologists/Speech-Language Scientists versus Audiologists/Hearing Scientists. This is similar to what was reported in the first salary survey when 28% of FACULTY were Audiologists/Hearing Scientists. The overall difference between mean base salaries for FACULTY in the two professional areas was only \$1,579.

V. Highest Degree

- Most FACULTY held an earned doctorate. 53% held a research doctorate and 5% held a clinical doctorate. Another 41% had master's degrees.
- FACULTY with research doctorates earned more (\$60,565) than those with clinical doctorates (\$47,790), who earned more than FACULTY with master's degree (\$41,046).

VI. Institution Type (Funding Source)

- The majority of programs were in publicly (74%) versus privately (26%) funded institutions.
- Collapsed across all ranks, FACULTY at public institutions earned higher salaries (\$52,685) than those working at private institutions (\$49,374).
- Since the 1998-1999 salary survey, collapsed across all ranks, salaries for FACULTY who worked at public institutions increased by 12% while salaries for FACULTY who worked at private institutions increased by only 1%.

VII. Tenure/Tenure-track

- The majority of FACULTY members (54%) were in tenure track positions (with or without tenure).
- Collapsed across all ranks mean salaries for tenured FACULTY (\$65,845) exceeded those for non-tenured/tenure-track FACULTY (\$50,846) which exceeded salaries for non-tenure-track FACULTY (\$41,292).
 - 82% of the non-tenure-track FACULTY held ranks of Clinical Title, Instructor or Lecturer.

- 97% of tenured and non-tenured/tenure-track FACULTY held the rank of Assistant Professor, Associate Professor or Professor. This is almost identical to what was reported in the 1998-1999 salary survey.

VII. Collective Bargaining

- Of 144 reporting institutions 33% operate under collective bargaining agreements, similar to that reported in the 1998-1999 salary survey.
- FACULTY employed at institutions that have collective bargaining agreements earned higher mean salaries than FACULTY at institutions without collective bargaining agreements. This parallels findings from the previous survey.
 - The largest salary differences were noted at ranks of Lecturer, Instructor and Assistant Professor.
 - At the ranks of Associate Professor and Professor there were minimal salary differences related to collective bargaining.

VIII. Carnegie Classification

- FACULTY employed at Doctoral/Research Universities – Extensive earned higher mean salaries than FACULTY at institutions with other classifications.

MAIN REPORT

Gender

Of the 1250 faculty members for whom only gender data was reported, 919 (73.5%) were female and 331 (26.5%) were male. Both gender and rank were reported for 1059 FACULTY of which 284 (27%) were male and 775 (73%) were female.

Table 5: Comparison of Percent Gender Distribution within FACULTY Rank

Survey Year	Lecturer		Instructor		Assistant Professor		Associate Professor		Professor		Clinic Title	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
1998-1999	8% (4)	92% (48)	9% (12)	91% (119)	25% (76)	75% (230)	43% (133)	57% (174)	65% (195)	35% (104)	10% (29)	90% (255)
2003-2004	12% (8)	88% (57)	9% (13)	91% (128)	22% (51)	78% (182)	37% (83)	63% (142)	56% (108)	44% (85)	10% (21)	90% (181)

Examination of Table 5 reveals that there continues to be a higher ratio of female FACULTY at the ranks of Lecturer, Instructor, Assistant Professor, Associate Professor and Clinical Titles, with a higher ratio of males at the rank of Professor. In general the distribution of gender within rank is relatively parallel across the two surveys. However, in the 1998-1999 Salary Survey gender distribution was most similar at the Associate Professor level (47% male, 53% female). In the current survey the most similar gender distribution is seen at the rank of Professor (56% male, 44% female). It is at the rank of Professor that the greatest change in gender distribution is observed compared to the previous survey. This change may reflect an upward matriculation through the ranks of female FACULTY as well as retirement of male FACULTY at the Professor level. Of note, the distribution of men and women across the various ranks, within gender, has not appreciably changed since the first salary survey (Table 6).

Table 6: Comparison of Percent FACULTY Rank Distribution within Gender

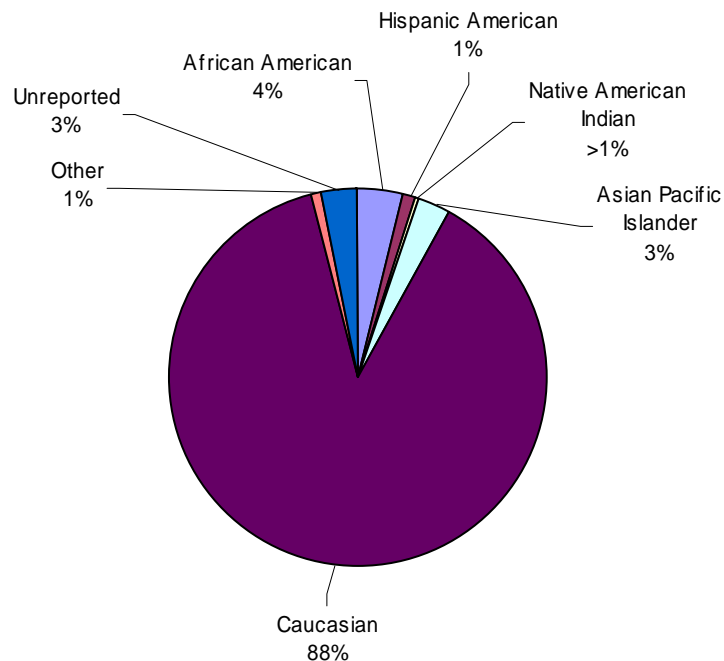
Survey Year	Gender	Lecturer	Instructor	Assistant Professor	Associate Professor	Professor	Clinic Title	All
1998-1999	Male	1% (4)	3% (12)	17% (76)	30% (133)	43% (195)	6% (29)	100% (449)
	Female	5% (48)	13% (119)	25% (230)	19% (174)	11% (104)	27% (255)	100% (931)
2003-2004	Male	3% (8)	5% (13)	18% (51)	29% (83)	38% (108)	7% (21)	100% (284)
	Female	7% (57)	17% (128)	23% (182)	18% (142)	11% (85)	23% (181)	100% (775)

Table A-2 presents salary data reported by both rank and gender. Collapsed across all ranks, males made significantly higher base salaries than females ($t=10.586$, $df=1057$, $p > .05$). Comparison data across salary surveys of base salaries by rank and gender appears in Table A-3. The overall difference between mean base salary for males and females in 2003-2004 was \$12,323 compared to \$13,435 in 1998-1999. Higher salaries were noted for males at all ranks except Lecturer where females made higher salaries. However, with more females moving into the upper ranks, salary differences appear to be somewhat diminishing. Since the first survey overall salaries for males increased by 7% while overall salaries for females increased by 12%.

Ethnicity

Distribution data on ethnicity was reported for 1259 FACULTY members and appears in Figure 4. In the current salary survey 9.6% (99/1032) of the data represented non-Caucasian FACULTY, which is comparable to that reported in the 1998-1999 survey (9.7%, 133/1369). Summary salary data by rank and ethnicity are reported in Table A-4. An analysis of variance found no statistically significant differences in base salary between ethnic groups ($F = 1.187$, $df = 6, 1052$, $p > .05$). Comparison of salary by rank and ethnicity across the current and previous salary surveys is reported in Table A-5. Due to the small “n” for each data cell, readers are advised to interpret these data with caution.

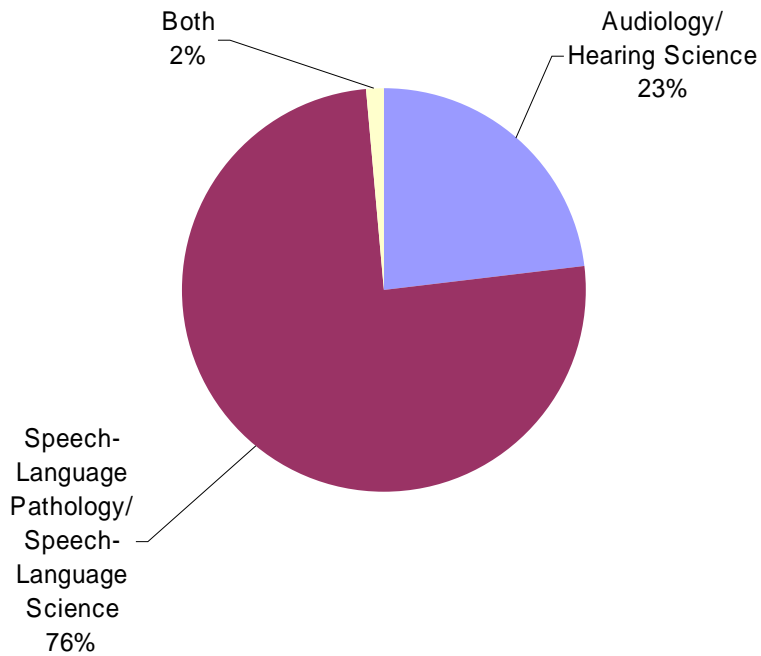
Figure 4. Ethnicity (n=1259)



Professional Area

Professional area data was reported for 1,259 FACULTY and are depicted in Figure 5. The nine-month FTE adjusted salary by rank and professional area for the 1,059 FACULTY for whom both data was available can be found in Table A-6. Overall, collapsed across ranks, there was a difference in mean base salary of \$1,579 between FACULTY in Audiology/Hearing Science (\$52,914) and those in Speech-Language Pathology/Speech-Language Science (\$51,335). FACULTY who held dual certification earned the highest salaries (\$62,956), though this represents only 1.5% (16/1059) of all FACULTY for whom these data were available. Comparison of salary by professional area across Salary Surveys is provided in Table A-7.

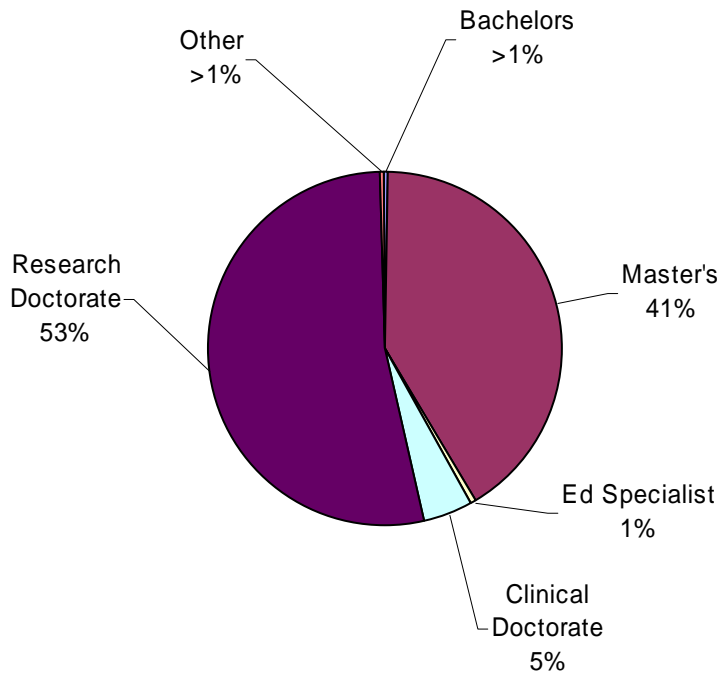
Figure 5. Professional Area (n=1259)



Highest Degree

Data for the 1257 faculty for whom highest degree was reported appear in Figure 6. Of note is that this is the first year that data are available on the Clinical Doctorate (separated from the Research Doctorate and/or Clinic Title). The nine-month FTE adjusted salary by rank and highest degree can be found in Table A-8. Overall, collapsed across ranks, there was a significant difference $F=88.262$ ($df=5, 1051, p > .05$) in base salary by highest degree earned. Holders of the Research Doctorate earned a mean of \$60,565, those holding the Clinical Doctorate earned a mean salary of \$47,790, and FACULTY holding the Master's degree earned a mean salary of \$41,046. Data comparing salary by rank and highest degree earned across surveys is reported in Table A-9. No readily apparent pattern of salary change is evident across the two surveys. Readers are again advised to be cautious when interpreting this data due to the small "n" in many of the data cells.

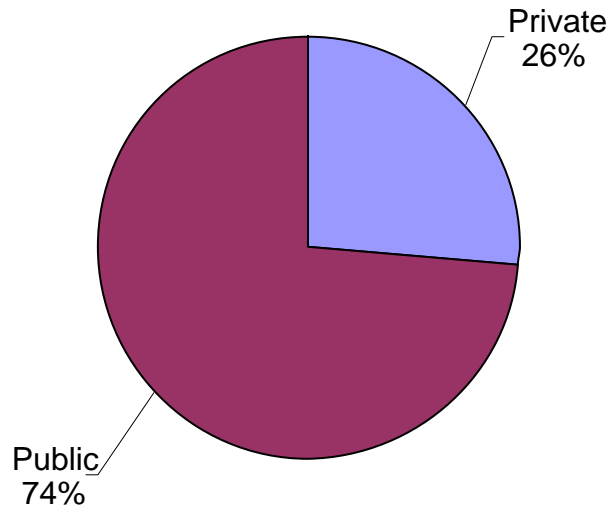
Figure 6. Highest Degree Earned (n=1257)



Institution Type (Funding Source)

Of the 144 programs reporting institutional type 106 (74%) were publicly funded and 38 (26%) were privately funding (Figure 7). Institution type was reported for 1029 faculty of whom 853 (83%) were employed at public institutions and 176 (17%) were employed at private institutions. Comprehensive salary data from the present survey are shown in Table A-10. Table A-11 presents a comparison of mean FACULTY base salary by rank for public and private institutions across the two salary surveys. Comparisons within rank across years and across institution type are also provided. Collapsing data for all ranks reveals that FACULTY employed in public institutions earned an average of \$3,311 more than their counterparts employed by private institutions. Higher mean salaries in public institutions were seen for FACULTY who held ranks of Lecturer, Assistant Professor, Associate Professor, and Professor. Interestingly, since the first salary survey FACULTY working at public institutions have seen a much higher mean salary increase (overall = 12%) than FACULTY working at private institutions (overall = 1%).

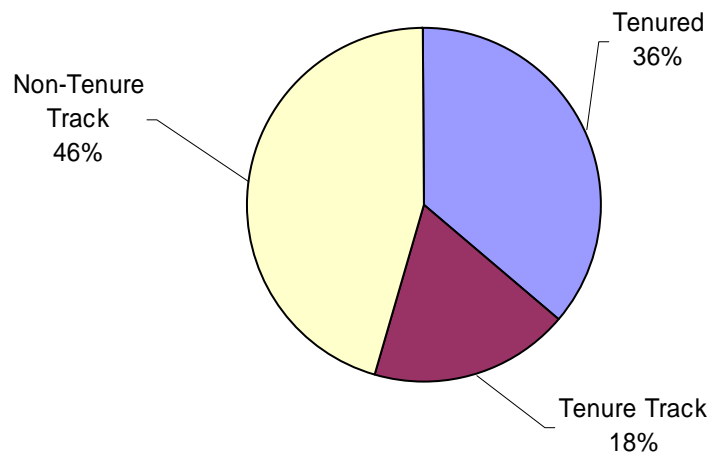
Figure 7. Institution Type (n=144)



Tenure Track

Of the 1259 FACULTY for whom tenure status was reported 453 (36%) were tenured, 232 (18%) were in tenure-track positions and 574 (46%) were in non-tenure track positions (Figure 8). Data regarding tenured, tenure-track non-tenured, and non-tenure track status, in relation to rank and salary, were provided for 1059 positions (Table A-12). Review of the data in Table A-12 reveals that 564 (97.4%) of those who were either tenured or in tenure-track positions held the rank of Assistant Professor, Associate Professor or Professor. Whereas only 87 (18%) of those in non-tenure track positions held the same ranks. In general, individuals in tenure-track positions earned higher base salaries than those in non-tenure track positions. It may be noted that in the current data, non-tenured Assistant and Associate Professors in the tenure-track had higher mean and median salaries than individuals who were tenured Assistant and Associate Professors. In the first salary survey data for FACULTY who were either tenured or non-tenured, but in tenure track positions, were not collected separately as they were in the current survey. Thus, data in the present survey was collapsed for FACULTY who were either tenured or non-tenured and in tenure track positions. These comparison data are presented in Table A-13. In general, increases in mean salary were noted in the current survey compared to the 1998-1999 Survey, except in the Tenured or Non-Tenured Tenure-Track for Clinical Titles and in the Professor rank for non-tenure track Faculty.

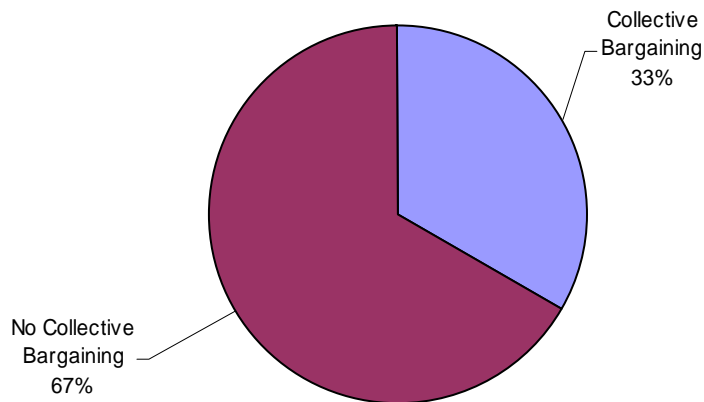
Figure 8. Tenure Status (n=1259)



Collective Bargaining

Of 144 institutions, 48 (33%) were governed by collective bargaining agreements (Figure 9). Information on collective bargaining status was provided for 1029 faculty positions. Salary data were reported for 341 (33%) FACULTY working under collective bargaining agreements (Table A-14). Overall, FACULTY working at institutions with collective bargaining agreements earned higher mean salaries than FACULTY at institutions without collective bargaining agreements. This trend was seen at almost every rank, except that individuals employed at the Associate Professor and Professor levels earned relatively comparable base salaries under both collective and no-collective bargaining institutions. Examination of comparison data in Table A-15 reveals that increases in mean salary were observed across all ranks except Lecturer in Non-Collective Bargaining agreements. In general, the increase in mean salary (Mean Salary % Change) since the first survey was greater for FACULTY in Non-Collective Bargaining agreements than those in Collective Bargaining agreements. However, as noted above, in almost all cases FACULTY working under collective Bargaining agreements continued to earn higher mean salaries.

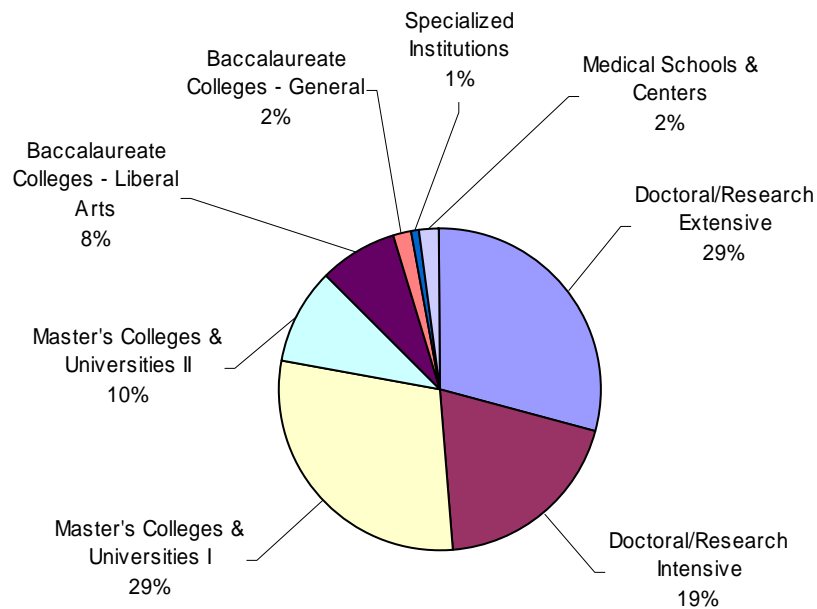
Figure 9. Collective Bargaining (n=144)



Carnegie Classification

Of the 144 institutions reporting, 77% had Carnegie Classifications of Doctoral/Research Universities-Extensive, Doctoral/Research Universities-Intensive, or Masters Colleges and Universities I (Figure 10). Salary data by rank and Carnegie Classification were reported for 1029 FACULTY (Table A-16). Of these 886 (86%) are employed at institutions classified as Doctoral/Research Universities-Extensive, Doctoral/Research Universities-Intensive, or Masters Colleges and Universities I. It should be noted that definitions of Carnegie Classifications have changed since the 1998-1999 salary survey. Thus, no cross-survey comparisons are being made. New definitions appear in Appendix B.

Figure 10. Carnegie Classification (n=144)



APPENDIX A

Salary Tables

Table A-1 2003-04 Salary Supplement Among Those Receiving a Supplement by Rank and Carnegie Classification

Carnegie Classification	Statistics		Academic Rank													
			Lecturer		Instructor		Assistant Professor		Associate Professor		Professor		Clinical Title		All	
Doctoral/ Research Universities- Extensive	Mean	Median	2,700	2,700	3,857	3,000	8,859	7,660	9,212	6,000	14,306	15,550	6,367	6,000	9,729	6,206
	Min	Max	2,000	3,400	3,000	6,000	2,500	20,387	1,000	22,400	2,007	38,000	3,000	10,000	1,000	38,000
	n	N	2	16	7	50	18	84	17	80	24	72	9	64	77	366
Doctoral/ Research Universities- Intensive	Mean	Median	8,480	10,000	5,137	5,137	5,265	5,500	6,440	5,177	6,408	5,000	4,333	5,000	6,264	5,000
	Min	Max	4,800	10,800	5,000	5,273	1,000	9,000	2,700	13,600	1,200	25,000	3,000	5,000	1,000	25,000
	n	N	5	9	2	25	8	51	16	45	15	33	3	39	49	202
Masters Colleges And Universities I	Mean	Median	5,000	5,000	5,109	3,000	5,883	4,125	6,853	5,800	7,061	5,125	5,833	3,500	6,339	5,250
	Min	Max	5,000	5,000	2,796	12,000	2,000	11,300	4,000	18,521	1,851	16,000	1,000	10,000	1,000	18,521
	n	N	1	18	9	53	15	64	21	65	18	70	9	65	73	335
Masters Colleges And Universities II	Mean	Median	1,200	1,200	1,300	1,300	4,329	1,200	3,575	3,600	1,725	1,600	1,850	1,800	2,671	1,200
	Min	Max	1,200	1,200	650	1,950	700	9,000	1,000	6,100	700	3,000	250	4,000	250	9,000
	n	N	2	10	2	6	7	17	4	9	4	11	7	19	26	72
Baccalaureate Colleges- Liberal Arts	Mean	Median	3,162	2,600	4,500	4,500	5,000	5,000	5,463	3,500	3,322	1,500	2,961	2,961	4,418	4,000
	Min	Max	1,221	6,228	4,500	4,500	5,000	5,000	1,200	12,000	1,465	7,000	2,961	2,961	1,200	12,000
	n	N	4	9	3	7	2	8	8	15	3	7	1	7	21	53
Baccalaureate Colleges- General	Mean	Median	5,000	5,000	none	none	6,000	6,000	7,750	7,750	none	none	none	none	6,625	5,750
	Min	Max	5,000	5,000	none	none	6,000	6,000	5,500	10,000	none	none	none	none	5,000	10,000
	n	N	1	3	none	3	1	2	2	2	none	none	none	none	4	10
Medical Schools & Medical Centers	Mean	Median	none	none	4,000	4,000	4,000	4,000	4,000	4,000	8,000	4,000	none	none	5,333	4,000
	Min	Max	none	none	4,000	4,000	4,000	4,000	4,000	4,000	4,000	20,000	none	none	4,000	20,000
	n	N	none	none	1	2	5	9	2	5	4	4	none	none	12	20
Total	Mean	Median	4,857	4,800	4,306	3,500	6,359	5,000	6,929	5,796	9,050	5,628	4,783	4,000	6,761	5,000
	Min	Max	1,200	10,800	650	12,000	700	20,387	1,000	22,400	700	38,000	250	10,000	250	38,000
	n	N	15	65	24	146	56	235	70	221	68	197	29	184	262	1,058

n = number of individuals who received a supplement; N = total number of individuals for classification and rank

Table A-2 2003-04 Nine-Month Adjusted Base Salary by Rank and Gender

Gender	Statistics		Academic Rank													
			Lecturer		Instructor		Assistant Professor		Associate Professor		Professor		Clinical Title		All	
Male	Mean	Median	37,108	38,213	41,500	37,361	50,286	47,959	58,337	56,142	75,743	73,975	41,570	41,000	60,902	57,950
	Min	Max	20,000	52,022	30,600	62,586	33,750	120,000	37,500	92,970	18,750	130,878	26,000	70,987	18,750	130,878
	N		8		13		51		83		108		21		284	
Female	Mean	Median	39,425	40,000	40,954	38,095	48,415	48,261	56,944	55,895	71,842	69,844	39,531	37,875	48,579	45,930
	Min	Max	12,600	72,000	11,280	117,988	29,734	86,974	22,500	120,000	16,667	114,474	16,800	104,000	11,280	120,000
	N		57		128		182		142		85		181		775	
Total	Mean	Median	39,140	39,969	41,004	38,000	48,824	48,000	57,458	56,000	74,025	72,000	39,743	38,207	51,884	49,091
	Min	Max	12,600	72,000	11,280	117,988	29,734	120,000	22,500	120,000	16,667	130,878	16,800	104,000	11,280	130,878
	N		65		141		233		225		193		202		1,059	

Table A-3 Comparison of Mean Nine-Month Adjusted Base Salary by Rank and Gender across Salary Surveys

Survey Year	Lecturer			Instructor			Clinic Title		
	Male	Female	Difference	Male	Female	Difference	Male	Female	Difference
1998-1999	38,290	39,558	-1,268 (F>M)	40,339	34,196	6,143 (M>F)	35,293	37,038	-1,745 (F>M)
2003-2004	37,108	39,425	-2,317 (F>M)	41,500	40,954	546 (M>F)	41,570	39,531	2,039 (M>F)
Mean Salary Change	-1,182	-133		1,161	6,758		6,277	2,493	
Mean Salary % Change	3%	0%		3%	20%		18%	7%	

Survey Year	Assistant Professor			Associate Professor			Professor			All		
	Male	Female	Difference	Male	Female	Difference	Male	Female	Difference	Male	Female	Difference
1998-1999	48,456	42,068	6,388 (M>F)	51,823	49,609 (M>F)	2,214	67,998	63,354	4,644 (M>F)	56,782	43,347	13,435 (M>F)
2003-2004	50,286	48,415	1,871 (M>F)	58,337	56,944 (M>F)	1,393	75,743	71,842	3,901 (M>F)	60,902	48,579	12,323 (M>F)
Mean Salary Change	1,830	6,347		6,514	7,335		7,745	8,488		4,120	5,232	
Mean Salary % Change	4%	15%		13%	15%		11%	13%		7%	12%	

Table A-4 2003-04 Nine-Month FTE Adjusted Salary by Rank and Ethnicity

Ethnicity	Statistics		Academic Rank													
			Lecturer		Instructor		Assistant Professor		Associate Professor		Professor		Clinical Title		All	
African American	Mean	Median	28,150	20,000	40,954	39,000	44,846	47,125	62,418	58,500	68,000	68,000	42,423	36,548	49,378	48,000
	Min	Max	12,600	51,850	29,843	62,500	36,750	52,000	40,500	120,000	51,000	85,000	24,038	70,000	12,600	120,000
	N		3		5		10		13		2		8		41	
Hispanic	Mean	Median	36,000	36,000	36,685	36,685	58,910	58,910	59,534	58,671	64,700	64,700	38,734	39,743	50,313	52,518
	Min	Max	36,000	36,000	36,685	36,685	58,910	58,910	52,518	68,276	61,000	68,400	32,250	43,200	32,250	68,400
	N		1		1		1		4		2		4		13	
Native American	Mean	Median	56,000	56,000	none	none	40,440	40,440	59,652	59,652	76,113	76,113	none	none	58,051	57,826
	Min	Max	56,000	56,000	none	none	40,440	40,440	59,652	59,652	76,113	76,113	none	none	40,440	76,113
	N		1		none		1		1		1		none		4	
Asian/ Pacific Islander	Mean	Median	41,250	41,250	none	none	49,852	50,046	53,150	51,750	67,596	71,035	45,457	45,457	52,408	50,048
	Min	Max	41,250	41,250	none	none	33,750	63,328	47,250	61,090	48,312	80,000	40,909	50,004	33,750	80,000
	N		1		none		16		7		4		2		30	
Caucasian	Mean	Median	39,498	39,969	40,927	37,863	48,841	47,725	57,070	56,000	73,996	72,000	39,611	38,288	51,727	48,677
	Min	Max	21,600	72,000	11,280	117,988	29,734	120,000	22,500	111,600	16,667	130,878	16,800	104,000	11,280	130,878
	N		59		134		195		190		175		180		933	
Other	Mean	Median	none	none	none	none	50,767	50,000	68,698	59,022	78,140	71,400	48,655	48,655	62,738	59,022
	Min	Max	none	none	none	none	43,200	59,100	53,500	93,571	62,445	100,575	42,840	54,470	42,840	100,575
	N		none		none		3		3		3		2		11	
Unreported	Mean	Median	52,022	52,022	none	none	50,622	52,000	56,773	55,254	81,853	75,217	35,922	36,203	55,942	52,022
	Min	Max	52,022	52,022	none	none	48,302	52,275	48,750	71,050	64,717	106,167	30,604	42,000	30,604	106,167
	N		1		none		7		7		6		6		27	
All	Mean	Median	39,140	39,969	41,004	38,000	48,824	48,000	57,458	56,000	74,025	72,000	39,743	38,207	51,884	49,091
	Min	Max	12,600	72,000	11,280	117,988	29,734	120,000	22,500	120,000	16,667	130,878	16,800	104,000	11,280	130,878
	N		65		141		233		225		193		202		1,059	

Table A-5 Comparison of Mean Nine-Month FTE Adjusted Salary by Rank and Ethnicity across Salary Surveys*

Survey Year	Lecturer							
	African-American	Hispanic	Native American	Asian/Pacific Islander	Caucasian	Other	Unreported	All
1998-1999	35,605	21,311	None Reported	None Reported	39,989	None Reported	33,000	39,339
2003-2004	28,150	36,000	56,000	41,250	39,498	None Reported	52,022	39,140
Mean Salary Change	-7,455	14,689	NA	NA	-491	NA	19,022	-199
Mean Salary % Change	21%	69%	NA	NA	1%	NA	58%	1%

Survey Year	Instructor							
	African-American	Hispanic	Native American	Asian/Pacific Islander	Caucasian	Other	Unreported	All
1998-1999	33,923	33,517	37,818	None Reported	35,055	None Reported	26,000	34,759
2003-2004	40,954	36,685	None Reported	None Reported	40,927	None Reported	None Reported	41,004
Mean Salary Change	7031	3168	NA	NA	5872	NA	NA	6245
Mean Salary % Change	21%	9%	NA	NA	17%	NA	NA	18%

* Readers are cautioned to note that sample sizes are small for most ethnic groups, thus salaries for even a single person may bias the data. Refer to Table XXX in the present survey and the corresponding table in the 1998-1999 survey for sample size information.

Survey Year	Assistant Professor							
	African-American	Hispanic	Native American	Asian/Pacific Islander	Caucasian	Other	Unreported	All
1998-1999	42,043	44,411	42,671	43,812	43,709	48,222	37,907	43,630
2003-2004	44,846	58,910	40,440	49,852	48,841	50,767	50,622	48,824
Mean Salary Change	2,803	14,499	-2,231	6,040	5,132	2,545	12,715	5,194
Mean Salary % Change	7%	33%	5%	14%	12%	5%	34%	12%

Survey Year	Associate Professor							
	African-American	Hispanic	Native American	Asian/Pacific Islander	Caucasian	Other	Unreported	All
1998-1999	50,072	42,300	46,908	49,228	50,745	50,073	44,390	50,568
2003-2004	62,418	59,534	59,652	53,150	57,070	68,698	56,773	57,458
Mean Salary Change	12,346	17,234	12,744	3,922	6,325	18,625	12,383	6,890
Mean Salary % Change	25%	41%	27%	8%	12%	37%	28%	14%

Survey Year	Professor							
	African-American	Hispanic	Native American	Asian/Pacific Islander	Caucasian	Other	Unreported	All
1998-1999	73,544	50,000	67,283	67,003	66,154	65,394	63,180	66,383
2003-2004	68,000	64,700	76,113	67,596	73,996	78,140	81,853	74,025
Mean Salary Change	-5,544	14,700	8,830	593	7,842	12,746	18,673	7,642
Mean Salary % Change	8%	29%	13%	1%	12%	19%	30%	12%

Survey Year	Clinic Title							
	African-American	Hispanic	Native American	Asian/Pacific Islander	Caucasian	Other	Unreported	All
1998-1999	34,928	31,288	None Reported	None Reported	37,057	27,251	None Reported	36,860
2003-2004	42,423	38,734	None Reported	45,457	39,611	48,655	35,922	39,743
Mean Salary Change	7,495	7,446	NA	NA	2,554	21,404	NA	2,883
Mean Salary % Change	21%	24%	NA	NA	7%	79%	NA	8%

Survey Year	All Ranks							
	African-American	Hispanic	Native American	Asian/Pacific Islander	Caucasian	Other	Unreported	All
1998-1999	45,815	39,454	48,670	51,247	47,868	49,745	41,611	47,700
2003-2004	49,378	50,313	58,051	52,408	51,727	62,738	55,942	51,884
Mean Salary Change	3,563	10,859	9,381	1,161	3,859	12,993	14,331	4,184
Mean Salary % Change	8%	28%	19%	2%	8%	26%	34%	9%

Table A-6 2003-04 Nine-Month FTE Adjusted Salary by Rank and Professional Area

Professional Area	Statistics		Academic Rank													
			Lecturer		Instructor		Assistant Professor		Associate Professor		Professor		Clinical Title		All	
Audiology/Hearing Science	Mean	Median	40,156	38,140	39,659	37,262	49,228	47,959	56,055	55,177	73,139	72,429	40,789	39,563	52,914	50,000
	Min	Max	20,000	72,000	11,280	100,000	33,750	120,000	22,500	93,571	18,750	109,571	28,800	78,420	11,280	120,000
	N		19		26		49		64		52		40		250	
S-L Path/S-L Science	Mean	Median	38,720	40,498	41,308	39,000	48,686	48,000	58,022	56,000	74,400	71,019	39,186	37,687	51,335	48,539
	Min	Max	12,600	56,592	11,400	117,988	29,734	86,974	33,750	120,000	16,667	130,878	16,800	104,000	11,400	130,878
	N		46		115		181		156		135		160		793	
Both	Mean	Median	none	none	none	none	50,576	54,324	57,835	55,125	73,263	75,750	63,411	63,411	62,956	57,752
	Min	Max	none	none	none	none	40,500	56,904	47,250	73,500	49,425	93,200	44,621	82,200	40,500	93,200
	N		none		none		3		5		6		2		16	
All	Mean	Median	39,140	39,969	41,004	38,000	48,824	48,000	57,458	56,000	74,025	72,000	39,743	38,207	51,884	49,091
	Min	Max	12,600	72,000	11,280	117,988	29,734	120,000	22,500	120,000	16,667	130,878	16,800	104,000	11,280	130,878
	N		65		141		233		225		193		202		1,059	

Table A-7 Comparison of Mean Nine-Month FTE Adjusted Salary by Rank and Professional Area across Salary Surveys

Survey Year	Lecturer				Instructor			
	Audiology /Hearing Science	S-L Path/ S-L Science	Both	All	Audiology /Hearing Science	S-L Path/ S-L Science	Both	All
1998-1999	32,676	40,801	25,000	39,339	33,490	35,205	35,433	34,836
2003-2004	40,156	38,720	None	39,140	39,659	41,308	None	41,004
Mean Salary Change	7,480	-2,081	NA	-199	6,169	6,103	NA	6,168
Mean Salary % Change	23%	5%	NA	1%	18%	17%	NA	18%

Survey Year	Assistant Professor				Associate Professor			
	Audiology /Hearing Science	S-L Path/ S-L Science	Both	All	Audiology /Hearing Science	S-L Path/ S-L Science	Both	All
1998-1999	44,927	43,404	42,470	43,624	51,365	50,500	50,121	50,562
2003-2004	49,228	48,686	50,576	48,824	56,055	58,022	57,835	57,458
Mean Salary Change	4,301	5,282	8,106	5,200	4,690	7,522	7,714	6,896
Mean Salary % Change	10%	12%	19%	12%	9%	15%	15%	14%

Survey Year	Professor				Clinic Title			
	Audiology /Hearing Science	S-L Path/ S-L Science	Both	All	Audiology /Hearing Science	S-L Path/ S-L Science	Both	All
1998-1999	68,493	65,738	61,096	66,383	35,682	37,239	40,093	36,860
2003-2004	73,139	74,400	73,263	74,025	40,789	39,186	63,411	39,743
Mean Salary Change	4,646	8,662	12,167	7,642	5,107	1,947	23,318	2,883
Mean Salary % Change	7%	13%	20%	12%	14%	5%	58%	8%

Survey Year	All Ranks			
	Audiology/ Hearing Science	S-L Path/ S-L Science	Both	All
1998-1999	49,549	47,122	48,964	47,725
2003-2004	52,914	51,335	62,956	51,884
Mean Salary Change	3,365	4,213	13,992	4,159
Mean Salary % Change	7%	9%	29%	9%

Table A-8 2003-04 Nine-Month FTE Adjusted Salary by Rank and Highest Degree Earned

Highest Degree Earned	Statistics		Academic Rank													
			Lecturer		Instructor		Assistant Professor		Associate Professor		Professor		Clinical Title		All	
Bachelor's Degree	Mean	Median	20,000	20,000	21,640	21,640	none	none	none	none	none	none	none	none	21,093	20,000
	Min	Max	20,000	20,000	11,280	32,000	none	none	none	none	none	none	none	none	11,280	32,000
	N		1		2		none		none		none		none		3	
Master's Degree	Mean	Median	38,759	39,485	41,670	39,000	44,046	41,000	52,197	53,267	33,722	26,000	39,219	37,637	41,046	39,250
	Min	Max	12,600	72,000	11,400	117,988	29,734	65,284	33,750	68,850	16,667	58,500	16,800	104,000	11,400	117,988
	N		58		126		37		26		3		178		428	
Educational Specialist	Mean	Median	48,102	48,102	36,000	36,000	42,000	42,000	60,000	60,000	none	none	none	none	46,841	44,182
	Min	Max	44,182	52,022	36,000	36,000	42,000	42,000	60,000	60,000	none	none	none	none	36,000	60,000
	N		2		1		1		1		none		none		5	
Clinical Doctorate	Mean	Median	41,999	41,999	39,012	36,599	46,705	46,479	51,276	51,750	66,613	66,225	44,142	41,250	47,790	46,187
	Min	Max	36,000	47,999	32,850	50,000	37,500	56,781	40,875	65,448	54,000	80,000	30,000	82,200	30,000	82,200
	N		2		4		18		11		4		13		52	
Research Doctorate	Mean	Median	47,932	47,932	36,984	33,675	49,985	48,855	58,540	57,141	74,703	72,070	42,392	43,801	60,565	57,925
	Min	Max	39,273	56,592	27,700	62,586	33,750	120,000	22,500	120,000	18,750	130,878	28,800	58,125	18,750	130,878
	N		2		8		174		187		185		10		566	
Other	Mean	Median	none	none	none	none	48,300	48,300	none	none	99,056	99,056	49,314	49,314	65,557	49,314
	Min	Max	none	none	none	none	48,300	48,300	none	none	99,056	99,056	49,314	49,314	48,300	99,056
	N		none		none		1		none		1		1		3	
All	Mean	Median	39,140	39,969	41,004	38,000	48,736	48,000	57,458	56,000	74,025	72,000	39,743	38,207	51,870	49,091
	Min	Max	12,600	72,000	11,280	117,988	29,734	120,000	22,500	120,000	16,667	130,878	16,800	104,000	11,280	130,878
	N		65		141		231		225		193		202		1,057	

Table A-9 Comparison of Mean Nine-Month FTE Adjusted Salary by Rank and Highest Degree Earned across Salary Surveys
 (Comparisons for “Bachelor’s Degree”, “Educational Specialist”, and “Other” are not reported due to small sample sizes)

Survey Year	Lecturer				Instructor			
	Master's Degree	Clinical Doctorate	Research Doctorate [†]	All	Master's Degree	Clinical Doctorate	Research Doctorate*	All
1998-1999	39,020	NA	44,680	39,339	34,756	NA	43,313	34,759
2003-2004	38,759	41,999	47,932	39,140	41,670	39,012	36,984	41,004
Mean Salary Change	-261	NA	3,252	-199	6,914	NA	-6,329	6,245
Mean Salary % Change	-1%	NA	7%	-1%	20%	NA	-15%	18%

Survey Year	Assistant Professor				Associate Professor			
	Master's Degree	Clinical Doctorate	Research Doctorate	All	Master's Degree*	Clinical Doctorate	Research Doctorate	All
1998-1999	43,303	NA	43,807	43,630	53,428	NA	50,264	50,568
2003-2004	44,046	46,705	49,985	48,736	52,197	51,276	58,540	57,458
Mean Salary Change	743	NA	6,178	5,106	-1,231	NA	8,276	6,890
Mean Salary % Change	2%	NA	14%	12%	-2%	NA	16%	14%

[†] Sample sizes for each cell in these columns were less than 30.

Survey Year	Professor				Clinic Title			
	Master's Degree [‡]	Clinical Doctorate	Research Doctorate	All	Master's Degree	Clinical Doctorate	Research Doctorate*	All
1998-1999	49,407	NA	66,555	66,383	35,440	NA	46,200	36,860
2003-2004	33,722	66,613	74,704	74,025	39,219	44,142	42,392	39,743
Mean Salary Change	-15,685	NA	8,149	7,642	3,779	NA	-3,808	2,883
Mean Salary % Change	-32%	NA	12%	12%	11%	NA	-8%	8%

Survey Year	All Ranks			
	Master's Degree	Clinical Doctorate	Research Doctorate	All
1998-1999	37,639	NA	54,031	47,700
2003-2004	41,046	47,790	60,565	51,870
Mean Salary Change	3,407	NA	6,534	4,170
Mean Salary % Change	9%	NA	12%	9%

[‡] Sample sizes for each cell in these columns were less than 30.

Table A-10 2003-04 Nine-Month FTE Adjusted Salary by Rank and Type of Institution

Institution Type	Statistics		Academic Rank													
			Lecturer		Instructor		Assistant Professor		Associate Professor		Professor		Clinical Title		All	
Private	Mean	Median	35,545	36,000	41,992	38,190	48,127	48,500	56,162	52,500	72,396	71,250	42,144	41,325	49,374	47,850
	Min	Max	12,600	72,000	24,000	100,000	36,735	61,666	33,750	120,000	53,182	98,550	32,250	70,000	12,600	120,000
	N		16		29		35		47		17		32		176	
Public	Mean	Median	40,737	40,679	41,029	37,863	49,098	47,750	57,976	57,141	74,511	72,070	39,265	37,509	52,685	50,000
	Min	Max	23,400	56,592	11,280	117,988	29,734	120,000	22,500	110,000	16,667	130,878	16,800	104,000	11,280	130,878
	N		48		104		189		173		173		166		853	
All	Mean	Median	39,439	39,985	41,239	38,000	48,946	48,000	57,588	56,000	74,322	72,035	39,731	38,019	52,119	49,358
	Min	Max	12,600	72,000	11,280	117,988	29,734	120,000	22,500	120,000	16,667	130,878	16,800	104,000	1,029	11,280
	N		64		133		224		220		190		198		1029	

Table A-11 Comparison of Mean Nine-Month FTE Adjusted Salary by Rank and Institution Type across Salary Surveys

Survey Year	Lecturer			Instructor			Clinic Title		
	Private [§]	Public	Difference Private (PR) & Public (PB)	Private [§]	Public	Difference Private (PR) & Public (PB)	Private	Public	Difference Private (PR) & Public (PB)
1998-1999	35,729	39,888	4,159 (PB>PR)	34,447	34,836	389 (PB>PR)	49,637	34,711	14,926 (PR>PB)
2003-2004	35,545	40,737	5,192 (PB>PR)	41,992	41,029	963 (PR>PB)	42,144	39,265	2,879 (PR>PB)
Mean Salary Change	-184	849		7,545	6,193		-7,493	4,554	
Mean Salary % Change	-1%	2%		22%	18%		-15%	13%	

Survey Year	Assistant Professor			Associate Professor			Professor			All Ranks		
	Private	Public	Difference Private (PR) & Public (PB)	Private	Public	Difference Private (PR) & Public (PB)	Private [§]	Public	Difference Private (PR) & Public (PB)	Private	Public	Difference Private (PR) & Public (PB)
1998-1999	44,543	43,425	1,118 (PR>PB)	54,482	49,678	4,804 (PR>PB)	64,882	65,886	1,004 (PB>PR)	48,904	47,188	1,716 (PR>PB)
2003-2004	48,127	49,098	971 (PB>PR)	56,162	57,976	1,814 (PB>PR)	72,396	74,511	2,115 (PB>PR)	49,374	52,685	3,311 (PB>PR)
Mean Salary Change	3,584	5,673		1,680	8,298		7,514	8,625		470	5,497	
Mean Salary % Change	8%	13%		3%	17%		12%	13%		1%	12%	

[§] Sample sizes for each cell in these columns were less than 30.

Table A-12 2003-04 Nine-Month FTE Adjusted Salary by Rank and Tenure Status

Tenure Status	Statistics		Academic Rank													
			Lecturer		Instructor		Assistant Professor		Associate Professor		Professor		Clinical Title		All	
Tenured	Mean	Median	none	none	41,946	40,000	46,880	45,000	58,603	56,250	75,310	73,340	none	none	65,845	62,250
	Min	Max	none	none	36,000	52,732	36,000	65,496	36,750	120,000	46,500	130,878	none	none	36,000	130,878
	N		none		5		21		169		184		none		379	
Tenure-Track Non-Tenured	Mean	Median	none	none	37,334	36,000	50,096	48,980	59,730	60,000	43,000	43,000	40,006	40,006	50,846	50,000
	Min	Max	none	none	33,321	42,599	33,750	86,974	33,750	92,970	43,000	43,000	32,250	47,761	32,250	92,970
	N		none		8		160		29		1		2		200	
Non-Tenure Track	Mean	Median	39,140	39,969	41,197	37,863	45,698	44,065	47,850	46,980	48,335	57,472	39,741	38,207	41,292	39,972
	Min	Max	12,600	72,000	11,280	117,988	29,734	120,000	22,500	64,000	16,667	78,983	16,800	104,000	11,280	120,000
	N		65		128		52		27		8		200		480	
All	Mean	Median	39,140	39,969	41,004	38,000	48,824	48,000	57,458	56,000	74,025	72,000	39,743	38,207	51,884	49,091
	Min	Max	12,600	72,000	11,280	117,988	29,734	120,000	22,500	120,000	16,667	130,878	16,800	104,000	11,280	130,878
	N		65		141		233		225		193		202		1,059	

Table A-13 Comparison of Mean Nine-Month FTE Adjusted Salary by Rank and Tenure Status across Salary Surveys**

Survey Year	Lecturer			Instructor			Clinic Title		
	Tenured or Non-Tenured/ Tenure Track ^{††}	Non-Tenure Track	Difference TT & Non-TT	Tenured or Non-Tenured/ Tenure Track [†]	Non-Tenure Track	Difference TT & Non-TT	Tenured or Non-Tenured/ Tenure Track [†]	Non-Tenure Track	Difference TT & Non-TT
1998-1999	53,894	38,466	15,428	36,865	34,436	2,429	47,289	36,319	10,970
2003-2004	None Reported	39,140	NA	39,108	41,197	-2,089	40,006	39,741	265
Mean Salary Change	NA	674		2,243	6,761		-7,283	3,422	
Mean Salary % Change	NA	2%		6%	20%		-15%	9%	

Survey Year	Assistant Professor			Associate Professor			Professor			All Ranks		
	Tenured or Non-Tenured/ Tenure Track	Non-Tenure Track	Difference TT & Non-TT	Tenured or Non-Tenured/ Tenure Track	Non-Tenure Track [†]	Difference TT & Non-TT	Tenured or Non-Tenured/ Tenure Track	Non-Tenure Track [†]	Difference TT & Non-TT	Tenured or Non-Tenured/ Tenure Track	Non-Tenure Track	Difference TT & Non-TT
1998-1999	44,738	39,302	5,436	50,913	44,981	5,932	66,655	60,777	5,878	54,209	37,149	17,060
2003-2004	49,722	45,698	4,034	58,768	47,850	10,910	75,135	48,335	26,801	60,664	41,292	8,780
Mean Salary Change	4,984	6,396		7,855	2,869		8,480	-12,442		6,455	4,143	
Mean Salary % Change	11%	16%		15%	6%		13%	-20%		12%	11%	

** For the current Survey salary data for tenured and non-tenured tenure-track faculty were combined to allow comparison with the previous Survey. These data were derived by multiplying the sample size and mean salary for each sub-group, adding the products, and dividing by the total sample size.

†† Sample sizes for each cell in these columns were less than 30.

Table A-14 2003-04 Nine-Month FTE Adjusted Salary by Rank and Collective Bargaining

Collective Bargaining	Statistics		Academic Rank													
			Lecturer		Instructor		Assistant Professor		Associate Professor		Professor		Clinical Title		All	
Collective Bargaining	Mean	Median	42,665	43,000	45,743	42,599	52,077	52,000	57,444	55,911	74,571	74,118	42,020	42,649	54,178	52,022
	Min	Max	31,500	56,592	27,700	100,000	29,734	120,000	40,500	93,571	48,312	109,571	19,800	72,857	19,800	120,000
	N		32		53		73		72		64		47		341	
No Collective Bargaining	Mean	Median	36,213	37,159	38,255	37,037	47,433	47,193	57,659	56,859	74,195	71,135	39,018	37,500	51,098	47,738
	Min	Max	12,600	72,000	11,280	117,988	33,375	86,974	22,500	120,000	16,667	130,878	16,800	104,000	11,280	130,878
	N		32		80		151		148		126		151		688	
All	Mean	Median	39,439	39,985	41,239	38,000	48,946	48,000	57,588	56,000	74,322	72,035	39,731	38,019	52,119	49,358
	Min	Max	12,600	72,000	11,280	117,988	29,734	120,000	22,500	120,000	16,667	130,878	16,800	104,000	11,280	130,878
	N		64		133		224		220		190		198		1,029	

Table A-15 Comparison of Mean Nine-Month FTE Adjusted Salary by Rank and Collective Bargaining Status across Salary Surveys

Survey Year	Lecturer			Instructor			Clinic Title		
	Collective Bargaining	Non-Collective Bargaining	Difference CB & Non-CB	Collective Bargaining	Non-Collective Bargaining	Difference CB & Non-CB	Collective Bargaining	Non-Collective Bargaining	Difference CB & Non-CB
1998-1999	35,916	41,252	5,336 (NCB>CB)	38,851	33,324	5,527	39,648	35,906	3,742
2003-2004	42,665	36,213	6,452	45,743	38,255	7,488	42,020	39,018	3,002
Mean Salary Change	6,749	-5,039		6,892	4,931		2,372	3,112	
Mean Salary % Change	19%	-12%		18%	15%		6%	9%	

Survey Year	Assistant Professor			Associate Professor			Professor			All Ranks		
	Collective Bargaining	Non-Collective Bargaining	Difference CB & Non-CB	Collective Bargaining	Non-Collective Bargaining	Difference CB & Non-CB	Collective Bargaining	Non-Collective Bargaining	Difference CB & Non-CB	Collective Bargaining	Non-Collective Bargaining	Difference CB & Non-CB
1998-1999	47,767	41,952	5,815	54,326	48,757	5,569	67,696	65,619	2,077	51,546	45,893	5,653
2003-2004	52,077	47,433	4,644	57,444	57,659	215 (NCB>CB)	74,571	74,195	376	54,178	51,098	3,080
Mean Salary Change	4,310	5,481		3,118	8,902		6,875	8,576		2,632	5,205	
Mean Salary % Change	9%	13%		6%	18%		10%	13%		5%	11%	

Table A-16 2003-04 Nine-Month FTE Adjusted Salary by Rank and Carnegie Classification

Carnegie Classification	Statistics		Academic Rank													
			Lecturer		Instructor		Assistant Professor		Associate Professor		Professor		Clinical Title		All	
Doctoral/ Research Universities- Extensive	Mean	Median	41,900	40,763	40,624	36,279	51,386	50,048	61,146	60,293	85,314	81,955	39,603	37,110	56,425	52,275
	Min	Max	35,250	52,022	23,000	117,988	29,734	120,000	40,125	110,000	56,444	130,878	20,538	104,000	20,538	130,878
	N		17		44		87		91		76		74		389	
Doctoral/ Research Universities- Intensive	Mean	Median	37,126	36,500	41,297	36,685	45,074	45,000	54,282	53,298	68,238	68,000	41,451	41,000	49,414	46,800
	Min	Max	26,182	44,182	30,600	100,000	33,750	57,900	22,500	71,341	18,750	105,000	29,250	50,993	18,750	105,000
	N		9		21		43		40		31		39		183	
Masters Colleges and Universities I	Mean	Median	43,577	44,910	43,820	40,000	49,311	48,000	56,642	55,495	67,092	65,639	40,286	38,869	51,419	50,405
	Min	Max	31,500	56,592	32,000	62,500	36,758	86,974	44,084	120,000	16,667	114,460	16,800	70,987	16,667	120,000
	N		17		51		63		58		65		60		314	
Masters Colleges and Universities II ^{‡‡}	Mean	Median	36,009	39,000	37,130	38,250	51,520	55,000	53,778	52,000	61,089	62,625	35,370	35,250	44,595	43,100
	Min	Max	23,040	46,800	24,000	52,530	37,500	61,666	41,250	69,300	26,000	80,000	19,800	72,857	19,800	80,000
	N		9		6		13		9		7		18		62	
Baccalaureate Colleges- Liberal Arts ^{‡‡}	Mean	Median	31,575	33,300	36,476	36,000	40,982	40,575	56,071	51,566	66,719	58,478	37,939	37,500	46,345	42,000
	Min	Max	12,600	43,254	33,000	42,857	36,000	50,000	33,750	111,600	54,000	84,517	30,600	43,254	12,600	111,600
	N		9		6		7		15		7		7		51	
Baccalaureate Colleges- General ^{‡‡}	Mean	Median	42,867	35,000	26,227	11,400	43,125	43,125	44,045	44,045	none	none	none	none	38,162	38,625
	Min	Max	21,600	72,000	11,280	56,000	38,250	48,000	39,000	49,091	none	none	none	none	11,280	72,000
	N		3		3		2		2		none		none		10	
Medical Schools and Medical Centers ^{‡‡}	Mean	Median	none	none	37,500	37,500	45,083	45,000	47,100	48,750	66,563	67,125	none	none	49,125	48,750
	Min	Max	none	none	37,500	37,500	39,000	48,750	40,500	54,000	54,000	78,000	none	none	37,500	78,000
	N		none		2		9		5		4		none		20	
Total	Mean	Median	39,439	39,985	41,239	38,000	48,946	48,000	57,588	56,000	74,322	72,035	39,731	38,019	52,119	49,358
	Min	Max	12,600	72,000	11,280	117,988	29,734	120,000	22,500	120,000	16,667	130,878	16,800	104,000	11,280	130,878
	N		64		133		224		220		190		198		1,029	

^{‡‡} Sample size for this Carnegie Classification included less than 65 FACULTY.

APPENDIX B

The 2000 Carnegie Classification of Institutions of Higher Education^{§§}

Category Definitions

The 2000 Carnegie Classification includes all colleges and universities in the United States that are degree-granting and accredited by an agency recognized by the U.S. Secretary of Education. The 2000 edition classifies institutions based on their degree-granting activities from 1995-96 through 1997-98. For definitions and detailed information on classification procedures, refer to the [Technical Notes](#). In addition, important limitations are documented in [The 2000 Carnegie Classification: Background and Description](#).

Doctorate-granting Institutions

Doctoral/Research Universities—Extensive: These institutions typically offer a wide range of baccalaureate programs, and they are committed to graduate education through the doctorate. During the period studied, they awarded 50 or more doctoral degrees per year across at least 15 disciplines.

Doctoral/Research Universities—Intensive: These institutions typically offer a wide range of baccalaureate programs, and they are committed to graduate education through the doctorate. During the period studied, they awarded at least ten doctoral degrees per year across three or more disciplines, or at least 20 doctoral degrees per year overall.

Master's Colleges and Universities

Master's Colleges and Universities I: These institutions typically offer a wide range of baccalaureate programs, and they are committed to graduate education through the master's degree. During the period studied, they awarded 40 or more master's degrees per year across three or more disciplines.

Master's Colleges and Universities II: These institutions typically offer a wide range of baccalaureate programs, and they are committed to graduate education through the master's degree. During the period studied, they awarded 20 or more master's degrees per year.

^{§§} The information for Appendix B was copied directly from the Carnegie Foundation for the Advancement of Teaching web site at: <http://www.carnegiefoundation.org/Classification/CIHE2000/defNotes/Definitions.htm>

Baccalaureate Colleges

Baccalaureate Colleges—Liberal Arts: These institutions are primarily undergraduate colleges with major emphasis on baccalaureate programs. During the period studied, they awarded at least half of their baccalaureate degrees in liberal arts fields.

Baccalaureate Colleges—General: These institutions are primarily undergraduate colleges with major emphasis on baccalaureate programs. During the period studied, they awarded less than half of their baccalaureate degrees in liberal arts fields.

Baccalaureate/Associate's Colleges: These institutions are undergraduate colleges where the majority of conferrals are below the baccalaureate level (associate's degrees and certificates). During the period studied, bachelor's degrees accounted for at least ten percent of undergraduate awards.

Associate's Colleges

These institutions offer associate's degree and certificate programs but, with few exceptions, award no baccalaureate degrees.¹ This group includes institutions where, during the period studied, bachelor's degrees represented less than 10 percent of all undergraduate awards.

Specialized Institutions

These institutions offer degrees ranging from the bachelor's to the doctorate, and typically award a majority of degrees in a single field. The list includes only institutions that are listed as separate campuses in the *2000 Higher Education Directory*. Specialized institutions include:

Theological seminaries and other specialized faith-related institutions: These institutions primarily offer religious instruction or train members of the clergy.

Medical schools and medical centers: These institutions award most of their professional degrees in medicine. In some instances, they include other health professions programs, such as dentistry, pharmacy, or nursing.

Other separate health profession schools: These institutions award most of their degrees in such fields as chiropractic, nursing, pharmacy, or podiatry.

Schools of engineering and technology: These institutions award most of their bachelor's or graduate degrees in technical fields of study.

Schools of business and management: These institutions award most of their bachelor's or graduate degrees in business or business-related programs.

Schools of art, music, and design: These institutions award most of their bachelor's or graduate degrees in art, music, design, architecture, or some combination of such fields.

Schools of law: These institutions award most of their degrees in law.

Teachers colleges: These institutions award most of their bachelor's or graduate degrees in education or education-related fields.

Other specialized institutions: Institutions in this category include graduate centers, maritime academies, military institutes, and institutions that do not fit any other classification category.

Tribal Colleges and Universities

These colleges are, with few exceptions, tribally controlled and located on reservations. They are all members of the American Indian Higher Education Consortium.

¹This group includes community, junior, and technical colleges

APPENDIX C

Salary Survey Instrument

The 2003-2004 Salary Survey was conducted on-line and as one part of an overall survey that also included the 2003-2004 Demographic Survey. Below, in tabular form, is the information that was collected for the Salary Survey. Responding institutions were able to report on each faculty member in their program.

VIII. 2003-04 Faculty and Clinical Supervisors

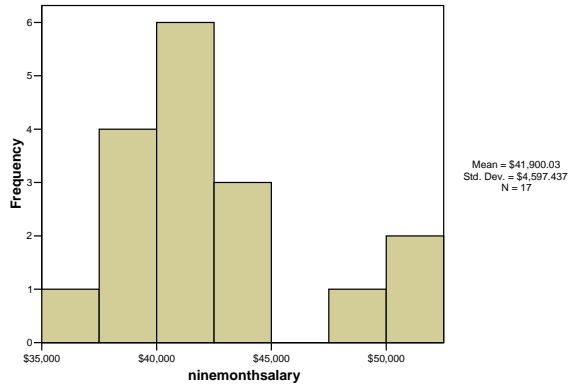
	1	2	3	4
Tenured or TT?				
Rank				
Highest Degree				
Professional Area				
Gender				
Race/Ethnicity				
Months of salary				
% FTE				
Salary				
Salary Supplement				

APPENDIX D

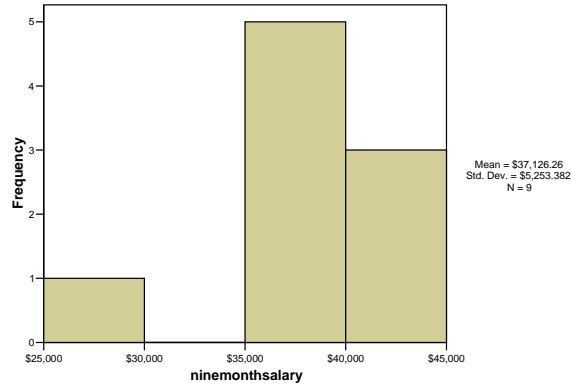
Histograms of Nine-Month FTE Adjusted Base Salaries by Rank and Carnegie Classification

Lecturers by Carnegie Classification

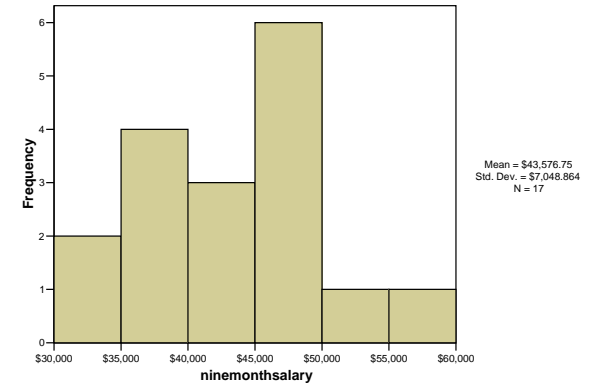
Lecturers in Doctoral/Research Universities-Extensive



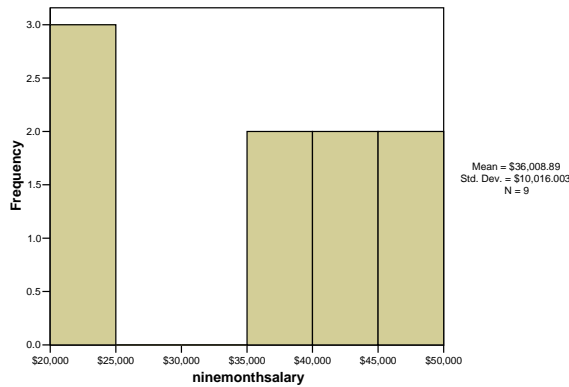
Lecturers in Doctoral/Research Universities-Intensive



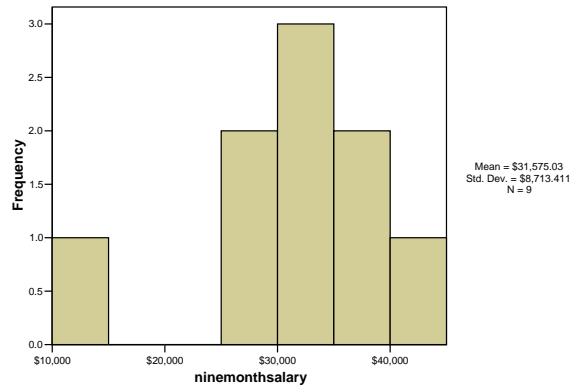
Lecturers in Masters Colleges and Universities I



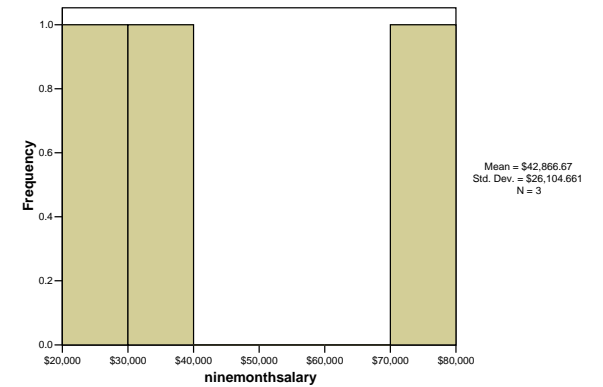
Lecturers in Masters Colleges and Universities II



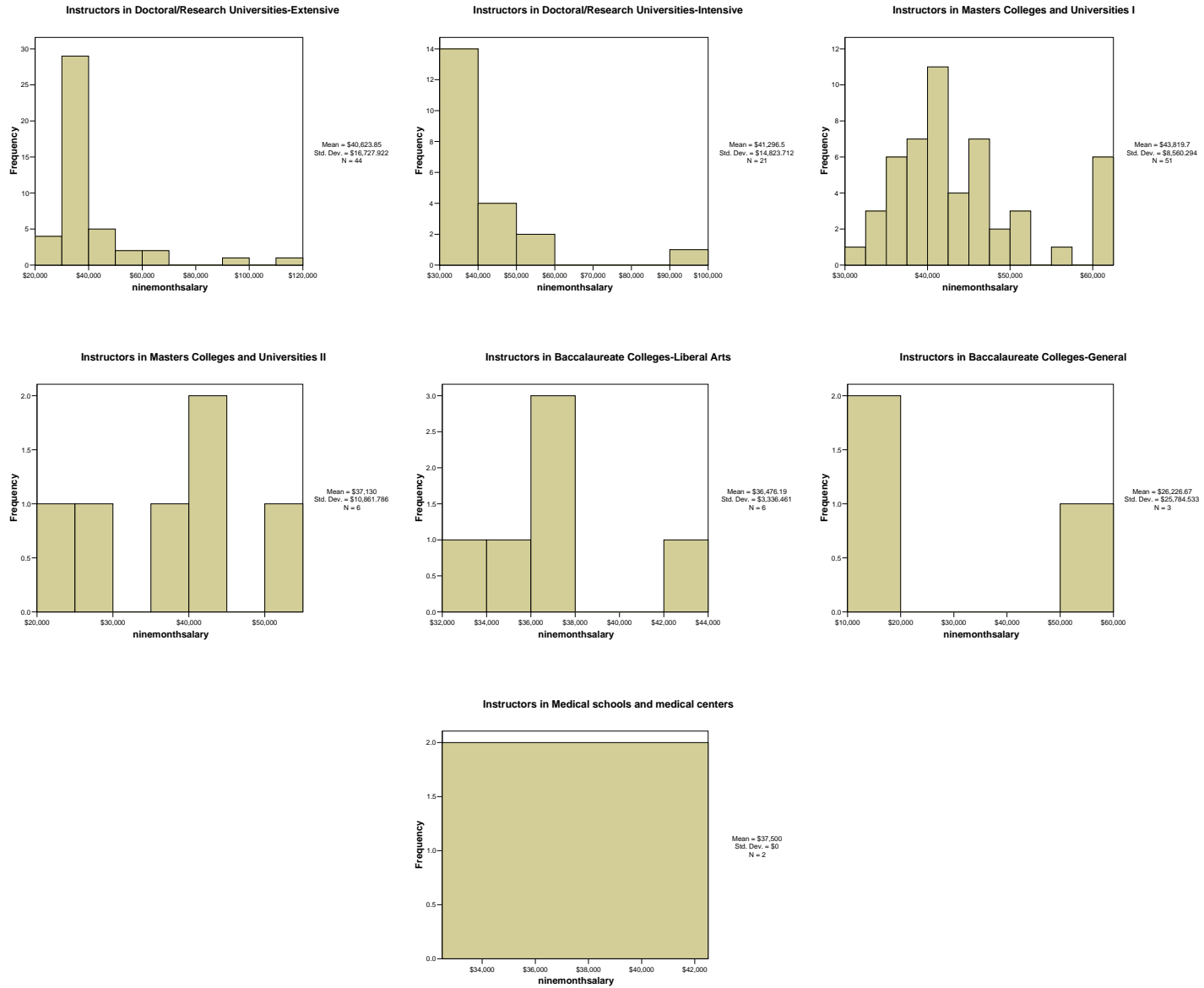
Lecturers in Baccalaureate Colleges-Liberal Arts



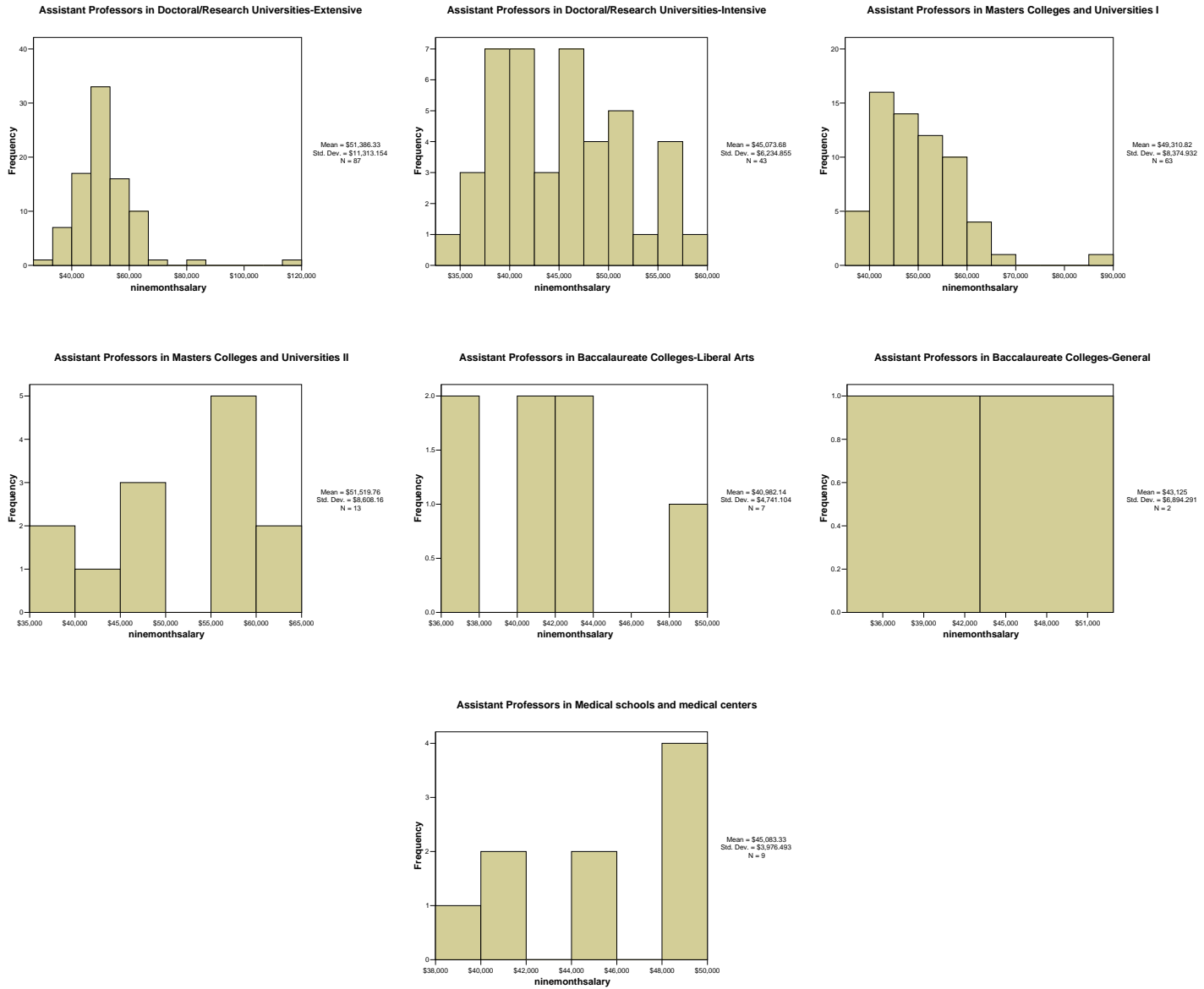
Lecturers in Baccalaureate Colleges-General



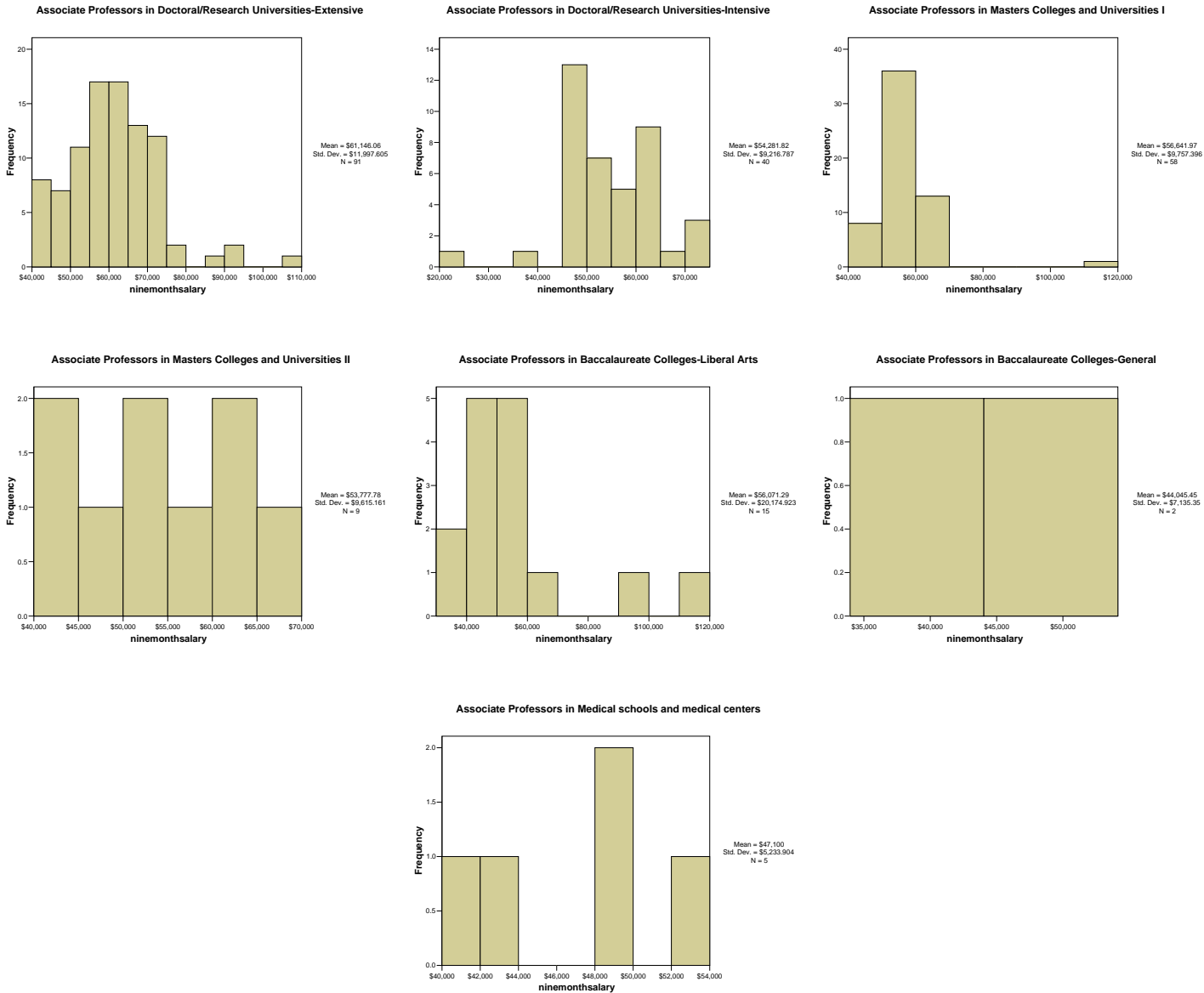
Instructors by Carnegie Classification



Assistant Professors by Carnegie Classification

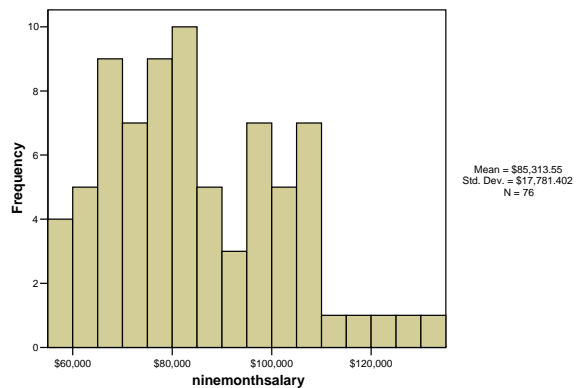


Associate Professors by Carnegie Classification

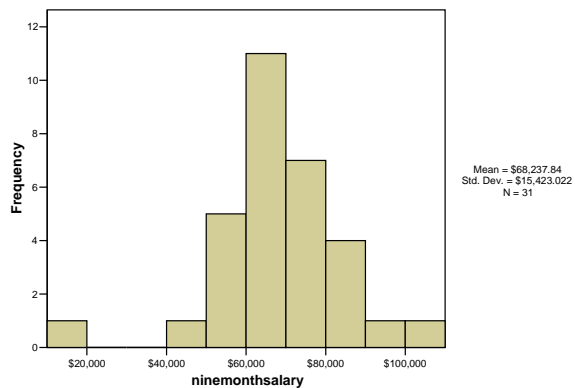


Professors by Carnegie Classification

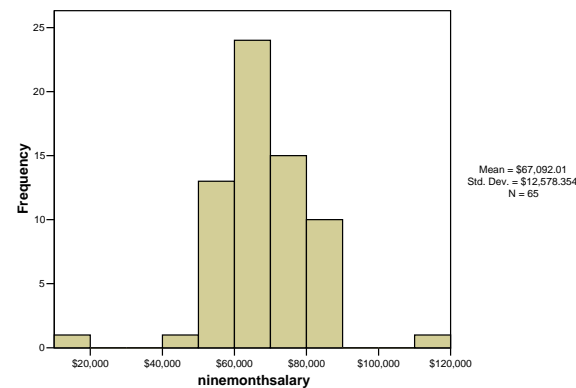
Professors in Doctoral/Research Universities-Extensive



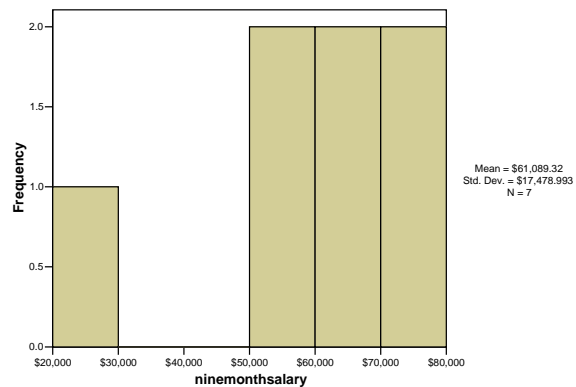
Professors in Doctoral/Research Universities-Intensive



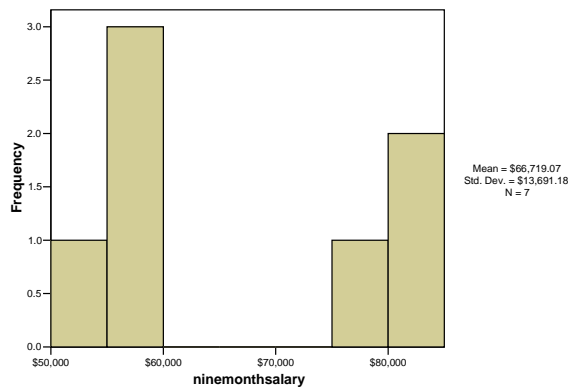
Professors in Masters Colleges and Universities I



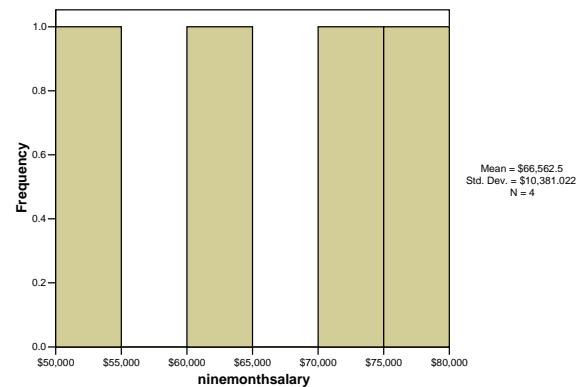
Professors in Masters Colleges and Universities II



Professors in Baccalaureate Colleges-Liberal Arts

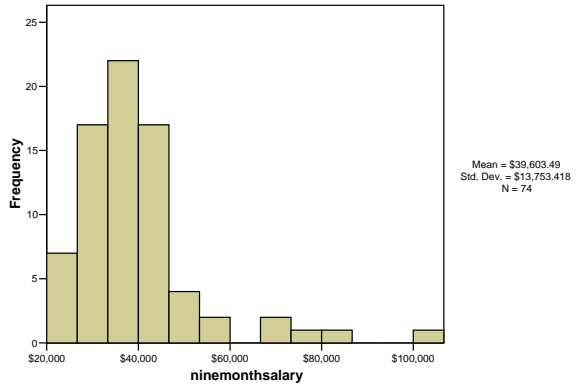


Professors in Medical schools and medical centers

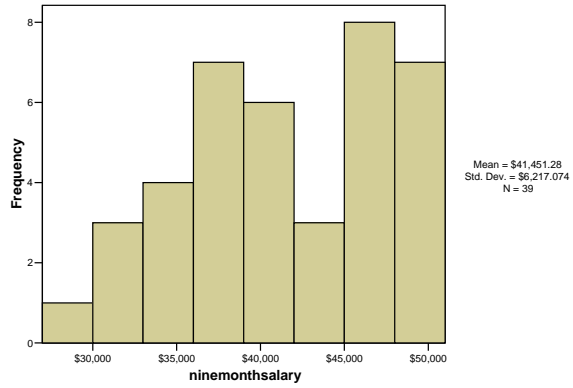


Clinical Titles by Carnegie Classification

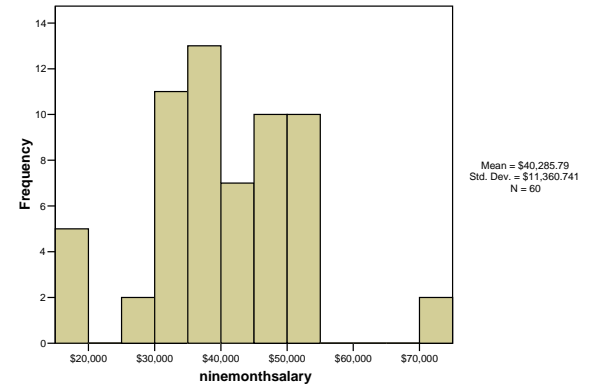
Clinical Employees in Doctoral/Research Universities-Extensive



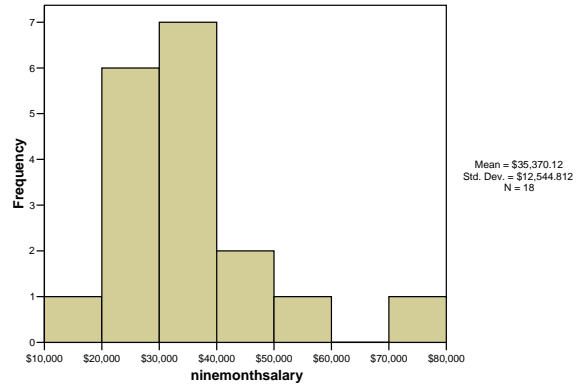
Clinical Employees in Doctoral/Research Universities-Intensive



Clinical Employees in Masters Colleges and Universities I



Clinical Employees in Masters Colleges and Universities II



Clinical Employees in Baccalaureate Colleges-Liberal Arts

