Average salary increases for 2,230 faculty in the field of visual and performing arts 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, 78 public colleges and 88 private colleges reported on visual and performing arts faculty salaries, while 42 public and 54 private colleges reported in 1985. Between 1982 and 1985, average salaries of faculty in this field increased 17.0% at public colleges and 20.2% at private colleges. The average salary for faculty in visual and performing arts was below the average faculty salary in the other 40 disciplines (9% below for public colleges and 10% below for private 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 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)
SALARY-TREND STUDY OF FACULTY IN VISUAL & PERFORMING ARTS
FOR THE YEARS
1982-83 AND 1985-86
Richard D. Howe and J. Beth Carlton

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 visual and performing arts. 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 visual and performing arts in the CIP is as follows:

A summary of groups of instructional programs that describe the creation and perception of auditory, kinesthetic, and visual phenomena which express ideas and emotions in various forms, subject to aesthetic criteria.

This article presents a summary of the overall average salary increases in the discipline/major field of visual and performing arts 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 visual and performing arts for both public and private participating institutions by rank, including "new assistant professor," and listing the faculty mix percentage (FAC 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 visual and performing arts 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 1982-85 and PRIVATE 1985-86. For example, a SALARY FACTOR of .92 for assistant professors in the discipline/major field of visual and performing arts in the 1982-83 public study means that their salaries are 8 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 database 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 visual and performing arts with the entire database 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.
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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 visual and performing arts was reported in 78 of the 174 public (AASCU) institutions. The average salary of the 1,014 faculty was $24,666. This average salary was approximately 6 percent (0.94) lower 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 visual and performing arts was reported in 42 of the same 174 public (AASCU) institutions. The average salary of the 502 faculty was $28,870. This average salary was about 9 percent (0.91) lower 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 visual and performing arts after three years in the public institutions studied was 17.0 percent ($28,870 minus $24,666 equals $4,204). 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 6.3 percent or 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 19.8 percent ($31,610 minus $26,376 equals $5,234). In comparison to the discipline/major field of visual and performing arts (17.0%), therefore, the faculty in ALL MAJOR FIELDS increased their salaries by 2.8 percent (19.8% minus 17.0% equals 2.8%) more than faculty in the discipline/major field of visual and performing arts.

The reader may note that the faculty mix percentage in the discipline/major field of visual and performing arts is slightly higher at the professor rank than at the assistant professor rank in the public studies; 0.32 vs. 0.28.
(1982-83) respectively; and 0.31 vs. 0.28 (1985-86) respectively. The differences in faculty mix percentage at the ranks of professor and assistant professor in ALL MAJOR FIELDS for both public studies is as follows: 0.33 vs. 0.27 (1982-83) and 0.36 vs. 0.26 (1985-86) respectively. In other words ALL MAJOR FIELDS has a somewhat higher percentage of professors and a slightly lower percentage of assistant professors than visual and performing arts in both public studies.

Finally, the hiring rate of new assistant professors in the visual and performing arts in the public studies was: 3.1 percent (31/1,014) in 1982-83 vs. 3.6 percent (1,268/35,137) in ALL MAJOR FIELDS in 1982-83. The hiring rate of new assistant professors in visual and performing arts in 1985-86 was 4.0 percent (20/502) 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 visual and performing arts was less than for ALL MAJOR FIELDS in the public study of 1982-83, but is currently (1985-86) about the same as ALL MAJOR FIELDS in the public institutions.

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 visual and performing arts was reported in 88 of the 193 private institutions. The average salary of the 430 faculty was $22,401. This average salary was approximately 11 percent (0.89) 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 visual and performing arts was reported in 54 of the same 193
private institutions. The average salary of the 284 faculty was $26,933. This average salary was about 10 percent (0.90) lower 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 visual and performing arts after three years in the private institutions studied was 20.2 percent ($26,933 minus $22,401 equals $4,532). 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 9.5 percent or 3.2 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 private institutions studied was 18.4 percent ($29,850 minus $25,213 equals $4,637). In comparison to the discipline/major field of visual and performing arts (20.2%), therefore, the faculty in ALL MAJOR FIELDS increased their salaries by 1.8% percent (20.2% minus 18.4% equals 1.8%) less than faculty in the discipline/major field of visual and performing arts.

The reader may note that the faculty mix percentage in the discipline/major field of visual and performing arts is lower at the professor rank than at the assistant professor rank in the private studies: 0.20 vs. 0.33 (1982-83) respectively; and 0.20 vs. 0.33 (1985-86) respectively. This is different than that of 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 visual and performing arts in the private studies was lower in comparison to the hiring rate in ALL MAJOR FIELDS both in 1982-83, 4.2 percent (18/430) vs. 4.7 percent (739/15,823) respectively; and in 1985-86, 3.2 percent (9/284) vs. 4.9 percent (843/17,299), respectively.
CONCLUDING REMARKS

This article presented salary-trend information on the academic discipline/major field of visual and performing arts 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 2,230 faculty in the discipline/major field of visual and performing arts 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 visual and performing arts is currently (1985-86) 9 percent in the public study and 10 percent in the private study, below the overall average faculty salary of the other 40 disciplines/major fields. Visual and performing arts average faculty salary in the private institutions slightly lagged behind that of the public institutions in both the 1982-83 study and the 1985-86 study.

Second, the CPI of October 1985, in comparison to the CPI of October 1982, indicates that the faculty in visual and performing arts, in both the public and private institutions, received overall salary increases for three years above the cost-of-living. Visual and performing arts average faculty salaries in the public institutions lagged behind faculty in ALL MAJOR FIELDS during this same period by less than 3 percent, whereas visual and performing arts average faculty salaries in the private institutions increased by about 2
percent in comparison to faculty in ALL MAJOR FIELDS. Both visual and performing arts faculty in the public and private institutions still have some catching up to do with their colleagues in ALL MAJOR FIELDS.

Third, in the discipline/major field of visual and performing arts the percentage of full professors in the public institutions is greater than that of the private institutions for both of the trend years. The percentage of assistant professors is greater in the private institutions compared to the public institutions for both of the study years. In both the public studies, the rank of full professor has a slightly greater percentage than that of assistant professor. In both of the private studies the percentage of assistant professor is consistently higher than that of full professor. Both visual and performing arts faculty and faculty in ALL MAJOR FIELDS in public institutions are being promoted faster than their colleagues in the private institutions. In the 1982-83 study year the hiring rate of new assistant professor was greater for the private institutions compared to the public institutions; however, this situation has currently (1985-86) reversed. In other words, the hiring rate is now greater 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 visual and performing arts, 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. J. Beth Carlton 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
APPENDIX A.
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
SOCIOLOGY STUDIES
SPECIAL EDUCATION
STUDENT COUNSELING AND PERSONNEL SERVICES

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

### Participating Institutions

<table>
<thead>
<tr>
<th>Institution</th>
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<td>Alabama State University (AL)</td>
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<td>Northern Illinois University (IL)</td>
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<td>Northern Michigan University (MI)</td>
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<td>Northern State College (SD)</td>
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<td>Oakland University (MI)</td>
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<tr>
<td>Old Dominion University (VA)</td>
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<tr>
<td>Oregon Institute of Technology (OR)</td>
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<td>Pittsburg State University (KS)</td>
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<td>Purdue University at Calumet (IN)</td>
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<tr>
<td>Saginaw Valley State College (MI)</td>
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</tbody>
</table>
Participating Institutions (continued):

- Salem State College (MA)
- Salisbury State College (MD)
- San Diego State University (CA)
- Savannah State College (GA)
- Sheppard College (NV)
- Shippensburg University (PA)
- Sonoma State University (CA)
- Southeast Missouri State University (MO)
- Southeastern Louisiana University (LA)
- Southern Arkansas University (AR)
- 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)
- Westfield State College (MA)
- 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)
- Weber State College (UT)
- West Georgia College (GA)
- West Liberty State College (WV)
- West Virginia College of Graduate Studies (WV)
- West Virginia Institute of Technology (WV)
- Western Carolina University (NC)
- Western Illinois University (IL)
- Western Kentucky University (KY)
- Western Michigan University (MI)
- Western Montana College (MT)
- Western New Mexico University (NM)
- Western Oregon State College (OR)
- Western Washington University (WA)
- Wichita State University (KS)
- Winston-Salem State University (NC)
- Youngstown State University (OH)

**TOTAL:** 174
APPENDIX C.
CUPA Private (AASCU) 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)
Atusa 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)
Diana College (NE)
Drake University (IA)
Drew University (NJ)
Eckerd 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)
Hamline 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 (ME)
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)
Participating Institutions (continued):

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)
Marymount Manhattan College (NY)
Marywood College (PA)
McKendree College (IL)
Mercy College of Detroit (MI)
Macomber College (NC)
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 (MN)
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)
Regis College (CO)
Regis College (MA)
Rensselaer Polytechnic Institute (NY)
Rice University (TX)
Rider College (NJ)
Rockford College (IL)
Roosevelt University (IL)

total: 193