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ABSTRACT

Average salary increases for 2,873 faculty in the field of social sciences 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, 73 public colleges and 79 private colleges reported on social sciences faculty salaries, while 72 public and 80 private colleges reported in 1987. In 1987-88, the faculty salary factor in this field was approximately the same in the public colleges, and 3% higher in the private colleges, as compared to the overall average faculty salary of the other 44 disciplines/major fields. The average salary for the field in the private colleges was 3.8% higher than in the public colleges in 1984-85. In 1987-88, the average salary in the private colleges was 9.9% 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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RICHARD D. HOWE

SALARY TREND STUDY OF FACULTY IN SOCIAL SCIENCES

FOR THE YEARS

1984-85 AND 1987-88

TO THE EDUCATIONAL RESOURCES INFORMATION CENTER (ERIC) "

Richard D. Howe and Maryon L. Urquhart

ED302165

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 social sciences. 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 social sciences in the CIP is as follows:

A summary of groups of instructional programs that describe the substantive portions of behavior, past and present activities, interactions, and organizations of people associated together for religious, benevolent, cultural, scientific, political, patriotic, or other purposes.*

[*Gerald S. Malitz, A Classification of Instructional Programs (Washington, DC.: National Center for Education Statistics, [1985], p. 139.--45.)

This article presents a summary of the overall average salary increases in the discipline/major field of social sciences from the "baseline year" of

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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) 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 social science 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. Thus, by comparing changes in faculty salaries with the CPI, a more precise representation of the "real" salary increases is yielded.

The salary is based on a nine- or ten-month academic year salary of full-time faculty only. Full-time faculty members are those who teach no less than 51 percent of the time. Salary for summer academic work, fringe benefits, and perquisites are not included in the salary data. The average salary displayed is computed from 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 .37 for associate professor of social sciences in the 1984-85 public study means that 37 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 0.96 for assistant professors in the discipline/major field of social sciences in the 1984-85 public study means that their salaries are 4 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 social sciences 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
PUBLIC, 1984-85:																		
SOCIAL SCIENCES																		
AVERAGE																		
SALARY:	34710	271	64	28128	311	64	23352	231	59	21737	33	19	19850	30	19	28640	843	73
FAC MIX																		
PCT:	0.32			0.37			0.27			0.04			0.04			1.00		
SALARY																		
FACTOR:	0.98			0.96			0.96			0.92			1.01			0.98		
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		
PUBLIC, 1987-88:																		
SOCIAL SCIENCES																		
AVERAGE																		
SALARY:	40375	239	57	32555	240	58	26553	200	63	24871	35	27	23834	30	16	33128	709	72
FAC MIX																		
PCT:	0.34			0.34			0.28			0.05			0.04			1.00		
SALARY																		
FACTOR:	0.96			0.95			0.93			0.90			1.07			0.96		
ALL MAJOR FIELDS																		
AVERAGE																		
SALARY:	42078	18029		34414	15437		28589	14226		27759	224		22371	3878		34581	51570	216
FAC MIX																		
PCT:	0.35			0.30			0.28			0.04			0.08			1.00		
<hr/>																		
PRIVATE, 1984-85:																		
SOCIAL SCIENCES																		
AVERAGE																		
SALARY:	38163	207	42	28793	198	57	22990	197	54	21900	22	12	17772	19	14	29738	621	79
FAC MIX																		
PCT:	0.33			0.32			0.32			0.04			0.03			1.00		
SALARY																		
FACTOR:	1.00			0.99			0.97			0.95			0.93			1.00		
ALL MAJOR FIELDS																		
AVERAGE																		
SALARY:	38304	9430		29006	8980		23612	8649		23044	1224		19015	1912		29769	28991	266
FAC MIX																		
PCT:	0.33			0.31			0.30			0.04			0.07			1.00		
PRIVATE, 1987-88:																		
SOCIAL SCIENCES																		
AVERAGE																		
SALARY:	46734	251	45	34470	215	54	27625	210	54	27451	30	16	22374	24	13	36399	700	80
FAC MIX																		
PCT:	0.36			0.31			0.30			0.04			0.03			1.00		
SALARY																		
FACTOR:	1.03			1.02			0.99			1.00			1.01			1.03		
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 social sciences was reported in 73 of the 216 public (AASCU) institutions. The average salary of the 843 faculty was \$28,640. This average salary was approximately 2 percent (0.98) lower 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 social sciences was reported in 72 of the same 216 public (AASCU) institutions. The average salary of the 709 faculty was \$33,128. This average salary was 4 percent (0.96) lower 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 social sciences after three years in the public institutions studied was 15.7 percent (\$33,128 minus \$28,640 equals \$4,488). 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 6.2 percent or an average of 2.1 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 social sciences (15.7%), therefore, the faculty in ALL MAJOR FIELDS increased their salaries by 2.6 percent (18.3% minus 15.7% equals 2.6%) more than faculty in the discipline/major field of social sciences.

The reader may note that the faculty mix percentage in the social sciences was higher at the professor rank than at the assistant professor rank in the 1984-85 public study: 0.32 vs. 0.27, respectively. In the 1987-88 public study

the faculty mix percentage at the professor rank was also more than that for the assistant professor rank: 0.34 vs. 0.28, 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 higher percentage of professors and a lower percentage of assistant professors compared to social sciences in both of the public studies.

Finally, the hiring rate of new assistant professors in the social sciences is high in the public studies: 3.9 percent (33/843) in 1984-85 vs. 3.8 percent (1,931/50,311) in ALL MAJOR FIELDS in 1984-85. Also, the hiring rate of new assistant professors in the social sciences in 1987-88 was 4.9 percent (35/709) vs. 4.4 percent (2,245/51,570) in ALL MAJOR FIELDS that same year. In other words the hiring rate in the discipline/major field of social sciences is greater than than for ALL MAJOR FIELDS in both of the public studies.

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 social sciences was reported in 79 of the 266 private institutions. The average salary of the 621 faculty was \$29,738. This average salary was approximately the same (1.00) as 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 social sciences was reported in 80 of the same 266 private institutions. The average salary of the 700 faculty was \$36,399. This average salary was approximately 3 percent (1.03) 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 social sciences after three years in the private institutions studied was 22.4 percent (\$36,399 minus \$29,738 equals \$6,661). 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 social sciences (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 social sciences.

In the discipline/major field of social sciences, the reader may note that the faculty mix percentage at the professor rank was greater than at the assistant professor rank in both of the private studies: 0.33 vs. 0.32 (1984-85), respectively; and 0.36 vs. 0.30 (1987-88), respectively. This is similar to ALL MAJOR FIELDS for both private studies: 0.33 vs. 0.30 (1984-85), respectively; and 0.33 vs. 0.30 (1987-88), respectively.

Finally, the reader may note that the hiring rate of new assistant professors in social sciences in the private studies was less than the hiring rate in ALL MAJOR FIELDS both in 1984-85, 3.5 percent (22/621) vs. 4.2 percent (1,224/28,991), respectively; and in 1987-88, 4.3 percent (30/700) vs. 4.4 percent (1,322/29,724), respectively. In other words the hiring rate in ALL MAJOR FIELDS slightly exceeds the discipline/major field of social sciences in both the private studies of 1984-85 and 1987-88.

CONCLUDING REMARKS

This article presented salary-trend information on the academic discipline/major field of social sciences 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 2,873 faculty in the discipline/major field of social sciences 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 social sciences is currently (1987-88) about the same in the public study and 3 percent in the private study above the overall faculty salary factor of the other 44 disciplines/major fields. The average faculty salary for social sciences in the private institutions was 3.8 percent more in comparison to that in the public institutions in 1984-85. The average faculty salary in the private institutions is now (1987-88) 9.9 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 the social sciences, in both the public and private institutions, received overall salary increases for three years above the cost-of-living. The salary increase of the social sciences faculty in the public institutions lagged behind faculty in ALL MAJOR FIELDS during this same

period. Social sciences faculty in the public institutions have some catching up to do in salary in comparison to their colleagues in the private institutions.

Third, in the discipline/major field of social sciences the full professor rank had a higher percentage than the assistant professor rank in both the 1984-85 and the 1987-88 public studies. In both of the private studies the full professor rank has a lower percentage compared to the assistant professor rank. The full professor rank appears to be increasing at a greater 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 the social sciences, 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 PAYS 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)	State University of New York College at Cortland (NY)
Mississippi University for Women (MS)	State University of New York College at Geneseo (NY)
Missouri Southern State College (MO)	State University of New York College at Old Westbury (NY)
Missouri Western State College (MO)	State University of New York College at Plattsburgh (NY)
Montana College of Mineral Science & Technology (MT)	State University of New York College of Technology at Utica/Rome (NY)
Montclair State College (NJ)	Stephen F. Austin State University (TX)
Moorhead State University (MN)	Sul Ross State University (TX)
Morehead State University (KY)	Tennessee Technological University (TN)
Morgan State University (MD)	Texas A&I University (TX)
North Carolina Agricultural & Technical State University (NC)	Texas A&M University at Galveston (TX)
North Texas State University (TX)	Towson State University (MD)
Northeast Louisiana University (LA)	Trenton State College (NJ)
Northeastern Illinois University (IL)	Troy State University (AL)
Northern Arizona University (AZ)	University of Akron, The (OH)
Northern Illinois University (IL)	University of Alaska at Juneau (AK)
Northern Michigan University (MI)	University of Arkansas at Little Rock (AR)
Northern Montana College (MT)	University of Arkansas at Monticello (AR)
Northern State College (SD)	University of Central Florida (FL)
Northwest Missouri State University (MO)	University of Colorado at Colorado Springs (CO)
Northwestern State University (LA)	University of Colorado at Denver (CO)
Oakland University (MI)	University of Houston--Clear Lake (TX)
Old Dominion University (VA)	University of Houston--Downtown (TX)
Oregon Institute of Technology (OR)	University of Lowell (MA)
Peru State College (NE)	University of Maine at Presque Isle (ME)
Pittsburgh State University (KS)	University of Maryland Baltimore County (MD)
Plymouth State College (NH)	University of Missouri--St. Louis (MO)
Portland State University (OR)	University of Montevallo (AL)
Purdue University at Calumet (IN)	University of Nebraska at Omaha (NE)
Radford University (VA)	University of Nevada, Las Vegas (NV)
Rhode Island College (RI)	University of North Carolina at Asheville (NC)
Salem State College (MA)	University of North Carolina at Charlotte (NC)
Salisbury State College (MD)	University of North Carolina at Greensboro (NC)
Sangamon State University (IL)	University of North Carolina at Wilmington (NC)
Shepherd College (WV)	University of Northern Colorado (CO)
Shippensburg University (PA)	University of Northern Iowa (IA)
Sonoma State University (CA)	University of Science and Arts of Oklahoma (OK)
South Dakota School of Mines & Technology (SD)	University of South Alabama, The (AL)
Southeast Missouri State University (MO)	University of South Carolina - Aiken (SC)
Southern Arkansas University (AR)	University of South Carolina at Spartanburg (SC)
Southern Connecticut State University (CT)	University of Southern Colorado (CO)
Southern Illinois University at Edwardsville (IL)	University of Southern Indiana (IN)
Southern Oregon State College (OR)	University of Southern Maine (ME)
Southwest Missouri State University (MO)	University of Southern Mississippi (MS)
Southwest Texas State University (TX)	University of Tennessee at Chattanooga (TN)
St. Cloud University (MN)	University of Tennessee at Martin, The (TN)
State University of New York College at Brockport (NY)	University of Texas at Dallas, The (TX)
State University of New York College at Buffalo (NY)	

Participating Institutions, continued:

University o. 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 Unviersity (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 1987-83

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 (MI)
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)
 (MI 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)
 Lycoming 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)
 Northeastern 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 (CH)
 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: 266
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 (TN)	
University of Tampa (FL)	
Upsala College (NJ)	
Urbana University (OH)	
Ursuline College (OH)	