

## Average Salaries at JCU and at All Category IIA Institutions by Gender and Rank, 1990-2005

(Note: For each year, the figures on the top and bottom lines represent rounded-off salaries in thousands of dollars for JCU and all Category IIA institutions respectively. Figures in parentheses represent the number of individuals in that category for JCU only. Figures in brackets represent women's salary as a percentage of men's salary either for JCU or for Cat IIA for that year, rank, and subdivision.)

Year		Professor		Assoc. Prof.		Asst. Prof.		Instructor					
		Men	Women	Men	Women	Men	Women	Men	Women				
1990-91	JCU	49.8 (50)	44.7 (7)	[89.8]	40.3 (36)	41.6 (8)	[103.2]	35.0 (55)	30.7 (26)	[87.7]	[Data not reported]		
	Cat IIA	52.5	50.5	[96.2]	42.0	39.9	[95.0]	35.0	32.9	[94.0]	26.9	25.3	[94.1]
1991-92	JCU	53.4 (49)	49.2 (8)	[92.1]	43.5 (39)	43.2 (7)	[99.3]	35.8 (54)	33.6 (32)	[93.9]	[Data not reported]		
	Cat IIA	54.3	51.7	[95.2]	43.6	41.4	[95.0]	36.6	34.5	[94.3]	28.3	26.6	[94.0]
1992-93	JCU	57.9 (49)	51.7 (10)	[89.3]	46.5 (44)	44.5 (9)	[95.7]	39.3 (43)	36.8 (33)	[93.6]	31.3 (5)	25.5 (6)	[81.5]
	Cat IIA	55.3	52.5	[94.9]	44.4	42.1	[94.8]	37.2	34.9	[93.8]	28.7	26.8	[93.4]
1993-94	JCU	60.0 (48)	53.1 (11)	[88.5]	47.8 (46)	45.0 (10)	[94.1]	39.2 (44)	38.6 (30)	[98.5]	34.8 (7)	27.2 (7)	[78.2]
	Cat IIA	56.9	54.1	[95.1]	45.8	43.4	[94.8]	38.3	36.3	[94.8]	29.8	28.1	[94.3]
1994-95	JCU	62.9 (47)	57.0 (10)	[90.6]	49.6 (47)	46.1 (14)	[92.9]	40.5 (45)	39.9 (29)	[98.5]	35.2 (8)	27.5 (8)	[78.1]
	Cat IIA	58.4	54.5	[93.3]	47.2	44.5	[94.3]	39.4	37.3	[94.7]	30.9	29.0	[93.9]
1995-96	JCU	65.1 (46)	60.2 (10)	[92.5]	52.3 (47)	48.3 (17)	[92.4]	40.8 (48)	40.9 (26)	[100.2]	32.9 (11)	28.5 (9)	[86.6]
	Cat IIA	60.0	56.9	[94.8]	48.2	45.8	[95.0]	40.1	38.2	[95.3]	31.6	29.7	[94.0]
1996-97	JCU	67.2 (48)	60.7 (13)	[90.3]	53.8 (46)	50.3 (15)	[93.5]	41.7 (50)	40.7 (30)	[97.6]	35.4 (7)	29.2 (7)	[82.5]
	Cat IIA	61.8	58.7	[95.0]	49.7	47.2	[95.0]	41.0	39.2	[95.6]	32.4	30.9	[95.4]
1997-98	JCU	69.5 (48)	62.4 (14)	[89.8]	55.5 (46)	50.8 (17)	[91.5]	43.0 (48)	42.6 (27)	[99.1]	36.5 (8)	30.5 (6)	[83.6]
	Cat IIA	63.6	60.2	[94.7]	50.8	48.3	[95.1]	41.7	39.9	[95.7]	31.9	31.0	[97.2]
1998-99	JCU	71.1 (50)	65.2 (12)	[91.7]	55.8 (48)	51.8 (20)	[92.8]	43.9 (45)	42.7 (27)	[97.3]	36.5 (7)	31.7 (6)	[86.8]
	Cat IIA	65.5	62.1	[94.8]	52.4	49.7	[94.8]	42.9	41.3	[96.3]	32.9	32.0	[97.3]
'99-2000	JCU	72.3 (48)	67.5 (11)	[93.4]	55.3 (48)	52.7 (22)	[95.3]	46.1 (41)	44.3 (28)	[96.1]	38.0 (7)	33.7 (9)	[88.7]
	Cat IIA	68.3	64.8	[94.9]	54.5	51.7	[94.9]	44.3	42.6	[96.2]	34.4	33.3	[96.8]

<u>Year</u>		<u>Professor</u>			<u>Assoc. Prof.</u>			<u>Asst. Prof.</u>			<u>Instructor</u>		
		<i>Men</i>	<i>Women</i>		<i>Men</i>	<i>Women</i>		<i>Men</i>	<i>Women</i>		<i>Men</i>	<i>Women</i>	
2000-01	<i>JCU</i>	74.2	71.4	[96.2]	56.2	56.1	[99.8]	49.6	43.3	[87.3]	38.0	35.1	[92.4]
		(46)	(16)		(48)	(19)		(40)	(30)		(8)	(13)	
	<i>Cat IIA</i>	70.7	67.3	[95.2]	56.4	53.6	[95.0]	46.3	44.3	[95.7]	35.4	34.5	[97.5]
2001-02	<i>JCU</i>	77.2	74.6	[96.6]	56.8	57.3	[100.9]	51.3	45.2	[88.1]	39.8	36.4	[91.5]
		(46)	(16)		(48)	(20)		(45)	(31)		(7)	(14)	
	<i>Cat IIA</i>	74.4	70.7	[95.0]	59.0	56.3	[95.4]	48.3	46.5	[96.3]	37.6	36.0	[95.7]
2002-03	<i>JCU</i>	80.1	76.5	[95.5]	57.7	58.6	[101.6]	52.5	46.7	[89.0]	39.6	37.3	[94.2]
		(48)	(14)		(47)	(21)		(48)	(30)		(12)	(9)	
	<i>Cat IIA</i>	76.1	72.9	[95.8]	60.5	57.6	[95.2]	50.0	47.9	[95.8]	37.7	36.4	[96.6]
2003-04	<i>JCU</i>	82.4	75.7	[91.9]	59.0	59.1	[100.2]	52.8	48.4	[91.7]	42.1	39.2	[93.1]
		(47)	(20)		(48)	(20)		(48)	(32)		(6)	(6)	
	<i>Cat IIA</i>	77.0	73.6	[95.6]	61.2	58.3	[95.3]	51.0	48.8	[95.7]	38.5	37.2	[96.6]
2004-05	<i>JCU</i>	86.8	78.1	[90.0]	60.6	60.4	[99.7]	55.3	48.9	[88.4]	49.0	45.9	[93.7]
		(45)	(19)		(45)	(21)		(46)	(29)		(6)	(6)	
	<i>Cat IIA</i>	79.0	75.0	[94.9]	62.7	59.9	[95.5]	52.4	50.2	[95.8]	39.9	38.8	[97.2]