# Annual Faculty Salary Report, 2022-2023<sup>1</sup> Committee on Priorities and Resources

May 2024

#### I. Purpose of this Report

The Faculty Handbook charges the Committee on Priorities and Resources (CPR) to report each year to the Faculty on the status of Amherst faculty salaries and compensation.<sup>2</sup> Since the late 1970s, the annual report has compared salaries and compensation at Amherst with those at designated peer institutions. Over this period the list of institutions used for the purposes of comparison has seen two substantive revisions. Currently, the comparison is made to a group of 12 liberal arts colleges. The comparative data on average salaries by rank (Full, Associate, and Assistant Professors) are provided by the American Association of University Professors (AAUP) and are prepared for the CPR by the Amherst Office of Institutional Research Office.

In this report, the CPR compares unadjusted salaries, and salaries normalized across years among that group of liberal arts institutions, including Amherst College, for the years 2004-2023.<sup>3</sup> In addition, the committee summarizes salary comparisons within the college organized by gender, rank, and divisions at the college. And finally, in an appendix, the committee provides historical (2018-2023) data on average salaries (by rank) for the comparison groups that were used formerly.

We considered the possibility of adding a discussion of Instructor and Lecturer salaries to the report. Unfortunately, the data that would allow us to do this in a meaningful way is not available. The AAUP does collect data about these salaries, but the definitions of the positions and the number of faculty in the positions vary so widely from school to school that comparisons would be largely uninformative.

## II. Background

Since the 1970s the CPR has compared faculty salaries at Amherst College with peer institutions. A *Traditional group* including twelve research universities and liberal arts colleges plus Amherst was used for many years. In 2003, the Board of Trustees and the administration asked the CPR to create a *New group* to better define salary benchmarks that the faculty saw as comparable. This group included the original twelve institutions from the traditional group plus eighteen additional institutions. In 2016, the CPR adopted a *Liberal Arts group* of 12 peers, including Amherst, for faculty salary benchmarking, choosing those institutions regarded as peer elite

<sup>1</sup> This report is submitted by the voting members of the Committee on Priorities and Resources (CPR) including Professor John Rager (chair), Professor Frederick Griffiths, Professor Jonathan Obert, Professor Nusrat Chowdhury, Syd Cooney (Assistant Registrar), Cassidy Pawul, (Admission Counselor), Hedley Lawrence-Apfelbaum '26, and Henry Pallensen '25

<sup>&</sup>lt;sup>2</sup> Recent reports and <u>minutes from CPR meetings</u> are available on the Office of the Provost and Dean of the Faculty's website.

liberal arts colleges and without prior consideration of salary levels. The schools in the current comparison group are in Table 1.

**Table 1.** Institutions included in the current comparison group.

Pomona
Smith
Swarthmore
Vassar
Wellesley
Williams

The CPR is now focused on salary comparisons with the *Liberal Arts group* and, as recommended by the CPR in Spring 2016, uses the benchmarking system set in place by the 2015-2016 CPR that presents salaries (by rank) in a quartile system, including unadjusted salary data and normalized salary data.

#### Data Resources and Limitations:

The committee relies on salary data compiled by the AAUP (American Association of University Professors). These tend to be crude measures of the total compensation, which include some, but not all, benefits in various degrees across institutions, and do not reflect regional or geographical differences in the cost of living. Moreover, salary information for Amherst faculty and that compiled by the AAUP includes only tenure-line faculty who are full-time instructors; faculty with partial administrative roles or with reduced teaching loads due to phased retirement or other factors are not included in the AAUP report.

Within the salary data there are several potential sources of bias. One is an absence of information regarding the demographic balance within ranks. The AAUP does not report salary by years-in-rank or years-in-service; thus, an institution with many long-serving full professors will have a larger average salary at the full professor rank as compared to an institution with proportionally more recently promoted full professors. It is unclear how differences in years-in-rank might affect comparisons of Amherst with peer institutions. The CPR has the ability to track changes in average years-in-rank at Amherst across time, but does not have the ability to compare this information with comparable data from peer institutions.

A second potential source of bias in salary and compensation includes regional variation in the cost of living. We have no reasonable way to address this issue.

In summary, comparing the available aggregated salary data is far from perfect, but it is what is possible.

#### III. Benchmarks

#### Past Benchmarks and History

Historically the Amherst College Board of Trustees has sought to raise faculty salaries to meet stated goals. As noted in in the 2004-05 CPR Salary Report, in 1958 the Trustees issued a policy statement that Amherst faculty salaries should be "as high as those in any other college in the country." In 1970, this policy was updated to indicate that faculty compensation should be "at a level no lower than that of other institutions of the highest quality." Nevertheless, in the 1970s faculty salaries dropped significantly on a relative basis. This resulted in much discussion and a resolution by the Board in 1979 that by 1982 faculty salaries should be increased to regain Amherst's 1968 relative competitive position, which in 1968 corresponded to 3<sup>rd</sup> in the *Traditional group* (see the 2004-05 CPR Salary Report for details and caveats).

The benchmark targeted to be reached by 1982 was not achieved, and by the mid-1990s Amherst faculty salaries had once again lost relative ground. This resulted in a 1998 commitment to close the gaps for associate and full professors in particular. Then, in 2003, the administration and Board of Trustees asked the CPR to set a benchmark for a ranking within the *New Group* that Amherst should try to reach and maintain. The 2004-05 salary report concluded that despite several periods in which salary trends were corrected to improve the relative positions of Amherst professors and despite increases in real or inflation-corrected salaries, salaries of Amherst professors have tended to rest below both the median and the average of the *Traditional group*, which includes research universities and institutions with professional schools.

#### **Current Benchmarks**

The figures and tables in this report focus on the *Liberal Arts group* of twelve colleges as the comparison group (Figures 1-9; Appendix 1).

In Figures 1-9 in this report (see Figure 1 for depiction), the dark gray band borders the 1<sup>st</sup> and 3<sup>rd</sup> quartiles (25<sup>th</sup> and 75<sup>th</sup> percentiles, respectively), while the minimum and maximum values are bound by the light gray band. The median (circles) marks the split between the upper six and the lower six salaries from the comparison of twelve institutions. The upper light gray band marks the top three salaries; dark gray band includes the middle six salaries; lower light gray band marks the bottom three salaries. The plotted Amherst values (dashed lines, triangles) represent the mean (average) salary values in each faculty rank.

The current benchmark is to remain in the top light gray band or above the 75<sup>th</sup> percentile (i.e., in the top three institutions) among the twelve institutions comprising the Liberal Arts group (Table 1).

# IV. Historic quartile analyses: Comparison with the Liberal Arts Group

Before we examine the quartile data, it is worth looking at the raw tabular data for the past three years. The table for full professors:

Institution	20-21	Institution	21-22	Institution	22-23
Pomona	160491	Pomona	163241	Pomona	169675.05
Wellesley	159638	Amherst	162964	Amherst	168738.64
Swarthmore	156329	Wellesley	160062	Williams	167615.10
Amherst	155833	Swarthmore	156275	Wellesley	166092.16
Williams	149903	Williams	155925	Swarthmore	162930.86
Bowdoin	146857	Bowdoin	153802	Bowdoin	158925.38
Vassar	142788	Vassar	145738	Vassar	151123.08
Smith	142138	Smith	144148	Carleton	148457.20
Carleton	141305	Davidson	141175	Smith	148274.64
Middlebury	140387	Middlebury	140964	Middlebury	148161.15
Davidson	134729	Carleton	139881	Davidson	147544.40
Haverford	131176	Haverford	132816	Haverford	135968.65

This year, Amherst is within the top 3 schools for the second year in a row. It is also worth noting that Amherst was fourth two years ago, and that the gap between fourth and third was small.

## The table for associate professors:

This year, Amherst remained at fourth, but is only \$661 behind Swarthmore's third.

The table for Assistant Professors:

Institution	20-21	Institution	21-22	Institution	22-23
Pomona	98629	Pomona	101959	Williams	105383.47
Williams	93837	Williams	97995	Pomona	104811.26
Amherst	93329	Amherst	97645	Amherst	104726.42
Bowdoin	91352	Bowdoin	96542	Middlebury	98550.84
Wellesley	90568	Wellesley	94290	Bowdoin	98257.67
Middlebury	90234	Swarthmore	93051	Swarthmore	98239.69
Vassar	89258	Vassar	92416	Wellesley	95935.96
Carleton	88514	Middlebury	91195	Vassar	93694.12
Swarthmore	87690	Carleton	89318	Carleton	92693.39
Smith	86985	Smith	88795	Smith	92373.42
Haverford	84959	Haverford	86769	Haverford	90605.62
Davidson	79877	Davidson	83229	Davidson	85895.84

This year, Amherst remained in the top three for Assistant professors, less than \$100 behind Pomona and less than \$700 behind Williams.

Perhaps a more nuanced view, obtained by doing historic quartile analyses, can be used to determine if Amherst is achieving its stated benchmark of exceeding the 75<sup>th</sup> percentile in terms of faculty salaries in comparison to the *Liberal Arts group*. Two analyses are presented including (A) the raw salary data (by rank) across the comparison group, and (B) normalized salary data to remove the effect of increasing salaries through time.

# (A) Untransformed and unadjusted data

The historic quartile analysis shows a comparison of faculty salaries among the *Liberal Arts group*. The following graphs display salary (in thousands of dollars) as absolute numbers without transformation or modification for full professors (Figure 1), associate professors (Figure 2), and assistant professors (Figure 3).

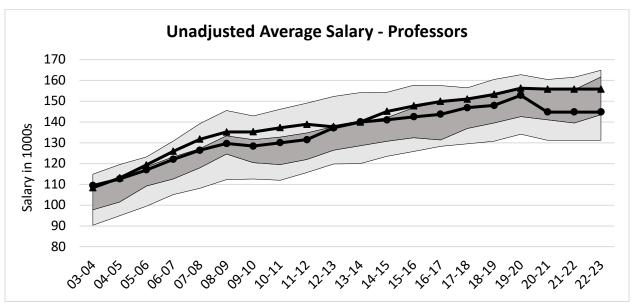


Fig. 1: Unadjusted Average Salary for Full Professors, 2004-2023

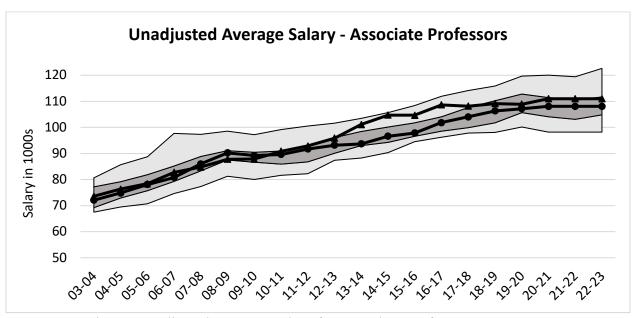


Fig. 2: Unadjusted Average Salary for Associate Professors, 2004-2023

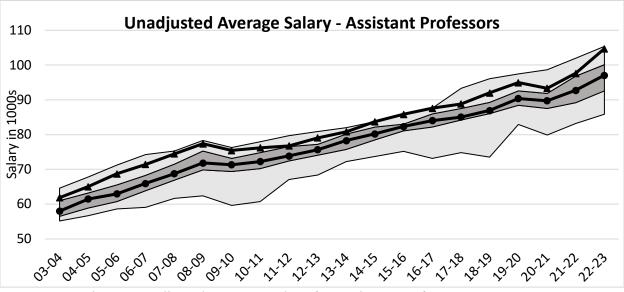


Fig. 3: Unadjusted Average Salary for Assistant Professors, 2004-2023

## (B) Normalized data

To facilitate comparison of salary data over time, salaries were normalized by dividing each salary by the group median for that time point. A three-year running average was applied first to smooth out single year fluctuations to better observe long-term trends. Data are plotted as the percent of the group median.

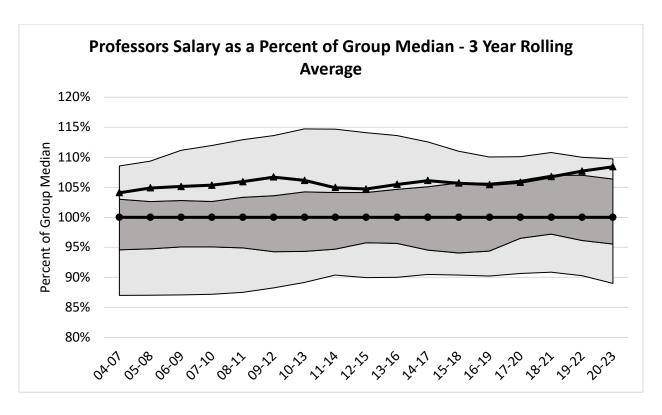


Fig. 4: Normalized Salary plotted as the percentage of the median for full professors at Amherst College; three-year averages from 2004-2023 are shown.

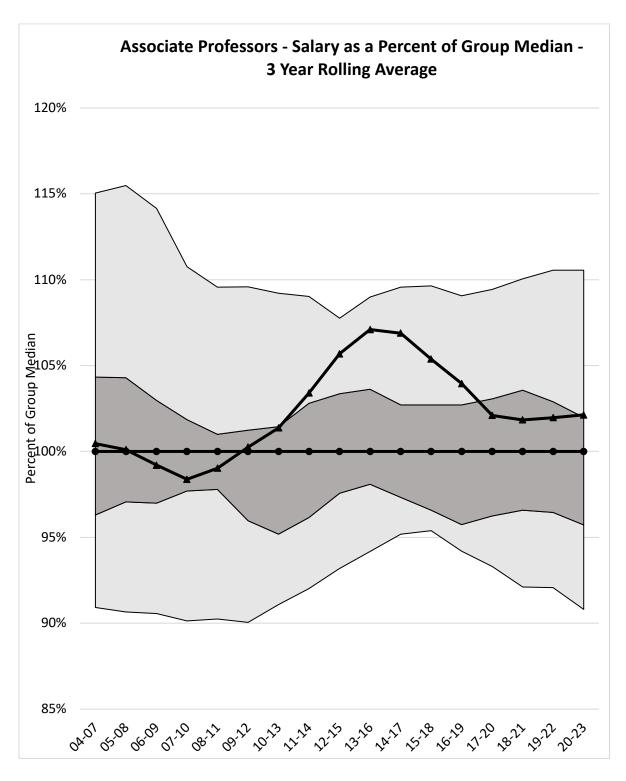


Fig. 5: Normalized Salary plotted as the percentage of the median for associate professors at Amherst College; three-year averages from 2004-2023 are shown.

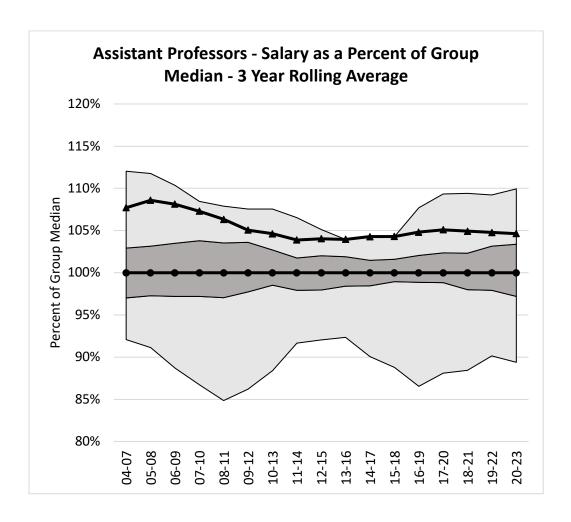


Fig. 6: Normalized Salary plotted as the percentage of the median for assistant professors at Amherst College; three-year averages from 2004-2023 are shown.

## V. Summary of Salary Comparisons with the Liberal Arts group

If the benchmark is to maintain Amherst's salaries among the top three institutions (i.e., in the top quarter) among peer institutions (i.e., within the top light gray band) in order to remain competitive, then with respect to the three-year average of normalized data, Amherst is in the acceptable range for assistant professors (Figure 6), behind peers for associate and at an acceptable level for full professors. The associate professor average is technically below the benchmark this year, but it is out of the acceptable range by only \$661. (Figure 5).

As usual, we caution faculty members not to read these mean (average) data for comparison with their individual increases because the mean data as reported by the AAUP include salary increases at the time of promotion or tenure in the more junior ranks, thus overstating the actual salary increases for most members of the assistant and associate professor groups. We also reiterate that overall trends are more significant than single-year or single-category movements that may be due to demographic variations in rank that result from hiring, promotion and retirement.

For reference, Appendix 1 includes average salary information (in thousands of dollars) for a comparison group of twelve colleges beginning in 2012, conforming to the Liberal Arts group after 2018-19.

#### Full Professors

For the 2022-2023 academic year, the median salary for full professors at Amherst was \$163,200 and the mean salary (\$168,730) was 2<sup>th</sup> among the twelve liberal arts peer institutions. This places Amherst above the targeted 75th percentile benchmark. Looking across time at the normalized data, salaries for full professors at Amherst were above the benchmark from 2007 to 2017 fell below this target and then came above it again in 2021.

## Assistant Professors

This is the category where the most direct competition among academic institutions takes place: when candidates are hired at the assistant professor level they may negotiate their salaries relative to other offers they have received, whereas comparatively few tenured professors are actively on the job market in any given year and thus most are not receiving competitive offers.

For the 2022-23 academic year, the Amherst assistant professor median salary was \$96,600 and the mean salary (\$104,726) ranked 3<sup>rd</sup> among peer institutions (Appendix 1). Over time, Amherst has consistently maintained its high ranking for the assistant professor rank. The normalized data (Figure 6) demonstrate that the assistant professor median salary has remained above the 75<sup>th</sup> percentile benchmark consistently. Looking back to previous CPR reports, we note that this trend of exceeding the benchmark for assistant professor salaries has held as far back as 2002/2003.

### Associate Professors

For the 2022-23 academic year, the median salary for associate professors at Amherst was \$112,100 and the mean salary (\$118,956) was 4<sup>th</sup> among the twelve liberal arts peer institutions (Appendix 1), and slightly below the targeted 75th percentile benchmark. Looking over time at the normalized data, salaries for associate professors at Amherst were above the benchmark and peaked in 2016/2017 but have declined since that time, with a flattening in the last few years. (Figure 5).

The associate professor category is small (41 this year) and there tends to be fairly rapid promotion out of this rank. Over the last decade, promotion from associate to full professor at Amherst in most cases occurred six years post-tenure, contributing to a lower percentage of total faculty at the associate rank at Amherst. Moreover, the rapid promotion (relative to many peer institutions) means that associate professors at Amherst tend to have fewer years-in-service (as well as fewer years-in-rank) than do associate professors at the various comparative institutions. As an assumption, it seems likely that those individuals at other institutions who remain at the associate professor rank for more than six years continue to receive salary increases; if true, this would mean that the average salary for associate professors at those institutions would be skewed higher.

A second possible explanation has to do with the disciplinary volatility of the associate professor rank at Amherst College. Since colleagues tend to spend relatively few years in this rank, aggregated salary data for associate professors will be highly responsive to salary differences across disciplinary divisions. Specifically, a small number of promotions into our out of the rank for colleagues from higher- or lower-salaried divisions will significantly influence the aggregated data.

In order to tease out a little more information about the associate professor rank, for the first time we are including a table for tenured faculty. The AAUP data includes counts for the number of faculty in each rank, so it is possible to calculate the average salary for the associate and full professors combined. For the last three years:

	2020-2021		2021-22		2022-23
Pomona	145954.168	Amherst	\$149,368.41	Williams	157098.31
Amherst	143231.136	Pomona	\$147,917.76	Pomona	156271.74
Williams	142592.44	Williams	\$147,105.63	Amherst	152916.28
Swarthmore	140385.82	Bowdoin	\$140,085.94	Wellesley	145318.21
Wellesley	138295.883	Wellesley	\$139,868.57	Swarthmore	143470.94
Bowdoin	132324.975	Swarthmore	\$138,969.37	Bowdoin	142544.15
Smith	131303.361	Smith	\$133,822.22	Carleton	138530.25
Vassar	129562.488	Vassar	\$133,056.06	Vassar	137610.54
Carleton	129485.748	Carleton	\$129,345.90	Smith	137034.62
Middlebury	127467.36	Middlebury	\$128,719.85	Middlebury	135448.52
Davidson	122761.761	Davidson	\$127,753.02	Davidson	132488.88
Haverford	116876.385	Haverford	\$119,690.87	Haverford	122595.04

This data seems to support the explanation that Amherst's somewhat low rank in associate professor salary rankings is at least partially caused by disparities in time-in-rank.

## VI. Salary Comparisons within Amherst College

In light of national conversations about inequalities between disciplines and by gender, the CPR began to present Amherst salaries by discipline and gender in 2013-14. The following comparisons of salary data within Amherst do not include faculty in administrative positions or faculty on phased retirement. The traditional groupings for departments and programs into major divisions (Humanities; Physical & Life Sciences; Social Sciences) are included in Appendix 4.

Table 2. Amherst faculty salaries by rank and discipline from 2018-2023.

	2022-23								
		No. of Persons	Mean	Median	Division Total Number of Persons				
	Professor	43	169,588	165,700					
Humanities	Associate Professor	24	120,275	115,350	93				
	Assistant Professor	26	98,400	94,850					
	Professor	20	164,215	162,100					
Social Sciences	Associate Professor	9	120,378	108,900	40				
	Assistant Professor	11	114,385	123,200					
	Professor	25	170,896	159,200					
Science and Math	Associate Professor	8	113,400	111,250	58				
	Assistant Professor	25	107,056	98,200					
All		191	126,260	112,100					

Amherst College Full-Time Faculty Salaries by Division, 2021-22

		No. of Persons	Mean	Median	Division Total Number of Persons
	Professor	49	163,436	158,400	
Humanities	Associate	21	116,371	112,000	98
	Assistant	28	91,539	90,700	
	Professor	19	157,726	155,400	
Social Sciences	Associate	7	114,029	103,700	36
Social Sciences	Assistant	10	111,806	117,300	
	Professor	24	166,146	156,750	
Science and Math	Associate	8	110,563	106,100	57
	Assistant	25	98,820	92,600	
All		191	132,308	122,700	

Amherst College Faculty Salaries 2020-21							
		No. of Persons	Mean	Median	Division Total Number of Persons		
	Professor	46	155,457	154,450			
Humanities	Associate	19	110,823	105,000	95		
	Assistant	30	87,180	87,600			
	Professor	18	153,050	151,750			
Social Sciences	Associate	6	117,783	115,750	37		
	Assistant	13	102,962	92,500			
	Professor	23	158,326	151,300			
Science and Math	Associate	9	106,800	101,900	55		
	Assistant	23	95,904	89,400			
All*		187	125,565	118,500			

Amherst C					
		No. of Persons	Mean	Median	Division Total Number of Persons
	Professor	43	157098	155900	
Humanities	Associate	17	108,243	108,200	90
	Assistant	30	89,500	89,800	
	Professor	19	152,368	150,100	
Social Sciences	Associate	5	115,000	100,100	36
	Assistant	12	107,133	113,300	
	Professor	23	157,830	151,300	
Science and Math	Associate	9	106,800	101,900	49
	Assistant	17	95,929	89,400	
All*		175	127,189	119,700	

Amherst College Faculty Salaries 2018-19								
Discipline	Rank	No. of Persons	Mean	Median				
Humanities	Professor	44	154,770	152,000				
	Associate	20	107,630	103,800				
	Assistant	27	88,755	88,600				
	Professor	19	147,642	145,700				
Social Sciences	Associate	2	133,300	133,300				
	Assistant	13	98,800	91,000				
	Professor	23	154,883	147,000				
Science and Math	Associate	9	107,078	100,600				
	Assistant	14	91,900	87,350				
All* 171 125,893 120,000								

Division Total Number of Persons

Table 3. Amherst faculty salaries by rank and gender from 2018-2023.

### 2022-23

Rank	Women			Women Men			
	Median	Average	Count	Median	Average	Count	
Professor	\$152,800	\$157,908	39	\$171,400	\$177,359	49	
Associate	\$110,800	\$120,262	21	\$112,100	\$117,585	20	
Assistant	\$95,300	\$101,601	35	\$97,700	\$108,778	27	
All	\$108,900	\$119,683	95	\$123,200	\$133,159	96	

### 2021-22

Rank	Women			Women Men		
	Median	Average	Count	Median	Average	Count
Professor	\$150,700	\$154,738	40	\$163,200	\$169,291	52
Associate	\$106,700	\$116,028	18	\$106,850	\$113,222	18
Assistant	\$92,600	\$96,082	35	\$92,300	\$99,600	28
All	\$120,800	\$125,171	93	\$124,400	\$139,081	98

### 2020-21

Rank		Women		Men			
	Median	Average	Count	Median	Average	Count	
Professor	\$150,100	\$151,252	39	\$153,450	\$159,554	48	
Associate	\$105,000	\$111,012	17	\$103,700	\$110,961	17	
Assistant	\$89,800	\$92,360	35	\$89,400	\$94,423	31	
All	\$115,500	\$121,084	91	\$120,000	\$129,813	96	

### 2019-20

Rank		Women		Men			
	Median	Average	Count	Median	Average	Count	
Professor	\$148,100	\$150,424	37	\$156,050	\$160,721	48	
Associate	\$103,000	\$108,813	15	\$105,950	\$109,008	16	
Assistant	\$91,000	\$93,457	30	\$89,800	\$96,472	29	
All	\$117,100	\$121,971	82	\$120,300	\$131,790	93	

2018-19

Rank		Female		Male				
	Median	Average	Count	Median	Average	Count		
Professor	\$148,900	\$148,489	37	\$153,000	\$156,802	49		
Associate	\$105,000	\$110,824	13	\$102,200	\$107,900	18		
Assistant	\$89,000	\$92,106	30	\$88,300	\$91,842	24		
All	\$119,000	\$121,225	80	\$123,600	\$129,997	91		

Both the median and mean full professor salaries have consistently been higher for male than for female colleagues, but in recent years the gap between the two has increased relative to the previous years (Table 3). For associate professors, median and mean salaries had been higher for female than for male colleagues since 2014, last year the medians were essentially the same while the gap in the means increased somewhat. This year the mean salary for woman is higher while the median is lower. Neither difference is large. The median and mean salaries for female and male assistant professors appear to be the most consistently equivalent across all ranks.

Previous reports have pursued possible explanations of the gender gap in salaries for full professors in terms of differences in average years-in-rank. Across all divisions, the average years-in-rank of male and female colleagues do not differ significantly; but there are more significant differences at the level of major divisions, with average years-in-rank for female colleagues the same as male colleagues within the Humanities and higher within the Social Sciences and much lower in STEM fields (Table 4).

Table 4. Average years-in-rank for Professors by Division and Gender.

Average Years-in-Rank for Full-Time Professors by Division and Gender 2022-23

	Average Ye	ars	Count	
Division	Female	Male	Female	Male
Humanities	14.5	14.5	21	22
Science and Math	10.4	15.0	8	17
Social Sciences	15.4	14.9	10	10
Grand Total	13.9	14.7	39	49

Average Years-in-Rank for Full-Time Professors by Division and Gender, 2021-22

Division	2021-22				
DIVISION	Female	Male			
Humanities	15.18	14.57			
Science and Math	12.75	14.06			
Social Sciences	14.40	16.20			
Total	14.50	14.72			

We spent some time working with Institutional Research to try to understand the disparity at the full professor rank. We obtained more detailed data about salaries:

	2022-23											
		Female			Male			Total				
		No	Mean	Median	No.	Mean	Median	No.	Mean	Median		
Humanities	Professor	21	156105	155000	22	182459	175900	43	169588	165700		
	Associate	11	126100	120800	13	115346	112100	24	120275	115350		
	Assistant	16	95875	94400	10	102440	97150	26	98400	94850		
Social Sciences	Professor	10	167520	156900	10	160910	169700	20	164215	162100		
	Associate	_	_	_	_	_	_	9	120378	108900		
	Assistant	_	_	_	_	-	_	11	114385	123200		
Science	Professor	8	150625	147350	17	180435	164800	25	170896	159200		
and Math	Associate	_	_	_	_	_	_	8	113400	111250		
	Assistant	13	105869	99800	12	108342	97000	25	107056	98200		

- 1. Note that in the social sciences, there is a mean/median split, with female professors averaging \$7000 more while the median salary for male professors is higher.
- 2. In the sciences, male professors make more than female professors, but the average time in rank is 4.6 years longer for male professors. To take an example, the median salary for men in this category is \$164,800, that for women is \$147,350. The median male salary is 11% higher. If salaries increase about 4% per year, one might actually expect a larger difference than that.
- 3. The hardest difference to explain is in the humanities, where the average years-in-rank is about the same for female and male professors. Despite this, the difference between the median salaries is \$20,900, a difference of about 13%

This difference prompted us, with the help of Institutional Research, to do a deeper dive into the sea of full professor salaries. We discovered that the issues are complicated by many factors, including:

- 1. Professors in the administration are not included in the data while in the administration, but come back into the data if they leave the administration. This contributes to a volatility in the data and makes year-to-year comparisons harder.
  - 2. Professors on phased retirement are not included in the data.
- 3. Average years-in-rank is not that good a method of comparison. E.g., the mean salary for two professors with 11 years-in-rank is not going to be the same as the mean of someone with 20 years in rank and someone with 2 years-in-rank. This is because salary increases are geometric over time and because entry salaries into the rank differ over time. (Note that 13% is about three years of salary increases.)

There are two main paths into the professor rank at Amherst. The first is by promotion from associate. We know that salaries at the associate level do not differ greatly between men and

women, so we believe that as professors move into the full cohort this should not be the source of a disparity.

The second is by senior hire. There have been about 10 senior hires in the humanities over the last ten years. Because senior hires generally go to people who are being "lured" from elsewhere, the salary offers tend to be high. Of the hires, 6 have been male and 4 female. That is actually a substantial fraction of the professors who came from outside and not from the associate rank.

To summarize, it is difficult to pin down the reasons for the difference in salaries between men and women in the humanities full professor rank. There are enough weird factors that the difference could be explained in a number of ways. Because the associate professor data does not show a disparity, we suspect that the difference is due to the combination of effects of senior hires, years-in-rank and, possibly, some historical disparities, We do not see grounds for significant concern, and we suggest that this be monitored in future reports.

We expect that the data from full professors may undergo substantial changes in the next couple of years as a large number of people are moving into phased retirement.

#### How Salaries Are Set

Each year, the administration with the approval of the Board of Trustees, establishes a "pool" for faculty salary increases. This pool represents a percentage of the total salary budget for the teaching staff<sup>4</sup>. The amount of this percentage increase, previously in the 3% to 5% range, results in the dollars which the administration then allots to salaries. A 3% percentage increase in the pool, however, does not mean that everyone receives a 3% salary increase for from that pool must come adjustments for promotions, for equity across ranks, and for other one-time increases. Generally speaking, those promoted from assistant to associate professor, and then to full, have received a raise equal to approximately twice the pool for that year, with corrections made in years when the pool is larger or smaller than normal, to ensure equity among cohorts promoted in different years. A similar pool is established for staff and administrators.

Members of the Faculty have noted that salary notices are often not provided until only a few weeks or days before the new salary takes effect (July 1<sup>st</sup>). This has much to do with the timing of Board of Trustee meetings. Waiting as late as possible to finalize the pool often allows the administration to make positive adjustments to salaries as the budget plays itself out at the end of the fiscal year.

#### VII. Conclusions

This year the CPR evaluated salary data across a comparison group of twelve liberal arts colleges as recommended by the 2015-2016 CPR. We compared data normalized in a quartile system by rank. In the present cycle, we appear to be exceeding the 75<sup>th</sup> percentile benchmark criterion

<sup>&</sup>lt;sup>4</sup>Teaching staff includes tenured and tenure-track faculty, coaches, lecturers and visitors.

(i.e., among the top three institutions in the *Liberal Arts group*) for assistant professors and for full professors but are slightly below the benchmark for associate professors.

# APPENDIX 1: Historical Data about Amherst Salaries in comparison to the Liberal Arts Group

RANK/	ACTUAL FY2012-13	%	RANK/	ACTUAL FY2013-14	%	RANK/	FY2014-15	RANK/	FY2015-16	RANK/	FY2016-17
INSTITUTION	MEAN SALARY \$	INC	INSTITUTION	MEAN SALARY S	INC	INSTITUTION	MEAN SALARY	INSTITUTION	MEAN SALARY	INSTITUTION	MEAN SALARY
PROFESSORS			PROFESSORS			PROFESSORS		PROFESSORS		PROFESSORS	
Wellesley Coll	152.2	3.6%	Wellesley Coll	154.1	2.4	Wellesley Coll	154.3	Wellesley Coll	157.6	Wellesley Coll	157.5
Pomona Coll	142.8	3.7%	Pomona Coll	145.9	2.7	Pomona Coll	148.6	Pomona Coll	150.4	Pomona Coll	154.9
Swarthmore Coll	137.8	5.1%	Swarthmore Coll	140.7	3.3	Amberst Coll	145.1	Amherst Coll	147.7	Amherst Coll	149.9
Amherst Coll	137.7	4.2%	Amberst Coll	140.0	4.2	Wesleyan U	141.5	Swarthmore Coll	146.6	Wesleyan U	149.4
Williams Coll	137.1	3.0%	Williams Coll	140.0	2.9	Williams Coll	141.2	Wesleyan U	145.8	Swarthmore Coll	149.3
Wesleyan U	133.6		Wesleyan U	136.3		Swarthmore Coll	141.0	Williams Coll	142.5	Williams Coll	143.7
Smith Coll	132.7		Bowdoin Coll	135.1		Bowdoin Coll	137.3	Smith Coll	138.5	Bowdoin Coll	142.5
Bowdoin Coll	131.2		Smith Coll	134.9		Smith Coll	136.2	Bowdoin Coll	138.4	Smith Coll	141.4
Davidson Coll	120.0		Davidson Coll	124.6		Vassar Coll	131.2	Vassar Coll	133.8	Vassar Coll	135.6
Haverford Coll	119.8		Carleton Coll	121.6		Davidson Coll	128.2	Carleton Coll	128.6	Carleton Coll	131.9
Carleton	119.7		Haverford Coll	120.0		Carleton Coll	125.4	Davidson Coll	128.4	Davidson Coll	129.7
Mount Holyoke Coll	117.1	2.0%	Mount Holyoke Coll	117.7	2.2	Haverford Coll	123.5	Haverford Coll	125.9	Haverford Coll	128.3
AC Median	132.8		AC Median	137.5		Mount Holyoke Coll	118.7	Mount Holyoke Coll	115.7	Mount Holyoke Coll	122.4
	132.8			137.5		AC Median	140.0	AC Median	144.2	AC Median	144.6
Group Median	133.2		Group Median	135.7			140.0		144.2		144.6
Group Mean	131.8		Group Mean	134.2		Group Median Group Mean	137.3	Group Median Group Mean	138.5	Group Median Group Mean	142.5
						Group steam	130.3	Group srean	130.3	Group steam	141.5
ASSOCIATE PROFESSO	ORS		ASSOCIATE PROFESSORS			ASSOCIATE		ASSOCIATE		ASSOCIATE	
Wellesley Coll	101.6	3.6%	Wellesley Coll	103.4	4.1	Pomona Coll	105.6	Pomona Coll	108.4	Pomona Coll	111.9
Pomona Coll	99.5	4.3%	Pomona Coll	101.9	3.2	Amherst Coll	104.7	Amherst Coll	104.6	Amherst Coll	108.6
Swarthmore Coll	96.6	5.2%	Amberst Coll	101.1	7.8	Wellesley Coll	102.4	Wellesley Coll	102.1	Swarthmore Coll	104.4
Amberst Coll	95.8	5.6%	Swarthmore Coll	97.6	3.1	Bowdoin Coll	99.3	Bowdoin Coll	101.7	Bowdoin Coll	104.1
Bowdoin Coll	94.9	3.9%	Bowdoin Coll	96.9	4.3	Swarthmore Coll	98.6	Swarthmore Coll	100.6	Wesleyan U	103.4
Haverford Coll	93.2	2.7%	Haverford Coll	93.5	2.5	Wesleyan U	97.7	Wesleyan U	100.4	Wellesley Coll	102.5
Smith Coll	91.8		Smith Coll	93.3		Vassar Coll	97.3	Vassar Coll	99.0	Vassar Coll	102.4
Wesleyan U	90.2	6.2%	Wesleyan U	93.3		Haverford Coll	95.4	Williams Coll	97.9	Williams Coll	101.8
Williams Coll	90.1		Williams Coll	92.5		Davidson Coll	94.9	Davidson Coll	97.4	Davidson Coll	100.6
Davidson Coll	89.3		Davidson Coll	92.0		Williams Coll	94.4	Smith Coll	96.2	Carleton Coll	98.5
Carleton	87.3		Carleton Coll	88.3		Smith Coll	93.8	Haverford Coll	95.7	Smith Coll	98.2
Mount Holyoke Coll	84.3	3.2%	Mount Holyoke Coll	87.8	4.4	Carleton Coll	90.3	Carleton Coll	94.5	Haverford Coll	96.3
						Mount Holyoke Coll	90.0	Mount Holyoke Coll	92.3	Mount Holyoke Coll	95.8
AC Median	93.5 92.5		AC Median	100.0 93.4		AC Median	102.5	AC Median	98.9	AC Median	101.0
Group Median	92.5		Group Median	95.4 95.1			97.3		98.9		102.4
Group Mean	92.9		Group Mean	95.1		Group Median Group Mean	97.3	Group Median Group Mean	99.0	Group Median Group Mean	102.4
						Group sream	713	огопр меан	<i>77.3</i>	Group steam	102.2
ASSISTANT PROFESSO	ORS		ASSISTANT PROFESSORS			ASSISTANT		ASSISTANT		ASSISTANT	
Wellesley Coll	80.8	3.9%	Wellesley Coll	82.0	3.7	Amberst Coll	83.7	Amherst Coll	85.9	Amberst Coll	87.6
Amberst Coll	79.0		Amberst Coll	80.8		Wellesley Coll	83.2	Wesleyan U	85.0	Wesleyan U	86.9
Williams Coll	76.5		Pomona Coll	80.0		Pomona Coll	82.8	Wellesley Coll	84.1	Pomona Coll	86.5
Smith Coll	76.4		Wesleyan U		5.2	Vassar Coll	82.0	Pomona Coll	83.6	Wellesley Coll	85.7
Wesleyan U	76.3		Swarthmore Coll	78.7		Wesleyan U	81.9	Vassar Coll	83.5	Bowdoin Coll	84.5
Swarthmore Coll	75.4		Smith Coll	78.4		Bowdoin Coll	80.8	Bowdoin Coll	82.9	Vassar Coll	84.3
Pomona Coll	75.1		Williams Coll	78.2		Williams Coll	80.0	Carleton Coll	82.6	Carleton Coll	83.9
Bowdoin Coll	74.3		Bowdoin Coll	76.1		Smith Coll	79.4	Smith Coll	81.5	Smith Coll	83.8
Haverford Coll Carleton	73.7		Carleton Coll		3.6	Swarthmore Coll Carleton Coll	78.9	Williams Coll Swarthmore Coll	81.4	Williams Coll	83.2
	72.6		Davidson Coll	73.5			77.3		80.3	Swarthmore Coll	81.0
Davidson Coll	69.3		Mount Holyoke Coll		3.2	Haverford Coll	74.7	Haverford Coll	76.7	Mount Holyoke Coll	78.9
Mount Holyoke Coll	67.8	6.5%	Haverford Coll	72.2	5.8	Mount Holyoke Coll Davidson Coll	74.2 73.3	Davidson Coll Mount Holyoke Coll	75.2 74.5	Haverford Coll Davidson Coll	78.1 73.2
AC Median	77.0		AC Median	79.0			75.5		74.5		7.5.2
Group Median	75.3		Group Median	78.3		AC Median	81.0	AC Median	83.5	AC Median	86.1
Group Mean	74.8		Group Mean	77.2		Group Median	80.0	Group Median	82.6	Group Median	83.9
•			•			Group Mean	79.4	Group Mean	81.3	Group Mean	82.9

RANK/ INSTITUTION	FY2017-18 MEAN SALARY	RANK/ INSTITUTION	FY2018-19 MEAN SALARY	RANK/ INSTITUTION	FY2019-20 MEAN SALARY	RANK/ INSTITUTION	FY2020-21 MEAN SALARY
PROFESSORS		PROFESSORS		PROFESSORS		PROFESSORS	
Pomona Coll	156.5	Wellesley Coll	160.4	Wellesley Coll	162.7	Pomona Coll	160.5
Wellesley Coll	156.1	Pomona Coll	159.3	Pomona Coll	161.2	Wellesley Coll	159.6
Swarthmore Coll	153.1	Weslevan U	155.8	Swarthmore Coll	158.4	Swarthmore Coll	156.3
Wesleyan U	152.6	Swarthmore Coll	155.2	Amherst Coll	156.2	Amherst Coll	155.8
Amberst Coll	151.0	Amberst Coll	153.2	Williams Coll	152.8	Williams Coll	149.9
Williams Coll	146.9	Bowdoin Coll	149.2	Bowdoin Coll	149.2	Bowdoin Coll	146.9
Bowdoin Coll	146.6	Williams Coll	147.9	Vassar Coll	143.7	Vassar Coll	142.8
Smith Coll	141.6	Smith Coll	141.3	Smith Coll	143.4	Smith Coll	142.1
Vassar Coll	137.4	Vassar Coll	140.0	Middlebury Coll	142.7	Carleton Coll	141.3
Carleton Coll	135.9	Carleton Coll	138.1	Carleton Coll	142.4	Middlebury Coll	140.4
Davidson Coll	130.4	Davidson Coll	133.4	Davidson Coll	135.5	Davidson Coll	134.7
Haverford Coll	129.5	Haverford Coll	130.8	Haverford Coll	134.2	Haverford Coll	131.2
Mount Holyoke Col	1 125.3	Mount Holyoke Coll	130.7				
AC Median	146.8	AC Median	150.0	AC Median	152.4	AC Median	152.4
Group Median	146.6	Group Median	147.9	Group Median	146.4	Group Median	144.8
Group Mean	143.3	Group Mean	145.8	Group Mean	148.5	Group Mean	146.8
ASSOCIATE		ASSOCIATE		ASSOCIATE		ASSOCIATE	
Pomona Coll	114.1	Pomona Coll	115.9	Pomona Coll	119.6	Pomona Coll	120.0
Swarthmore Coll	108.7	Vassar Coll	110.4	Bowdoin Coll	114.1	Bowdoin Coll	113.7
Amherst Coll	108.2	Swarthmore Coll	110.2	Swarthmore Coll	112.9	Vassar Coll	111.5
Bowdoin Coll	107.5	Bowdoin Coll	110.2	Vassar Coll	112.7	Swarthmore Coll	111.5
Wesleyan U	106.5	Amherst Coll	109.1	Wellesley Coll	109.1	Amherst Coll	111.0
Vassar Coll	105.5	Wesleyan U	108.7	Amherst Coll	108.9	Wellesley Coll	109.0
Wellesley Coll	105.0	Wellesley Coll	107.6	Williams Coll	107.2	Carleton Coll	107.2
Williams Coll	104.0	Williams Coll	106.3	Carleton Coll	106.9	Williams Coll	106.0
Carleton Coll	101.2	Smith Coll	101.8	Middlebury Coll	106.0	Middlebury Coll	104.4
Haverford Coll	99.0	Carleton Coll	101.4	Smith Coll	104.6	Smith Coll	103.3
Davidson Coll	98.8	Haverford Coll	101.0	Davidson Coll	101.3	Haverford Coll	101.0
Smith Coll Mount Holyoke Col	97.8 1 97.1	Davidson Coll Mount Holyoke Coll	98.0 96.7	Haverford Coll	100.1	Davidson Coll	98.2
		•					
AC Median	101.6	AC Median	103.8	AC Median	103.7	AC Median	104.4
Group Median	105.0	Group Median	107.6	Group Median	108.0	Group Median	108.1
Group Mean	104.1	Group Mean	105.9	Group Mean	108.6	Group Mean	108.1
ASSISTANT		ASSISTANT		ASSISTANT		ASSISTANT	
Pomona Coll	93.3	Pomona Coll	96.1	Pomona Coll	97.5	Pomona Coll	98.6
Wesleyan U	89.9	Amherst Coll	92.0	Amherst Coll	94.9	Williams Coll	93.8
Amherst Coll	88.9	Wesleyan U	91.5	Williams Coll	93.3	Amherst Coll	93.3
Wellesley Coll	87.7	Wellesley Coll	90.3	Bowdoin Coll	92.4	Bowdoin Coll	91.4
Bowdoin Coll Williams Coll	87.4	Williams Coll Bowdoin Coll	89.0 88.6	Wellesley Coll	91.0 90.4	Wellesley Coll	90.6
Williams Coll Vassar Coll	85.4 84.9	Vassar Coll	88.6 87.3	Carleton Coll	90.4	Middlebury Coll Vassar Coll	90.2 89.3
Vassar Coll Smith Coll				Middlebury Coll			
Smith Coll Swarthmore Coll	84.8 84.4	Carleton Coll Smith Coll	86.6 86.6	Vassar Coll Swarthmore Coll	90.1 88.5	Carleton Coll Swarthmore Coll	88.5 87.7
Carleton Coll	83.7	Smiin Coii Swarthmore Coll	85.5	Smith Coll	88.3 88.2	Smith Coll	87.0
Haverford Coll	83.7 80.9	Swarthmore Coll Haverford Coll	85.5 83.2	Smith Coll Haverford Coll	88.2 85.4	Smith Coll Haverford Coll	87.0 85.0
Mount Holyoke Col		Mount Holyoke Coll	83.2 79.8	Davidson Coll	85.4 82.9	Davidson Coll	79.9
Davidson Coll	74.8	Davidson Coll	73.6	Davidson Coll	62.9	Daviuson Coll	17.7
AC Median	87.4	AC Median	88.8	AC Median	90.7	AC Median	89.8
Group Median	84.9	Group Median	87.3	Group Median	90.4	Group Median	89.7

**APPENDIX 2: Amherst salaries in comparison to the Traditional Group** 

Professor	21-22	22-23
Harvard University	26	274.9
Yale University	24	3.7 261.7
Dartmouth College	23	34.6 259.2
University of Virginia-Main Campus	19	)4.9 203.5
University of Michigan-Ann Arbor	18	30.8 189.1
Amherst College	16	3.0 168.7
Wesleyan University	16	50.4 162.2
Wellesley College	16	50.1 166.1
University of Massachusetts-Amherst	15	7.1 156.8
Williams College	15	55.9 167.6
Smith College	14	4.1 148.3
Mount Holyoke College	13	2.4 133.6
Indiana University-South Bend	7	7.8 78.1
Associate	21-22	22-23
Harvard University	162.9	175.9
Yale University	148.7	159.8
Dartmouth College	147.6	159.9
University of Virginia-Main Campus	125.6	129.8
University of Michigan-Ann Arbor	120.4	125.0
Amherst College	114.6	118.9
Wesleyan University	114.3	114.0
Wellesley College	112.6	117.4
Williams College	111.4	117.5
University of Massachusetts-Amherst	110.5	111.0
Smith College	107.7	112.4
Mount Holyoke College	97.6	100.3
Indiana University-South Bend	67.5	70.6

Assistant	21-22	22-23
Harvard University	149.7	155.4
Yale University	126.1	134.4
Dartmouth College	121.4	123.2
University of Michigan-Ann Arbor	102.6	106.9
University of Virginia-Main Campus	98.0	104.4
Williams College	98.0	105.4
Amherst College	97.6	104.7
University of Massachusetts-Amherst	97.6	98.8
Wellesley College	94.3	95.9
Wesleyan University	94.0	92.4
Smith College	88.8	92.3
Mount Holyoke College	79.9	87.6
Indiana University-South Bend	66.0	65.2

RANK/ ACTUAL FY INSTITUTION SALARY DO				AL FY2013-14 % TY DOLLARS INC	RANK/ INSTITUTION		% NC	RANK/ INSTITUTION	FY2015-16 SALARY	% INC		FY2016-17 SALARY	% INC
PROFESSORS			PROFESSORS		PROFESSORS			PROFESSORS			PROFESSORS		
Harvard U	203.0	3.6%	Harvard U	207.1 3.2	Harvard U	213.5	3.6	Harvard U	220.2	3.5	Harvard U	227.7	3.4
Yale U	186.2	3.5%	Yale U	192.2 3.2	Yale U	198.4	3.0	Yale U	203.5	3.1	Yale U	209.5	3.2
Dartmouth Coll	167.4	4.3%	Dartmouth Coll	174.0 4.6	Dartmouth Coll	178.6	3.2	Dartmouth Coll	184.4	3.1	Durtmouth Coll	189.2	2.9
Wellesley Coll	152.2	3.6%	U Michigan-Ann Arbor	156.9 3.6	U Michigan-Ann Arbor	160.9	3.1	U Virginia	164.9	4.7	U Virginia	172.4	4.6
U Michigan-Ann	148.6	3.5%	Wellesley Coll	154.1 2.4	U Virginia	156.9	5.0	U Michigan-Ann Arbor	164.8	3.2	U Michigan-Ann Arbor	168.2	2.2
U Virginia	143.1	1.3%	U Virginia	150.8 6.5	Wellesley Coll	154.3	1.8	Wellesley Coll	157.6	2.7	Wellesley Coll	157.5	2.2
Amberst Coll	137.7	4.2%	Amberst Coll	140 0 4 2	Amberst Coll	145.1	4.0	Amberst Coll	147.7	3.3	U Massachusetts-Amherst	150.3	3.6
Williams Coll	137.1	3.0%	Williams Coll	140.0 2.9	Wesleyan U		4.7	Wesleyan U	145.8	4.2	Amberst Coll	149.9	4.2
William Con	137.1	3.074	Williams Con	140.0 2.7	W Calcyan C	141.5	4.,	U Massachusetts-Amherst		4.2			_
Wesleyan U	133.6	4.1%	U Massachusetts-Amherst	136.9 5.1	Williams Coll	141.2	3.1		145.2	6.0	Wesleyan U	149.4	4.1
Smith Coll		3.6%	Weslevan U	136.3 4.4	U Massachusetts-Amherst		1.9	Williams Coll	142.5	3.3	Williams Coll	143.7	3.3
Indiana U-Bloom		2.6%	Smith Coll	134.9 3.2	Smith Coll		3.5	Indiana U-Bloomington	138.8	2.1	Smith Coll	141.4	2.9
U Massachusetts	131.0		Indiana U-Bloomington	132.6 2.4	Indiana U-Bloomington		2.5	Smith Coll	138.5	3.5	Indiana U-Bloomington	140.0	1.4
Mount Holyoke C	117.1		Mount Holyoke Coll	117.7 2.2	Mount Holyoke Coll		2.6	Mount Holyoke Coll	115.7	2.2	Mount Holyoke Coll	122.4	6.5
Mount Holyoke C		2.070	mount noryone con	117.7 2.2	Mount Holyone Con	110.7	2.0		110.7		Mount Holyoke Con	122.4	0.5
AC Median	132.8		AC Median	137.5	AC Median	140.0		AC Median	144.2		AC Median	144.6	
Group Median	137.7		Group Median	140.0	Group Median	145.1		Group Median	147.7		Group Median	150.3	
Group Mean	147.8		Group Mean	151.8	Group Mean	155.3		Group Mean	159.2		Group Mean	163.2	
ASSOCIATE PROFESSORS			ASSOCIATE PROFESSORS		ASSOCIATE PROFESSO			ASSOCIATE PROFESSO			ASSOCIATE PROFESSO		
Harvard U Yale U	118.9 113.0		Harvard U Vale II	123.8 2.7 118.3 7.0	Harvard U Yale II		3.5 5.0	Harvard U Vale U	129.2 122.1	7.1	Yale U Harvard U	131.0 127.4	6.7 3.9
Dartmouth Coll		5.0%	Dartmouth Coll	113.6 5.5	Dartmouth Coll		4.1	Dartmouth Coll	116.5	4.0	Dartmouth Coll	127.4	3.3
Wellesley Coll	101.6		U Michigan-Ann Arbor	103.9 3.6	U Michigan-Ann Arbor		4.4	U Virginia	111.3	5.5	U Virginia	115.7	5.1
U Michigan-Ann	101.0		Wellesley Coll	103.4 4.1	U Virginia		5.9	U Michigan-Ann Arbor	109.2	3.3	U Michigan-Ann Arbor	111.4	3.3
Amberst Coll	95.8		Amberst Coll	101.1 7.8	Amberst Coll		6.4	Amherst Coll	104.6	5.1	Amberst Coll	108.6	5.0
U Massachusetts	95.2	8.6%	U Virginia	99.5 7.9	Wellesley Coll		3.4	U Massachusetts-Amherst		7.2	U Massachusetts-Amherst	107.1	4.8
U Virginia	93.7		U Massachusetts-Amherst	98.0 5.9	U Massachusetts-Amherst		3.4	Wellesley Coll	102.1	3.5	Wesleyan U	103.4	4.5
Smith Coll	91.8	3.8%	Smith Coll	93.3 3.6	Wesleyan U	97.7	6.2	Wesleyan U	100.4	5.3	Wellesley Coll	102.5	4.4
Wesleyan U	90.2	6.2%	Wesleyan U	93.3 6.2	Williams Coll	94.4	4.5	Williams Coll	97.9	5.4	Williams Coll	101.8	4.7
Williams Coll	90.1		Williams Coll	92.5 4.2	Smith Coll		4.0	Smith Coll	96.2	4.5	Smith Coll	98.2	3.9
Indiana U-Bloom		3.4%	Indiana U-Bloomington	90.7 3.3	Indiana U-Bloomington		3.7	Indiana U-Bloomington	94.1	4.0	Mount Holyoke Coll	95.8	4.9
Mount Holyoke (	84.3	3.2%	Mount Holyoke Coll	87.8 4.4	Mount Holyoke Coll	90.0	5.1	Mount Holyoke Coll	92.3	5.1	Indiana U-Bloomington	95.7	3.4
AC Median	93.5		AC Median	100.0	AC Median	102.5		AC Median	98.9		AC Median	101.0	
Group Median	95.2		Group Median	99.5	Group Median	102.4		Group Median	104.0		Group Median	107.1	
Group Mean	98.1		Group Mean	101.5	Group Mean	103.4		Group Mean	106.1		Group Mean	109.3	
ASSISTANT PROFESSORS			ASSISTANT PROFESSORS		ASSISTANT PROFESSOI			ASSISTANT PROFESSO			ASSISTANT PROFESSO		
Harvard U		5.1%	Harvard U	114.5 3.1	Harvard U		3.2	Harvard U	120.2	5.0	Harvard U	123.7	3.3
Yale U		4.9%	Yale U	95.9 4.5	Dartmouth Coll		4.7	Yale U	103.3	3.2	Yale U	108.7	3.4
Dartmouth Coll		5.4%	Dartmouth Coll	94.0 6.1	Yale U		3.7	Dartmouth Coll	101.6	4.0	Dartmouth Coll	102.4	4.4
U Michigan-Ann	88.7	3.4%	U Michigan-Ann Arbor	89.6 3.3 87.0 6.2	U Michigan-Ann Arbor		3.3 5.0	U Virginia	94.9 92.2	4.6 3.1	Indiana U-Bloomington	96.3 96.0	3.3 4.6
U Virginia	82.9 80.8	3.9%	U Virginia	87.0 6.2 83.0 3.9	U Virginia Indiana U-Bloomington		4.0	U Michigan-Ann Arbor	92.2	3.1	U Virginia	96.0 93.1	3.2
Wellesley Coll Indiana U-Bloom	80.8	3.7%	Indiana U-Bloomington Wellesley Coll	83.0 3.9 82.0 3.7	U Massachusetts-Amherst		3.9	Indiana U-Bloomington  Amherst Coll	91.8 85.9	3.5	U Michigan-Ann Arbor U Massachusetts-Amherst	93.1 89.5	4.9
Amherst Coll	79.0	5.3%	Amherst Coll	80.8 4.5	Amherst Coll		5.1	U Massachusetts-Amherst		6.4	Amberst Coll	87.6	3.4
U Massachusetts	77.8		U Massachusetts-Amherst	80.0 6.3	Wellesley Coll		2.9	Weslevan U	85.0	4.8	Weslevan U	86.9	5.2
Williams Coll	76.5	4.1%	Wesleyan U	79.2 5.2	Wesleyan U		4.7	Wellesley Coll	84.1	3.7	Wellesley Coll	85.7	3.6
Smith Coll	76.4		Smith Coll	78.4 3.7	Williams Coll		5.2	Smith Coll	81.5	3.6	Smith Coll	83.8	4.5
Wesleyan U	76.3	6.7%	Williams Coll	78.2 7.3	Smith Coll	79.4	3.8	Williams Coll	81.4	6.3	Williams Coll	83.2	7.4
Mount Holyoke (	67.8	6.3%	Mount Holyoke Coll	73.2 3.2	Mount Holyoke Coll	74.2	2.4	Mount Holyoke Coll	74.5	4.2	Mount Holyoke Coll	78.9	7.8
AC Median	77.0		AC Median	79.0	AC Median	81.0		AC Median	83.5		AC Median	86.1	
Group Median	80.4		Group Median	82.0	Group Median	85.4		Group Median	85.9		Group Median	89.5	
Group Mean	83.3		Group Mean	85.8	Group Mean	88.5		Group Mean	90.9		Group Mean	93.5	

RANK/	FY2017-18	RANK/	FY2018-19 SALARY	RANK/	FY2019-20	RANK/	FY2020-21 SALARY
INSTITUTION	SALARY	INSTITUTION	SALARY	INSTITUTION	SALARY	INSTITUTION	SALARY
PROFESSORS		PROFESSORS		PROFESSORS		PROFESSORS	
Harvard U	245.8	Harvard U	244.3	Harvard U	253.9	Harvard U	254.9
Yale U	214.3	Yale U	230.9	Yale U	242.2	Yale U	234.3
Dartmouth Coll	196.6	Dartmouth Coll	207.8	Dartmouth Coll	216.3	Dartmouth Coll	212.2
U Virginia	177.3	U Virginia	182.6	U of Virginia-Main Campus	185.1	U of Virginia-Main Campus	187.7
U Michigan-Ann Arbor	170.2	U Michigan-Ann Arbor	175.0	U of Michigan-Ann Arbor	178.5	U of Michigan-Ann Arbor	177.1
Wellesley Coll	156.1	Wellesley Coll	160.4	Wellesley Coll	162.7	Wellesley Coll	159.6
U Massachusetts-Amherst	153.4	Wesleyan U	155.8	U of Massachusetts-Amhers	s 161.2	U of Massachusetts-Amhers	158.7
Wesleyan U	152.6	Amberst Coll	153.2	Wesleyan U	160.2	Wesleyan U	158.5
,				*		,	
Amherst Coll	151.0	U Massachusetts-Amherst	152.3	Amherst Coll	156.2	Amherst Coll	155.8
Williams Coll	146.9	Williams Coll	147.9	Williams Coll	152.8	Williams Coll	149.9
Indiana U-Bloomington	142.2	Indiana U-Bloomington	142.1	Indiana U-Bloomington	143.5	Smith Coll	142.1
Smith Coll	141.6	Smith Coll	141.3	Smith Coll	143.4	Indiana U-Bloomington	141.3
Mount Holyoke Coll	125.3	Mount Holyoke Coll	130.7	Mount Holyoke Coll	132.7	Mount Holyoke Coll	131.6
AC Median	146.8	AC Median	150	AC Median	152.4	AC Median	152.4
Group Median	153.4	Group Median	155.8	Group Median	161.2	Group Median	152.4
Group Mean	167.2	Group Mean	171.1	Group Mean	176.1	Group Mean	174.1
-		•		•		•	
ASSOCIATE PROFESSOR		ASSOCIATE PROFESSOR		ASSOCIATE PROFESSOR		ASSOCIATE PROFESSOR	
Harvard U	151.7	Harvard U	144.6	Harvard U	150.8	Harvard U	153.6
Yale U Dartmouth Coll	135.0 128.4	Dartmouth Coll Yale U	135.8	Yale U Dartmouth Coll	145.7 137.0	Yale U Dartmouth Coll	145.0 136.4
U Virginia	118.7	U Virginia	134.4	U of Virginia-Main Campus		U of Virginia-Main Campus	130.4
U Michigan-Ann Arbor	113.2	U Michigan-Ann Arbor	120.8	U of Wirginia-Main Campus U of Michigan-Ann Arbor	125.3	U of Wirginia-Main Campus U of Michigan-Ann Arbor	118.0
U Massachusetts-Amherst	109.0	Amberst Coll	109.1	U of Massachusetts-Amhers		U of Massachusetts-Amhers	
Amberst Coll	108.2	Weslevan U	108.7	Wesleyan U	111.2	Weslevan U	111.0
Wesleyan U	106.5	Wellesley Coll	107.6	Wellesley Coll	109.1	Amherst Coll	111.0
Wellesley Coll	105.0	U Massachusetts-Amherst	106.6	Amherst Coll	108.9	Wellesley Coll	109.0
Williams Coll	104.0	Williams Coll	106.3	Williams Coll	107.2	Williams Coll	106.0
Smith Coll	97.8	Smith Coll	101.8	Smith Coll	104.6	Smith Coll	103.3
Indiana U-Bloomington	97.3	Indiana U-Bloomington	98.3	Indiana U-Bloomington	102.0	Indiana U-Bloomington	102.9
Mount Holyoke Coll	97.1	Mount Holyoke Coll	96.7	Mount Holyoke Coll	97.8	Mount Holyoke Coll	96.7
AC Median	101.6	AC Median	103.8	AC Median	103.7	AC Median	104.4
Group Median	108.2	Group Median	108.7	Group Median	111.2	Group Median	111.0
Group Mean	113.2	Group Mean	114.3	Group Mean	117.7	Group Mean	117.4
ASSISTANT PROFESSOR	s	ASSISTANT PROFESSORS		ASSISTANT PROFESSOR	s	ASSISTANT PROFESSOR	s
Harvard U	140.7	Harvard U	134.6	Harvard U	138.6	Harvard U	139.7
Yale U	109.6	Yale U	117.9	Yale U	120.3	Yale U	119.8
Dartmouth Coll	103.9	Dartmouth Coll	104.7	Dartmouth Coll	113.3	Dartmouth Coll	113.2
Indiana U-Bloomington	99.9	Indiana U-Bloomington	104.6	Indiana U-Bloomington	105.5	Indiana U-Bloomington	102.2
U Michigan-Ann Arbor	95.6	U Michigan-Ann Arbor	98.5	U of Michigan-Ann Arbor	100.8	U of Michigan-Ann Arbor	99.9
U Massachusetts-Amherst	91.2	U Virginia	93.5	U of Massachusetts-Amhers		U of Virginia-Main Campus	98.3
U Virginia	90.6	Amberst Coll	92.0	U of Virginia-Main Campus		U of Massachusetts-Amhers	
Wesleyan U	89.9	Wesleyan U	91.5	Amherst Coll	94.9	Williams Coll	93.8
Amberst Coll Wellesley Coll	88.9 87.7	U Massachusetts-Amherst Wellesley Coll	91.4 90.3	Williams Coll	93.3 93.0	Amberst Coll	93.3 91.2
Wellesley Coll Williams Coll	87.7 85.4	Wellesley Coll Williams Coll	90.3 89.0	Wesleyan U Wellesley Coll	93.0	Wesleyan U Wellesley Coll	91.2
Smith Coll	85.4 84.8	Smith Coll	86.6	Smith Coll	88.2	Smith Coll	90.6 87.0
Mount Holyoke Coll	79.0	Mount Holyoke Coll	79.8	Mount Holyoke Coll	79.9	Mount Holyoke Coll	80.0
	,,	an monyout con	1,7.00		1,7.7		00.0
AC Median	87.4	AC Median	88.8	AC Median	90.7	AC Median	89.8
Group Median	90.6	Group Median	92.0	Group Median	97.1	Group Median	96.0
Group Mean	95.9	Group Mean	98.0	Group Mean	101.0	Group Mean	100.4

# **APPENDIX 3: Amherst salaries in comparison to the New Group**

# New Group Data for 2021-22

Professor	21-22	22-23
Columbia University in the City of New York	288.0	296.5
Stanford University	269.1	289.5
Princeton University	266.1	280.3
Harvard University	262.7	274.9
Massachusetts Institute of Technology	255.6	267.7
University of Pennsylvania	246.3	258.5
Yale University	243.7	261.7
University of California-Los Angeles	240.3	253.0
Dartmouth College	234.6	259.2
Northwestern University	224.2	234.8
Duke University	224.0	235.5
University of California-Berkeley	222.5	232.9
Washington University in St Louis	215.5	200.2
Brown University	197.9	205.8
University of Virginia-Main Campus	194.9	203.5
University of Michigan-Ann Arbor	180.8	189.1
Pomona College	163.2	169.7
Amherst College	163.0	168.7
Wesleyan University	160.4	162.2
Wellesley College	160.1	166.1
University of Massachusetts-Amherst	157.1	156.8
University of North Carolina at Chapel Hill	157.0	167.0
Swarthmore College	156.3	162.9
Williams College	155.9	167.6
Bowdoin College	153.8	158.9
Vassar College	145.7	151.1
Smith College	144.1	148.3
Indiana University-Bloomington	141.7	147.0
Davidson College	141.2	147.5
Carleton College	139.9	148.5
Haverford College	132.8	136.0
Mount Holyoke College	132.4	133.6

Associate	21-22	22-23
Columbia University in the City of New York	194.8	204.8
Stanford University	171.3	187.6
Massachusetts Institute of Technology	168.9	172.7
Harvard University	162.9	175.9
Princeton University	157.8	164.9
University of California-Los Angeles	151.5	160.3
University of Pennsylvania	149.6	156.8
University of California-Berkeley	149.6	156.7
Yale University	148.7	159.8
Dartmouth College	147.6	159.9
Duke University	145.7	152.4
Northwestern University	141.3	148.7
Washington University in St Louis	132.5	136.3
Brown University	130.0	139.1
University of Virginia-Main Campus	125.6	129.8
Bowdoin College	123.7	124.5
Pomona College	123.0	130.0
University of Michigan-Ann Arbor	120.4	125.0
Vassar College	114.9	117.4
Amherst College	114.6	118.9
Wesleyan University	114.3	114.0
Wellesley College	112.6	117.4
Swarthmore College	112.5	119.6
Williams College	111.4	117.5
University of Massachusetts-Amherst	110.5	111.0
Carleton College	107.9	114.6
Smith College	107.7	112.4
Indiana University-Bloomington	106.0	112.5
University of North Carolina at Chapel Hill	104.2	104.8
Haverford College	102.6	106.6
Davidson College	102.5	105.6
Mount Holyoke College	97.6	100.3

Assistant	21-22	22-23
Columbia University in the City of New York	155.6	156.4
Harvard University	149.7	155.4
Massachusetts Institute of Technology	148.4	155.0
University of Pennsylvania	147.9	152.3
Stanford University	140.3	150.8
Princeton University	130.3	135.2
Yale University	126.1	134.4
Duke University	126.0	128.7
University of California-Berkeley	121.6	129.5
Dartmouth College	121.4	123.2
Washington University in St Louis	120.7	122.9
Northwestern University	119.8	125.5
University of California-Los Angeles	117.4	123.6
Brown University	107.5	114.2
University of Michigan-Ann Arbor	102.6	106.9
Indiana University-Bloomington	102.3	104.7
Pomona College	102.0	104.8
University of Virginia-Main Campus	98.0	104.4
Williams College	98.0	105.4
Amherst College	97.6	104.7
University of Massachusetts-Amherst	97.6	98.8
University of North Carolina at Chapel Hill	97.4	95.3
Bowdoin College	96.5	98.3
Wellesley College	94.3	95.9
Wesleyan University	94.0	92.4
Swarthmore College	93.1	98.2
Vassar College	92.4	93.7
Carleton College	89.3	92.7
Smith College	88.8	92.3
Haverford College	86.8	90.6
Davidson College	83.2	85.9
Mount Holyoke College	79.9	87.6

RANK/ INSTITUTION	FY2012-13 SALARY	% INC	RANK/ INSTITUTION	FY2013-14 SALARY		RANK/ INSTITUTION	FY2014-15 SALARY		RANK/ INSTITUTION	FY2015-16 SALARY	% INC	RANK/ INSTITUTION	FY2016-17 SALARY	% INC
PROFESSORS			PROFESSORS			PROFESSORS			PROFESSORS			PROFESSORS		
Columbia U	212.3	6.8%	Columbia U	215.5	5.3	Stanford U Columbia U	224.3	3.9	Columbia U	236.3		Columbia U	244.4	4.0
Stanford U Harvard U	207.3 203.0	5.8% 3.6%	Stanford U Harvard U	215.2 207.1	4.0 3.2	Princeton U	223.9 215.9	3.9 4.0	Stanford U Princeton U	229.6 222.7	3.8	Stanford U Princeton U	236.6 229.4	3.6
Princeton U	200.0	3.8%	Princeton U	206.2	3.8	Harvard U	213.5	3.6	Harvard U	220.2	3.5	Harvard U	227.7	3.4
U Pennsylvania	186.9	3.3%	U Pennsylvania	192.3	3.5	Yale U	198.4	3.0	Yale U	203.5	3.1	Massachusetts Inst Tech	212.1	4.8
Yale U Duke U	186.2 180.2	3.5% 4.2%	Yale U Duke U	192.2 186.4	3.2	U Pennsylvania Massachusetts Inst Tech	197.5 193.9	3.5 4.3	Massachusetts Inst Tech U Pennsylvania	202.6 202.6	4.5 3.9	Yale U U Pennsylvania	209.5 209.2	3.2 4.2
Massachusetts Inst Tech	178.7	4.6%	Massachusetts Inst Tech	185.9	4.3	Duke U	193.3	3.3	Duke U	197.8	3.3	Duke U	204.2	3.7
Northwestern U	176.6	3.0%	Washington U St. Louis	183.6	n.d.	Northwestern U	187.4	3.7	Northwestern U	193.7	4.1	Northwestern U	200.7	4.8
Washington U St. Louis Dartmouth Coll	175.8 167.4	n.d 4.3%	Northwestern U Dartmouth Coll	182.0 174.0	4.1	Washington U St. Louis U California-Los Angeles	186.9 181.0	2.7 4.0	Washington U St. Louis Dartmouth Coll	188.7 184.4	1.0 3.1	U California-Los Angeles Washington U St. Louis	195.0 191.5	3.4
U California-Los Angeles	167.4	4.3% n.d	U California-Los Angeles	174.0	n.d.	Dartmouth Coll	178.6	3.2	U California-Berkeley	178.9	0.2	Dartmouth Coll	189.2	5.8
Brown U	160.8	3.9%	U California-Berkeley	165.4	n.d.	U California-Berkeley	172.7	4.4	Brown U	173.6	3.2	U California-Berkeley	185.1	6.6
U California-Berkeley Wellesley Coll	158.8 152.2	n.d 3.6%	Brown U U Michigan-Ann Arbor	164.7 156.9	3.5	Brown U U Michigan-Ann Arbor	168.6 160.9	3.5	U Virginia	164.9 164.8	4.7 3.2	Brown U U Virginia	178.9 172.4	3.1 4.6
U Michigan-Ann Arbor	148.6	3.5%	Wellesley Coll	154.1	2.4	U Virginia	156.9	5.0	U Michigan-Ann Arbor Wellesley Coll	157.6	2.7	U Michigan-Ann Arbor	168.2	2.2
U North Carolina-Chapel Hill			U Virginia			Wellesley Coll						-		
U Virginia	147.8	3.2%	U North Carolina-Chapel Hill	150.8	6.5	Pomona Coll	154.3	1.8	U North Carolina-Chapel Hill	150.6	2.7	Wellesley Coll	157.5	2.2
O Virginia	143.1	1.3%	O North Carolina-Chaper Hin	146.2	0.4	Politona Con	148.6	2.5	Pomona Coll	150.4	3.4	U North Carolina-Chapel Hill	155.2	3.6
Pomona Coll			Pomona Coll			U North Carolina-Chapel Hill								
Swarthmore Coll	142.8 137.8	3.7% 5.1%	Swarthmore Coll	145.9 140.7	2.7 3.3	Amherst Coll	146.9 145.1	0.8	Amberst Coll Swarthmore Coll	147.7 146.6	5.9	Pomona Coll U Massachusetts-Amherst	154.9 150.3	3.2
Amberst Coll	137.7	4.2%	Amherst Coll	140.0	42	Wesleyan U	141.5	4.7	Wesleyan U	145.8	4.2	Amberst Coll	149.9	4.2
Williams Coll	137.1	3.0%	Williams Coll	140.0	2.9	Williams Coll	141.2	3.1	U Massachusetts-Amherst	145.2	6.0	Wesleyan U	149.4	4.1
Wesleyan U Smith Coll	133.6 132.7	4.1% 3.6%	U Massachusetts-Amherst Wesleyan U	136.9 136.3	5.1 4.4	Swarthmore Coll U Massachusetts-Amherst	141.0 139.2	2.5	Williams Coll Indiana U-Bloomington	142.5 138.8	3.3 2.1	Swarthmore Coll Williams Coll	149.3 143.7	3.7
Indiana U-Bloomington	131.9	2.6%	Bowdoin Coll	135.1	3.6	Bowdoin Coll	137.3	3.7	Smith Coll	138.5	3.5	Bowdoin Coll	142.5	3.5
Bowdoin Coll	131.2	3.8%	Smith Coll	134.9	3.2	Smith Coll	136.2	3.5	Bowdoin Coll	138.4	4.0	Smith Coll	141.4	2.9
U Massachusetts-Amherst Davidson Coll	131.0 120.0	7.2% 4.8%	Indiana U-Bloomington Davidson Coll	132.6 124.6	2.4 4.0	Indiana U-Bloomington Davidson Coll	135.0 128.2	2.5 5.1	Vassar Coll Carleton Coll	133.8 128.6	3.4 5.1	Indiana U-Bloomington Vassar Coll	140.0 135.6	1.4 3.1
Haverford Coll	119.8	2.7%	Carleton Coll	121.6	3.7	Carleton Coll	125.4	5.1	Davidson Coll	128.4	2.0	Carleton Coll	131.9	3.6
Carleton Coll	119.7	2.8%	Haverford Coll	120.0	2.3	Haverford Coll	123.5	2.7	Haverford Coll	125.9	2.8	Davidson Coll	129.7	3.1
Mount Holyoke Coll	117.1	2.0%	Mount Holyoke Coll	117.7	2.2	Mount Holyoke Coll	118.7	2.6	Mount Holyoke Coll U California-Los Angeles	115.7	2.2	Haverford Coll Mount Holyoke Coll	128.3 122.4	6.5
AC Median	132.8		AC Median	137.5		AC Median	140.0		AC Median	144.2		AC Median	144.6	
Group Median	148.6		Group Median	154.		Group Median	156.9		Group Median	157.6		Group Median	162.8	
Group Mean	156.3		Group Mean	160.0	S	Group Mean	165.0		Group Mean	167.7		Group Mean	173.0	
ASSOCIATE PROFESSORS			ASSOCIATE PROFESSORS			ASSOCIATE PROFESSORS			ASSOCIATE PROFESSORS			ASSOCIATE PROFESSORS		
Stanford U Columbia U	135.0 132.4	6.2% 8.4%	Columbia U Stanford U	145.3 140.2	12.0 5.1	Columbia U Stanford U	151.7 141.5	8.3 6.1	Columbia U Stanford U	158.8 144.5	5.8 5.3	Columbia U Stanford U	162.6 150.2	4.6
Princeton U	129.1	12.2%	Princeton U	129.6	5.7	Massachusetts Inst Tech	134.0	7.2	Princeton U	138.2	6.7	Massachusetts Inst Tech	143.4	7.3
Massachusetts Inst Tech	122.5	5.9%	Massachusetts Inst Tech	127.2	7.3	Princeton U	133.0	6.7	Massachusetts Inst Tech	136.5	6.5	Princeton U	141.2	7.5
Duke U Harvard U	119.9 118.9	5.0% 9.0%	Harvard U Duke U	123.8 120.8	2.7 3.7	Harvard U Duke U	128.1 126.8	3.5 5.0	U Pennsylvania Harvard U	132.3 129.2	4.4	U Pennsylvania Duke U	135.0 134.6	5.0 4.3
U Pennsylvania	117.3	3.9%	U Pennsylvania	119.5	3.6	U Pennsylvania	125.2	3.9	Duke U	128.4	4.5	Yale U	131.0	6.7
Yale U	113.0	7.5%	Yale U	118.3	7.0	Northwestern U	120.6	5.2	Northwestern U	123.1	5.3	Northwestern U	130.8	5.9
Northwestern U Dartmouth Coll	112.4 111.5	4.6% 5.0%	Northwestern U Dartmouth Coll	115.1 113.6	5.0	U California-Los Angeles Yale U	117.7 117.3	2.3 5.0	Yale U Washington U St. Louis	122.1 117.2	7.1 -0.1	U California-Los Angeles Harvard U	129.0 127.4	5.7 3.9
U California-Los Angeles	109.9	n.d	U California-Los Angeles	111.8	n.d.	U California-Berkeley	115.5	3.3	Dartmouth Coll	116.5	4.0	U California-Berkeley	123.6	6.2
U California-Berkeley	107.2	n.d	Washington U St. Louis U California-Berkeley	110.6	n.d.	Dartmouth Coll	113.2	4.1	U California-Berkeley	115.9	2.4	Dartmouth Coll	122.0	3.3
Washington U St. Louis Brown U	103.5 103.4	n.d 5.7%	U California-Berkeley Brown U	110.2 107.6	n.d. 5.1	Washington U St. Louis Brown U	112.9 112.3	2.5 5.1	Brown U U Virginia	114.7 111.3	5.4 5.5	Washington U St. Louis Brown U	120.0 116.0	4.6
Wellesley Coll	101.6	3.6%	U Michigan-Ann Arbor	103.9	3.6	U Michigan-Ann Arbor	106.8	4.4	U Michigan-Ann Arbor	109.2	3.3	U Virginia	115.7	5.1
U Michigan-Ann Arbor Pomona Coll	101.0	3.8%	Wellesley Coll Pomona Coll	103.4	4.1	Pomona Coll	105.6	4.0	Pomona Coll	108.4	3.9	Pomona Coll	111.9	4.9
Swarthmore	99.5 96.6	4.3% 5.2%	Amberst Coll	101.9 101.1	3.2 7.8	U Virginia Amberst Coll	104.9 104.7	5.9 6.4	Amherst Coll U Massachusetts-Amherst	104.6 104.0	5.1 7.2	U Michigan-Ann Arbor Amberst Coll	111.4 108.6	3.3 5.0
U. NC-Chapel Hill	96.5	4.0%	U Virginia	99.5	7.9	Wellesley Coll	102.4	3.4	Wellesley Coll	102.1	3.5	U Massachusetts-Amherst	107.1	4.8
Amherst Coll	95.8	5.6%	U Massachusetts-Amherst	98.0	5.9	U North Carolina-Chapel Hill	99.3	1.4	U North Carolina-Chapel Hill	101.8	3.0	U North Carolina-Chapel Hill	104.9	5.4
U Massachusetts-Amherst Bowdoin Coll	95.2	8.6%	Swarthmore Coll U North Carolina-Chapel Hill	97.6	3.1	Bowdoin Coll U Massachusetts-Amherst	99.3	4.3	Bowdoin Coll	101.7	4.1	Swarthmore Coll	104.4	8.1
Bowdoin Coil	94.9	3.9%	U North Carolina-Chapel Hill	97.2	1.8	U Massachusetts-Amnerst	98.8	3.4	Swarthmore Coll	100.6	6.2	Bowdoin Coll	104.1	4.1
U Virginia	93.7	2.0%	Bowdoin Coll	96.9	4.3	Swarthmore Coll	98.6	3.9	Wesleyan U	100.4	5.3	Wesleyan U	103.4	4.5
Haverford Coll Smith Coll	93.2 91.8	2.7%	Haverford Coll Smith Coll	93.5 93.3	2.5	Wesleyan U Haverford Coll	97.7 95.4	6.2 3.2	Vassar Coll Williams Coll	99.0 97.9	3.5 5.4	Wellesley Coll Vassar Coll	102.5 102.4	4.4
Wesleyan U	90.2	6.2%	Wesleyan U	93.3	6.2			5.6	Davidson Coll	97.4				4.7
						Davidson Coll	94.9				3.6	Williams Coll	101.8	
Williams Coll	90.1	3.8%	Williams Coll	92.5	4.2	Williams Coll	94.4	4.5	Smith Coll	96.2	4.5	Davidson Coll	100.6	4.3
Davidson Coll	90.1 89.3	3.8% 5.2%	Davidson Coll	92.5 92.0	4.2 5.8	Williams Coll Smith Coll	94.4 93.8	4.0	Haverford Coll	96.2 95.7	4.5 3.0	Davidson Coll Carleton Coll	100.6 98.5	5.0
	90.1	3.8%		92.5	4.2	Williams Coll	94.4			96.2	4.5	Davidson Coll	100.6	
Davidson Coll Indiana U-Bloomington	90.1 89.3 88.5	3.8% 5.2% 3.4%	Davidson Coll Indiana U-Bloomington	92.5 92.0 90.7	4.2 5.8 3.3	Williams Coll Smith Coll Indiana U-Bloomington	94.4 93.8 92.4	4.0 3.7	Haverford Coll Carleton Coll Indiana U-Bloomington Mount Holyoke Coll	96.2 95.7 94.5 94.1 92.30969	4.5 3.0 6.4	Davidson Coll Carleton Coll Smith Coll Haverford Coll Mount Holyoke Coll	100.6 98.5 98.2 96.3 95.8	5.0 3.9 2.7 4.9
Davidson Coll Indiana U-Bloomington Carleton Coll Mount Holyoke Coll	90.1 89.3 88.5 87.3 84.3	3.8% 5.2% 3.4% 7.6%	Davidson Coll Indiana U-Bloomington Carleton Coll Mount Holyoke Coll	92.5 92.0 90.7 88.3 87.8	4.2 5.8 3.3 3.6 4.4	Williams Coll Smith Coll Indiana U-Bloomington Carleton Coll Mount Holyoke Coll	94.4 93.8 92.4 90.3 90.0	4.0 3.7 5.6 5.1	Haverford Coll Carleton Coll Indiana U-Bloomington Mount Holyoke Coll U California-Los Angeles	96.2 95.7 94.5 94.1 92.30969 0	4.5 3.0 6.4 4.0	Davidson Coll Carleton Coll Smith Coll Haverford Coll Mount Holyoke Coll Indiana U-Bloomington	100.6 98.5 98.2 96.3 95.8 95.7	5.0 3.9 2.7
Davidson Coll Indiana U-Bloomington Carleton Coll Mount Holyoke Coll	90.1 89.3 88.5 87.3 84.3	3.8% 5.2% 3.4% 7.6%	Davidson Coll Indiana U-Bloomington Carleton Coll Mount Holyoke Coll AC Median	92.5 92.0 90.7 88.3 87.8	4.2 5.8 3.3 3.6 4.4	Williams Coll Smith Coll Indiana U-Bloomington Carleton Coll Mount Holyoke Coll	94.4 93.8 92.4 90.3 90.0	4.0 3.7 5.6 5.1	Haverford Coll Carleton Coll Indiana U-Bloomington Mount Holyoke Coll U California-Los Angeles AC Median	96.2 95.7 94.5 94.1 92.30969 0	4.5 3.0 6.4 4.0	Davidson Coll Carleton Coll Smith Coll Haverford Coll Mount Holyoke Coll Indiana U-Bloomington AC Median	100.6 98.5 98.2 96.3 95.8 95.7	5.0 3.9 2.7 4.9
Davidson Coll Indiana U-Bloomington Carleton Coll Mount Holyoke Coll	90.1 89.3 88.5 87.3 84.3	3.8% 5.2% 3.4% 7.6%	Davidson Coll Indiana U-Bloomington Carleton Coll Mount Holyoke Coll	92.5 92.0 90.7 88.3 87.8	4.2 5.8 3.3 3.6 4.4	Williams Coll Smith Coll Indiana U-Bloomington Carleton Coll Mount Holyoke Coll	94.4 93.8 92.4 90.3 90.0	4.0 3.7 5.6 5.1	Haverford Coll Carleton Coll Indiana U-Bloomington Mount Holyoke Coll U California-Los Angeles	96.2 95.7 94.5 94.1 92.30969 0	4.5 3.0 6.4 4.0	Davidson Coll Carleton Coll Smith Coll Haverford Coll Mount Holyoke Coll Indiana U-Bloomington	100.6 98.5 98.2 96.3 95.8 95.7	5.0 3.9 2.7 4.9
Davidson Coll Indiana U-Bioomington Carleton Coll Mount Holyoke Coll AC Median Group Median Group Mean	90.1 89.3 88.5 87.3 84.3	3.8% 5.2% 3.4% 7.6%	Davidson Coll Indiana U-Bloomington Carleton Coll Mount Holyoke Coll  AC Median Group Median Group Mean	92.5 92.0 90.7 88.3 87.8	4.2 5.8 3.3 3.6 4.4	Williams Coll Smith Coll Indiana U-Bloomington Carleton Coll Mount Holyoke Coll  AC Median Group Median Group Mean	94.4 93.8 92.4 90.3 90.0	4.0 3.7 5.6 5.1	Haverford Coll Carleton Coll Indiana U-Bloomington Mount Holyoke Coll U California-Los Angeles AC Median Group Median Group Mean	96.2 95.7 94.5 94.1 92.30969 0 98.9 106.5	4.5 3.0 6.4 4.0	Davidson Coll Carleton Coll Smith Coll Haverford Coll Mount Holyoke Coll Indiana U-Bloomigton AC Median Group Median Group Mean	100.6 98.5 98.2 96.3 95.8 95.7 101.0	5.0 3.9 2.7 4.9
Davidson Coll Indiana U-Bloomington Carleton Coll Mount Holyoke Coll  AC Median Group Median Group Men ASSISTANT PROFESSORS U Pennsylvania	90.1 89.3 88.5 87.3 84.3	3.8% 5.2% 3.4% 7.6%	Davidson Coll Indiana U-Bloomington Carleton Coll Mount Holyoke Coll  AC Median Group Median	92.5 92.0 90.7 88.3 87.8	4.2 5.8 3.3 3.6 4.4	Williams Coll Smith Coll Indiana U-Bloomington Carleton Coll Mount Holyoke Coll  AC Median Group Median	94.4 93.8 92.4 90.3 90.0	4.0 3.7 5.6 5.1	Haverford Coll Carleton Coll Indiana U-Bioomington Mount Holyoke Coll U California-Los Angeles AC Median Group Median	96.2 95.7 94.5 94.1 92.30969 0 98.9 106.5	4.5 3.0 6.4 4.0 5.1	Davidson Coll Carleton Coll Smith Coll Haverford Coll Mount Holyoke Coll Indiana U-Bloomington AC Median Group Median	100.6 98.5 98.2 96.3 95.8 95.7 101.0	5.0 3.9 2.7 4.9
Davidson Coll Indiana U-Boomington Carleton Coll Mount Holyoke Coll  AC Median Group Median Group Median Group Mean ASSISTANT PROFESSORS U Pennsylvania Harvard U	90.1 89.3 88.5 87.3 84.3 93.5 101.0 104.0	3.8% 5.2% 3.4% 7.6% 3.2% 3.7% 5.1%	Davidson Coll Indiana U-Bloomington Carleton Coll Mount Holyoke Coll  AC Median Group Median Group Mean ASSISANT PROFESSORS U Pennsylvania Stanford U	92.5 92.0 90.7 88.3 87.8 100.1 103.2 107.2	4.2 5.8 3.3 3.6 4.4 4 2 3.7 5.6	Williams Coll Smith Coll Indiana U-Bloomington Carleton Coll Mount Holyoke Coll AC Median Group Median Group Mean ASSIANT PROFESSORS Stanford U U Pennsylvania	94.4 93.8 92.4 90.3 90.0 102.5 105.6 110.3	4.0 3.7 5.6 5.1	Haverford Coll Carleton Coll Indiana U-Bloomington Mount Holyoke Coll U California-Los Angeles AC Median Group Median Group Median ASSISANT PROFESSORS Stanford U U Pennsylvania	96.2 95.7 94.5 94.1 92.30969 0 98.9 106.5 109.0	4.5 3.0 6.4 4.0 5.1 5.4 3.7	Davideon Coll Carboton Coll Carboton Coll Haverfood Coll Haverfood Coll Indiana U-Bloomington AC Median Group Median Group Median Group Median Well Median Group Median Group Median ASSISANT PROFESSORS Stanford U Pennsylvania	100.6 98.5 98.2 96.3 95.8 95.7 101.0 111.7 116.6	5.0 3.9 2.7 4.9 3.4 5.0 3.7
Davidson Coll Indiana U-Bloomington Carleton Coll Mount Holyoke Coll  AC Median Group Median Group Men ASSISTANT PROFESSORS U Pennsylvania	90.1 89.3 88.5 87.3 84.3 93.5 101.0 104.0	3.8% 5.2% 3.4% 7.6% 3.2% 3.7% 5.1% 5.8%	Davidson Cell Indiana U-Bleomington Carleton Cell Mount Holyoke Cell  AC Median Group Median Group Metan ASSISANT PROFESSORS U Pennsylvania	92.5 92.0 90.7 88.3 87.8 100.1 103.1 118.0 117.5 114.5	4.2 5.8 3.3 3.6 4.4 4 2 3.7 5.6 3.1	Williams Coll Smith Coll Indians U-Bloomington Carleton Coll Mount Holyoke Coll  AC Median Group Median Group Mean ASSISANT PROFESSORS Stanford U	94.4 93.8 92.4 90.3 90.0 102.5 105.6 110.3	4.0 3.7 5.6 5.1 5.8 3.7 4.6	Haverford Coll Indiana U-Bloomington Mount Holyoke Coll U California-Los Angeles AC Median Group Median Group Median Group Median Holyoke Coll U Pennylyania Columbia U	96.2 95.7 94.5 94.1 92.30969 0 98.9 106.5 109.0	4.5 3.0 6.4 4.0 5.1 5.4 3.7 5.9	Davidson Coll Carleton Coll Smith Coll Haverford Coll Mount Holyek Coll Indiana U-Bloomington AC Median Group Median Group Median Group Median Group Median U Pennsylvania Harward U Harward U	100.6 98.5 98.2 96.3 95.8 95.7 101.0 111.7 116.6	5.0 3.9 2.7 4.9 3.4 5.0 3.7 3.3
Davideon Goll Indiana U-Biominipton Carleton Goll Mount Holyoke Coll AC Median Group Median Group Median Group Median Harvard U Saunford U Massachuseth Inst Tech Columbia U Massachuseth Inst Tech Columbia U	90.1 89.3 88.5 87.3 84.3 93.5 101.0 104.0	3.8% 5.2% 3.4% 7.6% 3.2% 3.7% 5.1% 5.8% 4.5% 6.5%	Davidson Goll Indiana U-Bloomington Carletson Coll Mount Hoyske Coll AC Median Group Median Group Median Group Median Group Median ASSIANT PROFESSORS U Pennsylvania Banford U Harvard U Massachuseth Inst Tech Columbia U	92.5 92.0 90.7 88.3 87.8 100.1 103.1 118.0 117.5 114.5 111.1	4.2 5.8 3.3 3.6 4.4 9 4 2 3.7 5.6 3.1 5.2 6.3	Williams Call Smith Coll Indiana U-Bloomington Carleson Coll Mount Holyoke Coll Mount Holyoke Coll Group Median Group Median Group Mean ASSIANT PROFESSORS Saarford U U Pennyivania Musacchusetts Inst Tech Columbia U Harvard U	94.4 93.8 92.4 90.3 90.0 102.5 105.6 110.3 122.5 119.6 114.1 113.3	4.0 3.7 5.6 5.1 5.8 3.7 4.6 4.5 3.2	Haverford Coll Carleian Coll Indina U-Bloomington Mount Holyoke Coll U California-Los Angeles AC Median Group Median Group Median ASSIANT PROFESSORS Sanford U Pennsylvania Columbia U Harvard U Harvard U Massachausetts Inst Tech	96.2 95.7 94.5 94.1 92.30969 0 98.9 106.5 109.0 125.9 123.3 121.5 120.2 116.4	4.5 3.0 6.4 4.0 5.1 5.4 3.7 5.9 5.0 4.9	Davidson Gall Carleton Goll Smith Goll Haverford Goll Mount Holyoke Goll Indiana U-Bloomington AC Median Group Median Group Median Group Median Haver Median Group Median Grou	100.6 98.5 98.2 96.3 95.7 101.0 111.7 116.6 128.2 127.5 122.8 120.6	5.0 3.9 2.7 4.9 3.4 5.0 3.7 3.3 4.6 7.2
Davidson Coll Indiana U-Biotonington Carleion Coll Mount Holyoke Coll  AC Median Group Median Group Median Group Median ASSISTANT PROFESSORS U Pennyivania Harvard U Sanford U Massachusta Inst Tech Columba U Skahingsku U Sk. Louis	90.1 89.3 88.5 87.3 84.3 93.5 101.0 104.0 116.2 113.3 111.2 106.3 105.8 98.7	3.8% 5.2% 3.4% 7.6% 3.2% 3.7% 5.1% 4.5% 6.5% n.d	Davidson Coll Indiana U-Blocomington Carleson Coll Mount Holyoke Coll  AC Mediun Group Median Group Median Group Median ASSIANT PROFESSORS U Pennyhania Saniford U Harvard U Hasvard to Lolumbia U Dake U Dake U	92.5 92.0 90.7 88.3 87.8 100.1 103.1 118.0 117.5 114.5 111.1 110.9 103.5	4.2 5.8 3.3 3.6 4.4 4 2 3.7 5.6 3.1 5.2 6.3 3.7	Williams Coll Smith Coll Indiana U-Bloomington Carleton Coll Mount Holyoke Coll  AC Median Group Median Group Median ASSISANT PROFESSORS Stanford U U Premsylvania Massachusetts Inst Teeh Columbia U Harvard U Harvard U Northwestern U	94.4 93.8 92.4 90.3 90.0 102.5 105.6 110.3 122.5 119.6 114.3 114.1 113.3 106.9	5.8 3.7 4.6 4.5 3.2 5.3	Haverford Coll Carleian Coll Indiana U-Bloomington Mount Hobyske Coll U California-Los Angeles AC Median Group Median Group Media ASSIANT PROFESSORS Sansford U U Pennsylvania Columbia U Harvard U Massechusetts Inst Tech Mosrothwestern U Massechusetts Inst Tech	96.2 95.7 94.5 94.1 92.30969 0 98.9 106.5 109.0 125.9 123.3 121.5 120.2 116.4	4.5 3.0 6.4 4.0 5.1 5.4 3.7 5.9 5.0 4.9 5.4	Davidson Coll Carleton Coll Smith Coll Haverford Coll Mount Holyoke Coll Indiana U-Bloomington AC Median Group Median Group Median Group Mean ASSISANT PROFESSORS Stanford U U Pennsylvania Harvard U Columbia U Massachusetts Inst Tech Morrowestern U	100.6 98.5 98.2 96.3 95.8 95.7 101.0 111.7 116.6 128.2 127.5 123.7 122.8 120.6	5.0 3.9 2.7 4.9 3.4 5.0 3.7 3.3 4.6 7.2 6.0
Davideon Goll Indiana U-Biominipton Carleton Goll Mount Holyoke Coll AC Median Group Median Group Median Group Median Harvard U Saunford U Massachuseth Inst Tech Columbia U Massachuseth Inst Tech Columbia U	90.1 89.3 88.5 87.3 84.3 93.5 101.0 116.2 113.3 111.2 106.3 105.8 98.7 98.3	3.8% 5.2% 3.4% 7.6% 3.2% 3.7% 5.1% 5.8% 4.5% 6.5% nd 4.1%	Davidson Goll Indiana U-Bloomington Carletson Coll Mount Hoyske Coll AC Median Group Median Group Median Group Median Group Median ASSIANT PROFESSORS U Pennsylvania Banford U Harvard U Massachuseth Inst Tech Columbia U	92.5 92.0 90.7 88.3 87.8 100.1 103.1 118.0 117.5 114.5 111.1 110.9 103.5 102.7	4.2 5.8 3.3 3.6 4.4 4.4 3.7 5.6 3.1 5.2 6.3 3.7 5.5	Williams Call Smith Coll Indiana U-Bloomington Carleson Coll Mount Holyoke Coll Mount Holyoke Coll Group Median Group Median Group Mean ASSIANT PROFESSORS Saarford U U Pennyivania Musacchusetts Inst Tech Columbia U Harvard U	94.4 93.8 92.4 90.3 90.0 102.5 105.6 110.3 122.5 119.6 114.3 114.1 113.3 106.9	5.8 3.7 5.6 5.1 5.8 3.7 4.6 4.5 3.2 5.3 5.2	Haverford Coll Carleian Coll Indina U-Bloomington Mount Holyoke Coll U California-Los Angeles AC Median Group Median Group Median ASSIANT PROFESSORS Sanford U Pennsylvania Columbia U Harvard U Harvard U Massachausetts Inst Tech	96.2 95.7 94.5 94.1 92.30969 0 98.9 106.5 109.0 125.9 123.3 121.5 120.2 116.4 111.4	5.4 3.7 5.9 5.0 4.9 5.4 4.2	Davidson Coll Carleton Coll Smith Coll Haverford Coll Mount Holyoke Coll Indiana U-Bleomigno  AC Median Group Median Group Median Group Median U Pemnylvania Harvard U Columbia U Massachusetts Inst Tech Nordwestern U Duke U	100.6 98.5 98.2 96.3 95.8 95.7 101.0 111.7 116.6 128.2 127.5 123.7 122.8 120.6 117.2	5.0 3.9 2.7 4.9 3.4 5.0 3.7 3.3 4.6 7.2 6.0 3.0
Davidson Goll Indiana U-Bissonington Carleton Goll Mount Holyoke Coll AC Median Group Median Group Median Group Median Harvard U Saunford U Massachuseth Inst Tech Columbia U Washington U St. Louis Northwestern U Dake U Dake	90.1 89.3 88.5 87.3 84.3 93.5 101.0 104.0 116.2 113.3 111.2 106.3 105.8 98.7	3.8% 5.2% 3.4% 7.6% 3.2% 3.7% 5.1% 4.5% 6.5% n.d	Davidson Goll Indiana U-Bloomington Carleton Coll Mount Holyoke Coll  AC Median Group Median Group Median Group Median Group Median Sanford U Hanvard U Massachuseth Inst Tech Columbia U Dake U Dake U Collemia U Princeton U Collemia Berkeley	92.5 92.0 90.7 88.3 87.8 100.1 103.1 118.0 117.5 114.5 111.1 110.9 103.5	4.2 5.8 3.3 3.6 4.4 4 2 3.7 5.6 3.1 5.2 6.3 3.7	Williams Coll Smith Coll Indiana U-Bloomington Carlebus Coll Mount Holyoke Coll  AC Median Group Median Group Median Group Median AASSANT PROFESSORS Sanford U U Pennylvania Massachusett Inst Tech Collambia U Harvard U Northwestern U Duke U Princeton U U California-Berkeley	94.4 93.8 92.4 90.3 90.0 102.5 105.6 110.3 122.5 119.6 114.3 114.1 113.3 106.9 105.4 104.6 103.0	5.8 3.7 4.6 4.5 3.2 5.3	Haverford Coll Carleian Coll Indinan U-Biscennington Mount Holyoke Coll U California-Los Angeles AC Median Group Median Group Median Group Median ASSIANT PROFESSORS Sanaford U Plemaybrania Columbia U Harvard U Massachusetts Inst Tech Northwestern U U California-Berkeley Princeten U U	96.2 95.7 94.5 94.1 92.30969 0 98.9 106.5 109.0 125.9 123.3 121.5 120.2 116.4	4.5 3.0 6.4 4.0 5.1 5.4 3.7 5.9 5.0 4.9 5.4 4.2 4.7	Davidson Coll Carleton Coll Smith Coll Haverford Coll Mount Holyoke Coll Indiana U-Bloomington AC Median Group Median Group Median Group Mean ASSISANT PROFESSORS Stanford U U Pennsylvania Harvard U Columbia U Massachusetts Inst Tech Morrowestern U	100.6 98.5 98.2 96.3 95.8 95.7 101.0 111.7 116.6 128.2 127.5 123.7 122.8 120.6 117.2 114.0	5.0 3.9 2.7 4.9 3.4 5.0 3.7 3.3 4.6 7.2 6.0 3.0 7.2 2.3
Davidson Goll Indiana U-Biomington Carleino Coll Mount Holyoke Coll AC Median Group Median Group Median Group Mean ASSITANT PROFESSORS U Penaybrania Harvard U Sanford U Massachusetts Inst Tech Collumbia U Washington U St. Louis Northwesters U Dake U Princeton U U California-Berkeley	90.1 89.3 88.5 87.3 84.3 93.5 101.0 104.0 116.2 113.3 111.2 106.3 105.8 98.7 98.3 97.2 96.7 94.6	3.8% 5.2% 3.4% 3.4% 3.2% 3.7% 5.1% 5.8% 4.5% 6.5% 6.5 nd 4.1% 4.0% 7.4% nd	Davidson Coll Indiana U-libenomington Carleton Coll Mount Holyoke Coll AC Median Group Median Group Median Group Median Group Median Group Median Hornoybeania U mennybania Sanaford U Harvard U Harvard U Hassachusetts Inst Tech Collumbia U Duke U Northwestern U Frinceton U U Culifornia-Berkeley U Gushington U St. Louis	92.5 92.0 90.7 88.3 87.8 100.1 103.1 118.0 117.5 114.5 111.1 110.9 103.5 102.7 101.7 99.2 98.3	4.2 5.8 3.3 3.6 4.4 4 2 3.7 5.6 3.1 5.2 6.3 3.7 5.5 8.5 8.5 n.d. n.d.	Williams Coll Smith Coll Indiana U-Bloomington Carleban Coll Mount Holyoke Coll  AC Median Group Median Group Median Group Median ASSISANT PROFESSORS Sanford U U Pennsylvania Massachusetts Inst Tech Columbia U Harvard U Northwestern U Dake U U California-Berkeley Washington U St. Louis	94.4 93.8 92.4 90.3 90.0 102.5 105.6 110.3 114.1 113.3 114.1 113.3 106.9 105.4 104.6 103.0 102.0	5.8 3.7 4.6 4.5 3.2 5.3 3.2 7.9 3.8 3.8	Haverfood Coll Carletan Coll Indiana U-Bloomington Mount Holyoka Coll U California-Los Angeles  AC Median Group Median Group Median Group Median Group Median Columbia U Hemaylwania Columbia U Harward U Dake U Dake U Dake U California-Berkeley Princeton U St. Louis	96.2 95.7 94.5 94.1 92.30969 0 98.9 106.5 109.0 125.9 120.2 116.4 111.4 109.9 109.5 107.3 104.7	5.4 3.7 5.9 5.0 4.9 5.1 5.4 4.7 8.9 2.6	Davidson Coll Carleton Coll Smith Coll Haverford Coll Mount Helyoke Coll Industria U-Bloomington AC Median Group Median Group Median Group Median Harvard U Columbia U Massachusetts Inst Tech Nordwestern U Duke U U California-Berkeley U California-Berkeley Washington U St. Louis	100.6 98.5 98.2 96.3 95.8 95.7 101.0 111.7 116.6 128.2 127.5 122.8 120.6 117.2 109.9 109.8	5.0 3.9 2.7 4.9 3.4 5.0 3.7 3.3 4.6 7.2 6.0 3.0 7.2 2.3 3.9
Davidson Goll Indiana U-Bissonington Carleton Goll Mount Holyoke Coll AC Median Group Median Group Median Group Median Harvard U Saunford U Massachuseth Inst Tech Columbia U Washington U St. Louis Northwestern U Dake U Dake	90.1 89.3 88.5 87.3 84.3 93.5 101.0 104.0 116.2 113.3 111.2 106.3 98.7 98.7 98.3 97.2 96.7 94.6	3.8% 5.2% 3.4% 3.4% 3.2% 3.7% 5.1% 6.5% 6.5% nd 4.0% 7.4% nd	Davidson Goll Indiana U-Bloomington Carleton Coll Mount Holyoke Coll  AC Median Group Median Group Median Group Median Group Median Sanford U Hanvard U Massachuseth Inst Tech Columbia U Dake U Dake U Collemia U Princeton U Collemia Berkeley	92.5 92.0 90.7 88.3 87.8 100.1 103.1 117.5 114.5 111.1 110.9 103.5 102.7 101.7 99.2 98.3 95.9	4.2 5.8 3.3 3.6 4.4 4.4 2 3.7 5.6 3.1 5.2 6.3 3.7 5.5 8.5 n.d. 4.5	Williams Coll Smith Coll Indiana U-Bloomington Carlebus Coll Mount Holyoke Coll  AC Median Group Median Group Median Group Median AASSANT PROFESSORS Sanford U U Pennylvania Massachusett Inst Tech Collambia U Harvard U Northwestern U Duke U Princeton U U California-Berkeley	94.4 93.8 92.4 90.3 90.0 102.5 105.6 110.3 122.5 119.6 114.3 114.1 113.3 106.9 105.6 103.0 102.0 100.1	5.8 3.7 4.6 4.5 3.2 5.3 5.2 7.9 3.8 3.8 4.7	Haverford Coll Carleian Coll Indina U-Bloomington Mount Holyoke Coll U California-Los Angeles AC Median Group Median Group Median Group Median ASSIANT PROFESSORS Sanaford U Plennsylvania Columbia U Harvard U Harvard U Harvard U U California-Berkeley Princeton U Washington U St. Louis Yale U Washington U St. Louis Yale U Washington U St. Louis	96.2 95.7 94.5 94.1 92.30969 0 98.9 106.5 109.0 125.9 123.3 121.5 120.2 116.4 111.4 109.9 109.5	4.5 3.0 6.4 4.0 5.1 5.4 3.7 5.9 5.0 4.9 5.4 4.2 4.7 8.9 2.6 3.2	Davidson Coll Carleton Coll Smith Coll Haverford Coll Mount Holyoke Coll Indiana U-Bloomigno  AC Median Group Median Group Median Group Median U Pemnylvania Harvard U Columbia U Massachusetts Inst Tech Nordwestern U Dake U Princeson U U Claffornia-Berkeley	100.6 98.5 98.2 96.3 95.8 95.7 101.0 111.7 116.6 128.2 127.5 123.7 122.8 120.6 117.2 114.0	5.0 3.9 2.7 4.9 3.4 5.0 3.7 3.3 4.6 7.2 6.0 3.0 7.2 2.3 3.9 3.4
Davideon Goll Indiana U-Bismonington Carleton Goll Mount Holyoke Coll AC Median Group Median Group Median Group Median ASSISTANT PROFESSORS U Pennsylvania Harvard U Sanaford U Washington U St. Louin Vooltmiku U U Galifornia-Berkeley Yale U Dartmonth Coll U Culfornia-Lox Angeles	90.1 89.3 88.5 87.3 84.3 93.5 101.0 104.0 116.2 113.2 106.3 111.2 106.3 198.7 98.7 98.7 98.7 94.6 94.1 88.8	3.8% 5.2% 3.4% 7.6% 3.2% 3.7% 5.1% 5.8% 4.5% 6.5% nd 4.1% 4.0% 7.4% nd 4.9% 5.4%	Davidson Cell Indiana U-libomington Carleton Coll Mount Holyoke Coll Mount Holyoke Coll Group Median Harvard U Harvard U Harvard U Harvard U Nonthouse Inst Tech Columbia U Date U Collifornia Brekeley Washington U St. Louis Yale U Dattmouth Coll U Culfornia-Lon Angeles	92.5 92.0 90.7 88.3 87.8 100.1 103.1 118.0 117.5 114.5 111.1 110.9 103.5 102.7 101.7 99.3 95.9 94.0 91.5	4.2 5.8 3.3 3.6 4.4 4.4 2 3.7 5.6 3.1 5.2 6.3 3.7 5.5 8.5 n.d. n.d. 4.5 6.1 n.d.	Williams Coll Smith Coll Indiana U-Bloomington Carleban Coll Mount Holyoke Coll  AC Mediun Group Median Group Median Group Median Group Median AASIANAT PROFESSORS Sanford U U Pennyivania Massachusetts Inst Tech Collambia U Lolfornia-Berkeley Washington U Culifornia-Berkeley Washington U S Louis Dartmouft Coll Yale U Culifornia-Lox Angeles	94.4 93.8 92.2 90.3 90.0 102.5 103.6 110.3 114.1 113.3 106.9 104.6 103.0 102.0 100.1 99.6	5.8 3.7 4.6 5.1 5.8 3.7 4.6 4.5 3.2 7.9 3.8 4.7 3.7 6.1	Haverfood Coll Carleian Coll Indinan U-Bloomington Mount Holyoke Coll U California-Los Angeles AC Median Group Median Group Median Group Median ASSIANT PROFESSORS Sanaford U Plennsylvania Columbia U Harvard U Harvard U Laurington U Laurington U St. Louis Yake U Dartmooth Coll U Virginia	96.2 95.7 94.5 94.1 92.30969 0 98.9 106.5 109.0 125.9 123.3 121.5 120.2 116.4 111.4 109.9 109.5 107.3 104.7 103.3 104.7	5.4 3.0 5.1 5.4 3.7 5.9 5.0 4.9 2.6 3.2 4.0 4.6	Davidson Coll Carleton Coll Smith Coll Haverford Coll Mount Holyoke Coll Indiana U-liBoomigno AC Median Group Median Group Median Group Median U Penneylvania Harvard U Columbia U Columbia U Columbia U Davinovettera U Delic U Colimbia U Davinovettera U Davinovettera U Davinovettera U Davinoveth Coll Da	100.6 98.5 98.2 96.3 95.8 95.7 101.0 111.7 116.6 128.2 127.5 123.7 122.8 120.6 117.2 114.0 109.9 108.8 108.7 102.4	5.0 3.9 2.7 4.9 3.4 5.0 3.7 3.3 4.6 7.2 6.0 7.2 2.3 3.9 4.4 6.9
Davidson Goll Indiana U-Biomington Carleino Coll Mount Holyoke Coll AC Median Group Median Group Median Group Median Group Median Group Median Harvard U Sanford U Massachusetts Inst Tech Collmbia U Princeton U U California-levkeley Yale U U California-levkeley Yale U U California-levkeley Yale U U California-levkeley	90.1 89.3 88.5 87.3 84.3 93.5 101.0 104.0 116.2 113.3 111.2 106.3 105.8 98.7 96.7 94.6 94.1 89.4 88.8 88.7	3.8% 5.2% 5.2% 7.6% 3.2% 3.7% 5.1% 5.8% 4.5% n.d 4.1% 7.4% n.d 4.9% 5.4% n.d 3.4% 5.4% 1.4% 1.4% 1.4% 1.4% 1.4% 1.4% 1.4% 1	Davidson Coll Indiana U-Bleomington Carleton Coll Mount Holyoke Coll AC Median Group Median Group Median Group Median Group Metan ASSIANT PROFESSORS U Pensylvania Stanford U Harvard U Harvard U Massachusten Inst Tech Collmbia U U Culffornia-Brekeley Washington U St. Louis Yale U U Calfornia-Los Angeles U U Calfornia-Los Angeles U Melington Mar Arbor	92.5 92.0 90.7 88.3 87.8 100.1 103. 107.2 114.5 111.1 110.9 103.5 102.7 101.7 99.2 98.3 95.9 94.0 91.5 89.6	4.2 5.8 3.3 3.6 4.4 4 4 2 3.7 5.6 3.1 5.2 6.3 3.7 5.5 8.5 n.d. 4.5 6.1 n.d. 4.5	Williams Coll Smith Coll Indiana U-Bloomington Carlebon Coll Mount Holyoke Coll ACL McGun ACL McGun Group McGun Hassachusetts Inst Tech Columbia U Harvard U Holyow Gun Harvard U U California-Berkeley Washington U SL Louis Dartmonth Coll Yale U U California-Los Angeles Brown U Howa Holyoming	94.4 93.8 92.4 90.3 90.0 102.5 105.6 110.3 114.1 113.3 114.1 113.3 106.9 105.4 104.6 103.0 102.0 99.6 97.1 92.3	5.8 3.7 4.6 4.5 3.2 5.3 3.8 4.7 9.3 3.8 4.7 4.7	Haverfood Coll Carletan Coll Indiana U-Bloomington Mount Holyoka Coll U California-Los Angeles AC Median Group Median Group Median Group Median Group Median Columbia U Hanward U Masuechusetts Inst Tech Northwestern U Duke D Dartmooth Coll U Virginia Brown U	96.2 95.7 94.5 94.1 92.30969 98.9 106.5 109.0 125.9 123.3 121.5 120.2 116.4 109.9 109.5 107.3 104.7 103.3 101.6 94.9 94.9	4.5 3.0 6.4 4.0 5.1 5.1 5.4 3.7 5.9 5.0 4.9 2.6 3.2 4.7 8.9 2.6 3.2 4.0 4.6 4.6	Davidson Coll Carleton Coll Smith Coll Haverford Coll Mount Holyoke Coll Indiana U-Bleomington AC Median Group Median Group Median Group Median Group Median Group Median Harvard U Pennsylvania Harvard U Dennsylvania Harvard U U Columbia U U U Collifornia Herkeley Washington U U U Collifornia Herkeley Washington U U Collifornia Horkeley U Collifornia Horke	100.6 98.5 98.2 96.3 95.8 95.7 101.0 111.7 116.6 128.2 127.5 120.6 117.2 114.0 109.9 109.8 108.8 108.7 102.4	5.0 3.9 2.7 4.9 3.4 5.0 3.7 3.3 4.6 7.2 6.0 3.0 7.2 2.3 3.9 3.4 4.4 6.9 3.3
Davideon Goll Indiana U-Bismonington Carleton Goll Mount Holyoke Coll AC Median Group Median Group Median Group Median ASSISTANT PROFESSORS U Pennsylvania Harvard U Sanaford U Washington U St. Louin Vooltmiku U U Galifornia-Berkeley Yale U Dartmonth Coll U Culfornia-Lox Angeles	90.1 89.3 88.5 87.3 84.3 93.5 101.0 104.0 116.2 113.3 111.2 106.3 105.8 98.7 98.7 98.3 97.2 96.7 94.1 89.4 94.1 88.8 88.8 88.7	3.8% 5.2% 3.4% 7.6% 3.2% 3.7% 5.1% 5.8% 4.5% 6.5% nd 4.1% 4.0% 7.4% nd 4.9% 5.4%	Davidson Cell Indiana U-libomington Carleton Coll Mount Holyoke Coll Mount Holyoke Coll Group Median Harvard U Harvard U Harvard U Harvard U Nonthouse Inst Tech Columbia U Date U Collifornia Brekeley Washington U St. Louis Yale U Dattmouth Coll U Culfornia-Lon Angeles	92.5 92.0 90.7 88.3 87.8 100.1 103.1 118.0 117.5 114.5 111.1 110.9 103.5 102.7 101.7 99.3 95.9 94.0 91.5	4.2 5.8 3.3 3.6 4.4 4.4 2 3.7 5.6 3.1 5.2 6.3 3.7 5.5 8.5 n.d. n.d. 4.5 6.1 n.d.	Williams Coll Smith Coll Indiana U-Bloomington Carleban Coll Mount Holyoke Coll  AC Mediun Group Median Group Median Group Median Group Median AASIANAT PROFESSORS Sanford U U Pennyivania Massachusetts Inst Tech Collambia U Lolfornia-Berkeley Washington U Culifornia-Berkeley Washington U S Louis Dartmouft Coll Yale U Culifornia-Lox Angeles	94.4 93.8 92.4 90.3 90.0 102.5 105.6 110.3 114.1 113.3 114.1 113.3 106.9 105.4 104.6 103.0 102.0 109.6 97.1 92.3 91.4	5.8 3.7 4.6 5.1 5.8 3.7 4.6 4.5 3.2 7.9 3.8 4.7 3.7 6.1	Haverford Coll Carleian Coll Indiana U-Bloomington Mount Holyoka Coll U California-Los Angeles AC Median Group Median Group Median Group Median Group Median Lolambia U Hanvard U Hanvard U Hanvard U Duke U U California-Berkeley Frinceian U Vashington U SL Louis Yake U Virginia Brown U U Michigan-Ann Arbor	96.2 95.7 94.5 94.1 92.30969 0 98.9 106.5 109.0 125.9 123.3 121.5 120.2 116.4 111.4 109.9 109.5 107.3 104.7 103.3 104.7	4.5 3.0 6.4 4.0 5.1 5.1 5.4 3.7 5.9 5.0 4.9 2.6 3.2 4.7 8.9 2.6 3.2 4.0 4.6 4.6	Davidson Coll Carleton Coll Smith Coll Haverford Coll Mount Holyoke Coll Indiana U-liBoomigno AC Median Group Median Group Median Group Median U Penneylvania Harvard U Columbia U Columbia U Columbia U Davinovettera U Delic U Colimbia U Davinovettera U Davinovettera U Davinovettera U Davinoveth Coll Da	100.6 98.5 98.2 96.3 95.8 95.7 101.0 111.7 116.6 128.2 127.5 123.7 122.8 120.6 117.2 114.0 109.9 108.8 108.7 102.4	5.0 3.9 2.7 4.9 3.4 5.0 3.7 3.3 4.6 7.2 6.0 7.2 2.3 3.9 4.4 6.9
Davidson Goll Indiana U-Bisomington Carleton Coll Mount Holyoke Coll AC Median Group Median Group Median Group Median Group Median Group Median Harvard U Sanford U Massachusetin Inst Tech Columbia U Washington U St. Louis Northwestern U Date U Princeton time Berkeley Vale U Datrusoth Coll U California: Los Angeles U Mediana-Ann Arbor Brown U U North Carolina-Chapel Hill U North Carolina-Chapel Hill U North Carolina-Chapel Hill	90.1 89.3 88.5 87.3 84.3 93.5 101.0 104.0 116.2 113.3 111.2 106.3 105.8 98.7 98.7 98.3 97.2 96.7 94.1 89.4 94.1 88.8 88.8 88.7	3.8% 5.2% 5.2% 7.6% 3.2% 3.7% 5.1% 5.8% 4.5% n.d 4.1% 7.4% n.d 4.9% 5.4% n.d 3.4% 5.4% 1.4% 1.4% 1.4% 1.4% 1.4% 1.4% 1.4% 1	Davidson Coll Indiana U-liboromington Carleton Coll Mount Holyoke Coll AC Median Group Median Group Median Group Median Group Median Group Median Hornoridan U Pennyhania Sanaford U Harvard U Harvard U Havard U Hornoridan U Coldifornia-thereby U Collifornia-thereby Vadi U U Collifornia-thereby U U Collifornia-to-thereby U U Collifornia-to-thereby U U Collifornia-to-thereby U U Collifornia-to-thereby U Mediagna-Ann Arbor Roown U U Virginia	92.5 92.0 90.7 88.3 87.8 100.1 103. 107.2 114.5 111.1 110.9 103.5 102.7 101.7 99.2 98.3 95.9 94.0 91.5 89.6	4.2 5.8 3.3 3.6 4.4 4 4 2 3.7 5.6 3.1 5.2 6.3 3.7 5.5 8.5 n.d. 4.5 6.1 n.d. 4.5	Williams Coll Smith Coll Indiana U-Bleomington Carleban Coll Mount Holyoke Coll  AC Median Group Median Group Median Group Median Group Median ASSIANT PROFESSORS Sanford U U Brensylvania Massachusett nat Tech Codunbis U Description College Harvard U Dake U Princeton U U claffornia-Berkeley Washington U St. Louis Dartmouth Coll Yale U U California-Los Angeles Brown U U Michigan-Am Arbor U Virginia	94.4 93.8 92.4 90.3 90.0 102.5 105.6 110.3 114.1 113.3 114.1 113.3 106.9 105.4 104.6 103.0 102.0 99.6 97.1 92.3	5.8 3.7 4.6 4.5 3.2 5.3 3.8 4.7 9.3 3.8 4.7 4.7	Haverfood Coll Carletan Coll Indiana U-Bloomington Mount Holyoka Coll U California-Los Angeles AC Median Group Median Group Median Group Median Group Median Columbia U Hanward U Masuechusetts Inst Tech Northwestern U Duke D Dartmooth Coll U Virginia Brown U	96.2 95.7 94.5 94.1 92.30969 98.9 106.5 109.0 125.9 123.3 121.5 120.2 116.4 109.9 109.5 107.3 104.7 103.3 101.6 94.9 94.9	4.5 3.0 6.4 4.0 5.1 5.4 3.7 5.9 5.0 4.9 5.4 4.2 4.7 8.9 2.6 3.2 4.0 4.6 4.6 4.6 3.1	Davidson Coll Carleton Coll Smith Coll Haverford Coll Mount Holyoke Coll Indiana U-Bleomington AC Median Group Median Group Median Group Median Group Median Group Median Harvard U Pennsylvania Harvard U Dennsylvania Harvard U U Columbia U U U Collifornia Herkeley Washington U U U Collifornia Herkeley Washington U U Collifornia Horkeley U Collifornia Horke	100.6 98.5 98.2 96.3 95.8 95.7 101.0 128.2 127.5 122.8 120.6 117.2 129.9 109.8 108.8 108.7 102.4	5.0 3.9 2.7 4.9 3.4 5.0 3.7 3.3 4.6 7.2 6.0 3.0 7.2 2.3 3.9 3.4 4.4 6.9 3.3
Davidson Goll Indiana U-Biomington Carleton Coll Mount Holyoke Coll AC Median Group Median Group Median Group Median Group Median Harvard U Sanford U Massachusetin Inst Tech Columbia U Vashington U St. Louis Northwesters U Debale U Princeton U U Culfornia-Berkeley Y U Culfornia-Berkeley U U Culfornia-Lor Angeles U Mediajin-Man Arbor Revon U U North Carolinas-Chapel Hill U Virginia	90.1 89.3 88.5 87.3 84.3 93.5 101.0 104.0 116.2 113.3 111.2 106.3 105.8 98.7 98.3 97.2 96.7 94.6 94.1 89.4 94.1 88.8 88.7 94.0 94.0 94.0 94.0 94.0 94.0 94.0 94.0	3.8% 5.2% 3.7% 5.1% 5.1% 4.5% 4.5% 4.5% 4.0% 4.0% 4.0% 4.1%	Davidson Gell Indianu U-liborominpon Carleton Cell Mount Holyoke Cell AC Median Group Median Group Median Group Median Group Median Group Median Holyoke Cell U Remayhania Sanford U Harvard U Harvard U Havard U Havard U Havard U Dake U Horiselan U Frinceion U U Culfornia-thereley Washington U St. Leuis Yale U U Culfornia-thereley U U Virginia U North Carolina-Chapel Holl U North Carolina-Chapel Holl U North Carolina-Chapel Holl	92.5 92.0 90.7 88.3 87.8 100.1 101.7 111.0 111.0 111.1 110.9 103.5 111.1 110.9 103.5 101.7 102.7 101.7 99.3 95.9 94.0 91.5 88.9 87.0 84.2	3.7 5.6 3.1 3.7 5.6 3.1 5.2 6.3 3.7 5.5 8.5 n.d. n.d. 4.5 6.1 3.3 5.0 6.2	Williams Coll Smith Coll Indiana U-Bloomington Carleban Coll Mount Holyoke Coll  AC Median Group Median Group Median Group Median Corup Median ASSLANT PROFESSORS Stanford U Indiana Trech Collambia Harvard U Dake U Princeton U U california-Berkeley Washington U St. Louis Dartmouth Coll Yale U California-Lox Angeles Brown U U Michigan-Am Arbor U Virginia Indiana U-Bloomington	94.4 93.8 92.4 90.3 90.0 102.5 103.6 114.1 114.3 114.1 113.3 106.9 105.4 104.6 103.0 102.0 100.1 99.6 97.1 92.3 91.4 90.6	5.8 5.7 5.6 5.1 5.8 3.7 4.6 4.5 3.2 5.3 3.2 7.9 3.8 4.7 3.7 6.1 4.7 3.3 5.0 4.0 4.0 4.0 4.0 4.0 4.0 4.0 4.0 4.0 4	Haverford Coll Carlean Coll Indiana U-Bloomington Mount Holysia Coll U California-Los Angeles AC Mediaa Group Mediaa Group Media Group Media Group Media Group Media Havard U Pennsylvania Columbia U Harvard U Havard U Havard U Lolifornia-Berkeley Princeion U U California-Berkeley Princeion U U Washington U St. Louis Yake U udut Coll U Viegnia Brown U U Michigan-Ann Arbor Indiana U-Bloomington U North Cardion-Group Hall	96.2 95.7 94.1 92.30999 0 98.9 106.5 109.0 125.9 123.3 121.5 120.2 116.4 111.4 109.9 109.3 104.7 103.3 101.6 94.9	5.4 4.5 5.1 5.1 5.4 3.7 5.9 5.0 4.9 4.2 4.7 8.9 2.6 4.0 4.6 4.6 4.6 4.0 4.0 4.0 4.0 4.0 4.0 4.0 4.0 4.0 4.0	Davideon Coll Carleton Coll Smith Coll Haverford Coll Mount Hebyoke Coll Indiana U-Bloomigno AC Median Group	100.6 98.5 98.2 96.3 95.8 95.7 101.0 111.7 116.6 128.2 127.5 122.8 120.6 117.2 114.0 109.9 109.8 108.8 108.7 102.4 104.9 95.4	5.0 3.9 2.7 4.9 3.4 5.0 3.7 3.3 4.6 6.0 3.0 7.2 2.3 3.9 3.4 4.6 6.9 3.3 4.6 4.6 4.6 3.2
Davidson Goll Indiana U-Bloomington Carleino Coll Mount Holyoke Coll  AC Median Group Median Group Median Group Median Group Median Sastrat PROFESSORS U Pennsylvania Harris Massachment Int Tech Collumbia U Washington U S. Louis Northwesters U Princeton U U California-Rekeley Yale U U California-Rekeley Yale U U Gildfornia-Carolina-Rekeley U Cu U Methigan-Am Arbor Brown U U North Carolina-Chapel Hill U Virginia  U Virginia Welledey Coll	90.1 89.3 88.5 87.3 84.3 93.5 101.0 116.2 113.3 111.2 106.3 111.2 106.3 98.7 98.7 98.7 94.1 89.4 88.8 7.86.0	3.8% 5.2% 7.6% 3.2% 3.7% 5.8% 4.5% nd 4.0% 7.4% nd 4.9% 5.4% 4.0% 4.1%	Davidson Goll Indiana U-Bleomington Carleton Coll Mount Holyoke Coll  AC Mediun Group Median Group Median Group Median Group Median Stanford U Hamber Median Stanford U Hamber Median Hamber Ha	92.5 92.0 90.7 88.3 87.8 100.0 103.3 117.5 114.5 111.1 110.1 103.5 101.7 92.2 101.7 99.3 95.9 94.0 94.0 94.0 94.0 94.0 94.0 94.0 94	42 5.8 3.3 3.6 4.4 2 2 3.7 5.6 3.3 7 5.5 8.5 8.5 8.5 9.4 4.1 1.5 1.5 1.5 1.5 1.5 1.5 1.5 1.5 1.5 1	Williams Coll Smith Coll Indiana U-Bloomington Carleius Coll Mount Holyoke Coll  AC Median Group Median Group Median Group Median Group Median ASSIANT PROFESSORS Stanford U U Pennyivania Massachusetts Inst Tech Columbia U Harvard U Northwestern U Dake U Princeton U U Chifornia-Berkeley Washingsin U St. Louis Dartmonth Coll Yaku Ufferinia-Lot Angeles Brown U U Meloligino-Ann Arbor U U Meloligino-Ann Arbor U U Meloligino-Ann Arbor U Indianu U-Bloomington U Massachusetts-Amberst	94.4 93.8 92.4 90.3 90.0 102.5 105.6 110.3 114.1 113.3 106.9 105.4 104.6 103.0 102.0 100.1 99.6 97.1 92.3 91.4 90.6 87.7 85.4	5.8 3.7 5.6 5.1 5.8 3.7 4.6 4.5 3.2 5.3 3.8 3.8 4.7 3.7 6.1 4.7 3.3 5.0	Haverfood Coll Carleian Coll Indiana U-Bloomington Mount Holyoka Coll U California-Los Angeles AC Median Group Median Group Median Group Median Group Median Columbia U HenneyNania Columbia U HenneyNania Columbia U Haravard U Massechusetts Inst Tech Northwestern U Duke U Massechusetts Inst Tech Northwestern U U California-Brekeley Princeton U Washington U S. Louis Yake U U Wignia Brown U U Michigan-Ann Arbor Indiana U-Bloomington Indiana U-Bloomington U North Carolina-Caspel Hill Amberat Carolina-Caspel H	96.2 95.7, 94.5 94.1 92.30%9 0 98.9 106.5 129.0 125.9 120.2 116.4 111.4 109.9 109.5 107.3 101.6 94.3 94.3 92.2 91.8 87.1 85.0	4.5 3.0 6.4 4.0 5.1 5.4 3.7 5.9 5.0 4.9 2.6 4.2 4.7 8.9 4.0 4.6 4.6 4.6 4.6 4.6 4.0 3.1 4.0 4.0 4.0 4.0 4.0 4.0 4.0 4.0 4.0 4.0	Davidson Coll Carleton Coll Smith Coll Haverford Coll Mount Holyoke Coll Indiana U-Holyoke Group Median Group Median Group Median Group Median Harward U Demonybrania Harward U Duke U Princeston U Duke U Demonybrania Harward U California-Berkeley Washington U St. Louis Yyale U McGlifornia-Berkeley U Salmigne U R. Louis Virginia Brown U U Michigan-Ann Arbor U North Carolina-Chapel Hall U North Carolina-Del Hall	100.6 98.5 98.2 96.3 95.8 95.7 101.0 111.7 116.6 128.2 127.5 122.8 120.6 117.2 114.0 109.8 108.8 108.7 102.4 101.4 96.3 96.0	5.0 3.9 2.7 4.9 3.4 5.0 3.7 3.3 4.6 6.0 3.0 7.2 2.3 3.9 3.4 4.4 4.6 9 3.3 4.6 4.6 4.6 4.6 4.6 4.6 4.6 4.6 4.6 4.6
Davidson Goll Indiana U-Biomington Carleton Coll Mount Holyoke Coll AC Median Group Median Group Median Group Median Group Median Harvard U Sanford U Massachusetin Inst Tech Columbia U Vashington U St. Louis Northwesters U Debale U Princeton U U Culfornia-Berkeley Y U Culfornia-Berkeley U U Culfornia-Lor Angeles U Mediajin-Man Arbor Revon U U North Carolinas-Chapel Hill U Virginia	90.1 89.3 88.5 87.3 84.3 93.5 101.0 104.0 116.2 113.3 111.2 106.3 105.8 98.7 98.3 97.2 96.7 94.6 94.1 89.4 94.1 88.8 88.7 94.0 94.0 94.0 94.0 94.0 94.0 94.0 94.0	3.8% 5.2% 5.2% 3.4% 7.6% 3.2% 5.1% 5.8% 4.5% nd 4.9% nd 3.4% 4.9% 4.9% 1.8% 3.9% 3.7% 5.1% 5.8% 4.1% 1.8% 3.9% 3.7% 5.4% nd 5.	Davidson Gell Indianu U-liborominpon Carleton Cell Mount Holyoke Cell AC Median Group Median Group Median Group Median Group Median Group Median Holyoke Cell U Remayhania Sanford U Harvard U Harvard U Havard U Havard U Havard U Dake U Horiselan U Frinceion U U Culfornia-thereley Washington U St. Leuis Yale U U Culfornia-thereley U U Virginia U North Carolina-Chapel Holl U North Carolina-Chapel Holl U North Carolina-Chapel Holl	92.5 92.0 90.7 88.3 87.8 100.1 101.7 111.0 111.0 111.1 110.9 103.5 111.1 110.9 103.5 101.7 102.7 101.7 99.3 95.9 94.0 91.5 88.9 87.0 84.2	3.7 5.6 3.1 3.7 5.6 3.1 5.2 6.3 3.7 5.5 8.5 n.d. n.d. 4.5 6.1 3.3 5.0 6.2	Williams Coll Indiana U-Bloomington Carleian Coll Adount Hodyske Coll  AC Median Group Median Group Median Group Median Group Median ASSIANT PROFESSORS Stanford U U Pennylvania Massachusten Inst Tech Columbia U Harvard U Northwestern U Dake U Princeton U U-Rifornia-Horder Washington U St. Louis Dartmonth Coll Vick Birderial-Lou Angeles Birever U U Melichigan-Ann Arbor U V'Egnia U Melichigan-Ann Arbor U V'Egnian U Massachusteth-Amberet Ambarcat Coll Wellseley Coll	94.4 93.8 92.4 90.3 90.0 102.5 103.6 114.1 114.3 114.1 113.3 106.9 105.4 104.6 103.0 102.0 100.1 99.6 97.1 92.3 91.4 90.6	5.8 3.7 4.6 4.5 3.2 5.3 5.2 5.3 5.2 6.1 4.7 3.3 5.0 4.0 3.9 5.0	Haverford Coll Carlean Coll Indiana U-Bloomington Mount Holysia Coll U California-Los Angeles AC Mediaa Group Mediaa Group Media Group Media Group Media Group Media Havard U Pennsylvania Columbia U Harvard U Havard U Havard U Lolifornia-Berkeley Princeion U U California-Berkeley Princeion U U Washington U St. Louis Yake U udut Coll U Viegnia Brown U U Michigan-Ann Arbor Indiana U-Bloomington U North Cardion-Group Hall	96.2 95.7 94.1 92.30999 0 98.9 106.5 109.0 125.9 123.3 121.5 120.2 116.4 111.4 109.9 109.3 104.7 103.3 101.6 94.9	5.4 4.5 5.1 5.1 5.4 3.7 5.9 5.0 4.9 4.2 4.7 8.9 2.6 4.0 4.6 4.6 4.6 4.0 4.0 4.0 4.0 4.0 4.0 4.0 4.0 4.0 4.0	Davideon Coll Carleton Coll Smith Coll Haverford Coll Mount Hebyoke Coll Indiana U-Bloomigno AC Median Group	100.6 98.5 98.2 96.3 95.8 95.7 101.0 111.7 116.6 128.2 127.5 122.8 120.6 117.2 114.0 109.9 109.8 108.8 108.7 102.4 104.9 95.4	5.0 3.9 2.7 4.9 3.4 5.0 3.7 3.3 4.6 7.2 6.0 7.2 2.3 3.9 4.4 4.9 4.6 4.6 4.6 4.6 4.6 4.6 4.7 4.9 4.9 4.9 4.9 4.9 4.9 4.9 4.9 4.9 4.9
Davidson Goll Indiana U-Biominipton Carleton Coll Mount Holyoke Coll AC Median Group Median Group Median Group Median Group Median Group Median Harvard U Sanford U Massachusetts Inst Tech Collumbia U Sunford U Sanford U California-Los Angeles U California-Can Bornan U V Sanford U V Sanford San	90.1 89.3 88.5 87.3 84.3 93.5 101.0 104.0 116.2 113.3 111.2 106.3 105.8 98.7 98.3 97.2 96.7 94.1 88.4 88.8 88.7 86.0 84.3 82.9 80.8 80.8 80.8 80.8 80.8 80.8 80.8 80	3.8% 5.2% 3.4% 7.6% 3.2% 3.7% 5.1% 5.1% 6.5% and 4.1% 4.0% 4.0% 4.1% 1.8% 3.7% 5.4% 3.7% 5.4% 5.5% 5.5% 5.5% 5.5% 5.5% 5.5% 5.5	Davidson Goll Indianu U-liboromington Carleton Coll Mount Holyoke Coll AC Median Group Median Group Median Group Median Group Median Group Median Group Median Holyoke Coll U Remayhania Sanford U Harvard U Massachusetts Inst Tech Columbia U Dake U Harvard U Havard U U California-Brekeley U California-Brekeley Vale U U California-Gupel Holl U California-Gupel Holl Indian U-liboromington Wellesly Coll Anthreat Coll Massachusetts Andrest	92.5 92.0 90.7 83.3 87.8 100.1175 1118.0 1175 111.1 119.9 103.5 110.1 119.9 103.5 101.7 92.2 101.7 92.3 88.9 87.0 84.2 83.0 84.2 83.0 84.2 83.0 84.2 83.0 84.2 83.0 84.2 83.0 84.2 83.0 84.2 83.0 84.2 83.0 84.2 83.0 84.2 85.0 86.0	42 5.8 3.3 3.6 4.4 3.7 5.6 3.1 5.2 6.3 3.7 5.5 6.1 4.5 6.1 1.9 6.2 1.9 6.2 1.9 6.3 6.3 6.3 6.3 6.4 6.4 6.4 6.4 6.4 6.4 6.4 6.4	Williams Coll Smith Coll Indiana U-Bleomington Carleton Coll Mount Holyoke Coll  AC Median Group Median Group Median Group Median Group Median ASSLANT PROFESSORS Stanford U Unavolvania Membratest test Tech Collambia Harvard U Dake U Princeton U U california-Berkeley Washington U St. Louis Dartmouth Coll Yale U California-Lox Angeles Brown U U Michigan-Am Arbor U Virginia Indiana U-Bleomington U Massachusetts-Amberst Amberet Coll Wellseley Coll Wellseley Coll Wommon Coll Wellseley Coll Potences	94.4 92.4 90.3 90.0 102.5 119.5 119.5 119.5 114.1 114.1 114.1 116.5 116.9 100.1	5.8 3.7 5.6 5.1 5.8 3.7 4.6 4.5 5.3 5.2 7.9 8.3 4.7 6.1 4.7 3.3 5.0 4.0 3.9 5.1	Haverford Coll Carleian Coll Indiana U-Bloomington Mount Holyoka Coll U California-Los Angeles AC Median Group Median Group Median Group Median Group Median Group Median Harvard U Pennsylvania Columbia U Harvard U Harvard U Massachusetts Inst Tech Nordiwestern U Duke U U California-Berkeley Princeton U Washington U St. Louis Yale U U Wighigan-Ann Arbor Indiana U-Bloomington U North Carolinas-Chapel Hill Amberd Call U Massachusetts-Amherst Weelsyan U Massachusetts-Amherst Weelsyan U	96.2 95.7 94.5 94.1 92.30969 0 98.9 106.5 129.0 123.3 121.5 120.2 116.4 109.9 107.3 104.7 103.3 104.7 103.3 104.7 103.3 104.7 103.3 104.7 103.3 104.7 103.3 104.7 103.3 104.7 103.3 104.7 105.8 1	4.5 3.0 6.4 4.0 5.1 5.1 5.4 3.7 5.9 4.9 2.6 4.7 8.9 2.6 4.6 4.6 4.6 4.6 4.6 4.0 3.1 4.0 4.0 4.0 4.0 4.0 4.0 4.0 4.0 4.0 4.0	Davideon Coll Carleton Coll Smith Coll Haverford Coll Mount Helyoke Coll Indiana U-Bleomigno AC Median Group Median U-Glaminis U U-Glaminis Herkeley Washington U S. Louis Yale U Dartmonth Coll U Culifornis-Ion Angeles Indiana U-Bleomington U Virginia Brown U U Michigan-Ann Arbor U North Carolina-Chapel Hill U Massachusetta-Amberst Amberat Call Messelysun U	100.6   100.6	5.0 3.9 2.7 4.9 3.4 5.0 3.3 4.6 6.0 3.0 7.2 2.3 3.9 4.6 4.4 6.9 3.3 4.6 4.6 4.6 4.6 4.6 4.6 4.6 4.6 4.6 4.6
Davidson Goll Indiana U-Bloomington Carleton Coll Mount Holyoke Coll AC Median Group Median Group Median Group Median Group Median Group Median Harray U Penny Vania Barray Wassachment Inst Tech Collumbia U Princeton U Princeton U U California-Berkeley Yale U U California-Berkeley Yale U U Mediagna-Man Arbor Brown U U Werth Garolina-Chapel Hill U Virginia Welledey Coll Indiana U-Boomington Indiana U-Boomin	90.1 89.3 88.5 87.3 84.3 93.5 101.0 116.2 113.2 1106.3 111.2 106.3 98.7 98.7 98.7 94.1 89.4 88.8 88.7 86.0 84.3 85.8 86.0 84.3	3.8% 5.2% 5.2% 3.4% 7.6% 3.2% 5.1% 5.8% 4.5% nd 4.9% nd 3.4% 4.9% 4.9% 1.8% 3.9% 3.7% 5.1% 5.8% 4.1% 1.8% 3.9% 3.7% 5.4% nd 5.	Davidson Goll Indiana U-Bleomington Carleton Coll Mount Holyoke Coll AC Median Group Median U-Branch Holiophana Massachusett Inst Tech Columbia U Harvard U Massachusett Inst Tech Columbia U Harvard U U California-Brekeley Washington U U California-Rekeley Washington U U California-Capal U U California-Capal U U California-Capal U Virginia U Worth Carolina-Chapel Hall Indiana U-Bleomington Wellesby Coll Amberszi Coll	92.5 92.0 90.7 88.3 87.8 100.1 118.0 117.5 114.5 114.5 102.7 101.9 92.2 98.3 99.9 94.0 95.9 94.0 88.8 97.0 88.8 97.0 88.8 97.0 88.8 97.0 97.0 97.0 97.0 97.0 97.0 97.0 97.0	42 58 33 36 44 42 3.7 56 63 3.7 5.6 63 7 8.5 8.5 8.5 8.5 8.5 8.6 1.0 1.0 1.0 1.0 1.0 1.0 1.0 1.0	Williams Coll Indiana U-Bloomington Carleian Coll Adount Hodyske Coll  AC Median Group Median Group Median Group Median Group Median ASSIANT PROFESSORS Stanford U U Pennylvania Massachusten Inst Tech Columbia U Harvard U Northwestern U Dake U Princeton U U-Rifornia-Horder Washington U St. Louis Dartmonth Coll Vick Birderial-Lou Angeles Birever U U Melichigan-Ann Arbor U V'Egnia U Melichigan-Ann Arbor U V'Egnian U Massachusteth-Amberet Ambarcat Coll Wellseley Coll	94.4 93.8 92.4 90.3 90.0 102.5 1193.6 114.3 114.1 114.1 113.3 106.9 105.4 104.6 103.0 102.0 100.1 99.6 97.1 92.3 91.4 90.6 87.7 85.4 83.7 83.7 83.7 83.7 83.7 83.7 83.7 83.7	5.8 3.7 4.6 4.5 3.2 5.3 5.2 5.3 5.2 6.1 4.7 3.3 5.0 4.0 3.9 5.0	Haverford Coll Carletan Coll Indiana U-Bloomington Mount Holyske Coll U California-Los Angeles AC Median Group Median Group Median Group Median Group Median Lolandian U Pennsylvania Columbia U Haravard U Massachuseth Inst Tech Northwestern U Duke U U California-Brekeley Princeton U Washington U S. Louis Yale U U Wignia Brown U U Michigan-Ann Arbor Indiana U-Bloomington U North Carolina-Chapel Hill Ambarat Call U Nassachuseths-Amberst Hill U Massachuseths-Amberst Hill U Massachuseths-Amberst	96.2 95.7, 94.5 94.1 92.30%9 0 98.9 106.5 109.0 125.9 123.3 121.5 120.2 116.4 111.4 109.9 109.5 107.3 104.7 103.3 101.6 94.9 94.9 94.3 92.2 91.8 85.6 85.6	4.5 3.0 6.4 4.0 5.1 5.4 3.7 5.9 5.4 4.9 5.4 4.2 4.7 8.9 2.6 4.6 4.6 3.1 4.0 3.6 3.6 3.6 4.8	Davidson Coll Carleton Coll Smith Coll Haverford Coll Mount Holyoke Coll Indiana U-Bloomington  AC Median Group Median Group Median Group Median Harward U Pennylvania Harward U Olambias U Massachusetts Inst Tech Nordwestern U Duke U Princeston U California-Berkeley Washington U St. Louis Yale U California-Los Angeles Inst U California-Los Angeles U Vurginia Brown U U Mchigan-Ann Arbor U North Carolina-Chapel Hill U Massachusetts Amberst Amberst Edi	100.6 98.5.5 98.2 96.3 95.8 95.7 101.9 111.7 116.6 128.2 127.5 123.7 122.8 120.6 117.2 114.0 109.9 109.8 108.8 108.7 102.4 101	5.0 3.9 2.7 4.9 3.4 5.0 3.7 7.2 2.3 3.9 3.4 4.6 6.9 3.3 4.6 4.6 4.6 3.2 5.7 4.9 4.9
Davidson Goll Indiana U-Bloomington Carleton Coll Mount Holyoke Coll AC Median Group Median Group Median Group Median Group Median Bassach U Demydvania David U Dele Dabe U Princebon U U California-Berkeley Yale U U California-Berkeley Yale U U California-Berkeley Yale U U California-Con Berydvania U U Nerth Garolinas Chapel Hill U Virginia Welledey Coll Indiana U-Bloomington Anabecta Coll Indiana U-Bloomington Anabecta Coll Smith Coll	901 883 885 8873 843 915 1040 1162 911 11063 1063 1063 972 967 972 967 984 884 885 887 880 884 887 788 888 887 765	3.8% 5.2% 3.4% 5.2% 3.4% 6.5% 6.5% 6.5% 6.40% 4.1% 4.1% 5.4% 1.8% 3.9% 5.3% 5.4% 3.4% 5.3% 6.5% 6.5% 6.5% 6.5% 6.5% 6.5% 6.5% 6.5	Davidson Goll Indiana U-Bloomington Carleton Coll Mount Holyoke Coll  AC Median Group Median Group Median Group Median Group Median Stanford U Median Menschuster Inst Tech Collination Menschuster Inst Tech Collination Dake U Northwestern U U California- Brekeley Washington U S Louis Yale U U California- Cangles U C Glifornia- Cangles U U Virginia U Virginia Indiana U-Bloomington Wellesly Coll Amberet Coll U North Carolina- Chapel Hill Indiana U-Bloomington Wellesly Coll Amberet Coll U Mexican- Chapel Hill Indiana U-Bloomington Wellesly Coll Amberet Coll U Nassechaseth-Amberst Promona Coll Wesleyan U	92.5 92.0 90.7 88.3 87.8 100.1 103.5 111.1 110.9 103.5 102.7 101.7 98.2 98.3 99.2 98.5 98.6 88.9 87.0 88.0 80.0 79.2	42 5.8 3.3 3.6 4.4 4 2 2 3.7 5.6 6.3 3.7 5.5 5.5 8.5 n.d. n.d. 4.5 6.1 n.d. 3.3 5.0 6.2 1.9 3.9 3.7 4.5 6.3 6.9 5.2	Williams Coll Indiana U-Bloomington Carleban Coll Mount Holyoke Coll  AC Median Group Median Group Median Group Median Group Median AASIAANT PROFESSORS Sanford U U Pennylvania Massachusetts Inst Tech Columbia U Harvard U Northwestern U Dake U Princeton U U California-Berkeley Washington U St. Louis Dattoonth Coll Vake U U Oktifornia-Loa Angeles Brown U U Melinigan-Ann Arbor U Virginia Indiana Libeomington U Massachusette-Amberst Amberst Coll Pomona Coll Wellesley Coll Pomona Coll P	944 91.8 92.3 90.3 90.0 102.5 105.6 116.3 112.5 119.6 114.1 113.3 106.9 106.1 100.1 100.1 100.1 100.4 100.0 100.1 100.0 100.1 100.0 100.1 100.0	4.0 3.7 5.6 5.1 5.8 3.7 4.6 4.5 3.2 5.3 3.8 4.7 3.7 3.7 4.7 3.3 5.0 4.0 3.9 4.7 4.7 3.9 4.7 4.7 4.7 4.7 4.7 4.7 4.7 4.7 4.7 4.7	Haverfood Coll Carleton Coll Indiana U-Bloomington Mount Holyoka Coll U California-Los Angeles AC Median Group Median Group Median Group Median Group Median Group Median Lolambia U Henrophrania Columbia U Henrophrania Columbia U Haravard U Massachusetts Inst Tech Nordhwestern U Duke U Massachusetts Inst Tech Nordhwestern U Duke U Massachusetts Inst Tech Nordhwestern U U California-Betseleey Princeton U U Varginia Brown U U Williagna-Ann Arbor Indiana U-Bloomington U North Carolina-Caspel Hill Amberat Call U Massachusetts-Amberst Wesleyan U Wellesley Coll Pomona Coll V Vassar Coll	96.2 95.7 94.5 95.7 94.5 95.7 94.5 95.7 94.5 95.7 94.1 92.20969 96.9 98.9 98.9 106.5 109.0 97.0 97.0 97.0 97.0 97.0 97.0 97.0	4.5 3.0 6.4 4.0 5.1 5.4 3.7 5.9 5.0 4.9 2.6 3.2 4.6 4.6 3.1 4.0 3.6 4.8 3.7 6.5 4.8	Davidson Coll Carleton Coll Smith Coll Haverford Coll Mount Holyoke Coll Indiana U-Bloomington  AC Median Group Median Group Median Group Median Group Median Harward U Pemsylvania Harward U Pemsylva	100.6 98.5 98.2 98.2 98.2 98.2 98.3 98.5 98.2 98.3 98.5 98.5 98.5 98.5 98.5 98.5 98.5 98.5	5.0 3.9 2.7 4.9 3.4 5.0 3.7 3.3 3.3 4.6 6.9 3.3 4.4 4.4 4.6 4.6 3.2 5.7 4.9 4.9 4.9 4.9 4.9 4.9 4.9 4.9 4.9 4.9
Davideon Goll Indiana U-Bloomington Carleino Coll Mount Holyoke Coll AC Median Group Median Group Median Group Median Group Median Harvard U Borney Harvard U Washington U Sa. Louis Northwesters U Dade U Princeton U U California-Berkeley Yale U U California-Berkeley Yale U U Galfornia-Gol U California-Gol U California-Gol U U California-Gol U U California-Gol U Gol Man Arbor Brown U U North Carolina-Chapel Hill U Virginia Welledey Coll Indiana U-Boomington Anabecta Coll U Massechaseths-Amherst	901 883 885 883 883 883 883 883 883	3.8% 52% 3.4% 5.2% 3.4% 5.1% 5.1% 6.5% n.d 4.9% 7.4% 4.0% 4.1% 4.1% 4.1% 3.4% 4.1% 4.1% 4.1% 4.1% 4.1% 4.1% 4.1% 4	Davidson Goll Indiana U-Bloomington Carleton Coll Mount Holyoke Coll AC Median Group Median Group Median Group Median Group Median Group Median Harvard Louis Yale U U Caldronia-Berkeley Washington U St. Louis Yale U U Viginia U U Melbigan-Ann Arbor Brown U U Virginia U North Carolina-Clapel Hill Indiana U-Bloomington Welledy Coll Amberst Coll U Nassechaseth-Amberst Pomona Coll U Asaberst Coll U Nassechaseth-Amberst Pomona Coll U Asaberst Coll U Nassechaseth-Amberst Pomona Coll U Pomona C	92.5 92.0 90.7 83.3 87.8 100.1175 1114.5 111.1 111.1 111.1 111.1 111.1 112.7 101.7 99.2 99.3 87.9 87.9 87.9 87.9 88.9 87.9 88.9	42 5.8 3.3 3.6 4.4 4 2 2 3.7 5.6 3.1 5.2 6.3 3.7 5.5 5.2 6.3 3.7 5.5 5.2 6.3 3.7 5.5 5.2 6.3 5.0 6.1 9.3 3.7 5.6 6.1 6.1 6.1 6.1 6.1 6.1 6.1 6.1 6.1 6	Williams Coll Smith Coll Indiana U-Bloomington Carleian Coll Mount Holyoke Coll  AC Median Group Median Group Median Group Median Group Median ASSIANT PROFESSORS Stanford U U Pennsylvania Massachusetts Inst Tech Columbia U Harvard U Northwestern U Dake U Princeton U U-Rifornia-Berkeley Washington U St. Louis Dattoucht Coll Yale U U-Michigan-Ann Arbor U Veginia Indiana U-Bloomington U Massachusetts-Amberst Ambered Coll Wesleyn U Welley Coll Pomona	94.4 93.8 92.4 90.0 102.5 105.6 110.3 112.5 114.5 114.5 114.5 116.6 105.6	4.0 3.7 5.6 5.1 5.8 3.7 4.6 4.5 3.2 7.9 3.8 4.7 6.1 4.7 3.3 5.0 4.0 9.0 9.0 9.0 9.0 9.0 9.0 9.0 9.0 9.0 9	Haverfood Coll Carletan Coll Indiana U-Bloomington Mount Holyoka Coll U California-Los Angeles  AC Median Group Median Group Median Group Median Group Median Group Median Group Median Harward U Pennsylvania Columbia U Harward U Harward U Massachusetts Inst Tech Nordhwestern U Duke U U california-Berkeley Princeton U U achifornia-Berkeley Princeton U U Wighigan Harward U U Mikhigan-Ann Arbor Indiana U-Bloomington U Merch Carolina-Chapel Hill Amberet Call U Massachusetts Amberst Weelsyan U Wellesley Coll Formona Coll	96.2 95.7 94.5 95.7 94.5 95.7 94.5 95.7 94.5 95.7 94.5 95.7 94.5 95.7 94.5 95.7 95.7 95.7 95.7 95.7 95.7 95.7 95	4.5 3.0 6.4 4.0 5.1 5.4 4.7 5.9 5.0 4.9 4.7 4.7 4.0 3.6 4.6 4.6 3.1 4.0 4.0 4.0 4.0 4.0 4.0 4.0 4.0 4.0 4.0	Davidson Coll Carleton Coll Smith Coll House Holyoke Coll Mount Holyoke Coll Indiana U-Bleomington AC Median Group Median Group Median Group Median Group Median Group Median Harvard U Pennsylvania Harvard U Pennsylvania Harvard U Pennsylvania U Pennsylvania Harvard U U Colambia U Pennsylvania Harvard U U Colambia U U Colambia U U Colambia U U U U Colambia U U U U Colambia U U U U U Colambia U U U U U U Colambia U U U U U U U U U U U U U U U U U U U	100.6 9 95.5 98.2 98.2 98.3 98.3 98.3 98.3 98.3 98.3 98.3 98.3	5.0 3.9 2.7 4.9 3.4 5.0 3.7 3.3 4.6 6.9 3.3 4.6 4.6 9 3.3 4.6 4.6 3.2 5.7 9 9 1 9 1 9 1 9 1 9 1 9 1 9 1 9 1 9 1
Davidson Goll Indiana U-Biomington Carleino Call Mount Holyoke Coll AC Median Group Median Group Median Group Median Group Median Group Median Harvard U Sanford U Massachuseta Inst Tech Collumbia U Sunford U Sanford U Massachuseta Inst Tech Collumbia U Sunford U Sanford U V Sundington U Sanford U V Sanford U U California-I-os Angeles U U California-I-os Angeles U U Sanfordia U V Seriginia  W Elledy Coll I Loliana U H Boomington Amherat Coll U Massachuseth Anherst Williams Coll Smith Coll W Seserima Coll Swarfmore Coll W Swarfmore Coll V Swarfmore Coll	901 883 885 8873 843 915 1040 1162 911 11063 1063 1063 972 967 972 967 984 884 885 887 880 884 887 788 888 887 765	3.8% 5.2% 3.4% 5.2% 3.4% 6.5% 6.5% 6.5% 6.40% 4.1% 4.1% 5.4% 1.8% 3.9% 5.3% 5.4% 3.4% 5.3% 6.5% 6.5% 6.5% 6.5% 6.5% 6.5% 6.5% 6.5	Davidson Goll Indiana U-liBominipton Carleko Coll Mount Holyoke Coll AC Median Group Median Group Median Group Median Group Median Group Median Group Median Sunderstand U mennyhania Stanford U Harvard U Harvard U Harvard U Hossachuseth Inst Tech Columbia U Doke U Northwestern U Princeton U U California-Berkeley Washughon U St. Louis Yale U U California-Loa Angeles U California-Loa Angeles U California-Loa Angeles U California-Loa Angeles U North Carolina-Chapel Hill Indiana U-liBominipton Welleday Coll Ambreat Coll U Measse Insenter Ambrert Promona Coll U Measse Insenter Ambrert Promona Coll Smith Coll	92.5 92.0 90.7 88.3 87.8 100.1 103.5 111.1 110.9 103.5 102.7 101.7 98.2 98.3 99.2 98.5 98.6 88.9 87.0 88.0 80.0 79.2	42 5.8 3.3 3.6 4.4 4 2 2 3.7 5.6 6.3 3.7 5.5 5.5 8.5 n.d. n.d. 4.5 6.1 n.d. 3.3 5.0 6.2 1.9 3.9 3.7 4.5 6.3 6.9 5.2	Williams Coll Smith Coll Indiana U-Bloomington Carlebon Coll Indiana U-Bloomington Carlebon Coll AC Median Group Median ASSIANT PROFESSORS Sanford U U Pennyilvania Massachusetts Inst Tech Columbia U Harvard U Nordwestern U Doke U Princett U Princett U Princett U U California-Los Angeles Brown U U McGiffornia-Los Angeles Brown U U Michigan-Ann Arbor U Virginia Indiana U-Bloomington  U Massachusetts-Amberst Amberst Loil Wellesley Coll Pronoun Coll Williams Coll Smith Coll Williams Coll Smith Coll Williams Coll Smith Coll Williams Coll Smith Coll	944 91.8 92.3 90.3 90.0 102.5 105.6 110.3 112.5 110.6 110.1 110.6 100.1 100.1 100.1 100.1 100.4 100.1	4.0 3.7 5.6 5.1 5.8 3.7 4.6 4.5 3.2 5.3 3.8 4.7 3.7 3.7 4.7 3.3 5.0 4.0 3.9 4.7 4.7 3.9 4.7 4.7 4.7 4.7 4.7 4.7 4.7 4.7 4.7 4.7	Haverfood Coll Carleton Coll Indiana U-Bloomington Mount Holyoke Coll U California-Los Angeles  AC Median Group Median Group Median Group Median Group Median Group Median Group Median Columbia U Hennsylvania Columbia U Hennsylvania Columbia U Harward U Massechusetts Inst Tech Nordhwestern U Duke U Duke U Duke U Oukiffornia-Berkeley Princeton U Washington U St. Louis Yale U U Wighina Brown U U Mikhigan-Ann Arbor U Mikhigan-Ann Arbor Indiana U-Bloomington U Worth Carolina-Chapel Hill Antherat Coll U Massacchusetts-Antherst Weeleyan U Westlesky Coll Fornona Coll Fornona Coll Fornona Coll Carleton Coll Graften Coll Carleton Coll Graften Coll Carleton Coll Graften Coll Carleton Coll Graften Coll	96.2 95.7 94.5 95.7 94.5 95.7 94.5 95.7 94.5 95.7 94.1 92.20969 96.9 98.9 98.9 106.5 109.0 97.0 97.0 97.0 97.0 97.0 97.0 97.0	4.5 3.0 6.4 4.0 5.1 5.4 3.7 5.9 5.0 4.9 2.6 3.2 4.6 4.6 3.1 4.0 3.6 4.8 3.7 6.5 4.8	Davidson Coll Carleton Coll Smith Coll Haverford Coll Mount Holyoke Coll Indiana U-Hilleomington AC Mediun Group Mediun Group Mediun Group Mediun Group Mediun Group Mediun Harvard U Pennsylvania Harvard U Pennsylvania Harvard U Dalarvania U Pennsylvania Harvard U Dalarvania Darvania Darvan	100.6 98.5 98.2 98.2 98.2 98.2 98.3 98.5 98.2 98.3 98.5 98.5 98.5 98.5 98.5 98.5 98.5 98.5	5.0 3.9 2.7 4.9 3.4 5.0 3.7 3.3 4.6 7.2 6.0 7.2 2.3 3.9 3.4 4.6 6.9 3.2 5.7 4.9 4.6 4.6 3.2 7.7 4.9 4.0 4.0 4.0 4.0 4.0 4.0 4.0 4.0 4.0 4.0
Davidson Goll Indiana U-Bisconington Carleino Call Mount Holyoke Coll AC Median Group Median Group Median Group Median Group Median Group Median Harvard U Sanford U Massachusetin Inst Tech Columbia U Sanford U Massachusetin Inst Tech Columbia U Sanford U Sanford U U California Berkeley Vale U Dartmonth Coll U California Berkeley U Welleyan U V Welleyan W W Beloy Coll Indiana U-Bisconington Anthoria Coll Smith Coll Smith Coll Smith Coll Smith Coll Smith Coll Forum U Welleyan U W Swarthmore Coll Forum Coll Smith Coll Forum Coll Smith Coll Forum C	90.1 89.3 88.5 101.0 93.5 101.0 104.0 104.0 105.8 98.7 94.6 94.1 94.6 94.7 94.6 94.7 94.6 94.7 94.6 94.7 94.6 94.7 95.8 88.8 8	3.8% 5.2% 3.4% 6.7% 5.4% 4.1% 4.1% 4.1% 5.4% 4.1% 4.1% 4.1% 5.4% 4.1% 4.1% 6.7% 6.7% 6.7% 6.7% 6.7% 6.8% 3.4% 6.7% 6.8% 3.4% 6.7% 6.8% 3.4% 6.7% 6.8% 3.4% 6.7% 6.8% 3.4% 6.7% 6.8% 3.4% 6.7% 6.8% 3.4% 6.7% 6.8% 3.4% 6.7% 6.8% 3.4% 6.7% 6.8% 3.4% 6.7% 6.8% 6.7% 6.8% 6.7% 6.8% 6.7% 6.8% 6.8% 6.7% 6.8% 6.7% 6.8% 6.7% 6.8% 6.7% 6.8% 6.7% 6.8% 6.7% 6.8% 6.7% 6.8% 6.8% 6.7% 6.8% 6.3% 6.7% 6.8% 6.3% 6.3% 6.3% 6.3% 6.3% 6.3% 6.3% 6.3	Davidson Gell Indiana U-Bloomington Carletso Coll Mount Holyoke Coll AC Median Group Median U Harvard U Harvard U Harvard U Havard U U Vopinia U Dattrouth Coll U Dattrouth Coll U Virginia U North Carolina-Chapel Hall Indiana U-Bloomington Wellesby Coll Malance Houseth-Amberst Wesleyan U Wesleyan U Wasselmouth-Amberst Wesleyan U Wesleyan U Wasselmouth-Amberst Wesleyan U Swarthmere Coll	92.5 92.0 90.7 90.7 90.7 103. 103. 107. 118.0 117.5 114.5 116.1 110.9 110.1 110.7 114.1 110.9 110.1 110	42 5.8 3.3 3.6 4.4 4.4 2.2 3.7 5.6 6.3 3.7 5.5 5.6 6.1 n.d. 4.5 1.9 3.9 3.7 5.0 6.2 1.9 3.9 3.7 4.5 6.3 6.9 5.2 6.2 6.3 7.7 3.5 5.5 5.5 6.2	Williams Coll Smith Coll Indiana U-Bloomington Carleban Coll Mount Holyoke Coll  AC Median Group Median Group Median Group Median Group Median Corpon Median AASSAANT PROFESSORS Sanford U U Pennsylvania Massachusetts Inst Tech Columbia U Harvard U Northwestern U Dake U Princeton U U California-Iserkelery Washingsin U St. Louis Dartmouft Coll Yale U U Alifornia-Lou Angeles Brown U U Michigan-Ann Arbor U Virginia Indiana U-Bloomington U Massachusetts-Antherst Antherst Coll Wesleyn U U Massachusetts-Antherst Antherst Coll Promona Coll Wesleyn U U Nesselvan U U Wesleyn U U Nesselvan U U Shord Cardinas Chupel Hill Bowdonic Coll Smith Coll Smath Coll	94.4 92.8 92.3 90.3 90.0 102.5 105.6 110.3 110.3 110.3 110.3 106.9 102.0 102.0 102.0 102.0 102.0 103.0	5.8 5.6 5.1 5.8 5.7 4.6 4.5 5.3 5.2 5.3 5.2 7.9 3.8 4.7 3.7 4.7 3.3 5.0 4.0 3.9 4.0 3.9 4.7 3.9 4.0 4.0 4.0 4.0 4.0 4.0 4.0 4.0 4.0 4.0	Haverford Coll Carleian Coll Indiana U-Bloomington Mount Holyoke Coll U California-Los Angeles Ac Merdian Group Median Group Median Group Median Columbia U Hennsylvania Columbia U Hennsylvania Columbia U Harvard U Massachuseth Inst Tech Northwestern U Duke U U California Berkeley U California Berkeley U California Horberton U Washington U St. Louis Yake U Dartmooth Coll U Washington U St. Louis Yake U U Washington U Washington U U Mchigan-Am Arbor Indiana U-Bloomington U North Carolina-Chapel Hill Amberat Coll U Massachusetts-Amberst Wesleyan U Weslesky Coll Pomona Coll Bowdon Coll Garleian Coll Bowdon Coll Garleian Coll Bowdon Coll Smith Coll	96.2 95.7 94.5 95.7 94.5 94.1 92.20999 90.0 90.0 90.0 90.0 90.0 90.0	4.5 3.0 6.4 4.0 5.1 5.4 3.7 5.9 4.9 5.4 4.2 4.7 8.9 6.3 4.6 4.6 3.1 4.0 3.6 4.8 3.7 6.5 6.4 4.8 3.7 6.5 6.4 6.4 6.4 6.4 6.4 6.4 6.4 6.4 6.4 6.4	Davidson Coll Carleton Coll Smith Coll Haverford Coll Mount Holyoke Coll Indiana U-Bloomington  AC Median Group Median Group Median Group Median Group Median Group Median Group Median Harward U Pemnyhvania Harward U Pennyhvania Harward U Penn	100.6 98.5 98.2 98.3 98.8 98.3 98.8 98.7 101.0 111.7 110.6 111.7 110.6 111.7 110.6 111.7 110.6 111.7 110.6 111.7 110.6 111.7 110.7 1	5.0 3.9 2.7 4.9 3.4 5.0 3.7 3.3 3.9 3.4 4.6 4.6 3.2 2.3 3.9 3.4 4.6 4.6 4.6 4.6 4.6 4.6 4.6 4.6 4.6 4
Davidson Goll Indiana U-Biomington Carleino Call Mount Holyoke Coll AC Median Group Median Group Median Group Median Group Median Group Median Harvard U Sanford U Massachuseta Inst Tech Collumbia U Sunford U Sanford U Massachuseta Inst Tech Collumbia U Sunford U Sanford U V Sundington U Sanford U V Sanford U U California-I-os Angeles U U California-I-os Angeles U U Sanfordia U V Seriginia  W Elledy Coll I Loliana U H Boomington Amherat Coll U Massachuseth Anherst Williams Coll Smith Coll W Seserima Coll Swarfmore Coll W Swarfmore Coll V Swarfmore Coll	901 883 885 873 843 955 1040 1040 1040 1040 1041 1042 1043 1043 1044 1044 1044 1044 1044 1044	3.8% 52% 3.4% 5.5% 5.8% 6.5% nd 4.1% nd 4.9% 4.0% 1.8% 5.4% 4.1% 1.8% 3.9% 4.1% 5.7% 5.4% 4.1% 5.7% 5.8% 4.1% 5.7% 5.8% 4.1% 5.7% 5.7% 5.8% 4.1% 5.7% 5.7% 5.8% 5.5% 5.7% 5.3% 5.3% 5.5% 5.3% 5.3% 5.3% 5.3% 5.3	Davidson Goll Indiana U-liBominipton Carleko Coll Mount Holyoke Coll AC Median Group Median Group Median Group Median Group Median Group Median Group Median Sunderstand U mennyhania Stanford U Harvard U Harvard U Harvard U Hossachuseth Inst Tech Columbia U Doke U Northwestern U Princeton U U California-Berkeley Washughon U St. Louis Yale U U California-Loa Angeles U California-Loa Angeles U California-Loa Angeles U California-Loa Angeles U North Carolina-Chapel Hill Indiana U-liBominipton Welleday Coll Ambreat Coll U Measse Insenter Ambrert Promona Coll U Measse Insenter Ambrert Promona Coll Smith Coll	92.5 92.0 90.7 92.0 90.7 92.0 90.7 92.0 90.7 92.0 90.7 92.0 90.7 92.2 92.0 92.0 92.0 92.0 92.0 92.0 92.0	42 3.3 3.3 3.6 4.4 4.5 6.1 5.5 8.5 8.5 8.5 8.5 8.5 8.5 8.5 8.5 8.5	Williams Coll Smith Coll Indiana U-Bloomington Carlebon Coll Indiana U-Bloomington Carlebon Coll AC Median Group Median ASSIANT PROFESSORS Sanford U U Pennyilvania Massachusetts Inst Tech Columbia U Harvard U Nordwestern U Doke U Princett U Princett U Princett U U California-Los Angeles Brown U U McGiffornia-Los Angeles Brown U U Michigan-Ann Arbor U Virginia Indiana U-Bloomington  U Massachusetts-Amberst Amberst Loil Wellesley Coll Pronoun Coll Williams Coll Smith Coll Williams Coll Smith Coll Williams Coll Smith Coll Williams Coll Smith Coll	94.4 91.8 92.4 90.3 90.0 102.5 119.5	5.8 3.7 5.6 5.1 5.8 3.7 4.6 5.2 7.9 3.8 3.8 4.7 6.1 4.7 2.9 5.3 3.9 5.5 4.7 2.0 6.2 2.0 6.2 2.0 4.7 2.0 4.7 2.0 4.7 2.0 4.7 4.7 4.7 4.7 4.7 4.7 4.7 4.7 4.7 4.7	Haverfood Coll Carleton Coll Indiana U-Bloomington Mount Holyoke Coll U California-Los Angeles  AC Median Group Median Group Median Group Median Group Median Group Median Columbia U Hennsylvania Columbia U Hennsylvania Columbia U Haravard U Duke U U Serimon U U Staffornia-Berkeley Princeton U U Washington U St. Louis Yake U U Michigen-Aun Arbor U Morth Cardinia-Chapel Hill Anabeat Call U Massachusetto-Anberst Weeleyan U Wetlesley Coll Pomona Coll Pomona Coll Carleton Coll Graften Coll Graften Coll Graften Coll Graften Coll Williams Coll Warear Coll Williams Coll Warear Coll	962 957 945 957 945 957 945 957 945 957 945 957 957 957 957 957 957 957 957 957 95	4.5 3.0 6.4 4.0 5.1 5.4 3.7 5.0 4.9 2.6 3.2 4.0 4.6 4.6 4.3 1.1 4.0 4.0 5.1 4.0 4.0 6.1 6.1 6.1 6.1 6.1 6.1 6.1 6.1 6.1 6.1	Davidson Coll Carleton Coll Smith Coll House Holyoke Coll House Holyoke Coll House Holyoke Coll Group Median Group Median Group Median Group Median Group Median Group Median Harvard U Harvard U Harvard U Harvard U House Holyoke Holyo	100.6 95.5 98.2 98.5 98.2 98.3 98.5 98.2 98.3 98.3 98.8 98.7 98.7 98.7 98.7 98.7 98.7 98.7	5.0 3.9 2.7 4.9 3.4 5.0 3.7 3.3 4.6 7.2 2.3 3.9 4.6 7.2 2.3 3.4 4.6 4.6 3.2 5.7 7.9 4.9 4.6 4.6 5.7 7.0 3.6 5.7 6.6 6.6 6.6 6.6 6.6 6.6 6.6 6.6 6.6 6
Davidson Goll Indiana U-Biomington Carleino Coll Mount Holyoke Coll AC Median Group Median Group Median Group Median Group Median Group Median Harvard U Sanford U Massachusett Inst Tech Collumbia U Sunford U Sanford U Massachusett Inst Tech Collumbia U Sanford U Dake U Princeton U U California-Ica U California-Ica U California-Ica U California-Ica U California-Ica U Welleglay U Vale U U North Carolina-Chapel Hill U Virginia Wellesley Coll Indiana U-Biomington Massachusett Willians Coll Sunth Coll Sunth Coll Sunth Coll Sunth Coll Sunth Coll Bowdonic Coll Bowdonic Coll Bowdonic Coll Inleverford Coll Carleino Coll Carleino Coll Davidson Coll Inleverford Coll Carleino Coll Carleino Coll Davidson Coll	90.1 89.3 88.5 101.0 93.5 101.0 104.0 104.0 105.8 98.7 94.6 94.1 94.6 94.7 94.6 94.7 94.6 94.7 94.6 94.7 94.6 94.7 95.8 88.8 8	3.8% 5.2% 3.4% 6.7% 5.4% 4.1% 4.1% 4.1% 5.4% 4.1% 4.1% 4.1% 5.4% 4.1% 4.1% 6.7% 6.7% 6.7% 6.7% 6.7% 6.8% 3.4% 6.7% 6.8% 3.4% 6.7% 6.8% 3.4% 6.7% 6.8% 3.4% 6.7% 6.8% 3.4% 6.7% 6.8% 3.4% 6.7% 6.8% 3.4% 6.7% 6.8% 3.4% 6.7% 6.8% 3.4% 6.7% 6.8% 3.4% 6.7% 6.8% 6.7% 6.8% 6.7% 6.8% 6.7% 6.8% 6.8% 6.7% 6.8% 6.7% 6.8% 6.7% 6.8% 6.7% 6.8% 6.7% 6.8% 6.7% 6.8% 6.7% 6.8% 6.8% 6.7% 6.8% 6.3% 6.7% 6.8% 6.3% 6.3% 6.3% 6.3% 6.3% 6.3% 6.3% 6.3	Davidson Coll Indiana U-Bloomington Carlekso Coll Mount Holyoke Coll AC Median Group Median Group Median Group Median Group Median Group Median Group Median Sunderson U Bennyhania Sanford U Harvard U Harvard U Harvard U Horsen Hassachusett Inst Tech Columbia U U Colifornia-Berkeley U Colifornia-Berkeley U Colifornia-Berkeley Vale U U Colifornia-Group Holl U Colifornia-Group Holl U Colifornia-Los Angeles U North Carolina-Chapel Hill Indiana U-Bloomington W eliology Coll Median U Messachusett Demons Coll U Messachusett Pomona Coll U Messachusett Pomona Coll Smith Coll Smith Coll Smith Coll Bondonic Coll Davidson	92.5 92.0 90.7 90.7 90.7 183.3 87.8 160.1 118.0 117.5 118.0 117.7 101.7 1	42 5.8 3.3 3.6 4.4 4.4 2.2 3.7 5.6 6.3 3.7 5.5 5.6 6.1 n.d. 4.5 1.9 3.9 3.7 5.0 6.2 1.9 3.9 3.7 4.5 6.3 6.9 5.2 6.2 6.3 7.7 3.5 5.5 5.5 6.2	Williams Coll Smith Coll Indiana U-Bloomington Carleban Coll Mount Hodyske Coll  AC Median Group Median Hassachusetts Inst Tech Columbia U U Pennsylvania Massachusetts Inst Tech Columbia U Harvard U U Nentwestern U Dake U Princeton U U Mediana U U S Leuis Dartmouth Coll Yake U U Gliffornia-Los Angeles Brown U U McKingen U U Mediana U U Mediana Mediana Dartmouth Coll Virginia Indiana U-Bloomington  U Massachusetts-Amberat Amberat Loil Williams Coll Smorth Carolina-Chapel Hill Borodoin Coll Williams Coll Swarthmore Coll Haverfood Coll	94.4 92.8 92.3 90.3 90.0 102.5 105.6 110.3 110.3 110.3 110.3 106.9 102.0 102.0 102.0 102.0 102.0 103.0	5.8 5.6 5.1 5.8 5.7 4.6 4.5 5.3 5.2 5.3 5.2 7.9 3.8 4.7 3.7 4.7 3.3 5.0 4.0 3.9 4.0 3.9 4.7 3.9 4.0 4.0 4.0 4.0 4.0 4.0 4.0 4.0 4.0 4.0	Haverfood Coll Carletan Coll Indiana U-Bloomington Mount Holyoke Coll U California-Los Angeles  AC Median Group Median Group Median Group Median Group Median Group Median Columbia U HennayMania Columbia U HennayMania Columbia U Haravard U Massechusetts Inst Tech Northwestern U Duke U U Duke U U California-Berkeley Princeton U Washington U St. Louis Yake U U Michigan-Ann Arbor U Michigan-Ann Arbor Indiana U-Bloomington U V U North Carolina-Chapel Hill Amberd Foll U Wellselby Coll Pumona Coll Pumona Coll Carletan Coll Smith Coll Carletan Coll Smith Coll Williams Coll Williams Coll Waverner Coll Haverfood Coll Haverfood Coll Haverfood Coll Haverfood Coll Haverfood Coll	96.2 95.7 94.5 95.7 94.5 94.1 92.20999 90.0 90.0 90.0 90.0 90.0 90.0	4.5 3.0 6.4 4.0 5.1 5.4 3.7 5.9 4.9 4.2 4.7 8.2 6.3 3.1 4.0 4.6 4.6 4.6 4.6 4.6 4.6 4.6 4.6 4.6 4.6	Davidson Coll Carleton Coll Smith Coll House Holyoke Coll House Holyoke Coll House Holyoke Coll Group Median Group Median Group Median Group Median Group Median Harvard U Pennyshvania U California-Ioa Holyo Vale U California-Ioa Holyo Vale U California-Ioa Holyo Vale U U California-Ioa Holyo Vale U U U Michigan-Ann Arbor U V Michigan-Ann Arbor U V Morth Carolina-Chapel Hill U Massachusetts-Amberst Amberst Wedlesyn U Pennona Coll Wedlesy Coll Bowedon Coll Carleton Coll Smith Coll Smith Coll Smith Coll Swarthmere Coll	100.6 98.5 98.2 98.3 98.8 98.3 98.8 98.7 101.0 111.7 110.6 111.7 110.6 111.7 110.6 111.7 110.6 111.7 110.6 111.7 110.6 111.7 110.7 1	5.0 3.7 4.9 3.4 5.0 3.7 2.2 3.3 4.6 6.0 3.0 2.2 2.3 3.4 4.6 4.6 3.2 2.7 4.9 4.9 4.6 4.6 5.7 4.9 4.0 4.0 4.0 4.0 4.0 4.0 4.0 4.0 4.0 4.0
Davidson Goll Indiana U-Bisomington Carleino Coll Mount Holyoke Coll AC Median Group Median Group Median Group Median Group Median Group Median Harvard U Sanford U Massachusetin Inst Tech Columbia U Vashington U St. Louis Northwestern U Date U Virginia U Vale U Datrinoth Coll U California Berkeley Vale U U North Carolina-Chapel Hill U Virginia Welledgy Coll Indiana U-Bisomington Ambreat Loll U Viscan Media  Welledgy Coll Indiana U-Bisomington Ambreat Loll U Viscan  Welledgy Coll Indiana U-Bisomington  Ambreat Loll U Viscan  Welledgy Coll Indiana U-Bisomington  Ambreat Loll U Viscan  Welledgy Coll Indiana U-Bisomington  Ambreat Loll U Viscan  Welledgy Coll Indiana U-Bisomington  Ambreat Loll U Viscan  Welledgy Coll Indiana U-Bisomington  Ambreat Loll U Viscan  Welledgy Coll Indiana U-Bisomington  Ambreat Loll  U Viscan  Millon  Millon  Millon  Millon  Millon  Millon  M	901 893 885 8873 843 935 1010 1040	3.8% 5.2% 3.4% 6.7% 6.8% 3.6% 6.8% 6.8% 3.6% 6.8% 3.6% 6.8% 3.6% 6.8% 3.6% 6.8% 3.6% 6.8% 3.6% 6.8% 3.6% 6.8% 3.6% 6.8% 3.6% 6.8% 3.6% 6.8% 3.6% 6.8% 6.8% 6.8% 6.8% 6.8% 6.8% 6.8% 6	Davidson Coll Indiana U-ll-Boomington Carletso Coll Mount Holyoke Coll AC Median Group Median Harvard U Harvard U Harvard U Harvard U Harvard U Horsten Hort Freichen U L California Berkeley W L California Berkeley U Keltigan-Ann Arbor Brown U U Virginia U North Carolina-Chapel Hill Indiana U-lleomington Wellesky Coll Anabezet Loll U Meascancester Somether Some	92.5 92.0 90.7 90.7 90.7 100.1 101.1 103.1 105.1 105.1 106.2 90.2 90.2 90.2 90.2 90.3 90.9	42 5.8 3.3 3.4 4.4 4.5 4.1 4.2 5.6 3.1 5.6 6.3 3.7 5.6 6.3 3.7 5.6 6.3 3.7 5.6 6.3 3.7 5.6 6.3 6.2 1.9 3.9 5.2 6.2 7.3 7.3 5.6 6.3 6.9 5.2 6.2 6.2 6.2 6.2 6.2 6.2 6.2 6.2 6.2 6	Williams Coll Smith Coll Indiana U-Bloomington Carleban Coll Acarleban Coll Bondon Coll Bondon Coll Smith Coll Carleban Coll Carleba	94.4 91.8 92.3 90.3 90.0 102.5 119.5 119.5 119.5 119.6 119.3 114.1 114.1 114.1 106.6 102.0 102.0 102.0 102.0 102.0 102.0 102.0 102.0 103.0	5.8 3.7 4.6 4.5 3.2 5.3 4.7 3.3 5.0 4.0 3.3 5.0 4.0 4.0 3.3 5.5 4.7 4.6 4.7 3.3 5.0 4.0 4.0 5.5 5.6 6.1 6.1 6.1 6.1 6.1 6.1 6.1 6.1 6.1 6	Haverford Coll Carleian Coll Indiana U-Bloomington Mount Holyoke Coll U California-Los Angeles Ac O-Median Group Median Group Median Group Median Group Median Collegation Harvard U Henneyhounia Columbia U Harvard U Hassachusetts Inst Tech Northwestern U Dake U U California-Berkeley Piniceton U California-Berkeley Piniceton U U-Life U-Life Brown U U Virginia Brown U U Mehigan-Am Arbor Indiana U-Bloomington U North Carolina-Chapel Hill Ambard Coll U Massachusetts-Amberst Wesleyan U Weslesky Coll Pomona Coll Smith Coll Smith Coll Smith Coll Smith Coll Smith Coll Swarthmerc Coll Swarthmerc Coll Swarthmerc Coll Swarthmerc Coll Davidance Coll	962.2 95.7 945.5 941.1 92.3099.9 98.9 98.9 109.8 125.9 125.9 125.9 126.7 126.7 126.7 127.9 127.9 128.8	4.5 3.0 6.4 4.0 5.1 5.4 3.7 5.9 4.9 4.2 4.7 8.2 6.3 3.1 4.0 4.6 4.6 4.6 4.6 4.6 4.6 4.6 4.6 4.6 4.6	Davideon Coll Carleton Coll Smith Coll Smith Coll Haverford Coll Mount Holyoke Coll Indiana U-Bleomigno AC Median Group Median Harvard U U Pemenyhvania Harvard U Colambia U U Pemenyhvania Harvard U Lokalifornia-Berkeley Washington U St. Louis Yale U Darmonth Coll U California-Berkeley Washington U St. Louis Yale U Darmonth Coll U California-Loo Angeles Indiana U-Bleomington U Virginia Brown U U Mitchigan-Ann Arbor U Nordi Carolina-Chapel Hill U Missoachuseth-Amberst Amberd Coll Bowdon Coll Swelen Coll Bowdon Coll Carleton Coll Garieton Coll Williams Coll Wowardman Coll Wowardman Coll Mount Holyoke Coll Howerford Coll Howerford Coll	100.6 98.5 98.2 98.2 98.3 98.3 98.8 98.5 98.2 98.3 98.3 98.8 98.7 98.7 98.2 98.2 98.2 98.2 98.2 98.2 98.2 98.2	5.0 3.7 4.9 3.4 5.0 3.7 2.2 3.3 4.6 6.0 3.0 2.2 2.3 3.9 3.4 4.4 4.6 9 3.2 5.7 4.9 4.9 4.0 4.0 5.0 5.0 5.0 6.0 6.0 6.0 6.0 6.0 6.0 6.0 6.0 6.0 6
Davidson Goll Indiana U-Biomington Carleton Coll Mount Holyoke Coll AC Median Group Median Group Median Group Median Group Median Group Median Harvard U Sanford U Massachusetts Inst Tech Collmbia U Sunford U Massachusetts Inst Tech Collmbia U Washington U Sa. Lonio Northwestern U Dake U Princeton U U California-Herkeley Yale U California-Herkeley U U California-Herkeley U U Collifornia-Herkeley U U Collifornia-Herkeley U U Collifornia-Herkeley U U V U V Tepinia U U V Tepinia U U V Tepinia U U V Tepinia U U U North Carolina-Chapel Hill U V Tepinia U U U North Carolina-Chapel Hill U U Nasuachusetts-Amberst Williams Coll Sonth Coll W Coll Collifornia U D Novarimore Coll Dovidson Col	901. 883. 885. 883. 883. 883. 883. 883. 883. 116.2 116.2 116.3 106.5 107. 108. 10	3.8% 52% 3.4% 5.51% 5.8% 6.5% 6.5% 6.5% 6.5% 6.5% 6.5% 6.5% 6.5	Davidson Goll Indiana U-libominipon Carleton Coll Mount Holyoke Coll AC Median Group Median Harvard U Horise Holyone Holyone Holyone Holyone Holyone Holyone Holyone Holyone Holyone U U California-Berkeley U U California-Horise U U U U U U U U U U U U U U U U U U U	92.5 92.0 90.7 92.0 90.7 92.0 90.7 92.0 90.7 92.0 90.7 92.0 90.7 92.0 92.0 92.0 92.0 92.0 92.0 92.0 92.0	42 5.8 3.3 3.6 4.4 4.4 2.5 2.5 6.3 3.7 5.6 6.3 3.7 5.5 6.3 3.7 5.5 5.5 r.d. r.d. 4.5 6.1 r.d. 4.5 6.2 1.9 3.7 5.6 6.3 3.9 3.7 7.3 5.6 6.3 6.9 5.2 6.2 6.2 6.2 6.2 6.2 6.3 3.7 7.3 5.6 6.3 6.9 5.2 6.2 6.2 6.2 6.2 6.3 3.7 7.3 5.6 6.3 6.9 5.2 6.2 6.2 6.2 6.2 6.2 6.2 6.2 6.2 6.2 6	Williams Coll Smith Coll Indiana U-Bloomington Carleban Coll Mount Holyoke Coll  AC Median Group Median Group Median Group Median Group Median Group Median Group Median AASISANT PROFESSORS Sanford U U Bennylvania Massachunetts Inst Tech Collambia U U Bennylvania Harvard U U Northwestern U Duke U Princeton U U California-Berkeley Washington U St. Louis Davit U California-Lox Angeles Brown U U California-Lox Angeles Brown U U Mchighar-Man Arbor U Virginia Indiana U-Bloomington  U Massachusetts-Amberst Amberst Lidd Welkeley Coll Pornona Coll Weleyan U Walsacchusetts-Amberst Amberst Lidd Welkeley Coll Pornona Coll Smith Coll Mount Holyoke Coll Davidson Coll	94.4 91.8 92.8 90.3 90.0 90.0 102.5 119.5 119.3 114.1 114.1 114.1 105.4 104.6 105.0 102.0 102.0 102.0 103.0	5.8 3.7 4.6 4.5 3.2 5.2 7.3 3.8 3.8 5.2 7.3 3.7 3.7 4.7 3.3 5.0 4.0 3.9 4.7 4.7 4.7 4.7 4.7 4.7 4.7 4.7 4.7 4.7	Haverford Coll Carletan Coll Indiana U-Bloomington Mount Holyshe Coll U California-Los Angeles AC Median Group Median Group Median Group Median Group Median Group Median Harvard U Pennsylvania Columbia U Harvard U Harvard U Havard U Havard U Lollifornia-Berkeley Princeton U U California-Berkeley Princeton U U Missuchusetts Int Tech Northweatern U U Missuchusetts Int Havard U U Missuchusetts Int Havard U U Missuchusetts Hown U U Michigan-Am Arbor Indiana U-Bloomington U North Carolina-Chapel Hill Amherat Call U Massuchusetts-Amherst Wesleyan U Wellesley Coll Pomona Coll Vasar Coll Formar	96.2 95.7 94.5 95.7 94.5 96.2 95.7 94.5 95.7 94.5 94.1 92.20969 96.2 96.2 96.2 96.2 96.2 96.2 96.2 9	4.5 3.0 6.4 4.0 5.1 5.4 3.7 5.9 5.0 4.9 4.0 4.0 4.1 4.0 3.1 4.0 3.1 4.0 3.1 4.0 3.1 4.0 3.1 4.0 3.1 4.0 3.1 4.0 4.0 4.0 4.0 4.0 4.0 4.0 4.0	Davideon Coll Carleton Coll Smith Coll Smith Coll Haverford Coll Mount Holyoke Coll Indiana U-Bleomigno AC Median Group Median Harvard U U Rempylvania Harvard U Columbia U U Rempylvania Harvard U Columbia U Nasachusetts Inst Tech Nordwestern U Duke U Princeton U U Chiffornia-Berkeley Washington U St. Louis Yale U Dartmorth Coll Dartmorth Coll U Tellinia U Harvard U U Morth Carolina-Chapel Hill U North Carolina-Chapel Hill U North Carolina-Chapel Hill U Massachuseth-Ambert Amberta Call Bowelson Coll Garleton Coll Garleton Coll Garleton Coll Garleton Coll Mount Holyoke Coll Haverford Coll Mount Holyoke Coll Haverford Coll Haver	100.6 98.5 98.2 98.3 98.5 98.2 98.3 98.3 98.8 98.3 98.8 98.3 98.8 98.3 98.8 98.3 98.2 98.3 98.2 98.3 98.2 98.2 98.2 98.2 98.2 98.2 98.2 98.2	5.0 3.7 4.9 3.4 5.0 3.7 3.3 4.6 7.2 6.0 7.2 2.3 3.9 3.4 4.6 4.6 3.2 5.7 7.0 3.6 6.6 6.6 6.6 6.6 6.6 6.6 6.6
Davidson Goll Indiana U-Biomington Carleino Coll Mount Holyoke Coll AC Median Group Median Group Median Group Median Group Median Group Median Harvard U Sanford U Massachusett Inst Tech Collumbia U Sunford U Sanford U Massachusett Inst Tech Collumbia U Sanford U Dake U Princeton U U California-Ica U California-Ica U California-Ica U California-Ica U California-Ica U Welleglay U Vale U U North Carolina-Chapel Hill U Virginia Wellesley Coll Indiana U-Biomington Massachusett Willians Coll Sunth Coll Sunth Coll Sunth Coll Sunth Coll Sunth Coll Bowdonic Coll Bowdonic Coll Bowdonic Coll Inleverford Coll Carleino Coll Carleino Coll Davidson Coll Inleverford Coll Carleino Coll Carleino Coll Davidson Coll	901 883 885 873 843 955 1040 1040 1040 1041 1041 1041 1041 10	3.8% 52% 3.4% 5.51% 5.8% 6.5% 6.5% 6.5% 6.5% 6.5% 6.5% 6.5% 6.5	Davidson Coll Indiana U-Bloomington Carlekso Coll Mount Holyoke Coll AC Median Group Median Group Median Group Median Group Median Group Median Group Median Sunderson U Bennyhania Sanford U Harvard U Harvard U Harvard U Horsen Hassachusett Inst Tech Columbia U U Colifornia-Berkeley U Colifornia-Berkeley U Colifornia-Berkeley Vale U U Colifornia-Group Holl U Colifornia-Group Holl U Colifornia-Los Angeles U North Carolina-Chapel Hill Indiana U-Bloomington W eliology Coll Median U Messachusett Demons Coll U Messachusett Pomona Coll U Messachusett Pomona Coll Smith Coll Smith Coll Smith Coll Bondonic Coll Davidson	92.5 92.0 90.7 90.7 90.7 183.3 87.8 160.1 118.0 117.5 118.0 117.7 101.7 1	42 2 3.7 5.6 3.1 5.2 6.3 7.5 5.5 nd. 4.5 1.9 1.9 1.9 1.0 1.0 1.0 1.0 1.0 1.0 1.0 1.0 1.0 1.0	Williams Coll Smith Coll Indiana U-Bloomington Carleban Coll Mount Hodyske Coll  AC Median Group Median Hassachusetts Inst Tech Columbia U U Pennsylvania Massachusetts Inst Tech Columbia U Harvard U U Nentwestern U Dake U Princeton U U Mediana U U S Leuis Dartmouth Coll Yake U U Gliffornia-Los Angeles Brown U U McKingen U U Mediana U U Mediana Mediana Dartmouth Coll Virginia Indiana U-Bloomington  U Massachusetts-Amberat Amberat Loil Williams Coll Smorth Carolina-Chapel Hill Borodoin Coll Williams Coll Swarthmore Coll Haverfood Coll	94.4 92.8 92.3 90.3 90.0 90.0 105.5 105.6 110.3 114.1 114.1 114.1 116.4 106.4	5.8 3.7 5.6 5.1 5.8 3.7 6.1 4.6 4.5 5.3 2.7 9.3 8.8 4.7 6.1 4.7 6.1 4.7 6.1 4.7 6.1 6.2 6.2 6.2 6.2 6.2 6.2 6.2 6.2 6.2 6.2	Haverford Coll Carleian Coll Indiana U-Bloomington Mount Holyoke Coll U California-Los Angeles Ac O-Median Group Median Group Median Group Median Group Median Collegation Harvard U Henneyhounia Columbia U Harvard U Hassachusetts Inst Tech Northwestern U Dake U U California-Berkeley Piniceton U California-Berkeley Piniceton U U-Life U-Life Brown U U Virginia Brown U U Mehigan-Am Arbor Indiana U-Bloomington U North Carolina-Chapel Hill Ambard Coll U Massachusetts-Amberst Wesleyan U Weslesky Coll Pomona Coll Smith Coll Smith Coll Smith Coll Smith Coll Smith Coll Swarthmerc Coll Swarthmerc Coll Swarthmerc Coll Swarthmerc Coll Davidance Coll	962.2 95.7 945.5 941.1 92.3099.9 98.9 98.9 109.8 125.9 125.9 125.9 126.7 126.7 126.7 127.9 127.9 128.8	4.5 3.0 6.4 4.0 5.1 5.4 3.7 5.9 5.0 4.9 4.0 4.0 4.1 4.0 3.1 4.0 3.1 4.0 3.1 4.0 3.1 4.0 3.1 4.0 3.1 4.0 3.1 4.0 4.0 4.0 4.0 4.0 4.0 4.0 4.0	Davideon Coll Carleton Coll Smith Coll Smith Coll Haverford Coll Mount Holyoke Coll Indiana U-Bleomigno AC Median Group Median Harvard U U Pemenyhvania Harvard U Colambia U U Pemenyhvania Harvard U Lokalifornia-Berkeley Washington U St. Louis Yale U Darmonth Coll U California-Berkeley Washington U St. Louis Yale U Darmonth Coll U California-Loo Angeles Indiana U-Bleomington U Virginia Brown U U Mitchigan-Ann Arbor U Nordi Carolina-Chapel Hill U Missoachuseth-Amberst Amberd Coll Bowdon Coll Swelen Coll Bowdon Coll Carleton Coll Garieton Coll Williams Coll Wowardman Coll Wowardman Coll Mount Holyoke Coll Howerford Coll Howerford Coll	100.6 98.5 98.2 98.2 98.3 98.3 98.8 98.5 98.2 98.3 98.3 98.8 98.7 98.7 98.2 98.2 98.2 98.2 98.2 98.2 98.2 98.2	5.0 3.9 3.7 4.9 3.4 5.0 3.7 2.2 3.3 4.6 6.9 3.0 3.0 3.0 3.0 3.0 3.0 3.0 4.6 4.6 4.6 4.6 4.6 4.6 4.6 4.6 4.6 4.6

RANK/	FY2017-18	RANK/	FY2018-19	RANK/	FY2019-20	RANK/	FY2020-21
INSTITUTION	SALARY	INSTITUTION	SALARY	INSTITUTION	SALARY	INSTITUTION	SALARY
PROFESSORS		PROFESSORS		PROFESSORS		PROFESSORS	
Columbia U	251.3	Columbia U	259.7	Columbia U in the City of New York		Columbia U in the City of New York	
Stanford U Harvard U	246.2 245.8	Stanford U	256.1 248.0	Stanford U	261.9 255.0	Stanford U	260.1
Princeton U	245.8	Princeton U Harvard U	248.0	Princeton U Harvard U	253.9	Princeton U Harvard U	257.6 254.9
Massachusetts Inst Tech	222.8	Massachusetts Inst Tech	232.2	Yale U	242.2	Massachusetts Inst of Tech	239.5
U Pennsylvania	217.3	Yale U	230.9	Massachusetts Inst of Tech	240.4	U of Pennsylvania	236.8
Yale U Northwestern U	214.3	U Pennsylvania Northwestern U	223.6 215.2	U of Pennsylvania U of California-Los Angeles	237.3 225.0	Yale U U of California-Los Angeles	234.3 234.2
Duke U	209.7	Duke U	214.2	Duke U	221.5	Duke U	220.6
U California-Los Angeles	204.0	U California-Los Angeles	214.0	Northwestern U	217.2	Northwestern U	217.1
Dartmouth Coll Washington U St. Louis	196.6 196.6	Dartmouth Coll U California-Berkeley	207.8 201.7	Dartmouth Coll U of California-Berkeley	216.3 213.1	U of California-Berkeley Washington U in St Louis	214.3
U California-Berkeley	190.0	Washington U St. Louis	201.7	Washington U in St Louis	213.1	Dartmouth Coll	212.3
Brown U	183.9	Brown U	187.7	Brown U	192.4	Brown U	192.0
U Virginia	177.3 170.2	U Virginia	182.6 175.0	U of Virginia-Main Campus	185.1 178.5	U of Virginia-Main Campus U of Michigan-Ann Arbor	187.7 177.1
U Michigan-Ann Arbor		U Michigan-Ann Arbor		U of Michigan-Ann Arbor			
U North Carolina-Chapel Hill Pomona Coll	159.3	U North Carolina-Chapel Hill Wellesley Coll	163.3 160.4	Wellesley Coll  U of North Carolina at Chapel Hill	162.7 162.7	U of North Carolina at Chapel Hill  Pomona Coll	168.1
Wellesley Coll	156.1	Pomona Coll	159.3	Pomona Coll	161.2	Wellesley Coll	159.6
U Massachusetts-Amherst	153.4	Wesleyan U	155.8	U of Massachusetts-Amherst	161.2	U of Massachusetts-Amherst	158.7
Swarthmore Coll	153.1	Swarthmore Coll	155.2	Wesleyan U	160.2	Wesleyan U	158.5
Wesleyan U Amberst Coll	152.6 151.0	Amherst Coll U Massachusetts-Amherst	153.2 152.3	Swarthmore Coll  Amberst Coll	158.4 156.2	Swarthmore Coll  Amherst Coll	156.3 155.8
Williams Coll	146.9	Bowdoin Coll	149.2	Williams Coll	152.8	Williams Coll	149.9
Bowdoin Coll	146.6	Williams Coll	147.9	Bowdoin Coll	149.2	Bowdoin Coll	146.9
Indiana U-Bloomington Smith Coll	142.2 141.6	Indiana U-Bloomington Smith Coll	142.1 141.3	Vassar Coll Indiana U-Bloomington	143.7 143.5	Vassar Coll Smith Coll	142.8 142.1
Vassar Coll	137.4	Vassar Coll	140.0	Smith Coll	143.4	Carleton Coll	141.3
Carleton Coll	135.9	Carleton Coll	138.1	Carleton Coll	142.4	Indiana U-Bloomington	141.3
Davidson Coll Haverford Coll	130.4 129.5	Davidson Coll Haverford Coll	133.4 130.8	Davidson Coll Haverford Coll	135.5 134.2	Davidson Coll Mount Holyoke Coll	134.7 131.6
Mount Holyoke Coll	125.3	Mount Holyoke Coll	130.8	Mount Holyoke Coll	132.7	Haverford Coll	131.6
AC Median Group Median	146.8 164.8	AC Median Group Median	150.0 169.1	AC Median Group Median	152.4 170.6	AC Median Group Median	152.4 172.6
Group Mean	177.9	Group Mean	182.7	Group Mean	188.3	Group Mean	187.8
ASSOCIATE PROFESSORS Columbia U	161.2	ASSOCIATE PROFESSORS Columbia U	171.7	ASSOCIATE PROFESSORS Columbia U in the City of New York	180.1	ASSOCIATE PROFESSORS  Columbia U in the City of New York	184.7
Stanford U	157.8	Stanford U	163.6	Stanford U	167.7	Stanford U	167.9
Harvard U	151.7	Massachusetts Inst Tech	156.9	Massachusetts Inst of Tech	162.7	Massachusetts Inst of Tech	159.5
Massachusetts Inst Tech Princeton U	149.1 143.8	Princeton U Harvard U	148.0 144.6	Princeton U Harvard U	154.1 150.8	Harvard U Princeton U	153.6 151.4
U Pennsylvania	140.1	U Pennsylvania	143.9	U of California-Los Angeles	148.9	U of California-Los Angeles	149.3
Duke U	138.8	U California-Los Angeles	142.0	Yale U	145.7	U of Pennsylvania	146.7
Northwestern U Yale U	135.4 135.0	Duke U	141.4	U of Pennsylvania	145.6 144.8	Yale U U of California-Berkeley	145.0 144.0
Yale U U California-Los Angeles	135.0	Northwestern U U California-Berkeley	138.4	Duke U U of California-Berkelev	144.8	U of California-Berkeley Duke U	144.0
U California-Berkeley	131.5	Dartmouth Coll	135.8	Northwestern U	140.6	Northwestern U	138.9
Dartmouth Coll	128.4	Yale U Brown U	134.4	Dartmouth Coll	137.0	Dartmouth Coll	136.4
Washington U St. Louis Brown U	121.4 120.1	Washington U St. Louis	124.4	Washington U in St Louis Brown U	128.4	Washington U in St Louis Brown U	131.2
U Virginia	118.7	U Virginia	120.8	U of Virginia-Main Campus	125.3	U of Virginia-Main Campus	122.2
Pomona Coll	114.1	Pomona Coll	115.9	Pomona Coll	119.6	Pomona Coll	120.0
U Michigan-Ann Arbor U Massachusetts-Amherst	113.2 109.0	U Michigan-Ann Arbor Vassar Coll	115.8 110.4	U of Michigan-Ann Arbor Bowdoin Coll	118.6	U of Michigan-Ann Arbor Bowdoin Coll	118.0 113.7
Swarthmore Coll	108.7	Swarthmore Coll	110.2	Swarthmore Coll	112.9	Vassar Coll	111.5
Amberst Coll Bowdoin Coll	108.2 107.5	Bowdoin Coll  Amherst Coll	110.2 109.1	Vassar Coll U of Massachusetts-Amherst	112.7 112.3	Swarthmore Coll U of Massachusetts-Amherst	111.5 111.4
Wesleyan U	106.5	Wesleyan U	108.7	Wesleyan U	111.2	Wesleyan U	111.0
U North Carolina-Chapel Hill Vassar Coll	105.7	Wellesley Coll U Massachusetts-Amherst	107.6 106.6	Wellesley Coll	109.1	Amherst Coll	111.0 109.0
Wellesley Coll	105.5	U North Carolina-Chapel Hill	106.5	Amherst Coll Williams Coll	108.9 107.2	Wellesley Coll Carleton Coll	109.0
Williams Coll	104.0	Williams Coll	106.3	Carleton Coll	106.9	U of North Carolina at Chapel Hill	107.0
Carleton Coll	101.2	Smith Coll	101.8	U of North Carolina at Chapel Hill	104.8	Williams Coll	106.0
Haverford Coll Davidson Coll	99.0 98.8	Carleton Coll Haverford Coll	101.4 101.0	Smith Coll Indiana U-Bloomington	104.6 102.0	Smith Coll Indiana U-Bloomington	103.3 102.9
Smith Coll	97.8	Indiana U-Bloomington	98.3	Da vidson Coll	101.3	Haverford Coll	101.0
Indiana U-Bloomington Mount Holyoke Coll	97.3 97.1	Davidson Coll Mount Holyoke Coll	98.0 96.7	Haverford Coll Mount Holyoke Coll	100.1 97.8	Davidson Coll Mount Holyoke Coll	98.2 96.7
AC Median Group Median	101.6 113.7	AC Median Group Median	103.8 115.9	AC Median Group Median	103.7 119.1	AC Median Group Median	104.4 119.0
Group Mean	120.2	Group Mean	122.9	Group Mean	126.4	Group Mean	126.2
ASSISANT PROFESSORS		ASSISANT PROFESSORS		ASSISTANT PROFESSORS		ASSISTANT PROFESSORS	
Harvard U	140.7	Stanford U	137.0	Columbia U in the City of New York		Columbia U in the City of New York	
Stanford U U Pennsylvania	131.6 130.3	Harvard U U Pennsylvania	134.6 132.6	Massachusetts Inst of Tech Stanford U	138.8 138.8	U of Pennsylvania Harvard U	140.3 139.7
Columbia U	126.2	Massachusetts Inst Tech	132.1	Harvard U	138.6	Massachusetts Inst of Tech	137.8
Massachusetts Inst Tech	124.5	Columbia U	130.2	U of Pennsylvania	136.5	Stanford U	136.0
Northwestern U Princeton U	116.7 115.2	Duke U Princeton U	121.9 118.4	Duke U Princeton U	123.5 122.4	Princeton U Duke U	124.2 123.4
Duke U	114.1	Yale U	117.9	Yale U	120.3	Northwestern U	120.4
U California-Berkeley	111.0	Northwestern U U California-Berkeley	117.2	Northwestern U U of California-Berkeley	119.0	Yale U	119.8
Washington U St. Louis Yale U	110.4 109.6	U California-Berkeley Washington U St. Louis	115.4 114.4	U of California-Berkeley Washington U in St Louis	118.2 116.0	U of California-Berkeley Washington U in St Louis	116.3 114.5
U California-Los Angeles	106.0	U California-Los Angeles	108.6	Dartmouth Coll	113.3	U of California-Los Angeles	114.4
Dartmouth Coll Indiana U-Bloomington	103.9 99.9	Dartmouth Coll Indiana U-Bloomington	104.7 104.6	U of California-Los Angeles Indiana U-Bloomington	111.1 105.5	Dartmouth Coll U of North Carolina at Chapel Hill	113.2 103.2
Brown U	97.4	U North Carolina-Chapel Hill		U of North Carolina at Chapel Hill	104.1	Indiana U-Bloomington	102.2
U North Carolina-Chapel Hill		Brown U	99.7	Brown U	102.1	Brown U	101.7
U Michigan-Ann Arbor Pomona Coll	95.6 93.3	U Michigan-Ann Arbor Pomona Coll	98.5 96.1	U of Michigan-Ann Arbor Pomona Coll	100.8 97.5	U of Michigan-Ann Arbor Pomona Coll	99.9 98.6
U Massachusetts-Amherst	91.2	U Virginia	93.5	U of Massachusetts-Amherst	97.1	U of Virginia-Main Campus	98.3
U Virginia	90.6	Amherst Coll	92.0	U of Virginia-Main Campus	97.1	U of Massachusetts-Amherst	96.0
Wesleyan U Amberst Coll	89.9 88.9	Wesleyan U U Massachusetts-Amherst	91.5 91.4	Amherst Coll Williams Coll	94.9 93.3	Williams Coll  Amherst Coll	93.8 93.3
Wellesley Coll	87.7	Wellesley Coll	90.3	Wesleyan U	93.0	Bowdoin Coll	91.4
Bowdoin Coll Williams Coll	87.4 85.4	Williams Coll Bowdoin Coll	89.0 88.6	Bowdoin Coll Wellesley Coll	92.4 91.0	Wesleyan U Wellesley Coll	91.2 90.6
Williams Coll Vassar Coll	85.4 84.9	Vassar Coll	88.6 87.3	Wellesley Coll Carleton Coll	91.0 90.4	Wellesley Coll Vassar Coll	90.6 89.3
Smith Coll	84.8	Carleton Coll	86.6	Vassar Coll	90.1	Carleton Coll	88.5
Swarthmore Coll Carleton Coll	84.4 83.7	Smith Coll Swarthmore Coll	86.6 85.5	Swarthmore Coll Smith Coll	88.5 88.2	Swarthmore Coll Smith Coll	87.7 87.0
Carleton Coll Haverford Coll	83.7	Swarthmore Coll Haverford Coll	85.5 83.2	Smith Coll Haverford Coll	88.2 85.4	Smith Coll Haverford Coll	87.0 85.0
Mount Holyoke Coll Davidson Coll	79.0 74.8	Mount Holyoke Coll Davidson Coll	79.8 73.6	Davidson Coll Mount Holyoke Coll	82.9 79.9	Mount Holyoke Coll Davidson Coll	80.0 79.9
Davidson Coll  AC Median	74.8 87.4	Davidson Coll  AC Median	73.6 88.8	Mount Holyoke Coll  AC Median	79.9 90.7	Davidson Coll  AC Median	79.9 <b>89.8</b>
Group Median Group Mean	95.7 100.5	Group Median Group Mean	99.1 103.3	Group Median Group Mean	101.5 106.7	Group Median Group Mean	100.8 106.6

APPENDIX 4: Grouping of departments and programs by discipline

Humanities	Physical and Life Sciences	Social Sciences
AMST	ASTR	ANSO
ARAB	BCBP	ANTH
ARAH	BIOL	ECON
ARCH	CHEM	POSC
ARHA	COSC	PSYC
ASLC	GEOL	SOCI
BLST	MATH	
CHIN	NEUR	
CLAS	PHYS	
ENGL	STAT	
ENST		_
EUST		
FAMS		
FIAR		
FREN		
GERM		
GREE		
HIST		
JAPA		
LATI		
LJST		
MUSI		
PHIL		
RELI		
RUSS		
SPAN		
SWAGS		
THDA		

# **APPENDIX 5: Average Years in Rank for Tenure-Line Faculty**

