

# ACADEME

Bulletin of the American Association of University Professors

March-April 2009

## On the Brink

THE ANNUAL REPORT  
ON THE ECONOMIC STATUS  
OF THE PROFESSION,

2008-09



**On the Brink**

**The Annual Report on the Economic Status of the Profession, 2008–09**

With the broader economy in free fall and new indicators reported almost daily, the economic outlook for faculty members and higher education is anything but clear. Although our annual salary data represent the best information available, they are already out of line with a rapidly changing economic reality. Thus, in this year's report we attempt to portray the variety of economic situations currently affecting faculty members and to suggest how faculty members might respond. Now more than ever, we call on our faculty colleagues to take an active role in collaborative decision making on institutional spending, to examine critically the claims of administrations and legislatures alike regarding the financial situation of higher education, and to raise questions about the inevitability and the advisability of cuts to faculty salaries and positions.

After six years of stagnation, inflation-adjusted faculty salaries are higher this year. But those higher salaries on paper do not necessarily reflect an increase in effective purchasing power for the faculty as a whole. This is especially the case for groups of faculty we have highlighted in previous reports: those in precarious contingent employment situations and the women faculty who continue to face disproportionate hurdles even after more than three decades of struggle for equity. We document the latest figures on the expansion of contingent faculty appointments and provide a sampling of reports on how contingent faculty members are faring in the economic downturn. And we take a fresh look at women's advancement through the faculty ranks.

Policy makers seeking to stimulate the economy acknowledge the importance of investing in education. But all too often, they give insufficient consideration to the need to invest in faculty members, who are at least indirectly responsible for a tremendous proportion of our nation's earning power. That is why even in a difficult economic situation, the spending priorities of higher education institutions must reflect our collective mission to provide a societal benefit. Decisions made now about salaries, reductions in faculty positions and academic programs, and changes in the employment conditions of contingent faculty will affect the quality of the education we can offer for years to come, and we must ensure that the choices we make are good ones.

*Unless otherwise indicated, the data in this report were provided by institutions responding to the AAUP Faculty Compensation Survey and were compiled and analyzed by the AAUP Research Office. Any questions concerning the report should be directed to the American Association of University Professors, Research Office, 1133 Nineteenth Street, NW, Suite 200, Washington, DC 20036-3655. Telephone: 202-737-5900. Additional copies of the report are available for purchase from the AAUP.*

**SURVEY REPORT**

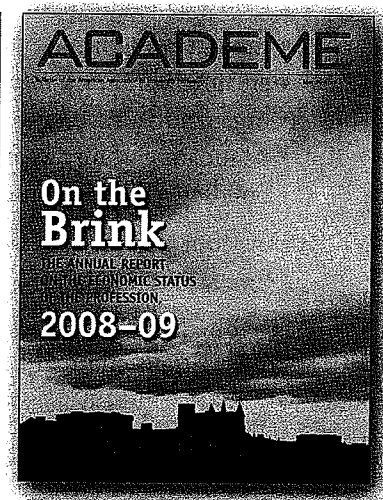
- 13 List of Tables and Figures
- 14 On the Brink
- 45 Explanation of Statistical Data
- 46 Appendix I: Individual Institutions with Professorial Ranks
- 88 Appendix II: Individual Institutions without Professorial Ranks
- 91 Notes to Appendices I and II

**DEPARTMENTS**

- 3 Nota Bene  
Legal and legislative victories, committee on librarians, and more.
- 109 Sanctioned Institutions
- 110 Censured Administrations
- 111 From the General Secretary
- 112 From the President

**REPORTS**

- 94 Academic Freedom and Tenure: Stillman College (Alabama)
- 102 Proposed Constitutional Amendments Providing for "At-Large" Election of Council Members
- 106 Record of the Council



## EXPLANATION OF STATISTICAL DATA

**Instructional Faculty.** The instructional faculty is defined as all those members of the instructional-research staff who are employed full time, regardless of whether they are formally designated "faculty." It includes all those whose major regular assignment (at least 50 percent) is instruction, including release time for research. Medical school faculty members are excluded from the tabulations. Faculty members on sabbatical leave are counted at their regular salaries even though they may be receiving a reduced salary while on leave. Replacements for those on leave with pay are not counted; replacements for those on leave without pay are counted. All faculty members who have contracts for the full academic year are included, regardless of whether their status is considered "permanent." Institutions are asked to exclude (a) instructional faculty members who are not employed on a full-time basis; (b) instructional faculty members whose services are valued by bookkeeping entries rather than by full cash transactions unless their salaries are determined by the same principles as those who do not donate their services; (c) instructional faculty members who are in military organizations and are paid on a different scale from civilian employees; (d) administrative officers with titles such as dean of instruction, academic dean, associate or assistant dean, librarian, registrar, coach, or the like, even though they may devote part of their time to classroom instruction; and (e) graduate or undergraduate students who assist in the instruction of courses, but who have titles such as teaching assistant, teaching associate, or teaching fellow.

**Salary.** This figure represents the contracted salary excluding summer teaching, stipends, extra load, or other forms of remuneration. Department heads with faculty rank and no other administrative title are reported at their instructional salary (that is, excluding administrative stipends). Where faculty members are given duties for eleven or twelve months, salary is converted to a standard academic-year basis by applying a factor of 9/11 (81.8 percent) or by the institution's own factor, reflected in a footnote to the appendix tables of this report.

**Benefits.** Benefit amounts tabulated here represent the institution (or state) contribution on behalf of the individual faculty member; the amount does not include the employee contribution. The major benefits include (a) retirement contribution, regardless of the plan's vesting provision; (b) medical insurance; (c) disability income protection; (d) tuition for faculty dependents (both waivers and remissions are included); (e) dental insurance; (f) social security (FICA); (g) unemployment insurance; (h) group life insurance; (i) workers' compensation premiums; and (j) other benefits in kind with cash alternatives (for the most part, these include benefits such as moving expenses, housing, cafeteria plans or cash options to certain benefits, bonuses, and the like). See also the footnote to tables 10A and 10B.

**Compensation.** Compensation represents salary plus institutional contribution to benefits. It is best viewed as an approximate "cost" figure for the institution, rather than an amount received by the faculty member.

### **Institutional Categories** (revised for 2008–09)

**Category I (Doctoral).** Institutions characterized by a significant level and breadth of activity in doctoral-level education as measured by the number of doctorate recipients and the diversity in doctoral-level program offerings. Institutions in this category grant a minimum of thirty doctoral-level degrees annually, from at least three distinct programs. (First-professional degrees, such as the JD, MD, and DD, do not count as doctorates for this classification.)

**Category IIIA (Master's).** Institutions characterized by diverse postbaccalaureate programs (including first professional) but not engaged in significant doctoral-level education. Institutions in this category grant a minimum of fifty postbaccalaureate degrees annually, from at least three distinct programs.

**Category IIB (Baccalaureate).** Institutions characterized by their primary emphasis on undergraduate baccalaureate-level education. Institutions in this category grant a minimum of fifty bachelor's degrees annually, from at least three distinct programs, and bachelor's and higher degrees comprise at least 50 percent of total degrees awarded.

**Category III (Associate's with Academic Ranks).** Institutions characterized by a significant emphasis on undergraduate associate's degree education. Institutions in this category grant a minimum of fifty associate's degrees annually. Associate's degrees comprise at least 50 percent, and bachelor's and higher degrees comprise less than 50 percent, of total degrees and certificates awarded.

**Category IV (Associate's without Academic Ranks).** These institutions meet the criteria for category III but do not utilize standard academic ranks. An institution that refers to all faculty members as "instructors" or "professors" but does not distinguish among them on the basis of standard ranks should be included in this category. However, if an institution utilizes another ranking scheme that is analogous to the standard ranks, it can be included in category I, II, or III as appropriate.

### **Definition of Data Presented in Appendices I and II**

Academic Ranks: PR=Professor; AO=Associate Professor; AI=Assistant Professor; IN=Instructor; AR=All Ranks.

All institutions that do not assign professorial ranks are listed in appendix II of this report.

**Col. (1) Institutional Category**—The definition of categories is given above.

**Col. (2) Ratings of Average Salary**—Each rating represents the percentile interval in which the institution's average salary in a given rank lies (1\*=95th percentile or above; 1=80th to 94.9th percentile; and the like). An average salary lower than the twentieth percentile is rated 5. The ratings have been assigned using the actual average salary, which is then rounded to the nearest hundred for publication in Col. (3).

**Col. (3) Average Salary by Rank and for All Ranks Combined**—This figure has been rounded to the nearest hundred. "All Ranks Combined" includes the rank of lecturer and the category of "No Rank." Salary and compensation averages are replaced by dashes (---) when the number of individuals in a given rank is fewer than three.

**Col. (4) Rating of Average Compensation**—Same definition as that given for Col. (2) but for compensation (see definition above).

**Col. (5) Average Compensation by Rank and for All Ranks Combined**—Same definition as that given for Col. (3) but for compensation.

**Col. (6) Benefits as a Percent of Average Salary**—Total benefits as a percent of average salary for all ranks combined.

**Col. (7) Percent of Faculty with Tenure**—This figure represents the percent of faculty members tenured within a given rank. 0 indicates tenured faculty are less than 0.5 percent of that rank. A blank indicates that there are no faculty in that rank. See also Col. (9).

**Col. (8) Percentage Increase in Salary for Continuing Faculty**—The percentage increase in salary for faculty members remaining at the institution in 2008–09 from the previous year. This represents the average increase for individuals as opposed to a percentage change in average salary levels.

**Col. (9) Number of Faculty Members by Rank and Gender**—This number represents the total number of full-time (FT) faculty members in a given rank.

**Col. (10) Average Salary by Rank and by Gender**—See the definition for Col. (3).

### **Institutional Footnotes**

Institutional footnote numbers are given in the appendix tables between the name of the institution and its category. The footnotes for both appendix I (institutions with academic ranks) and appendix II (institutions without ranks) are listed at the end of appendix II. Footnotes identify specific professional schools or programs (law, dentistry, nursing, engineering, or business) included in the faculty salary and compensation tabulations for each institution. Respondents were asked to self-identify their schools or programs, based on the type of institution, as follows: for a university, they were to include only those organized as separate schools, colleges, or divisions; for smaller institutions, they were to identify programs that are degree granting and employ a substantial number of faculty. Medical school faculty members are excluded from the tabulations.

Any inquiries concerning the data in this report may be directed to AAUP Research Office, 1133 Nineteenth Street, NW, Suite 200, Washington, DC 20036. Telephone: 202-737-5900. E-mail: [aaupfcs@aaup.org](mailto:aaupfcs@aaup.org).

APPENDIX I

NAME	NOTES	(1) CAT.	(2) AVG. SAL. RTG.				(3) AVG. SALARY (\$1000s)					(4) AVG. COMP. RTG.				(5) AVG. COMPENSATION (\$1000s)				
			PR	AO	AI	IN	PR	AO	AI	IN	AR	PR	AO	AI	IN	PR	AO	AI	IN	AR
<b>OHIO (continued)</b>																				
Tiffin U	31	IIB	5	5	5	5	54.9	46.1	39.6	32.7	43.5	5	5	5	5	70.1	59.1	49.1	40.5	55.0
U Akron-Main	12	I	5	5	5	4	92.4	69.5	60.2	46.1	71.6	5	5	5	4	116.8	91.1	78.7	62.1	92.7
U Akron-Wayne		III	2	2	-	-	75.5	66.6	-	-	66.5	2	2	-	-	97.9	85.6	-	71.7	85.9
U Cincinnati-Clermont Coll	31	III	3	4	5	4	71.0	56.2	45.6	41.9	52.5	3	3	4	4	93.5	75.8	60.7	58.7	70.4
U Cincinnati-Main	12	I	4	5	5	4	99.7	72.4	60.2	45.5	78.3	4	4	5	4	132.1	96.1	79.8	60.9	103.8
U Cincinnati-R. Walters Coll	31	III	3	3	4	4	71.8	58.3	47.3	42.0	58.3	2	3	4	4	94.9	78.2	63.2	56.8	77.6
U Dayton	14	IIA	1	2	2		100.8	73.7	62.0		74.6	1	2	2		128.8	96.0	79.6		96.3
U Findlay	31	IIA	4	4	3	3	76.8	64.9	55.3	44.9	58.3	4	3	3	3	100.0	85.2	72.5	58.0	76.2
U Toledo	12,210	I	5	5	4	3	94.3	70.2	61.9	50.4	67.3	4	5	4	3	126.4	93.8	82.8	67.6	90.0
Ursuline Coll	28	IIB	4	4	4	3	64.1	56.4	46.9	45.1	53.9	5	4	4	3	78.8	72.3	58.8	55.6	67.3
Walsh U	28	IIB	5	5	4	4	61.3	52.0	45.9	39.9	51.1	4	4	4	4	79.6	67.6	59.3	51.0	66.2
Wilmington Coll		IIB	5	5	5	-	61.4	52.2	45.1	-	51.9	4	5	5	-	80.5	66.8	55.5	47.0	65.9
Wittenberg U		IIB	3	3	3	-	76.5	61.9	52.7	-	65.4	2	2	3	-	104.1	85.4	68.9	65.4	88.9
Wright St U-Lake		III	2	1	2	5	78.2	69.7	53.2	40.1	58.6	2	1	3	5	105.1	90.3	70.4	52.1	77.0
Wright St U-Main	27	I	4	4	4	5	99.5	73.1	62.6	41.1	71.8	4	4	4	4	125.7	95.5	82.1	56.7	93.2
Xavier U	28	IIA	2	2	2	3	93.1	72.5	64.9	47.0	67.7	2	2	1	2	125.0	95.3	84.9	63.3	89.5
Youngstown St U	27	IIA	3	2	3	3	88.7	70.3	58.4	45.8	70.7	3	2	3	2	111.6	90.4	76.6	62.1	90.8

OKLAHOMA

East Central U	25	IIA	5	5	5	4	64.6	54.5	47.4	42.3	53.1	5	5	5	3	88.0	74.2	65.8	59.4	73.1
Northeastern St U	137	IIA	5	5	5	4	71.2	58.9	49.5	41.8	53.7	5	4	4	3	94.3	79.0	67.2	57.7	72.5
Oklahoma Panhandle St U	25	IIB	5	5	5	5	54.4	47.9	43.2	34.9	42.8	5	5	5	5	66.5	60.0	54.6	44.9	53.9
Oklahoma St U-Main	30	I	5	4	4	4	95.7	73.5	64.9	43.8	73.8	4	4	4	4	126.1	97.9	83.5	61.1	97.1
Oklahoma St U-Oklahoma City	27	III	4	5	3	4	62.7	52.6	49.7	42.4	50.1	4	4	3	4	84.9	72.1	66.6	57.4	68.1
Oral Roberts U	27	IIA	5	5	5	5	63.8	54.1	46.3	37.3	49.7	5	5	5	5	74.4	63.4	54.2	44.0	58.2
Southeastern Oklahoma St U	31	IIA	5	4	5	5	70.7	61.2	50.6	39.0	57.9	5	5	5	5	85.6	74.9	62.2	48.6	70.8
Southern Nazarene U		IIA	5	5	5		58.5	52.2	43.0		51.2	5	5	5		80.3	72.7	62.5		71.8
Southwestern Oklahoma St U	28	IIA	4	4	5	4	75.1	62.9	49.8	42.8	54.6	4	4	4	3	99.8	84.3	68.0	59.6	74.1
U Central Oklahoma	27	IIA	4	3	3	3	77.6	66.3	58.4	45.4	62.4	5	4	4	4	94.7	81.2	71.7	56.1	76.6
U Oklahoma	15	I	3	4	5	5	111.8	76.4	61.5	37.6	79.6	3	4	4	5	148.3	100.7	80.1	50.2	105.0
U Tulsa	12	IIA	1	2	2	4	104.9	74.6	61.1	42.6	78.7	1	2	2	3	134.8	95.9	79.8	57.7	101.7

OREGON

Eastern Oregon U	31	IIB	4	5	4	5	64.4	52.2	46.3	36.9	52.8	3	3	2	2	93.6	79.3	70.5	59.5	79.4
George Fox U	130	IIA	5	5	5	-	66.9	57.6	50.9	-	57.6	4	5	4	-	95.9	76.4	69.8	57.9	79.5
Linfield Coll	28,209	IIB	3	4	3		77.5	58.4	50.2		63.5	2	2	2		108.4	84.6	71.1		90.2
Multnomah Bible Coll & Sem		III	4	4	4	3	65.2	56.9	47.8	44.5	54.2	4	5	5	4	80.7	66.3	56.1	55.2	65.2
Oregon St U	30	I	5	5	3	4	91.9	71.1	67.5	44.1	69.2	4	3	2	3	127.6	102.7	94.7	67.6	98.9
Oregon Tech	30	IIB	4	4	4	4	68.8	57.4	48.8	41.3	56.8	3	2	2	2	100.8	85.5	71.9	63.4	84.1
Portland St U	30	I	5	5	5	5	88.7	67.8	55.7	39.8	66.6	5	4	4	3	122.6	97.2	80.2	63.3	95.1
Reed Coll		IIB	1	1	1		105.2	78.1	64.5		88.5	1	1	1		134.1	96.9	79.6		111.4
Southern Oregon U	31	IIA	5	5	5	5	69.3	54.3	45.9	39.3	55.5	4	4	4	3	100.3	81.2	69.1	61.7	82.4
U Oregon	16	I	4	5	4	4	99.8	72.4	66.4	45.0	73.3	3	3	3	3	136.6	103.2	92.0	68.7	103.2
U Portland	27	IIA	3	3	3	3	87.6	66.4	58.3	46.5	66.1	2	2	2	2	116.5	91.0	78.4	65.8	89.5
Warner Pacific Coll		IIB	5	5	5		51.0	42.7	37.0		43.7	5	5	5		68.6	65.7	49.7		62.1
Western Oregon U	31	IIA	5	5	5	5	70.4	56.1	42.9	34.1	54.4	4	4	5	4	99.9	82.1	63.3	55.1	79.4
Willamette U	16	IIA	1	1	1	2	103.8	76.9	66.2	49.6	82.8	1	2	1	1	129.7	98.6	85.3	73.4	105.5

PENNSYLVANIA

Albright Coll		IIB	2	2	3	3	84.3	68.1	53.7	43.4	62.4	2	2	3	3	108.2	86.3	69.4	56.2	80.1
Allegheny Coll		IIB	2	2	2	-	87.0	66.7	55.9	-	68.0	2	2	2	-	111.6	88.1	72.2	60.7	88.1
Arcadia U	31,55	IIA	2	2	3	3	92.5	72.9	58.9	47.0	67.9	2	2	2	2	117.7	95.4	77.5	61.9	88.5
Bloomsburg U Pennsylvania		IIA	2	2	2	2	97.6	76.6	60.5	49.4	75.5	2	2	2	2	122.3	98.0	77.9	61.7	95.9
Bryn Mawr Coll		IIA	1	1	1	1	114.1	81.6	68.6	53.5	87.4	1	1	1	1	144.0	106.1	88.7	71.6	112.4
Bucknell U	29	IIA	1	1	1	1*	113.0	83.5	71.1	64.2	85.4	1	1	1	1*	142.8	109.6	90.8	82.2	109.8
Butler Co CC	28	III	5	5	4	4	61.1	52.3	47.4	42.9	53.2	4	3	4	2	84.2	75.8	66.4	65.7	75.7
CC Allegheny Co	27,108	III	3	5	5	5	67.3	48.6	44.9	40.1	61.0	4	5	5	5	81.9	59.3	54.9	48.5	74.3
California U Pennsylvania		IIA	2	1.	2	3	96.7	78.2	64.0	46.5	75.2	2	2	2	3	120.4	98.6	82.6	58.2	94.9
Carlow U	28,64	IIA	5	4	4	3	72.8	63.2	53.0	44.5	58.9	5	5	5	5	75.1	65.2	54.6	46.0	60.7
Carnegie Mellon U		I	1	1	1		136.5	98.5	88.6		109.7	1	1	1		170.2	122.0	109.3		136.5
Cedar Crest Coll	28	IIB	2	2	2	2	82.1	65.0	54.7	47.5	61.9	3	3	3	3	98.0	77.8	65.1	55.3	73.6
Chatham U		IIA	4	4	4	-	77.3	62.6	52.2	-	58.5	4	4	5	-	100.5	79.8	67.0	65.5	75.1

(6) BEN. as % of SAL.	(7) PCT. TENURED				(8) PCT. INCR. (CONT. FAC.)				(9) F-T FAC. MALE				(9) F-T FAC. FEMALE				(10) AVG. SAL. MALE				(10) AVG. SAL. FEMALE			
	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN
26.4	0	0	0	0	0.6	9.7	5.6	6.4	7	14	8	3	5	7	11	8	56.7	47.5	39.2	38.5	52.4	43.3	39.8	30.6
29.5	98	93	3	0	6.0	5.3	4.6	5.3	179	148	79	15	79	93	73	46	97.6	71.6	63.0	47.2	80.4	66.3	57.2	45.8
29.1	100	100	--	--	3.7	3.5	3.5	2.9	4	7	1	1	4	8	1	0	71.1	72.0	--	--	79.9	61.8	--	--
34.0	100	96	24	0	2.2	3.5	4.1	5.1	5	12	14	1	4	12	15	4	73.9	57.9	46.0	--	67.3	54.5	45.1	41.4
32.6	94	77	7	2	2.6	3.1	3.1	3.4	348	234	137	11	115	187	173	44	102.7	76.4	63.2	53.5	90.4	67.4	57.7	43.5
33.2	97	85	10	0	2.5	4.8	6.4	7.0	10	18	10	4	29	28	31	1	78.6	61.8	50.6	43.7	69.5	56.1	46.2	--
29.1	100	99	11	0	4.4	4.0	5.0	5.0	112	109	49	0	24	48	48	0	101.6	75.8	63.5	--	96.9	68.7	60.3	--
30.7	92	49	36	0	5.0	5.8	5.4	4.6	17	25	44	15	7	20	43	21	78.6	68.0	55.9	46.9	72.3	61.0	54.7	43.5
33.7	98	77	9	8	2.6	3.5	1.8	5.1	169	149	91	4	51	80	80	21	95.9	71.8	62.3	57.3	89.0	67.2	61.6	49.1
24.9	92	80	8	0	3.3	4.0	3.6	6.9	6	2	3	0	18	13	23	11	66.5	--	50.4	--	63.3	56.1	46.4	45.1
29.5	83	61	0	0	0.6	3.8	3.2	3.0	13	20	16	2	10	16	29	1	61.3	51.5	48.1	--	61.4	52.6	44.8	--
26.9	96	80	19	--	3.0	3.0	3.0	3.0	18	7	13	0	7	3	19	2	62.2	51.9	50.4	--	59.3	52.9	41.5	--
35.9	96	100	7	--	3.4	4.7	4.8	4.0	37	28	18	0	17	29	11	2	78.1	62.0	53.7	--	73.2	61.9	51.1	--
31.4	100	100	0	0	4.7	3.8	3.1	3.0	3	6	10	0	0	0	1	3	78.2	69.7	53.7	--	--	--	40.1	--
29.8	36	97	1	0	3.5	3.9	3.4	1.0	140	97	69	21	36	79	81	48	101.5	76.1	64.9	40.7	92.0	69.4	60.7	41.3
32.2	100	97	9	0	3.9	4.8	5.0	4.0	37	50	44	6	21	41	34	12	95.4	72.6	66.4	45.1	89.0	72.4	62.9	48.0
28.4	99	96	12	0	6.8	6.5	5.6	6.1	117	58	64	20	39	43	63	28	89.9	73.1	60.0	46.8	85.1	66.6	56.8	45.0
37.7	98	88	16	0	0.2	1.0	1.1	0.9	34	15	26	18	23	10	19	21	65.8	55.0	47.3	42.0	62.9	53.7	47.6	42.5
35.0	97	78	3	0	1.4	1.9	1.7	0.1	44	43	50	35	21	36	44	41	72.8	61.0	51.8	43.4	67.7	56.3	46.8	40.5
26.0	88	70	61	26	7.1	4.1	5.0	3.6	5	6	11	10	3	4	7	9	53.5	48.5	43.1	36.9	55.7	46.9	43.4	32.7
31.5	100	93	2	100	4.6	4.9	4.9	3.3	266	198	148	0	53	82	112	4	97.2	75.2	67.3	--	88.1	69.2	61.7	43.8
36.0	100	97	7	5	4.4	6.5	6.5	6.3	4	15	7	13	2	22	8	8	62.8	51.5	51.6	43.5	--	53.3	48.1	40.5
15.9	79	23	3	0	7.1	8.0	7.7	8.2	8	12	39	15	34	27	27	19	61.9	53.9	46.2	37.0	64.3	54.2	46.4	37.5
22.2	100	96	14	0					31	21	21	10	18	7	22	11	71.9	61.6	51.7	38.3	68.5	60.1	49.4	39.7
40.2	0	0	0		0.0	0.0	0.0		19	12	8	0	9	8	16	0	58.7	52.3	44.3		58.0	52.1	42.4	
35.8	100	91	17	7	3.0	3.5	4.9	4.3	30	16	35	28	9	17	23	40	75.7	63.8	49.0	43.7	73.0	62.1	51.1	42.3
22.7	99	89	9	0	0.1	5.7	1.9	3.0	101	28	61	21	62	17	67	37	79.2	67.3	62.1	45.5	75.1	64.6	55.0	45.4
31.9	98	88	0	0	7.7	8.9	6.7	7.3	311	203	162	33	63	122	119	59	114.2	78.7	63.3	42.4	99.4	72.7	59.2	34.8
29.2	94	83	0	0	3.2	4.0	3.5	3.8	88	61	52	9	20	39	30	14	104.6	76.9	62.2	45.4	106.3	71.0	59.3	40.8
50.2	89	81	0	0	11.1	8.1	7.4	4.9	20	20	17	4	8	16	12	3	64.5	54.2	46.3	36.2	64.2	49.7	46.3	38.0
37.9	85	30	0	--	1.3	2.3	2.4	1.5	37	29	31	0	11	14	34	1	68.1	58.3	51.4		62.8	56.3	50.5	--
41.9	98	96	3		5.8	5.9	5.8		31	18	13	0	19	27	22	0	78.4	59.1	50.2		76.1	57.9	50.3	
20.3	0	0	0	0					11	5	11	2	0	0	4	2	65.2	56.9	47.8				48.0	
42.9	95	88	2	5	4.3	5.5	5.4	4.0	116	104	97	66	33	80	73	67	93.4	74.2	71.2	45.5	86.8	67.1	62.6	42.7
48.0	100	84	14	0	8.6	8.5	4.9	1.2	26	27	21	3	11	17	16	8	69.7	57.9	50.7	39.5	66.6	56.5	46.3	42.0
42.9	97	84	2	0	6.6	6.4	6.8	5.9	151	106	84	36	64	71	86	73	91.7	69.3	55.9	40.7	81.6	65.6	55.4	39.4
26.0	99	87	0		5.4	5.2	5.7		45	17	21	0	22	13	13	0	107.8	77.8	64.1		99.9	78.5	65.2	
48.5	98	85	12	0	5.6	7.3	10.0	15.5	44	34	16	13	19	27	10	21	69.6	54.3	46.3	40.1	68.5	54.3	45.4	38.8
40.8	99	96	1	4	6.5	7.6	6.9	7.0	156	138	89	64	54	79	87	77	100.5	73.7	70.2	47.9	97.8	70.3	62.4	42.5
35.4	100	93	3	0	4.4	3.3	6.6	2.8	34	40	33	3	12	28	34	15	91.6	69.8	59.1	36.7	76.4	61.6	57.4	48.4
42.0	0	0	0		0.0	2.4	11.9		6	7	6	0	2	3	1	0	50.3	42.3	37.6			43.5		
46.1	100	98	0	0	5.9	6.4	7.4	7.6	35	30	23	15	26	26	23	7	71.7	56.3	43.2	34.4	68.5	55.9	42.6	33.4
27.5	93	90	2	0	5.0	5.4	7.2	4.2	57	21	35	3	25	18	29	10	106.2	78.7	67.0	58.7	98.3	74.9	65.2	46.9
28.4	100	92	12	0					19	14	23	3	12	12	20	21	83.8	67.7	54.2	39.9	85.1	68.6	53.0	43.9
29.6	100	90	0	--	4.4	4.8	5.0	4.5	40	24	14	1	9	17	29	1	87.9	68.8	57.1	--	82.7	63.9	55.2	--
30.4	100	80	10	0	2.9	6.1	4.5	4.0	14	20	25	2	8	10	45	1	94.1	74.6	62.8	--	89.7	69.6	56.7	--
27.0	99	87	22	0					86	60	63	8	32	41	67	21	97.6	77.4	60.4	46.2	97.7	75.3	60.6	50.6
28.7	98	100	0	0	7.7	9.4	11.2	3.7	36	19	11	4	24	18	14	1	118.9	81.4	67.5	53.2	107.0	81.8	69.4	--
28.6	99	57	1	0	4.2	5.9	6.3	6.2	60	74	70	1	17	52	58	2	115.1	84.1	71.8	--	105.7	82.6	70.4	--
42.4	100	100	100	42	3.8	3.8	4.1	4.0	11	9	5	5	13	7	4	7	68.3	55.0	50.0	44.6	55.0	48.8	44.3	41.7
21.8	100	51	40	0	4.2	3.7	6.0	2.7	94	31	8	2	91	38	7	1	71.1	51.7	49.2	--	63.3	46.1	40.0	--
26.3	96	78	19	3					55	45	46	12	29	35	47	23	98.5	78.9	64.9	46.8	93.2	77.3	63.2	46.4
3.1	100	71	0	0	3.0	3.1	4.2	8.5	7	7	6	4	19	14	18	18	76.4	63.6	54.1	42.2	71.5	63.0	52.7	45.1
24.4	100	60	0		3.9	5.9	6.2		299	95	83	0	62	43	35	0	140.4	102.7	89.9		118.0	89.2	85.5	
19.1	100	85	0	0	4.0	4.0	4.9	4.0	10	8	19	0	8	12	25	8	84.0	68.0	54.9		79.8	63.0	54.6	47.5
28.3	45	37	0	--	4.7	5.2	4.6	2.0	4	7	16	1	7	20	33	0	87.6	61.0	50.7	--	71.5	63.2	52.9	--