

ADDITIONAL EVIDENCE ON UNIVERSITY RANKINGS BY COST OF LIVING ADJUSTED FACULTY COMPENSATION

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ABSTRACT

This paper ranks 500 universities and colleges based on compensation paid to their faculty. The analysis examines universities both on a raw basis and cost of living adjusted basis. This work extends the previous literature by examining a broader group of schools. This research includes private universities and community colleges. Most previous literature is limited to the examination of public universities. Similar to previous papers, the results here show that cost of living adjusted salaries differ dramatically from raw salary figures. The results suggest that administrators should design compensation packages that reflect cost of living realities in their area. Faculty seeking employment opportunities should carefully consider cost of living issues.

INTRODUCTION

Faculty in the academic job market must assess a number of factors when evaluating a job offer. Faculty must aggregate information on these factors using their own weighting scheme to make an informed decision. One important factor is financial compensation. Comparing salary offers from multiple institutions is difficult at best due to differences in benefits, work demands, and cost of living. Cost of living varies considerably across the United States and internationally. Despite the importance of cost of living issues in evaluating job offers, few studies examine costs of living adjusted salaries offered by universities. The focus of this paper is to compare cost of living adjusted salaries.

Figlio (2002) found a positive relationship between salary levels and the quality of teachers hired at U.S. public schools. The evidence suggests that universities receive benefits by paying higher salaries. As such administrators have a strong motivation to develop compensation plans that appropriately balance compensation paid with faculty quality desired.

Study of the impact of differential costs of living (COL) salary values was pioneered by Boothe (1933) and Winakor (1943). More recently researchers have examined COL adjusted salaries within a locality or university (See Stoops 2007, and Foster 2002, and Guilkey, Mroz, Rhode and Salemi, 2009). In a recent study, Jalbert, Jalbert and Hayashi (2010), produced a comprehensive study COL adjusted salaries at U.S. universities.

This paper extends the work of Jalbert, Jalbert and Hayashi (2010) by including a broader group of schools. The Jalbert, Jalbert and Hayashi (2010) study was limited to examining salaries at public U.S. universities that offered at least a bachelor degree. This study uses a different dataset that includes both public and private schools. In addition, the study here includes schools at both the university level and community college level. Finally, the study here includes specialized schools within universities, such as medical and law schools. While Jalbert, Jalbert and Hayashi (2010), examined both salary and benefit data in the aggregate and by faculty rank, the study here is limited to an examination of salary information and is not separated by faculty rank.

The evidence presented here shows that COL adjusted salaries differ dramatically in some instances from raw salaries. Moreover, universities rank significantly different on a raw basis than on a cost of living adjusted basis. Statistical tests verify the rank differences are significant. The remainder of the paper is organized as follows. In the next section literature on the relative salaries of faculty are presented. A discussion of the data and methodology utilized follows. Rankings and analysis are provided in the ranking results section. Some statistical analyses are presented in the empirical test results section. The paper closes with some concluding comments.

LITERATURE REVIEW

Fournier and Rasmussen (1986) estimated cost of living differences between state salaries. They found public education salary rankings differ substantially by state when cost of living is considered. Ong and Mitchel (2000) use the Big Mac index and purchasing power parity to compare cost of living adjusted salaries at institutions throughout the world. The Big Mac index is based on the cost of a McDonald's Big Mac sandwich at various locations. The results show widely varying cost of living adjusted salaries across countries. Hong Kong and Singapore pay the highest cost of living adjusted salaries with the United States ranking in the middle of the pack.

Fogg (2006) examined COL adjusted salaries at eleven top research universities. Five of eleven schools changed ranking at least 3 places when raw rankings were compared to COL adjusted rankings. Interestingly, on a raw basis, the salary range was \$40,300 while on a COLA basis, the range was \$52,096. Browne and Trieschmann (1991) examined COLA salaries at 106 major research institutions in 1988. In general, the authors find that real salaries differ substantially from nominal salaries. Marginal state income tax rates and faculty union status did not impact the level of employee benefits. However, variation in taxes and cost of living did affect the competitiveness of salaries across universities.

Zeglen and Tesfagiorgis (1993) examined full professor salaries from one doctorate granting institution located in each of the United States. They found that rankings of faculty salaries by institution differ substantially when adjustments are made for both cost of living and tax differences. Rankings were more affected by cost of living differences than by tax differences.

Alexander (2001) examined data from 1979-1998. He examined raw salaries, unadjusted for cost of living differences, to identify differences between compensation at public and private universities. He found that salary and benefit levels are higher at private institutions. He notes that competitiveness of public institutions with regard to salary and benefits has declined over time. Many other authors have also documented the declining competitiveness of public universities including Bell, 2000, Ehrenberg, 2003, Hamermesh, 2002 and Zogni 2003.

Related to faculty compensation is the extent to which faculty supplement their compensation with consulting and other external activities. Marsh and Dillon (1980) found that on average faculty supplement their income with external activities by about 15 percent. They write that some of this income is earned during off-duty periods by faculty on nine month appointments. To the extent that professors earn supplemental income, and there is variation in these earnings across universities, direct or COL adjusted salary comparisons may be biased.

Jalbert, Jalbert and Hayashi (2010) examined COL adjusted salaries and benefits of faculty. Their study examined salary and benefit data for some 574 public universities. They categorize universities based on the highest degree offered. Separate rankings of universities based on faculty rank are provided. The results show that university rankings based on raw salaries are dramatically different than rankings based on COL adjusted salaries. They find an average rank difference of 121 places between raw and COL

adjusted rankings. In a companion study Jalbert, Jalbert and Hayashi (2009) ranked states based on the COL adjusted salaries. Similar ranking differences are identified.

As noted earlier, the work here extends the work of Jalbert, Jalbert and Hayashi (2010) by using a data set that includes both universities and community colleges. The paper extends the work of both Jalbert, Jalbert and Hayashi (2010) and Alexander (2001), by ranking both public and private institutions.

DATA AND METHODOLOGY

Data on average salaries of full time faculty, highest degree conferred by the university and city where the university is located were obtained from Stateuniversity.com. Schools are classified as associate degree, bachelor degree, master degree, doctorate degree granting, or a law school. The data includes five hundred schools. One hundred seven schools were classified as Associate degree granting, 42 schools as bachelor conferring, 80 as master conferring, 244 as doctorate conferring and 27 as law schools. It is important to point out that the dataset is not exhaustive as many notable universities and colleges are not included in the Stateuniversity.com database. Thus it is critical not to interpret the study results beyond a comparison of those schools contained in the data.

Each city where a university is located was searched against the Yahoo.com real estate website, neighborhood information section. This section reports, among other things, a cost of living index for U.S. cities. This data was combined with the www.stateuniversity.com data. The results presented here are dependent on the accuracy of these datasets. Any errors in these datasets will also manifest themselves in the findings presented here.

To complete the analysis, the average COL adjusted salary at each school was computed. Consider a university that is located in a city with cost of living index, $COLIndex$. The university reports a nominal average salary for its faculty, $Salary$. Then the COL adjusted salary, $COLSal$, is computed as follows:

$$COLSal = \frac{Salary}{COLIndex\left(\frac{1}{100}\right)} \quad (1)$$

For example, consider a University that reports an average nominal salary of \$100,000 per year. The city is located in a city with a cost of living index of 125. The COLA salary is computed as:

$$COLSal = \frac{\$100,000}{125\left(\frac{1}{100}\right)} = \$80,000$$

The interpretation is that a salary of \$100,000 in this city is comparable to a salary of \$80,000 in a city with $COLIndex$ equal to 100.

To further examine the differences in rankings, we compute the change in ranking for each university in the sample. Defining the raw ranking for university i as $RRNK_i$ and the COL adjusted ranking to be $COLRNK_i$, then the rank difference is:

$$RDIF_i = COLRNK_i - RRNK_i \quad (2)$$

To conserve space we do not report rank changes here, but do use them for our calculations. The interested reader can easily compute the rank differences as needed.

Next, universities are ranked separately based on raw salaries and COL adjusted salaries. A combined ranking and sub rankings based on degree offered are provided. Finally, we use the Z-test on rank differences and Kendall Tau correlation test on the rankings to determine if the COL adjusted rankings differ from nominal data rankings (Kendall, 1938).

Summary statistics of the data are reported in Tables 1 and 2. Table 1 shows the number of reporting universities within each state. The total number of reporting universities are identified in the column titled ALL. California and New York have the largest numbers of reporting institutions at 130 and 75 respectively. The remaining columns break the data down by the types of degrees offered.

Table 1: Distribution of Universities

STATE	ALL	DOCTORATE	MASTER	BACHELOR	ASSOCIATE	LAW
AK	1	0	0	0	1	0
AL	3	3	0	0	0	0
AR	1	1	0	0	0	0
AZ	11	3	1	0	7	0
CA	130	34	10	9	71	6
CO	6	4	1	1	0	0
CT	16	9	4	1	2	0
DC	7	5	1	0	0	1
DE	2	2	0	0	0	0
FL	11	7	3	0	0	1
GA	3	3	0	0	0	0
HI	2	1	0	1	0	0
IA	3	2	0	1	0	0
IL	20	11	2	1	5	1
IN	4	3	1	0	0	0
KS	1	1	0	0	0	0
KY	2	2	0	0	0	0
LA	2	1	0	0	0	1
MA	32	18	6	5	0	3
MD	8	6	0	2	0	0
ME	3	0	0	3	0	0
MI	15	5	1	0	6	3
MN	4	1	0	2	0	1
MO	4	3	0	1	0	0
NC	5	4	0	1	0	0
NE	1	1	0	0	0	0
NH	3	2	0	0	0	1
NJ	24	12	7	0	5	0
NM	1	1	0	0	0	0
NV	2	2	0	0	0	0
NY	75	35	22	8	6	4
OH	8	6	1	0	1	0
OK	2	2	0	0	0	0
OR	3	2	1	0	0	0
PA	30	16	8	4	1	1
RI	7	2	4	0	0	1
SC	4	3	1	0	0	0
TN	2	2	0	0	0	0
TX	18	15	1	1	0	1
UT	2	2	0	0	0	0
VA	9	6	2	0	0	1
VT	2	1	0	0	0	1
WA	5	2	3	0	0	0
WI	5	2	0	1	2	0
WV	1	1	0	0	0	0
TOTAL	500	244	80	42	107	27

This table shows the number of observations used in the analysis of each state. The column labeled ALL indicate the number of observations in the full sample without regard to type of degree offered. The columns labeled DOCTORATE, MASTER, BACHELOR ASSOCIATE, LAW indicate the number of observations in each state where the degree level indicated was the highest offered.

Table 2 shows some sample statistics. The first series of rows show ranking information. The first row shows the number of observations and the second shows the average rank difference between raw salary rankings and COL adjusted rankings. The third column shows the percentage rank change. The fourth and fifth rows report the largest improvement and decline in rankings of COL adjusted rankings relative to raw rankings. For example, for the full sample, there were 500 total observations. The average rank difference between raw salaries and COL adjusted salaries is 136.09 places. This implies the average rank changed by 27.22 percent (139.09/500). The largest improvement in ranking was 484 places, and the largest decrease in ranking was 380 places.

The second series of rows shows mean and standard deviation information. Interestingly, the variance of COL adjusted salaries are higher than raw salaries. This implies that the difference in salaries are more dramatic on a COL adjusted basis than a raw basis. For example in the full sample, the mean salary is \$83,891 with a standard deviation of \$13,268. On a COL adjusted basis, the mean salary is \$73,288 with a standard deviation of \$19,251. The standard deviation of COLA salaries is \$5,983 larger than the raw salary standard deviation. This finding is in spite of the fact that the COLA salary mean is lower. This finding is consistent with findings reported earlier by Fogg (2006).

The final two sets of rows in Table 2 report the maximum and minimum salaries reported by any institution in the sample. The statistics are reported on both a raw and COL adjusted basis. Particularly interesting is that the COL adjusted minimum salary is very low in each of the samples. In the full sample, one institution has a COL adjusted salary of just \$19,887.

Table 2: Summary Statistics

	Full	Doctorate	Master	Bachelor	Associate	Law
N	500	244	80	42	107	27
Mean Rank Difference	136.09	70.08	22.18	10.57	38.07	6.67
Percentage Rank Difference	27.22	28.72	27.73	25.17	35.58	24.70
Largest Rank Improvement	484	211	73	32	100	25
Largest Rank Decline	380	165	63	28	90	15
Mean Salary	83,891	85,401	80,769	85,026	77,479	103,153
Standard Deviation of Salary	13,268	12,309	9,222	19,685	5,555	18,956
Mean COLA Salary	73,288	77,019	68,262	72,039	64,799	88,945
Standard Dev. of COLA Salary	19,251	17,539	17,209	27,871	14,065	12,333
Maximum Salary	191,733	135,564	109,180	191,733	104,030	154,936
Maximum COLA Salary	210,696	128,350	105,438	210,696	93,956	128,936
Minimum Salary	70,889	70,889	70,905	70,953	71,107	72,586
Minimum COLA Salary	19,887	21,249	21,121	19,887	23,641	35,560

This table shows summary statistics. Largest Rank Improvement is the largest rank increase of COLA rankings compared to Raw Salary rankings. Largest Rank Decline is the largest rank decrease of COLA Salary rankings compared to Raw Salary rankings.

RANKING RESULTS

Next, universities are ranked as a single group based on their nominal salaries and COL adjusted salaries. Exhibit 1 presents the results. The results are ordered based on the state in which the universities are located. The first column indicates the institution name and the second indicates the highest degree offered by the institution. The notation is as follows: *A*, *B*, *M*, *D* and *L* indicate that the highest degree offered by the institution is an Associate, Bachelor, Master, Doctor or Law degree respectively. Notation followed with a + indicates that the institution offers some additional element above and beyond the degree indicated but not sufficient to reach the next higher level. For example, M+ indicates that the university offers certificate programs above the Master level. *ST* indicates the state where the university is located. *COLINDEX* indicates the cost of living index for the city where the university is located as

obtained from Yahoo.com. *RAWSAL* is the average salary paid to full time faculty by the institution. *COLSAL* is the cost of living adjusted salary. *RAWSALRANK* and *COLSALRANK*, rank the institutions based on raw and cost of living adjusted salaries respectively.

The University of Texas Anderson Medical Center is the highest paying institution with an average salary of \$191,733. As this institution is located in a low cost of living area, the COL adjusted salary is \$210,696, which gives it a first place ranking on a COL adjusted bases as well. Other schools that rank well on both a raw and COL adjusted basis include New York Law School (2nd and 14th, California Institute of Technology (5th and 34th), University of Pennsylvania (6th and 3rd), Princeton University (8th and 57th), Yale University (14th and 20th) and University of Chicago (15th and 30th).

While some institutions rank well on both a raw and COL adjusted basis, others do not. Harvard University ranks third based on raw salaries, but only 323 on a COL adjusted basis. University of California Hastings College of Law ranks seventh on a raw basis and 201st on a COL adjusted basis. Massachusetts Institute of Technology ranks 18th on a raw basis but only 426th on a COL adjusted basis. Stanford ranks 25th on a raw basis and 312th on a COL adjusted basis.

At the other end of the spectrum, some schools that rank very poorly on a raw basis fare much better on a COL adjusted basis. Schools that improve in rankings most are generally located in Midwestern states. Some notable findings are that University of Michigan Dearborn (490th to 133rd) and Western Michigan University (500th to 150th) improve rankings by 357 and 350 places respectively. Another group of large universities showing major improvements include University of Texas San Antonio (395th to 90th) , University of Tennessee (447th to 141st) , Saint Louis University (457th to 153rd) and Louisiana State University (435th-135rd). Close behind these universities in improvement levels are University of Texas Christian University, University of Arkansas, Iowa State, University of Cincinnati, University of Nebraska, University of Oklahoma and University of Tulsa.

In order to compare schools in their peer groups, the analysis continues by grouping schools based on the highest degree offered. The results in Exhibit 2 examine universities that offer a doctorate degree. The top paying schools on a raw basis largely resemble the full sample results. Schools that rank well both on a raw and COL adjusted basis include California Institution of Technology, Pennsylvania State University, Princeton, Yale and the University of Chicago. While Harvard University ranks at the top of the raw salary rankings at \$135,564, this salary translates to only \$66,780 on a COL adjusted basis giving Harvard a COL adjusted ranking of 185th. Other notable schools that perform well on a raw basis but poorly on a COL adjusted basis include Stanford, Naval Postgraduate School, Massachusetts Institute of Technology, New York University, Boston College and University of California San Diego. Schools that have much higher rankings on a COL adjusted basis include Western Michigan, Louisiana State, St. Louis University, University of Arkansas and University of Tennessee. The lowest paying school on a COL adjusted basis is Polytechnic University in Brooklyn, NY at \$21,249.

Exhibit 3 shows rankings of schools offering Masters degrees. The results show that Gooding Institute of Nurse Anesthesia and Thunderbird were the two best paying schools on a COL adjusted basis at \$105,438 and \$105,106 respectively. CUNY Brooklyn College and Sarah Lawrence College are the poorest paying schools on a COL adjusted basis at \$21,121 and \$34,525 respectively. Schools ranking high on both a COL adjusted and raw basis include the Gooding Institute of Nurse Anesthesia, Thunderbird, Widener University-Harrisburg and Oberlin College. Universities that ranked poorly on a raw basis, but well on a COL adjusted basis include University of Michigan Dearborn, California University of Pennsylvania, Furman University and Clarion University of Pennsylvania.

Exhibit 4 ranks schools that offer bachelor degrees. The University of Texas MD Anderson Cancer Center ranks highest on both a raw and COL adjusted basis. Perhaps surprising is the high rank of

military schools. US Naval Academy, US Military Academy and US Coast Guard Academy rank 2,3 and 4 on a raw basis and 7, 2, 3 on a COL adjusted basis respectively. The U.S. Air Force Academy, while ranked lower holds down a very respectable 12th place on a COL adjusted basis. CUNY Medgar Evers College and Haverford College rank lowest on a COL adjusted basis at 19,887 and \$37,515 respectively.

Exhibit 5 shows the results for Associate degree granting schools. Miracosta College and Santa Monica College rank highest on a raw basis with salaries of \$104,30 and \$94,604 respectively. On a COL adjusted basis, Henry Ford Community College and Muskegon Community College pay best at \$93,956 and \$93,104 respectively. Large differences are present between raw and COL adjusted rankings. Few schools are highly ranked on both lists. Notable exceptions are Miracosta College, San Joaquin Delta C, Riverside Community College, Reedly College and Fresno City College. Schools ranking high on a raw basis but much lower on a COL adjusted basis include Santa Monica College, College of Marin, SUNY Westchester Community College and Ohlone College. Schools ranked low on a raw basis but much higher on a COL adjusted basis include Monroe Community College, Merced College, Glendale Community College and Paradise Valley Community College.

The last set of degree based rankings are presented in Table 6. This table ranks law schools. A separate ranking for law schools is provided due to the specialized nature of the degrees offered in these schools. South Texas College of Law ranks highest on a COL adjusted basis while Brooklyn Law School ranks lowest. Schools having substantially different raw and COL adjusted rankings include Brooklyn Law School, University of California Hastings College of Law, Appalachian School of Law, and CUNY School of Law at Queens College.

EMPIRICAL RESULTS

Next, statistical tests are conducted to determine the extent that COL adjusted rankings differ from raw rankings. If the ordering of the COLA salaries mirrors raw salaries, problems associated with comparing raw salaries are substantially reduced. If universities rank in the same order, salaries would be different by a scale factor only. On the other hand, if rankings of raw and COLA salaries are significantly different, serious errors could result from raw salary comparisons. To determine the significance of the salary differences, we conduct two tests of rank congruence.

If the two rankings are substantially the same, the difference between the rankings should not be statistically different from zero. The first ranking congruence test is a Z test on the ranking differences to determine if they differ from zero. The tests are conducted on the full sample and on each of the subsamples. The null hypothesis is:

H₀: There is no difference between university rankings based on raw and cost of living adjusted salaries.

H_a: University rankings based on raw and cost of living adjusted salaries are different.

The results are presented in Panel A of Table 3. The first figure in each cell is the number of observations. The second figure is the mean difference between raw and COL adjusted rankings. The third figure in each cell is the two-tailed test statistic followed by a significance indicator. For each test, the results indicate a significant difference between the two rankings at the one percent level. Thus the evidence strongly supports the contention that school salaries rank differently on a raw and COL adjusted basis.

The second test of ranking congruence is Kendall's Tau test of rank correlation (Kendall, 1938). In this case the test is to determine if the two rankings are related or independent of each other. The hypotheses are specified as follows:

H_o: University rankings based on raw and cost of living adjusted salaries are independent

H_a: University rankings based on raw and cost of living adjusted salaries are related.

The results are presented in Panel B of Table 3. The first figure in each cell is the correlation between the two rankings. The second figure is the p-value along with a significance indicator. The third figure in each cell is the coefficient of determination. The results are mixed. The null hypothesis is rejected for the full sample, doctorate, master and bachelor degree samples. However the null hypothesis is not rejected for associate degrees and marginally rejected for law degrees. In general, the results from this test, suggest that the two rankings are related to some degree.

The combined results from Panel A and B of Table 3 indicate that the two rankings are significantly different from each other, but do have an element of relatedness. These findings suggest the need for additional research to identify characteristics that lead to similar and different rankings, and the consequences faced by schools, students, administrators, faculty and students when the rankings follow a particular pattern.

Table 3: Tests of Ranking Congruence Z-Test on Rank Differences

Panel A: Z-Test on Rank Differences						
	Full	Doctorate	Master	Bachelor	Associate	Law
N	500	244	80	42	107	27
Mean Difference	136.09	70.08	22.18	10.57	38.07	6.67
Z	30.58***	21.92***	11.60***	8.82***	16.97***	6.10***

Panel B: Kendall's Tau Test for Rank Correlation						
	Full	Doctorate	Master	Bachelor	Associate	Law
Correlation	0.219	0.175	0.187	0.312	0.013	0.265
P-Value	0.001***	0.001***	0.014**	0.004***	0.842	0.055*
Coefficient of Determination	0.048	0.031	0.035	0.098	0.000	0.070

*This table shows the results of Ranking Congruence tests. Panel A shows the results of a Z-test on the ranking differences. The reported test statistic is for a two tailed test. The first figure in each cell is the number of observations. The second figure in each cell is the average rank difference between raw salary rankings and cost of living adjusted salary rankings. The third figure is the test statistic from the Z-test. Panel B shows the results of the Kendall's Tau test for rank correlation. The first figure in each cell is the correlation. The second figure in each cell is the significance. The third figure in each cell is the coefficient of determination. ***, **, and * indicate significance at the 1, 5 and 10 percent levels respectively. The number of observations in each sample are the same as indicated in Table 2.*

CONCLUDING COMMENTS

Equitable faculty compensation across states, universities and departments has long been an issue in higher education. In this paper we rank 500 colleges and universities based on raw and cost of living adjusted salaries paid to faculty. A comprehensive analysis across all schools as well as separate analysis based on the levels of degrees offered by the institution. This research extends the research of Jalbert, Jalbert and Hayashi by considering both public and private institutions and by including schools whose highest degree conferred is the associate.

The analysis indicates that comparing salary and compensation data on a cost of living adjusted basis produces substantially different university rankings than comparing raw salary figures. The average difference between raw and COL adjusted salary rankings was 136 places in a ranking of 500 schools. The ranking differences are found to be significantly different using two testing techniques.

The analysis here has limitations. First, many U.S. universities and colleges are not included in the sample. Inference outside this sample should be done cautiously. Second, Cost of Living Index data was obtained for the city where the school is located. In many instances, faculty may be able to live in a much lower COL area by commuting to work. If this occurs, the data presented here may not be an accurate

depiction of the realities experienced by faculty. A third limitation is that different academic fields have different academic salary levels. For example, business professors are commonly high paid while humanities professors are generally paid less. To the extent that different schools have different program mixes, it should not be surprising that salaries differ across universities. We also are not able to account for supplemental earnings of faculty members. If supplemental earnings differ across universities, different salary levels may be appropriate. Finally, the results here are dependent on the quality of data presented by Stateuniversity.com and the Yahoo Real Estate website. To the extent that these datasets contain errors, the results presented here will also be in error. These and other areas remain a fertile area for additional research.

Exhibit 1: Rankings of All Universities by Average Faculty Compensation

UNIVERSITY	DEG	ST	COLA INDX	RAW SAL	COLA SAL	RAW SAL RANK	COLA SAL RANK
Prince William Sound CC	A	AK	115	72,865	63,361	429	357
Auburn U	D	AL	90	79,696	88,551	259	81
U of Alabama at Birmingham	D	AL	90	76,847	85,386	316	111
The U of Alabama	D	AL	88	77,861	88,478	302	83
U of Arkansas	D	AR	89	72,550	81,517	446	158
Chandler/Gilbert CC	A+	AZ	102	72,384	70,965	452	277
Thunderbird	M+	AZ	95	99,851	105,106	51	22
Midwestern U	D	AZ	95	78,207	82,323	290	151
Mesa CC	A	AZ	97	72,992	75,249	425	227
South Mountain CC	A	AZ	98	74,087	75,599	383	225
Phoenix C	A	AZ	98	72,605	74,087	444	238
Paradise Valley CC	A	AZ	98	71,664	73,127	474	250
Scottsdale CC	A	AZ	131	72,199	55,114	460	423
Rio Salado C	A	AZ	100	73,977	73,977	390	241
Arizona St U Tempe	D	AZ	100	84,198	84,198	180	124
U of Arizona	D	AZ	96	82,950	86,406	205	103
Soka U of America	M	CA	139	71,182	51,210	489	450
Bakersfield C	A	CA	93	78,196	84,082	291	126
U of California-Berkeley	D	CA	147	106,216	72,256	31	258
Grad. Theological Union	D	CA	147	72,238	49,141	459	457
Cal. St U-Channel Islands	M	CA	155	71,761	46,297	471	468
Pacifica Grad. Inst	D	CA	158	73,267	46,372	418	467
Cal. St U-Dominguez Hills	M+	CA	118	71,922	60,951	468	378
Claremont Grad. U	D	CA	134	105,822	78,972	32	185
Keck Grad. Inst	D	CA	134	104,281	77,822	37	202
Harvey Mudd C	B	CA	134	96,951	72,351	68	257
Pomona C	B	CA	134	92,844	69,287	91	298
Claremont McKenna C	B	CA	134	88,372	65,949	135	334
Scripps C	B+	CA	134	86,357	64,446	154	349
Pitzer C	B	CA	134	80,841	60,329	232	383
San Joaquin C of Law	L	CA	105	72,586	69,130	445	301
West Hills C-Coalinga	A	CA	97	73,877	76,162	392	219
El Camino C-Compton	A+	CA	110	72,840	66,218	430	329
Orange Coast C	A+	CA	134	83,523	62,331	194	366
West Los Angeles C	A+	CA	138	74,353	53,879	374	435
De Anza C	A+	CA	201	82,547	41,068	215	479
Cypress C	A	CA	133	85,333	64,160	165	353
U of California-Davis	D	CA	126	91,003	72,225	107	259
City of Hope Grad. Sch of Biol Sci	D	CA	118	103,037	87,319	41	96
C of the Redwoods	A+	CA	106	77,284	72,909	310	253
Coastline CC	A	CA	141	83,889	59,496	189	391
Ohlone C	A+	CA	149	88,005	59,064	137	396
Fresno City C	A	CA	99	82,666	83,501	212	139
Western St U-Col of Law-Argosy	L	CA	128	89,815	70,168	113	288
Fullerton C	A+	CA	128	84,464	65,988	175	332
Glendale CC	A	CA	95	72,767	76,597	434	214
Chabot C	A	CA	123	84,464	68,670	175	303
California St U-East Bay	M	CA	123	72,609	59,032	443	397
Golden West C	A+	CA	153	83,762	54,746	191	427
U of California-Irvine	D	CA	153	92,316	60,337	97	382

UNIVERSITY	DEG	ST	COLA INDX	RAW SAL	COLA SAL	RAW SAL RANK	COLA SAL RANK
Irvine Valley C	A	CA	153	84,463	55,205	177	421
C of Marin	A	CA	365	86,858	23,797	148	496
U of California-San Diego	D	CA	191	96,918	50,742	69	453
U of La Verne	D	CA	135	72,791	53,919	433	434
Antelope Valley C	A	CA	102	72,930	71,500	428	269
West Hills C-Lemoore	A	CA	102	74,606	73,143	366	249
Las Positas C	A+	CA	137	80,768	58,955	233	400
Wyotech-Long Beach	A	CA	121	86,147	71,196	157	274
Long Beach City C	A+	CA	121	77,934	64,408	299	350
Foothill C	A+	CA	342	80,852	23,641	231	497
Southwestern Law Sch	L	CA	131	123,889	94,572	11	47
U of Cal.-Los Angeles	D	CA	131	106,239	81,098	29	166
U of Southern California	D	CA	131	99,593	76,025	52	221
Occidental C	M	CA	131	80,157	61,189	240	375
Hebrew Union C-Cal. Branch	D	CA	131	78,608	60,006	282	387
Los Angeles Trade Tech C	A	CA	131	78,093	59,613	296	390
Cal. St U-Los Angeles	D	CA	131	72,800	55,573	432	414
West Coast U	B	CA	131	72,458	55,311	449	418
Pepperdine U	D	CA	381	95,012	24,938	76	494
Merced C	A	CA	96	72,095	75,099	462	230
U of California-Merced	D	CA	96	71,652	74,638	475	231
Saddleback C	A	CA	138	89,554	64,894	118	343
Modesto Junior C	A	CA	99	72,668	73,402	439	246
Naval PostGrad. Sch	D	CA	151	115,393	76,419	16	217
Monterey Peninsula C	A+	CA	151	73,702	48,809	404	459
Moorpark C	A+	CA	142	74,325	52,342	375	445
Saint Marys C of California	D	CA	149	79,221	53,168	269	438
Cerritos C	A	CA	111	78,978	71,151	274	276
Mills C	D	CA	124	91,746	73,989	102	240
Miracosta C	A	CA	122	104,030	85,270	39	112
Chapman U	D	CA	132	82,617	62,589	213	363
Butte C	A+	CA	102	73,368	71,929	416	263
Oxnard C	A	CA	126	73,509	58,340	413	401
C of the Desert	A+	CA	127	72,299	56,928	455	408
Pacific Grad. Sch of Psych.	D	CA	188	87,807	46,706	139	462
Western U of Health Scis	D	CA	110	79,234	72,031	267	261
Cal. St Poly U-Pomona	M	CA	110	75,454	68,595	347	304
California Inst of Tech	D	CA	133	132,203	99,401	5	34
Pasadena City C	A+	CA	133	79,521	59,790	262	388
Los Medanos C	A	CA	105	73,866	70,349	394	284
Diablo Valley C	A+	CA	136	73,572	54,097	408	431
Porterville C	A	CA	98	76,425	77,985	326	198
Chaffey C	A+	CA	123	74,943	60,929	357	379
Shasta C	A	CA	108	71,107	65,840	494	336
Reedley C	A	CA	103	82,702	80,293	211	169
Cerro Coso CC	A	CA	95	73,819	77,704	397	203
Riverside CC	A+	CA	106	83,362	78,643	198	187
U of California-Riverside	D	CA	106	83,264	78,551	202	188
Sacramento City C	A+	CA	102	71,124	69,729	493	292
Hartnell C	A	CA	116	78,596	67,755	283	315
San Bernardino Valley C	A+	CA	104	74,059	71,211	384	273
Skyline C	A+	CA	146	78,789	53,965	280	432
Cal. Western Sch of Law	L	CA	129	107,311	83,187	26	144
Thomas Jefferson Sch of Law	L	CA	129	90,885	70,453	108	283
U of San Diego	D	CA	129	90,647	70,269	109	286
San Diego St U	D	CA	129	73,099	56,666	420	410
U of Cal. Hastings C of Law	L	CA	166	129,238	77,854	7	201
U of San Francisco	D	CA	166	94,291	56,802	83	409
Golden Gate U-San Francisco	D	CA	166	88,477	53,299	133	436
San Francisco Cons. of Music	M+	CA	166	85,560	51,542	160	448
City C of San Francisco	A+	CA	166	81,212	48,923	227	458
San Francisco St U	D	CA	166	74,358	44,794	373	473
Mt. San Jacinto CC DiSt	A	CA	97	71,632	73,847	477	242
San Jose St U	M	CA	141	75,092	53,257	351	437
Evergreen Valley C	A	CA	141	73,813	52,350	398	444
San Jose City C	A	CA	141	72,705	51,564	437	447

UNIVERSITY	DEG	ST	COLA INDX	RAW SAL	COLA SAL	RAW SAL RANK	COLA SAL RANK
Cal. Poly St U-San Luis Obispo	M	CA	132	72,526	54,944	448	425
Palomar C	A	CA	124	80,134	64,624	241	346
C of San Mateo	A	CA	162	75,530	46,623	346	463
Contra Costa C	A	CA	110	73,780	67,073	399	321
U of California-Santa Barbara	D	CA	179	94,786	52,953	78	440
Santa Barbara City C	A	CA	179	74,956	41,875	355	477
Westmont C	B+	CA	179	70,953	39,639	498	484
Santa Clara U	D	CA	139	89,672	64,512	115	347
C of the Canyons	A	CA	237	83,271	35,135	201	489
U of California-Santa Cruz	D	CA	150	86,039	57,359	159	406
Santa Monica C	A	CA	175	90,604	51,774	110	446
Thomas Aquinas C	B	CA	121	73,766	60,964	400	377
Santa Rosa Junior C	A+	CA	124	78,432	63,252	287	358
Columbia C	A	CA	112	74,321	66,358	376	327
Stanford U	D	CA	159	107,976	67,909	25	312
San Joaquin Delta C	A+	CA	100	86,329	86,329	155	104
U of the Pacific	D	CA	100	75,956	75,956	335	224
Los Angeles Mission C	A	CA	159	73,549	46,257	409	470
Taft C	A+	CA	90	77,391	85,990	308	106
El Camino CC District	A+	CA	134	79,073	59,010	271	398
Mendocino C	A	CA	113	71,246	63,050	487	360
Los Angeles Valley C	A	CA	165	76,567	46,404	321	466
Ventura C	B	CA	137	75,844	55,361	340	417
C of the Sequoias	A+	CA	98	78,992	80,604	273	168
Victor Valley C	A+	CA	101	77,706	76,937	303	210
Mt San Antonio C	A+	CA	140	84,137	60,098	182	386
Rio Hondo C	A	CA	119	82,136	69,022	218	302
Whittier C	M	CA	119	78,248	65,755	289	338
Los Angeles Harbor C	A+	CA	131	75,299	57,480	350	405
Los Angeles Pierce C	A	CA	214	71,214	33,278	488	491
U of Colorado at Boulder	D	CO	130	81,614	62,780	223	362
Colorado C	M	CO	90	79,925	88,806	250	79
U of Denver	D	CO	101	73,395	72,668	415	255
Colorado St U	D	CO	106	73,759	69,584	401	293
Colorado Sch of Mines	D	CO	118	84,649	71,736	173	265
US Air Force Academy	B	CO	90	74,518	82,798	367	146
Western Connecticut St U	D	CT	129	76,107	58,998	333	399
Asnuntuck CC	A+	CT	111	72,011	64,875	464	344
Fairfield U	M+	CT	203	78,154	38,500	292	485
U of CT Sch of Med & Dent	D	CT	111	93,604	84,328	88	122
Quinnipiac U	D	CT	123	87,144	70,849	144	279
Trinity C	M	CT	113	79,796	70,616	256	281
Rens. Hartford Grad Cntr	M	CT	113	94,455	83,588	80	136
Wesleyan U	D	CT	114	87,222	76,511	143	216
Central Connecticut St U	D	CT	108	72,286	66,931	456	322
Yale U	D	CT	111	116,817	105,241	14	20
U of New Haven	D	CT	110	74,797	67,997	361	310
Southern Connecticut St U	D	CT	111	73,232	65,975	419	333
US Coast Guard Academy	B	CT	108	101,058	93,572	47	54
Connecticut C	M	CT	108	71,093	65,827	496	337
GateWay CC	A+	CT	98	71,163	72,615	491	256
U of Connecticut	D	CT	111	93,230	83,991	90	127
George Washington U	D	DC	129	97,095	75,267	66	226
Georgetown U	D	DC	129	96,142	74,529	72	233
Gallaudet U	D	DC	129	88,218	68,386	136	306
American U	D	DC	129	85,298	66,122	167	330
U of the DC DA Clarke Sch of Law	L	DC	129	79,879	61,922	253	370
Wesley Theological Seminary	M	DC	129	77,659	60,201	305	385
Catholic U of America	D	DC	129	76,700	59,457	319	392
U of Delaware	D	DE	106	86,060	81,189	158	164
Widener U-Delaware Campus	D	DE	106	104,299	98,395	36	38
U of Miami	D	FL	115	82,126	71,414	219	270
Stetson U	M+	FL	92	72,966	79,311	427	183
Nova Southeastern U	D	FL	116	73,022	62,950	423	361
U of Florida	D	FL	93	81,911	88,076	221	88
Florida Coastal Sch of Law	L	FL	93	86,738	93,267	150	60

UNIVERSITY	DEG	ST	COLA INDX	RAW SAL	COLA SAL	RAW SAL RANK	COLA SAL RANK
Florida International U	D	FL	115	75,824	65,934	341	335
Saint Thomas U	D	FL	106	76,461	72,133	325	260
Gooding Inst of Nurse Anesthesia	M	FL	97	102,275	105,438	43	19
Florida St U	D	FL	97	74,475	76,778	368	211
U of South Florida	D	FL	98	72,151	73,623	461	244
Rollins C	M	FL	112	71,526	63,863	480	354
U of Georgia	D	GA	96	80,086	83,423	245	140
Emory U	D	GA	104	109,401	105,193	19	21
Georgia Inst. of Tech-Main C	D	GA	104	94,432	90,800	82	72
U of Hawaii at Manoa	D	HI	188	76,555	40,721	322	480
Brigham Young U-Hawaii	B	HI	185	76,163	41,169	332	478
Iowa St U	D	IA	87	73,977	85,031	390	116
Grinnell C	B	IA	82	74,294	90,602	378	74
U of Iowa	D	IA	92	85,300	92,717	166	65
St John's C	M	IL	128	74,059	57,859	384	402
U of Illinois at UC	D	IL	87	88,551	101,783	132	29
The John Marshall Law Sch	L	IL	114	125,878	110,419	10	17
U of Chicago	D	IL	114	115,963	101,722	15	30
Illinois Inst of Tech	D	IL	114	89,515	78,522	119	189
Spertus C	D	IL	114	83,532	73,274	193	247
U of Illinois at Chicago	D	IL	114	80,050	70,219	247	287
Loyola U Chicago	D	IL	114	79,696	69,909	259	290
Toyota Tech Inst at Chicago	D	IL	114	79,254	69,521	266	294
DePaul U	D	IL	114	75,853	66,538	339	325
Illinois C of Optometry	B	IL	114	74,141	65,036	382	341
McHenry County C	A+	IL	105	74,717	71,159	363	275
Oakton CC	A	IL	108	80,072	74,141	246	237
Elgin CC	A	IL	96	77,702	80,940	304	167
Northwestern U	D	IL	121	106,217	87,783	30	91
Evanston NW Healthcare Anest	M+	IL	121	96,548	79,792	71	173
C of DuPage	A	IL	120	85,501	71,251	163	271
C of Lake County	A	IL	102	78,970	77,422	275	207
Rosalind Franklin U of Med & Sci	D	IL	95	88,438	93,093	134	63
Lewis U	D	IL	97	76,462	78,827	324	186
Indiana U-Bloomington	D	IN	85	83,356	98,066	199	39
U of Notre Dame	D	IN	80	97,084	121,355	67	6
Rose-Hulman Inst of Tech	M	IN	80	79,398	99,248	263	36
Purdue U-Main Campus	D	IN	94	74,373	79,120	372	184
U of Kansas	D	KS	86	79,912	92,921	251	64
U of Kentucky	D	KY	90	75,413	83,792	348	132
U of Louisville	D	KY	85	74,614	87,781	365	92
Southern U Law Center	L	LA	87	89,874	103,303	111	26
Louisiana St U & Ag & Mec C	D	LA	87	72,740	83,609	435	135
Amherst C	B	MA	128	99,224	77,519	54	206
U of Massachusetts Amherst	D	MA	128	86,555	67,621	151	318
Massachusetts Sch of Law	L	MA	140	98,440	70,314	62	285
New Engl& Sch of Law	L	MA	127	99,147	78,069	55	196
Boston U	D	MA	127	88,682	69,828	130	291
Suffolk U	D	MA	127	85,560	67,370	160	320
Northeastern U	D	MA	127	84,621	66,631	174	324
U of Massachusetts-Boston	D	MA	127	79,317	62,454	265	364
Simmons C	D	MA	127	72,303	56,931	454	407
Massachusetts Maritime Academy	M	MA	121	71,727	59,279	472	394
Harvard U	D	MA	203	135,564	66,780	3	323
Massachusetts Inst of Tech	D	MA	203	111,151	54,754	18	426
Boston C	D	MA	251	100,515	40,046	50	483
National Grad. Sch of Quality Mgt.	M	MA	142	98,184	69,144	63	300
U of Massachusetts-Lowell	D	MA	116	92,217	79,497	98	177
Tufts U	D	MA	124	88,928	71,716	129	266
Franklin W. Olin C of Engineering	B	MA	176	89,218	50,692	124	456
Southern New Engl Sch of Law	L	MA	129	84,135	65,221	183	340
U of Massachusetts-Dartmouth	D	MA	129	80,361	62,295	237	367
Smith C	D	MA	110	89,358	81,235	122	162
Wheaton C	B	MA	137	75,769	55,306	342	419
Mount Holyoke C	M	MA	107	79,848	74,624	255	232
Western New Engl& C	M	MA	100	78,344	78,344	288	191

UNIVERSITY	DEG	ST	COLA INDX	RAW SAL	COLA SAL	RAW SAL RANK	COLA SAL RANK
Bentley U	D	MA	128	93,596	73,122	89	251
Brandeis U	D	MA	128	88,622	69,236	131	299
Babson C	M+	MA	239	109,180	45,682	20	471
Wellesley C	B	MA	239	96,876	40,534	70	482
Williams C	M	MA	118	92,589	78,465	94	190
C of the Holy Cross	B	MA	102	72,649	71,225	441	272
Worcester Poly Inst	D	MA	102	84,897	83,232	171	142
U of Mass Med Sch Worcester	D	MA	102	82,751	81,128	210	165
Clark U	D	MA	102	75,911	74,423	336	235
United Sts Naval Academy	B	MD	128	108,940	85,109	21	114
U of Maryl&-Baltimore	D	MD	103	93,671	90,943	86	70
Johns Hopkins U	D	MD	103	91,142	88,487	106	82
U of Baltimore	D	MD	103	87,520	84,971	141	117
U of Maryl&-Baltimore County	D	MD	109	75,671	69,423	344	296
Loyola C in Maryland	D	MD	103	73,725	71,578	403	268
U of Maryland-C Park	D	MD	111	94,181	84,848	84	120
National Labor C	B	MD	122	77,020	63,131	313	359
Bowdoin C	B	ME	103	86,825	84,296	149	123
Bates C	B	ME	92	77,266	83,985	311	128
Colby C	B	ME	91	85,023	93,432	169	56
Ave Maria Sch of Law	L	MI	98	94,455	96,383	80	42
U of Michigan-Ann Arbor	D	MI	98	93,667	95,579	87	45
Oakland CC	A+	MI	123	80,396	65,363	236	339
Henry Ford CC	A+	MI	85	79,863	93,956	254	52
U of Michigan-Dearborn	M	MI	85	71,164	83,722	490	133
Wayne St U	D	MI	78	77,591	99,476	306	33
Michigan St U C of Law	L	MI	90	108,031	120,034	23	8
Michigan St U	D	MI	90	83,941	93,268	187	59
Grand Rapids CC	A+	MI	84	74,030	88,131	388	86
Western Michigan U	D	MI	86	70,889	82,429	500	150
Thomas M. Cooley Law Sch	L	MI	82	101,791	124,135	45	4
Schcraft C	A	MI	86	74,469	86,592	369	100
Monroe County CC	A	MI	84	74,274	88,421	380	84
Muskegon CC	A+	MI	78	72,621	93,104	442	62
Walsh C of Act & Bus Admin	D	MI	93	78,910	84,849	278	119
U of Minnesota-Twin Cities	D	MN	102	95,046	93,182	75	61
Carleton C	B	MN	99	81,213	82,033	226	154
William Mitchell C of Law	L	MN	101	104,832	103,794	34	24
Macalester C	B	MN	101	78,782	78,002	281	197
Missouri U of Sci & Tech	D	MO	82	76,016	92,702	334	66
Washington U in St Louis	D	MO	88	101,014	114,789	48	13
St Louis C of Pharmacy	B	MO	88	73,747	83,803	402	130
Saint Louis U-Main Campus	D	MO	88	72,266	82,120	457	153
U of North Carolina at Chapel Hill	D	NC	84	94,078	111,998	85	16
Davidson C	B	NC	122	86,508	70,908	152	278
Duke U	D	NC	90	103,733	115,259	40	11
North Carolina St U at Raleigh	D	NC	103	80,649	78,300	235	192
Wake Forest U	D	NC	87	81,371	93,530	224	55
U of Nebraska-Lincoln	D	NE	81	76,792	94,805	318	46
Franklin Pierce Law Center	L	NH	107	89,367	83,521	121	138
U of New Hampshire	D	NH	110	79,233	72,030	268	262
Dartmouth C	D	NH	130	91,216	70,166	105	289
Rutgers U-Camden	M	NJ	98	88,989	90,805	127	71
Union County C	A	NJ	138	74,828	54,223	360	429
Middlesex County C	A	NJ	127	73,077	57,541	422	404
The C of New Jersey	M+	NJ	109	79,779	73,192	257	248
Rowan U	D	NJ	107	78,120	73,009	294	252
Stevens Inst of Tech	D	NJ	136	92,067	67,696	100	317
New Jersey City U	M+	NJ	126	80,898	64,205	230	352
Rider U	M+	NJ	109	83,447	76,557	196	215
Drew U	D	NJ	145	76,202	52,553	331	443
Ramapo C of New Jersey	M	NJ	197	80,126	40,673	242	481
Montclair St U	D	NJ	140	82,895	59,211	206	395
Rutgers U-New Brunswick	D	NJ	119	94,478	79,393	79	180
New Jersey Inst of Tech	D	NJ	122	97,229	79,696	65	174
Rutgers U-Newark	D	NJ	122	92,734	76,011	93	222

UNIVERSITY	DEG	ST	COLA INDX	RAW SAL	COLA SAL	RAW SAL RANK	COLA SAL RANK
U of Med. & Dent. of New Jersey	D	NJ	122	83,318	68,293	200	307
The Richard Stockton C of New Jersey	D	NJ	117	75,627	64,638	345	345
Bergen CC	A	NJ	153	73,531	48,059	411	460
Princeton U	D	NJ	136	127,018	93,396	8	57
Princeton Theological Seminary	D	NJ	136	92,076	67,703	99	316
County C of Morris	A	NJ	177	74,260	41,955	381	476
Gloucester County C	A	NJ	118	72,653	61,570	440	371
Seton Hall U	D	NJ	148	76,212	51,495	330	449
Kean U	M+	NJ	126	81,873	64,979	222	342
William Paterson U of New Jersey	M+	NJ	136	83,593	61,465	192	372
U of New Mexico	D	NM	93	72,429	77,881	450	200
U of Nevada-Las Vegas	D	NV	97	79,972	82,445	249	149
U of Nevada-Reno	D	NV	109	80,977	74,291	229	236
Albany Law Sch	L	NY	105	120,953	115,193	12	12
SUNY at Albany	D	NY	105	82,151	78,239	217	194
Bard C	D	NY	106	82,997	78,299	204	193
SUNY at Binghamton	D	NY	96	79,899	83,228	252	143
Fordham U	D	NY	135	89,144	66,033	126	331
Manhattan C	M+	NY	166	74,377	44,805	371	472
Sarah Lawrence C	M	NY	231	79,753	34,525	258	490
CUNY Lehman C	M+	NY	166	76,835	46,286	317	469
Brooklyn Law Sch	L	NY	377	134,061	35,560	4	488
SUNY Health Sci Center at Brooklyn	D	NY	377	89,826	23,827	112	495
Poly U	D	NY	377	80,107	21,249	244	498
CUNY Brooklyn C	M+	NY	377	79,627	21,121	261	499
CUNY Medgar Evers C	B	NY	377	74,975	19,887	354	500
SUNY at Buffalo	D	NY	87	87,068	100,078	146	32
New York Inst of Tech-Central Islip	M	NY	125	101,775	81,420	46	160
Hamilton C	B	NY	103	81,966	79,579	220	176
Farmingdale St C	B	NY	131	71,685	54,721	473	428
CUNY Queens C	M+	NY	204	78,094	38,281	295	486
CUNY Sch of Law at Queens C	L	NY	204	104,407	51,180	35	451
Adelphi U	D	NY	177	83,520	47,186	195	461
Nassau CC	A	NY	177	78,130	44,141	293	474
Hobart William Smith Cs	M	NY	94	72,003	76,599	465	213
Webb Inst	B	NY	139	78,583	56,535	284	411
Colgate U	M	NY	95	86,218	90,756	156	73
Hofstra U	D	NY	129	89,556	69,423	117	295
Cornell U	D	NY	101	104,113	103,082	38	27
CUNY York C	M	NY	135	74,422	55,127	370	422
US Merchant Marine Acad	M	NY	196	99,397	50,713	53	454
CUNY LaGuardia CC	A	NY	164	71,829	43,798	470	475
Siena C	B	NY	105	71,911	68,487	469	305
Dorothea Hopfer Nursing-M.V.	A	NY	140	78,956	56,397	276	412
Iona C	M+	NY	154	71,647	46,524	476	464
New York Law Sch	L	NY	135	154,476	114,427	2	14
Rockefeller U	D	NY	135	125,953	93,299	9	58
Columbia U in the City of New York	D	NY	135	112,879	83,614	17	134
CUNY Grad. Sch & U Center	D	NY	135	107,152	79,372	27	182
New York U	D	NY	135	100,528	74,465	49	234
Pace U-New York	D	NY	135	95,326	70,612	74	282
Teachers C at Columbia U	D	NY	135	91,819	68,014	101	309
Cooper Union Adv of Sci & Art	M	NY	135	91,660	67,896	103	313
CUNY Bernard M Baruch C	M+	NY	135	89,691	66,438	114	326
CUNY City C	M+	NY	135	85,556	63,375	162	356
New York Inst of Tech-Manhattan	D	NY	135	84,241	62,401	179	365
Barnard C	B	NY	135	83,830	62,096	190	369
Hebrew Un Jewish Inst of Rel	D	NY	135	82,771	61,312	209	373
CUNY Hunter C	M+	NY	135	80,652	59,742	234	389
The New Sch	D	NY	135	80,126	59,353	242	393
Yeshiva U	D	NY	135	77,867	57,679	300	403
CUNY John Jay C Criminal Justice	M	NY	135	75,750	56,111	343	413
SUNY C of Optometry	D	NY	135	74,945	55,515	356	415
Union Theological Seminary	D	NY	135	74,841	55,438	359	416
Jewish Theol Sem of America	D	NY	135	72,807	53,931	431	433
Fashion Inst of Tech	M	NY	135	71,507	52,968	481	439

UNIVERSITY	DEG	ST	COLA INDX	RAW SAL	COLA SAL	RAW SAL RANK	COLA SAL RANK
Bank Street C of Education	M	NY	135	70,991	52,586	497	442
Dowling C	D	NY	145	73,515	50,700	412	455
New York Inst of Tech-Old Westbury	D	NY	332	84,193	25,359	181	493
Clarkson U	D	NY	95	77,295	81,363	309	161
Vassar C	M	NY	114	84,062	73,739	186	243
St John's U-New York	D	NY	135	91,519	67,792	104	314
U of Rochester	D	NY	94	92,833	98,759	92	37
Rochester Inst of Tech	D	NY	94	73,012	77,672	424	204
Union C	B	NY	103	76,264	74,043	329	239
Union Grad. C	M+	NY	103	74,000	71,845	389	264
Suffolk County CC	A	NY	124	75,879	61,193	338	374
Stony Brook U	D	NY	147	89,170	60,660	125	380
CUNY C of Stn Island	M+	NY	160	74,282	46,426	379	465
Rockland CC	A	NY	145	80,189	55,303	239	420
Syracuse U	D	NY	90	81,277	90,308	225	75
SUNY Health Sci Center at Syracuse	D	NY	90	71,979	79,977	466	171
SUNY C of Env Sci & Forestry	D	NY	90	71,482	79,424	483	179
Rensselaer Poly Inst	D	NY	103	92,469	89,776	95	76
SUNY Inst of Tech Ut.-Rome	M+	NY	95	71,487	75,249	482	228
SUNY Westchester CC	A	NY	148	89,352	60,373	123	381
New York Medical C	D	NY	148	77,867	52,613	300	441
United Sts Military Academy	B	NY	113	108,794	96,278	22	44
Hebrew Un C-Jewish Inst Rel	D	OH	86	85,426	99,333	164	35
U of Cincinnati	D	OH	86	74,319	86,417	377	102
Case Western Reserve U	D	OH	84	87,144	103,743	144	25
Ohio St U-Main Campus	D	OH	88	88,974	101,107	128	31
Air Force Inst of Tech-GS Eng Mgt	D	OH	84	101,821	121,215	44	7
Lakel& CC	A	OH	93	74,616	80,232	364	170
Oberlin C	M	OH	88	83,109	94,442	203	49
The U of Toledo-Health Sci Campus	D	OH	81	73,871	91,199	393	69
U of Oklahoma Norman	D	OK	86	74,985	87,192	353	97
U of Tulsa	D	OK	84	75,372	89,729	349	77
Oregon Health & Sci U	D	OR	111	83,377	75,114	197	229
Reed C	M	OR	111	77,004	69,373	314	297
Lewis & Clark C	D	OR	111	73,581	66,289	407	328
Lehigh U	D	PA	96	92,430	96,281	96	43
Bloomsburg U of Pennsylvania	D	PA	87	71,126	81,754	492	156
American C	M	PA	145	78,506	54,142	285	430
Bryn Mawr C	D	PA	145	74,057	51,074	386	452
California U of Pennsylvania	M+	PA	84	71,534	85,160	479	113
Dickinson Sch of Law- Penn St U	L	PA	94	106,777	113,593	28	15
Clarion U of Pennsylvania	M+	PA	87	73,591	84,587	406	121
Lafayette C	B	PA	97	82,541	85,094	216	115
Widener U-Harrisburg Campus	M	PA	91	95,363	104,795	73	23
Haverford C	B	PA	204	76,531	37,515	323	487
Indiana U of Penn-Main	D	PA	87	71,587	82,284	478	152
Franklin & Marshall C	B	PA	95	77,532	81,613	307	157
Bucknell U	M	PA	90	79,196	87,996	270	89
Penn St U-Penn St Great Valley	M	PA	134	86,385	64,466	153	348
Mansfield U of Pennsylvania	M	PA	87	71,966	82,720	467	147
Delaware County CC	A	PA	114	73,314	64,311	417	351
Penn St U-Penn St Harrisburg	D	PA	90	73,080	81,200	421	163
Millersville U of Pennsylvania	M+	PA	100	72,735	72,735	436	254
U of Pennsylvania	D	PA	101	129,633	128,350	6	3
Temple U	D	PA	101	84,783	83,944	172	129
Drexel U	D	PA	101	78,918	78,137	277	195
Saint Joseph's U	D	PA	101	72,425	71,708	451	267
Carnegie Mellon U	D	PA	85	98,742	116,167	59	10
U of Pittsburgh-Pittsburgh Campus	D	PA	85	75,890	89,282	337	78
Pittsburgh Theological Seminary	D	PA	85	72,988	85,868	426	108
U of Scranton	D	PA	86	71,315	82,924	486	145
Slippery Rock U of Pennsylvania	D	PA	87	72,672	83,531	438	137
Pennsylvania St U-Main Campus	D	PA	103	79,064	76,761	272	212
Swarthmore C	B	PA	110	94,867	86,243	77	105
Villanova U	D	PA	241	78,868	32,725	279	492
Roger Williams U Sch of Law	L	RI	118	98,876	83,793	58	131

UNIVERSITY	DEG	ST	COLA INDX	RAW SAL	COLA SAL	RAW SAL RANK	COLA SAL RANK
Roger Williams U	M	RI	118	80,226	67,988	238	311
U of Rhode Island	D	RI	128	78,047	60,974	298	376
Brown U	D	RI	109	102,530	94,064	42	51
Rhode Isl& Sch of Design	M	RI	109	82,796	75,960	207	223
Providence C	M	RI	109	73,618	67,539	405	319
Bryant U	M+	RI	124	87,734	70,753	140	280
Medical U of South Carolina	D	SC	103	79,989	77,659	248	205
Clemson U	D	SC	93	74,045	79,618	387	175
U of South Carolina-Columbia	D	SC	91	75,029	82,449	352	148
Furman U	M	SC	88	72,060	81,886	463	155
The U of Tennessee	D	TN	87	72,532	83,370	447	141
Vanderbilt U	D	TN	81	98,519	121,628	61	5
The U of Texas at Austin	D	TX	101	87,822	86,952	138	98
Texas A&M Health Sci Center	D	TX	88	89,598	101,816	116	28
Texas A & M U	D	TX	88	81,177	92,247	228	67
Southern Methodist U	D	TX	98	84,102	85,818	185	109
U of Texas SW Med Cntr Dallas	D	TX	98	76,408	77,967	327	199
Texas Christian U	D	TX	85	73,843	86,874	396	99
The U of Texas Medical Branch	D	TX	89	71,099	79,887	495	172
U of TX M.D. Anderson Cancer Cntr	B	TX	91	191,733	210,696	1	1
South Texas C of Law	L	TX	91	117,332	128,936	13	2
Baylor C of Medicine	D	TX	91	108,031	118,715	23	9
Rice U	D	TX	91	99,033	108,827	56	18
U of Houston	D	TX	91	78,092	85,815	297	110
U of Texas Hlth Sci Cntr Houston	D	TX	91	76,600	84,176	320	125
The U of Texas at Dallas	D	TX	92	86,889	94,445	147	48
Trinity U	M	TX	84	77,122	91,812	312	68
U of Texas at San Antonio	D	TX	84	73,855	87,923	395	90
U of TX Hlth Sci Ctr at S. Ant	D	TX	84	73,456	87,448	414	95
St Marys U	D	TX	84	71,324	84,910	485	118
Brigham Young U	D	UT	94	82,793	88,078	208	87
U of Utah	D	UT	98	74,746	76,271	362	218
Inst for the Psych Scis	D	VA	136	74,864	55,047	358	424
Virginia Poly Inst & St U	D	VA	96	84,111	87,616	184	93
U of Virginia	D	VA	105	98,964	94,251	57	50
George Mason U	D	VA	134	84,942	63,390	170	355
Appalachian Sch of Law	L	VA	85	82,553	97,121	214	41
Washington & Lee U	M	VA	99	76,357	77,128	328	208
U of Richmond	M	VA	100	79,392	79,392	264	181
Virginia Commonwealth U	D	VA	100	73,544	73,544	410	245
C of William & Mary	D	VA	109	83,932	77,002	188	209
Middlebury C	D	VT	110	87,370	79,427	142	178
Vermont Law Sch	L	VT	104	89,402	85,963	120	107
U of Washington-Bothell Campus	M	WA	121	98,540	81,438	60	159
U of Washington-Seattle Campus	D	WA	120	105,126	87,605	33	94
Seattle U	D	WA	120	72,304	60,253	453	384
U of Washington-Tacoma Campus	M	WA	104	97,602	93,848	64	53
U of Puget Sound	M	WA	104	70,905	68,178	499	308
U of Wisconsin-Madison	D	WI	95	84,316	88,754	178	80
Madison Area Technical C	B+	WI	95	72,250	76,053	458	220
Milwaukee Area Technical C	A+	WI	89	78,496	88,198	286	85
Marquette U	D	WI	89	76,982	86,497	315	101
Waukesha County Technical C	A	WI	115	71,476	62,153	484	368
West Virginia Sch of Ost. Med.	D	WV	87	85,178	97,906	168	40

The first column indicates the institution name. The second column indicates the highest degree offered by the institution. The notation is as follows: *A, B, M, D* and *L* indicate that the highest degree offered by the institution is an Associate, Bachelor, Master, Doctor or Law degree respectively. Notation followed with *A+* indicates that the institution offers some additional element above and beyond the degree indicated but not sufficient to reach the next higher level. For example, *M+* indicates that the university offers certificate programs above the Master level. *ST* indicates the state where the university is located. *COLINDX* indicates the cost of living index for the city where the university is located as obtained from Yahoo.com. *RAWSAL* is the average salary paid to full time faculty by the institution. *COLSAL* is the cost of living adjusted salary. *RAWSALRANK* and *COLSALRANK*, are the ranking of the institution based on raw and cost of living adjusted salaries respectively.

Exhibit 2: Salaries for Doctorate Degree Granting Institutions Only

UNIVERSITY	AVG FT SAL	COLA ADJ SAL	SAL RNK	COLA SAL RNK	UNIVERSITY	AVG FT SAL	COLA ADJ SAL	SAL RANK	COL SAL RNK
U of Pennsylvania	129,63	128,350	3	1	U of TX Hlth Sci Ctr	73,456	87,448	212	61
Vanderbilt U	98,519	121,628	34	2	City of Hope GS of B.	103,03	87,319	24	62
U of Notre Dame	97,084	121,355	37	3	U of Oklahoma	74,985	87,192	190	63
Air Force Inst of Tech-GS	101,82	121,215	26	4	U of Texas at Austin	87,822	86,952	85	64
Baylor C of Medicine	108,03	118,715	12	5	Texas Christian U	73,843	86,874	206	65
Carnegie Mellon U	98,742	116,167	33	6	Marquette U	76,982	86,497	167	66
Duke U	103,73	115,259	23	7	U of Cincinnati	74,319	86,417	200	67
Washington U in St Louis	101,01	114,789	27	8	U of Arizona	82,950	86,406	122	68
U of North Carolina at	94,078	111,998	48	9	Pittsburgh Theological	72,988	85,868	220	69
Rice U	99,033	108,827	31	10	Southern Methodist U	84,102	85,818	112	70
Yale U	116,81	105,241	6	11	U of Houston	78,092	85,815	160	71
Emory U	109,40	105,193	11	12	U of Alabama at Birm	76,847	85,386	168	72
Case Western Reserve U	87,144	103,743	90	13	Iowa St U	73,977	85,031	203	73
Cornell U	104,11	103,082	22	14	U of Baltimore	87,520	84,971	87	74
Texas A&M Health Sci	89,598	101,816	71	15	St Marys U	71,324	84,910	240	75
U of Illinois at UC	88,551	101,783	81	16	Walsh C of Act & Bus	78,910	84,849	155	76
U of Chicago	115,96	101,722	7	17	U of Maryland-C Park	94,181	84,848	47	77
Ohio St	88,974	101,107	77	18	CT Sch Med & Dent	93,604	84,328	51	78
SUNY at Buffalo	87,068	100,078	92	19	Arizona St U Tempe	84,198	84,198	109	79
Wayne St U	77,591	99,476	165	20	U of TX Hlth Sci Ctr	76,600	84,176	171	80
California Inst of Tech	132,20	99,401	2	21	U of Connecticut	93,230	83,991	53	81
Hebrew Union C-Jewish	85,426	99,333	98	22	Temple U	84,783	83,944	104	82
U of Rochester	92,833	98,759	54	23	U of Kentucky	75,413	83,792	187	83
Widener U-Delaware	104,29	98,395	20	24	Columbia U New Yrk	112,87	83,614	9	84
Indiana U-Bloomington	83,356	98,066	118	25	Louisiana St U & Ag	72,740	83,609	224	85
West Virginia Sch of Ost.	85,178	97,906	101	26	Slippery Rock Penn	72,672	83,531	225	86
Lehigh U	92,430	96,281	57	27	U of Georgia	80,086	83,423	140	87
U of Michigan-A. Arbor	93,667	95,579	50	28	The U of Tennessee	72,532	83,370	227	88
U of Nebraska-Lincoln	76,792	94,805	169	29	Worcester Poly Inst	84,897	83,232	103	89
The U of Texas at Dallas	86,889	94,445	93	30	SUNY at Binghamton	79,899	83,228	145	90
U of Virginia	98,964	94,251	32	31	U of Scranton	71,315	82,924	241	91
Brown U	102,53	94,064	25	32	U South Carolina-Col	75,029	82,449	189	92
Wake Forest U	81,371	93,530	132	33	U of Nevada-LV	79,972	82,445	143	93
Princeton U	127,01	93,396	4	34	Western Michigan U	70,889	82,429	244	94
Rockefeller U	125,95	93,299	5	35	Midwestern U	78,207	82,323	158	95
Michigan St U	83,941	93,268	113	36	Indiana U of Penn	71,587	82,284	238	96
U of Minnesota	95,046	93,182	41	37	Saint Louis U	72,266	82,120	233	97
Rosalind Fr. Med & Sci	88,438	93,093	83	38	Bloomsburg U of Penn	71,126	81,754	242	98
U of Kansas	79,912	92,921	144	39	U of Arkansas	72,550	81,517	226	99
U of Iowa	85,300	92,717	99	40	Clarkson U	77,295	81,363	166	100
Missouri U of Sci & Tech	76,016	92,702	179	41	Smith C	89,358	81,235	74	101
Texas A & M U	81,177	92,247	134	42	Penn St U- Harrisburg	73,080	81,200	217	102
The U of Toledo-Health	73,871	91,199	204	43	U of Delaware	86,060	81,189	95	103
U of Maryland-Baltimore	93,671	90,943	49	44	U Mass Med Sch	82,751	81,128	126	104
Georgia Inst of Tech	94,432	90,800	45	45	U of Cal.-Los Angeles	106,23	81,098	15	105
Syracuse U	81,277	90,308	133	46	SUNY Hlth Sci Ctr at	71,979	79,977	236	106
Rensselaer Poly Inst	92,469	89,776	56	47	The U of Texas Med	71,099	79,887	243	107
U of Tulsa	75,372	89,729	188	48	New Jers. Inst of Tech	97,229	79,696	35	108
U of Pittsburgh-Pitt.	75,890	89,282	182	49	Clemson U	74,045	79,618	202	109
U of Wisconsin-Madison	84,316	88,754	107	50	U of Mass-Lowell	92,217	79,497	59	110
Auburn U	79,696	88,551	146	51	Middlebury C	87,370	79,427	88	111
Johns Hopkins U	91,142	88,487	66	52	SUNY Env Sci & For.	71,482	79,424	239	112
The U of Alabama	77,861	88,478	164	53	Rutgers U-New	94,478	79,393	44	113
Brigham Young U	82,793	88,078	124	54	CUNY G.S. & U Ctr.	107,15	79,372	14	114
U of Florida	81,911	88,076	130	55	Purdue U	74,373	79,120	198	115
The U of Texas at San	73,855	87,923	205	56	Claremont Grad. U	105,82	78,972	18	116
Northwestern U	106,21	87,783	16	57	Lewis U	76,462	78,827	173	117
U of Louisville	74,614	87,781	196	58	U of Cal-Riverside	83,264	78,551	120	118
Virginia Poly Inst & St U	84,111	87,616	111	59	Illinois Inst of Tech	89,515	78,522	73	119
U of Wash-Seattle	105,12	87,605	19	60	North Carolina St	80,649	78,300	136	120

UNIVERSITY	AVG FT SAL	COLA ADJ SAL	SAL RNK	COLA SAL RNK	UNIVERSITY	AVG FT SAL	COLA ADJ SAL	SAL RANK	COL SAL RNK
Bard C	82,997	78,299	121	121	Suffolk U	85,560	67,370	97	183
SUNY at Albany	82,151	78,239	128	122	Central Connecticut St	72,286	66,931	232	184
Drexel U	78,918	78,137	154	123	Harvard U	135,56	66,780	1	185
U of TX SW Med Ctr	76,408	77,967	175	124	Northeastern U	84,621	66,631	106	186
U of New Mexico	72,429	77,881	228	125	DePaul U	75,853	66,538	183	187
Keck Grad. Inst	104,28	77,822	21	126	Lewis & Clark C	73,581	66,289	209	188
Rochester Inst of Tech	73,012	77,672	219	127	American U	85,298	66,122	100	189
Medical U of South	79,989	77,659	142	128	Fordham U	89,144	66,033	76	190
C of William & Mary	83,932	77,002	114	129	Southern Connecticut	73,232	65,975	215	191
Florida St U	74,475	76,778	197	130	Florida International U	75,824	65,934	184	192
Pennsylvania St U	79,064	76,761	153	131	Richard Stockton	75,627	64,638	186	193
Wesleyan U	87,222	76,511	89	132	Santa Clara U	89,672	64,512	70	194
Naval PostGrad. Sch	115,39	76,419	8	133	George Mason U	84,942	63,390	102	195
U of Utah	74,746	76,271	195	134	Nova Southeastern U	73,022	62,950	218	196
U of Southern California	99,593	76,025	30	135	U of Colorado Boulder	81,614	62,780	131	197
Rutgers U-Newark	92,734	76,011	55	136	Chapman U	82,617	62,589	127	198
U of the Pacific	75,956	75,956	180	137	U of Mass Boston	79,317	62,454	148	199
George Washington U	97,095	75,267	36	138	NY Inst of Tech Man.	84,241	62,401	108	200
Oregon Health & Sci U	83,377	75,114	117	139	U of Mass-Dartmouth	80,361	62,295	137	201
U of California-Merced	71,652	74,638	237	140	Hebrew Un C-Jewish	82,771	61,312	125	202
Georgetown U	96,142	74,529	39	141	U of Rhode Island	78,047	60,974	161	203
New York U	100,52	74,465	28	142	Stony Brook U	89,170	60,660	75	204
Clark U	75,911	74,423	181	143	U of California-Irvine	92,316	60,337	58	205
U of Nevada-Reno	80,977	74,291	135	144	Seattle U	72,304	60,253	230	206
Mills C	91,746	73,989	63	145	Hebrew Un C-Cal.	78,608	60,006	157	207
U of South Florida	72,151	73,623	235	146	Catholic U of America	76,700	59,457	170	208
Virginia Commonw.	73,544	73,544	210	147	The New Sch	80,126	59,353	138	209
Spertus C	83,532	73,274	115	148	Montclair St U	82,895	59,211	123	210
Bentley U	93,596	73,122	52	149	Western Connecticut	76,107	58,998	178	211
Rowan U	78,120	73,009	159	150	Yeshiva U	77,867	57,679	162	212
U of Denver	73,395	72,668	213	151	U of Cal. Santa Cruz	86,039	57,359	96	213
U of California-Berkeley	106,21	72,256	17	152	Simmons C	72,303	56,931	231	214
U of California-Davis	91,003	72,225	67	153	U of San Francisco	94,291	56,802	46	215
Saint Thomas U	76,461	72,133	174	154	San Diego St U	73,099	56,666	216	216
Western U of Health Scis	79,234	72,031	150	155	Cal. St U-Los Angeles	72,800	55,573	222	217
U of New Hampshire	79,233	72,030	151	156	SUNY C of Optometry	74,945	55,515	191	218
Colorado Sch of Mines	84,649	71,736	105	157	Union Theol Sem	74,841	55,438	193	219
Tufts U	88,928	71,716	78	158	Inst for the Psych Scis	74,864	55,047	192	220
Saint Joseph's U	72,425	71,708	229	159	Mass Inst of Tech	111,15	54,754	10	221
Loyola C in Maryland	73,725	71,578	208	160	Jewish Theol Sem Am.	72,807	53,931	221	222
U of Miami	82,126	71,414	129	161	U of La Verne	72,791	53,919	223	223
Quinnipiac U	87,144	70,849	90	162	Golden Gate U-San	88,477	53,299	82	224
Pace U-New York	95,326	70,612	40	163	Saint Marys of CA	79,221	53,168	152	225
U of San Diego	90,647	70,269	68	164	U of Cal-Santa	94,786	52,953	43	226
U of Illinois at Chicago	80,050	70,219	141	165	New York Medical C	77,867	52,613	162	227
Dartmouth C	91,216	70,166	65	166	Drew U	76,202	52,553	177	228
Loyola U Chicago	79,696	69,909	146	167	Seton Hall U	76,212	51,495	176	229
Boston U	88,682	69,828	79	168	Bryn Mawr C	74,057	51,074	201	230
Colorado St U	73,759	69,584	207	169	U of CA-San Diego	96,918	50,742	38	231
Toyota Tech Inst at	79,254	69,521	149	170	Dowling C	73,515	50,700	211	232
Hofstra U	89,556	69,423	72	171	Grad. Theol. Union	72,238	49,141	234	233
U of Maryland-Balt. Cty	75,671	69,423	185	172	Adelphi U	83,520	47,186	116	234
Brandeis U	88,622	69,236	80	173	Pacific Grad. S. Psych.	87,807	46,706	86	235
Gallaudet U	88,218	68,386	84	174	Pacifica Grad. Inst	73,267	46,372	214	236
U of Med & Dent of New	83,318	68,293	119	175	San Francisco St U	74,358	44,794	199	237
Teachers C at Columbia	91,819	68,014	62	176	U of Hawaii at Manoa	76,555	40,721	172	238
U of New Haven	74,797	67,997	194	177	Boston C	100,51	40,046	29	239
Stanford U	107,97	67,909	13	178	Villanova U	78,868	32,725	156	240
St John's U-New York	91,519	67,792	64	179	NY Inst of Tech-Old	84,193	25,359	110	241
Princeton Theol Sem	92,076	67,703	60	180	Pepperdine U	95,012	24,938	42	242
Stevens Inst of Tech	92,067	67,696	61	181	SUNY Hlth Sci Ctr	89,826	23,827	69	243
U of Mass Amherst	86,555	67,621	94	182	Poly U	80,107	21,249	139	244

This table shows the rankings of U.S. Doctorate degree granting institutions based on compensation paid to faculty. AVG FT SAL is the average full time salary paid as reported by www.stateuniversity.com. COLA ADJ SAL is the cost of living adjusted salary. SAL RANK ranks the institutions based on the salary paid to faculty. COLA SAL RANK ranks the institutions based on cost of living adjusted salaries.

Exhibit 3: Salaries for Master's Degree Granting Institutions Only

UNIVERSITY	AVG FT SAL	COLA ADJ SAL	SAL RNK	COLA SAL RNK	UNIVERSITY	AVG FT SAL	COLA ADJ SAL	SAL RANK	COL SAL RNK
Gooding Inst of Nurse	102,275	105,438	2	1	Roger Williams U	80,226	67,988	29	41
Thunderbird	99,851	105,106	4	2	Cooper Union Adv of Sci	91,660	67,896	13	42
Widener U-Harrisburg	95,363	104,795	10	3	Providence C	73,618	67,539	59	43
Rose-Hulman Inst Tech	79,398	99,248	38	4	CUNY Bernard M	89,691	66,438	14	44
Oberlin C	83,109	94,442	24	5	Connecticut C	71,093	65,827	78	45
U of Washington-Tacoma	97,602	93,848	8	6	Whittier C	78,248	65,755	43	46
Trinity U	77,122	91,812	47	7	Kean U	81,873	64,979	26	47
Rutgers U-Camden	88,989	90,805	15	8	Penn St U-Penn St Great	86,385	64,466	17	48
Colgate U	86,218	90,756	18	9	New Jersey City U	80,898	64,205	27	49
Colorado C	79,925	88,806	32	10	Rollins C	71,526	63,863	73	50
Bucknell U	79,196	87,996	40	11	CUNY City C	85,556	63,375	20	51
California U Penn	71,534	85,160	72	12	William Paterson	83,593	61,465	22	52
Clarion U Pennsylvania	73,591	84,587	60	13	Occidental C	80,157	61,189	30	53
U of Michigan-Dearborn	71,164	83,722	77	14	Cal. St U-Dominguez	71,922	60,951	68	54
Rens. Hartford Grad Cntr	94,455	83,588	11	15	Wesley Theological	77,659	60,201	46	55
Mansfield U Penn	71,966	82,720	67	16	CUNY Hunter C	80,652	59,742	28	56
Furman U	72,060	81,886	65	17	Massachusetts Maritime	71,727	59,279	70	57
U of Washington-Bothell	98,540	81,438	6	18	California St U-East Bay	72,609	59,032	63	58
NY Inst of Tech-Central	101,775	81,420	3	19	St John's C	74,059	57,859	57	59
Evanston NW Healthcare	96,548	79,792	9	20	CUNY John Jay C	75,750	56,111	51	60
U of Richmond	79,392	79,392	39	21	CUNY York C	74,422	55,127	54	61
Stetson U	72,966	79,311	61	22	Cal. Poly St U-San Luis	72,526	54,944	64	62
Williams C	92,589	78,465	12	23	American C	78,506	54,142	41	63
Western New Engl & C	78,344	78,344	42	24	San Jose St U	75,092	53,257	53	64
Washington & Lee U	76,357	77,128	50	25	Fashion Inst of Tech	71,507	52,968	74	65
Hobart William Smith Cs	72,003	76,599	66	26	Bank Street C of	70,991	52,586	79	66
Rider U	83,447	76,557	23	27	San Fran. Cons. of Music	85,560	51,542	19	67
Rhode Isl & Sch of Design	82,796	75,960	25	28	Soka U of America	71,182	51,210	76	68
SUNY Inst of Tech at	71,487	75,249	75	29	US Merchant Marine	99,397	50,713	5	69
Mount Holyoke C	79,848	74,624	33	30	Iona C	71,647	46,524	71	70
Vassar C	84,062	73,739	21	31	CUNY C of Stn Island	74,282	46,426	56	71
The C of New Jersey	79,779	73,192	35	32	Cal. St U-Channel Islands	71,761	46,297	69	72
Millersville U of	72,735	72,735	62	33	CUNY Lehman C	76,835	46,286	49	73
Union Grad. C	74,000	71,845	58	34	Babson C	109,18	45,682	1	74
Bryant U	87,734	70,753	16	35	Manhattan C	74,377	44,805	55	75
Trinity C	79,796	70,616	34	36	Ramapo C of New Jersey	80,126	40,673	31	76
Reed C	77,004	69,373	48	37	Fairfield U	78,154	38,500	44	77
Natl. G. Sch of Qlty Mgt.	98,184	69,144	7	38	CUNY Queens C	78,094	38,281	45	78
Cal. St Poly U-Pomona	75,454	68,595	52	39	Sarah Lawrence C	79,753	34,525	36	79
U of Puget Sound	70,905	68,178	80	40	CUNY Brooklyn C	79,627	21,121	37	80

This table shows the rankings of U.S. master degree granting institutions based on compensation paid to faculty. AVG FT SAL is the average full time salary paid as reported by www.stateuniversity.com. COLA ADJ SAL is the cost of living adjusted salary. SAL RANK ranks the institutions based on the salary paid to faculty. COLA SAL RANK ranks the institutions based on cost of living adjusted salaries.

Exhibit 4: Salaries for Bachelor's Degree Granting Institutions Only

UNIVERSITY	AVG FT SAL	COLA ADJ SAL	SAL RNK	COLA SAL RNK	UNIVERSITY	AVG FT SAL	COLA ADJ SAL	SAL RANK	COL SAL RNK
U of TX M.D. Anderson	191,733	210,696	1	1	Davidson C	86,508	70,908	13	22
US Military Acad	108,794	96,278	3	2	Pomona C	92,844	69,287	9	23
US Coast Guard Acad	101,058	93,572	4	3	Siena C	71,911	68,487	40	24
Colby C	85,023	93,432	15	4	Claremont McKenna C	88,372	65,949	11	25
Grinnell C	74,294	90,602	33	5	Illinois C of Optometry	74,141	65,036	34	26
Swarthmore C	94,867	86,243	8	6	Scripps C	86,357	64,446	14	27
US Naval Academy	108,940	85,109	2	7	National Labor C	77,020	63,131	25	28
Lafayette C	82,541	85,094	17	8	Barnard C	83,830	62,096	16	29
Bowdoin C	86,825	84,296	12	9	Thomas Aquinas C	73,766	60,964	35	30
Bates C	77,266	83,985	24	10	Pitzer C	80,841	60,329	20	31
St Louis C of Pharmacy	73,747	83,803	36	11	Webb Inst	78,583	56,535	22	32
US Air Force Academy	74,518	82,798	32	12	Ventura C	75,844	55,361	29	33
Carleton C	81,213	82,033	19	13	West Coast U	72,458	55,311	38	34
Franklin & Marshall C	77,532	81,613	23	14	Wheaton C	75,769	55,306	30	35
Hamilton C	81,966	79,579	18	15	Farmingdale St C	71,685	54,721	41	36
Macalester C	78,782	78,002	21	16	Franklin Olin C of Eng.	89,218	50,692	10	37
Amherst C	99,224	77,519	5	17	Brigham Young Hawaii	76,163	41,169	28	38
Madison Area Technical	72,250	76,053	39	18	Wellesley C	96,876	40,534	7	39
Union C	76,264	74,043	27	19	Westmont C	70,953	39,639	42	40
Harvey Mudd C	96,951	72,351	6	20	Haverford C	76,531	37,515	26	41
C of the Holy Cross	72,649	71,225	37	21	CUNY Medgar Evers C	74,975	19,887	31	42

This table shows the rankings of U.S. bachelor degree granting institutions based on compensation paid to faculty. AVG FT SAL is the average full time salary paid as reported by www.stateuniversity.com. COLA ADJ SAL is the cost of living adjusted salary. SAL RANK ranks the institutions based on the salary paid to faculty. COLA SAL RANK ranks the institutions based on cost of living adjusted salaries.

Exhibit 5: Salaries for Associate Degree Granting Institutions Only

UNIVERSITY	AVG FT SAL	COLA ADJ SAL	SAL RNK	COLA SAL RNK	UNIVERSITY	AVG FT SAL	COLA ADJ SAL	SAL RANK	COL SAL RNK
Henry Ford CC	79,863	93,956	31	1	Asnuntuck CC	72,011	64,875	98	55
Muskegon CC	72,621	93,104	92	2	Palomar C	80,134	64,624	29	56
Monroe County CC	74,274	88,421	65	3	Long Beach City C	77,934	64,408	45	57
Milwaukee Area Tech C	78,496	88,198	40	4	Delaware County CC	73,314	64,311	82	58
Grand Rapids CC	74,030	88,131	69	5	Cypress C	85,333	64,160	10	59
Schcraft C	74,469	86,592	61	6	Prince Will. Snd CC	72,865	63,361	86	60
San Joaquin Delta C	86,329	86,329	7	7	Santa Rosa Junior C	78,432	63,252	41	61
Taft C	77,391	85,990	48	8	Mendocino C	71,246	63,050	103	62
Miracosta C	104,03	85,270	1	9	Orange Coast C	83,523	62,331	17	63
Bakersfield C	78,196	84,082	42	10	Waukesha Cnty Tech	71,476	62,153	102	64
Fresno City C	82,666	83,501	21	11	Gloucester County C	72,653	61,570	91	65
Elgin CC	77,702	80,940	47	12	Suffolk County CC	75,879	61,193	52	66
C of the Sequoias	78,992	80,604	34	13	Chaffey C	74,943	60,929	56	67
Reedley C	82,702	80,293	20	14	SUNY Westchester	89,352	60,373	4	68
Lakeland CC	74,616	80,232	59	15	Mt San Antonio C	84,137	60,098	14	69
Riverside CC	83,362	78,643	18	16	Pasadena City C	79,521	59,790	32	70
Porterville C	76,425	77,985	51	17	Los Ang. Trade Tech	78,093	59,613	44	71
Cerro Coso CC	73,819	77,704	73	18	Coastline CC	83,889	59,496	15	72
C of Lake County	78,970	77,422	36	19	Ohlone C	88,005	59,064	5	73
Victor Valley C	77,706	76,937	46	20	El Camino CC District	79,073	59,010	33	74
Glendale CC	72,767	76,597	88	21	Las Positas C	80,768	58,955	26	75
West Hills C-Coalinga	73,877	76,162	71	22	Oxnard C	73,509	58,340	80	76
South Mountain CC	74,087	75,599	67	23	Middlesex County C	73,077	57,541	83	77
Mesa CC	72,992	75,249	84	24	Los Angeles Harbor C	75,299	57,480	54	78
Merced C	72,095	75,099	97	25	C of the Desert	72,299	56,928	95	79
Oakton CC	80,072	74,141	30	26	Dorothea Hopfer Nurs.	78,956	56,397	37	80
Phoenix C	72,605	74,087	93	27	Rockland CC	80,189	55,303	28	81
Rio Salado C	73,977	73,977	70	28	Irvine Valley C	84,463	55,205	13	82
Mt. San Jacinto CC Dist	71,632	73,847	101	29	Scottsdale CC	72,199	55,114	96	83
Modesto Junior C	72,668	73,402	90	30	Golden West C	83,762	54,746	16	84
West Hills C-Lemoore	74,606	73,143	60	31	Union County C	74,828	54,223	57	85
Paradise Valley CC	71,664	73,127	100	32	Diablo Valley C	73,572	54,097	77	86
C of the Redwoods	77,284	72,909	49	33	Skyline C	78,789	53,965	38	87
GateWay CC	71,163	72,615	105	34	West Los Angeles C	74,353	53,879	62	88
Butte C	73,368	71,929	81	35	Evergreen Valley C	73,813	52,350	74	89
Antelope Valley C	72,930	71,500	85	36	Moorpark C	74,325	52,342	63	90
C of DuPage	85,501	71,251	9	37	Santa Monica C	90,604	51,774	2	91
San Bernardino Val. C	74,059	71,211	68	38	San Jose City C	72,705	51,564	89	92
Wyotech-Long Beach	86,147	71,196	8	39	City C of San	81,212	48,923	24	93
McHenry County C	74,717	71,159	58	40	Monterey Pen. C	73,702	48,809	76	94
Cerritos C	78,978	71,151	35	41	Bergen CC	73,531	48,059	79	95
Chandler/Gilbert CC	72,384	70,965	94	42	C of San Mateo	75,530	46,623	53	96
Los Medanos C	73,866	70,349	72	43	Los Angeles Valley C	76,567	46,404	50	97
Sacramento City C	71,124	69,729	106	44	Los Angeles Mission	73,549	46,257	78	98
Rio Hondo C	82,136	69,022	23	45	Nassau CC	78,130	44,141	43	99
Chabot C	84,464	68,670	11	46	CUNY LaGuardia CC	71,829	43,798	99	100
Hartnell C	78,596	67,755	39	47	County C of Morris	74,260	41,955	66	101
Contra Costa C	73,780	67,073	75	48	Santa Barbara City C	74,956	41,875	55	102
Columbia C	74,321	66,358	64	49	De Anza C	82,547	41,068	22	103
El Camino C-Compton	72,840	66,218	87	50	C of the Canyons	83,271	35,135	19	104
Fullerton C	84,464	65,988	11	51	Los Angeles Pierce C	71,214	33,278	104	105
Shasta C	71,107	65,840	107	52	C of Marin	86,858	23,797	6	106
Oakland CC	80,396	65,363	27	53	Foothill C	80,852	23,641	25	107
Saddleback C	89,554	64,894	3	54					

This table shows the rankings of U.S. associate degree granting institutions based on compensation paid to faculty. AVG FT SAL is the average full time salary paid as reported by www.stateuniversity.com. COLA ADJ SAL is the cost of living adjusted salary. SAL RANK ranks the institutions based on the salary paid to faculty. COLA SAL RANK ranks the institutions based on cost of living adjusted salaries.

Exhibit 6: Salaries for Law Degree Granting Institutions Only

UNIVERSITY	AVG FT SAL	COLA ADJ SAL	SAL RANK	COLA SAL RANK	UNIVERSITY	AVG FT SAL	COLA ADJ SAL	SAL RANK	COL SAL RANK
South Texas C of Law	117,33	128,936	7	1	Roger Williams U Sch	98,876	83,793	15	15
Thomas M. Cooley Law	101,79	124,135	13	2	Franklin Pierce Law	89,367	83,521	22	16
Michigan St U C of Law	108,03	120,034	8	3	Cal. Western Sch of	107,31	83,187	9	17
Albany Law Sch	120,95	115,193	6	4	New Engl& Sch of	99,147	78,069	14	18
New York Law Sch	154,47	114,427	1	5	U of Cal. Hastings C	129,23	77,854	3	19
Dickinson Law- Penn St	106,77	113,593	10	6	Thomas Jefferson Sch	90,885	70,453	18	20
John Marshall Law Sch	125,87	110,419	4	7	Massachusetts Sch of	98,440	70,314	16	21
William Mitch. C of Law	104,83	103,794	11	8	West. St U-C of Law	89,815	70,168	20	22
Southern U Law Center	89,874	103,303	19	9	San Joaquin C of Law	72,586	69,130	27	23
Appalachian Sch of Law	82,553	97,121	25	10	Southern New Engl	84,135	65,221	24	24
Ave Maria Sch of Law	94,455	96,383	17	11	U of the DC DA	79,879	61,922	26	25
Southwestern Law Sch	123,88	94,572	5	12	CUNY Law Queens	104,40	51,180	12	26
Florida Coastal S Law	86,738	93,267	23	13	Brooklyn Law Sch	134,06	35,560	2	27
Vermont Law Sch	89,402	85,963	21	14					

This table shows the rankings of U.S. law degree granting institutions based on compensation paid to faculty. AVG FT SAL is the average full time salary paid as reported by www.stateuniversity.com. COLA ADJ SAL is the cost of living adjusted salary. SAL RANK ranks the institutions based on the salary paid to faculty. COLA SAL RANK ranks the institutions based on cost of living adjusted salaries.

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