



University System of Georgia Average Faculty Salary Comparisons in SREB States in FY2004

Office of Strategic Research and Analysis

The Southern Regional Education Board's (SREB) State Data Exchange program compiles data on faculty salaries each year for the 16 states in the SREB region.¹ Salaries for 11-12 month faculty are adjusted to a 9-10 month equivalency. The following points compare public colleges and universities in Georgia to those in other states.

SREB Public Four-Year Institutions

- The FY2004 average faculty salary in the University System of Georgia's (USG) four-year universities was \$66,516, compared to the average four-year faculty salary across all SREB states and ranks of \$61,616 (Table 1).
- The one-year increase between the FY2003 and FY2004 averages for Georgia, as well as the nation, was 1.8 percent (Table 2). Average faculty salaries in SREB states increased by 1.3 percent. Average salaries vary from year to year due to merit or general salary increases and/or changes in the composition of the faculty.

Table 1
Average Faculty Salaries of All Instructional Ranks
SREB Four-Year Institutions in Ranked Order
by FY2004

SREB States in Ranked Order by FY2004 Average Salary	Average Salary FY2002	Average Salary FY2003	Average Salary FY2004	Percentage Change FY2003 to FY2004
SREB Average	\$59,423	\$60,838	\$61,616	1.3%
U.S. Average	\$63,409	\$65,084	\$66,286	1.8%
Delaware	\$72,601	\$74,008	\$75,680	2.3%
Maryland	\$67,585	\$67,978	\$68,298	0.5%
Virginia	\$66,769	\$66,924	\$68,075	1.7%
Georgia	\$62,929	\$65,336	\$66,516	1.8%
Florida	\$60,973	\$63,214	\$63,948	1.2%
North Carolina	\$62,408	\$63,849	\$63,861	0.0%
Texas	\$60,042	\$62,060	\$62,527	0.8%
South Carolina	\$58,506	\$59,592	\$60,050	0.8%
Kentucky	\$57,213	\$58,405	\$60,010	2.7%
Tennessee	\$55,762	\$56,917	\$58,598	3.0%
Alabama	\$54,461	\$58,432	\$58,329	-0.2%
Oklahoma	\$53,957	\$54,037	\$54,629	1.1%
Louisiana	\$51,662	\$52,289	\$54,503	4.2%
Mississippi	\$52,394	\$53,330	\$54,362	1.9%
West Virginia	\$52,472	\$53,208	\$53,781	1.1%
Arkansas	\$51,416	\$52,071	\$52,230	0.3%

¹ Source: <http://www.sreb.org/main/EdData/DataExch/dataexchindex.asp>

- Georgia's public four-year college average salary rankings have remained relatively stable over much of the past decade. Since FY2002, Georgia has maintained fourth place in average faculty salaries among SREB states. Georgia's highest SREB faculty salary ranking, 3, occurred in FY1998 (Table 2).

Fiscal Year	Ranking
1994-95	7
1995-96	5
1996-97	5
1997-98	3
1998-99	5
1999-00	5
2000-01	5
2001-02	4
2002-03	4
2003-04	4

- The SREB system for categorizing postsecondary education institutions is based on a number of factors relevant to determining resource requirements. Institutions are classified based on size, role, breadth of program offerings, and comprehensiveness.² The following table shows Georgia's public four-year salary rankings by type of institution, comparing the ranking in FY2004 to that in FY2000 (Table 3).

Type of Four-Year Institution	Georgia's Ranking FY2000	Georgia's Ranking FY2004
Four-Year 1. Institutions awarding at least 100 doctoral degrees that are distributed among at least 10 CIP discipline categories (two-digit classification) with no more than 50 percent in any one category. <i>(Georgia State University, University of Georgia)</i>	6	6
Four-Year 2. Institutions awarding at least 30 doctoral degrees that are distributed among at least five CIP categories (two-digit classification). <i>(Georgia Institute of Technology)</i>	1	1
Four-Year 3. Institutions awarding at least 100 master's, education specialist, post-master's, or doctoral degrees with master's, education specialist, and post-master's degrees distributed among at least 10 CIP categories (two-digit classification). <i>(Georgia Southern University, University of West Georgia)</i>	7	4

² Source: <http://www.sreb.org/main/EdData/InstCategories/background.asp>

Type of Four-Year Institution	Table 3 (continued)	
	Georgia's Ranking FY2000	Georgia's Ranking FY 2004
Four-Year 4. Institutions awarding at least 30 master's, education specialist, post-master's, or doctoral degrees with master's, education specialist, and post-master's degrees distributed among at least five CIP categories (two-digit classification). <i>(Albany State University, Columbus State University, Georgia College & State University, Kennesaw State University, Valdosta State University)</i>	4	3
Four-Year 5. Institutions awarding at least 30 master's, education specialist, post-master's or doctoral degrees. <i>(Armstrong Atlantic State University, Augusta State University, Fort Valley State University, Georgia Southwestern State University, North Georgia College & State University, Savannah State University)</i>	3	3
Four-Year 6. Institutions awarding less than 30 master's, education specialist, post-master's or doctoral degrees. <i>(Clayton College & State University)</i>	4	3
Overall Four-Year Ranking	4	4

- Over the five-year period, Georgia's salary rankings have increased in three of the six categories (Four-Year 3, Four-Year 4, and Four-Year 6). The lowest ranking (6) continues to be in the Four-Year 1 institutional type, where Georgia State and University of Georgia are classified. Georgia maintains the highest average faculty salary within SREB Four-Year 2 institutions, where Georgia Institute of Technology is categorized.

SREB Public Two-Year Colleges

- The average two-year college faculty member's salary in the University System of Georgia is \$46,961, a decrease of 1.4 percent over the FY2003 average (Table 4).

Table 4
Average Faculty Salaries of All Instructional Ranks
SREB Two-Year Institutions in Ranked Order
by FY2004

SREB States in Ranked Order by FY2004 Average Salary	Average Salary FY2002	Average Salary FY2003	Average Salary FY2004	Percentage Change FY2003 to FY2004
SREB Average	\$42,777	\$43,502	\$43,848	0.8%
U.S. Average	\$48,304	\$50,371	\$51,288	1.8%
Maryland	\$53,271	\$54,971	\$55,216	0.4%
Delaware	\$52,327	\$48,634	\$53,798	10.6%
Georgia	\$46,227	\$47,615	\$46,961	-1.4%
Florida	\$44,694	\$45,803	\$46,370	1.2%
Virginia	\$46,668	\$46,419	\$45,826	-1.3%
Texas	\$44,233	\$45,166	\$45,279	0.3%
Alabama	\$43,387	\$44,532	\$44,318	-0.5%
Kentucky	\$43,429	\$42,533	\$44,039	3.5%
Tennessee	\$38,924	\$40,926	\$41,804	2.1%
Louisiana	\$38,147	\$39,682	\$41,290	4.1%
West Virginia	\$40,983	\$41,116	\$41,251	0.3%
Mississippi	\$40,248	\$40,126	\$40,797	1.7%
South Carolina	\$40,074	\$40,257	\$40,612	0.9%
Oklahoma	\$39,959	\$39,404	\$40,006	1.5%
Arkansas	\$36,778	\$37,655	\$38,431	2.1%
North Carolina	\$36,809	\$37,025	\$37,584	1.5%

- Georgia's USG two-year colleges have moved from seventh to third place among SREB states in the last decade (Table 5).

Table 5
Georgia's Salary Rankings in SREB States
Two-Year Institutions

Fiscal Year	Ranking
1994-95	7
1995-96	6
1996-97	3
1997-98	3
1998-99	5
1999-00	3
2000-01	4
2001-02	4
2002-03	3
2003-04	3

- SREB refined the two-year type of institution categories in FY2002 and FY2003 (Table 6). In FY2002, two-year colleges were classified into SREB institution types based on enrollment. Beginning in FY2003, SREB began collecting data on two-year institutions that award some bachelor's degrees.

Table 6	Georgia's Ranking FY 2000	Georgia's Ranking FY 2003	Georgia's Ranking FY 2004
Type of Two-Year Institution			
Two-Year with Bachelor's. Institutions awarding primarily associate degrees and offering college transfer courses; some bachelor's degrees may also be awarded. <i>(Dalton State College, Macon State College)</i>	NA	1	1
Two-Year 1. Institutions awarding associate degrees and offering college transfer courses with FTE enrollment of 5,000 or more; some certificates and diplomas may also be awarded. <i>(Georgia Perimeter College)</i>	3	2	2
Two-Year 2. Institutions awarding associate degrees and offering college transfer courses with FTE enrollment of between 2,000 and 4,999; some certificates and diplomas may also be awarded. <i>(Abraham Baldwin Agricultural College, Darton College, Gainesville College, Gordon College)</i>	2	3	3
Two-Year 3. Institutions awarding associate degrees and offering college transfer courses with FTE enrollment of less than 2,000; some certificates and diplomas may also be awarded. <i>(Atlanta Metropolitan College, Bainbridge College, Coastal Georgia Community College, East Georgia College, Floyd College, Middle Georgia College, South Georgia College, Waycross College)</i>	NA	3	3
Overall Two-Year Ranking	3	3	3

University System of Georgia
 Office of Strategic Research and Analysis
 Dr. Anoush Pisani, Senior Research Associate
 February 2005

"Creating a More Educated Georgia"

Appendix Tables

Appendix Table 1. Average Salaries of Full-Time Faculty, Public Four-Year Institutions, SREB States, FY1989 to FY2004.

Appendix Table 2. Average Salaries of Full-Time Faculty, Public Four-Year Institutions, SREB State Ranks, FY1989 to FY2004.

Appendix Table 3. Average Salaries of Full-Time Faculty, Public Two-Year Institutions, SREB States, FY1989 to FY2004.

Appendix Table 4. Average Salaries of Full-Time Faculty, Public Two-Year Institutions, SREB State Ranks, FY1989 to FY2004.

Appendix Table 5. Average Salaries of Full-Time Instructional Faculty, Public Four-Year Institution Types, SREB States, FY2000.

Appendix Table 6. Average Salaries of Full-Time Instructional Faculty, Public Four-Year Institution Types, SREB States, FY2004.

Appendix Table 7. Average Salaries of Full-Time Instructional Faculty, Public Two-Year Institution Types, SREB States, FY2000.

Appendix Table 8. Average Salaries of Full-Time Instructional Faculty, Public Two-Year Institution Types, SREB States, FY2003.

Appendix Table 9. Average Salaries of Full-Time Instructional Faculty, Public Two-Year Institution Types, SREB States, FY2004.

Appendix Table 1.
Average Salaries of Full-Time Faculty
Public Four-Year Institutions
SREB States
FY1989 to FY2004

	1988-89	1989-90	1990-91	1991-92	1992-93	1993-94	1994-95	1995-96	1996-97	1997-98	1998-99	1999-00	2000-01	2001-02	2002-03	2003-04
U.S.	\$40,348	\$42,518	\$44,749	\$46,169	\$46,917	\$48,200	\$50,067	\$51,504	\$53,421	\$54,941	\$56,916	\$59,079	\$61,119	\$63,409	\$65,084	\$66,286
SREB Region	\$37,890	\$39,963	\$41,740	\$42,591	\$43,524	\$44,609	\$46,483	\$47,718	\$49,828	\$51,543	\$52,995	\$55,022	\$57,490	\$59,423	\$60,838	\$61,616
Alabama	\$35,743	\$36,040	\$39,344	\$39,802	\$40,486	\$42,194	\$44,489	\$44,298	\$45,800	\$46,762	\$50,534	\$52,040	\$56,136	\$54,461	\$58,432	\$58,329
Arkansas	\$32,778	\$34,150	\$35,881	\$38,137	\$39,437	\$40,592	\$41,067	\$42,309	\$43,603	\$44,964	\$47,188	\$49,442	\$50,346	\$51,416	\$52,071	\$52,230
Delaware	\$39,920	\$42,308	\$44,452	\$48,003	\$49,987	\$51,391	\$54,534	\$57,642	\$59,668	\$62,486	\$64,470	\$66,188	\$70,435	\$72,601	\$74,008	\$75,680
Florida	\$41,229	\$44,050	\$43,748	\$44,356	\$44,803	\$46,153	\$48,859	\$50,489	\$52,031	\$53,862	\$55,004	\$55,853	\$58,604	\$60,973	\$63,214	\$63,948
Georgia	\$38,733	\$40,447	\$42,168	\$42,766	\$44,052	\$45,150	\$47,309	\$50,060	\$52,637	\$56,219	\$56,251	\$58,315	\$60,632	\$62,929	\$65,336	\$66,516
Kentucky	\$34,893	\$37,077	\$40,235	\$43,313	\$43,621	\$44,852	\$46,306	\$47,871	\$49,420	\$50,996	\$52,287	\$53,754	\$55,732	\$57,213	\$58,405	\$60,010
Louisiana	\$30,913	\$33,015	\$37,130	\$39,484	\$39,604	\$38,820	\$39,796	\$40,366	\$45,872	\$44,880	\$44,902	\$46,874	\$47,804	\$51,662	\$52,289	\$54,503
Maryland	\$41,041	\$44,384	\$47,085	\$47,312	\$47,424	\$47,242	\$50,046	\$52,525	\$53,405	\$55,176	\$58,075	\$59,319	\$62,621	\$67,585	\$67,978	\$68,298
Mississippi	\$34,704	\$35,008	\$35,346	\$36,427	\$39,291	\$40,800	\$44,280	\$45,359	\$44,849	\$46,020	\$48,606	\$51,226	\$51,551	\$52,394	\$53,330	\$54,362
North Carolina	\$39,269	\$41,295	\$43,849	\$44,122	\$44,681	\$46,284	\$49,017	\$49,942	\$52,954	\$54,930	\$56,311	\$58,568	\$61,618	\$62,408	\$63,849	\$63,861
Oklahoma	\$34,289	\$36,573	\$38,904	\$39,679	\$40,496	\$41,336	\$42,433	\$43,416	\$45,249	\$47,614	\$48,398	\$50,805	\$52,512	\$53,957	\$54,037	\$54,629
South Carolina	\$36,664	\$38,688	\$40,808	\$41,410	\$42,230	\$42,504	\$45,150	\$47,036	\$48,619	\$49,850	\$51,690	\$54,493	\$56,785	\$58,506	\$59,592	\$60,050
Tennessee	\$37,510	\$38,935	\$41,047	\$41,134	\$42,283	\$44,972	\$48,003	\$47,638	\$49,226	\$49,490	\$49,698	\$51,806	\$53,225	\$55,762	\$56,917	\$58,598
Texas	\$39,504	\$41,756	\$42,293	\$43,209	\$44,254	\$45,680	\$46,460	\$47,947	\$50,415	\$51,197	\$53,027	\$55,479	\$57,903	\$60,042	\$62,060	\$62,527
Virginia	\$43,678	\$46,941	\$48,026	\$48,300	\$48,394	\$49,134	\$50,802	\$52,658	\$53,897	\$56,255	\$58,800	\$61,862	\$66,475	\$66,769	\$66,924	\$68,075
West Virginia	\$31,119	\$32,389	\$35,999	\$36,285	\$36,485	\$38,849	\$40,035	\$42,496	\$43,827	\$44,943	\$46,867	\$48,514	\$51,182	\$52,472	\$53,208	\$53,781

Appendix Table 2.
Average Salaries of Full-Time Faculty
Public Four-Year Institutions
SREB State Ranks
FY1989 to FY2004

	1988-89	1989-90	1990-91	1991-92	1992-93	1993-94	1994-95	1995-96	1996-97	1997-98	1998-99	1999-00	2000-01	2001-02	2002-03	2003-04
U.S.	\$40,348	\$42,518	\$44,749	\$46,169	\$46,917	\$48,200	\$50,067	\$51,504	\$53,421	\$54,941	\$56,916	\$59,079	\$61,119	\$63,409	\$65,084	\$66,286
SREB Region	\$37,890	\$39,963	\$41,740	\$42,591	\$43,524	\$44,609	\$46,483	\$47,718	\$49,828	\$51,543	\$52,995	\$55,022	\$57,490	\$59,423	\$60,838	\$61,616
Alabama	10	12	11	11	12	11	11	12	12	12	10	10	9	11	9	11
Arkansas	14	14	15	14	14	14	14	15	16	14	14	14	15	16	16	16
Delaware	4	4	3	2	1	1	1	1	1	1	1	1	1	1	1	1
Florida	2	3	5	4	4	5	5	4	6	6	6	6	6	6	6	5
Georgia	7	7	7	8	7	7	7	5	5	3	5	5	5	4	4	4
Kentucky	11	10	10	6	8	9	9	8	8	8	8	9	10	9	10	9
Louisiana	16	15	13	13	13	16	16	16	11	16	16	16	16	15	15	13
Maryland	3	2	2	3	3	3	3	3	3	4	3	3	3	2	2	2
Mississippi	12	13	16	15	15	13	12	11	14	13	12	12	13	14	13	14
North Carolina	6	6	4	5	5	4	4	6	4	5	4	4	4	5	5	6
Oklahoma	13	11	12	12	11	12	13	13	13	11	13	13	12	12	12	12
South Carolina	9	9	9	9	10	10	10	10	10	9	9	8	8	8	8	8
Tennessee	8	8	8	10	9	8	6	9	9	10	11	11	11	10	11	10
Texas	5	5	6	7	6	6	8	7	7	7	7	7	7	7	7	7
Virginia	1	1	1	1	2	2	2	2	2	2	2	2	2	3	3	3
West Virginia	15	16	14	16	16	15	15	14	15	15	15	15	14	13	14	15

Appendix Table 3.
Average Salaries of Full-Time Faculty
Public Two-Year Institutions
SREB States
FY1989 to FY2004

	1988-89	1989-90	1990-91	1991-92	1992-93	1993-94	1994-95	1995-96	1996-97	1997-98	1998-99	1999-00	2000-01	2001-02	2002-03	2003-04
U.S.	\$32,387	\$34,510	\$36,600	\$38,320	\$38,271	\$39,889	\$40,523	\$41,499	\$43,297	\$44,698	\$44,798	\$46,060	\$46,053	\$48,304	\$50,371	\$51,288
SREB Region	\$29,653	\$30,438	\$31,555	\$32,015	\$33,557	\$33,470	\$34,491	\$36,146	\$37,596	\$38,828	\$38,793	\$40,661	\$41,016	\$42,777	\$43,502	\$43,848
Alabama	\$30,411	\$30,529	\$32,615	\$32,542	\$31,639	\$34,245	\$37,944	\$38,286	\$38,093	\$38,214	\$42,608	\$42,921	\$43,154	\$43,387	\$44,532	\$44,318
Arkansas	\$24,590	\$26,173	\$27,310	\$28,774	\$29,325	\$29,110	\$29,839	\$30,596	\$32,119	\$32,880	\$34,276	\$34,535	\$35,702	\$36,778	\$37,655	\$38,431
Delaware	\$32,760	\$35,737	\$37,617	\$37,644	\$39,149	\$40,085	\$42,192	\$43,015	\$43,797	\$44,184	\$46,315	\$47,954	\$51,113	\$52,327	\$48,634	\$53,798
Florida	\$33,758	\$31,364	\$32,706	\$33,297	\$34,274	\$35,818	\$36,462	\$37,792	\$38,199	\$39,148	\$40,114	\$41,455	\$43,725	\$44,694	\$45,803	\$46,370
Georgia	\$30,134	\$31,374	\$32,304	\$32,222	\$32,983	\$33,489	\$35,098	\$37,593	\$39,567	\$40,887	\$42,141	\$44,281	\$44,814	\$46,227	\$47,615	\$46,961
Kentucky	\$25,177	\$26,583	\$28,530	\$30,434	\$30,358	\$31,389	\$32,260	\$33,250	\$35,767	\$36,709	\$39,299	\$40,369	\$42,447	\$43,429	\$42,533	\$44,039
Louisiana	\$25,713	\$26,764	\$34,335	\$31,555	\$31,414	\$31,310	\$30,941	\$32,624	\$36,479	\$35,254	\$33,528	\$36,804	\$36,893	\$38,147	\$39,682	\$41,290
Maryland	\$35,846	\$38,310	\$39,910	\$40,881	\$39,383	\$40,926	\$42,592	\$45,234	\$46,552	\$46,680	\$48,918	\$49,845	\$50,473	\$53,271	\$54,971	\$55,216
Mississippi	\$24,830	\$26,692	\$27,336	\$26,951	\$27,641	\$29,330	\$32,172	\$35,161	\$35,669	\$36,880	\$37,854	\$41,387	\$41,011	\$40,248	\$40,126	\$40,797
North Carolina	\$25,360	\$24,848	\$25,690	\$26,014	\$26,461	\$27,408	\$29,234	\$32,296	\$30,124	\$32,206	\$33,027	\$34,527	\$36,044	\$36,809	\$37,025	\$37,584
Oklahoma	\$28,008	\$27,289	\$30,638	\$31,806	\$32,441	\$32,307	\$32,372	\$35,457	\$34,111	\$36,633	\$37,569	\$38,250	\$39,769	\$39,959	\$39,404	\$40,006
South Carolina	\$24,807	\$26,724	\$28,789	\$27,612	\$28,482	\$28,379	\$30,507	\$32,221	\$33,184	\$33,751	\$35,065	\$36,959	\$38,757	\$40,074	\$40,257	\$40,612
Tennessee	\$28,650	\$29,038	\$30,438	\$31,034	\$30,936	\$33,397	\$35,489	\$34,925	\$35,858	\$36,669	\$36,189	\$37,102	\$38,069	\$38,924	\$40,926	\$41,804
Texas	\$30,739	\$32,215	\$33,038	\$33,889	\$34,896	\$35,989	\$34,973	\$36,654	\$37,415	\$38,276	\$39,748	\$42,083	\$39,338	\$44,233	\$45,166	\$45,279
Virginia	\$32,444	\$34,338	\$34,908	\$35,408	\$35,554	\$35,458	\$36,735	\$38,114	\$38,904	\$40,601	\$42,389	\$43,959	\$46,912	\$46,668	\$46,419	\$45,826
West Virginia	\$24,399	\$25,061	\$28,485	\$28,078	\$28,623	\$30,628	\$32,097	\$34,126	\$35,346	\$36,906	\$38,293	\$39,986	\$40,618	\$40,983	\$41,116	\$41,251

Appendix Table 4.
Average Salaries of Full-Time Faculty
Public Two-Year Institutions
SREB State Ranks
FY1989 to FY2004

	1988-89	1989-90	1990-91	1991-92	1992-93	1993-94	1994-95	1995-96	1996-97	1997-98	1998-99	1999-00	2000-01	2001-02	2002-03	2003-04
U.S.	\$32,387	\$34,510	\$36,600	\$38,320	\$38,271	\$39,889	\$40,523	\$41,499	\$43,297	\$44,698	\$44,798	\$46,060	\$46,053	\$48,304	\$50,371	\$51,288
SREB Region	\$29,653	\$30,438	\$31,555	\$32,015	\$33,557	\$33,470	\$34,491	\$36,146	\$37,596	\$38,828	\$38,793	\$40,661	\$41,016	\$42,777	\$43,502	\$43,502
Alabama	6	7	7	6	8	6	3	3	6	7	3	5	8	8	7	7
Arkansas	15	14	15	12	12	14	15	16	15	15	14	15	16	16	15	15
Delaware	3	2	2	2	2	2	2	2	2	2	2	2	2	2	2	2
Florida	2	6	6	5	5	4	5	5	5	5	6	7	5	5	5	4
Georgia	7	5	8	7	6	7	7	6	3	3	5	3	4	4	3	3
Kentucky	12	13	12	11	11	10	10	12	10	10	8	9	7	7	8	8
Louisiana	10	10	4	9	9	11	13	13	8	13	15	14	14	14	13	10
Maryland	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1
Mississippi	13	12	14	15	15	13	11	9	11	9	10	8	10	10	12	12
North Carolina	11	16	16	16	16	16	16	14	16	16	16	16	15	15	16	16
Oklahoma	9	9	9	8	7	9	9	8	13	12	11	11	12	12	14	14
South Carolina	14	11	11	14	14	15	14	15	14	14	13	13	11	11	11	13
Tennessee	8	8	10	10	10	8	6	10	9	11	12	12	13	13	10	9
Texas	5	4	5	4	4	3	8	7	7	6	7	6	6	6	6	6
Virginia	4	3	3	3	3	5	4	4	4	4	4	4	3	3	4	5
West Virginia	16	15	13	13	13	12	12	11	12	8	9	10	9	9	9	11

Appendix Table 5.
Average Salaries of Full-Time Instructional Faculty
Public Four-Year Institution Types
SREB States
FY2000

	Four-Year 1		Four-Year 2		Four-Year 3		Four-Year 4		Four-Year 5		Four-Year 6	
	Average Salaries	Rank	Average Salaries	Rank	Average Salaries	Rank	Average Salaries	Rank	Average Salaries	Rank	Average Salaries	Rank
U.S.	\$66,855		\$57,944		\$54,673		\$52,708		\$48,314		\$46,617	
SREB Region	\$62,504		\$57,538		\$49,068		\$47,479		\$45,531		\$46,148	
Alabama	\$56,671	14	\$54,858	7	\$47,679	10	\$45,180	9	\$43,741	12	\$51,848	3
Arkansas	\$57,889	11	NA	-	\$48,418	8	NA	-	\$43,901	10	\$39,732	12
Delaware	\$68,715	3	NA	-	NA	-	\$53,444	1	NA	-	NA	-
Florida	\$59,057	10	\$53,779	8	\$50,452	5	NA	-	\$47,812	6	NA	-
Georgia	\$63,856	6	\$77,103	1	\$48,994	7	\$51,515	4	\$49,070	3	\$51,788	4
Kentucky	\$62,314	8	\$56,963	5	\$50,476	4	\$43,987	12	\$45,068	9	\$44,101	8
Louisiana	\$53,701	16	\$50,380	12	\$44,450	15	\$41,945	13	\$41,453	14	NA	-
Maryland	\$68,138	4	\$58,428	4	\$51,323	3	\$52,957	2	\$48,665	4	\$54,438	1
Mississippi	\$57,011	13	\$51,906	11	\$46,492	13	\$45,534	8	\$43,821	11	\$41,515	10
North Carolina	\$70,239	1	\$52,420	10	\$52,952	2	\$52,393	3	\$52,426	1	\$50,097	5
Oklahoma	\$57,591	12	NA	-	\$49,269	6	\$45,026	10	\$41,788	13	\$40,180	11
South Carolina	\$62,511	7	\$60,475	3	\$45,441	14	\$48,168	5	\$45,725	8	\$45,884	6
Tennessee	\$60,772	9	\$52,726	9	\$47,847	9	\$48,154	6	\$47,180	7	NA	-
Texas	\$64,578	5	\$55,432	6	\$47,349	11	\$44,405	11	\$52,346	2	\$44,882	7
Virginia	\$68,891	2	\$63,995	2	\$53,568	1	\$47,700	7	\$48,283	5	\$52,308	2
West Virginia	\$54,604	15	NA	-	\$47,316	12	NA	-	NA	-	\$43,093	9

Appendix Table 6.
Average Salaries of Full-Time Instructional Faculty
Public Four-Year Institution Types
SREB States
FY2004

	1		2		3		4		5		6	
	Average Salaries	Rank	Average Salaries	Rank	Average Salaries	Rank	Average Salaries	Rank	Average Salaries	Rank	Average Salaries	Rank
U.S.	\$75,511		\$64,387		\$59,484		\$58,665		\$54,608		\$51,206	
SREB Region	\$70,892		\$64,851		\$54,248		\$52,422		\$49,298		\$49,260	
Alabama	\$64,744	12	\$59,245	8	\$51,451	12	\$49,076	10	\$47,388	10	\$58,590	1
Arkansas	NA	-	\$63,955	5	\$49,508	14	NA	-	\$47,443	9	\$42,907	12
Delaware	\$78,818	3	NA	NA	NA	-	\$57,151	2	NA	-	NA	-
Florida	\$68,269	10	\$62,037	6	\$56,501	2	NA	-	\$52,521	5	\$53,950	4
Georgia	\$71,114	6	\$96,686	1	\$56,428	4	\$55,161	3	\$53,955	3	\$54,554	3
Kentucky	\$69,910	7	\$68,567	3	\$53,857	6	\$51,641	8	NA	-	\$48,545	9
Louisiana	\$65,549	11	\$57,165	11	\$52,009	10	\$47,607	12	\$46,106	11	NA	-
Maryland	\$84,259	1	\$66,724	4	\$56,467	3	\$58,100	1	\$55,141	2	\$55,747	2
Mississippi	\$54,648	15	\$59,018	9	\$48,824	15	\$44,775	13	\$44,193	13	NA	-
North Carolina	\$76,041	4	\$56,391	12	\$58,144	1	\$54,000	5	\$51,865	6	\$53,057	5
Oklahoma	\$62,295	13	NA	-	\$51,729	11	\$48,251	11	\$44,423	12	\$42,971	11
South Carolina	\$69,660	8	NA	-	\$51,395	13	\$53,811	7	\$48,529	8	\$48,779	8
Tennessee	\$68,438	9	\$58,016	10	\$53,571	8	\$54,482	4	\$50,368	7	NA	-
Texas	\$72,288	5	\$61,034	7	\$53,840	7	\$51,151	9	\$59,957	1	\$51,456	7
Virginia	\$78,850	2	\$69,860	2	\$55,435	5	\$53,948	6	\$52,666	4	\$52,298	6
West Virginia	\$62,127	14	NA	-	\$52,535	9	NA	-	NA	-	\$47,180	10

Appendix Table 7.
Average Salaries of Full-Time Instructional Faculty
Public Two-Year Institution Types
SREB States
FY2000

	Two-Year 1		Two-Year 2		All Two-Year	
	Average Salaries	Rank	Average Salaries	Rank	Average Salaries	Rank
SREB Region	\$40,661		\$38,208		\$40,661	
Alabama	\$42,921	5	\$47,221	1	\$42,921	5
Arkansas	\$34,535	15	NA	-	\$34,535	15
Delaware	\$47,954	2	NA	-	\$47,954	2
Florida	\$41,455	7	NA	-	\$41,455	7
Georgia	\$44,281	3	\$40,378	2	\$44,281	3
Kentucky	\$40,369	9	\$32,955	3	\$40,369	9
Louisiana	\$36,804	14	NA	-	\$36,804	14
Maryland	\$49,845	1	NA	-	\$49,845	1
Mississippi	\$41,387	8	NA	-	\$41,387	8
North Carolina	\$34,527	16	NA	-	\$34,527	16
Oklahoma	\$38,250	11	NA	-	\$38,250	11
South Carolina	\$36,959	13	NA	-	\$36,959	13
Tennessee	\$37,102	12	\$26,272	4	\$37,102	12
Texas	\$42,083	6	NA	-	\$42,083	6
Virginia	\$43,959	4	NA	-	\$43,959	4
West Virginia	\$39,986	10	NA	-	\$39,986	10

Appendix Table 8.
Average Salaries of Full-Time Instructional Faculty
Public Two-Year Institution Types
SREB States
FY2003

	With Bachelor's		Two-Year 1		Two-Year 2		Two-Year 3		All Two-Year	
	Average Salaries	Rank	Average Salaries	Rank	Average Salaries	Rank	Average Salaries	Rank	Average Salaries	Rank
SREB Region	\$46,406		\$45,773		\$41,735		\$39,640		\$43,502	
Alabama	NA	-	\$47,192	4	\$44,093	4	\$44,797	4	\$44,532	7
Arkansas	NA	-	NA	-	\$38,971	11	\$36,994	13	\$37,655	15
Delaware	NA	-	NA	-	\$50,135	2	\$42,250	6	\$48,634	2
Florida	NA	-	\$46,779	5	\$42,664	6	\$37,390	11	\$45,803	5
Georgia	\$51,776	1	\$47,678	2	\$46,339	3	\$46,104	3	\$47,615	3
Kentucky	NA	-	\$44,320	7	\$41,058	8	\$42,259	5	\$42,533	8
Louisiana	NA	-	\$42,176	8	\$38,121	12	\$37,272	12	\$39,682	13
Maryland	NA	-	\$56,826	1	\$55,241	1	\$48,191	1	\$54,971	1
Mississippi	NA	-	\$38,215	11	\$41,366	7	\$39,122	10	\$40,126	12
North Carolina	NA	-	\$37,910	12	\$37,081	14	\$35,147	16	\$37,025	16
Oklahoma	\$40,223	3	\$44,592	6	\$37,508	13	\$35,967	15	\$39,404	14
South Carolina	NA	-	\$40,505	10	\$39,601	10	\$41,015	9	\$40,257	11
Tennessee	NA	-	\$40,936	9	\$40,862	9	\$41,920	7	\$40,926	10
Texas	NA	-	\$47,308	3	\$42,868	5	\$36,847	14	\$45,166	6
Virginia	NA	-	NA	-	NA	-	\$47,636	2	\$46,419	4
West Virginia	\$40,443	2	NA	-	NA	-	\$41,571	8	\$41,116	9

Appendix Table 9.
Average Salaries of Full-Time Instructional Faculty
Public Two-Year Institution Types
SREB States
FY2004

	With Bachelor's		Two-Year 1		Two-Year 2		Two-Year 3		All Two-Year	
	Average Salaries	Rank	Average Salaries	Rank	Average Salaries	Rank	Average Salaries	Rank	Average Salaries	Rank
SREB Region	\$46,247		\$46,047		\$42,267		\$40,101		\$43,848	
Alabama	NA	-	\$47,097	4	\$44,179	5	\$43,846	6	\$44,318	7
Arkansas	\$43,437	3	NA	-	\$38,055	14	\$37,591	13	\$38,431	15
Delaware	NA	-	NA	-	\$54,212	2	\$51,931	1	\$53,798	2
Florida	NA	-	\$47,359	3	\$42,604	8	\$38,928	11	\$46,370	4
Georgia	\$50,600	1	\$46,835	5	\$45,688	3	\$45,933	4	\$46,961	3
Kentucky	NA	-	\$45,037	6	\$42,970	6	\$43,954	5	\$44,039	8
Louisiana	NA	-	\$44,684	8	\$39,732	12	\$38,153	12	\$41,290	10
Maryland	NA	-	\$57,460	1	\$55,185	1	\$47,687	2	\$55,216	1
Mississippi	NA	-	\$38,228	11	\$42,352	9	\$40,244	10	\$40,797	12
North Carolina	NA	-	\$37,972	12	\$38,071	13	\$35,553	16	\$37,584	16
Oklahoma	\$44,539	2	\$44,788	7	\$37,808	15	\$36,082	15	\$40,006	14
South Carolina	NA	-	\$40,868	10	\$40,033	11	\$41,186	8	\$40,612	13
Tennessee	NA	-	\$41,097	9	\$42,246	10	\$42,389	7	\$41,804	9
Texas	NA	-	\$47,443	2	\$42,756	7	\$36,958	14	\$45,279	6
Virginia	NA	-	NA	-	NA	-	\$46,446	3	\$45,826	5
West Virginia	\$41,712	4	NA	-	\$44,378	4	\$40,485	9	\$41,251	11