Average salary increases for 5,464 faculty in the field of life sciences are reported for 1982-1983 and 1985-1986, as part of the College and University Personnel Association's annual faculty salary studies. Included are comparative data for 108,074 faculty at 174 public colleges and 193 private colleges, representing 41 academic disciplines. In 1982, 140 public and 138 private colleges reported on life sciences faculty salaries, while 155 public and 161 private colleges reported in 1985. Between 1982 and 1985, average salaries of faculty in this field increased 17.7% at public colleges and 24.8% at private colleges. For both public and private colleges, the average salary for life sciences faculty was 3% above the average faculty salary in the other 40 disciplines. 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 average salaries of all public and private colleges in both years studied; comparisons between the 2 years and with the Consumer Price Index of changes in cost-of-living; and comparisons with 40 other disciplines. The disciplines and participating institutions are listed. (SW)
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 1985-86. 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 41 selected academic disciplines including life 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), 1981. The definition of the discipline/major field of life sciences in the CIP is as follows:

A summary of groups of instructional programs that describe the systematic study of living organisms.

This article presents a summary of the overall average salary increases in the discipline/major field of life sciences from the "baseline year" of 1982-83 to and including the "trend year" of 1985-86 for both public and private institutions. Of the 227 institutions which participated in CUPA's PUBLIC (AASCU)
study of 1982-83, 174 also participated in 1985-86. Data from those same 174 institutions were used in both the baseline year and the trend year. Of the 299 institutions which participated in CUPA'S PRIVATE study of 1982-83, 193 also participated in 1985-86. Data from those same 193 institutions were used in both the baseline year and the trend year.

In addition to listing the average salaries in life sciences for both public and private participating institutions by rank, including "new assistant professor," and listing the faculty mix percentage (PAC MIX PCT) and the salary factor, comparisons are made between the two studies for each of the two study years (1982-83 and 1985-86) and with the CPI (Consumer Price Index) of changes in cost-of-living.

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 and the CPI yields 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 .34 for associate professor of life sciences in the 1982-83 public study means that 34 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 1982-83, PUBLIC 1985-86, PRIVATE 1982-83 and PRIVATE 1985-86. For example, a SALARY FACTOR of .97 for assistant professors in the discipline/major field of life sciences in the 1982-83 public study means that their salaries are 3 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 (1982-83 or 1985-86). 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 41 disciplines/major fields in each of the four studies. It is used to compare, among other things, the discipline/major field of life 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 1982-83 and the "trend year" of 1985-86 will lessen the reliability and validity of any conclusions that one might make based on a simple comparison of averages.
<table>
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<th></th>
<th>PROF SALARY NUM</th>
<th>ASSO PROF SALARY NUM</th>
<th>ASST PROF SALARY NUM</th>
<th>NEW ASST PROF SALARY NUM</th>
<th>INSTRUCTOR SALARY NUM</th>
<th>ALL RANKS SALARY NUM</th>
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<td>19823 42 29</td>
<td>17020 41 32</td>
<td>27577 1784 140</td>
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<td>0.93</td>
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<td>21240 1268</td>
<td>17727 2833</td>
<td>26376 35137 174</td>
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<td>0.08</td>
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<td>23816 60 41</td>
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<td>32474 2037 155</td>
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<td>0.94</td>
<td>0.94</td>
<td>1.03</td>
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<tr>
<td><strong>ALL MAJOR FIELDS</strong></td>
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<tr>
<td>AVERAGE</td>
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<td>31105 12327</td>
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<tr>
<td>FAC MIX PCT</td>
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<td>0.26</td>
<td>0.04</td>
<td>0.07</td>
<td>1.00</td>
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| **PRIVATE, 1982-83:** |                      |                      |                      |                          |                       |                     |
| AVERAGE       | 31109 252 99        | 23463 246 103        | 19802 210 101        | 17797 23 18              | 14632 26 16           | 24727 734 138      |
| FAC MIX PCT   | 0.34            | 0.34                 | 0.29                 | 0.03                     | 0.04                  | 1.00                |
| SALARY FACTOR| 0.95            | 0.93                 | 0.96                 | 0.97                     | 0.88                  | 0.98                |
| **ALL MAJOR FIELDS** |           |                      |                      |                          |                       |                     |
| AVERAGE       | 32762 4505        | 25294 4894           | 20633 5201           | 20374 739               | 16552 1223            | 25213 15823 193    |
| FAC MIX PCT   | 0.28            | 0.31                 | 0.33                 | 0.05                     | 0.08                  | 1.00                |
| **PRIVATE, 1985-86:** |                      |                      |                      |                          |                       |                     |
| AVERAGE       | 38172 340 126     | 29011 331 132        | 23431 218 104        | 21849 29 35              | 18444 20 18           | 30867 909 161      |
| FAC MIX PCT   | 0.37            | 0.36                 | 0.24                 | 0.04                     | 0.02                  | 1.00                |
| SALARY FACTOR| 0.99            | 0.98                 | 0.97                 | 0.91                     | 0.96                  | 1.03                |
| **ALL MAJOR FIELDS** |           |                      |                      |                          |                       |                     |
| AVERAGE       | 38629 5175        | 29556 5423           | 24241 5444           | 23887 843               | 19277 1257            | 29850 17299 193    |
| FAC MIX PCT   | 0.30            | 0.31                 | 0.31                 | 0.05                     | 0.07                  | 1.00                |
RESULTS OF THE TWO PUBLIC (AASCU) STUDIES, 1982-83 AND 1985-86

In the PUBLIC 1982-83 salary study in the above table, the reader may note that the discipline/major field of life sciences was reported in 140 of the 174 public (AASCU) institutions. The average salary of the 1,784 faculty was $27,577. This average salary was approximately 5 percent (1.05) higher than the average salary of $26,376 for all 35,137 faculty in ALL MAJOR FIELDS in the 1982-83 public study.

In the PUBLIC 1985-86 salary study in the above table, the discipline/major field of life sciences was reported in 155 of the same 174 public (AASCU) institutions. The average salary of the 2,037 faculty was $32,474. This average salary was approximately 3 percent (1.03) higher than the average salary of $31,610 for all 39,815 faculty in ALL MAJOR FIELDS in the 1985-86 public study.

The increase in average salaries for all faculty in the life sciences after three years in the public institutions studied was 17.7 percent ($32,474 minus $27,577 equals $4,897). The CPI of increased cost-of-living between October 1982 and October 1985 was 10.7 percent. A more realistic increase, therefore, in average faculty salaries over the three-year time period is 7 percent or little more than an average of 2 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 19.8 percent ($31,610 minus $26,376 equals $5,234). In comparison to the discipline/major field of life sciences (17.7%), therefore, the faculty in ALL MAJOR FIELDS increased their salaries by 2.1 percent (19.8% minus 17.7% equals 2.1%) more than faculty in the discipline/major field of life sciences.

Since the discipline/major field of life sciences is one of the "older" disciplines, the reader may note that the faculty mix percentage is higher at the professor rank than at the assistant professor rank in the public studies;
0.45 vs. 0.19 (1982-83) respectively; and 0.50 vs. 0.18 (1985-86) respectively. This is further substantiated by the differences in faculty mix percentage at the ranks of professor and assistant professor in ALL MAJOR FIELDS for both public studies: 0.33 vs. 0.27 (1982-83) and 0.36 vs. 0.26 (1985-86) respectively. In other words ALL MAJOR FIELDS has a lower percentage of professors and a higher percentage of assistant professors than life sciences in both public studies.

Finally, it is substantiated by the low hiring rate of new assistant professors in the life sciences in the public studies: 2.4 percent (42/1,784) in 1982-83 vs. 3.6 percent (1,268/35,137) in ALL MAJOR FIELDS in 1982-83. Also, the hiring rate of new assistant professors in life sciences in 1985-86 was 2.9 percent (60/2,037) vs. 3.9 percent (1,541/39,815) in ALL MAJOR FIELDS that same year. In other words the hiring rate in the discipline/major field of life sciences is less than for ALL MAJOR FIELDS in both the public studies of 1982-83 and 1985-86.

RESULTS OF THE TWO PRIVATE STUDIES, 1982-83 AND 1985-86

In the PRIVATE 1982-83 salary study in the above table, the reader may note that the discipline/major field of life sciences was reported in 138 of the 193 private institutions. The average salary of the 734 faculty was $24,727. This average salary was approximately 2 percent (0.98) lower than the average salary of $25,213 for all 15,823 faculty in ALL MAJOR FIELDS in the 1982-83 private study.

In the PRIVATE 1985-86 salary study in the above table, the discipline/major field of life sciences was reported in 161 of the same 193 private institutions. The average salary of the 909 faculty was $30,867. This average salary was approximately 3 percent (1.03) higher than the average salary of $29,850.
for all 17,299 faculty in ALL MAJOR FIELDS in the 1985-86 private study.

The increase in average salaries for all faculty in the life sciences after three years in the private institutions studied was 24.8 percent ($24,727 minus $30,867 equals $6,140). The CPI of increased cost-of-living between October 1982 and October 1985 was 10.7 percent. A more realistic increase, therefore, in average faculty salaries over the three-year time period is 14.1 percent or 4.7 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 18.4 percent ($25,213 minus $29,850 equals $4,637). In comparison to the discipline/major field of life sciences (24.8%), therefore, the faculty in ALL MAJOR FIELDS increased their salaries by 6.4% percent (24.8% minus 18.4% equals 6.4%) less than faculty in the discipline/major field of life sciences.

Even though the discipline/major field of life sciences is one of the "older" disciplines, the reader may note that the faculty mix percentage is rather appropriately spread at the professor rank and the assistant professor rank in the private studies: 0.34 vs. 0.29 (1982-83) respectively; and 0.37 vs. 0.24 (1985-86) respectively. This is further substantiated in ALL MAJOR FIELDS for both private studies: 0.28 vs. 0.33 (1982-83) respectively; and 0.30 vs. 0.31 (1985-86) respectively.

Finally, the reader may note that the hiring rate of new assistant professors in the life sciences in the private studies lagged behind the hiring rate in ALL MAJOR FIELDS both in 1982-83, 3.1 percent (23/734) vs. 4.7 percent (739/15,823) respectively; and in 1985-86, 3.2 percent (29/909) vs. 4.9 percent (843/17,299), respectively. In other words the hiring rate in the discipline/major field of life sciences is less than for ALL MAJOR FIELDS in both the private studies of 1982-83 and 1985-86.
CONCLUDING REMARKS

This article presented salary-trend information on the academic discipline/major field of life sciences and compared that information with 40 other academic disciplines/major fields over a period of three years: the "baseline year" of 1982-83 and the "trend year" of 1985-86. 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 5,464 faculty in the discipline/major field of life sciences participated and were included in the overall total of 108,074 faculty in all 41 disciplines/major fields in all four studies. The same 174 public (AASCU) institutions and the same 193 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 average faculty salary in the discipline/major field of life sciences is currently (1985-86) some 3 percent above the overall average faculty salary in the other 40 disciplines/major fields of both the public and private studies. And, even though life sciences average faculty salary in the private institutions lagged behind that in the public institutions in 1982-83, the overall salary factor in the private institutions in 1985-86 is now the same as that for the public institutions: 1.03. This was easier to do since the private institutions had a smaller percentage of colleagues in the full professor rank and, therefore, did not have to pay as much aggregate money in raises to associate and assistant professors.

Second, the CPI of October 1985, in comparison to the CPI of October 1982, indicates that the faculty in the life sciences, in both the public and private institutions, received overall salary increases for three years above the cost-of-living. Life sciences average faculty salaries in the public institutions
lagged behind faculty in ALL MAJOR FIELDS during this same period by more than 2 percent, whereas the life sciences average faculty salaries in the private institutions increased by more than 6 percent in comparison to faculty in ALL MAJOR FIELDS. However, life sciences faculty in private institutions had some catching up to do and are only now on a par with life sciences faculty in public institutions.

Third, even though the discipline/major field of life sciences is one of the older disciplines, there is a marked difference between those faculty in the public and in the private institutions, especially at the rank of full professor. The full professor rank is already "top heavy" in the public institutions and appears to be increasing more rapidly than in the private institutions. Both life sciences faculty and faculty in ALL MAJOR FIELDS in public institutions are being promoted faster than their colleagues in the private institutions, and it seems a smaller percentage of new assistant professors are being hired in the public 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 life sciences, and in other disciplines/major fields, on an annual basis.

Richard D. Howe is the originator and director of the annual CUPA faculty salary studies. He is a professor of leadership and higher education, and history at Appalachian State University, Boone, North Carolina. David N. Simmons is a Research Associate in the Office of Equal Opportunity Programs at Appalachian State University.

APPENDICES:
1) OVERALL LIST OF SELECTED DISCIPLINES, page 10
2) LIST OF PUBLIC Participating Institutions, page 11
3) LIST OF PRIVATE Participating Institutions, page 13
OVERALL LIST OF SELECTED DISCIPLINES

AGRICULTURE AND AGRICULTURAL PRODUCTION
ACCOUNTING
ANTHROPOLOGY
AREA AND ETHNIC STUDIES
AUDIOLOGY AND SPEECH PATHOLOGY
BUSINESS & MANAGEMENT
BUSINESS ADMINISTRATION AND MANAGEMENT
BUSINESS ECONOMICS
CHEMISTRY
COMMUNICATION TECHNOLOGIES
COMMUNICATIONS
COMPUTER & INFORMATION SCIENCES
CURRICULUM AND INSTRUCTION
DRAMATIC ARTS
EDUCATION
EDUCATION ADMINISTRATION
ENGINEERING
FINE ARTS
FOREIGN LANGUAGES
GEOGRAPHY
GEOLOGICAL SCIENCES
HISTORY
HOME ECONOMICS

LETTERS
LIBRARY AND ARCHIVAL SCIENCES
LIFE SCIENCES
MATHEMATICS
MUSIC
MULTI-INTERDISCIPLINARY
NURSING
PHYSICAL SCIENCES
PHYSICS
POLITICAL SCIENCE
PSYCHOLOGY
READING EDUCATION
SECRETARIAL AND RELATED PROGRAMS
SOCIAL SCIENCES
SOCIOLGY STUDIES
SPECIAL EDUCATION
STUDENT COUNSELING AND PERSONNEL SERVICES
VISUAL AND PERFORMING ARTS

TOTAL: 41
CUPA Public (AASCU) Faculty Salary Studies: 1982-83 and 1985-86

Participating Institutions

Alabama State University (AL)
Appalachian State University (NC)
Arkansas State University (AR)
Arkansas Tech University (AR)
Augusta College (GA)
Black Hills State College (SD)
Boise State University (ID)
California State University, Dominguez Hills (CA)
California State University, Hayward (CA)
California State University, Long Beach (CA)
California State University, San Bernardino (CA)
California State University, Stanislaus (CA)
California University of Pennsylvania (PA)
Castleton State College (VT)
Central Connecticut State University (CT)
Central Michigan University (MI)
Central Missouri State University (MO)
Central State University (OK)
Central Washington University (WA)
Chicago State University (IL)
Christopher Newport College (VA)
Clarion University of Pennsylvania (PA)
College of William and Mary (VA)
Columbus College (GA)
Concord College (WV)
Dakota State College (SD)
Delta State University (MS)
East Stroudsburg University (PA)
East Texas State University (TX)
East Texas State University at Texarkana (TX)
Eastern Connecticut State University (CT)
Eastern Illinois University (IL)
Eastern Kentucky University (KY)
Eastern New Mexico University (NM)
Eastern Oregon State College (OR)
Eastern Washington University (WA)
Edinboro University of Pennsylvania (PA)
Fairmont State College (WV)
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)
Glennville State College (WV)
Grand Valley State College (MI)
Harris-Stowe State College (MO)
Idaho State University (ID)
Illinois State University (IL)
Indiana State University (IN)
Jackson State University (MS)
Kennesaw College (GA)
Kent State University (OH)
Kutztown University (PA)
Lake Superior State College (MI)
Lamar University--Beaumont (TX)
Lander College (SC)
Laredo State University (TX)
Lewis--Clark State College (ID)
Longwood College (VA)
Louisiana State University in Shreveport (LA)
Marshall University (WV)
Mary Washington College (VA)
Massachusetts Maritime Academy (MA)
Mayville State College (ND)
McNeese State University (LA)
Memphis State University (TN)
Mesa College (CO)
Metropolitan State College (CO)
Middle Tennessee State University (TN)
Midwestern State University (TX)
Millersville University (PA)
Morehead State University (KY)
Murray State University (KY)
North Adams State College (MA)
North Carolina Agricultural & Technical State University (NC)
North Carolina Central University (NC)
Northeast Missouri State University (MO)
Northeastern Illinois University (IL)
Northern Arizona University (AZ)
Northern Illinois University (IL)
Northern Kentucky University (KY)
Northern Michigan University (MI)
Northern State College (SD)
Oakland University (MI)
Old Dominion University (VA)
Oregon Institute of Technology (OR)
Pittsburg State University (KS)
Purdue University at Calumet (IN)
Saginaw Valley State College (MI)
Salem State College (MA)
Salisbury State College (MD)
San Diego State University (CA)
Savannah State College (GA)
Shepherd College (WV)
Shippensburg University (PA)
Sonoma State University (CA)
Southeast Missouri State University (MO)
Southeastern Louisiana University (LA)
Southern Arkansas University (AR)
Participating Institutions (continued):

Southern Connecticut State University (CT)
Southern Illinois University at Edwardsville (IL)
Southern Oregon State College (OR)
Southern Technical Institute (GA)
Southwest Missouri State University (MO)
Southwest State University (MN)
Southwest Texas State University (TX)
St. Cloud University (MN)
State University College at Brockport (NY)
State University College at Geneseo (NY)
State University College at Plattsburgh (NY)
State University College of Arts & Sciences at Potsdam (NY)
State University of New York College at Cortland (NY)
State University of New York College at Fredonia (NY)
Tennessee Technological University (TN)
Texas A&M University (TX)
Texas A&M University at Galveston (TX)
Trenton State College (NJ)
Troy State University (AL)
University of Akron, The (OH)
University of Alaska at Anchorage (AK)
University of Baltimore (MD)
University of Central Arkansas (AR)
University of Colorado at Colorado Springs (CO)
University of Lowell (MA)
University of Maine at Presque Isle (ME)
University of Maryland Baltimore County (MD)
University of Nebraska at Omaha (NE)
University of Nevada, Las Vegas (NV)
University of North Alabama (AL)
University of North Carolina at Charlotte (NC)
University of North Carolina at Greensboro (NC)
University of Northern Colorado (CO)
University of Northern Iowa (IA)
University of Science and Arts of Oklahoma (OK)
University of South Alabama (AL)
University of South Carolina at Aiken (SC)
University of South Carolina at Spartanburg (SC)
University of South Florida (FL)
University of Southern Colorado (CO)
University of Southern Indiana (IN)
University of Tennessee at Chattanooga (TN)
University of Tennessee at Martin (TN)
University of Texas at Dallas (TX)
University of Texas at Tyler (TX)
University of Texas of the Permian Basin (TX)
University of Toledo, The (OH)
University of West Florida (FL)
University of Wisconsin at Oshkosh (WI)
University of Wisconsin--La Crosse (WI)
University of Wisconsin--Stevens Point (WI)
University of Wisconsin--Stout (WI)
University of Wisconsin--Superior (WI)
Valdosta State College (GA)

TOTAL: 174
CUPA Private Faculty Salary Studies: 1982-83 and 1985-86

Participating Institutions

Adelphi University (NY)
Albertus Magnus College (CT)
Alfred University (NY)
Allentown College of St. Francis de Sales (PA)
Alma College (MI)
Alverno College (WI)
American Technological University (TX)
American University, The (DC)
Anna Maria College (MA)
Aquinas College (MI)
Aurora University (IL)
Averett College (VA)
Avila College (MO)
Azusa Pacific University (CA)
Babson College (MA)
Baker University (KS)
Barnard College (NY)
Barry University (FL)
Bellarmine College (KY)
Bennett College (NC)
Bethel College (KS)
Bethune-Cookman College (FL)
Biola University (CA)
Bishop College (TX)
Bloomfield College (NJ)
Boston University (MA)
Bradley University (IL)
Briar Cliff College (IA)
Bridgewater College (VA)
Bryan College (TN)
Bucknell University (PA)
Carnegie-Mellon University (PA)
Catholic University of Puerto Rico (PR)
Cedar Crest College (PA)
Cedarville College (OH)
Central College (IA)
Chaminade University of Honolulu (HI)
Clark University (MA)
Clarkson University (NY)
College Misericordia (PA)
College of Mount St. Joseph (OH)
College of Notre Dame (CA)
College of Saint Rose, The (NY)
College of St. Scholastica (MN)
College of the Holy Cross (MA)
Columbia College (MO)
Concordia College (MN)
Converse College (SC)
Creighton University (NE)
D’Youville College (NY)
Dakota Wesleyan University (SD)
Davis and Elkins College (WV)
Defiance College, The (OH)
DePaul University (IL)
Dickinson College (PA)
Doane College (NE)
Drake University (IA)
Drew University (NJ)
Eckard College (FL)
Elmira College (NY)
Ferrum College (VA)
Fontbonne College (MO)
Fort Wayne Bible College (IN)
Furman University (SC)
Gallaudet College (DC)
George Washington University, The (DC)
Georgetown College (KY)
Georgetown University (DC)
Georgian Court College (NJ)
Graceland College (IA)
Hamilton College (NY)
Hammont University (MN)
Hampton University (VA)
Hanover College (IN)
Hartwick College (NY)
Hastings College (NE)
Heidelberg College (OH)
Holy Family College (PA)
Hood College (MD)
Hope College (MI)
Husson College (NE)
Illinois Benedictine College (IL)
Immaculata College (PA)
Iona College (NY)
Ithaca College (NY)
Jacksonville University (FL)
John Carroll University (OH)
Kalamazoo College (MI)
Kentucky Wesleyan College (KY)
King's College (PA)
La Roche College (PA)
Lafayette College (PA)
Lakeland College (WI)
Lambuth College (TN)
Lewis University (IL)
Lincoln Memorial University (TN)
Linfield College (OR)
Loyola College (MD)
Luther College (IA)
Lycoming College (PA)
Marist College (NY)
Mars Hill College (NC)
Mary Baldwin College (VA)
Marygrove College (MI)
Participating Institutions (continued):

Marymount College (NY)
Marymount Manhattan College (NY)
Maryville College (TN)
Marywood College (PA)
McKendree College (IL)
Mercy College of Detroit (MI)
Meridian College (SC)
Merrimack College (MA)
Midland Lutheran College (NE)
Millikin University (IL)
Minneapolis College of Art and Design (MN)
Molloy College (NY)
Moravian College (PA)
Morris Brown College (GA)
Mount Mary College (WI)
Mount Marty College (SD)
Mount Mercy College (IA)
Mount St. Mary's College (CA)
Mount Vernon College (DC)
Nazareth College at Kalamazoo (MI)
North Park College (IL)
Northwestern College (IA)
Oglethorpe University (GA)
Oklahoma Baptist University (OK)
Our Lady of the Lake University (TX)
Park College (MO)
Pepperdine University (CA)
Phillips University (OK)
Point Loma Nazarene College (CA)
Presbyterian College (SC)
Princeton Theological Seminary (NJ)
Principia College (IL)
Quinnipiac College (CT)
Randolph-Macon College (VA)
Randolph-Macon Woman's College (VA)
Regis College (CO)
Regis College (MA)
Rensselaer Polytechnic Institute (NY)
Rice University (TX)
Rider College (NJ)
Rockford College (IL)
Rosewell University (IL)
Rust College (MS)
Sacred Heart University (CT)
Saint Joseph College (CT)
Saint Mary's College (MN)
Saint Peter's College (NJ)
Saint Vincent College (PA)
Salve Regina--The Newport College (RI)
School of the Ozarks, The (MO)
Seattle Pacific University (WA)
Seattle University (WA)
Seton Hill College (PA)
Siena College (NY)
Siena Heights College (MI)
Simpson College (IA)

St. Edward's University (TX)
St. Mary's College of California (CA)
St. Norbert College (WI)
Suffolk University (MA)
Susquehanna University (PA)
Thomas College (ME)
Trinity College (CT)
Trinity University (TX)
Tufts University (MA)
University of Dayton, The (OH)
University of Detroit (MI)
University of LaVerne (CA)
University of Miami (FL)
University of Portland (OR)
University of San Diego (CA)
University of Scranton (PA)
University of Tampa (FL)
Ursuline College (OH)
Villa Maria College (PA)
Viterbo College (WI)
Voorhees College (SC)
Walsh College (OH)
Washington and Jefferson College (PA)
Waynesburg College (PA)
Wentworth Institute of Technology (MA)
West Virginia Wesleyan College (WV)
Western Conservative Baptist Seminary (OR)
Westmar College (IA)
Whitman College (WA)
Wilkes College (PA)
William Jewell College (MO)
William Penn College (IA)
Wittenburg University (OH)

TOTAL: 193