

SENATE COMMITTEE ON FACULTY BENEFITS

Faculty Salaries, Academic Year 2009-2010

(Informational)

Introduction

Salary information for this report was provided by the Office of the Executive Vice President and Provost with help from the Office of Planning and Institutional Assessment, and from the College of Medicine. Summary data in this report has been made available to the public by the administration and can be accessed throughout the year <http://www.budget.psu.edu/publicaccount/headcountandsalary.asp>. This report is based on a set of fifteen tables that appear at the following address: <http://www.senate.psu.edu/agenda/2009-2010/mar2010/salarytables.pdf>.

This salary report has some changes to the format used in previous years. The most noticeable is the reporting of medians rather than means, to the extent feasible. The committee felt that reporting of mean values is less desirable, since within any rank (instructor, assistant professor, associate professor, or professor), distributions can be, and in fact often are, strongly and positively skewed. The median is a preferred measure of central tendency for such distributions. However, the report does include comparative data from several data exchanges which provide benchmarks using means. These include 22 public universities that participate in the Association of American Universities Data Exchange (AAUDE), other Pennsylvania universities including the State System of Higher Education (SSHE), and data collected through the American Association of University Professors (AAUP), and the Association of Research Libraries. For those comparative benchmarks, the report continues to use means.

The later tables (**Tables 10-14**) which provide detailed Penn State information (for example, by rank, college, campus, gender, and appointment type) show medians and percentile distributions. This should give the reader a more useful comparison of salary distributions at all Penn State locations.

For most colleges and campuses, Penn State University Park salaries appear to have remained essentially constant for the 2008-09 salary year compared to 2007-08 because there were no across-the-board salary increases. Salary increases only occurred if an individual was promoted. **Table 1** reflects some of this activity, as means have gone up slightly in some colleges at the higher ranks, but have decreased at a lower rank. Further, for most colleges and campuses, Penn State University Park salaries appear to have declined marginally in comparison to peer institutions, although College of Health and Human Development averages are slightly higher than the comparison group at the associate professor and professor ranks. For the period from 1995-96 through 2008-09, all reported average percentage increases by college in this report exceed the 34% increase in the consumer price index.

Executive Summary

This salary report is based on salary tables available at the Faculty Senate Web site and can be accessed at <http://www.senate.psu.edu/agenda/2009-2010/mar2010/salarytables.pdf>.

Salary information has been suppressed for any cells with three or fewer individuals for Penn State-only data, and for cells including fewer than six individuals for AAUDE and AAUP data (consistent with data exchange reporting agreements).

When compared to the other 22 public universities in the AAUDE, Penn State University Park average salaries for 2008-09 rank fifth, fifth, and thirteenth for professors, associate professors, and assistant professors, respectively. (These comparative data are only available for main campuses.)

Compared to other Big Ten public universities, Penn State University Park average salaries for 2008-09 rank second, second, and seventh for professors, associate professors, and assistant professors, respectively. Penn State instructors rank sixth of nine universities reporting means. (Again, these data are only available for main campuses.)

Since 1995-96, Penn State University Park percentage salary increases have kept pace with AAUDE percentage changes for the most part (**Table 2**). The mean salary for assistant professors in the College of Communications exhibited the lowest percentage gain in salary for University Park faculty. That percentage is 46% and compares with the AAUDE mean of 58%. However, the mean salary for assistant professors in the College of the Liberal Arts showed one of the highest percentage gains in the same time period, 73%, which compares with the AAUDE mean of 64%.

Penn State campus faculty salaries (**Table 7**) appear to relate to mission and location in comparisons with other Big Ten schools with satellite campuses. This is particularly notable at the rank of professor. The 2008-09 average salary for professors and associate professors at Abington, Altoona, Berks, and University College were below the averages for the Pennsylvania State System of Higher Education (**Table 8**); this was also the case in the 2007-08 academic year as evidenced in last year's version of this report (presented to the University Faculty Senate on April 28, 2009). For assistant professors, only Altoona ranks below the SSHE average. With the exception of Great Valley, instructors exhibit higher salaries than instructors in the SSHE. When compared with the average salaries for other Big Ten public universities, Penn State librarians, associate librarians, and assistant librarians rank second, first, and second, respectively (**Table 9**). Affiliate librarians rank third of five schools reporting.

For University Park standing appointments, average male salaries exceed average female salaries for every rank at both University Park and the Commonwealth Campuses as a whole, as reported at a summary level in **Table 12**. A more detailed comparison in **Table 13** shows percentile salaries by gender and rank and college at University Park with data on 52 such combinations for both standing and fixed-term full-time appointments. Average male to female salary differences are usually on the order of plus or minus 5% to 10%. For fixed-term appointments, results are mixed with a tendency for males' salaries to be higher. The percentages of female faculty members are higher at the rank of assistant professor than at the professor level.

In Table 13, there are sufficient cell sizes to make 32 rank/gender/college comparisons for standing University Park faculty members (for example, in the College of Agricultural Sciences, the median salary for male assistant professors is \$75,510 and for female assistant professors it is \$74,520). Median salary for males is higher than for females in 20 of these comparisons, and median salary for females is higher than for males in 12 of these comparisons. In 12 of the 32 comparisons, the difference between male and female salaries is less than \$2,000. There appears to be a relationship between these salary differentials and years in rank. For example, for 16 of the 20 comparisons in which median salaries for males are higher, males also have equal (4 cases) or greater (12 cases) mean years in rank.

Parts of **Table 13** suppress data for both males and females with non-standing appointments and from other University Park academic units due to small cell sizes. The School of Nursing shows no data beyond median salaries; the School's faculty is 97% female.

Table 15 allows four gender and rank comparisons for total average salary for College of Medicine basic science faculty in percentile format. Across the University, male salaries are generally higher than female salaries within the same rank.

Table Descriptions

Table 1 reports mean nine-month salaries for University Park faculty by academic rank for each of 11 colleges and also reports corresponding AAUDE means. Academic years 2008-09, 2007-08, and 1995-96 are included. For each rank and college, the ratio of the Penn State mean to the AAUDE mean is also shown. For example, the highest ratio is 1.17 for (full) professors in the College of Health and Human Development; this ratio implies the average College of Health and Human Development (full) professor earned 17% more than the average AAUDE (full) professor in Health and Human Development in 2008-09. The lowest ratio is 0.91 for (full) professors in the College of Education. Salary differences across Penn State colleges appear to be consistent with differences across the colleges in the AAUDE comparison set. The number of cells containing ratios less than one rose to 13 in year 2008-09 from ten in year 2006-07 (for nine-month contracts only).

To provide some measure of salary dispersion across academic ranks, **Table 2** reports mean salary by rank and college as a percentage of mean salary for a (full) professor in the corresponding college. These same ratios are reported for AAUDE participants. For associate professors, the Smeal College of Business followed by Agricultural Sciences report the highest Penn State ratios, 80% and 79%, respectively, while Liberal Arts shows the lowest ratio at 65%. For assistant professors, Business reports the highest at 73% and Health and Human Development the lowest at 49%. This 49% for Health and Human Development compares with an assistant professor ratio for AAUDE schools of 59%. While this disparity may seem substantial, it is amplified by the fact that the Penn State (full) professor mean is 15% higher than the corresponding mean for AAUDE participants, with an increase of 4% over 2007-08.

Continuing with averages by rank and college, **Table 3** reports percentage changes for each mean over the past one year, two years, and 12 years. The top percentage increases in mean salary for the last 12 years are 91% for (full) professors in the College of Health and Human

Development, and 90%, 109%, and 97% for Smeal College of Business professors, associate professors, and assistant professors, respectively. One other entry is above 80% for (full) professors in the College of Liberal Arts. The Colleges of Arts and Architecture, Education, Engineering and Science show percentage increases for mean salaries that are below AAUDE percentage increases for the 1995-96 to 2008-09 time period of time. The Bureau of Labor Statistics inflation calculator (http://www.bls.gov/data/inflation_calculator.htm) reports a 34% increase in the cost of living from 1997 to 2009. All 12-year percentage changes in **Table 3** show increases in excess of inflation for this 12-year time period, although the College of Communications percent change is only slightly in excess of inflation at the assistant professor level.

Table 4 reports Penn State's position among the 22 AAUDE public universities for each academic rank and for each year from 1995 through 2009. **Table 4** also includes a similar comparison between Penn State and the Big Ten public universities. Overall, Penn State is positioned fairly high for professors' and associate professors' average salaries: fifth in both instances. Penn State assistant professor average salaries for 2007-08 and for 2008-09 are in the bottom half in both the AAUDE and Big Ten comparisons. Penn State has now placed thirteenth for the third year in a row in the AAUDE comparison and has been sixth, seventh, and seventh, respectively, over the same period against eight other Big 10 schools. As noted in last year's report, there is a high degree of apparent volatility in salary rankings because differences as small as a few hundred dollars can lead to a shift of position up or down in these lists. For example, the difference between sixth and tenth for assistant professor average salaries in **Table 6** is only \$900.

Table 5 lists the Association of American Universities member institutions. **Table 6** reports mean salaries for each academic rank for every Big Ten university. For each rank, the universities are listed from highest mean to lowest mean. Northwestern is first for each academic rank again this year. Michigan is also second again at the (full) professor and associate professor ranks; however, Michigan dropped to third this year behind the University of Illinois at the assistant professor rank. Instructor means are reported in **Table 6** and Penn State's mean instructor salary moved up one place this year to sixth out of nine universities reporting.

Table 7 reports salary means for Big Ten universities with satellite campuses. Means are reported both for main campuses and the satellite campuses. For each academic rank including instructor, schools are displayed in a column from highest mean salary to lowest. There are small differences between Penn State University Park figures in **Table 6** and **Table 7**; these are the result of the inclusion of equivalent librarian ranks in **Table 6** and their exclusion from **Table 7** (which follows definitions used in the American Association of University Professors salary survey).

Table 8 provides a ranking by academic rank of Penn State mean salaries at several campuses with other Pennsylvania universities including Penn, Carnegie Mellon, University of Pittsburgh, Lehigh, and Temple. The entry labeled SSHE contains average salaries for the group including Bloomsburg, California, Cheyney, Clarion, Edinboro, Indiana, Kutztown, Lock Haven, Mansfield, Millersville, Shippensburg, Slippery Rock, East Stroudsburg, and West Chester. Penn State Erie has the highest salaries at the rank of professor for the four-year, non-University Park

locations and Penn State Berks the lowest, with a difference of \$36,000 between the two means. At the rank of associate professor, Penn State Harrisburg has the highest salary mean with Penn State Berks the lowest, with a difference of \$12,000 between the two means. At the rank of assistant professor, Penn State Harrisburg has the highest salary mean with Penn State Altoona the lowest; there is a difference of \$13,500 between the two means. At the rank of instructor, Penn State Harrisburg has the highest salary mean with Penn State Altoona the lowest; there is a difference of \$6,800 between the two means.

Table 9 provides mean librarian salaries for Penn State and for eight other Big Ten institutions. Northwestern and Indiana are not included. The means are reported by librarian rank. Penn State librarians, associate librarians, and assistant librarians rank second, first, and second, respectively. Affiliate librarians rank third of five schools reporting.

Table 10 provides quartile boundaries for all academic ranks at University Park, Commonwealth Campuses, Great Valley, and The Dickinson School of Law. The three quartile boundaries correspond to the 25th, 50th (or median), and 75th percentiles. The salary distributions are higher across the board at University Park, Great Valley and Dickinson School of Law, but lower at the Commonwealth Campuses.

Table 11 reports inter-quartile boundaries by academic rank and by college for University Park faculty. The difference between the 75th and 25th percentiles, if used as a measure of dispersion, shows much more dispersion in some schools than in others. For example, that difference is about \$73,000 for 24 Smeal College standing appointment associate professors and about \$8,600 for 64 associate professors in the College of Engineering.

Table 12 provides comparisons by gender and academic rank for University Park, Great Valley, Commonwealth Campuses, and the Dickinson School of Law. The average number of years in rank is also included. Both standing appointments and fixed-term appointments are included. As noted above, among standing appointments, for every reported percentile (25th, median and 75th), the female number is lower than the male number for University Park as a whole and the campuses as a whole. This reflects the distribution of males and females by discipline; male faculty members are more likely to be located in higher salary fields such as business, engineering, and information sciences and technology. Female percentile salary values are lower in the large majority of cases for fixed-term appointments, but not all. Fixed term female assistant professors at University Park have a slight edge at the median and 75th percentile levels.

Table 13 extends the gender comparisons begun in **Table 12** by showing male/female percentiles by academic rank and by University Park colleges. **Table 12** includes data on 52 such combinations for both standing and fixed-term full-time appointments. Of these, median salaries for males are higher in 31 cases in total (standing and fixed-term); median salaries for females are higher in 18 cases. In some instances, these differences might be explained by years in service.

Table 14 provides mean and median salaries by academic division within the campus-based colleges for each academic rank. Mean years in rank are again provided.

Table 15 provides College of Medicine mean salary data for both basic science faculty and clinical faculty. The means for basic science faculty are reported by academic rank and by gender within each rank. As noted earlier, salary differences by gender may reflect disciplinary variations in salary and the proportions of males and females in specific fields. For professors and associate professors, male salaries exceed female salaries; however at the assistant and instructor ranks salary means for females are \$1000 and \$8000 higher, respectively.

The AAMC does not break the percentile salaries down by gender. It would appear that the mean salary for a professor in the basic sciences at the Hershey Medical Center is between the median and 75th percentile value on the AAMC tables. Only at the instructor rank do the means exceed the 75th percentile value in the AAMC tables. Clinical faculty salaries are also reported by rank but no gender data has been provided. The clinical faculty mean salaries are marginally above the median values in the AAMC tables for clinical faculty at the professor, associate professor and assistant professor ranks. At the instructor level the median salary for clinical faculty is significantly below the median value in the AAMC tables.

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Faculty Salaries

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Where can you find the report?

Summary is given in Appendix N

Faculty Senate Agenda

3/16/10

Where can you find the tables?

<http://www.senate.psu.edu/agenda/2009-2010/mar2010/salarytables.pdf>

There are 14 tables shown over 62 pages

Where can you find more
succinct data concerning your
campus or unit?

<http://www.budget.psu.edu/publicaccount/headcountandsalary.asp#University%20Park%20Colleges>

Table 8
Average Nine-Month Equivalent Instructional Faculty Salaries⁽¹⁾
Penn State Campuses and Other Pennsylvania Universities
(Excludes Librarians)
2008-2009

Comparison with other PA institutions

PROFESSOR				ASSOCIATE PROFESSOR			
Institution	N	1-yr. % Inc.	Avg. Sal. (000)	Institution	N	1-yr. % Inc.	Avg. Sal. (000)
Pennsylvania	565	5.2	169.4	Pennsylvania	246	5.5	114.1
Carnegie Mellon	361	3.9	136.5	Penn State Great Valley	14	4.6	101.9
Penn State UP	774	4.4	131.1	Carnegie Mellon	138	5.9	98.5
Pittsburgh	492	5.1	127.3	Penn State UP	498	4.9	87.7
Lehigh	208	5.1	123.9	Temple	400	1.1	87.3
Temple	414	1.9	122.9	Pittsburgh	425	5.3	85.6
Penn State Great Valley	7	3.5	122.4	Penn State Harrisburg	57	4.1	84.6
Penn State Erie	21	3.7	117.7	Penn State Erie	54	4.0	84.2
Penn State Harrisburg	28	3.9	109.2	Lehigh	106	5.2	82.4
SSHE Average ⁽²⁾⁽³⁾	95	-	96.9	SSHE Average ⁽²⁾⁽³⁾	92	-	77.2
Penn State Altoona	10	5.8	94.3	Penn State Abington	29	3.6	73.5
Penn State Abington	11	3.8	92.5	Penn State Altoona	48	3.7	73.4
Penn State Univ. Coll. ⁽⁴⁾	52	4.0	89.1	Penn State Univ. Coll. ⁽⁴⁾	154	4.0	73.1
Penn State Berks	10	3.5	81.7	Penn State Berks	35	4.1	72.6

(1) Any 12-month salaries were converted to 9-month equivalents using the standard conversion factor of 0.818 (9/11).
(2) Includes Bloomsburg, California, Cheyney, Clarion, Edinboro, Indiana, Kutztown, Lock Haven, Mansfield, Millersville, Shippensburg, Slippery Rock, East Stroudsburg, and West Chester.
(3) None of the SSHE institutions reported increase amounts.
(4) Includes Beaver, Brandywine, DuBois, Fayette, Greater Allegheny, Hazleton, Lehigh Valley, Mont Alto, New Kensington, Schuylkill, Shenango, Wilkes-Barre, Washington Scranton, and York campuses.
(5) Data for any institution rank which had fewer than 6 faculty were not available.

Table 8
Average Nine-Month Equivalent Instructional Faculty Salaries⁽¹⁾
Penn State Campuses and Other Pennsylvania Universities
(Excludes Librarians)

Comparison with other PA institutions 2008-2009

ASSISTANT PROFESSOR				INSTRUCTOR			
Institution	N	1-yr. % Inc.	Avg. Sal. (000)	Institution	N	1-yr. % Inc.	Avg. Sal. (000)
Pennsylvania	256	5.4	98.0	Penn State Erie	8	4.6	67.5
Carnegie Mellon	118	6.2	88.6	Penn State Abington	12	3.4	55.4
Penn State Great Valley	13	3.4	86.7	Penn State Univ. Coll. ⁽⁴⁾	271	4.4	53.6
Lehigh	94	6.6	81.6	Penn State Harrisburg	29	6.7	53.1
Penn State UP	429	5.3	72.4	Temple	106	1.1	52.5
Pittsburgh	512	5.5	71.1	Penn State Berks	16	7.1	48.9
Penn State Harrisburg	78	4.3	70.8	Penn State UP	202	3.6	47.5
Penn State Erie	41	5.5	70.1	Penn State Altoona	53	3.4	46.3
Penn State Univ. Coll. ⁽⁴⁾	145	4.6	64.7	SSHE Average ⁽²⁾⁽³⁾	36	-	44.9
Penn State Abington	15	4.1	64.3	Pittsburgh	99	4.5	44.5
Penn State Berks	26	4.6	62.3	Penn State Great Valley	-	3.0	-
Temple	463	1.9	62.1	Carnegie Mellon	-	-	-
SSHE Average ⁽²⁾⁽³⁾	106	-	61.8	Lehigh	-	-	-
Penn State Altoona	49	8.9	57.3	Pennsylvania	-	-	-

Comparison with BIG 10 institutions

Table 6
Average Nine-Month Equivalent Instructional Faculty Salaries⁽¹⁾
Penn State and the Big Ten Institutions⁽²⁾
(Includes Librarians)⁽³⁾
2008-2009

Professor			Associate Professor			Assistant Professor			Instructor		
Institution	N	Avg. Sal. (000)	Institution	N	Avg. Sal. (000)	Institution	N	Avg. Sal. (000)	Institution	N	Avg. Sal. (000)
Northwestern ⁽⁴⁾	518	161.8	Northwestern ⁽⁴⁾	237	105.3	Northwestern ⁽⁴⁾	272	93.5	Illinois	56	54.8
Michigan	974	140.3	Michigan	571	91.4	Michigan	567	80.6	Ohio State	12	54.6
Penn State, UP	788	130.4	Penn State, UP	524	86.9	Illinois	520	75.1	Wisconsin ⁽⁴⁾	20	53.2
Illinois	817	128.9	Minnesota	542	85.2	Ohio State	535	73.7	Purdue	38	51.4
Ohio State	990	125.9	Michigan State	598	85.1	Minnesota	454	73.4	Michigan	20	48.1
Minnesota	726	125.9	Ohio State	768	83.7	Penn State, UP	441	72.0	Penn State, UP	208	47.9
Iowa	520	123.6	Illinois	597	82.5	Purdue	567	71.8	Minnesota ⁽⁴⁾	156	47.1
Michigan State	933	120.9	Iowa	423	82.4	Iowa	342	71.7	Iowa	12	46.9
Indiana ⁽⁴⁾	641	118.4	Indiana ⁽⁴⁾	414	81.6	Wisconsin	339	71.4	Michigan State ⁽⁴⁾	180	39.3
Purdue	810	114.8	Wisconsin	306	79.9	Indiana ⁽⁴⁾	405	71.1	Indiana ⁽⁴⁾	-	-
Wisconsin	830	105.1	Purdue	540	79.8	Michigan State	694	66.3	Northwestern ⁽⁴⁾	-	-

Source: Annual Report on the Economic Status of the Profession, *ACADEME: BULLETIN OF THE AAUP*.
 Association of Research Libraries (ARL) data exchange.

- (1) Any 12-month salaries were converted to 9-month equivalents using the standard conversion factor of 0.818 (9/11).
- (2) Only main campuses were included.
- (3) Librarian Ranks were incorporated as follows: Librarians with Professors, Associate Librarians with Associate Professors, Assistant Librarians with Assistant Professors, and Affiliate Librarians with Instructors.
- (4) Librarian data were unavailable.
- (5) Data for any institution/rank which had fewer than 6 faculty were not available.

Comparison within Penn State
 including gender comparisons

Table 12
The Pennsylvania State University
Salaries of Full-time Faculty⁽¹⁾
Fall 2009

Standing Appointments:		Rank	Gender	Number	Salary 25th Percentile ⁽²⁾	Salary Median ⁽²⁾	Salary 75th Percentile ⁽²⁾	Mean Years in Rank ⁽³⁾		
University Park		Professor	F	155	93,420	110,016	134,577	7		
			M	646	100,908	118,566	147,276	11		
		Assoc Prof	F	197	71,712	79,452	90,000	6		
			M	322	75,240	84,276	99,000	7		
		Asst Prof	F	146	62,442	68,373	76,176	3		
			M	211	65,205	74,124	81,612	3		
		Instructor	F	5	-	45,438	-	13		
			M	12	48,024	50,700	55,872	18		
		Other(5)	F	55	52,486	64,305	76,103	7		
			M	172	68,560	81,360	104,271	8		
		Commonwealth Campuses		Professor	F	34	83,349	90,482	103,743	6
					M	107	84,330	92,564	109,152	9
Assoc Prof	F			142	65,205	69,440	76,770	5		
	M			246	67,590	73,481	83,169	8		
Asst Prof	F			127	55,017	59,121	67,653	4		
	M			180	55,692	62,489	74,318	7		
Instructor	F			10	52,668	56,252	59,733	14		
	M			20	54,990	62,322	66,618	24		
Other(5)	F			32	49,336	60,996	67,502	6		
	M			38	55,519	62,553	72,303	8		

Questions from last year's Senate meeting (3/17/09)

Senator Johnson (College of Engineering) asked if a comparison of salaries would be conducted including the benefits package?

Questions from last year's Senate meeting (3/17/09)

Senator Schengrund (Hershey) asked if a longitudinal study of gender inequities would be made, and if so would there be an attempt to determine how those discrepancies were ameliorated?

Comparison within Penn State
including gender comparisons

Table 12
The Pennsylvania State University
Salaries of Full-time Faculty⁽¹⁾
Fall 2009

<u>Standing Appointments:</u>								
	Rank	Gender	Number	Salary 25th Percentile ⁽²⁾	Salary Median ⁽²⁾	Salary 75th Percentile ⁽²⁾	Mean Years in Rank ⁽³⁾	
University Park	Professor	F	155	93,420	110,016	134,577	7	
		M	646	100,908	118,566	147,276	11	
	Assoc Prof	F	197	71,712	79,452	90,000	6	
		M	322	75,240	84,276	99,000	7	
	Asst Prof	F	146	62,442	68,373	76,176	3	
		M	211	65,205	74,124	81,612	3	
	Instructor	F	5	-	45,438	-	13	
		M	12	48,024	50,700	55,872	18	
	Other(5)	F	55	52,486	64,305	76,103	7	
		M	172	68,560	81,360	104,271	8	
	Commonwealth Campuses	Professor	F	34	83,349	90,482	103,743	6
			M	107	84,330	93,564	109,152	9
Assoc Prof		F	142	65,205	69,440	76,770	5	
		M	246	67,590	73,481	83,169	8	
Asst Prof		F	127	55,017	59,121	67,653	4	
		M	180	55,692	62,469	74,318	7	
Instructor		F	10	52,668	56,252	59,733	14	
		M	20	54,990	62,222	66,618	24	
Other(5)		F	32	49,336	60,996	67,502	6	
		M	38	55,519	62,553	72,303	8	

One of four pages