

REGION I  
(FAR WEST)

1998-1999

NAME OF SCHOOL	ASST. PROF.	ASSOC. PROF.	FULL PROF.	FRINGE BENEFITS
Arizona				
Arizona State	NA	73,340	107,344	22% <sup>1</sup>
Brigham Young				
UC Berkeley				
UC Davis	78,100	92,200	118,400	NA
Hastings	80,796	94,092	119,244	<sup>2</sup>
UCLA				
Cal Western				
Chapman	67,986	84,442	104,295	33%
Golden Gate	NA	82,500	100,000	22.5%
Hawaii				
Loyola (Los Angeles)				
McGeorge				
Pepperdine				
San Diego				
San Francisco				
Santa Clara	78,500	90,200	107,500	25.1%
USC				
Southwestern				
Stanford				
Thomas Jefferson				
Utah				
Western State				
Whittier				

<sup>1</sup> Estimate.

<sup>2</sup> Cannot be expressed as a % as Benefit Plan Enrollments (specifically \$) vary considerably. Only FICA, to include OASOI and medical tax, can be expressed as a %.

REGION II            1998-1999  
(NORTHWEST  
AND GREAT PLAINS)

NAME OF SCHOOL	ASST. PROF.	ASSOC. PROF.	FULL PROF.	FRINGE BENEFITS
Creighton	NA	NA	94,941	<sup>3</sup>
Drake	NA	69,000	87,272	26%
Gonzaga	NA	77,500	92,400	20%
Hamline	NA	74,378	91,727	23%
Idaho	NA	69,986	83,501	Approx. 25%
Iowa	NA	82,000	121,000	24%
Lewis & Clark	70,000	81,500	109,000	21%
Minnesota				
Mitchell	NA	NA	100,150	22%
Montana				
Nebraska	64,572	72,524	100,271	23%
North Dakota	44,000 <sup>4</sup>	56,205	67,064	27%
Oregon	66,697	72,647	95,451	33.68%
Seattle	NA	81,450	104,300	28%
South Dakota	54,124	64,634	84,822	18% <sup>5</sup>
Washington (Seattle)	62,096	75,032	93,094	21%
Willamette	NA	NA	87,500	23.4% <sup>6</sup>
Wyoming	51,556	63,218	82,715	22%

<sup>3</sup> Up to \$70,200: 26.6%; over \$70,200: 8.5% additional.

<sup>4</sup> Vis.

<sup>5</sup> Calculation includes workman's comp, SD retirement, social security, health and life insurance.

<sup>6</sup> Based on average salary of tenure-track faculty.

REGION III                      1998-1999  
(SOUTHWEST AND SOUTH CENTRAL)

NAME OF SCHOOL	ASST. PROF.	ASSOC. PROF.	FULL PROF.	FRINGE BENEFITS
Arkansas-Fayetteville	64,991	78,795	89,841	24.85%
Arkansas-Little Rock	60,023	68,592	80,672	21%
Baylor				
Colorado	NA	75,900	118,000	24%
Denver	71,070	80,598	96,923	22.5%
Houston	70,000	80,800	111,508	NA
Kansas				
LSU	56,738	68,569	100,230	18%
Loyola (New Orleans)	55,386	73,338	86,553	27%
Missouri-Columbia	NA	79,406	119,115	23%
Missouri-Kansas City	65,635	71,528	88,633	20%
New Mexico	66,000	87,546	91,250	17.5%
Oklahoma	NA	71,340	107,850	28%
Oklahoma City	69,010	73,130	78,280	22%
St. Louis				
St. Mary's	NA	85,000	100,000	17.5%
South Texas				
Southern	65,846	76,548	93,033	22%
Southern Methodist				
Texas	86,278	NA	139,740 <sup>7</sup>	24-31%
Texas Southern	82,000	85,000	95,000	26.5%
Texas Tech	71,978	84,902	113,569	19%
Texas Wesleyan				
Tulane	NA	103,000	123,750	22.5%
Tulsa	53,250	68,550	82,925	31%
Washburn	NA	74,004	100,440	21%
Washington (St. Louis)				

<sup>7</sup> With supplement.

REGION IV            1998-1999  
(GREAT LAKES)

NAME OF SCHOOL	ASST. PROF.	ASSOC. PROF.	FULL PROF.	FRINGE BENEFITS
Akron	63,558	70,263	84,676	29%
Capital (Columbus)	71,333	79,100	101,647	28%
Case Western				
Chicago				
Chicago-Kent				
Cincinnati				
Cleveland-Marshall	72,000	82,278	97,271	25%
Cooley	80,352	97,571	114,789	22.1%
Dayton	65,463	76,001	101,880	32.95%
DePaul	NA	78,884	98,387	29%
Detroit Univ.				
Detroit College	NA	73,983	107,096	24%
Illinois	80,100	86,300	108,300	NA
Indiana-Bloomington				
Indiana-Indianapolis	75,494	75,550	97,455	39.17% <sup>8</sup>
John Marshall				
Loyola (Chicago)				
Marquette	69,311	74,833	93,434	29%
Michigan	100,000	NA	162,500	21.3%
Northern Illinois	65,502	72,051	93,605	<sup>9</sup>
Northwestern				
Notre Dame				
Ohio State	78,042	82,496	115,572	21%
Ohio Northern	NA	NA	93,413	20%
Southern Illinois	64,064	86,807	99,999	<sup>10</sup>
Toledo				
Valparaiso	NA	70,750	87,335	25%
Wayne State	75,000	89,988	107,152	23.5%
West Virginia	NA	67,104	87,537	24.2%
Wisconsin				

<sup>8</sup> Includes fringe benefits, FICA and retirement.

<sup>9</sup> Fringe benefits vary depending on salary and enrollment in various benefit plans.

<sup>10</sup> Fringe benefits are determined by individual enrollment in various plans, but include health, retirement, life and disability insurance.

REGION V  
(SOUTHEAST)

1998-1999

NAME OF SCHOOL	ASST. PROF.	ASSOC. PROF.	FULL PROF.	FRINGE BENEFITS
Alabama				
Catholic (PR)				
Cumberland				
Emory				
Florida				
Florida State	70,973	85,683	110,489	24.4%
Georgia	82,500	87,200	119,750	27%
Georgia State	NA	82,060	109,427	27.01%
Inter-American	46,224	53,915	59,626	18%
Kentucky				
Louisville	69,060	80,511	99,796	21.5%
Memphis State				
Mercer				
Miami				
Mississippi College				
Mississippi Univ.	57,900	68,400	85,459	24.75%
Northern Kentucky				
Nova	67,000	NA	97,500	22.6% <sup>11</sup>
Puerto Rico	48,800	54,000	62,600	25%
St. Thomas	70,000	77,500	100,500	24%
Stetson				
Tennessee <sup>12</sup>	NA	75,552	108,588	28%
Vanderbilt				

<sup>11</sup> These are hypothetical rates based on the average employee. School uses these percentages for budgeting.

<sup>12</sup> A 2% salary increase was effective 1/1/99. If this increase is considered and annualized, the medians would be \$77,151 (Assoc. Prof.) and \$110,889 (Full Prof.).

REGION VI            1998-1999  
(MID-ATLANTIC)

NAME OF SCHOOL	ASST. PROF.	ASSOC. PROF.	FULL PROF.	FRINGE BENEFITS
American				
Baltimore	72,057	81,863	100,232	28%
Campbell	NA	78,000	91,900	22.01%
Catholic (DC)				
Dickinson	72,603	75,564	101,448	23.58%
District of Columbia	62,717	71,940	79,615	20%
Duke				
Duquesne				
George Mason				
Georgetown				
George Washington				
Howard	NA	87,272	106,459	19%
JAG				
Maryland				
North Carolina				
North Carolina Cent.				
Pennsylvania				
Pittsburgh	75,177	81,076	107,396	32.7%
Regent	65,578	76,915	89,948	25%
Richmond				
Rutgers-Camden	NA	86,736	114,645	23%
Rutgers-Newark	NA	95,775	127,376	23%
Seton Hall	NA	94,419	118,667	28%
South Carolina				
Temple				
Villanova				
Virginia				
Wake Forest				
Washington & Lee				
Widener				
William & Mary	88,450	88,500	119,250	28%

REGION VII            1998-1999  
(NORTHEAST)

NAME OF SCHOOL	ASST. PROF.	ASSOC. PROF.	FULL PROF.	FRINGE BENEFITS
Albany	77,930	84,850	106,971	28%
Boston College	89,000	114,000	126,500	26%
Boston Univ.				
Brooklyn				
Buffalo				
Columbia				
Connecticut	NA	99,000	126,200	35% <sup>13</sup>
Cornell				
CUNY	63,072	75,932	91,553	33%
Fordham				
Franklin Pierce				
Harvard				
Hofstra				
Maine				
New England				
New York Law				
NYU				
Northeastern	82,400	96,585	110,452	28.9%
Pace	84,040	94,696	128,562	18% <sup>14</sup>
Quinnipiac				
Roger Williams				
St. John's				
Suffolk	86,000	88,600	106,000	28%
Syracuse	65,000	70,000	93,453	38.1%
Touro	*	*	*	*
Vermont	63,502	71,437	86,553	23%
Western New England	73,750	NA	97,795	32%
Yale				
Yeshiva				

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<sup>13</sup> Varies by retirement plan.

<sup>14</sup> This figure does not include the value of the tuition remission benefit.