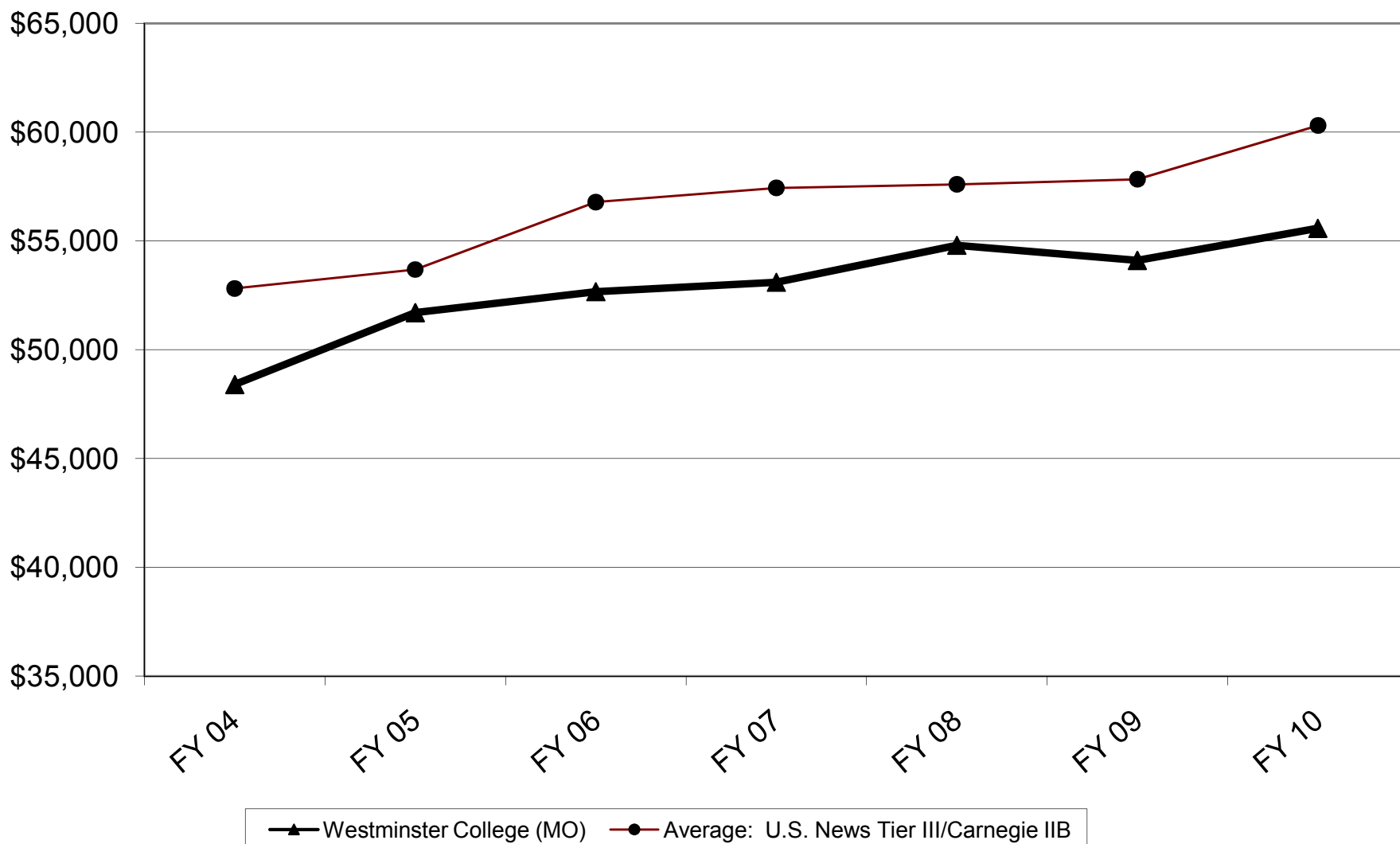


Average Salary All Ranks



Faculty Salary Comparison -- U.S. News Tier III IIB's (w/o benefits)

| | FY 10 |
|--|----------|
| Albright College (PA) | IIB |
| Professor | \$82,800 |
| Associate Professor | \$67,100 |
| Assistant Professor | \$52,800 |
| Instructor | \$44,800 |
| All Ranks | \$62,900 |
| Alma College (MI) | IIB |
| Professor | \$75,400 |
| Associate Professor | \$60,800 |
| Assistant Professor | \$52,100 |
| Instructor | \$43,500 |
| All Ranks | \$63,300 |
| American Jewish University (CA) | IIB |
| Professor | n.a. |
| Associate Professor | n.a. |
| Assistant Professor | n.a. |
| Instructor | n.a. |
| All Ranks | n.a. |
| Asbury College (KY) | IIB |
| Professor | \$58,400 |
| Associate Professor | \$51,400 |
| Assistant Professor | \$44,900 |
| Instructor | \$38,700 |
| All Ranks | \$52,300 |
| Baker University (KS) | IIB |
| Professor | \$60,900 |
| Associate Professor | \$51,500 |
| Assistant Professor | \$46,300 |
| Instructor | \$38,100 |
| All Ranks | \$52,300 |
| Berea College (KY) | IIB |
| Professor | \$82,100 |
| Associate Professor | \$65,000 |
| Assistant Professor | \$51,500 |
| Instructor | \$44,000 |
| All Ranks | \$66,200 |
| Bethany College (WV) | IIB |
| Professor | n.a. |
| Associate Professor | n.a. |
| Assistant Professor | n.a. |
| Instructor | n.a. |
| All Ranks | n.a. |
| Bethel College (KS) | IIB |
| Professor | n.a. |
| Associate Professor | n.a. |
| Assistant Professor | n.a. |
| Instructor | n.a. |
| All Ranks | n.a. |
| Bridgewater College (VA) | IIB |
| Professor | \$70,200 |
| Associate Professor | \$57,800 |
| Assistant Professor | \$49,500 |
| Instructor | \$41,600 |
| All Ranks | \$55,400 |

Faculty Salary Comparison -- U.S. News Tier III IIB's (w/o benefits)

| | FY 10 |
|--|----------|
| Carroll College (MT) | IIB |
| Professor | n.a. |
| Associate Professor | n.a. |
| Assistant Professor | n.a. |
| Instructor | n.a. |
| All Ranks | n.a. |
| Cedar Crest College (PA) | IIB |
| Professor | \$80,800 |
| Associate Professor | \$63,300 |
| Assistant Professor | \$55,100 |
| Instructor | \$46,100 |
| All Ranks | \$61,300 |
| Centenary College (LA) | IIB |
| Professor | \$70,900 |
| Associate Professor | \$58,000 |
| Assistant Professor | \$50,200 |
| Instructor | n.a. |
| All Ranks | \$60,500 |
| Clarke College (IA) | IIB |
| Professor | n.a. |
| Associate Professor | n.a. |
| Assistant Professor | n.a. |
| Instructor | n.a. |
| All Ranks | n.a. |
| College of Idaho (ID) | IIB |
| Professor | n.a. |
| Associate Professor | n.a. |
| Assistant Professor | n.a. |
| Instructor | n.a. |
| All Ranks | n.a. |
| College of the Atlantic (ME) | IIB |
| Professor | n.a. |
| Associate Professor | n.a. |
| Assistant Professor | n.a. |
| Instructor | n.a. |
| All Ranks | n.a. |
| Concordia College-Moorhead (MN) | IIB |
| Professor | \$74,600 |
| Associate Professor | \$63,700 |
| Assistant Professor | \$52,600 |
| Instructor | \$45,100 |
| All Ranks | \$60,200 |
| Dillard University (LA) | IIB |
| Professor | n.a. |
| Associate Professor | n.a. |
| Assistant Professor | n.a. |
| Instructor | n.a. |
| All Ranks | n.a. |

Faculty Salary Comparison -- U.S. News Tier III Iib's (w/o benefits)

| | FY 10 |
|-------------------------------------|------------------------|
| Doane College (NE) | IIB |
| Professor | \$72,000 |
| Associate Professor | \$56,900 |
| Assistant Professor | \$46,100 |
| Instructor | \$40,700 |
| All Ranks | \$54,800 |
| Eastern Mennonite Univ. (VA) | IIB IIA in AAUP |
| Professor | \$58,500 |
| Associate Professor | \$49,600 |
| Assistant Professor | \$43,300 |
| Instructor | \$39,100 |
| All Ranks | \$51,700 |
| Eckerd College (FL) | IIB |
| Professor | \$79,500 |
| Associate Professor | \$62,900 |
| Assistant Professor | \$52,700 |
| Instructor | n.a. |
| All Ranks | \$63,800 |
| Emory and Henry College (VA) | IIB |
| Professor | \$74,600 |
| Associate Professor | \$55,800 |
| Assistant Professor | \$46,100 |
| Instructor | \$40,700 |
| All Ranks | \$54,500 |
| Fisk University (TN) | IIB |
| Professor | n.a. |
| Associate Professor | n.a. |
| Assistant Professor | n.a. |
| Instructor | n.a. |
| All Ranks | n.a. |
| Georgetown College (KY) | IIB |
| Professor | \$66,600 |
| Associate Professor | \$54,200 |
| Assistant Professor | \$45,700 |
| Instructor | n.a. |
| All Ranks | \$53,200 |
| Gordon College (MA) | IIB |
| Professor | \$75,400 |
| Associate Professor | \$64,900 |
| Assistant Professor | \$54,500 |
| Instructor | n.a. |
| All Ranks | \$67,900 |
| Goshen College (IN) | IIB |
| Professor | \$59,900 |
| Associate Professor | \$48,200 |
| Assistant Professor | \$44,100 |
| Instructor | n.a. |
| All Ranks | \$51,800 |
| Grove City College (PA) | IIB |
| Professor | n.a. |
| Associate Professor | n.a. |
| Assistant Professor | n.a. |
| Instructor | n.a. |
| All Ranks | n.a. |

Faculty Salary Comparison -- U.S. News Tier III IIB's (w/o benefits)

| | FY 10 |
|---|----------|
| Guilford College (NC) | IIB |
| Professor | \$68,500 |
| Associate Professor | \$55,900 |
| Assistant Professor | \$49,900 |
| Instructor | \$44,700 |
| All Ranks | \$56,400 |
| Hartwick College (NY) | IIB |
| Professor | \$81,700 |
| Associate Professor | \$59,700 |
| Assistant Professor | \$48,100 |
| Instructor | n.a. |
| All Ranks | \$64,900 |
| Hastings College (NE) | IIB |
| Professor | \$64,000 |
| Associate Professor | \$51,400 |
| Assistant Professor | \$44,800 |
| Instructor | \$43,800 |
| All Ranks | \$54,800 |
| Hiram College (OH) | IIB |
| Professor | \$65,400 |
| Associate Professor | \$51,200 |
| Assistant Professor | \$45,600 |
| Instructor | \$43,800 |
| All Ranks | \$53,300 |
| Houghton College (NY) | IIB |
| Professor | n.a. |
| Associate Professor | n.a. |
| Assistant Professor | n.a. |
| Instructor | n.a. |
| All Ranks | n.a. |
| Illinois College (IL) | IIB |
| Professor | \$71,400 |
| Associate Professor | \$57,600 |
| Assistant Professor | \$50,600 |
| Instructor | \$38,000 |
| All Ranks | \$57,000 |
| Lycoming College (PA) | IIB |
| Professor | \$74,900 |
| Associate Professor | \$64,300 |
| Assistant Professor | \$51,600 |
| Instructor | \$41,000 |
| All Ranks | \$59,700 |
| Maryville College (TN) | IIB |
| Professor | \$76,200 |
| Associate Professor | \$60,700 |
| Assistant Professor | \$49,000 |
| Instructor | \$38,100 |
| All Ranks | \$58,600 |
| Massachusetts College of Liberal Arts (MA) | IIB |
| Professor | \$78,000 |
| Associate Professor | \$60,500 |
| Assistant Professor | \$51,000 |
| Instructor | n.a. |
| All Ranks | \$66,300 |

Faculty Salary Comparison -- U.S. News Tier III IIB's (w/o benefits)

| | FY 10 |
|--|------------------------|
| Mc Daniel College (MD) | IIB |
| Professor | \$87,400 |
| Associate Professor | \$69,300 |
| Assistant Professor | \$55,900 |
| Instructor | n.a. |
| All Ranks | \$72,200 |
| Meredith College (NC) | IIB IIA in AAUP |
| Professor | \$76,700 |
| Associate Professor | \$62,400 |
| Assistant Professor | \$52,700 |
| Instructor | \$45,600 |
| All Ranks | \$62,800 |
| Merrimack College (MA) | IIB |
| Professor | \$81,300 |
| Associate Professor | \$63,700 |
| Assistant Professor | \$59,800 |
| Instructor | n.a. |
| All Ranks | \$67,800 |
| Millikin University (IL) | IIB |
| Professor | \$76,400 |
| Associate Professor | \$62,200 |
| Assistant Professor | \$51,800 |
| Instructor | \$46,400 |
| All Ranks | \$57,000 |
| Monmouth College (IL) | IIB |
| Professor | \$73,300 |
| Associate Professor | \$56,900 |
| Assistant Professor | \$49,000 |
| Instructor | \$43,800 |
| All Ranks | \$57,700 |
| Morehouse College (GA) | IIB |
| Professor | \$85,300 |
| Associate Professor | \$66,400 |
| Assistant Professor | \$53,400 |
| Instructor | \$39,600 |
| All Ranks | \$63,300 |
| Mount Union College (OH) | IIB |
| Professor | \$78,800 |
| Associate Professor | \$63,700 |
| Assistant Professor | \$55,500 |
| Instructor | \$47,500 |
| All Ranks | \$66,500 |
| Nebraska Wesleyan University (NE) | IIB |
| Professor | \$67,400 |
| Associate Professor | \$53,100 |
| Assistant Professor | \$44,300 |
| Instructor | \$40,100 |
| All Ranks | \$54,200 |

Faculty Salary Comparison -- U.S. News Tier III IIB's (w/o benefits)

| | FY 10 |
|------------------------------------|----------|
| Oglethorpe University (GA) | IIB |
| Professor | n.a. |
| Associate Professor | n.a. |
| Assistant Professor | n.a. |
| Instructor | n.a. |
| All Ranks | n.a. |
| Principia College (IL) | IIB |
| Professor | n.a. |
| Associate Professor | n.a. |
| Assistant Professor | n.a. |
| Instructor | n.a. |
| All Ranks | n.a. |
| Randolph-Macon College (VA) | IIB |
| Professor | \$78,600 |
| Associate Professor | \$62,000 |
| Assistant Professor | \$50,300 |
| Instructor | n.a. |
| All Ranks | \$63,900 |
| Roanoke College (VA) | IIB |
| Professor | \$80,900 |
| Associate Professor | \$63,300 |
| Assistant Professor | \$55,500 |
| Instructor | \$43,900 |
| All Ranks | \$61,200 |
| Russel Sage College (NY) | IIB |
| Professor | n.a. |
| Associate Professor | n.a. |
| Assistant Professor | n.a. |
| Instructor | n.a. |
| All Ranks | n.a. |
| Salem College (NC) | IIB |
| Professor | \$61,100 |
| Associate Professor | \$53,200 |
| Assistant Professor | \$50,500 |
| Instructor | \$41,100 |
| All Ranks | \$52,100 |
| Simpson College (IA) | IIB |
| Professor | \$68,800 |
| Associate Professor | \$54,700 |
| Assistant Professor | \$45,800 |
| Instructor | \$41,700 |
| All Ranks | \$55,700 |
| St. Anselm College (NH) | IIB |
| Professor | \$84,800 |
| Associate Professor | \$67,600 |
| Assistant Professor | \$51,600 |
| Instructor | \$45,800 |
| All Ranks | \$66,400 |

Faculty Salary Comparison -- U.S. News Tier III IIB's (w/o benefits)

| | FY 10 |
|--|----------|
| St. John's College (MD) | IIB |
| Professor | n.a. |
| Associate Professor | n.a. |
| Assistant Professor | n.a. |
| Instructor | n.a. |
| All Ranks | n.a. |
| St. Norbert College (WI) | IIB |
| Professor | \$84,000 |
| Associate Professor | \$65,400 |
| Assistant Professor | \$53,300 |
| Instructor | n.a. |
| All Ranks | \$62,500 |
| St Vincent College (PA) | IIB |
| Professor | \$80,900 |
| Associate Professor | \$63,700 |
| Assistant Professor | \$52,500 |
| Instructor | \$49,200 |
| All Ranks | \$60,200 |
| Tougaloo College (MS) | IIB |
| Professor | n.a. |
| Associate Professor | n.a. |
| Assistant Professor | n.a. |
| Instructor | n.a. |
| All Ranks | n.a. |
| University of Minnesota-Morris (MN) | IIB |
| Professor | \$74,300 |
| Associate Professor | \$60,500 |
| Assistant Professor | \$49,500 |
| Instructor | \$39,100 |
| All Ranks | \$59,400 |
| University of North Carolina-Asheville (NC) | IIB |
| Professor | \$87,900 |
| Associate Professor | \$68,300 |
| Assistant Professor | \$59,800 |
| Instructor | n.a. |
| All Ranks | \$68,300 |
| Warren Wilson College (NC) | IIB |
| Professor | \$70,900 |
| Associate Professor | \$57,700 |
| Assistant Professor | \$51,600 |
| Instructor | \$41,700 |
| All Ranks | \$57,200 |
| Wartburg College (IA) | IIB |
| Professor | \$67,800 |
| Associate Professor | \$58,700 |
| Assistant Professor | \$51,200 |
| Instructor | \$47,700 |
| All Ranks | \$59,000 |
| Wells College (NY) | IIB |
| Professor | \$77,600 |
| Associate Professor | \$60,600 |
| Assistant Professor | \$49,400 |
| Instructor | n.a. |
| All Ranks | \$64,800 |

Faculty Salary Comparison -- U.S. News Tier III IIB's (w/o benefits)

| | FY 10 |
|--|-----------|
| Wesleyan College (GA) | IIB |
| Professor | n.a. |
| Associate Professor | n.a. |
| Assistant Professor | n.a. |
| Instructor | n.a. |
| All Ranks | n.a. |
| Whittier College (CA) | IIB |
| Professor | \$102,200 |
| Associate Professor | \$71,200 |
| Assistant Professor | \$63,100 |
| Instructor | n.a. |
| All Ranks | \$81,400 |
| William Jewell College (MO) | IIB |
| Professor | \$63,800 |
| Associate Professor | \$59,500 |
| Assistant Professor | \$50,100 |
| Instructor | \$44,300 |
| All Ranks | \$57,200 |
| Wisconsin Lutheran College | IIB |
| Professor | n.a. |
| Associate Professor | n.a. |
| Assistant Professor | n.a. |
| Instructor | n.a. |
| All Ranks | n.a. |
| Average: U.S. News Tier III IIB Liberal Arts Colleges | |
| Professor | \$74,628 |
| Associate Professor | \$59,924 |
| Assistant Professor | \$50,754 |
| Instructor | \$41,494 |
| All Ranks | \$60,302 |
| Westminster College (MO) | IIB |
| Professor | \$65,546 |
| Associate Professor | \$55,500 |
| Assistant Professor | \$46,800 |
| Instructor | \$35,700 |
| All Ranks | \$55,580 |
| Westminster College (MO) as % of Average | |
| Professor | 88% |
| Associate Professor | 93% |
| Assistant Professor | 92% |
| Instructor | n.a. |
| All Ranks | 92% |