

SURVEY REPORT TABLE 4

**Average Salary and Average Compensation Levels, by Category, Affiliation, and Academic Rank, 2002-03 (Dollars)**

Academic Rank	All Combined	Public	Private-Independent	Church-Related	All Combined	Public	Private-Independent
SALARY				COMPENSATION			
<i>CATEGORY I (Doctoral)</i>							
Professor	97,910	92,387	118,269	100,172	121,572	114,670	146,571
Associate	67,043	64,938	77,165	69,497	85,095	82,139	98,468
Assistant	57,131	54,986	66,926	58,075	72,377	69,742	84,355
Instructor	39,069	37,589	45,832	47,655	49,977	48,153	58,339
Lecturer	44,785	43,390	49,815	43,605	57,463	55,595	64,292
No Rank	48,743	45,857	54,347	48,940	57,065	51,769	71,007
All Combined	73,997	70,357	89,630	74,865	92,777	88,123	112,307
<i>CATEGORY IIA (Master's)</i>							
Professor	75,334	74,545	80,011	74,578	93,621	92,478	100,431
Associate	59,326	59,145	61,263	57,875	74,909	74,540	78,028
Assistant	48,965	49,086	50,028	47,238	61,897	62,188	63,299
Instructor	36,929	36,398	39,310	37,909	47,170	46,781	49,106
Lecturer	42,731	42,968	41,674	39,934	53,109	53,282	52,763
No Rank	48,500	46,403	53,163	48,505	54,568	51,714	59,458
All Combined	58,769	58,440	61,422	57,446	73,447	72,978	76,997
<i>CATEGORY IIB (Baccalaureate)</i>							
Professor	69,598	67,004	79,928	60,977	88,268	83,410	101,775
Associate	53,575	54,694	57,340	49,734	68,374	69,503	73,333
Assistant	44,700	45,587	47,409	42,064	56,660	58,221	59,994
Instructor	36,191	36,503	38,090	35,081	45,802	47,189	47,743
Lecturer	41,813	39,334	49,110	37,409	52,899	49,275	63,151
No Rank	46,583	49,772	50,823	35,989	54,053	57,374	68,030
All Combined	54,051	52,841	60,817	49,109	68,535	66,608	77,414
<i>CATEGORY III (Two-Year Colleges with Ranks)</i>							
Professor	65,608	65,730	53,511	n.d.	82,917	83,093	64,709
Associate	51,589	51,696	43,634	n.d.	66,211	66,372	54,697
Assistant	45,471	45,653	35,885	n.d.	59,291	59,566	45,475
Instructor	37,914	38,215	22,988	n.d.	49,493	49,946	26,757
Lecturer	44,101	44,135	36,443	n.d.	57,691	57,743	46,348
No Rank	43,082	43,196	22,830	n.d.	51,374	51,492	29,941
All Combined	51,619	51,824	36,667	n.d.	66,103	66,391	45,199
<i>CATEGORY IV (Institutions without Ranks)</i>							
No Rank	49,762	49,843	n.d.	n.d.	61,458	61,555	n.d.
<i>ALL CATEGORIES COMBINED EXCEPT IV</i>							
Professor	86,437	84,073	101,200	75,094	107,654	104,467	126,320
Associate	61,732	61,497	66,328	57,189	78,332	77,805	84,638
Assistant	51,545	51,517	55,616	46,700	65,358	65,486	70,247

Instructor	37,737	37,249	41,103	37,579	48,340	48,010	51,745
Lecturer	43,914	43,096	48,693	41,229	55,725	54,513	62,690
No Rank	47,769	45,976	53,359	45,043	54,922	52,038	63,573
All Combined	65,048	63,974	74,359	57,564	81,667	80,207	93,458

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*Note:* The table is based on 1,454 reporting institutions representing 1,732 campuses. For definitions of categories, see Explanation of Statistical Data on page 49. N.d. = no data. There were too few private-independent and church-related institutions in

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Church-  
Related

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126,186  
90,258  
73,680  
60,612  
55,433  
61,667  
95,404

92,468  
72,905  
59,025  
47,712  
50,665  
61,979  
71,803

77,859  
63,518  
53,153  
43,784  
47,115  
39,836  
62,276

n.d.  
n.d.  
n.d.  
n.d.  
n.d.  
n.d.  
n.d.

n.d.

94,572  
73,055  
58,821

47,162

52,303

53,038

72,727

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