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ABSTRACT

Average salary increases for 6,352 faculty in the field of nursing 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, 143 public colleges and 96 private colleges reported on nursing faculty salaries, while 142 public and 97 private colleges reported in 1987. In 1987-88, the faculty salary factor in this field was approximately 16% and 25% below the overall average faculty salary factor of the other 44 disciplines/major fields in both the public and the private colleges, respectively. The average salary for the field in the private colleges was 8% lower than in the public colleges in 1984-85. In 1987-88, the average salary in the private colleges was 10% lower 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 Howe

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SALARY TREND STUDY OF FACULTY IN NURSING

FOR THE YEARS

1984-85 AND 1987-88

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

Salary data for each study were collected and tabulated for full-time teaching faculty in 45 selected academic disciplines including nursing. 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 nursing in the CIP is as follows:

An instructional program that generally describes the techniques and procedures for providing care for sick, disabled, infirm, or other individuals, including the administration of medication and treatments, assisting a physician during treatments and examinations, and planning education for health maintenance.*

[*Gerald S. Malitz, A Classification of Instructional Programs (Washington, DC.: National Center for Education Statistics, [1985], p. 101.--18.11]

This article presents a summary of the overall average salary increases in the discipline/major field of nursing from the "baseline year" of 1984-85 to and including the "trend year" of 1987-88 for both public and private

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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 nursing 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 member 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 .21 for associate professor of nursing in the 1984-85 public study means that 21 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 0.97 for assistant professors in the discipline/major field of nursing in the 1984-85 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 (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 nursing with the entire data base for each study.

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

PROF			ASSO PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS			
SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	
<u>PUBLIC, 1984-85:</u>																		
NURSING																		
AVERAGE																		
SALARY:	35399	128	61	28621	425	116	23550	999	137	22998	114	65	19672	464	94	24478	2016	143
FAC MIX																		
PCT:	0.06			0.21			0.50			0.06			0.23			1.00		
SALARY																		
FACTOR:	0.99			0.98			0.97			0.98			1.00			0.84		
ALL MAJOR FIELDS																		
AVERAGE																		
SALARY:	35583	16647		29260	15785		24372	13767		23563	1931		19711	4112		29234	50311	216
FAC MIX																		
PCT:	0.33			0.31			0.27			0.04			0.08			1.00		
<u>PUBLIC, 1987-88:</u>																		
NURSING																		
AVERAGE																		
SALARY:	42810	156	65	33084	504	129	27556	1039	133	27002	107	58	22956	374	92	29218	2073	142
FAC MIX																		
PCT:	0.08			0.24			0.50			0.05			0.18			1.00		
SALARY																		
FACTOR:	1.02			0.96			0.96			0.97			1.03			0.84		
ALL MAJOR FIELDS																		
AVERAGE																		
SALARY:	42078	18029		34414	15437		28589	14226		27759	2245		22371	3878		34581	51570	216
FAC MIX																		
PCT:	0.35			0.30			0.28			0.04			0.08			1.00		
<u>PRIVATE, 1984-85:</u>																		
NURSING																		
AVERAGE																		
SALARY:	33260	57	37	26581	262	73	21626	619	95	21230	72	42	18354	257	60	22563	1195	96
FAC MIX																		
PCT:	0.05			0.22			0.52			0.06			0.22			1.00		
SALARY																		
FACTOR:	0.87			0.92			0.92			0.92			0.97			0.76		
ALL MAJOR FIELDS																		
AVERAGE																		
SALARY:	38304	9450		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		
<u>PRIVATE, 1987-88:</u>																		
NURSING																		
AVERAGE																		
SALARY:	40221	59	37	30488	276	79	24892	539	92	24416	37	27	21176	194	57	26510	1068	97
FAC MIX																		
PCT:	0.06			0.26			0.50			0.03			0.18			1.00		
SALARY																		
FACTOR:	0.89			0.90			0.89			0.89			0.96			0.75		
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 nursing was reported in 143 of the 216 public (AASCU) institutions. The average salary of the 2,016 faculty was \$24,478. This average salary was approximately 16 percent (0.84) 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 nursing was reported in 142 of the same 216 public (AASCU) institutions. The average salary of the 2,073 faculty was \$29,218. This average salary was approximately 16 percent (0.84) 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 nursing after three years in the public institutions studied was 19.4 percent (\$29,218 minus \$24,478 equals \$4,740). 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 9.9 percent or an average of 3.3 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 public institutions studied was 18.3 percent (\$34,581 minus \$29,234 equals \$5,347). In comparison to the discipline/major field of nursing (19.4%), therefore, the faculty in ALL MAJOR FIELDS increased their salaries by 1.1 percent (19.4% minus 18.3% equals 1.1%) less than faculty in the discipline/major field of nursing.

The reader may note that the faculty mix percentage in nursing is lower at the professor rank than at the assistant professor rank in both the public studies: 0.06 vs 0.50 (1984-85) and 0.08 vs 0.50 (1987-88), respectively.

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

Finally, the hiring rate of new assistant professors in nursing is high in the public studies: 5.7 percent (114/2,016) 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 nursing in 1987-88 was 5.2 percent (107/2,073) 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 nursing is more than for ALL MAJOR FIELDS in both the public studies of 1984-85 and 1987-88.

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

In the PRIVATE 1984-85 salary study in the above table, the reader may note that the discipline/major field of nursing was reported in 96 of the 266 private institutions. The average salary of the 1,195 faculty was \$22,563. This average salary was approximately 24 percent (0.76) lower than the average salary of \$29,769 for all 28,991 faculty in ALL MAJOR FIELDS in the 1984-85 private study.

In the PRIVATE 1987-88 salary study in the above table, the discipline/major field of nursing was reported in 97 of the same 265 private institutions. The average salary of the 1,068 faculty was \$26,570. This average salary was approximately 25 percent (0.75) lower 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 nursing after three

years in the private institutions studied was 17.5 percent (\$26,510 minus \$22,563 equals \$3,947). The CPI of increased cost-of-living between October 1984 and October 1987 was 9.5 percent. A more realistic increase, therefore, in average faculty salaries over the three-year time period is 8.0 percent or 2.7 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 18.5 percent (\$35,269 minus \$29,769 equals \$5,500). In comparison to the discipline/major field of nursing (17.5%), therefore, the faculty in ALL MAJOR FIELDS increased their salaries by 1.0 percent (18.5% minus 17.5% equals 1.0%) more than faculty in the discipline/major field of nursing.

In the discipline/major field of nursing, the reader may note that the faculty mix percentage at the professor rank is much less than at the assistant professor rank in the private studies: 0.05 vs. 0.52 (1984-85), respectively; and 0.06 vs. 0.50 (1987-88), respectively. This is quite different from ALL MAJOR FIELDS for both private studies: 0.33 vs. 0.33 (1984-85), respectively; and 0.33 vs. 0.30 (1987-88), respectively. In other words ALL MAJOR FIELDS has a higher percentage of professors and a lower percentage of assistant professors compared to nursing in both private studies.

Finally, the reader may note that the hiring rate of new assistant professors in nursing was greater than the hiring rate in ALL MAJOR FIELDS in the 1984-85 private study, 6.0 percent (72/1,195) vs. 4.2 percent (1,224/ 28,991), respectively. The opposite is true in 1987-88, 3.5 percent (37/1,068) vs. 4.4 percent (1,322/29,724), respectively. In conclusion the hiring rate in the discipline/major field of nursing exceeds ALL MAJOR FIELDS in the 1984-85 private study. Conversely, in the 1987-88 private study the hiring rate in ALL MAJOR FIELDS is greater.

CONCLUDING REMARKS

This article presented salary-trend information on the academic discipline/major field of nursing 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 6,352 faculty in the discipline/major field of nursing 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 nursing is currently (1987-88) some 16 and 25 percent below the overall average faculty salary of the other 44 disciplines/major fields for both the public and private studies, respectively. The average faculty salary for nursing in the private institutions was 8 percent less in comparison to that in the public institutions in 1984-85. The average faculty salary in the private institutions is now (1987-88) 10 percent lower 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 nursing, in both the public and private institutions, received overall salary increases for three years above the cost-of-living. Nursing faculty salary increases in the private institutions lagged behind faculty in ALL MAJOR FIELDS during this same period. Nursing 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 "new" discipline/major field of nursing 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 slightly more rapidly in the public institutions, in comparison to the private institutions. It seems a smaller percentage of new assistant professors are being hired in 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 nursing, 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

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

Institutions Participating in Both Studies:

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

Participating Institutions, continued:

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

Total: 216

APPENDIX C

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

Institutions Participating in Both Studies:

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

Participating Institutions, continued:

Duquesne University (PA)
 Eastern Mennonite College and Seminary (VA)
 Eckerd College (FL)
 Elmhurst College (IL)
 Elmira College (NY)
 Elms College (MA)
 Embry-Riddle Aeronautical University (FL)
 Emerson College (MA)
 Emory & Henry College (VA)
 Fairfield University (CT)
 Fontbonne College (MO)
 Fordham University (NY)
 Fort Wayne Bible College (IN)
 George Washington University, The (DC)
 Georgetown University (DC)
 Georgian Court College (NJ)
 GMI Engineering & Management Institute (MI)
 Gonzaga University (WA)
 Gordon College (MA)
 Goshen College (IN)
 Grand View College (IA)
 Guilford College (NC)
 Hartwick College (NY)
 Heidelberg College (OH)
 High Point College (NC)
 Hope College (MI)
 Husson College (ME)
 Illinois Benedictine College (IL)
 Illinois College (IL)
 Illinois Institute of Technology (IL)
 Immaculata College (PA)
 Inter American University of Puerto Rico
 --at San German (PR)
 Iona College (NY)
 Ithaca College (NY)
 John Carroll University (OH)
 Judson College (IL)
 Kalamazoo College (MI)
 Kenyon College (OH)
 King's College (PA)
 La Roche College (PA)
 Lancaster Bible College (PA)
 Le Moyne College (NY)
 Le Tourneau College (TX)
 Lebanon Valley College (PA)
 Lewis & Clark College (OR)
 Linfield College (OR)
 Long Island University (NY)
 Loras College (IA)
 Loyola College in Maryland (MD)
 Luther College (IA)

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 (OH)
 Rockford College (IL)
 Rockhurst College (MO)
 Rose-Hulman Institute of Technology (IN)
 Saint Edward's University (TX)
 Saint Joseph College (CT)
 Saint Mary College (KS)

Participating Institutions, continued:

Saint Michael's College (VT)
 Saint Peter's College (NJ)
 Saint Vincent College (PA)
 Salem College (NC)
 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)
 Skidmore College (NY)
 Southern California College (CA)
 Southern Methodist University (TX)
 Southwestern Assemblies of God College (TX)
 Southwestern College (KS)
 Spalding University (NY)
 Springfield College (MA)
 St. Francis College (NY)
 St. Mary's University (TX)
 St. Norbert College (WI)
 Stevens Institute of Technology (NJ)
 Suffolk University (MA)
 Susquehanna University (PA)
 Syracuse University (NY)
 Tabor College (KS)
 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)

Utica College of Syracuse University (NY)
 Villa Maria College (PA)
 Viterbo College (WI)
 Walsh College (OH)
 Wartburg College (IA)
 Washington and Jefferson College (PA)
 Wesleyan University (CT)
 Western Maryland College (MD)
 Western New England College (MA)
 Westmar College (IA)
 Westminster College of Salt Lake City (UT)
 Wheeling College, Inc. (WV)
 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)
 Wittenburg University (OH)
 Worcester Polytechnic Institute (MA)
 Xavier University (OH)
 York College of Pennsylvania (PA)

TOTAL: 266