

REGION I
(FAR WEST)

1997-1998

NAME OF SCHOOL	ASST. PROF.	ASSOC. PROF.	FULL PROF.	FRINGE BENEFITS
Arizona				
Arizona State	NA	69,481	106,018	22% ¹
Brigham Young				
UC Berkeley				
UC Davis	74,700	88,200	113,300	NA
Hastings	80,076	89,000	114,060	²
UCLA				
Cal Western				
Chapman	64,131	81,988	99,852	33%
Golden Gate	NA	79,000	94,000	22.5%
Hawaii				
Loyola (Los Angeles)				
McGeorge				
Pepperdine				
San Diego				
San Francisco				
Santa Clara	75,000	85,000	99,500	26%
USC				
Southwestern				
Stanford				
Thomas Jefferson				
Utah				
Western State				
Whittier				

¹ Estimate.

² 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 1997-1998
 (NORTHWEST
 AND GREAT PLAINS)

NAME OF SCHOOL	ASST. PROF.	ASSOC. PROF.	FULL PROF.	FRINGE BENEFITS
Creighton	NA	NA	92,626	³
Drake	NA	68,544	92,035	26%
Gonzaga	72,300	72,500	91,500	20%
Hamline	NA	72,119	88,868	23%
Idaho	NA	68,507	73,017	Approx. 25%
Iowa	NA	80,000	116,000	24%
Lewis & Clark	67,000	77,000	106,000	NA
Minnesota				
Mitchell	NA	NA	94,000	22%
Montana				
Nebraska	63,500	66,979	98,576	23%
North Dakota	46,840	54,568	65,110	27%
Oregon	63,172	65,563	90,357	33.69%
Seattle	NA	79,450	102,300	27%
South Dakota	50,987	60,355	78,256	18% ⁴
Washington (Seattle)	63,271	61,746	89,831	21%
Willamette	NA	NA	84,900	23.4% ⁵
Wyoming	51,344	61,384	78,920	22%

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

⁴ Calculation includes workman's comp, SD retirement, social security, health and life insurance.

⁵ Based on average salary of tenure-track faculty.

REGION III 1997-1998
(SOUTHWEST AND SOUTH CENTRAL)

NAME OF SCHOOL	ASST. PROF.	ASSOC. PROF.	FULL PROF.	FRINGE BENEFITS
Arkansas-Fayetteville	63,818	75,800	86,300	24.6%
Arkansas-Little Rock	59,885	NA	74,470	21%
Baylor				
Colorado	NA	77,300	110,500	23%
Denver	69,000	78,250	94,100	22.5%
Houston	NA	82,000	110,000	NA
Kansas				
LSU	56,738	68,569	99,217	18%
Loyola (New Orleans)	64,480	72,500	84,808	27%
Missouri-Columbia	NA	77,094	114,250	23%
Missouri-Kansas City	64,053	72,158	85,822	20%
New Mexico	60,984	79,142	83,572	17.2%
Oklahoma	NA	64,340	90,801	28%
Oklahoma City	67,000	71,000	76,000	21.5%
St. Louis				
St. Mary's	NA	82,500	93,214	17.5%
South Texas				
Southern	63,827	72,647	89,455	22%
Southern Methodist				
Texas	90,067	NA	136,184 ⁶	24-31%
Texas Southern	82,000	85,000	95,000	26.5%
Texas Tech	75,246	83,601	109,677	20%
Texas Wesleyan				
Tulane	NA	101,000	123,725	22.5%
Tulsa	50,000	67,740	80,880	31%
Washburn	NA	71,412	96,000	21%
Washington (St. Louis)				

⁶ With supplement.

REGION IV 1997-1998
(GREAT LAKES)

NAME OF SCHOOL	ASST. PROF.	ASSOC. PROF.	FULL PROF.	FRINGE BENEFITS
Akron	61,222	66,539	79,524	29%
Capital (Columbus)	70,025	76,405	98,689	28%
Case Western				
Chicago				
Chicago-Kent				
Cincinnati				
Cleveland-Marshall	67,000	80,028	92,750	⁷
Cooley	74,613	103,310	114,789	23.4%
Dayton	62,830	72,960	99,083	33.45%
DePaul	NA	76,586	95,306	29%
Detroit Univ.				
Detroit College	NA	71,470	102,842	25%
Illinois	74,700	85,300	103,300	NA
Indiana-Bloomington				
Indiana-Indianapolis	68,650	73,184	93,993	40.37% ⁸
John Marshall				
Loyola (Chicago)				
Marquette	67,000	73,948	92,456	29%
Michigan	99,500	NA	158,000	21.3%
Northern Illinois	NA	69,528	91,550	⁹
Northwestern				
Notre Dame				
Ohio State	75,062	80,106	104,992	21%
Ohio Northern	NA	NA	92,146	20%
Southern Illinois	65,112	84,175	97,212	¹⁰
Toledo				
Valparaiso	NA	70,550	84,260	25%
Wayne State	72,301	87,438	98,931	22.8%
West Virginia	NA	66,348	84,807	24.2%
Wisconsin				

⁷ 29.5 for six months; 28.5 for six months.

⁸ Includes fringe benefits, FICA and retirement.

⁹ Fringe benefits vary depending on salary and enrollment in various benefit plans.

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

REGION V
(SOUTHEAST)

1997-1998

NAME OF SCHOOL	ASST. PROF.	ASSOC. PROF.	FULL PROF.	FRINGE BENEFITS
Alabama				
Catholic (PR)				
Cumberland				
Emory				
Florida				
Florida State	70,433	83,365	110,187	25.38%
Georgia	77,250	90,500	116,325	27%
Georgia State	NA	76,567	102,520	29.31%
Inter-American	45,937	50,546	55,688	15%
Kentucky				
Louisville	67,024	77,457	97,250	21.5%
Memphis State				
Mercer				
Miami				
Mississippi College				
Mississippi Univ.	56,856	64,766	81,324	23.9%
Northern Kentucky				
Nova	65,000	NA	95,500	24% ¹¹
Puerto Rico	46,500	51,500	59,600	25%
St. Thomas	67,000	77,000	96,500	24%
Stetson				
Tennessee	NA	75,301	107,788	28%
Vanderbilt				

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

REGION VI 1997-1998
(MID-ATLANTIC)

NAME OF SCHOOL	ASST. PROF.	ASSOC. PROF.	FULL PROF.	FRINGE BENEFITS
American				
Baltimore	66,084	77,543	94,373	28%
Campbell	NA	74,959	89,232	27.27%
Catholic (DC)				
Dickinson	69,048	NA	99,960	24.1%
District of Columbia	59,167	67,868	75,109	NA ¹²
Duke				
Duquesne				
George Mason				
Georgetown				
George Washington				
Howard	NA	82,260	100,450	19%
JAG				
Maryland				
North Carolina				
North Carolina Cent.				
Pennsylvania				
Pittsburgh	NA	NA	NA	NA
Regent	68,900	74,675	101,712	25%
Richmond				
Rutgers-Camden	55,154	86,862	112,818	20%
Rutgers-Newark	NA	92,217	121,771	20%
Seton Hall	71,780	91,326	112,821	28%
South Carolina				
Temple				
Villanova				
Virginia				
Wake Forest				
Washington & Lee				
Widener				
William & Mary	81,000	82,700	109,500	28%

¹² Figures computed based on school's information on 1998-99 salaries: "98-99 salaries all increased 6% over 97-98."

REGION VII 1997-1998
(NORTHEAST)

NAME OF SCHOOL	ASST. PROF.	ASSOC. PROF.	FULL PROF.	FRINGE BENEFITS
Albany	72,830	84,850	106,661	28%
Boston College	86,000	108,200	123,900	26%
Boston Univ.				
Brooklyn				
Buffalo				
Columbia				
Connecticut	NA	94,800	123,500	35% ¹³
Cornell				
CUNY	57,724	69,495	83,792	33%
Fordham				
Franklin Pierce				
Harvard				
Hofstra				
Maine				
New England				
New York Law				
NYU				
Northeastern	81,032	93,772	106,840	28.9%
Pace	81,198	91,494	123,181	18% ¹⁴
Quinnipiac				
Roger Williams				
St. John's				
Suffolk	84,000	86,000	104,000	28%
Syracuse	61,961	69,807	90,075	35.3%
Touro	*	*	*	*
Vermont	61,153	81,546	86,053	23%
Western New England	71,000	NA	95,795	32%
Yale				
Yeshiva				

¹³ Varies by retirement plan.

¹⁴ This figure does not include the value of the tuition remission benefit.