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## ABSTRACT

Average salary increases for 230 faculty in the field of communication technologies are reported for 1983-1984 and 1986-1987, as part of the College and University Personnel Association's annual faculty salary studies. Included are comparative data for 120,580 faculty at 167 public colleges and 235 private colleges, representing 44 academic disciplines. In 1983, 11 public colleges and 17 private colleges reported on salaries of faculty in communication technologies, while 12 public and 21 private colleges reported in 1986. Between 1983 and 1986, average salaries of faculty in this field increased 19.4% at public colleges and 19.6% at private colleges. For 1986-1987 the average salary for communication technologies faculty was below the average faculty salary in the other 43 disciplines (8% below for public colleges and 19% 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 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 43 other disciplines. The disciplines and participating institutions are listed. (SW)

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SALARY-TREND STUDY OF FACULTY IN COMMUNICATION TECHNOLOGIES

FOR THE YEARS

1983-84 AND 1986-87

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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 1986-87. 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 44 selected academic disciplines including communication technologies. 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 communication technologies in the CIP is as follows:

A summary of groups of instructional programs that prepare individuals to support and assist communication professionals and skilled communication workers. Programs stress specialized, practical knowledge related to the mechanical, scientific, or technical aspects of communications. These groups include the technologies of educational media; motion picture; photography; and, radio and television production and broadcasting.

This article presents a summary of the overall average salary increases in the discipline/major field of communication technologies from the "baseline year" of 1983-84 to and including the "trend year" of 1986-87 for both public and private institutions. Of the 15 institutions which participated in CUPA'S

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PUBLIC (AASCU) study of 1983-84, 167 also participated in 1986-87. Data from those same 167 institutions were used in both the baseline year and the trend year. Of the 355 institutions which participated in CUPA'S PRIVATE study of 1983-84, 235 also participated in 1986-87. Data from those same 235 institutions were used in both the baseline year and the trend year.

This study lists the average salaries of communication technologies faculty for both private and public participating institutions by rank, including "new assistant professor," 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 (1983-84 and 1986-87).

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 .31 for associate professor of communication technologies in the 1983-84 public study means that 31 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 1983-84, PUBLIC 1986-87, PRIVATE 1983-84 and PRIVATE 1986-87. For example, a SALARY FACTOR of 0.98 for assistant professors in the discipline/major field of communication technologies in the 1983-84 public study means that their salaries are 2 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 (1983-84 or 1986-87). 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 44 disciplines/major fields in each of the four studies. It is used to compare, among other things, the discipline/major field of communication technologies 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 1983-84 and the "trend year" of 1986-87 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, 1983-84:</u>																							
								COMMUNICATION TECHNOLOGIES															
AVERAGE																							
SALARY:	30877	15	7	26608	20	6		22199	21	7		21350	2	2		17768	8	5		25056	64	11	
FAC MIX																							
PCT:	0.23			0.31				0.33				0.03				0.13				1.00			
SALARY																							
FACTOR:	0.93			0.98				0.98				0.96				0.98				0.93			
ALL MAJOR FIELDS																							
AVERAGE																							
SALARY:	33110	11	461	27177	11	328		22634	10	381		22154	12	90		18126	3	442		26895	36	612	
FAC MIX																							
PCT:	0.31			0.31				0.28				0.04				0.09				1.00			
<u>PUBLIC, 1986-87:</u>																							
								COMMUNICATION TECHNOLOGIES															
AVERAGE																							
SALARY:	36839	23	7	30533	17	7		25673	26	9		23592	5	4		21354	7	2		29908	73	12	
FAC MIX																							
PCT:	0.32			0.23				0.36				0.07				0.10				1.00			
SALARY																							
FACTOR:	0.92			0.93				0.94				0.90				0.99				0.92			
ALL MAJOR FIELDS																							
AVERAGE																							
SALARY:	40113	13	035	32782	11	510		27174	10	781		26216	14	87		21479	3	489		32670	58	815	
FAC MIX																							
PCT:	0.34			0.30				0.28				0.04				0.09				1.00			
<u>PRIVATE, 1983-84:</u>																							
								COMMUNICATION TECHNOLOGIES															
AVERAGE																							
SALARY:	33600	1	1	25572	7	5		20513	22	14		22780	3	3		15325	4	3		21329	34	17	
FAC MIX																							
PCT:	0.03			0.21				0.65				0.09				0.12				1.00			
SALARY																							
FACTOR:	0.98			0.96				0.95				1.07				0.87				0.80			
ALL MAJOR FIELDS																							
AVERAGE																							
SALARY:	34211	6	450	26502	6	767		21689	6	900		21369	8	56		17673	1	744		26553	21	861	
FAC MIX																							
PCT:	0.30			0.31				0.32				0.04				0.08				1.00			
<u>PRIVATE, 1986-87:</u>																							
								COMMUNICATION TECHNOLOGIES															
AVERAGE																							
SALARY:	31702	7	5	28799	13	8		24163	33	14		25777	6	3		18478	6	4		25500	59	21	
FAC MIX																							
PCT:	0.12			0.22				0.56				0.10				0.10				1.00			
SALARY																							
FACTOR:	0.79			0.92				0.94				1.02				0.88				0.81			
ALL MAJOR FIELDS																							
AVERAGE																							
SALARY:	40330	7	187	31212	7	199		25583	7	269		25205	11	73		20959	1	637		31548	23	292	
FAC MIX																							
PCT:	0.31			0.31				0.31				0.05				0.07				1.00			

## RESULTS OF THE TWO PUBLIC (AASCU) STUDIES, 1983-84 AND 1986-87

In the PUBLIC 1983-84 salary study in the above table, the reader may note that the discipline/major field of communication technologies was reported in 11 of the 167 public (AASCU) institutions. The average salary of the 64 faculty was \$25,056. This average salary was approximately 7 percent (0.93) lower than the average salary of \$26,895 for all 36,612 faculty in ALL MAJOR FIELDS in the 1983-84 public study.

In the PUBLIC 1986-87 salary study in the above table, the discipline/major field of communication technologies was reported in 12 of the same 167 public (AASCU) institutions. The average salary of the 73 faculty was \$29,908. This average salary was about 8 percent (0.92) lower than the average salary of \$32,670 for all 38,815 faculty in ALL MAJOR FIELDS in the 1986-87 public study.

The increase in average salaries for all faculty in communication technologies after three years in the public institutions studied was 19.4 percent (\$29,908 minus \$25,056 equals \$4,852). The CPI of increased cost-of-living between October 1983 and October 1986 was 9.2 percent. A more realistic increase, therefore, in average faculty salaries over the three-year time period is 10.2 percent or an average of 3.4 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 21.5 percent (\$32,670 minus \$26,895 equals \$5,775). In comparison to the discipline/major field of communication technologies (19.4%), therefore, the faculty in ALL MAJOR FIELDS increased their salaries by 2.1 percent (21.5% minus 19.4% equals 2.1%) more than faculty in the discipline/major field of communication technologies.

The reader may note that the faculty mix percentage in communication technologies is lower at the professor rank than at the assistant professor rank in both the public studies: 0.23 vs 0.33 (1983-84) and 0.32 vs 0.36

(1986-87), 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: 0.31 vs. 0.28 (1983-84) and 0.34 vs. 0.28 (1986-87) respectively. In other words ALL MAJOR FIELDS has a higher percentage of professors and a lower percentage of assistant professors compared to communication technologies in both of the public studies.

Finally, the hiring rate of new assistant professors in communication technologies was lower in comparison to ALL MAJOR FIELDS in the 1983-84 public study: 3.1 percent (2/64) vs. 3.5 percent (1,290/36,612), respectively. The hiring rate of new assistant professors in communication technologies in 1986-87 was more than that of ALL MAJOR FIELDS: 6.8 percent (5/73) vs. 3.8 percent (1,487/38,815), respectively.

#### RESULTS OF THE TWO PRIVATE STUDIES, 1983-84 AND 1986-87

In the PRIVATE 1983-84 salary study in the above table, the reader may note that the discipline/major field of communication technologies was reported in 17 of the 235 private institutions. The average salary of the 34 faculty was \$21,329. This average salary was approximately 20 percent (0.80) lower than the average salary of \$26,553 for all 21,861 faculty in ALL MAJOR FIELDS in the 1983-84 private study.

In the PRIVATE 1986-87 salary study in the above table, the discipline/major field of communication technologies was reported in 21 of the same 235 private institutions. The average salary of the 59 faculty was \$25,500. This average salary was approximately 19 percent (0.81) lower than the average salary of \$31,548 for all 23,292 faculty in ALL MAJOR FIELDS in the 1986-87 private study.

The increase in average salaries for all faculty in communication

technologies after three years in the private institutions studied was 19.6 percent ( $\$25,500$  minus  $\$21,329$  equals  $\$4,171$ ). The CPI of increased cost-of-living between October 1983 and October 1986 was 9.2 percent. A more realistic increase, therefore, in average faculty salaries over the three-year time period is 10.4 percent or 3.5 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 18.8 percent ( $\$31,548$  minus  $\$26,553$  equals  $\$4,995$ ). In comparison to the discipline/major field of communication technologies (19.6%), therefore, the faculty in ALL MAJOR FIELDS increased their salaries by 0.8 percent (19.6% minus 18.8% equals 0.8%) less than faculty in the discipline/major field of communication technologies.

In the discipline/major field of communication technologies, the reader may note that the faculty mix percentage at the professor rank is less than at the assistant professor rank in the private studies: 0.03 vs. 0.65 (1983-84), respectively; and 0.12 vs. 0.56 (1986-87), respectively. This is quite different from ALL MAJOR FIELDS for both private studies: 0.30 vs. 0.32 (1983-84), respectively; and 0.31 vs. 0.31 (1986-87), respectively. In other words ALL MAJOR FIELDS has a higher percentage of professors and a lower percentage of assistant professors compared to communication technologies in both private studies.

Finally, the reader may note that the hiring rate of new assistant professors in communication technologies in the private studies was greater than the hiring rate in ALL MAJOR FIELDS both in 1983-84, 8.8 percent (3/34) vs. 3.9 percent (856/21,861), respectively; and in 1986-87, 10.2 percent (6/59) vs. 5.0 percent (1,173/23,292), respectively. In other words the hiring rate in the discipline/major field of communication technologies exceeds ALL MAJOR FIELDS in both the private studies of 1983-84 and 1986-87.



## CONCLUDING REMARKS

This article presented salary-trend information on the academic discipline/major field of communication technologies and compared that information with 43 other academic disciplines/major fields over a period of three years: the "baseline year" of 1983-84 through the "trend year" of 1986-87. 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 230 faculty in the discipline/major field of communication technologies participated and were included in the overall total of 120,580 faculty in all 44 disciplines/major fields in all four studies. The same 167 public (AASCU) institutions and the same 235 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 communication technologies is currently (1986-87) some 8 and 19 percent below the overall average faculty salary of the other 43 disciplines/major fields for both the public and private studies, respectively. The average faculty salary for communication technologies in the private institutions was 13 percent less in comparison to that in the public institutions in 1983-84. The overall salary factor in the private institutions is now (1986-87) 11 percent lower in comparison to that for the public institutions: 0.81 vs 0.92, respectively.

Second, the CPI of October 1986, in comparison to the CPI of October 1983, indicates that the faculty in communication technologies, in both the public and private institutions, received overall salary increases for three years above the cost-of-living. ALL MAJOR FIELDS faculty salaries in the public institutions exceeded communication technologies faculty during the same period

by 2.1 percent. Also the communication technologies faculty salaries lagged behind ALL MAJOR FIELDS by 0.8 percent. Communication technologies faculty in both the public and private institutions have some catching up to do in salary in comparison to ALL MAJOR FIELDS.

Third, in the discipline/major field of communication technologies the assistant professor rank has a greater percentage compared to full and associate professor ranks for both the public and private studies. The full professor rank appears to be increasing at approximately the same rate in both the public and private institutions. 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 communication technologies, and in other disciplines/major fields, on an annual basis.

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- 2) LIST OF PUBLIC Participating Institutions, page 11
- 3) LIST OF PRIVATE Participating Institutions, page 13

## APPENDIX A.

### OVERALL LIST OF SELECTED DISCIPLINES

AGRIBUSINESS AND AGRICULTURAL PRODUCTION	LETTERS
ACCOUNTING	LIBRARY AND ARCHIVAL SCIENCES
ANTHROPOLOGY	LIFE SCIENCES
AREA AND ETHNIC STUDIES	MATHEMATICS
AUDIOLOGY AND SPEECH PATHOLOGY	MUSIC
BUSINESS & MANAGEMENT	MULTI-INTERDISCIPLINARY STUDIES
BUSINESS ADMINISTRATION AND MANAGEMENT	NURSING
BUSINESS ECONOMICS	PHILOSOPHY & RELIGION
CHEMISTRY	PHYSICAL EDUCATION
COMMUNICATION TECHNOLOGIES	PHYSICAL SCIENCES
COMMUNICATIONS	PHYSICS
COMPUTER & INFORMATION SCIENCES	POLITICAL SCIENCE
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	
HOME ECONOMICS	
	<u>TOTAL: 44</u>

## APPENDIX B.

CUPA Public (AASCU) Faculty Salary-Trend Studies: 1983-84 and 1986-87

### Institutions Participating in Both Studies:

Alabama State University (AL)	Idaho State University (ID)
Angelo State University (TX)	Illinois State University (IL)
Appalachian State University (NC)	Indiana State University (IN)
Arkansas State University (AR)	Jacksonville State University (AL)
Arkansas Tech University (AR)	James Madison University (VA)
Auburn University at Montgomery (AL)	John Jay College of Criminal Justice (NY)
Augusta College (GA)	Keene State College (NH)
Austin Peay State University (TN)	Kennesaw College (GA)
Ball State University (IN)	Lake Superior State College (MI)
Black Hills State College (SD)	Lewis Clark State College (ID)
Bluefield State College (WV)	Mansfield University (PA)
California State University, Hayward (CA)	Marshall University (WV)
California State University, Long Beach (CA)	Mary Washington College (VA)
California University of Pennsylvania (PA)	Mayville State College (ND)
Castleton State College (VT)	Memphis State University (TN)
Cayey University College (PR)	Metropolitan State College (CO)
Central Connecticut State University (CT)	Middle Tennessee State University (TN)
Chadron State College (NE)	Midwestern State University (TX)
Christopher Newport College (VA)	Millersville University (PA)
Clarion University of Pennsylvania (PA)	Minot State College (ND)
College of Staten Island, The (NY)	Mississippi University for Women (MS)
College of the Virgin Islands at St. Croix (VI)	Missouri Southern State College (MO)
College of the Virgin Islands at St. Thomas (VI)	Missouri Western State College (MO)
Columbus College (GA)	Montana College of Mineral Science and Technology (MT)
Concord College (WV)	Murray State University (KY)
Coppin State College (MD)	North Carolina Agricultural and Technical State University (NC)
Delta State University (MS)	Northeast Louisiana University (LA)
Dickinson State College (ND)	Northeast Missouri State University (MO)
East Central University (OK)	Northern Arizona University (AZ)
East Tennessee State University (TN)	Northern Illinois University (IL)
East Texas State University at Texarkana (TX)	Northern Kentucky University (KY)
Eastern Connecticut State University (CT)	Northern State College (SD)
Eastern Montana College (MT)	Northwest Missouri State University (MO)
Edinboro University of Pennsylvania (PA)	Oakland University (MI)
Fitchburg State College (MA)	Old Dominion University (VA)
Florida Atlantic University (FL)	Pan American University (TX)
Fort Hays State University (KS)	Peru State College (NE)
Francis Marion College (SC)	Pittsburg State University (KS)
Frostburg State College (MD)	Plymouth State College (NH)
George Mason University (VA)	Radford University (VA)
Georgia College (GA)	Saginaw Valley State College (MI)
Georgia Southern College (GA)	Salem State College (MA)
Glenville State College (WV)	Sangamon State University (IL)
Grambling State University (LA)	Shepherd College (WV)
Grand Valley State College (MI)	Shippensburg University (PA)
Harris-Stowe State College (MO)	
Henderson State University (AR)	

# Participating Institutions (continued):

Slippery Rock University (PA)  
 South Dakota School of Mines & Technology (SD)  
 Southeast Missouri State University (MO)  
 Southeastern Louisiana University (LA)  
 Southeastern Massachusetts University (MA,  
 Southern Arkansas University (AR)  
 Southern Oregon State College (OR)  
 Southern Utah State College (UT)  
 Southwest Missouri State University (MO)  
 Southwest State University (MN)  
 Southwestern Oklahoma State University (OK)  
 St. Cloud University (MN)  
 State University of New York College at Brockport (NY)  
 State University of New York College at Buffalo (NY)  
 State University of New York College at Cortland (NY)  
 State University of New York College at Fredonia (NY)  
 State University of New York College at Geneseo (NY)  
 Stephen F. Austin State University (TX)  
 Tennessee Technological University (TN)  
 Texas A&I University (TX)  
 Texas A&M University at Galveston (TX)  
 Texas Woman's University (TX)  
 Towson State University (MD)  
 Troy State University (AL)  
 University of Akron, The (OH)  
 University of Central Arkansas (AR)  
 University of Colorado at Colorado Springs (CO)  
 University of Colorado at Denver (CO)  
 University of Maine at Farmington (ME)  
 University of Maine at Fort Kent (ME)  
 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 Florida (FL)  
 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 Mississippi (MS)  
 University of Southwestern Louisiana (LA)  
 University of Tennessee at Chattanooga (TN)  
 University of Tennessee at Martin, The (TN)  
 University of Texas at Dallas, The (TX)  
 University of Texas at San Antonio (TX)  
 University of Texas at Tyler, The (TX)  
 University of Texas of the Permian Basin (TX)  
 University of Wisconsin--Eau Claire (WI)  
 University of Wisconsin--Green Bay (WI)

University of Wisconsin--La Crosse (WI)  
 University of Wisconsin--Platteville (WI)  
 University of Wisconsin--Stevens Point (WI)  
 University of Wisconsin--Superior (WI)  
 University of Wisconsin--Oshkosh (WI)  
 Valdosta State College (GA)  
 Wayne State College (NE)  
 Weber State College (UT,  
 West Georgia College (GA)  
 West Texas State University (TX)  
 West Virginia College of Graduate  
     Studies (WV)  
 West Virginia Institute of Technology (WV)  
 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)  
 Wichita State University, The (KS)  
 William Paterson College of New Jersey (NJ)  
 Winston-Salem State University (NC)  
 Youngstown State University (OH)

TOTAL: 167

## APPENDIX C.

CUPA Private (AASCU) Faculty Salary-Trend Studies: 1983-84 and 1995-87

### Institutions Participating in Both Studies:

Abilene Christian University (TX)	Cogswell Polytechnical College (CA)
Albertus Magnus College (CT)	College of Idaho, The (ID)
Albion College (MI)	College of Mount Saint Vincent (NY)
Alfred University (NY)	College of New Rochelle (NY)
Alma College (MI)	College of Notre Dame (CA)
American College, The (PA)	College of Saint Elizabeth (NJ)
American University, The (DC)	College of St. Scholastica (MN)
Anna Maria College (MA)	College of the Holy Cross (MA)
Aquinas College (MI)	College of Wooster, The (OH)
Arkansas College (AR)	Columbia College (MO)
Asbury College (KY)	Concordia College (MI)
Augsburg College (MN)	Cooper Union for the Advancement of
Aurora University (IL)	Science and Art, The (NY)
Averett College (VA)	D'Youville College (NY)
Avila College (MO)	Defiance College, The (OH)
Azusa Pacific University (CA)	Depaul University (IL)
Babson College (MA)	DePauw University (IN)
Bard College (NY)	Dickinson College (PA)
Barnard College (NY)	Doane College (NE)
Barry University (FL)	Dordt College, Inc. (IA)
Beaver College (PA)	Drake University (IA)
Bellarmino College (KY)	Drew University (NJ)
Benedictine College (KS)	Eastern College (PA)
Bethune-Cookman College (FL)	Eckerd College (FL)
Biola University (CA)	Elmhurst College (IL)
Birmingham-Southern College (AL)	Emory & Henry College (VA)
Bishop College (TX)	Erskine College (SC)
Boston College (MA)	Ferrum College (VA)
Boston University (MA)	Findlay College (OH)
Bradley University (IL)	Fontbonne College (MO)
Briar Cliff College (IA)	Fordham University (NY)
Bridgewater College (VA)	Franklin and Marshall College (PA)
Bryant College (RI)	Furman University (SC)
Bryn Mawr College (PA)	Gannon University (PA)
Bucknell University (PA)	George Washington University, The (DC)
Butler University (IN)	Georgetown University (DC)
Canisius College (NY)	Gonzaga University (WA)
Capital University (OH)	Graceland College (IA)
Carroll College (MT)	Greensboro College (NC)
Catawba College (NC)	Guilford College (NC)
Cedar Crest College (PA)	Hamline University (MN)
Cedarville College (OH)	Hartwick College (NY)
Centenary College (NJ)	Hawaii Loa College (HI)
Central College (IA)	Heidelberg College (OH)
Central Wesleyan College (SC)	Hood College (MD)
Christian Brothers College (TN)	Hope College (MI)
Clark University (MA)	Huntington College (IN)

# Participating Institutions, continued:

Husson College (ME)	Norwich University (VT)
Huston-Tillotson College (TX)	Ohio Northern University (OH)
Illinois Benedictine College (IL)	Oklahoma Baptist University (OK)
Illinois College (IL)	Ottawa University (KS)
Immaculata College (PA)	Otterbein College (OH)
Iona College (NY)	Our Lady of the Holy Cross College (LA)
Ithaca College (NY)	Palm Beach Atlantic College (FL)
John Brown University (AR)	Parks College (MO)
John Carroll University (OH)	Pikeville College (KY)
Johns Hopkins University (MD)	Presbyterian College (SC)
Johnson C. Smith University (NC)	Queens College (NC)
Kansas Wesleyan (KS)	Quincy College (IL)
Kenyon College (OH)	Reed College (OR)
King's College (PA)	Regis College (MA)
La Roche College (PA)	Rider College (NJ)
Le Tourneau College (TX)	Ripon College (WI)
Lincoln Memorial University (TN)	Rockford College (IL)
Loyola College in Maryland (MD)	Rockhurst College (MO)
Lubbock Christian College (TX)	Sacred Heart College (NC)
Luther College (IA)	Saint John's University (MN)
Lycoming College (PA)	Saint Joseph College (CT)
Lynchburg College (VA)	Saint Joseph's College (IN)
Malone College (OH)	Saint Mary College (KS)
Manhattanville College (NY)	Saint Paul's College (VA)
Marist College (NY)	Saint Vincent College (PA)
Mary Baldwin College (VA)	Saint Xavier College (IL)
Marymount College (NY)	Salem College (NC)
Marymount Manhattan College (NY)	Salve Regina--The Newport College (RI)
Maryville College (TN)	Scarritt Graduate School (TN)
Marywood College (PA)	School of the Ozarks, The (MO)
Mercy College (NY)	Seattle University (WA)
Mercy College of Detroit (MI)	Seton Hill College (PA)
Meredith College (NC)	Siena College (NY)
Merrimack College (MA)	Siena Heights College (MI)
Millikin University (IL)	Simpson College (IA)
Molloy College (NY)	Sioux Falls College (SD)
Monmouth College (NJ)	Southern California College (CA)
Moravian College (PA)	Southern Methodist University (TX)
Morningside College (IA)	Southwestern College (KS)
Morris Brown College (GA)	Spalding University (KY)
Mount Mary College (WI)	Springfield College (MA)
Mount Marty College (SD)	St. Bonaventure University (NY)
Mount Saint Clare College (IA)	St. Francis College (NI)
Mount Saint Mary's College (MD)	St. Mary's University (TX)
Mount Vernon College (DC)	St. Norbert College (WI)
Muskingum College (OH)	Suffolk University (MA)
Nazareth College (MI)	Sweet Briar College (VA)
Nazareth College of Rochester (NY)	Syracuse University (NY)
Neumann College (PA)	Taylor University (IN)
North Central College (IL)	Texas Christian University (TX)
Northwestern College (IA)	Texas Lutheran College (TX)
Northwestern College (MN)	

Participating Institutions, continued:

Transylvania University (KY)  
Tri-State University (IN)  
Trinity College (DC)  
Trinity College (VT)  
Trinity University (TX)  
University of Dayton (OH)  
University of Dubuque, The (IA)  
University of La Verne (CA)  
University of Miami (FL)  
University of Portland (OR)  
University of San Diego (CA)  
University of Scranton (PA)  
University of the South, The (TN)  
University of Tulsa (OK)  
Ursuline College (OH)  
Valparaiso University (IN)  
Villa Maria College (PA)  
Virginia Union University (VA)  
Viterbo College (WI)  
Wabash College (IN)  
Wagner College (NY)  
Walsh College (OH)  
Warner Pacific College (OR)  
Washington and Jefferson College (PA)  
Washington and Lee University (VA)  
West Virginia Wesleyan College (WV)  
Western Maryland College (MD)  
Westmar College (IA)  
Westminster College of Salt Lake City (UT)  
Whitman College (WA)  
Whittier College (CA)  
Widener University (PA)  
William Jewell College (MO)  
William Marsh Rice University (TX)  
William Penn College (IA)  
Wilmington College (OH)  
Wilson College (PA)  
Wittenburg University (OH)  
York College of Pennsylvania (PA)

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