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ABSTRACT

Average salary increases for 1,289 faculty in the field of geography are reported for 1984-1985 and 1987-1988, as part of the College and University Personnel Association's annual faculty salary studies. Included are comparative data for 160,596 faculty at 216 public colleges and 266 private colleges, representing 45 academic disciplines. In 1984, 107 public colleges and 22 private colleges reported on geography faculty salaries, while 108 public and 20 private colleges reported in 1987. In 1987-88, the faculty salary factor in this field was approximately 3% and 4% above the overall average faculty salary factor of the other 44 disciplines/major fields for both public and private colleges, respectively. The average salary for the field in the public colleges was 1% higher than in the private colleges in 1984-85. In 1987-88, the overall salary average in the private colleges was 2.7% higher than in the public colleges. Included is information on: the number of faculty by academic rank, including new assistant professors; salaries by academic rank; the ratio of average salaries to total salaries of all institutions in both years; comparisons with the Consumer Price Index of changes in cost-of-living for both years; and comparisons with 44 other disciplines. The disciplines and participating institutions are listed. (KM)

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SALARY TREND STUDY OF FACULTY IN GEOGRAPHY

Richard Howe

FOR THE YEARS

1984-85 AND 1987-88

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Since 1982-83 the College and University Personnel Association (CUPA) in Washington, D.C., in cooperation with Appalachian State University in Boone, North Carolina, has conducted annual national faculty salary studies by discipline and rank each year through 1987-88. Each year two separate studies are conducted, one for public senior colleges and universities which are members of the American Association of State Colleges and Universities (AASCU) in Washington, D.C., and the other for private senior colleges and universities. The list of private institutions is provided by the American Council on Education in Washington, D.C.

Salary data for each study were collected and tabulated for full-time teaching faculty in 45 selected academic disciplines including geography. The disciplines were chosen from among those defined by the Higher Education General Information Study (HEGIS) Taxonomy and by A Classification of Instructional Programs (CIP), 1985. The definition of the discipline/major field of geography in the CIP is as follows:

An instructional program that describes the earth and its life; the land, sea, and air; and the distribution of plant and animal life, human beings, and industries.\*

[\*Gerald S. Malitz, A Classification of Instructional Programs (Washington, D.C.: National Center for Education Statistics, [1985], p. 140.--45.07.)

This article presents a summary of the overall average salary increases in the discipline/major field of geography from the "baseline year" of 1984-85 to and including the "trend year" of 1987-88 for both public and private institutions. Of the 272 institutions which participated in CUPA's PUBLIC (AASCU)

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study of 1984-85, 216 also participated in 1987-88. Data from those same 216 institutions were used in both the baseline year and the trend year. Of the 451 institutions which participated in CUPA'S PRIVATE study of 1984-85, 266 also participated in 1987-88. Data from those same 266 institutions were used in both the baseline year and the trend year.

This study lists the average salaries of geography faculty for both public and private participating institutions by rank, including "new assistant professor," the FAC MIX PCT (Faculty Mix Percentage) and the salary factor. In addition, comparisons are made with the CPI (Consumer Price Index) of changes in cost-of-living between the two studies for each of the two study years (1984-85 and 1987-88).

The CPI is based on prices of food, clothing, shelter and fuels, transportation, medical care, entertainment, and other goods and services that people buy for day-to-day living. In examining trends in faculty salary it is important to consider any changes in the economy. Therefore, the CPI was used to yield a more precise representation of "real" salary increases over time.

The salary is based on a nine- or ten-month academic year salary of full-time faculty only. It does not include any faculty members teaching less than 51 percent. Salary for summer academic work, fringe benefits, and perquisites are not included in the salary data. The average salary is based on the study information with the assumption that all employees were full-time. The average salary displayed is an average of all faculty salaries reported for a given rank and discipline.

The "NUM" means the number of faculty members whose salaries were included to compute the average salary.

The "N/IN" means the number of institutions that reported salary data for a given academic rank and discipline/major field.

The FAC MIX PCT is the percentage of faculty in a given discipline/major field who hold a given academic rank. For example, a FAC MIX PCT factor of .32 for associate professor of geography in the 1984-85 public study means that 32 percent of the faculty in that discipline/major field hold the rank of associate professor.

The SALARY FACTOR for a given rank of a given discipline/major field is the ratio of the average salary to the total average salary of all institutions in each of the four studies: PUBLIC 1984-85, PUBLIC 1987-88, PRIVATE 1984-85 and PRIVATE 1987-88. For example, a SALARY FACTOR of 0.99 for assistant professors in the discipline/major field of geography in the 1984-85 public study means that their salaries are 1 percent lower than the average of all assistant professors in all institutions in that study.

NEW ASST PROF is the grouping of assistant professors who were hired for the first time in the fall of the study year (1984-85 or 1987-88). All information for this group was included in the ASST PROF group for reporting purposes. This group is used mainly for new hiring information.

ALL MAJOR FIELDS is the entire data base for all 45 disciplines/major fields in each of the four studies. It is used to compare, among other things, the discipline/major field of geography with the entire data base for each study.

Of particular import to the reader is noting the size of the sample on which each percentage or dollar value is based. The smaller the number in the group, the greater the effect of extreme scores on a descriptive statistic such as the average. It should be noted also that any large disparity in the sample sizes between the "baseline year" of 1984-85 and the "trend year" of 1987-88 will lessen the reliability and validity of any conclusions that one might make based on a simple comparison of averages.

PROF	ASSO PROF	ASST PROF	NEW ASST PROF	INSTRUCTOR	ALL RANKS	
SALARY NUM N/IN	SALARY NUM N/IN	SALARY NUM N/IN	SALARY NUM N/IN	SALARY NUM N/IN	SALARY NUM N/IN	
<u>PUBLIC, 1984-85:</u>						
AVERAGE						
GEOGRAPHY						
SALARY:	35555 244 82	28383 184 83	24063 135 70	21287 19 17	19952 11 11	30254 574 107
FAC MIX						
PCT:	0.43	0.32	0.24	0.03	0.02	1.00
SALARY						
FACTOR:	1.00	0.97	0.99	0.90	1.01	1.03
ALL MAJOR FIELDS						
AVERAGE						
SALARY:	35583 16647	29260 15785	24372 13767	23563 1931	19711 4112	29234 50311 216
FAC MIX						
PCT:	0.33	0.31	0.27	0.04	0.08	1.00
<u>PUBLIC, 1987-88:</u>						
AVERAGE						
GEOGRAPHY						
SALARY:	41951 253 86	33425 170 81	27641 131 68	25926 27 24	22868 13 11	35651 567 108
FAC MIX						
PCT:	0.45	0.30	0.23	0.05	0.02	1.00
SALARY						
FACTOR:	1.00	0.97	0.97	0.93	1.02	1.03
ALL MAJOR FIELDS						
AVERAGE						
SALARY:	42078 18029	34414 15437	28589 14226	27759 2245	22371 3878	34581 51570 216
FAC MIX						
PCT:	0.35	0.30	0.28	0.04	0.08	1.00
<u>PRIVATE, 1984-85:</u>						
AVERAGE						
GEOGRAPHY						
SALARY:	35081 31 14	29664 20 10	22908 20 13	22600 5 2	15720 1 1	29926 72 22
FAC MIX						
PCT:	0.43	0.28	0.28	0.07	0.01	1.00
SALARY						
FACTOR:	0.92	1.02	0.97	0.98	0.83	1.01
ALL MAJOR FIELDS						
AVERAGE						
SALARY:	38304 9450	29006 8980	23612 8649	23044 1224	19015 1912	29769 38991 266
FAC MIX						
PCT:	0.33	0.31	0.30	0.04	0.07	1.00
<u>PRIVATE, 1987-88:</u>						
AVERAGE						
GEOGRAPHY						
SALARY:	42821 37 15	33288 21 11	27879 17 13	NCNE	26000 1 1	36623 76 20
FAC MIX						
PCT:	0.49	0.28	0.22		0.01	1.00
SALARY						
FACTOR:	0.95	0.98	1.00		1.17	1.04
ALL MAJOR FIELDS						
AVERAGE						
SALARY:	45193 9944	33900 9299	27999 8810	27388 1322	22156 1671	35269 29724 266
FAC MIX						
PCT:	0.33	0.31	0.30	0.04	0.06	1.00

## RESULTS OF THE TWO PUBLIC (AASCU) STUDIES, 1984-85 AND 1987-88

In the PUBLIC 1984-85 salary study in the above table, the reader may note that the discipline/major field of geography was reported in 107 of the 216 public (AASCU) institutions. The average salary of the 574 faculty was \$30,254. This average salary was approximately 3 percent (1.03) higher than the average salary of \$29,234 for all 50,311 faculty in ALL MAJOR FIELDS in the 1984-85 public study.

In the PUBLIC 1987-88 salary study in the above table, the discipline/major field of geography was reported in 108 of the same 216 public (AASCU) institutions. The average salary of the 567 faculty was \$35,651. This average salary was approximately 3 percent (1.03) higher than the average salary of \$34,581 for all 51,570 faculty in ALL MAJOR FIELDS in the 1987-88 public study.

The increase in average salaries for all faculty in geography after three years in the public institutions studied was 17.8 percent (\$35,651 minus \$30,254 equals \$5,397). The CPI of increased cost-of-living between October 1984 and October 1987 was 9.5 percent. A more realistic increase, therefore, in average faculty salaries over the three-year time period is 8.3 percent or an average of 2.8 percent each year above the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the public institutions studied was 18.3 percent (\$34,581 minus \$29,234 equals \$5,347). In comparison to the discipline/major field of geography (17.8%), therefore, the faculty in ALL MAJOR FIELDS increased their salaries by 0.5 percent (18.3% minus 17.8% equals 0.5%) more than faculty in the discipline/major field of geography.

The reader may note that the faculty mix percentage in geography is higher at the professor rank than at the assistant professor rank in both the public studies: 0.43 vs 0.24 (1984-85) and 0.45 vs 0.23 (1987-88), respectively.

The differences in faculty mix percentage at the ranks of professor and assistant professor in ALL MAJOR FIELDS for both public studies are as follows: 0.33 vs. 0.27 (1984-85) and 0.35 vs. 0.28 (1987-88), respectively. In other words ALL MAJOR FIELDS has a lower percentage of professors and a higher percentage of assistant professors compared to geography in both of the public studies.

Finally, the hiring rate of new assistant professors in geography was less than for ALL MAJOR FIELDS in the 1984-85 public study, 3.3 percent (19/574) vs. 3.8 percent (1,931/50,311), respectively. However, the hiring rate of new assistant professors in geography in 1987-88 was greater than the hiring rate of new assistant professors in ALL MAJOR FIELDS: 4.8 percent (27/567) vs. 4.4 percent (2,245/51,570). In other words the hiring rate of new assistant professors in geography was less than for ALL MAJOR FIELDS in 1984-85, but was greater than for ALL MAJOR FIELDS in 1987-88.

#### RESULTS OF THE TWO PRIVATE STUDIES, 1984-85 AND 1987-88

In the PRIVATE 1984-85 salary study in the above table, the reader may note that the discipline/major field of geography was reported in 22 of the 266 private institutions. The average salary of the 72 faculty was \$29,926. This average salary was approximately 1 percent (1.01) higher than the average salary of \$29,769 for all 28,991 faculty in ALL MAJOR FIELDS in the 1984-85 private study.

In the PRIVATE 1987-88 salary study in the above table, the discipline/major field of geography was reported in 20 of the same 266 private institutions. The average salary of the 76 faculty was \$36,623. This average salary was approximately 4 percent (1.04) higher than the average salary of \$35,269 for all 29,724 faculty in ALL MAJOR FIELDS in the 1987-88 private study.

The increase in average salaries for all faculty in geography after three years in the private institutions studied was 22.4 percent (\$36,623 minus \$29,926 equals \$6,697). The CPI of increased cost-of-living between October 1984 and October 1987 was 9.5 percent. A more realistic increase, therefore, in average faculty salaries over the three-year time period is 12.9 percent or 4.3 percent each year above the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the private institutions studied was 18.5 percent (\$35,269 minus \$29,769 equals \$5,500). In comparison to the discipline/major field of geography (22.4%), therefore, the faculty in ALL MAJOR FIELDS increased their salaries by 3.9 percent (22.4% minus 18.5% equals 3.9%) less than faculty in the discipline/major field of geography.

In the discipline/major field of geography, the reader may note that the faculty mix percentage at the professor rank is more than at the assistant professor rank in the private studies: 0.43 vs. 0.28 (1984-85), respectively; and 0.49 vs. 0.22 (1987-88), respectively. This is quite different from ALL MAJOR FIELDS for both private studies: 0.33 vs. 0.30 (1984-85), respectively; and 0.33 vs. 0.30 (1987-88), respectively. In other words ALL MAJOR FIELDS has a lower percentage of professors and a higher percentage of assistant professors compared to geography in both private studies.

Finally, the reader may note that the hiring rate of new assistant professors in geography in the private studies was more than the hiring rate in ALL MAJOR FIELDS both in 1984-85, 6.9 percent (5/72) vs. 4.2 percent (1,224/28,991), respectively. However, in 1987-88, it was less than the hiring rate in ALL MAJOR FIELDS: 0 percent (0/76) vs. 4.4 percent (1,322/29,724), respectively.

#### CONCLUDING REMARKS

This article presented salary-trend information on the academic discipline/major field of geography and compared that information with 44 other academic disciplines/major fields over a period of three years: the "baseline year" of 1984-85 through the "trend year" of 1987-88. Two studies, one for public (AASCU) institutions, and the other for private institutions were conducted for the baseline year and for the trend year--a total of four studies. A total of 1,289 faculty in the discipline/major field of geography participated and were included in the overall total of 160,596 faculty in all 45 disciplines/major fields in all four studies. The same 216 public (AASCU) institutions and the same 266 private institutions in the United States participated in the baseline year and the trend year.

Although many interpolations and extrapolations of the data may be made, a few of the more important ones are as follows. First, the faculty salary factor in the discipline/major field of geography is currently (1987-88) some 3 and 4 percent above the overall average faculty salary of the other 44 disciplines/major fields for both the public and private studies, respectively. The average faculty salary for geography in the public institutions was 1 percent more in comparison to that in the private institutions in 1984-85. The average faculty salary in the private institutions is now (1987-88) 2.7 percent more in comparison to that for the public institutions.

Second, the CPI of October 1987, in comparison to the CPI of October 1984, indicates that the faculty in geography, in both the public and private institutions, received overall salary increases for three years above the cost-of-living. The salary increases of the geography faculty in the public institutions lagged behind those of the faculty in ALL MAJOR FIELDS during this same period. However, salary increases were ahead in the private

institutions. Geography faculty in the public institutions have a little catching up to do in salary in comparison to their colleagues in the private institutions.

Third, in the discipline/major field of geography the assistant professor rank has a smaller percentage compared to the full professor rank for both the public and private studies. The full professor rank appears to be increasing at a faster rate in the private institutions, compared to the public institutions. It seems a higher percentage of new assistant professors are being hired in the public institutions in comparison to the private institutions.

Now that a rather significant data base on individual faculty member salaries has been developed, it is anticipated that additional salary-trend studies will be effected in geography, and in other disciplines/major fields, on an annual basis.

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APPENDICES:

- A - OVERALL LIST OF SELECTED DISCIPLINES, page 10
- B - LIST OF PUBLIC Participating Institutions, page 11
- C - LIST OF PRIVATE Participating Institutions, page 14

## APPENDIX A

### OVERALL LIST OF SELECTED DISCIPLINES

ACCOUNTING	HOME ECONOMICS
AGRIBUSINESS AND AGRICULTURAL PRODUCTION	LETTERS
ANTHROPOLOGY	LIBRARY AND ARCHIVAL SCIENCES
ARCHITECTURE AND ENVIRONMENTAL DESIGN	LIFE SCIENCES
AREA AND ETHNIC STUDIES	MATHEMATICS
AUDIOLOGY AND SPEECH PATHOLOGY	MULTI-INTERDISCIPLINARY STUDIES
BUSINESS AND MANAGEMENT	MUSIC
BUSINESS ADMINISTRATION AND MANAGEMENT	NURSING
BUSINESS ECONOMICS	PHILOSOPHY AND RELIGION
CHEMISTRY	PHYSICAL EDUCATION
COMMUNICATIONS TECHNOLOGIES	PHYSICAL SCIENCES
COMMUNICATIONS	PHYSICS
COMPUTER AND INFORMATION SCIENCES	POLITICAL SCIENCE AND GOVERNMENT
CURRICULUM AND INSTRUCTION	PSYCHOLOGY
DRAMATIC ARTS	READING EDUCATION
EDUCATION	SECRETARIAL AND RELATED PROGRAMS
EDUCATION ADMINISTRATION	SOCIAL SCIENCES
ENGINEERING	SOCIOLOGY
FINE ARTS	SPECIAL EDUCATION
FOREIGN LANGUAGES	STUDENT COUNSELING AND PERSONNEL SERVICES
GEOGRAPHY	TEACHER EDUCATION, GENERAL PROGRAMS
GEOLOGICAL SCIENCES	VISUAL AND PERFORMING ARTS
HISTORY	<u>TOTAL: 45</u>

## APPENDIX B

CUPA Public (AASCU) Faculty Salary-Trend Studies: 1984-85 and 1987-88

### Institutions Participating in Both Studies:

Adams State College (CO)  
Alabama State University (AL)  
Albany State College (GA)  
Angelo State University (TX)  
Appalachian State University (NC)  
Arkansas State University (AR)  
Arkansas Tech University (AR)  
Armstrong State College (GA)  
Auburn University at Montgomery (AL)  
Augusta College (GA)  
Black Hills State College (SD)  
Bluefield State College (WV)  
Boise State University (ID)  
Bowling Green State University (OH)  
California State College, Bakersfield (CA)  
California State University, Dominguez Hills (CA)  
California State University, Hayward (CA)  
California State University, Long Beach (CA)  
California State University, Los Angeles (CA)  
California University of Pennsylvania (PA)  
Castleton State College (VT)  
Central Connecticut State University (CT)  
Central Missouri State University (MO)  
Central State University (OK)  
Central Washington University (WA)  
Chadron State College (NE)  
Citadel, (The) Military College of South Carolina (SC)  
Clarion University of Pennsylvania (PA)  
Cleveland State University (OH)  
Clinch Valley College of the University  
of Virginia (VA)  
College of Charleston (SC)  
College of Staten Island, The (NY)  
College of the Virgin Islands at  
St. Thomas (VI)  
Columbus College (GA)  
Corpus Christi State University (TX)  
Dakota State College (SD)  
Delta State University (MS)  
East Central University (OK)  
East Tennessee State University (TN)  
East Texas State University (TX)  
Eastern Connecticut State University (CT)  
Eastern Illinois University (IL)  
Eastern Kentucky University (KY)  
Eastern Montana College (MT)  
Eastern New Mexico University (NM)  
Edinboro University of Pennsylvania (PA)  
Fitchburg State College (MA)  
Florida International University (FL)  
Fort Hays State University (KS)  
Francis Marion College (SC)  
Frostburg State College (MD)  
George Mason University (VA)  
Georgia College (GA)  
Georgia Southern College (GA)  
Georgia Southwestern College (GA)  
Grambling State University (LA)  
Grand Valley State College (MI)  
Harris-Stowe State College (MO)  
Henderson State University (AR)  
Idaho State University (ID)  
Illinois State University (IL)  
Indiana State University (IN)  
Indiana University East (IN)  
Indiana University of Pennsylvania (PA)  
Jacksonville State University (AL)  
James Madison University (VA)  
John Jay College of Criminal Justice (NY)  
Kearney State College (NE)  
Keene State College (NH)  
Kennesaw College (GA)  
Kutztown University (PA)  
Lake Superior State College (MI)  
Lander College (SC)  
Lewis Clark State College (ID)  
Livingston University (AL)  
Lock Haven University (PA)  
Longwood College (VA)  
Louisiana State University in  
Shreveport (LA)  
Louisiana Tech University (LA)  
Lyndon State College (VT)  
Mansfield University (PA)  
Marshall University (WV)  
Mary Washington College (VA)  
Mayville State College (ND)  
McNeese State University (LA)  
Mesa College (CO)  
Metropolitan State College (CO)  
Metropolitan State University (MN)  
Middle Tennessee State University (TN)  
Midwestern State University (TX)  
Millersville University (PA)

Participating Institutions, continued:

Minot State College (ND)  
Mississippi University for Women (MS)  
Missouri Southern State College (MO)  
Missouri Western State College (MO)  
Montana College of Mineral Science  
& Technology (MT)  
Montclair State College (NJ)  
Moorhead State University (MN)  
Morehead State University (KY)  
Morgan State University (MD)  
North Carolina Agricultural & Technical  
State University (NC)  
North Texas State University (TX)  
Northeast Louisiana University (LA)  
Northeastern Illinois University (IL)  
Northern Arizona University (AZ)  
Northern Illinois University (IL)  
Northern Michigan University (MI)  
Northern Montana College (MT)  
Northern State College (SD)  
Northwest Missouri State University (MO)  
Northwestern State University (LA)  
Oakland University (MI)  
Old Dominion University (VA)  
Oregon Institute of Technology (OR)  
Peru State College (NE)  
Pittsburg State University (KS)  
Plymouth State College (NH)  
Portland State University (OR)  
Purdue University at Calumet (IN)  
Radford University (VA)  
Rhode Island College (RI)  
Salem State College (MA)  
Salisbury State College (MD)  
Sangamon State University (IL)  
Shepherd College (WV)  
Shippensburg University (PA)  
Sonoma State University (CA)  
South Dakota School of Mines & Technology (SD)  
Southeast Missouri State University (MO)  
Southern Arkansas University (AR)  
Southern Connecticut State University (CT)  
Southern Illinois University at Edwardsville (IL)  
Southern Oregon State College (OR)  
Southwest Missouri State University (MO)  
Southwest Texas State University (TX)  
St. Cloud University (MN)  
State University of New York College at  
Brockport (NY)  
State University of New York College  
Buffalo (NY)  
State University of New York College at  
Cortland (NY)  
State University of New York College at  
Geneeo (NY)  
State University of New York College at  
Old Westbury (NY)  
State University of New York College at  
Plattsburgh (NY)  
State University of New York College of  
Technology at Utica/Rome (NY)  
Stephen F. Austin State University (TX)  
Sul Ross State University (TX)  
Tennessee Technological University (TN)  
Texas A&I University (TX)  
Texas A&M University at Galveston (TX)  
Towson State University (MD)  
Trenton State College (NJ)  
Troy State University (AL)  
University of Akron, The (OH)  
University of Alaska at Juneau (AK)  
University of Arkansas at Little Rock (AR)  
University of Arkansas at Monticello (AR)  
University of Central Florida (FL)  
University of Colorado at Colorado Springs (CO)  
University of Colorado at Denver (CO)  
University of Houston--Clear Lake (TX)  
University of Houston--Downtown (TX)  
University of Lowell (MA)  
University of Maine at Presque Isle (ME)  
University of Maryland Baltimore County (MD)  
University of Missouri--St. Louis (MO)  
University of Montevallo (AL)  
University of Nebraska at Omaha (NE)  
University of Nevada, Las Vegas (NV)  
University of North Carolina at Asheville (NC)  
University of North Carolina at Charlotte (NC)  
University of North Carolina at Greensboro (NC)  
University of North Carolina at Wilmington (NC)  
University of Northern Colorado (CO)  
University of Northern Iowa (IA)  
University of Science and Arts of Oklahoma (OK)  
University of South Alabama, The (AL)  
University of South Carolina - Aiken (SC)  
University of South Carolina at Spartanburg (SC)  
University of Southern Colorado (CO)  
University of Southern Indiana (IN)  
University of Southern Maine (ME)  
University of Southern Mississippi (MS)  
University of Tennessee at Chattanooga (TN)  
University of Tennessee at Martin, The (TN)  
University of Texas at Dallas, The (TX)

Participating Institutions, continued:

University of Texas at San Antonio (TX)  
University of Texas of the Permian Basin (TX)  
University of the District of Columbia (DC)  
University of West Florida (FL)  
University of Wisconsin--Eau Claire (WI)  
University of Wisconsin--Green Bay (WI)  
University of Wisconsin--Platteville (WI)  
University of Wisconsin--Stevens Point (WI)  
University of Wisconsin--Stout (WI)  
University of Wisconsin--Superior (WI)  
University of Wisconsin--Whitewater (WI)  
University of Wisconsin Oshkosh (WI)  
Valdosta State College (GA)  
Weber State College (UT)  
West Georgia College (GA)  
West Liberty State College (WV)  
West Texas State University (TX)  
West Virginia College of Graduate Studies (WV)  
West Virginia Institute of Technology (WV)  
West Virginia State College (WV)  
Western Carolina University (NC)  
Western Connecticut State University (CT)  
Western Illinois University (IL)  
Western Kentucky University (KY)  
Western Michigan University (MI)  
Western New Mexico University (NM)  
Western Oregon State College (OR)  
Western State College of Colorado (CO)  
Western Washington University (WA)  
Wichita State University, The (KS)  
Winona State University (MN)  
Youngstown State University (OH)

Total: 216

## APPENDIX C

### CUPA Private Faculty Salary-Trend Studies: 1984-85 and 1987-88

#### Institutions Participating in Both Studies:

Abilene Christian University (TX)  
Agnes Scott College (GA)  
Albertus Magnus College (CT)  
Allentown College of St. Francis de Sales (PA)  
Alma College (MI)  
Alverno College (WI)  
American College, The (PA)  
American Graduate School of International Management (AZ)  
American Technological University (TX)  
American University, The (DC)  
Amherst College (MA)  
Andover Newton Theological School (MA)  
Anna Maria College (MA)  
Aquinas College (MI)  
Arkansas College (AR)  
Asbury College (KY)  
Augustana College (IL)  
Aurora University (IL)  
Austin College (TX)  
Averett College (VA)  
Avila College (MO)  
Azusa Pacific University (CA)  
Babson College (MA)  
Bard College (NY)  
Barry University (FL)  
Beaver College (PA)  
Benedictine College (KS)  
Bennett College (NC)  
Bentley College (MA)  
Biola University (CA)  
Birmingham-Southern College (AL)  
Boston College (MA)  
Bradley University (IL)  
Briar Cliff College (IA)  
Bridgewater College (VA)  
Brigham Young University (UT)  
Bryant College (RI)  
Bryn Mawr College (PA)  
Bucknell University (PA)  
Butler University (IN)  
Campbellsville College (KY)  
Canisius College (NY)  
Capitol Institute of Technology (MD)  
Carnegie-Mellon University (PA)  
Carroll College (MT)  
Carroll College (WI)  
Catholic University of America, The (DC)  
Catholic University of Puerto Rico (PR)  
Cedar Crest College (PA)  
Cedarville College (OH)  
Central College (IA)  
Chaminade University of Honolulu (HI)  
Christian Brothers College (TN)  
Claremont Graduate School (CA)  
Clark University (MA)  
Clarke College (IA)  
Clarkson University (NY)  
Cogswell Polytechnical College (CA)  
Coker College (SC)  
Colgate University (NY)  
College of Great Falls (MT)  
College of Mount Saint Vincent (NY)  
College of Mount St. Joseph (OH)  
College of Saint Benedict (MN)  
College of Saint Elizabeth (NJ)  
College of Saint Rose, The (NY)  
College of St. Joseph (VT)  
College of St. Scholastica (MN)  
College of the Holy Cross (MA)  
College of Wooster, The (OH)  
Columbia Bible College (SC)  
Columbia College (MO)  
Concordia College (MI)  
Concordia College (MN)  
Concordia College (NY)  
Concordia College (OR)  
Concordia College Wisconsin (WI)  
Converse College (SC)  
Cooper Union for the Advancement of  
    Science and Art, The (NY)  
Cornell College (IA)  
Cornell University (NY)  
Creighton University (NE)  
Curry College (MA)  
D'Youville College (NY)  
Davis & Elkins College (WV)  
Defiance College, The (OH)  
DePaul University (IL)  
Dickinson College (PA)  
Dordt College, Inc. (IA)  
Drake University (IA)  
Drew University (NJ)

Participating Institutions, continued:

Duquesne University (PA)  
Eastern Mennonite College and Seminary (VA)  
Eckerd College (FL)  
Elmhurst College (IL)  
Elmira College (NY)  
Elms College (MA)  
Embry-Riddle Aeronautical University (FL)  
Emerson College (MA)  
Emory & Henry College (VA)  
Fairfield University (CT)  
Fontbonne College (MO)  
Fordham University (NY)  
Fort Wayne Bible College (IN)  
George Washington University, The (DC)  
Georgetown University (DC)  
Georgian Court College (NJ)  
GMI Engineering & Management Institute (MI)  
Gonzaga University (WA)  
Gordon College (MA)  
Goshen College (IN)  
Grand View College (IA)  
Guilford College (NC)  
Hartwick College (NY)  
Heidelberg College (OH)  
High Point College (NC)  
Hope College (MI)  
Husson College (ME)  
Illinois Benedictine College (IL)  
Illinois College (IL)  
Illinois Institute of Technology (IL)  
Immaculata College (PA)  
Inter American University of Puerto Rico  
--at San German (PR)  
Iona College (NY)  
Ithaca College (NY)  
John Carroll University (OH)  
Judson College (IL)  
Kalamazoo College (MI)  
Kenyon College (OH)  
King's College (PA)  
La Roche College (PA)  
Lancaster Bible College (PA)  
Le Moyne College (NY)  
Le Tourneau College (TX)  
Lebanon Valley College (PA)  
Lewis & Clark College (OR)  
Linfield College (OR)  
Long Island University (NY)  
Loras College (IA)  
Loyola College in Maryland (MD)  
Luther College (IA)  
Lycuming College (PA)  
Lynchburg College (VA)  
Manhattanville College (NY)  
Marion College (IN)  
Mary Baldwin College (VA)  
Marymount College (NY)  
Maryville College (TN)  
Maryville College--St. Louis (MO)  
Marywood College (PA)  
Massachusetts Institute of Technology (MA)  
McPherson College (KS)  
Mercy College of Detroit (MI)  
Mercyhurst College (PA)  
Merrimack College (MA)  
Milwaukee School of Engineering (WI)  
Moravian College (PA)  
Mount Mary College (WI)  
Mount Mercy College (IA)  
Mount Saint Clare College (IA)  
Mount Saint Mary's College (MD)  
Mount Senario College (WI)  
Nazareth College (MI)  
Neumann College (PA)  
North Central College (IL)  
North Park College (IL)  
North-eastern University (MA)  
Northrop University (CA)  
Northwestern College (IA)  
Notre Dame College (OH)  
Oakwood College (AL)  
Oklahoma Baptist University (OK)  
Otterbein College (OH)  
Pepperdine University (CA)  
Phillips University (OK)  
Pikeville College (KY)  
Point Loma Nazarene College (CA)  
Polytechnic University (NY)  
Principia College (IL)  
Quinnipiac College (CT)  
Randolph-Macon Woman's College (VA)  
Reed College (OR)  
Reformed Bible College (MI)  
Rensselaer Polytechnic Institute (NY)  
Rider College (NJ)  
Rio Grande College/Community College (OH)  
Rockford College (IL)  
Rockhurst College (MO)  
Rose-Hulman Institute of Technology (IN)  
Saint Edward's University (TX)  
Saint Joseph College (CT)  
Saint Mary College (KS)

Participating Institutions, continued:

Saint Michael's College (VT)	Utica College of Syracuse University (NY)
Saint Peter's College (NJ)	Villa Maria College (PA)
Saint Vincent College (PA)	Viterbo College (WI)
Salem College (NC)	Walsh College (OH)
School of the Ozarks, The (MO)	Wartburg College (IA)
Seattle Pacific University (WA)	Washington and Jefferson College (PA)
Seattle University (WA)	Wesleyan University (CT)
Seton Hill College (PA)	Western Maryland College (MD)
Siena College (NY)	Western New England College (MA)
Siena Heights College (MI)	Westmar College (IA)
Simpson College (IA)	Westminster College of Salt Lake City (UT)
Skidmore College (NY)	Wheeling College, Inc. (WV)
Southern California College (CA)	Whitman College (WA)
Southern Methodist University (TX)	Whittier College (CA)
Southwestern Assemblies of God College (TX)	Widener University (PA)
Southwestern College (KS)	William Jewell College (MO)
Spalding University (NY)	William Marsh Rice University (TX)
Springfield College (MA)	William Penn College (IA)
St. Francis College (NY)	Wilmington College (OH)
St. Mary's University (TX)	Wittenburg University (OH)
St. Norbert College (WI)	Worcester Polytechnic Institute (MA)
Stevens Institute of Technology (NJ)	Xavier University (OH)
Suffolk University (MA)	York College of Pennsylvania (PA)
Susquehanna University (PA)	
Syracuse University (NY)	
Tabor College (KS)	TOTAL: 256
Taylor University (IN)	
Texas Christian University (TX)	
Thomas College (ME)	
Transylvania University (KY)	
Trinity Christian College (IL)	
Trinity College Inc. (VT)	
Trinity University (TX)	
Tulane University (LA)	
University of Dallas, The (TX)	
University of Dayton (OH)	
University of Detroit (MI)	
University of Dubuque, The (IA)	
University of Hartford (CT)	
University of Judaism (CA)	
University of La Verne (CA)	
University of Portland (OR)	
University of Redlands (CA)	
University of Richmond (VA)	
University of San Diego (CA)	
University of St. Thomas (TX)	
University of the South, The (IN)	
University of Tampa (FL)	
Upsala College (NJ)	
Urbana University (OH)	
Ursuline College (OH)	