The volume provides comparative data for faculty salaries in public and private colleges, based on an annual survey of over 700 colleges and universities. The following 15 disciplines are included: nursing, philosophy and religion, physical education, physical sciences, physics, political science and government, psychology, reading education, secretarial and related programs, social sciences, sociology, special education, student counseling and personnel services, teacher education, general programs, and visual and performing arts. Presented for each discipline is a summary of the overall average salary increases between the baseline year of 1985-86 and 1988-89 for both state and private institutions. Data from institutions participating in both years are compared with each other and with the consumer price index. Also included are average salaries by rank and the faculty mix percentage as well as comparisons with other disciplines. The participating institutions are listed. (DB)
SALARY-TREND STUDIES OF FACULTY
FOR THE YEARS 1985-86 AND 1988-89
IN THE FOLLOWING DISCIPLINES/MAJOR FIELDS:

Nursing; Philosophy and Religion; Physical Education; Physical Sciences; Physics; Political Science and Government; Psychology; Reading Education; Secretarial and Related Programs; Social Sciences; Sociology; Special Education; Students Counseling and Personnel Services; Teacher Education, General Programs; and Visual and Performing Arts

by

Richard D. Howe and Associates
Appalachian State University
Boone, North Carolina 28608

Foreword

Since 1982-83 the College and University Personnel Association (CUPA) in Washington, DC, in cooperation with Appalachian State University in Boone, NC, has conducted annual national faculty salary studies by discipline and rank each year through 1988-89. Each year two separate studies are conducted, one for state senior colleges and universities which are members of the American Association of State Colleges and Universities (AASCU) in Washington, DC, and the other for private senior colleges and universities.

Salary data for each study were collected and tabulated for full-time teaching faculty in 45 selected academic disciplines/major fields, 15 of which are included herein in alphabetical order. The disciplines/major fields were chosen from among those defined by the Higher Education General Information Survey (HEGIS) Taxonomy and by A Classification of Instructional Programs (CIP), 1985. Each of the 15 disciplines/major fields presents a summary of the overall average salary increases in that discipline/major field from the "baseline year" of 1985-86 to and including the "trend year" of 1988-89 for both state and private institutions. Of the 262 institutions which participated in CUPA'S STATE (AASCU) study of 1985-86, 202 also participated in 1988-89. Data from those same 202 institutions were used in both the baseline year and the trend year. Of the 440 institutions which participated in CUPA'S PRIVATE study of 1985-86, 259 also participated in 1988-89. Data from those same 259 institutions were used in both the baseline year and the trend year.

In addition to listing the average salaries in the 15 individual disciplines/major fields for both state 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 in each of the 15 individual disciplines/major fields between the two studies for each of the two study years (1985-86 and 1988-89) and with the CPI (Consumer Price Index) of changes in cost-of-living.

The list of all 45 selected academic disciplines/major fields studied is found in Appendix A of each discipline/major field included herein, and the list of all participating senior colleges and universities is found in Appendix B of each discipline/major field included herein.
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 1988-89. Each year two separate studies are conducted, one for state 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 1985-86 to and including the "trend year" of 1988-89 for both state and private institutions. Of the 262 institutions which participated in CUPA's STATE (AASCU) study of 1985-86, 202 also participated in 1988-89. Data from those same 202 institutions were used in both the baseline year and the trend year. Of the 440 institutions which participated in CUPA'S PRIVATE study of 1985-86, 259 also participated in 1988-89. Data from those same 259 institutions were used in both the "baseline year" and the "trend year".

This study lists the average salaries of nursing faculty for both state 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 (1985-86 and 1988-89).

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 .22 for associate professor of nursing in the 1985-86 state study means that 22 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: STATE 1985-86, STATE 1988-89, PRIVATE 1985-86 and PRIVATE 1988-89. For example, a SALARY FACTOR of 0.96 for assistant professors in the discipline/major field of nursing in the 1985-86 state study means that their salaries are 4 percent lower than the average of all assistant professors in all institutions in that study.

NEW ASST PROF is the grouping of assistant professors who were hired for the first time in the fall of the study year (1985-86 or 1988-89). All information for this group was included in the ASST PROF group for reporting purposes. This group is used mainly for 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 1985-86 and the "trend year" of 1988-89
<table>
<thead>
<tr>
<th>State, 1985-86:</th>
<th>Prof</th>
<th>Assoc Prof</th>
<th>Asst Prof</th>
<th>NEW Asst Prof</th>
<th>Instructor</th>
<th>All Ranks</th>
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<tbody>
<tr>
<td>Average Salary:</td>
<td>38810</td>
<td>115</td>
<td>59</td>
<td>30599</td>
<td>429</td>
<td>113</td>
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<tr>
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<td>State, 1988-89:</td>
<td>Prof</td>
<td>Assoc Prof</td>
<td>Asst Prof</td>
<td>NEW Asst Prof</td>
<td>Instructor</td>
<td>All Ranks</td>
</tr>
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<td>Average Salary:</td>
<td>38112</td>
<td>17636</td>
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<tr>
<td>Salary Factor:</td>
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<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Private, 1985-86:</td>
<td>Prof</td>
<td>Assoc Prof</td>
<td>Asst Prof</td>
<td>NEW Asst Prof</td>
<td>Instructor</td>
<td>All Ranks</td>
</tr>
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<td>Average Salary:</td>
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<td>86</td>
<td>43</td>
<td>27537</td>
<td>281</td>
<td>83</td>
</tr>
<tr>
<td>Fac Mix Pct:</td>
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<td>Salary Factor:</td>
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<tr>
<td>Private, 1988-89:</td>
<td>Prof</td>
<td>Assoc Prof</td>
<td>Asst Prof</td>
<td>NEW Asst Prof</td>
<td>Instructor</td>
<td>All Ranks</td>
</tr>
<tr>
<td>Average Salary:</td>
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<td>8391</td>
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<td>29339</td>
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<tr>
<td>Salary Factor:</td>
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<td></td>
<td>34585</td>
<td>8852</td>
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</table>
will lessen the reliability and validity of any conclusions that one might make based on a simple comparison of averages.


In the STATE 1985-86 salary study in the above table, the reader may note that the discipline/major field of nursing was reported in 129 of the 202 state (AASCU) institutions. The average salary of the 1,922 faculty was $26,239. This average salary was approximately 16 percent (0.84) lower than the average salary of $31,282 for all 51,525 faculty in ALL MAJOR FIELDS in the 1985-86 state study.

In the STATE 1988-89 salary study in the above table, the discipline/major field of nursing was reported in 128 of the same 202 state (AASCU) institutions. The average salary of the 1,882 faculty was $30,990. This average salary was approximately 15 percent (0.85) lower than the average salary of $36,562 for all 54,552 faculty in ALL MAJOR FIELDS in the 1988-89 state study.

The increase in average salaries for all faculty in nursing after three years in the state institutions studied was 18.1 percent ($30,999 minus $26,239 equals $4,760). The CPI of increased cost-of-living between October 1985 and October 1988 was 10.6 percent. A more realistic increase, therefore, in average faculty salaries over the three-year time period is 7.5 percent or an average of 2.5 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 state institutions studied was 16.9 percent ($36,562 minus $31,282 equals $5,280). In comparison to the discipline/major field of nursing (18.1%), therefore, the faculty in ALL MAJOR FIELDS increased their salaries by 1.2 percent (18.1% minus 16.9% equals 1.2%) 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 state studies: 0.06 vs 0.49 (1985-86) and 0.07 vs 0.52 (1988-89), respectively. The differences in faculty mix percentage at the ranks of professor and assistant professor in ALL MAJOR FIELDS for both state studies are as follows: 0.34 vs. 0.27 (1985-86) and 0.35 vs. 0.28 (1988-89), 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 state studies.

Finally, the hiring rate of new assistant professors in nursing is high in the state studies: 4.7 percent (91/1,922) in 1985-86 vs. 3.7 percent (1,932/51,525) in ALL MAJOR FIELDS in 1985-86. Also, the hiring rate of new assistant professors in nursing in 1988-89 was 6.1 percent (114/1,882) vs. 4.7 percent (2,573/54,552) 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 state studies of 1985-86 and 1988-89.

RESULTS OF THE TWO PRIVATE STUDIES, 1985-86 AND 1988-89

In the PRIVATE 1985-86 salary study in the above table, the reader may note that the discipline/major field of nursing was reported in 108 of the 259 private institutions. The average salary of the 1,338 faculty was $23,723. This average salary was approximately 20 percent (0.80) lower than the average salary of $29,765 for all 27,049 faculty in ALL MAJOR FIELDS in the 1985-86 private study.

In the PRIVATE 1988-89 salary study in the above table, the discipline/major field of nursing was reported in 105 of the same 259 private institutions. The average salary of the 1,058 faculty was $27,482. This average salary was approximately 22 percent (0.78) lower than the average salary of $35,099 for all 28,627 faculty in ALL MAJOR FIELDS in the 1988-89 private study.
The increase in average salaries for all faculty in nursing after three years in the private institutions studied was 15.8 percent ($27,482 minus $23,723 equals $3,759). The CPI of increased cost-of-living between October 1985 and October 1988 was 10.6 percent. A more realistic increase, therefore, in average faculty salaries over the three-year time period is 5.2 percent or 1.7 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 17.9 percent ($35,099 minus $29,765 equals $5,334). In comparison to the discipline/major field of nursing (15.8%), therefore, the faculty in ALL MAJOR FIELDS increased their salaries by 2.1 percent (17.9% minus 15.8% equals 2.1%) 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: 0.06 vs. 0.53 (1985-86), respectively; and 0.08 vs. 0.51 (1988-89), respectively. This is quite different from ALL MAJOR FIELDS for both private studies: 0.31 vs. 0.31 (1985-86), respectively; and 0.31 vs. 0.31 (1988-89), 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 1985-86 private study, 5.2 percent (69/1,338) vs. 4.5 percent (1,204/27,049), respectively. The opposite is true in 1988-89, 3.7 percent (39/1,058) vs. 4.8 percent (1,388/28,627), respectively. In conclusion the hiring rate in the discipline/major field of nursing exceeds ALL MAJOR FIELDS in the 1985-86 private study. Conversely, in the 1988-89 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 ALL MAJOR FIELDS over a period of three years: the "baseline year" of 1985-86 through the "trend year" of 1988-89. Two studies, one for state (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 6,200 faculty in the discipline/major field of nursing participated and were included in the overall total of 161,753 faculty in all 45 disciplines/major fields in all four studies. The same 202 state (AASCU) institutions and the same 259 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 (1988-89) some 15 and 22 percent below the overall average faculty salary of ALL MAJOR FIELDS for both the state and private studies, respectively. The average faculty salary for nursing in the private institutions was approximately 11 percent less in comparison to that in the state institutions in 1985-86. The average faculty salary in the private institutions is now (1988-89) approximately 13 percent lower in comparison to that for the state institutions.

Second, the CPI of October 1988, in comparison to the CPI of October 1985, indicates that the faculty in nursing, in both the state 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 and just the
opposite occurred in the state institutions. Nursing faculty were barely ahead of faculty in 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 state and private studies. The full professor rank appears to be increasing slightly more rapidly in the state institutions, in comparison to the private institutions. It seems a smaller percentage of new assistant professors are being hired in the private institutions in comparison to the state 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.

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. Co-author Fredel T. Reighard is coordinator of the Nursing Education Options Program at Caldwell Community College and Technical Institute, Lenoir, North Carolina.

APPENDICES:
A) OVERALL LIST OF SELECTED DISCIPLINES, page 10
B) LIST OF STATE Participating Institutions, page 11
C) LIST OF PRIVATE Participating Institutions, page 13
APPENDIX A
OVERALL LIST OF SELECTED DISCIPLINES

ACCOUNTING
AGRICULTURE AND AGRICULTURAL PRODUCTION
ANTHROPOLOGY
ARCHITECTURE AND ENVIRONMENTAL DESIGN
AREA AND ETHNIC STUDIES
AUDIOLINGUISTICS AND SPEECH PATHOLOGY
BUSINESS ADMINISTRATION AND MANAGEMENT
BUSINESS 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
LIBRARY AND ARCHIVAL SCIENCES
LIFE SCIENCES
MATHEMATICS
MULTI-INTERDISCIPLINARY STUDIES
MUSIC
NURSING
PHILOSOPHY AND RELIGION
PHYSICAL EDUCATION
PHYSICAL SCIENCES
PHYSICS
POLITICAL SCIENCE AND GOVERNMENT
PSYCHOLOGY
READING EDUCATION
SECRETARIAL AND RELATED PROGRAMS
SOCIAL SCIENCES
SOCIOLOGY
SPECIAL EDUCATION
STUDENT COUNSELING AND PERSONNEL SERVICES
TEACHER EDUCATION, GENERAL PROGRAMS
VISUAL AND PERFORMING ARTS

TOTAL: 45
APPENDIX B


Institutions Participating in Both Studies:

Adams State College (CO)
Alabama State University (AL)
Angelo State University (TX)
Appalachian State University (NC)
Arkansas State University (AR)
Arkansas Technological University (AR)
Auburn University at Montgomery (AL)
Augusta College (GA)
Blackhills State College (SD)
Bluefield State College (WV)
California State University at Fullerton (CA)
California State University at Long Beach (CA)
California State University at 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)
Christopher Newport College (VA)
Citadel, The Military College of S.C., The (SC)
Clarion University of Pennsylvania (PA)
Cleveland State University (OH)
Clinch Valley College of Univ. of Virginia (VA)
College of Charleston (SC)
College of Staten Island - CUNY, The (NY)
Columbus College (GA)
Concord College (WV)
Dakota State College (SD)
Delta State College (MS)
Dickinson State University (SD)
Eastern Central State University (OK)
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 Michigan University (MI)
Eastern New Mexico University (NM)
Eastern Washington University (WA)
Edinsboro University of Pennsylvania (PA)
Fitchburg State College (MA)
Florida A & M University (FL)
Florida Atlantic University (FL)
Florida International University (FL)
Fort Hays State University (KS)
Fort Lewis College (CO)
Francis Marion College (SC)
Frostburg State University (MD)
George Mason University (VA)
George Washington University (DC)
Georgia Southern College (GA)
Georgia Southern University (GA)
Glenville State College (WV)
Grand Valley State University (MI)
Harris-Stowe State College (MO)
Humacao University College (PR)
Idaho State University (ID)
Illinois State University (IL)
Indiana State University (IN)
Indiana University of Pennsylvania (PA)
Jackson State University (MS)
Keene State College (NH)
Kent State University (OH)
Kutztown University (PA)
Lake Superior State University (MI)
Lander College (SC)
Lewis Clark State College (ID)
Livingston University (AL)
Longwood College (VA)
Louisiana State University in Shreveport (LA)
Marshall University (WV)
Mary Washington College (VA)
Mayville State University (ND)
Mr. Neese State University (LA)
Memphis State University (TN)
Mesa State College (CO)
Metropolitan State College (CO)
Middle Tennessee State University (TN)
Millersville University of Pennsylvania (PA)
Minot State University (ND)
Missouri Southern State College (MO)
Missouri Western State College (MO)
Morehead State University (KY)
Murray State University (KY)
New Mexico Highlands University (NM)
Nicholls State University (LA)
North Carolina A & T State University (NC)
Northeast Louisiana University (LA)
Northeast Missouri State University (MO)
Northeastern Illinois University (IL)
Northern Arizona University (AZ)
Northern Illinois University (IL)
Northern State College (SD)
Northwest Missouri State University (MO)
Oakland University (MI)
Old Dominion University (VA)
Oregon Institute of Technology (OR)
Pan American University (TX)
Peru State College (NE)
Pittsburg State University (KS)
Plymouth State College (NH)
Purdue University Calumet (IN)
Radford University (VA)
Ramapo College of New Jersey (NJ)
Richard Stockton State College (NJ)
Saginaw Valley State University (MI)
Salisbury University (MD)
Sam Houston State University (TX)
San Diego State University (CA)
Sangamon State University (IL)
Savannah State College (GA)
Shippensburg University of Pennsylvania (PA)
Sonoma State University (CA)
South Dakota School of Mines & Technology (SD)
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 Illinois University of Carbondale (IL)
Southeastern State University (GA)
Southwestern Oklahoma State University (OK)
St. Cloud State University (MN)
State University of New York at Plattsburgh (NY)
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)
SUNY College of Technology at Utica/Rome (NY)
Tennessee Technological University (TN)
Texas A & I University (TX)
Texas A & M University at Galveston (TX)
Towson State University (MD)
Trenton State College (NJ)
Troy State University (AL)
University of Akron, The (OH)
University of Arkansas at Little Rock (AR)
University of Baltimore (MD)
University of Central Arkansas (AR)
University of Colorado at Colorado Springs (CO)
University of the District of Columbia, The (DC)
University of Houston at Clear Lake (TX)
University of Lowell (MA)
University of Maine at Presque Isle (ME)
University of Maryland-Baltimore County, The (MD)
University of Missouri - St. Louis (MO)
University of Montevallo (AL)
University of Nebraska at Omaha (NE)
University of Nevada at Las Vegas (NV)
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 & Arts of Oklahoma (OK)
University of South Alabama (AL)
University of South Carolina at Spartanburg (SC)
University of South Florida (FL)
University of Southern Colorado (CO)
University of Southern Indiana (IN)
University of Southern Maine (ME)
University of Southwestern Louisiana (LA)
University of Tennessee at Chattanooga (TN)
University of Tennessee at Martin (TN)
University of Texas at Dallas, The (TX)
University of Texas at San Antonio (TX)
University of Wisconsin - Eau Claire (WI)
University of Wisconsin - La Crosse (WI)
University of Wisconsin - Oshkosh (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)
Valdosta State College (GA)
Valley City State University (ND)
Weber State College (UT)
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 State College of Colorado (CO)
Western Washington University (WA)
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 State College of Colorado (CO)
Western Washington University (WA)
Wichita State University, The (KS)
William Paterson College (NJ)
Winthrop College (SC)
Youngstown State University (OH)
Total: 202
APPENDIX C

CUPA Private Faculty Salary-Trend Studies: 1985-86 and 1988-89

Institutions Participating in Both Studies:

Adelphi University (NY)
Agnes Scott College (GA)
Albertus Magnus College (CT)
Alfred University (NY)
Allegheny College (PA)
Allentown College of St. Francis de Sales (PA)
Alma College (MI)
Alverno College (WI)
American Technological University (TX)
American University, The (DC)
Amherst College (MA)
Anna Maria College (MA)
Aquinas College (MI)
Arkansas College (AR)
Asbury College (KY)
Assumption College (MA)
Augustana College (IL)
Averett College (VA)
Avila College (MO)
Azusa Pacific University (CA)
Baldwin-Wallace College (OH)
Barnard College (NY)
Barry University (FL)
Bellarmine College (KY)
Belmont Abbey College (NC)
Bethany College (WV)
Bethel College (KS)
Bethel College (MN)
Bethune-Cookman College (FL)
Biola University (CA)
Birmingham-Southern College (AL)
Bloomfield College (NJ)
Boston University (MA)
Bradley University (IL)
Briar Cliff College (IA)
Bridgewater College (VA)
Bryant College (RI)
Bucknell University (PA)
Butler University (IN)
Cabrini College (PA)
Carlow College (PA)
Catholic University of America, The (DC)
Catholic University of Puerto Rico (PR)
Cedar Crest College (PA)
Central College (IA)
Central Wesleyan College (SC)
Christian Brothers College (TN)
Clarkson University (NY)
College Misericordia (PA)
College of Great Falls (MT)
College of Mount St. Joseph (OH)
College of Notre Dame of Maryland (MD)
College of Saint Benedict (MN)
College of Saint Elizabeth (NJ)
College of St. Joseph (VI)
College of Saint Rose, The (NY)
College of St. Scholastica (MN)
College of the Holy Cross (MA)
Columbia College (MO)
Concordia College (MN)
Concordia College (WI)
Concordia College (MI)
Cooper Union for the Advancement of Sci. and Art, The (NY)
Cornell College (IA)
Cornell University (NY)
Covenant College (TN)
Creighton University (NE)
D'Youville College (NY)
Defiance College, The (OH)
DePaul University (IL)
DePauw University (IN)
Dickinson College (PA)
Doane College (NE)
Dominican College of Blayfelt (NY)
Drake University (IA)
Drew University (NJ)
Eastern Mennonite College and Seminary (VA)
Eckerd College (FL)
Elmhurst College (IL)
Elms College (MA)
Emerson College (MA)
Fairfield University (CT)
Fort Wayne Bible College (IN)
Franklin and Marshall College (PA)
Franklin Pierce College (NH)
Furman University (SC)
George Fox College (OR)
George Washington University, The (DC)
Georgetown College (KY)
Georgetown University (DC)
Georgia Court College (NJ)
Gonzaga University (WA)
Grand View College (IA)
Greensboro College (NC)
Hamilton College (NY)
Hamline University (MN)
Participating Institutions, continued:

Hampton University (VA)
Hannibal-LaGrange College (MO)
Partwick College (NY)
Hastings College (NE)
Heidelberg College (OH)
Holy Family College (PA)
Houghton College (NY)
Howard University (DC)
Huron College (SD)
Illinois Benedictine College (IL)
Illinois Institute of Technology (IL)
Immaculata College (PA)
Incarnate Word College (TX)
Ithaca College (NY)
Jarvis Christian College (TX)
John Carroll University (OH)
Johns Hopkins University (MD)
Judson College (IL)
Kalamazoo College (MI)
Kenyon College (OH)
Keuka College (NY)
LaRoche College (PA)
Lafayette College (PA)
Lakeland College (WI)
Lancaster Bible College (PA)
Lebanon Valley College (PA)
LeMoyne College (NY)
Lenoir-Rhyne College (NC)
Lewis & Clark College (OR)
Limestone College (SC)
Linfield College (OR)
Long Island University (NY)
Loras College (IA)
Loyola College in Maryland (MD)
Lubbock Christian University (TX)
Luther College (IA)
Lynchburg College (VA)
Lyon College (AR)
Madonna College (MI)
Marist College (NY)
Mars Hill College (NC)
Mary Baldwin College (VA)
Marymount College (NY)
Marymount Manhattan College (NY)
Maryville College (TN)
Marywood College (PA)
McPherson College (KS)
Mercy College of Detroit (MI)
Mercyhurst College (PA)
Meredith College (NC)
Midland Lutheran College (NE)
Millikin University (IL)
Hillsaps College (MS)
Missouri Baptist College (MO)
Moravian College (PA)
Mount Mary College (WI)
Mount Mercy College (IA)
Mount St. Mary's College (CA)
Mount Vernon College (DC)
Mount Vernon Nazarene College (OH)
Muskingum College (OH)
Nazareth College (MI)
Neumann College (PA)
New England College (NH)
North Central College (IL)
Northland College (WI)
Northwestern College (IA)
Northwestern College (MN)
Norwich University (VT)
Oakwood College (AL)
Ohio Northern University (OH)
Ottawa University (KS)
Our Lady of Holy Cross College (LA)
Pepperdine University (CA)
Piedmont College (GA)
Pikeville College (KY)
Presbyterian College (SC)
Presbyterian School of Christian Education (VA)
Principia College (IL)
Quincy College (IL)
Randolph-Macon College (VA)
Reed College (OR)
Regis College (CO)
Regis College (WA)
Pennsylvania State University (NY)
Rider College (NJ)
Rochester Institute of Technology (NY)
Rockford College (IL)
Rockhurst College (MO)
Rocky Mountain College (MT)
Roosevelt University (IL)
Rose-Hulman Institute of Technology (IN)
Russell-Sage College (NY)
Saint Edward's University (TX)
Saint Joseph College (CT)
Saint Mary College (KS)
Sainc Vincent College (PA)
Salem College (NC)
Salem College (WV)
Salve Regina-The Newport College (RI)
Sanford University (AL)
Santa Clara University (CA)
School of the Ozarks, The (MO)
Seattle Pacific University (WA)
Seattle University (WA)
Seton Hill (PA)
Participating Institutions, continued:

Siena College (NY)
Siena Heights College (MI)
Simpson College (IA)
Southwestern Assemblies of God Colleges (TX)
Spalding University (KY)
Springfield College (MA)
St. Bonaventure University (NY)
St. Francis College (NY)
St. Mary's University (TX)
St. Norbert College (WI)
Stevenson Institute of Technology (NY)
Susquehanna University (PA)
Suffolk University (MA)
Tabor College (KS)
Taylor University (IN)
Texas Christian University (TX)
Texas Lutheran College (TX)
Tiffin University (OH)
Tri-State University (IN)
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 Evansville (IN)
University of LaVerne (CA)

University of Miami (FL)
University of Portland (OR)
University of Richmond (VA)
University of San Diego (CA)
University of St. Thomas (TX)
University of the South, The (TN)
University of Tampa, (FL)
Ursuline College (OH)
Valparaiso University (IN)
Villa Maria College (PA)
Viterbo College (WI)
Walsh College (OH)
Warner Southern College (FL)
Wartburg College (IA)
Washington and Jefferson College (PA)
Washington and Lee University (VA)
Waynesburg College (PA)
West Virginia Wesleyan College (WV)
Western Baptist College (OR)
Western Maryland College (MD)
Westminster College (IA)
Westminster College of Salt Lake City (UT)
Whitman College (WA)
Wilkes College (PA)
William Jewell College (MO)
William Penn College (IA)
Wilmington College (DE)
Wingate College (NC)
Wittenburg University (OH)

Total: 259
SALARY-TREND STUDY OF FACULTY IN PHILOSOPHY AND RELIGION

FOR THE YEARS

1985-86 AND 1988-89

By
Richard D. Howe
and Linda Wilson

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 1988-89. Each year two separate studies are conducted, one for state 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 philosophy and religion. 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 philosophy and religion in the CIP is as follows:

A summary of groups of instructional programs that describe the critical examination of the categories for describing reality, the nature and contexts of human experience, the methodology of rational inquiry and criteria of practice (philosophy); and the investigation of organized forms, beliefs, and practices related to eternal principles or transcendent spiritual entities (religion).*

[*Gerald S. Malitz, A Classification of Instructional Programs (Washington, DC.: National Center for Education Statistics, [1985], p. 127-8.--38.)]

This article presents a summary of the overall average salary increases in
the discipline/major field of philosophy and religion from the "baseline year" of 1985-86 to and including the "trend year" of 1988-89 for both state and private institutions. Of the 262 institutions which participated in CUPA's STATE (AASCU) study of 1985-86, 202 also participated in 1988-89. Data from those same 202 institutions were used in both the "baseline year" and the "trend year". Of the 440 institutions which participated in CUPA'S PRIVATE study of 1985-86, 259 also participated in 1988-89. Data from those same 259 institutions were used in both the "baseline year" and the "trend year".

This study lists the average salaries of philosophy and religion faculty for both state 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 (1985-86 and 1988-89).

The CPI is based on prices of food, clothing, shelter and fuels, transportation, medical care, entertainment, and other goods and services that people buy for day-to-day living. In examining trends in faculty salary it is important to consider any changes in the economy. Thus, by comparing changes in faculty salaries with the CPI, a more precise representation of the "real" salary increases is yielded.

The salary is based on a nine- or ten-month academic year salary of full-time faculty only. Full-time faculty members are those who teach no less than 51 percent of the time. Salary for summer academic work, fringe benefits, and perquisites are not included in the salary data. The average salary displayed is computed from all faculty salaries reported for a given rank and discipline.

The "NUM" means the number of faculty members whose salaries were included to compute the average salary.
The "N/IN" means the number of institutions that reported salary data for a given academic rank and discipline/major field.

The FAC MIX PCT is the percentage of faculty in a given discipline/major field who hold a given academic rank. For example, a FAC MIX PCT factor of .35 for associate professor of philosophy and religion in the 1985-86 state study means that 35 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: STATE 1985-86, STATE 1988-89, PRIVATE 1985-86 and PRIVATE 1988-89. For example, a SALARY FACTOR of 0.93 for assistant professors in the discipline/major field of philosophy and religion in the 1985-86 state study means that their salaries are 7 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 (1985-86 or 1988-89). 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 philosophy and religion 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 1985-86 and the "trend year" of 1988-89.
<table>
<thead>
<tr>
<th>STATE</th>
<th>1985-86:</th>
<th>AVERAGE</th>
<th>PHILOSOPHY AND RELIGION</th>
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</thead>
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<tr>
<td></td>
<td></td>
<td>PROF</td>
<td>ASSO PROF</td>
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<tr>
<td></td>
<td></td>
<td>SALARY NUM</td>
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<td></td>
<td></td>
<td>37697</td>
<td>304 106</td>
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<tr>
<td>FAC MIX</td>
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<tr>
<td>ALL MAJOR FIELDS</td>
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<td></td>
</tr>
<tr>
<td>PUBLIC, 1988-89:</td>
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<tr>
<td>AVERAGE</td>
<td>38112 17636</td>
<td>31074 15884</td>
<td>25911 14019</td>
</tr>
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<td>FAC MIX</td>
<td>0.34</td>
<td>0.31</td>
<td>0.27</td>
</tr>
<tr>
<td>SALARY FACTOR:</td>
<td>0.99</td>
<td>0.96</td>
<td></td>
</tr>
<tr>
<td>ALL MAJOR FIELDS</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>PRIVATE, 1985-86:</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>AVERAGE</td>
<td>34512 505 185</td>
<td>27589 378 155</td>
<td>22242 318 147</td>
</tr>
<tr>
<td>FAC MIX</td>
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<td>0.26</td>
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<td>SALARY FACTOR:</td>
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</tr>
<tr>
<td>ALL MAJOR FIELDS</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>PRIVATE, 1988-89:</td>
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<td></td>
<td></td>
</tr>
<tr>
<td>AVERAGE</td>
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<td>31869 362 169</td>
<td>25781 310 148</td>
</tr>
<tr>
<td>FAC MIX</td>
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<td>0.29</td>
<td>0.25</td>
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<tr>
<td>SALARY FACTOR:</td>
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<td>0.92</td>
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<tr>
<td>ALL MAJOR FIELDS</td>
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<td></td>
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<tr>
<td>AVERAGE</td>
<td>44926 8877</td>
<td>34585 8852</td>
<td>28554 8980</td>
</tr>
<tr>
<td>FAC MIX</td>
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<td>0.31</td>
<td>0.31</td>
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</table>
will lessen the reliability and validity of any conclusions that one might make based on a simple comparison of averages.


In the STATE 1985-86 salary study in the above table, the reader may note that the discipline/major field of philosophy and religion was reported in 135 of the 202 state (AASCU) institutions. The average salary of the 733 faculty was $31,830. This average salary was approximately 2 percent (1.02) higher than the average salary of $31,282 for all 51,525 faculty in ALL MAJOR FIELDS in the 1985-86 state study.

In the STATE 1988-89 salary study in the above table, the discipline/major field of philosophy and religion was reported in 134 of the same 202 state (AASCU) institutions. The average salary of the 750 faculty was $37,395. This average salary was approximately 2 percent (1.02) higher than the average salary of $36,562 for all 54,552 faculty in ALL MAJOR FIELDS in the 1988-89 state study.

The increase in average salaries for all faculty in philosophy and religion after three years in the state institutions studied was 17.5 percent ($37,395 minus $31,830 equals $5,565). The CPI of increased cost-of-living between October 1985 and October 1988 was 10.6 percent. A more realistic increase, therefore, in average faculty salaries over the three-year time period is 6.9 percent or an average of 2.3 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 state institutions studied was 16.9 percent ($36,562 minus $31,282 equals $5,280). In comparison to the discipline/major field of philosophy and religion (17.5%), therefore, the faculty in ALL MAJOR FIELDS increased their salaries by 0.6 percent (17.5% minus 16.9% equals 0.6%) less than faculty in the discipline/major field of philosophy and religion.
The reader may note that the faculty mix percentage in philosophy and religion is higher at the professor rank than at the assistant professor rank in both the state studies: 0.41 vs 0.23 (1985-86) and 0.45 vs 0.21 (1988-89), respectively. The differences in faculty mix percentage at the ranks of professor and assistant professor in ALL MAJOR FIELDS for both state studies are as follows: 0.34 vs. 0.27 (1985-86) and 0.35 vs. 0.28 (1988-89), respectively. In other words ALL MAJOR FIELDS has a lower percentage of professors and a higher percentage of assistant professors compared to philosophy and religion in both of the state studies.

Finally, the hiring rate of new assistant professors in philosophy and religion was equal in the 1985-86 state study in comparison to that of ALL MAJOR FIELDS: 3.8 percent (28/733) vs. 3.7 percent (1,932/51,525), respectively. However, the hiring rate of new assistant professors in philosophy and religion in 1988-89 was lower than ALL MAJOR FIELDS: 3.3 percent (25/750) vs. 4.7 percent (2,573/54,552), respectively.

RESULTS OF THE TWO PRIVATE STUDIES, 1985-86 AND 1988-89

In the PRIVATE 1985-86 salary study in the above table, the reader may note that the discipline/major field of philosophy and religion was reported in 231 of the 259 private institutions. The average salary of the 1,245 faculty was $28,708. This average salary was approximately 4 percent (0.96) lower than the average salary of $29,765 for all 27,049 faculty in ALL MAJOR FIELDS in the 1985-86 private study.

In the PRIVATE 1988-89 salary study in the above table, the discipline/major field of philosophy and religion was reported in 235 of the same 259 private institutions. The average salary of the 1,232 faculty was $33,601. This average salary was approximately 4 percent (0.96) lower than the average salary
of $35,099 for all 28,627 faculty in ALL MAJOR FIELDS in the 1988-89 private study.

The increase in average salaries for all faculty in philosophy and religion after three years in the private institutions studied was 17 percent ($33,601 minus $28,708 equals $4,893). The CPI of increased cost-of-living between October 1985 and October 1988 was 10.6 percent. A more realistic increase, therefore, in average faculty salaries over the three-year time period is 6.4 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 private institutions studied was 17.9 percent ($35,099 minus $29,765 equals $5,334). In comparison to the discipline/major field of philosophy and religion (17%), therefore, the faculty in ALL MAJOR FIELDS increased their salaries by 0.9 percent (17.9% minus 17% equals 0.9%) more than faculty in the discipline/major field of philosophy and religion.

In the discipline/major field of philosophy and religion, the reader may note that the faculty mix percentage at the professor rank is more than at the assistant professor rank in the private studies: 0.41 vs. 0.26 (1985-86), respectively; and 0.42 vs. 0.25 (1988-89), respectively. This is different from ALL MAJOR FIELDS for both private studies: 0.31 vs. 0.31 (1985-86), respectively; and 0.31 vs. 0.31 (1988-89), respectively. In other words ALL MAJOR FIELDS has a lower percentage of professors and a higher percentage of assistant professors compared to philosophy and religion in both private studies.

Finally, the reader may note that the hiring rate of new assistant professors in philosophy and religion in the 1985-86 private study exceeded the hiring rate in ALL MAJOR FIELDS, 3.9 percent (49/1,245) vs. 4.5 percent (1,204/27,049), respectively. Conversely, in the 1986-87 private study the hiring rate was higher in ALL MAJOR FIELDS, 4.5 percent (55/1,232) vs. 4.8
CONCLUDING REMARKS

This article presented salary-trend information on the academic discipline/major field of philosophy and religion and compared that information with ALL MAJOR FIELDS over a period of three years: the "baseline year" of 1985-86 through the "trend year" of 1988-89. Two studies, one for state (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 3,960 faculty in the discipline/major field of philosophy and religion participated and were included in the overall total of 161,753 faculty in all 45 disciplines/major fields in all four studies. The same 202 state (AASCU) institutions and the same 259 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 philosophy and religion is currently (1988-89) some 2 percent above in the state institutions and 4 percent below in the private institutions of the overall faculty salary factor of ALL MAJOR FIELDS. The average faculty salary for philosophy and religion in the private institutions was approximately 11 percent less in comparison to that in the state institutions in 1985-86. The average faculty salary in the private institutions is now (1988-89) 11 percent less in comparison to that for the state institutions.

Second, the CPI of October 1988, in comparison to the CPI of October 1985, indicates that the faculty in philosophy and religion, in both the state and private institutions, received overall salary increases for three years above the cost-of-living. The salary increase of the philosophy and religion faculty salaries in the state institutions exceeded faculty in ALL MAJOR FIELDS during
this same period, whereas philosophy and religion faculty salaries in the private institutions lagged behind ALL MAJOR FIELDS. Philosophy and religion faculty in the private institutions have some catching up to do in salary in comparison to faculty in ALL MAJOR FIELDS.

Third, in the discipline/major field of philosophy and religion the full professor rank has a greater percentage compared to the assistant professor rank for both the state and private studies. The full professor rank appears to be increasing at a greater rate in the state institutions compared to the private institutions. It seems a smaller percentage of new assistant professors are being hired in the state institutions in comparison to the private institutions.

Now that a rather significant data base on individual faculty member salaries has been developed, it is anticipated that additional salary-trend studies will be effected in philosophy and religion, 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. Co-author Linda T. Wilson is a research analyst in the Office of Equal Opportunity Programs at Appalachian State University, Boone, North Carolina.

APPENDICES:
A) OVERALL LIST OF SELECTED DISCIPLINES, page 10
B) LIST OF STATE Participating Institutions, page 11
C) LIST OF PRIVATE Participating Institutions, page 13
OVERALL LIST OF SELECTED DISCIPLINES

ACCOUNTING
AGRICULTURE AND AGRICULTURAL PRODUCTION
ANTHROPOLOGY
ARCHITECTURE AND ENVIRONMENTAL DESIGN
AREA AND ETHNIC STUDIES
AUDIOLGY AND SPEECH PATHOLOGY
BUSINESS ADMINISTRATION AND MANAGEMENT
BUSINESS 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
MULTI-INTERDISCIPLINARY STUDIES
MUSIC
NURSING
PHILOSOPHY AND RELIGION
PHYSICAL EDUCATION
PHYSICAL SCIENCES
PHYSICS
POLITICAL SCIENCE AND GOVERNMENT
PSYCHOLOGY
READING EDUCATION
SECRETARIAL AND RELATED PROGRAMS
SOCIAL SCIENCES
SOCIOLOGY
SPECIAL EDUCATION
STUDENT COUNSELING AND PERSONNEL SERVICES
TEACHER EDUCATION, GENERAL PROGRAMS
VISUAL AND PERFORMING ARTS

TOTAL: 45
## APPENDIX B

**CUPA State (AASCU) Faculty Salary-Trend Studies: 1985-86 and 1988-89**

### Institutions Participating in Both Studies:

<table>
<thead>
<tr>
<th>State</th>
<th>Institution</th>
</tr>
</thead>
<tbody>
<tr>
<td>CO</td>
<td>Adams State College</td>
</tr>
<tr>
<td>AL</td>
<td>Alabama State University</td>
</tr>
<tr>
<td>TX</td>
<td>Angelo State University</td>
</tr>
<tr>
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<td>Appalachian State University</td>
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<tr>
<td>AR</td>
<td>Arkansas State University</td>
</tr>
<tr>
<td>AR</td>
<td>Arkansas Technological University</td>
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<tr>
<td>AL</td>
<td>Auburn University at Montgomery</td>
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<tr>
<td>GA</td>
<td>Augusta College</td>
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<tr>
<td>SD</td>
<td>Blackhills State College</td>
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<td>WV</td>
<td>Bluefield State College</td>
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<td>California State University at Fullerton</td>
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<td>California State University at Long Beach</td>
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<td>California State University at Stanislaus</td>
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Participating Institutions, continued:

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Old Dominion University (VA)
Oregon Institute of Technology (OR)
Pan American University (TX)
Penn State College (NB)
Pittsburg State University (KS)
Plymouth State College (NH)
Purdue University Calumet (IN)
Radford University (VA)
Ramapo College of New Jersey (NJ)
Richard Stockton State College (NJ)
Saginaw Valley State University (MI)
Sales State College (MA)
Salisbury State University (MD)
Sam Houston State University (TX)
Salisbury State University (MD)
Sangamon State University (IL)
Savannah College of Technology (GA)
Savannah State College (GA)
Shippensburg University of Pennsylvania (PA)
Sonoma State University (CA)
South Dakota School of Mines & Technology (SD)
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 Illinois University of Carbondale (IL)
Southern Orange State College (OR)
Southwest Missouri State University (MO)
Southwest State University (MN)
Southwestern Oklahoma State University (OK)
St. Cloud State University (MN)
State University of New York at Plattsburgh (NY)
State University of New York at Brockport (NY)
State University of New York at Buffalo (NY)
State University of New York at Cortland (NY)
State University of New York at Fredonia (NY)
State University of New York at Geneseo (NY)
Stephen F. Austin State University (TX)
SUNY College of Technology at Utica/Rome (NY)
Tennessee Technological University (TN)
Texas A & I University (TX)
Texas A & M University at Galveston (TX)
Towson State University (MD)
Trenton State College (NJ)
Troy State University (AL)
University of Akron, The (OH)
University of Arkansas at Little Rock (AR)
University of Baltimore (MD)
University of Central Arkansas (AR)
University of Colorado at Colorado Springs (CO)
University of District of Columbia, The (DC)
University of Houston at Clear Lake (TX)
University of Lowell (MA)
University of Maine at Presque Isle (ME)
University of Maryland-Baltimore County, The (MD)
University of Missouri - St. Louis (MO)
University of Montevallo (AL)
University of Nebraska at Omaha (NE)
University of Nevada at Las Vegas (NV)
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 & Arts of Oklahoma (OK)
University of South Alabama (AL)
University of South Carolina at Spartanburg (SC)
University of South Florida (FL)
University of Southern California (CA)
University of Southern California (CO)
University of Southern Indiana (IN)
University of Southern Maine (ME)
University of Southwestern Louisiana (LA)
University of Tennessee at Chattanooga (TN)
University of Tennessee at Martin (TN)
University of Texas at Dallas (TX)
University of Texas at San Antonio (TX)
University of Wisconsin - Eau Claire (WI)
University of Wisconsin - La Crosse (WI)
University of Wisconsin - Oshkosh (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)
Valdosta State College (GA)
Valleym City State University (ND)
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)
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 State College of Colorado (CO)
Western Washington University (WA)
Wichita State University, The (KS)
William Paterson College (NJ)
Winthrop College (SC)
Youngstown State University (OH)

Total: 202

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APPENDIX C

CUPA Private Faculty Salary-Trend Studies: 1985-86 and 1988-89

Institutions Participating in Both Studies:

Adelphi University (NY)
Agnes Scott College (GA)
Alverno College (WI)
American Technological University (CA)
American University, The (DC)
Amherst College (MA)
Anna Maria College (MA)
Aquinas College (MI)
Arkansas College (AR)
Assumption College (MA)
Augustana College (IL)
Averett College (VA)
Avila College (MO)
Azusa Pacific University (CA)
Baldwin-Wallace College (OH)
Barnard College (NY)
Barry University (FL)
Bellarmine College (KY)
Belmont Abbey College (NC)
Pethany College (NY)
Bethel College (KS)
Bethel College (MN)
Bethune-Cookman College (FL)
Biola University (CA)
Birmingham-Southern College (AL)
Bloomfield College (NJ)
Boston University (MA)
Bradley University (IL)
Briar Cliff College (IA)
Bridgewater College (VA)
Bryant College (RI)
Bucknall University (PA)
Butler University (IN)
Cabrini College (PA)
Carlow College (PA)
Catholic University of America, The (DC)
Catholic University of Puerto Rico (PR)
Cedar Crest College (PA)
Central College (IA)
Central Wesleyan College (SC)
Christian Brothers College (TN)
Clarkson University (NY)
College Misericordia (PA)
College of Great Falls (MT)
College of Mount St. Joseph (OH)
College of Notre Dame of Maryland (MD)
College of Saint Benedict (MN)
College of Saint Elizabeth (NJ)
College of St. Joseph (VT)
College of Saint Rose, The (NY)
College of St. Scholastica (MN)
College of the Holy Cross (MA)
Columbia College (HI)
Concordia College (MI)
Concordia College (MN)
Concordia College (WI)
Cooper Union for the Advancement of Sci. and Art, The (NY)
Cornell College (IA)
Cornell University (NY)
Covenant College (TN)
Creighton University (NE)
D'Youville College (NY)
Defiance College, The (OH)
DePaul University (IL)
DePauw University (IN)
Dickinson College (PA)
Doane College (NE)
Dominican College of Blaevet (NY)
Drake University (IA)
Drew University (NJ)
Eastern Mennonite College and Seminary (VA)
Eckerd College (FL)
Elmhurst College (IL)
Elon College (NC)
Emerson College (MA)
Fairfield University (CT)
Fort Wayne Bible College (IN)
Franklin and Marshall College (PA)
Franklin Pierce College (NH)
Furman University (SC)
George Fox College (OR)
George Washington University, The (DC)
Georgetown College (KY)
Georgetown University (DC)
Georgian Court College (NJ)
Gonzaga University (WA)
Grand View College (IA)
Greensboro College (NC)
Hamilton College (NY)
Hamline University (MN)
Participating Institutions, continued:

Hampton University (VA)
Hannibal-LaGrange College (MO)
Hartwick College (NY)
Hastings College (NE)
Heidelberg College (OH)
Holy Family College (NY)
Houghton College (NY)
Howard University (DC)
Huron College (SD)
Illinois Benedictine College (IL)
Illinois Institute of Technology (IL)
Immaculata College (PA)
Incarnate Word College (TX)
Ithaca College (NY)
Jarvis Christian College (TX)
John Carroll University (OH)
Johns Hopkins University (MD)
Judson College (IL)
Kalamazoo College (MI)
Kenyon College (OH)
Keuka College (NY)
LaRoche College (PA)
Lafayette College (PA)
Lakeland College (WI)
Lancaster Bible College (PA)
Lebanon Valley College (PA)
LeMoyne College (NY)
Lenoir-Rhyne College (NC)
Lewis & Clark College (OR)
Limestone College (SC)
Linfield College (OR)
Long Island University (NY)
Loras College (IA)
Loyola College in Maryland (MD)
Lubbock Christian University (TX)
Luther College (IA)
Lynchburg College (VA)
Lycoming College (PA)
Madonna College (MI)
Marist College (NY)
Mars Hill College (NC)
Mary Baldwin College (VA)
Marymount College (NY)
Marymount Manhattan College (NY)
Maryville College (TN)
Marywood College (PA)
McPherson College (KS)
Mercy College of Detroit (MI)
Mercyhurst College (PA)
Meredith College (NC)
Midland Lutheran College (NE)
Millikin University (IL)
Millsaps College (MS)
Missouri Baptist College (MO)
Moravian College (PA)
Mount Mary College (WI)
Mount Mercy College (IA)
Mount St. Mary's College (CA)
Mount Vernon College (DC)
Mount Vernon Nazarene College (OH)
Muskogee College (OH)
Nazareth College (NY)
Neumann College (PA)
New England College (NH)
North Central College (IL)
Northland College (WI)
Northwestern College (IA)
Northwestern College (MN)
Norwich University (VT)
Oakwood College (AL)
Ohio Northern University (OH)
Ottawa University (KS)
Our Lady of Holy Cross College (LA)
Pepperdine University (CA)
Piedmont College (GA)
Pikeville College (KY)
Presbyterian College (SC)
Presbyterian School of Christian Education (VA)
Principia College (IL)
Quincy College (IL)
Randolph-Macon College (VA)
Reed College (OR)
Regis College (CO)
Regis College (MA)
Rensselaer Polytechnic Institute (NY)
Rider College (NJ)
Rochester Institute of Technology (NY)
Rockford College (IL)
Rockhurst College (MO)
Rocky Mountain College (MT)
Roosevelt University (IL)
Rose-Hulman Institute of Technology (IN)
Russell Sage College (NY)
Saint Edward's University (TX)
Saint Joseph College (CT)
Saint Mary College (KS)
Saint Vincent College (PA)
Salem College (NC)
Salem College (WV)
Salve Regina--The Newport College (RI)
Samford University (AL)
Santa Clara University (CA)
School of the Ozarks, The (MO)
Seattle Pacific University (WA)
Seattle University (WA)
Seton Hill (PA)
Participating Institutions, continued:

Siena College (NY)
Siena Heights College (MI)
Simpson College (IA)
Southwestern Assemblies of God Colleges (TX)
Spalding University (KY)
Springfield College (MA)
St. Bonaventure University (NY)
St. Francis College (NY)
St. Mary's University (TX)
St. Norbert College (WI)
Stevens Institute of Technology (NJ)
Stillman College (AL)
Suffolk University (MA)
Susquehanna University (PA)
Tabor College (KS)
Taylor University (IN)
Texas Christian University (TX)
Texas Lutheran College (TX)
Tiffin University (OH)
Tri-State University (IN)
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 Evansville (IN)
University of LaVerne (CA)

University of Miami (FL)
University of Portland (OR)
University of Richmond (VA)
University of San Diego (CA)
University of St. Thomas (TX)
University of the South, The (TN)
University of Tampa, The (FL)
Ursuline College (OH)
Valparaiso University (IN)
Villa Maria College (PA)
Viterbo College (WI)
Walsh College (OH)
Warner Southern College (FL)
Wartburg College (IA)
Washington and Jefferson College (PA)
Washington and Lee University (VA)
Waynesburg College (PA)
West Virginia Wesleyan College (WV)
Western Baptist College (OR)
Western Maryland College (MD)
Westmar College (IA)
Westminster College of Salt Lake City (UT)
Whitman College (WA)
Wilkes College (PA)
William Jewell College (MO)
William Penn College (IA)
Wilmington College (NC)
Wingate College (NC)
Wittenburg University (OH)

Total: 259
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 1988-89. Each year two separate studies are conducted, one for state 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 physical education. 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 physical education in the CIP is as follows:

An instructional program that describes the theories, methods and techniques involved in teaching the subject matter of physical education.*


This article presents a summary of the overall average salary increases in the discipline/major field of physical education from the "baseline year" of
1985-86 to and including the "trend year" of 1988-89 for both state and private institutions. Of the 262 institutions which participated in CUPA's STATE (AASCU) study of 1985-86, 202 also participated in 1988-89. Data from those same 202 institutions were used in both the "baseline year" and the "trend year". Of the 440 institutions which participated in CUPA'S PRIVATE study of 1985-86, 259 also participated in 1988-89. Data from those same 259 institutions were used in both the "baseline year" and the "trend year".

This study lists the average salaries of physical education faculty for both state 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 (1985-86 and 1988-89).

The CPI is based on prices of food, clothing, shelter and fuels, transportation, medical care, entertainment, and other goods and services that people buy for day-to-day living. In examining trends in faculty salary it is important to consider any changes in the economy. Thus, by comparing changes in faculty salaries with the CPI, a more precise representation of the "real" salary increases is yielded.

The salary is based on a nine- or ten-month academic year salary of full-time faculty only. Full-time faculty members are those who teach no less than 51 percent of the time. Salary for summer academic work, fringe benefits, and perquisites are not included in the salary data. The average salary displayed is computed from all faculty salaries reported for a given rank and discipline.

The "NUM" means the number of faculty members whose salaries were included to compute the average salary.

The "N/TN" 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 .27 for associate professor of physical education in the 1985-86 state study means that 27 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: STATE 1985-86, STATE 1988-89, PRIVATE 1985-86 and PRIVATE 1988-89. For example, a SALARY FACTOR of 1.00 for assistant professors in the discipline/major field of physical education in the 1985-86 state study means that their salaries are approximately the same as 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 (1985-86 or 1988-89). 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 physical education 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 1985-86 and the "trend year" of 1988-89 will lessen the reliability and validity of any conclusions that one might make.
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In the STATE 1985-86 salary study in the above table, the reader may note that the discipline/major field of physical education was reported in 179 of the 202 state (AASCU) institutions. The average salary of the 2,265 faculty was $29,139. This average salary was approximately 7 percent (0.93) lower than the average salary of $31,282 for all 51,525 faculty in ALL MAJOR FIELDS in the 1985-86 state study.

In the STATE 1988-89 salary study in the above table, the discipline/major field of physical education was reported in 174 of the same 202 state (AASCU) institutions. The average salary of the 2,139 faculty was $33,653. This average salary was approximately 8 percent (0.92) lower than the average salary of $36,562 for all 54,552 faculty in ALL MAJOR FIELDS in the 1988-89 state study.

The increase in average salaries for all faculty in physical education after three years in the state institutions studied was 15.5 percent ($33,653 minus $29,139 equals $4,514). The CPI of increased cost-of-living between October 1985 and October 1988 was 10.6 percent. A more realistic increase, therefore, in average faculty salaries over the three-year time period is 4.9 percent or an average of 1.6 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 state institutions studied was 16.9 percent ($36,562 minus $31,282 equals $5,280). In comparison to the discipline/major field of physical education (15.5%), therefore, the faculty in ALL MAJOR FIELDS increased their salaries by 1.4 percent (16.9% minus 15.5% equals 1.4%) more than faculty in the discipline/major field of physical education.

The reader may note that the faculty mix percentage in physical education is equal at the professor rank and the assistant professor rank in both the
state studies: 0.23 vs. 0.33 (1985-86) and 0.23 vs. 0.33 (1988-89), respectively. The differences in faculty mix percentage at the ranks of professor and assistant professor in ALL MAJOR FIELDS for both state studies are as follows: 0.34 vs. 0.27 (1985-86) and 0.35 vs. 0.28 (1988-89), respectively. In other words ALL MAJOR FIELDS has a higher percentage of professors and a lower percentage of assistant professors compared to physical education in both of the state studies.

Finally, the hiring rate of new assistant professors in physical education is low in the state studies in both 1985-86: 2.5 percent (57/2,265) vs. 3.7 percent (1,932/51,525) in ALL MAJOR FIELDS and 1988-89: 2.9 percent (62/2,139) vs. 4.7 percent (2,573/54,552) in ALL MAJOR FIELDS. In other words the hiring rate in the discipline/major field of physical education is less than for ALL MAJOR FIELDS in both of the state studies.

RESULTS OF THE TWO PRIVATE STUDIES, 1985-86 AND 1988-89

In the PRIVATE 1985-86 salary study in the above table, the reader may note that the discipline/major field of physical education was reported in 173 of the 259 private institutions. The average salary of the 852 faculty was $25,273. This average salary was approximately 15 percent (0.85) lower than the average salary of $29,765 for all 27,049 faculty in ALL MAJOR FIELDS in the 1985-86 private study.

In the PRIVATE 1988-89 salary study in the above table, the discipline/major field of physical education was reported in 166 of the same 259 private institutions. The average salary of the 821 faculty was $29,165. This average salary was approximately 17 percent (0.83) lower than the average salary of $35,099 for all 28,627 faculty in ALL MAJOR FIELDS in the 1988-89 private study.
The increase in average salaries for all faculty in physical education after three years in the private institutions studied was 15.4 percent ($29,165 minus $25,273 equals $3,892). The CPI of increased cost-of-living between October 1985 and October 1988 was 10.6 percent. A more realistic increase, therefore, in average faculty salaries over the three-year time period is 4.8 percent or 1.6 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 17.9 percent ($35,099 minus $29,765 equals $5,334). In comparison to the discipline/major field of physical education (15.4%), therefore, the faculty in ALL MAJOR FIELDS increased their salaries by 2.5 percent (17.9% minus 15.4% equals 2.5%) more than faculty in the discipline/major field of physical education.

In the discipline/major field of physical education, 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: 0.16 vs. 0.36 (1985-86), respectively; and 0.15 vs. 0.33 (1988-89), respectively. This is quite different from ALL MAJOR FIELDS for both private studies: 0.31 vs. 0.31 (1985-86), respectively; and 0.31 vs. 0.31 (1988-89), respectively. In other words ALL MAJOR FIELDS has a higher percentage of professors and a lower percentage of assistant professors compared to physical education in both private studies.

Finally, the reader may note that the hiring rate of new assistant professors in physical education in the private studies was less than the hiring rate in ALL MAJOR FIELDS both in 1985-86, 2.1 percent (18/852) vs. 4.5 percent (1,204/27,049), respectively; and in 1988-89, 2.8 percent (23/821) vs. 4.8 percent (1,388/28,627), respectively. In other words the hiring rate in the discipline/major field of physical education lagged behind ALL MAJOR FIELDS in both the private studies.
CONCLUDING REMARKS

This article presented salary-trend information on the academic discipline/major field of physical education and compared that information with ALL MAJOR FIELDS over a period of three years: the "baseline year" of 1985-86 through the "trend year" of 1988-89. Two studies, one for state (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 6,077 faculty in the discipline/major field of physical education participated and were included in the overall total of 161,753 faculty in all 45 disciplines/major fields in all four studies. The same 202 state (AASCU) institutions and the same 259 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 physical education is currently (1988-89) some 8 and 17 percent below the faculty salary factor of ALL MAJOR FIELDS for both the state and private studies, respectively. The average faculty salary for physical education in the private institutions was 15 percent less in comparison to that in the state institutions in 1985-86. The average faculty salary in the private institutions is now (1988-89) still at 15 percent less in comparison to that for the state institutions.

Second, the CPI of October 1988, in comparison to the CPI of October 1985, indicates that the faculty in physical education, in both the state and private institutions, received overall salary increases for three years above the cost-of-living. The salary increase of the physical education faculty in both the state and private institutions lagged behind faculty in ALL MAJOR FIELDS during this same period. Physical education faculty in both the state and
private institutions have some catching up to do in salary in comparison to ALL MAJOR FIELDS

Third, in the discipline/major field of physical education the assistant professor rank has a greater percentage compared to the full professor rank for both the private studies. The full professor rank appears to be increasing at a similar rate in both the state and private institutions. It seems a slightly higher percentage of new assistant professors is being hired in the private institutions in comparison to the state 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 physical education, 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. Co-author Kevin Burke is assistant professor of sports psychology at Illinois State University, Normal, Illinois.

APPENDICES:
A) OVERALL LIST OF SELECTED DISCIPLINES, page 10
B) LIST OF STATE Participating Institutions, page 11
C) LIST OF PRIVATE Participating Institutions, page 13
APPENDIX A

OVERALL LIST OF SELECTED DISCIPLINES

ACCOUNTING
AGRICULTURAL BUSINESS AND AGRICULTURAL PRODUCTION
ANTHROPOLOGY
ARCHITECTURE AND ENVIRONMENTAL DESIGN
AREA AND ETHNIC STUDIES
AUDIOLaGY AND SPEECH PATHOLOGY
BUSINESS ADMINISTRATION AND MANAGEMENT
BUSINESS AND MANAGEMENT
BUSINESS ECONOMICS
CHEMISTRY
COMMUNICATIONS
COMMUNICATIONS TECHNOLOGIES
COMPUTER AND 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
MULTI-INTERDISCIPLINARY STUDIES
MUSIC
NURSING
PHILOSOPHY AND RELIGION
PHYSICAL EDUCATION
PHYSICAL SCIENCES
PHYSICS
POLITICAL SCIENCE AND GOVERNMENT
PSYCHOLOGY
READING EDUCATION
SECRETARIAL AND RELATED PROGRAMS
SOCIAL SCIENCES
SOCIOLOGY
SPECIAL EDUCATION
STUDENT COUNSELING AND PERSONNEL SERVICES
TEACHER EDUCATION, GENERAL PROGRAMS
VISUAL AND PERFORMING ARTS

TOTAL: 45

Institutions Participating in Both Studies:

Adams State College (CO)  
Alabama State University (AL)  
Angelo State University (TX)  
Appalachian State University (NC)  
Arkansas State University (AR)  
Arkansas Technological University (AR)  
Auburn University at Montgomery (AL)  
Augusta College (GA)  
Black Hills State College (SD)  
Bluefield State College (WV)  
California State University at Fullerton (CA)  
California State University at Long Beach (CA)  
California State University at 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)  
Christopher Newport College (VA)  
Citadel, The Military College of S.C., The (SC)  
Clarion University of Pennsylvania (PA)  
Cleveland State University (OH)  
Clifton College of Univ. of Virginia (VA)  
College of Charleston (SC)  
College of Staten Island - CUNY, The (NY)  
Columbus College (GA)  
Concord College (WV)  
Dakota State College (SD)  
Delta State College (MS)  
Dickinson State College (SD)  
East Central State University (OK)  
East Stroudsburg University (PA)  
East Texas State University (TX)  
East Texas State University at Texarkana (TX)  
Eastern Connecticut State University (CT)  
Eastern Connecticut State University (CT)  
Eastern Illinois University (IL)  
Eastern Kentucky University (KY)  
Eastern Michigan University (MI)  
Eastern Michigan University (MI)  
Eastern New Mexico University (NM)  
Eastern Washington University (WA)  
Edinboro University of Pennsylvania (PA)  
Fitchburg State College (MA)  
Florida A & M University (FL)  
Florida Atlantic University (FL)  
Florida International University (FL)  
Fort Hays State University (KS)  
Fort Lewis College (CO)  
Francis Marion College (SC)  
Frostburg State University (MD)  
George Mason University (VA)  
Georgia College (GA)  
Georgia Southern College (GA)  
Georgia Southern College (GA)  
Glenville State College (WV)  
Grand Valley State University (MI)  
Harris-Stowe State College (MO)  
Hiram College (OH)  
Humacao University College (PR)  
Idaho State University (ID)  
Illinois State University (IL)  
Indiana University of Pennsylvania (PA)  
Jackson State University (MS)  
Keene State University (NH)  
Kent State University (OH)  
Kutztown University (PA)  
Lake Superior State University (MI)  
Landers College (SC)  
Lewis Clark State College (ID)  
Livingston University (AL)  
Longwood College (VA)  
Louisiana State University, in Shreveport (LA)  
Marshall University (WV)  
Mary Washington College (VA)  
Mayville State University (ND)  
McNeese State University (LA)  
Memphis State University (TN)  
Mesa State College (CO)  
Metropolitan State College (CO)  
Middle Tennessee State University (TN)  
Millersville University of Pennsylvania (PA)  
Minot State University (ND)  
Missouri Southern State College (MO)  
Missouri Western State College (MO)  
Morehead State University (KY)  
Murray State University (KY)  
New Mexico Highlands University (NM)  
Nicholls State University (LA)  
North Carolina A & T State University (NC)  
Northeast Louisiana University (LA)  
Northeast Missouri State University (MO)  
Northeastern Illinois University (IL)  
Northern Arizona University (AZ)  
Northern Arizona University (AZ)  
Northern Illinois University (IL)  
Northern State College (SD)
Participating Institutions, continued:

Northwest Missouri State University (MO)
Oakland University (MI)
Old Dominion University (VA)
Oregon Institute of Technology (OR)
Pan American University (TX)
Peru State College (NE)
Pittsburg State University (KS)
Plymouth State College (NH)
Purdue University Calumet (IN)
Radford University (VA)
Ramapo College of New Jersey (NJ)
Richard Stockton State College (NJ)
Saginaw Valley State University (MI)
Salem State College (MA)
Salisbury State University (MD)
Sam Houston State University (TX)
San Diego State University (CA)
Sangamon State University (IL)
Savannah State College (GA)
Shippenburg University of Pennsylvania (PA)
Sonoma State University (CA)
South Dakota School of Mines & Technology (SD)
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 Illinois University of Carbondale (IL)
Southern Indiana University (IN)
Southwest Missouri State University (MO)
Southwestern Oklahoma State University (OK)
St. Cloud State University (MN)
State University of New York at Plattsburgh (NY)
State University of New York at Brockport (NY)
State University of New York 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 at Geneseo (NY)
Stephen F. Austin State University (TX)
SUNY College of Technology at Utica/Rome (NY)
Tennessee Technological University (TN)
Texas A & I University (TX)
Texas A & M University at Galveston (TX)
Towson State University (MD)
Trenton State College (NJ)
Troy State University (AL)
University of Akron, The (OH)
University of Arkansas at Little Rock (AR)
University of Baltimore (MD)
University of Central Arkansas (AR)
University of Central Missouri (MO)
University of Central Oklahoma (OK)
University of Colorado at Colorado Springs (CO)
University of Colorado at Denver (CO)
University of Colorado at Greeley (CO)
University of Colorado at Boulder (CO)
University of the District of Columbia, The (DC)
University of Houston at Clear Lake (TX)
University of Lowell (MA)
University of Maine at Presque Isle (ME)
University of Maryland - Baltimore County, The (MD)
University of Missouri - St. Louis (MO)
University of Montevallo (AL)
University of Nebraska at Omaha (NE)
University of Nevada at Las Vegas (NV)
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 Oklahoma - Norman (OK)
University of Pittsburgh (PA)
University of South Carolina at Charleston (SC)
University of South Carolina at Columbia (SC)
University of Southern California (CA)
University of Southern California (CA)
University of Southern Colorado (CO)
University of Southern Indiana (IN)
University of Southern Louisiana (LA)
University of Tennessee at Chattanooga (TN)
University of Tennessee at Martin (TN)
University of Texas at Austin (TX)
University of Texas at Dallas, The (TX)
University of Texas at El Paso (TX)
University of Texas at San Antonio (TX)
University of Wisconsin - Eau Claire (WI)
University of Wisconsin - La Crosse (WI)
University of Wisconsin - Oshkosh (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)
Valdosta State College (GA)
Valley City State University (ND)
Webber State College (UT)
West Georgia College (GA)
West Liberty State College (WV)
West Texas State University (TX)
West Virginia College of Graduate Studies (WV)
Western Carolina University (NC)
Western Connecticut State University (CT)
Western Illinois University (IL)
Western Kentucky University (KY)
Western Michigan University (MI)
Western Missouri College (MO)
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)
William Paterson College (NJ)
Wintop College (SC)
Youngstown State University (OH)

Total: 202
APPENDIX C

CUPA Private Faculty Salary-Trend Studies: 1985-86 and 1988-89

Institutions Participating in Both Studies:

Adelphi University (NY)
Agnes Scott College (GA)
Albertus Magnus College (CT)
Alfred University (NY)
Allegheny College (PA)
Allentown College of St. Francis de Sales (PA)
Alma College (MI)
Alverno College (WI)
American Technological University (TX)
American University, The (DC)
Amherst College (MA)
Anna Maria College (MA)
Aquinas College (MI)
Arkansas College (AR)
Asbury College (KY)
Assumption College (MA)
Augustana College (IL)
Averett College (VA)
Avila College (MO)
Azusa Pacific University (CA)
Baldwin-Wallace College (OH)
Barnard College (NY)
Barry University (FL)
Belleville College (KY)
Belmont Abbey College (NC)
Bethany College (WV)
Bethel College (KS)
Bethel College (MN)
Bethune-Cookman College (FL)
Biola University (CA)
Birmingham-Southern College (AL)
Bloomfield College (NJ)
Boston University (MA)
Bradley University (IL)
Briar Cliff College (IA)
Bridgewater College (VA)
Bryant College (RI)
Bucknell University (PA)
Butler University (IN)
Cabrini College (PA)
Carlow College (PA)
Catholic University of America, The (DC)
Catholic University of Puerto Rico (PR)
Cedar Crest College (PA)
Central College (IA)
Central Wesleyan College (SC)
Christian Brothers College (TN)
Clarkson University (NY)
College Misericordia (PA)
College of Great Falls (MT)
College of Mount St. Joseph (OH)
College of Notre Dame of Maryland (MD)
College of Saint Benedict (MN)
College of Saint Elizabeth (NJ)
College of St. Joseph (VT)
College of Saint Rose, The (NY)
College of St. Scholastica (MN)
College of the Holy Cross (MA)
Columbia College (MO)
Concordia College (MI)
Concordia College (NH)
Concordia College (WI)
Cooper Union for the Advancement of Sci. and Art, The (NY)
Cornell College (IA)
Cornell University (NY)
Covenant College (TN)
Creighton University (NE)
D'Youville College (NY)
Defiance College, The (OH)
DePauw University (IN)
Dickinson College (PA)
Doane College (NE)
Dominican College of Blavelt (NY)
Drake University (IA)
Drew University (NJ)
Eastern Mennonite College and Seminary (VA)
Eckerd College (FL)
Elmhurst College (IL)
Elms College (MA)
Emerson College (MA)
Fairfield University (CT)
Fort Wayne Bible College (IN)
Franklin and Marshall College (PA)
Franklin Pierce College (NH)
Furman University (SC)
George Fox College (OR)
George Washington University, The (DC)
Georgetown College (KY)
Georgetown University (DC)
Georgian Court College (NJ)
Gonzaga University (WA)
Grand View College (IA)
Greensboro College (NC)
Hamilton College (NY)
Hamline University (MN)
Participating Institutions, continued:

Hampton University (VA)
Hamline College (MN)
Hartwick College (NY)
Hastings College (NE)
Heidelberg College (OH)
Holy Family College (PA)
Houghton College (NY)
Howard University (DC)
Huron College (SD)
Illinois Benedictine College (IL)
Illinois Institute of Technology (IL)
Immaculata College (PA)
Incarnate Word College (TX)
Ithaca College (NY)
Jarvis Christian College (TX)
John Carroll University (OH)
Johns Hopkins University (MD)
Kalamazoo College (MI)
Kenyon College (OH)
Keuka College (NY)
LaRoche College (PA)
Lafayette College (PA)
Lakeland College (WI)
Lancaster Bible College (PA)
Lebanon Valley College (PA)
Le Moyne College (NY)
Lenoir-Rhyne College (NC)
Lewis & Clark College (OR)
Lincoln College (IL)
Long Island University (NY)
Loras College (IA)
Loyola College in Maryland (MD)
Lubbock Christian University (TX)
Luther College (IA)
Lynchburg College (VA)
Lycoming College (PA)
Madonna College (MI)
Marist College (NY)
Mars Hill College (NC)
Mary Baldwin College (VA)
Marymount College (NY)
Marymount Manhattan College (NY)
Maryville College (TN)
Marywood College (PA)
McPherson College (KS)
Mercy College of Detroit (MI)
Mercyhurst College (PA)
Meridian College (NC)
Midland Lutheran College (NE)
Millikin University (IL)
Millsaps College (MS)
Missouri Baptist College (MO)
Moravian College (PA)
Mount Mary College (WI)
Mount Mercy College (IA)
Mount St. Mary's College (CA)
Mount Vernon College (DC)
Mount Vernon Nazarene College (OH)
Muskingum College (OH)
Nazareth College (NY)
Neumann College (PA)
New England College (NH)
North Central College (IL)
Northland College (WI)
Northwestern College (IA)
Northwestern College (NH)
Norwich University (VA)
Oakwood College (AL)
Ohio Northern University (OH)
Ottawa University (KS)
Our Lady of Holy Cross College (IA)
Pepperdine University (CA)
Piedmont College (GA)
Pikeville College (KY)
Presbyterian College (SC)
Presbyterian School of Christian Education (VA)
Principia College (IL)
Quincy College (IL)
Randolph-Macon College (VA)
Reed College (OR)
Regis College (CO)
Regis College (MA)
Rensselaer Polytechnic Institute (NY)
Rider College (NJ)
Rockefeller Institute of Technology (NY)
Rockford College (IL)
Rockhurst College (MO)
Rocky Mountain College (MT)
Roosevelt University (IL)
Rose-Hulman Institute of Technology (IN)
Russell-Sage College (NY)
Saint Edward's University (TX)
Saint Joseph College (CT)
Saint Mary College (KS)
Saint Vincent College (PA)
Salem College (NC)
Salem College (NY)
Salve Regina-The Newport College (RI)
Samford University (AL)
Santa Clara University (CA)
School of the Ozarks, The (MO)
Seattle Pacific University (WA)
Seattle University (WA)
Seton Hill (PA)
Participating Institutions, continued:

Siena College (NY)
Siena Heights College (MI)
Simpson College (IA)
Southwestern Assemblies of God Colleges (TX)
Spalding University (KY)
Springfield College (MA)
St. Bonaventure University (NY)
St. Francis College (NY)
St. Mary's University (TX)
St. Norbert College (WI)
Stevens Institute of Technology (NJ)
Stillman College (AL)
Suffolk University (MA)
Susquehanna University (PA)
Tabor College (KS)
Taylor University (IN)
Texas Christian University (TX)
Texas Lutheran College (TX)
Tiffin University (OH)
Tri-State University (IN)
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 Evansville (IN)
University of LaVerne (CA)
University of Miami (FL)
University of Portland (OR)
University of Richmond (VA)
University of San Diego (CA)
University of St. Thomas (TX)
University of the South, The (TN)
University of Tampa, (FL)
Ursuline College (OH)
Valparaiso University (IN)
Villa Maria College (PA)
Viterbo College (WI)
Walsh College (OH)
Warner Southern College (FL)
Wartburg College (IA)
Washington and Jefferson College (PA)
Washington and Lee University (VA)
Waynesburg College (PA)
West Virginia Wesleyan College (WV)
Western Baptist College (OR)
Western Maryland College (MD)
Westmar College (IA)
Westminster College of Salt Lake City (UT)
Whitman College (WA)
Wilkes College (PA)
William Jewell College (MO)
William Penn College (IA)
Wilmington College (DE)
Wingate College (NC)
Wittenburg University (OH)

Total: 259
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 1988-89. Each year two separate studies are conducted, one for state 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 physical sciences. The disciplines were chosen from among those defined by the Higher Education General Information Study (HEGIS) Taxonomy and by A Classification of Instructional Programs (CIP), 1985. The definition of the discipline/major field of physical sciences in the CIP is as follows:

An instructional program that generally describes the major topics, concepts, processes, and interrelationships of nonliving matter and associated phenomena.*


This article presents a summary of the overall average salary increases in the discipline/major field of physical sciences from the "baseline year" of
1985-86 to and including the "trend year" of 1988-89 for both state and private institutions. Of the 262 institutions which participated in CUPA's STATE (AASCU) study of 1985-86, 202 also participated in 1988-89. Data from those same 202 institutions were used in both the "baseline year" and the "trend year". Of the 440 institutions which participated in CUPA'S PRIVATE study of 1985-86, 259 also participated in 1988-89. Data from those same 259 institutions were used in both the "baseline year" and the "trend year".

This study lists the average salaries of physical sciences faculty for both state 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 (1985-86 and 1988-89).

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 increase is yielded.

The salary is based on a nine- or ten-month academic year salary of full-time faculty only. Full-time faculty members are those who teach no less than 51 percent of the time. Salary for summer academic work, fringe benefits, and perquisites are not included in the salary data. The average salary displayed is computed from all faculty salaries reported for a given rank and discipline.

The "NUM" means the number of faculty members whose salaries were included to compute the average salary.

The "N/IN" means the number of institutions that reported salary data for a
given academic rank and discipline/major field.

The FAC MIX PCT is the percentage of faculty in a given discipline/major field who hold a given academic rank. For example, a FAC MIX PCT factor of .28 for associate professor of physical sciences in the 1985-86 state study means that 28 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: STATE 1985-86, STATE 1988-89, PRIVATE 1985-86 and PRIVATE 1988-89. For example, a SALARY FACTOR of 0.97 for assistant professors in the discipline/major field of physical sciences in the 1985-86 state 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 (1985-86 or 1988-89). 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 physical 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 1985-86 and the "trend year" of 1988-89 will lessen the reliability and validity of any conclusions that one might make.
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<tr>
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<td>0.90</td>
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<td><strong>ALL MAJOR FIELDS</strong></td>
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<td><strong>SALARY FACTOR:</strong> 0.90</td>
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In the STATE 1985-86 salary study in the above table, the reader may note that the discipline/major field of physical sciences was reported in 52 of the 202 state (AASCU) institutions. The average salary of the 430 faculty was $31,845. This average salary was approximately 2 percent (1.02) higher than the average salary of $31,282 for all 51,525 faculty in ALL MAJOR FIELDS in the 1985-86 state study.

In the STATE 1988-89 salary study in the above table, the discipline/major field of physical sciences was reported in 51 of the same 202 state (AASCU) institutions. The average salary of the 448 faculty was $36,853. This average salary was approximately 1 percent (1.01) higher than the average salary of $36,562 for all 54,552 faculty in ALL MAJOR FIELDS in the 1988-89 state study.

The increase in average salaries for all faculty in the physical sciences after three years in the state institutions studied was 15.7 percent ($36,853 minus $31,845 equals $5,008). The CPI of increased cost-of-living between October 1985 and October 1988 was 10.6 percent. A more realistic increase, therefore, in average faculty salaries over the three-year time period is 5.1 percent or an average of 1.7 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 state institutions studied was 16.9 percent ($36,562 minus $31,282 equals $5,280). In comparison to the discipline/major field of physical sciences (15.7%), therefore, the faculty in ALL MAJOR FIELDS increased their salaries by 1.2 percent (16.9% minus 15.7% equals 1.2%) more than faculty in the discipline/major field of physical sciences.

The reader may note that the faculty mix percentage in the physical sciences was higher at the professor rank than at the assistant professor rank.
in both of the state studies: 0.43 vs. 0.24 (1985-86), respectively; and 0.45 vs. 0.22 (1988-89), respectively. The differences in faculty mix percentage at the ranks of professor and assistant professor in ALL MAJOR FIELDS for both state studies are as follows: 0.34 vs. 0.27 (1985-86) and 0.35 vs. 0.28 (1988-89), respectively. In other words ALL MAJOR FIELDS has a lower percentage of professors and a higher percentage of assistant professors compared to the physical sciences in both of the state studies.

Finally, the hiring rate of new assistant professors in physical sciences was less than the hiring rate of new assistant professors in ALL MAJOR FIELDS in the 1985-86 state study: 3.5 percent (15/430) vs. 3.7 percent (1,932/51,525), respectively. Also, the hiring rate of new assistant professors in ALL MAJOR FIELDS in the 1988-89 state study was greater than the hiring rate of new assistant professors in physical sciences: 3.6 percent (16/448) vs. 4.7 percent (2,573/54,552), respectively. In other words the hiring rate in the discipline/major field of physical sciences was less than ALL MAJOR FIELDS in both state studies.

RESULTS OF THE TWO PRIVATE STUDIES, 1985-86 AND 1988-89

In the PRIVATE 1985-86 salary study in the above table, the reader may note that the discipline/major field of physical sciences was reported in 43 of the 259 private institutions. The average salary of the 104 faculty was $28,059. This average salary was approximately 3 percent (0.94) lower than the average salary of $29,765 for all 27,049 faculty in ALL MAJOR FIELDS in the 1985-86 private study.

In the PRIVATE 1988-89 salary study in the above table, the discipline/major field of physical sciences was reported in 35 of the same 259 private institutions. The average salary of the 250 faculty was $38,453. This average
salary was approximately 10 percent (1.10) higher than the average salary of $35,099 for all 28,627 faculty in ALL MAJOR FIELDS in the 1988-89 private study.

The increase in average salaries for all faculty in the physical sciences after three years in the private institutions studied was 2.0 percent ($38,453 minus $28,059 equals $10,394). The CPI of increased cost-of-living between October 1985 and October 1988 was 10.6 percent. A more realistic increase, therefore, in average faculty salaries over the three-year time period is 26.4 percent or 8.8 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 17.9 percent ($35,099 minus $29,765 equals $5,334). In comparison to the discipline/major field of physical sciences (37.0%), therefore, the faculty in ALL MAJOR FIELDS increased their salaries by 19.1 percent (37.0% minus 17.9% equals 19.1%) less than faculty in the discipline/major field of physical sciences.

In the "old" discipline/major field of physical sciences, the reader may note that the faculty mix percentage at the professor rank is more than at the assistant professor rank in the private studies: 0.39 vs. 0.27 (1985-86), respectively; and 0.42 vs. 0.26 (1988-89), respectively. This is very different from ALL MAJOR FIELDS for both private studies: 0.31 vs. 0.31 (1985-86), respectively; and 0.31 vs. 0.31 (1988-89), respectively.

Finally, the reader may note that the hiring rate of new assistant professors in physical sciences in the private studies was less than the hiring rate in ALL MAJOR FIELDS both in 1985-86, 6.7 percent (7/104) vs. 4.5 percent (1,204/27,049), respectively; and in 1988 89, 3.2 percent (8/250) vs. .8 percent (1,388/28,627), respectively. In other word, the hiring rate in the discipline/major field of physical sciences was higher than ALL MAJOR FIELDS in
the private study of 1985-86 but lower in the current study.

CONCLUDING REMARKS

This article presented salary-trend information on the academic discipline/major field of physical sciences and compared that information with ALL MAJOR FIELDS fields over a period of three years: the "baseline year" of 1985-86 through the "trend year" of 1988-89. Two studies, one for state (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 1,232 faculty in the discipline/major field of physical sciences participated and were included in the overall total of 161,753 faculty in all 45 disciplines/major fields in all four studies. The same 202 state (AASCU) institutions and the same 259 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 physical sciences is currently (1988-89) 2 and 10 percent above the faculty salary factor of ALL MAJOR FIELDS in the state and private studies, respectively. The average faculty salary for physical sciences in the private institutions was approximately 7 percent less in comparison to that in the state institutions in 1985-86. The average faculty salary in the private institutions is now (1988-89) 4 percent more in comparison to that for the state institutions.

Second, the CPI of October 1988, in comparison to the CPI of October 1985, indicates that the faculty in the physical sciences, in both the state and private institutions, received overall salary increases for three years above the cost-of-living. The salary increases of the physical sciences faculty in the state institutions lagged behind faculty in ALL MAJOR FIELDS during this
same period. Conversely, in the private institutions the physical science faculty salaries were considerably ahead of faculty in ALL MAJOR FIELDS. Physical sciences faculty in the state institutions have some catching up to do in salary in comparison with their colleagues in the private institutions.

Third, in the discipline/major field of physical sciences the full professor rank exceeded the assistant professor rank in both the state and private studies. The full professor rank appears to be increasing at the same rate in both the state and the private institutions. It seems a smaller percentage of new assistant professors are being hired in the private institutions in comparison to the state 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 physical 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. Co-author Linda T. Wilson is a research analyst in the Office of Equal Opportunity Programs at Appalachian State University, Boone, North Carolina.

APPENDICES:

A) OVERALL LIST OF SELECTED DISCIPLINES, page 10
B) LIST OF STATE Participating Institutions, page 11
C) LIST OF PRIVATE Participating Institutions, page 13
APPENDIX A
OVERALL LIST OF SELECTED DISCIPLINES

ACCOUNTING
AGRICULTURAL PRODUCTION
ANTHROPOLOGY
ARCHITECTURE AND ENVIRONMENTAL DESIGN
AREA AND ETHNIC STUDIES
AUDIOLaLOGY AND SPEECH PATHOLOGY
BUSINESS ADMINISTRATION AND MANAGEMENT
BUSINESS 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
MULTI-INTERDISCIPLINARY STUDIES
MUSIC
NURSING
PHILOSOPHY AND RELIGION
PHYSICAL EDUCATION
PHYSICAL SCIENCES
PHYSICS
POLITICAL SCIENCE AND GOVERNMENT
PSYCHOLOGY
READER EDUCATION
SECRETARIAL AND RELATED PROGRAMS
SOCIAL SCIENCES
SOCIOLOGY
SPECIAL EDUCATION
STUDENT COUNSELING AND PERSONNEL SERVICES
TEACHER EDUCATION, GENERAL PROGRAMS
VISUAL AND PERFORMING ARTS

TOTAL: 45
APPENDIX B


Institutions Participating in Both Studies:

Adams State College (CO)
Alabama State University (AL)
Angelo State University (TX)
Appalachian State University (NC)
Arkansas State University (AR)
Arkansas Technological University (AR)
Auburn University at Montgomery (AL)
Augusta College (GA)
Blackhills State College (SD)
Bluefield State College (WV)
California State University at Fullerton (CA)
California State University at Long Beach (CA)
California State University at 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)
Christopher Newport College (VA)
Citadel, The Military College of S.C., The (SC)
Clarion University of Pennsylvania (PA)
Cleveland State University (OH)
Clinch Valley College of Univ. of Virginia (VA)
College of Charleston (SC)
College of Staten Island - CUNY, The (NY)
Columbus College (GA)
Concord College (WV)
Dakota State College (SD)
Delta State College (MS)
Dickinson State University (ND)
East Central State University (OK)
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 Michigan University (MI)
Eastern New Mexico University (NM)
Eastern Washington University (WA)
Edinsboro University of Pennsylvania (PA)
Fitchburg State College (MA)
Florida A & M University (FL)
Florida Atlantic University (FL)
Florida International University (FL)
Fort Hays State University (KS)
Fort Lewis College (CO)
Francis Marion College (SC)
Frostburg State University (MD)
George Mason University (VA)
Georgia College (GA)
Georgia Southern College (GA)
Georgia Southwestern College (GA)
Glenville State College (WV)
Grand Valley State University (MI)
Harris-Stowe State College (MO)
Humacao University College (PR)
Idaho State University (ID)
Illinois State University (IL)
Indiana State University (IN)
Indiana University of Pennsylvania (PA)
Jackson State University (MS)
Keene State University (NH)
Kent State University (OH)
Kutztown University (PA)
Lake Superior State University (MI)
Leander College (SC)
Lewis Clark State College (ID)
Livingston University (AL)
Longwood College (VA)
Louisiana State University in Shreveport (LA)
Marshall University (WV)
Mary Washington College (VA)
Mayville State University (ND)
McNeese State University (LA)
Memphis State University (TN)
Mesa State College (CO)
Metropolitan State College (CO)
Middle Tennessee State University (TN)
Millersville University of Pennsylvania (PA)
Minot State University (ND)
Missouri Southern State College (MO)
Missouri Western State College (MO)
Morehead State University (KY)
Murray State University (KY)
New Mexico Highlands University (NM)
Nicholls State University (LA)
North Carolina A & T State University (NC)
Northeast Louisiana University (LA)
Northeast Missouri State University (IL)
Northern Arizona University (AZ)
Northern Illinois University (IL)
Northern State College (SD)
Participating Institutions, continued:

Northwest Missouri State University (MO)
Oakland University (MI)
Old Dominion University (VA)
Oregon Institute of Technology (OR)
Pan American University (TX)
Peru State College (NE)
Pittsburg State University (KS)
Plymouth State College (NH)
Purdue University Calumet (IN)
Radford University (VA)
Ramapo College of New Jersey (NJ)
Richard Stockton State College (NJ)
Saginaw Valley State University (MI)
Salem State College (MA)
Salisbury State University (MD)
Sam Houston State University (TX)
San Diego State University (CA)
Sangamon State University (IL)
Savannah State University (GA)
Shippensburg University of Pennsylvania (PA)
Sonoma State University (CA)
South Dakota School of Mines & Technology (SD)
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 Illinois University of Carbondale (IL)
Southern Orange State College (OR)
Southwest Missouri State University (MO)
Southwestern Oklahoma State University (OK)
St. Cloud State University (MN)
State University of New York at Plattsburgh (NY)
State University of New York at Brockport (NY)
State University of New York at Buffalo (NY)
State University of New York at Cortland (NY)
State University of New York at Fredonia (NY)
State University of New York at Geneseo (NY)
Stephen F. Austin State University (TX)
SUNY College of Technology at Utica/Rome (NY)
Tennessee Technological University (TN)
Texas A & M University (TX)
Texas A & M University at Galveston (TX)
Towson State University (MD)
Trenton State College (NJ)
Troy State University (AL)
University of Akron, The (OH)
University of Arkansas at Little Rock (AR)
University of Arkansas at Little Rock (AR)
University of Central Arkansas (AR)
University of Colorado at Colorado Springs (CO)
University of the District of Columbia, The (DC)
University of Houston at Clear Lake (TX)
University of Lowell (MA)
University of Maine at Presque Isle (ME)
University of Maryland-Baltimore County, The (MD)
University of Missouri - St. Louis (MO)
University of Montevallo (AL)
University of Nebraska at Omaha (NE)
University of Nevada at Las Vegas (NV)
University of North Carolina at Chapel Hill (NC)
University of North Carolina at Greensboro (NC)
University of Northern Colorado (CO)
University of Northern Iowa (IA)
University of Science & Arts of Oklahoma (OK)
University of South Alabama (AL)
University of South Carolina at Spartanburg (SC)
University of South Florida (FL)
University of Southern Colorado (CO)
University of Southern Indiana (IN)
University of Southern Maine (ME)
University of Southwestern Louisiana (LA)
University of Tennessee at Chattanooga (TN)
University of Tennessee at Martin (TN)
University of Texas at Dallas, The (TX)
University of Texas at San Antonio (TX)
University of Wisconsin - Eau Claire (WI)
University of Wisconsin - La Crosse (WI)
University of Wisconsin - Oshkosh (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)
Valdosta State College (GA)
Valley City State University (ND)
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)
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 State College of Colorado (CO)
Western Washington University (WA)
Wichita State University, The (KS)
William Paterson College (NJ)
Winthrop College (SC)
Youngstown State University (OH)

Total: 202
APPENDIX C

CUPA Private Faculty Salary-Trend Studies: 1985-86 and 1988-89

Institutions Participating in Both Studies:

Adelphi University (NY)
Agnes Scott College (GA)
Albertus Magnus College (CT)
Alfred University (NY)
Allegheny College (PA)
Allentown College of St. Francis de Sales (PA)
Alma College (MI)
Alverno College (WI)
American Technological University (TX)
American University, The (DC)
Amherst College (MA)
Anna Maria College (MA)
Aquinas College (MI)
Arkansas College (AR)
Asbury College (KY)
Assumption College (MA)
Augustana College (IL)
Averett College (VA)
Avila College (MO)
Azusa Pacific University (CA)
Baldwin-Wallace College (OH)
Barnard College (NY)
Barry University (FL)
Bellarmine College (KY)
Belmont Abbey College (NC)
Bethany College (WV)
Bethel College (KS)
Bethel College (MN)
Bethune-Cookman College (FL)
Biola University (CA)
Birmingham-Southern College (AL)
Bloomfield College (NJ)
Boston University (MA)
Bradley University (IL)
Briar Cliff College (IA)
Bridgewater College (VA)
Bryant College (RI)
Bucknell University (PA)
Butler University (IN)
 Cabrini College (PA)
Carlow College (PA)
Catholic University of America, The (DC)
Catholic University of Puerto Rico (PR)
Cedar Crest College (PA)
Central College (IA)
Central Wesleyan College (SC)
Christian Brothers College (TN)
Clarkson University (NY)

College Misericordia (PA)
College of Great Falls (MT)
College of Mount St. Joseph (OH)
College of Notre Dame of Maryland (MD)
College of Saint Benedict (MN)
College of Saint Elizabeth (NJ)
College of St. Joseph (VT)
College of Saint Rose, The (NY)
College of St. Scholastica (MN)
College of the Holy Cross (MA)
Columbia College (OH)
Concordia College (MI)
Concordia College (MN)
Concordia College (WI)
Cooper Union for the Advancement of Sci. and Art, The (NY)
Cornell College (IA)
Cornell University (NY)
Covenant College (TN)
Creighton University (NE)
D'Youville College (NY)
Defiance College, The (OH)
DePaul University (IL)
Duquesne University (IN)
Dickinson College (PA)
Doane College (NE)
Dominican College of Blairstown (NJ)
Drake University (IA)
Drew University (NJ)
Eastern Mennonite College and Seminary (VA)
Eckerd College (FL)
Elmhurst College (IL)
Elms College (MA)
Emerson College (MA), Fairfield University (CT)
Fort Wayne Bible College (IN)
Franklin and Marshall College (PA)
Franklin Pierce College (NH)
Furman University (SC)
George Fox College (OR)
George Washington University, The (DC)
Georgetown College (KY)
Georgetown University (DC)
Georgian Court College (NJ)
Gonzaga University (WA)
Grand View College (IA)
Greensboro College (NC)
Hamilton College (NY)
Hammont University (MN)
Participating Institutions, continued:

Hampton University (VA)
Hamlin-LaGrange College (MO)
Hartwick College (NY)
Hastings College (NE)
Heidelberg College (OH)
Holy Family College (PA)
Houghton College (NY)
Howard University (DC)
Huron College (SD)
Illinois Benedictine College (IL)
Illinois Institute of Technology (IL)
Immaculata College (PA)
Incarnate Word College (TX)
Ithaca College (NY)
Jarvis Christian College (TX)
John Carroll University (OH)
Johns Hopkins University (MD)
Judson College (IL)
Kalamazoo College (MI)
Kenyon College (OH)
Keuka College (NY)
LaRoche College (PA)
Lafayette College (PA)
Lakeland College (WI)
Lancaster Bible College (PA)
Lebanon Valley College (PA)
LeMoyne College (NY)
Lenoir-Rhyne College (NC)
Lewis & Clark College (OR)
Limestone College (SC)
Linfield College (OR)
Long Island University (NY)
Loras College (IA)
Loyola College in Maryland (MD)
Lubbock Christian University (TX)
Luther College (IA)
Lynchburg College (VA)
Lycoming College (PA)
Madonna College (MI)
Marist College (NY)
Mary Baldwin College (VA)
Marymount College (NY)
Marymount Manhattan College (NY)
Maryville College (TN)
Marywood College (PA)
McPherson College (KS)
Mercy College of Detroit (MI)
Mercyhurst College (PA)
Meredith College (NC)
Midland Lutheran College (NE)
Millikin University (IL)
Millsaps College (MS)
Missouri Baptist College (MO)
Moravian College (PA)
Mount Mary College (WI)
Mount Mercy College (IA)
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Ottawa University (KS)
Our Lady of Holy Cross College (LA)
Pepperdine University (CA)
Piedmont College (GA)
Pikeville College (KY)
Presbyterian College (SC)
Presbyterian School of Christian Education (VA)
Principia College (IL)
Quincy College (IL)
Randolph-Macon College (VA)
Reed College (OR)
Regis College (CO)
Regis College (MA)
Rensselaer Polytechnic Institute (NY)
Rider College (NJ)
Rochester Institute of Technology (NY)
Rockford College (IL)
Rockhurst College (MO)
Rocky Mountain College (MT)
Roosevelt University (IL)
Rose-Hulman Institute of Technology (IN)
Russell-Sage College (NY)
Saint Edward's University (TX)
Saint Joseph College (CT)
Saint Mary College (KS)
Saint Vincent College (PA)
Salem College (NC)
Salem College (WV)
Salve Regina--The Newport College (RI)
Samford University (AL)
Santa Clara University (CA)
School of the Ozarks, The (MO)
Seattle Pacific University (WA)
Seattle University (WA)
Seton Hill (PA)
Participating Institutions, continued:

Siena College (NY)
Siena Heights College (MI)
Simpson College (IA)
Southwestern Assemblies of God Colleges (TX)
Spalding University (NY)
Springfield College (MA)
St. Bonaventure University (NY)
St. Francis College (NY)
St. Mary's University (TX)
St. Norbert College (WI)
Stevens Institute of Technology (NJ)
Stillman College (AL)
Suffolk University (MA)
Susquehanna University (PA)
Tabor College (KS)
Taylor University (IN)
Texas Christian University (TX)
Texas Lutheran College (TX)
Tiffin University (OH)
Tri-State University (IN)
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 Evansville (IN)
University of LaVerne (CA)

University of Miami (FL)
University of Portland (OR)
University of Richmond (VA)
University of San Diego (CA)
University of St. Thomas (TX)
University of the South, The (TN)
University of Tampa, (FL)
Ursuline College (OH)
Valparaiso University (IN)
Villa Maria College (PA)
Viterbo College (WI)
Walsh College (OH)
Warner Southern College (FL)
Wartburg College (IA)
Washington and Jefferson College (PA)
Washington and Lee University (VA)
Waynesburg College (PA)
West Virginia Wesleyan College (WV)
Western Baptist College (OR)
Western Maryland College (MD)
Westmar College (IA)
Westminster College of Salt Lake City (UT)
Whitman College (WA)
Wilkes College (PA)
William Jewell College (MO)
William Penn College (IA)
Wilmington College (DE)
Wingate College (NC)
Wittenburg University (OH)

Total: 259
SALARY-TREND STUDY OF FACULTY IN PHYSICS

FOR THE YEARS

1985-86 AND 1988-89

By
Richard D. Howe
and J. William Byrd

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 1988-89. Each year two separate studies are conducted, one for state 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 physics. 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 physics in the CIP is as follows:

A group of instructional programs that describe the physical properties and interactions of matter and energy, including equilibrium, power, wave phenomena, mechanics, heat, electricity, magnetism, sound, light, special relativity, and the particular nature of matter.*

[*Gerald S. Malitz, A Classification of Instructional Programs (Washington, DC.: National Center for Education Statistics, 1985, p. 131.---40.08.)]

This article presents a summary of the overall average salary increases in the discipline/major field of physics from the "baseline year" of 1985-86 to
and including the "trend year" of 1988-89 for both state and private institutions. Of the 262 institutions which participated in CUPA's STATF (AASCU) study of 1985-86, 202 also participated in 1988-89. Data from those same 202 institutions were used in both the "baseline year" and the "trend year". Of the 440 institutions which participated in CUPA'S PRIVATE study of 1985-86, 259 also participated in 1988-89. Data from those same 259 institutions were used in both the "baseline year" and the "trend year".

In addition to listing the average salaries in physics for both state 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 (1985-86 and 1988-89) 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. Thus, by comparing changes in faculty salaries with the CPI, a more precise representation of the "real" salary increases is yielded.

The salary is based on a nine- or ten-month academic year salary of full-time faculty only. Full-time faculty members are those who teach no less than 51 percent of the time. Salary for summer academic work, fringe benefits, and perquisites are not included in the salary data. The average salary displayed is computed from all faculty salaries reported for a given rank and discipline.

The "NUM" means the number of faculty members whose salaries were included to compute the average salary.

The "N/IN" means the number of institutions that reported salary data for a
given academic rank and discipline/major field.

The FAC MIX PCT is the percentage of faculty in a given discipline/major field who hold a given academic rank. For example, a FAC MIX PCT factor of .31 for associate professor of physics in the 1985-86 state 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: STATE 1985-86, STATE 1988-89, PRIVATE 1985-86 and PRIVATE 1988-89. For example, a SALARY FACTOR of 1.01 for assistant professors in the discipline/major field of physics in the 1985-86 state study means that their salaries are 1 percent higher 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 (1985-86 or 1988-89). 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 physics 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 1985-86 and the "trend year" of 1988-89 will lessen the reliability and validity of any conclusions that one might make.
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| PHYSICS |
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based on a simple comparison of averages.


In the STATE 1985-86 salary study in the above table, the reader may note that the discipline/major field of physics was reported in 152 of the 202 state (AASCU) institutions. The average salary of the 1017 faculty was $34,112. This average salary was approximately 9 percent (1.09) higher than the average salary of $31,282 for all 51,525 faculty in ALL MAJOR FIELDS in the 1985-86 state study.

In the STATE 1988-89 salary study in the above table, the discipline/major field of physics was reported in 159 of the same 202 state (AASCU) institutions. The average salary of the 1,078 faculty was $39,961. This average salary was approximately 9 percent (1.09) higher than the average salary of $36,562 for all 54,552 faculty in ALL MAJOR FIELDS in the 1988-89 state study.

The increase in average salaries for all faculty in physics after three years in the state institutions studied was 17.1 percent ($39,961 minus $34,112 equals $5,849). The CPI of increased cost-of-living between October 1985 and October 1988 was 10.6 percent. A more realistic increase, therefore, in average faculty salaries over the three-year time period is 6.5 percent or an average of 2.2 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 state institutions studied was 16.9 percent ($36,562 minus $31,282 equals $5,280). In comparison to the discipline/major field of physics (17.1%), therefore, the faculty in ALL MAJOR FIELDS increased their salaries by 0.2 percent (17.1% minus 16.9% equals 0.2%) less than faculty in the discipline/major field of physics.

Since the discipline/major field of physics 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 state studies; 0.48 vs. 0.18 (1985-86) respectively; and 0.50 vs. 0.20 (1988-89) respectively. The differences in faculty mix percentage at the ranks of professor and assistant professor in ALL MAJOR FIELDS for both state studies is as follows: 0.34 vs. 0.27 (1985-86) and 0.35 vs. 0.28 (1988-89) respectively. In other words ALL MAJOR FIELDS has a lower percentage of professors and a higher percentage of assistant professors compared to physics in both state studies.

Finally, the hiring rate of new assistant professors in physics is low in the state studies: 3.0 percent (31/1017) in 1985-86 vs. 3.7 percent (1,932/51,525) in ALL MAJOR FIELDS in 1985-86. Also, the hiring rate of new assistant professors in physics in 1988-89 was 4.9 percent (53/1,078) vs. 4.7 percent (2,573/54,552) in ALL MAJOR FIELDS that same year. In other words the hiring rate in the discipline/major field of physics is less than for ALL MAJOR FIELDS in the state study of 1985-86 and more than the state study of 1988-89.

RESULTS OF THE TWO PRIVATE STUDIES, 1985-86 AND 1988-89

In the PRIVATE 1985-86 salary study in the above table, the reader may note that the discipline/major field of physics was reported in 162 of the 259 private institutions. The average salary of the 697 faculty was $35,129. This average salary was approximately 18 percent (1.18) higher than the average salary of $29,765 for all 27,049 faculty in ALL MAJOR FIELDS in the 1985-86 private study.

In the PRIVATE 1988-89 salary study in the above table, the discipline/major field of physics was reported in 170 of the same 259 private institutions. The average salary of the 733 faculty was $41,120. This average salary was approximately 17 percent (1.17) higher than the average salary of $35,099
for all 28,627 faculty in ALL MAJOR FIELDS in the 1988-89 private study.

The increase in average salaries for all faculty in physics after three years in the private institutions studied was 17.1 percent ($41,120 minus $35,129 equals $5,991). The CPI of increased cost-of-living between October 1985 and October 1988 was 10.6 percent. A more realistic increase, therefore, in average faculty salaries over the three-year time period is 6.5 percent or 2.2 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 17.9 percent ($35,099 minus $29,765 equals $5,334). In comparison to the discipline/major field of physics (17.1%), therefore, the faculty in ALL MAJOR FIELDS increased their salaries by 0.8 percent (17.9% minus 17.1% equals 0.8%) more than faculty in the discipline/major field of physics.

Because the discipline/major field of physics 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 private studies: 0.51 vs. 0.22 (1985-86) respectively; and 0.48 vs. 0.23 (1988-89) respectively. This differs from ALL MAJOR FIELDS for both private studies: 0.31 vs. 0.31 (1985-86) respectively; and 0.31 vs. 0.31 (1988-89) respectively. In other words ALL MAJOR FIELDS has a lower percentage of professors and a higher percentage of assistant professors than physics in both private studies.

Finally, the hiring rate of new assistant professors in physics lagged behind ALL MAJOR FIELDS in the 1985-86 private study, 3.6 percent (25/697) vs. 4.5 percent (1,204/27,049) respectively; and the 1988-89 private study, 4.5 percent (33/733) vs. 4.8 percent (1,388/28,627), respectively.
CONCLUDING REMARKS

This article presented salary-trend information on the academic discipline-major field of physics and compared that information with ALL MAJOR FIELDS over a period of three years: the "baseline year" of 1985-86 and the "trend year" of 1988-89. Two studies, one for state (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 3,525 faculty in the discipline/major field of physics participated and were included in the overall total of 161,753 faculty in all 45 disciplines/major fields in all four studies. The same 202 state (AASCU) institutions and the same 259 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 physics is currently (1988-89) some 9 and 7 percent above the overall average faculty salary of ALL MAJOR FIELDS for both the state and private studies, respectively. The average faculty salary for physics in the private institutions was approximately 3 percent more in comparison to that in the state institutions in 1985-86. The average faculty salary in the private institutions is now (1988-89) approximately 3 percent less compared to that for the state institutions.

Second, the CPI of October 1988, in comparison to the CPI of October 1985, indicates that the faculty in physics, in both the state and private institutions, received overall salary increases for three years above the cost-of-living. Physics average faculty salaries in the state institutions exceeded faculty in ALL MAJOR FIELDS during this same period, whereas the physics average faculty salaries in the private institutions lagged slightly behind faculty in ALL MAJOR FIELDS.
Third, since the discipline/major field of physics is one of the older disciplines, there is a marked difference between the number of faculty with the rank of full professor and assistant professor in the state and in the private institutions. The full professor rank is already "top heavy" in both the state and private institutions, and appears to be increasing more rapidly in the state institutions. It seems a similar percentage of new assistant professors are being hired in both types of 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 physics, 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. Co-author J. William Byrd is professor of physics and dean of the college of arts and sciences, Appalachian State University, Boone, North Carolina.

APPENDICES:
A) OVERALL LIST OF SELECTED DISCIPLINES, page 10
B) LIST OF STATE Participating Institutions, page 11
C) LIST OF PRIVATE Participating Institutions, page 13
APPENDIX A

OVERALL LIST OF SELECTED DISCIPLINES

ACCOUNTING
AGRIBUSINESS AND AGRICULTURAL PRODUCTION
ANTHROPOLOGY
ARCHITECTURE AND ENVIRONMENTAL DESIGN
AREA AND ETHNIC STUDIES
AUDIOLOGY AND SPEECH PATHOLOGY
BUSINESS ADMINISTRATION AND MANAGEMENT
BUSINESS 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
MULTI-INTERDISCIPLINARY STUDIES
MUSIC
NURSING
PHILOSOPHY AND RELIGION
PHYSICAL EDUCATION
PHYSICAL SCIENCES
PHYSICS
POLITICAL SCIENCE AND GOVERNMENT
PSYCHOLOGY
READING EDUCATION
SECRETARIAL AND RELATED PROGRAMS
SOCIAL SCIENCES
SOCIOLOGY
SPECIAL EDUCATION
STUDENT COUNSELING AND PERSONNEL SERVICES
TEACHER EDUCATION, GENERAL PROGRAMS
VISUAL AND PERFORMING ARTS

TOTAL: 45
APPENDIX B


Institutions Participating in Both Studies:

Adams State College (CO)
Alabama State University (AL)
Angelo State University (TX)
Appalachian State University (NC)
Arkansas State University (AR)
Arkansas Technological University (AR)
Auburn University at Montgomery (AL)
Augusta College (GA)
Blackhills State College (SD)
Bluefield State College (WV)
California State University at Fullerton (CA)
California State University at Long Beach (CA)
California State University at 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)
Christopher Newport College (VA)
Citadel, The Military College of S.C., The (SC)
Clarion University of Pennsylvania (PA)
Cleveland State University (OH)
Clinch Valley College of Univ. of Virginia (VA)
College of Charleston (SC)
College of Staten Island - CUNY, The (NY)
Columbus College (GA)
Concord College (OH)
Dakota State College (SD)
Delta State College (MS)
Dickinson State University (SD)
East Central State University (OK)
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 Michigan University (MI)
Eastern New Mexico University (NM)
Eastern Washington University (WA)
Edinboro University of Pennsylvania (PA)
Fitchburg State College (MA)
Florida A & M University (FL)
Florida Atlantic University (FL)
Florida International University (FL)
Fort Hays State University (KS)

Fort Lewis College (CO)
Francis Marion College (SC)
Frostburg State University (MD)
George Mason University (VA)
Georgia College (GA)
Georgia Southern College (GA)
Georgia Southwestern College (GA)
Glennville State College (GA)
Grand Valley State University (MI)
Harris-Stowe State College (MO)
Humacao University College (PR)
Idaho State University (ID)
Illinois State University (IL)
Indiana State University (IN)
Indiana University of Pennsylvania (PA)
Jackson State University (MS)
Keene State University (NH)
Kent State University (OH)
Kutztown University (PA)
Lake Superior State University (MI)
Lander College (SC)
Lewis Clark State College (ID)
Livingston University (AL)
Longwood College (VA)
Louisiana State University in Shreveport (LA)
Marshall University (WV)
Mary Washington College (VA)
Mayville State University (ND)
McNeese State University (LA)
Memphis State University (TN)
Mesa State College (CO)
Metropolitan State College (CO)
Middle Tennessee State University (TN)
Millersville University of Pennsylvania (PA)
Minot State University (ND)
Missouri Southern State College (MO)
Missouri Western State College (MO)
Morehead State University (KY)
Murray State University (KY)
New Mexico Highlands University (NM)
Nicholls State University (LA)
North Carolina A & T State University (NC)
Northeast Louisiana University (LA)
Northeast Missouri State University (MO)
Northeastern Illinois University (IL)
Northern Arizona University (AZ)
Northern Illinois University (IL)
Northern State College (ND)
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<tr>
<td>William Paterson College (NJ)</td>
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<tr>
<td>Winthrop College (SC)</td>
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<td>Youngstown State University (OH)</td>
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</table>

Total: 202
## APPENDIX C

CUPA Private Faculty Salary-Trend Studies: 1985-86 and 1988-89

**Institutions Participating in Both Studies:**

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<tr>
<th>Adelphi University (NY)</th>
<th>College Misericordia (PA)</th>
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<td>Albertus Magnus College (CT)</td>
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<td>College of St. Joseph (VT)</td>
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<td>Alverno College (WI)</td>
<td>College of Saint Rose, The (NY)</td>
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<tr>
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<td>College of St. Scholastica (MN)</td>
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<tr>
<td>American University, The (DC)</td>
<td>College of the Holy Cross (MA)</td>
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<td>Amherst College (MA)</td>
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<td>Anna Maria College (MA)</td>
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<td>Aquinas College (HI)</td>
<td>Concordia College (MN)</td>
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<td>Arkansas College (AR)</td>
<td>Concordia College (WI)</td>
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<td>Asbury College (KY)</td>
<td>Cooper Union for the Advancement of Sci. and Art, The (NY)</td>
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<td>Assumption College (MA)</td>
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<td>Averett College (VA)</td>
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<td>Avila College (MO)</td>
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Participating Institutions, continued:

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Hartwick College (NY)
Hastings College (NE)
Heidelberg College (OH)
Houghton College (NY)
Howard University (DC)
Huron College (SD)
Illinois Benedictine College (IL)
Illinois Institute of Technology (IL)
Immaculata College (PA)
Incarnate Word College (TX)
Ithaca College (NY)
Jarvis Christian College (TX)
John Carroll University (OH)
Johns Hopkins University (MD)
Judson College (IL)
Kalamazoo College (MI)
Kenyon College (OH)
Keuka College (NY)
LaRoche College (PA)
Lafayette College (PA)
Lakeland College (WI)
Lancaster Bible College (PA)
Lebanon Valley College (PA)
LeMoyne College (NY)
Lenoir-Rhyne College (NC)
Lewis & Clark College (OR)
Limestone College (SC)
Linfield College (OR)
Long Island University (NY)
Loras College (IA)
Loyola College in Maryland (MD)
Lubbock Christian University (TX)
Luther College (IA)
 Lynchburg College (VA)
Lycoming College (PA)
Madonna College (MI)
Marist College (NY)
Marshall College (NC)
Mary Baldwin College (VA)
Marymount College (NY)
Marymount Manhattan College (NY)
Maryville College (TN)
Marywood College (PA)
McPherson College (KS)
Mercy College of Detroit (MI)
Mercyhurst College (PA)
Meredith College (NC)
Midland Lutheran College (NE)
Millikin University (IL)
Millsaps College (MS)
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<td>University of Evansville (IN)</td>
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<td>University of LaVerne (CA)</td>
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</tbody>
</table>

| University of Miami (FL)               |
| University of Portland (OR)            |
| University of Richmond (VA)            |
| University of San Diego (CA)           |
| University of St. Thomas (TX)          |
| University of the South, The (TN)      |
| University of Tampa, (FL)              |
| Ursuline College (OH)                  |
| Valparaiso University (IN)             |
| Villanova College (PA)                 |
| Viterbo College (WI)                   |
| Walsh College (OH)                     |
| Warner Southern College (FL)           |
| Wartburg College (IA)                  |
| Washington and Jefferson College (PA)  |
| Washington and Lee University (VA)     |
| Waynesburg College (PA)                |
| West Virginia Wesleyan College (WV)    |
| Western Baptist College (OR)           |
| Western Maryland College (MD)          |
| Westminster College of Salt Lake City (UT) |
| Whitman College (WA)                   |
| Wilkes College (PA)                    |
| William Jewell College (MO)            |
| William Penn College (IA)              |
| Wilmington College (DE)                |
| Wingate College (NC)                   |
| Wittenburg University (OH)             |

Total: 259
SALARY-TREND STUDY OF FACULTY IN POLITICAL SCIENCE AND GOVERNMENT

FOR THE YEARS

1985-86 AND 1988-89

By
Richard D. Howe
and Roy Jones

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 1988-89. Each year two separate studies are conducted, one for state 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 political science and government. 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 political science and government in the CIP is as follows:

An instructional program that describes and analyzes political institutions and processes, including the origin, development, geographical units, forms, sources of authority, powers, purposes, functions, and operations of government.*

[*Gerald S. Malitz, A Classification of Instructional Programs (Washington, DC.: National Center for Education Statistics, [1985], p. 140.--45.1001.)]

This article presents a summary of the overall average salary increases in
the discipline/major of political science and government from the "baseline year" of 1985-86 to and including the "trend year" of 1988-89 for both state and private institutions. Of the 262 institutions which participated in CUPA's STATE (AASCU) study of 1985-86, 202 also participated in 1988-89. Data from those same 202 institutions were used in both the "baseline year" and the "trend year". Of the 440 institutions which participated in CUPA'S PRIVATE study of 1985-86, 259 also participated in 1988-89. Data from those same 259 institutions were used in both the "baseline year" and the "trend year".

This study lists the average salaries of political science and government faculty for both state and private participating institutions by rank, including "new assistant professors," 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 (1985-86 and 1988-89).

The CPI is based on prices of food, clothing, shelter and fuels, transportation, medical care, entertainment, and other goods and services that people buy for day-to-day living. In examining trends in faculty salary it is important to consider any changes in the economy. Thus, by comparing changes in faculty salaries with the CPI, a more precise representation of the "real" salary increases is yielded.

The salary is based on a nine- or ten-month academic year salary of full-time faculty only. Full-time faculty members are those who teach no less than 51 percent of the time. Salary for summer academic work, fringe benefits, and perquisites are not included in the salary data. The average salary displayed is computed from all faculty salaries reported for a given rank and discipline.

The "NUM" means the number of faculty members whose salaries were included to compute the average salary. The "N/IN" means the number of institutions that
reported salary data for a given academic rank and discipline/major field.

The **FAC MIX PCT** is the percentage of faculty in a given discipline/major field who hold a given academic rank. For example, a FAC MIX PCT factor of .32 for associate professor of political science and government in the 1985-86 state study means that 32 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: STATE 1985-86, STATE 1988-89, PRIVATE 1985-86 and PRIVATE 1988-89. For example, a SALARY FACTOR of 0.95 for assistant professors in the discipline/major field of political science and government in the 1985-86 state study means that their salaries are 5 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 (1985-86 or 1988-89). 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 political science and government 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 1985-86 and the "trend year" of 1988-89 will lessen the reliability and validity of any conclusions that one might make.
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<td>24599 269 117 22231 44 32</td>
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<td>0.28 0.05 0.08 1.00</td>
</tr>
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</table>

| Private, 1985-86: | Political Science and Government |
| Average Salary: | 39300 269 118 | 23498 188 92 21900 32 30 19694 24 21 |
| Fac Mix Pct: | 0.38 | 0.25 0.04 0.03 1.00 |
| Salary Factor: | 1.03 | 1.00 0.97 0.99 1.01 1.05 |
| All Major Fields |
| Average Salary: | 38230 8391 | 24113 8321 23430 1204 |
| Fac Mix Pct: | 0.31 | 0.31 0.04 0.07 1.00 |

| Private, 1988-89: | Political Science and Government |
| Average Salary: | 46318 284 115 | 27680 210 103 27053 41 55 |
| Fac Mix Pct: | 0.38 | 0.28 0.05 0.04 1.00 |
| Salary Factor: | 1.03 | 1.00 0.97 0.96 1.04 1.04 |
| All Major Fields |
| Average Salary: | 44926 8877 | 28554 8980 28166 1388 |
| Fac Mix Pct: | 0.31 | 0.31 0.05 0.07 1.00 |
based on a simple comparison of averages.


In the STATE 1985-86 salary study in the above table, the reader may note that the discipline/major field of political science and government was reported in 168 of the 202 state (AASCU) institutions. The average salary of the 1,229 faculty was $31,600. This average salary was approximately 1 percent (1.01) higher than the average salary of $31,282 for all 51,525 faculty in ALL MAJOR FIELDS in the 1985-86 state study.

In the STATE 1988-89 salary study in the above table, the discipline/major field of political science and government was reported in 161 of the same 202 state (AASCU) institutions. The average salary of the 1,139 faculty was $36,910. This average salary was approximately 1 percent (1.01) higher than the average salary of $36,562 for all 54,552 faculty in ALL MAJOR FIELDS in the 1988-89 state study.

The increase in average salaries for all faculty in political science and government after three years in the state institutions studied was 16.8 percent ($36,910 minus $31,600 equals $5,310). The CPI of increased cost-of-living between October 1985 and October 1988 was 10.6 percent. A more realistic increase, therefore, in average faculty salaries over the three-year time period is 6.2 percent or an average of 2.1 percent each year above the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the state institutions studied was 16.9 percent ($36,562 minus $31,282 equals $5,280). In comparison to the discipline/major of political science and government (16.8), therefore, the faculty in ALL MAJOR FIELDS increased their salaries by 0.1 percent (16.9 minus 16.8 equals 0.1%) more than faculty in the discipline/major field of political science and government.
The reader may note that the faculty mix percentage in political science is higher at the professor rank than at the assistant professor rank in both the state studies: 0.42 vs. 0.22 (1985-86) and 0.45 vs. 0.24 (1988-89). The differences in faculty mix percentage at the ranks of professor and assistant professor in ALL MAJOR FIELDS for both state studies are as follows: 0.34 vs. 0.27 (1985-86) and 0.35 vs. 0.28 (1988-89). In other words ALL MAJOR FIELDS has a lower percentage of professors and a higher percentage of assistant professors compared to political science and government in both of the state studies.

Finally, the hiring rate of new assistant professors in political science and government lagged behind ALL MAJOR FIELDS in the 1985-86 state study, 3.6 percent (44/1,229) vs. 3.7 percent (1,932/51,525). However, the hiring rate exceeded ALL MAJOR FIELDS in the 1988-89 state study, 5.4 percent (61/1,139) vs. 4.7 percent (2,573/54,552). In other words the hiring rate in the discipline/major field of political science and government was less than for ALL MAJOR FIELDS in 1985-86, but greater in the current study.

RESULTS OF THE TWO PRIVATE STUDIES, 1985-86 AND 1988-89

In the PRIVATE 1985-86 salary study in the above table, the reader may note that the discipline/major field of political science and government was reported in 168 of the 259 private institutions. The average salary of the 714 faculty was $31,240. This average salary was approximately 5 percent (1.05) higher than the average salary of $29,765 for all 27,049 faculty in ALL MAJOR FIELDS in the 1985-86 private study.

In the PRIVATE 1988-89 salary study in the above table, the discipline/major field of political science and government was reported in 13 of the same 259 private institutions. The average salary of the 757 faculty was $36,662.
This average salary was approximately 4 percent (1.04) higher than the average salary of $35,099 for all 28,627 faculty in ALL MAJOR FIELDS in the 1988-89 private study.

The increase in average salaries for all faculty in political science and government after three years in the private institutions studied was 17.4 percent ($36,662 minus $31,240 equals $5,422). The CPI of increased cost-of-living between October 1985 and October 1988 was 10.6 percent. A more realistic increase, therefore, in average faculty salaries over the three-year time period is 6.8 percent or 2.3 percent each year above the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the private institutions studied was 17.9 percent ($35,099 minus $29,765 equals $5,334). In comparison to the discipline/major field of political science and government (17.4%), therefore, the faculty in ALL MAJOR FIELDS increased their salaries by 5 percent (17.9% minus 17.4% equals .5%) more than faculty in the discipline/major field of political science and government.

In the discipline/major field of political science and government, the reader may note that the faculty mix percentage at the professor rank is more than at the assistant professor rank in the private studies: 0.38 vs. 0.26 (1985-86) and 0.38 vs. 0.28 (1988-89). In other words ALL MAJOR FIELDS has a lower percentage of professors and a higher percentage of assistant professors compared to political science and government in both private studies.

Finally, the reader may note that the hiring rate of new assistant professors in political science and government was the same as the hiring rate in ALL MAJOR FIELDS in the 1985-86 private study, 4.5 percent (32/714) vs. 4.5 (1,204/27,049). However, in the 1988-89 private study the hiring rate of new assistant professors in political science and government exceeded the hiring rate in ALL MAJOR FIELDS, 5.4 (41/757) vs. 4.8 percent (1,388/28,627). In other words the hiring rate in the discipline/major field of political science and government was equal to ALL MAJOR FIELDS in 1985-86 and exceeds ALL MAJOR FIELDS in 1988-89.
CONCLUDING REMARKS

This article presented salary-trend information on the academic discipline/major field of political science and government and compared that information with ALL MAJOR FIELDS over a period of twelve years: the "baseline year" of 1985-86 through the "trend year" of 1988-89. Two studies, one for state (AASCU) and the other for private institutions were conducted for the "baseline year" and the "trend year"—a total of four studies. A total of 3,839 faculty in the discipline/major field of political science and government participated and were included in the overall 161,753 faculty in all 45 disciplines/major fields in all four studies. The same 202 state (AASCU) institutions and the same 259 private institutions in the United States participated in the "baseline year" and the "trend year".

Although many interpolations and extrapolations of the data can be made, a few of the more important ones are as follows. First, the faculty salary factor of the discipline/major field of political science and government is currently (1988-89) some 1 and 4 percent above the overall average faculty salary of ALL MAJOR FIELDS in the state and private study, respectively. The average faculty salary for political science and government in the private institutions in both studies was approximately 1 percent less in comparison to that in the state institutions.

Second, the CPI of October 1988, in comparison to the CPI of October 1985, indicates that the faculty in political science and government, in both the state and private institutions, received overall salary increases for three years above the cost-of-living. Political science and government faculty salary increases in the state institutions lagged behind faculty in ALL MAJOR FIELDS during this same period.
Third, in the discipline/major field of political science and government the full professor rank has a greater percentage compared to the assistant professor rank for both the state and private studies. The full professor rank appears to be increasing at an equal rate in both the state institutions and the private institutions. It seems a higher percentage of new assistant professors are being hired in both types of institutions in 1988-89 in comparison to 1985-86.

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 political science and government, and in other disciplines/major fields, on an annual basis.

Richard D. Howe is the originator and director of the annual CUPA salary studies. He is a professor of leadership and higher education, and history at Appalachian State University, Boone, North Carolina. Co-author Roy Jones is an assistant professor in the Extension Division of Virginia Polytechnic Institute and State University, Blacksburg, Virginia.

APPENDICES:
A) OVERALL LIST OF SELECTED DISCIPLINES, page 10
B) LIST OF STATE Participating Institutions, page 11
C) LIST OF PRIVATE Participating Institutions, page 13
## Appendix A

### Overall List of Selected Disciplines

<table>
<thead>
<tr>
<th>Accounting</th>
<th>Home Economics</th>
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<td>Letters</td>
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<tr>
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<td>Library and Archival Sciences</td>
</tr>
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<td>Architecture and Environmental Design</td>
<td>Life Sciences</td>
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<tr>
<td>Area and Ethnic Studies</td>
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<tr>
<td>Audiology and Speech Pathology</td>
<td>Multi-Interdisciplinary Studies</td>
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<td>Geological Sciences</td>
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**Total:** 45
### APPENDIX B

CUPA State (AASCU) Faculty Salary Trend Studies: 1985-86 and 1988-89

**Institutions Participating in Both Studies:**

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Old Dominion University (VA)
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Pennsylvania State University (PA)
Pittsburgh State University (PA)
Plymouth State College (NH)
Purdue University Calumet (IN)
Radford University (VA)
Ramapo College of New Jersey (NJ)
Richard Stockton State College (NJ)
Saginaw Valley State University (MI)
Salem State College (MA)
Salisbury State University (MD)
Sam Houston State University (TX)
San Diego State University (CA)
Sangamon State University (IL)
Savannah State College (GA)
Shippensburg University of Pennsylvania (PA)
Sonoma State University (CA)
South Dakota School of Mines & Technology (SD)
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 Illinois University of Carbondale (IL)
Southern Oregon State College (OR)
Southwest Missouri State University (MO)
Southwest Texas State University (TX)
Southwestern Oklahoma State University (OK)
St. Cloud State University (MN)
State University of New York at Plattsburgh (NY)
State University of New York at Brockport (NY)
State University of New York at Buffalo (NY)
State University of New York at Cortland (NY)
State University of New York at Fredonia (NY)
State University of New York at Geneseo (NY)
Stephen F. Austin State University (TX)
SUNY College of Technology at Utica/Rome (NY)
Tennessee Technological University (TN)
Texas A & M University (TX)
Texas A & M University at Galveston (TX)
Iowan State University (IA)
Trenton State College (NJ)
Troy State University (AL)
University of Akron, The (OH)
University of Arkansas at Little Rock (AR)
University of Baltimore (MD)
University of Central Arkansas (AR)
University of Colorado at Colorado Springs (CO)
University of the District of Columbia, The (DC)
University of Houston at Clear Lake (TX)
University of Lowell (MA)
University of Maine at Presque Isle (ME)
University of Maryland-Baltimore County, The (MD)
University of Missouri - St. Louis (MO)
University of Montevallo (AL)
University of Nebraska at Omaha (NE)
University of Nevada at Las Vegas (NV)
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 & Arts of Oklahoma (OK)
University of South Alabama (AL)
University of South Carolina at Spartanburg (SC)
University of South Florida (FL)
University of Southern Colorado (CO)
University of Southern Indiana (IN)
University of Southern Maine (ME)
University of Southwestern Louisiana (LA)
University of Tennessee at Chattanooga (TN)
University of Tennessee at Martin (TN)
University of Texas at Dallas, The (TX)
University of Texas at San Antonio (TX)
University of Wisconsin - Eau Claire (WI)
University of Wisconsin - La Crosse (WI)
University of Wisconsin - Oshkosh (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)
Valdosta State College (GA)
Valley City State University (ND)
Webster State College (UT)
West Liberty State College (WV)
West Texas State University (TX)
Western Carolina University (NC)
Western Montana College (MT)
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)
Williams Paterson College (NJ)
Winthrop College (SC)
Youngstown State University (OH)
APPENDIX C

CUPA Private Faculty Salary-Trend Studies: 1985-86 and 1988-89

Institutions Participating in Both Studies:

Adelphi University (NY)
Agnes Scott College (GA)
Albertus Magnus College (CT)
Alfred University (NY)
Allegheny College (PA)
Allentown College of St. Francis de Sales (PA)
Alma College (MI)
Alverno College (WI)
American Technological University (TX)
American University, The (DC)
Amherst College (MA)
Anna Maria College (MA)
Aquinas College (MI)
Arkansas College (AR)
Asbury College (KY)
Assumption College (MA)
Augustana College (IL)
Averett College (VA)
Avila College (MO)
Azusa Pacific University (CA)
Baldwin-Wallace College (OH)
Barnard College (NY)
Barry University (FL)
Bellemore College (KY)
Belmont Abbey College (NC)
Bethany College (WV)
Bethel College (KS)
Bethel College (MN)
Bethune-Cookman College (FL)
Biola University (CA)
Birmingham-Southern College (AL)
Bloomsfield College (NJ)
Boston University (MA)
Bradley University (IL)
Briar Cliff College (IA)
Bridgewater College (VA)
Bryant College (RI)
Bucknell University (PA)
Butler University (IN)
 Cabrini College (PA)
Carlow College (PA)
Catholic University of America, The (DC)
Catholic University of Puerto Rico (PR)
Cedar Crest College (PA)
Central College (IA)
Central Wesleyan College (SC)
Christian Brothers College (TN)
Clarkson University (NY)
College Misericordia (PA)
College of Great Falls (MT)
College of Mount St. Joseph (OH)
College of Notre Dame of Maryland (MD)
College of Saint Benedict (MN)
College of Saint Elizabeth (NJ)
College of St. Joseph (VT)
College of Saint Rose, The (NY)
College of St. Scholastica (MN)
College of the Holy Cross (MA)
Columbia College (MO)
Concordia College (MI)
Concordia College (MN)
Concordia College (WI)
Cooper Union for the Advancement of Sci. and Art,The (NY)
Cornell College (IA)
Cornell University (NY)
Covenant College (IN)
Creighton University (NE)
D'Youville College (NY)
Defiance College, The (OH)
DePaul University (IL)
DePauw University (IN)
Dickinson College (PA)
Doane College (NE)
Dominican College of Blairstown (NY)
Drake University (IA)
Drew University (NJ)
Eastern Mennonite College and Seminary (VA)
Eckerd College (FL)
Elmhurst College (IL)
Elms College (MA)
Emerson College (MA)
Fairfield University (CT)
Fort Wayne Bibb College (IN)
Franklin and Marshall College (PA)
Franklin Pierce College (NH)
Furman University (SC)
George Fox College (OR)
George Washington University, The (DC)
Georgetown College (KY)
Georgetown University (DC)
Georgian Court College (NJ)
Gonzaga University (WA)
Grand View College (IA)
Greensboro College (NC)
Hamilton College (NY)
Hamline University (MN)
Participating Institutions, continued:

Hampton University (VA)
Hannibal-LaGrange College (MO)
Hartwick College (NY)
Hastings College (NE)
Heidelberg College (OH)
Holy Family College (PA)
Houghton College (NY)
Howard University (DC)
Huron College (SD)
Illinois Benedictine College (IL)
Illinois Institute of Technology (IL)
Immaculata College (PA)
Incarnate Word College (TX)
Ithaca College (NY)
Jarvis Christian College (TX)
John Carroll University (OH)
Johns Hopkins University (MD)
Judson College (IL)
Kalamazoo College (MI)
Kensington College (OH)
Koza College (NY)
LeMoyne College (NY)
Lenoir-Rhyne College (NC)
Lewis & Clark College (OR)
Limestone College (SC)
Linfield College (OR)
Long Island University (NY)
Loras College (IA)
Loyola College in Maryland (MD)
Lubbock Christian University (TX)
Luther College (IA)
Lynchburg College (VA)
Lycoming College (PA)
Madonna College (OH)
Marist College (NY)
Marshall University (WV)
Mary Baldwin College (VA)
Marymount College (NY)
Marymount Manhattan College (NY)
Maryville College (TN)
Marywood College (PA)
McPherson College (KS)
Mercy College of Missouri (MO)
Mercyhurst College (PA)
Meredith College (NC)
Midland Lutheran College (NE)
Millikin University (IL)
Millikens College (MS)
Missouri Baptist College (MO)
Moravian College (PA)
M. J. Mary College (WI)
Mount Mercy College (IA)
Mount St. Mary's College (CA)
Mount Vernon College (IN)
Mount Vernon Nazarene College (OH)
Mussingum College (OH)
Nazareth College (NY)
Neumann College (PA)
New England College (NH)
North Central College (IL)
Northland College (WI)
Northwestern College (IA)
Northwestern College (MN)
Norwich University (VT)
Oakwood College (AL)
Ohio Northern University (OH)
Ottawa University (KS)
Our Lady of Holy Cross College (LA)
Pepperdine University (CA)
Piedmont College (GA)
Pikeville College (KY)
Presbyterian College of Charlotte (NC)
Presbyterian School of Christian Education (VA)
Principia College (IL)
Quincy College (IL)
Randolph-Macon College (VA)
Reed College (OR)
Regis College (CO)
Regis College (MA)
Rensselaer Polytechnic Institute (NY)
Rider College (NJ)
Rochester Institute of Technology (NY)
Rockford College (IL)
Rockhurst College (MO)
Rocky Mountain College (MT)
Roosevelt University (IL)
Rose-Hulman Institute of Technology (IN)
Russell Sage College (NY)
Saint Edward's University (TX)
Saint Joseph College (IN)
Saint Mary College (KS)
Saint Vincent College (PA)
Salve Regina University (RI)
Salem College (NC)
Samford University (AL)
Santa Clara University (CA)
School of the Ozarks, The (MO)
Seattle Pacific University (WA)
Seattle University (WA)
Seton Hill (PA)
Participating Institutions, continued:

Siena College (NY)
Siena Heights College (MI)
Simpson College (IA)
Southwestern Assemblies of God Colleges (TX)
Spalding University (NY)
Springfield College (MA)
St. Bonaventure University (NY)
St. Francis College (NY)
St. Mary's University (TX)
St. Norbert College (WI)
Stevens Institute of Technology (NJ)
Stillman College (AL)
Suffolk University (MA)
Susquehanna University (PA)
Tabor College (KS)
Taylor University (IN)
Texas Christian University (TX)
Texas Lutheran College (TX)
Tiffin University (OH)
Tri-State University (IN)
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 Evansville (IN)
University of LaVerne (CA)

University of Miami (FL)
University of Portland (OR)
University of Richmond (VA)
University of San Diego (CA)
University of St. Thomas (TX)
University of the South, The (TN)
University of Tampa, (FL)
Ursuline College (OH)
Valparaiso University (IN)
Villa Maria College (PA)
Viterbo College (WI)
Walsh College (OH)
Warner Southern College (FL)
Wartburg College (IA)
Washington and Jefferson College (PA)
Washington and Lee University (VA)
Waynesburg College (PA)
West Virginia Wesleyan College (WV)
Western Baptist College (OR)
Western Maryland College (MD)
Westmar College (IA)
Westminster College of Salt Lake City (UT)
Whitman College (WA)
Wilkes College (PA)
William Jewell College (MO)
William Penn College (IA)
Wilmington College (DE)
Wingate College (NC)
Wittenburg University (OH)

Total: 259
Since 1982-83 the College and University Personnel Association (CUPA) of 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 1988-89. Each year two separate studies are conducted, one for state 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 psychology. 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 psychology in the CIP is as follows:

A summary of groups of instructional programs that describe the behavior and experience of people.*

[*Gerald S. Malitz, A Classification of Instructional Programs (Washington, DC.: National Center for Education Statistics, [1985], p. 134.--42.)]

This article presents a summary of the overall average salary increases in the discipline/major field of psychology from the "baseline year" of 1985-86 to
and including the "trend year" of 1988-89 for both state and private institutions. Of the 262 institutions which participated in CUPA's STATE (AASCU) study of 1985-86, 202 also participated in 1988-89. Data from those same 202 institutions were used in both the "baseline year" and the "trend year". Of the 440 institutions which participated in CUPA'S PRIVATE study of 1985-86, 259 also participated in 1988-89. Data from those same 259 institutions were used in both the "baseline year" and the "trend year".

This study lists the average salaries of psychology faculty for both state and private participating institutions by rank, including "new assistant professors," 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 (1985-86 and 1988-89).

The CPI is based on prices of food, clothing, shelter and fuels, transportation, medical care, entertainment, and other goods and services that people buy for day-to-day living. In examining trends in faculty salary it is important to consider any changes in the economy. Thus, by comparing changes in faculty salaries with the CPI, a more precise representation of the "real" salary increases is yielded.

The salary is based on a nine- or ten-month academic year salary of full-time faculty only. Full-time faculty members are those who teach no less than 51 percent of the time. Salary for summer academic work, fringe benefits, and perquisites are not included in the salary data. The average salary displayed is computed from all faculty salaries reported for a given rank and discipline.

The "NUM" means the number of faculty members whose salaries were included to compute the average salary.

The "N/IN" means the number of institutions that reported salary data for a
given academic rank and discipline/major field.

The FAC MIX PCT is the percentage of faculty in a given discipline/major field who hold a given academic rank. For example, a FAC MIX PCT factor of .35 for associate professor of psychology in the 1985-86 state study means that 35 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: STATE 1985-86, STATE 1988-89, PRIVATE 1985-86 and PRIVATE 1988-89. For example, a SALARY FACTOR of 0.96 for assistant professors in the discipline/major field of psychology in the 1985-86 state study means that their salaries are 4 percent lower than the average of all assistant professors in all institutions in that study.

NEW ASST PROF is the grouping of assistant professors who were hired for the first time in the fall of the study year (1985-86 or 1988-89). 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 psychology 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 1985-86 and the "trend year" of 1988-89 will lessen the reliability and validity of any conclusions that one might make.
<table>
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<tr>
<th></th>
<th>PROF</th>
<th>ASSO PROF</th>
<th>ASST PROF</th>
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<td></td>
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<td>24902 439 154</td>
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<td>31074 15884</td>
<td>25911 14019</td>
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<td>35411 718 172</td>
<td>29007 498 157</td>
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<td>38230 8391</td>
<td>29339 8352</td>
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<td>AVERAGE</td>
<td>43198 399 167</td>
<td>32750 429 183</td>
<td>26616 324 162</td>
<td>25597 55 50</td>
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</table>
based on a simple comparison of averages.


In the STATE 1985-86 salary study in the above table, the reader may note that the discipline/major field of psychology was reported in 184 of the 202 state (AASCU) institutions. The average salary of the 2,189 faculty was $32,316. This average salary was approximately 3 percent (1.03) higher than the average salary of $31,282 for all 51,525 faculty in ALL MAJOR FIELDS in the 1985-86 state study.

In the STATE 1988-89 salary study in the above table, the discipline/major field of psychology was reported in 189 of the same 202 state (AASCU) institutions. The average salary of the 2,284 faculty was $37,469. This average salary was approximately 2 percent (1.02) higher than the average salary of $36,562 for all 54,552 faculty in ALL MAJOR FIELDS in the 1988-89 state study.

The increase in average salaries for all faculty in psychology after three years in the state institutions studied was 15.9 percent ($37,469 minus $32,316 equals $5,153). The CPI of increased cost-of-living between October 1985 and October 1988 was 10.6 percent. A more realistic increase, therefore, in average faculty salaries over the three-year time period is 5.3 percent or an average of 1.8 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 state institutions studied was 16.9 percent ($36,562 minus $31,282 equals $5,280). In comparison to the discipline/major field of psychology (15.9%), therefore, the faculty in ALL MAJOR FIELDS increased their salaries by 1.0 percent (16.9% minus 15.9% equals 1.0%) more than faculty in the discipline/major field of psychology.

The reader may note that the faculty mix percentage in psychology in the state studies is higher at the professor rank than at the assistant professor
rank: 0.43 vs 0.20 (1985-86), respectively and 0.44 vs 0.22 (1988-89), respectively. The differences in faculty mix percentage at the ranks of professor and assistant professor in ALL MAJOR FIELDS for both state studies are as follows: 0.34 vs. 0.27 (1985-86) and 0.35 vs. 0.28 (1988-89), respectively. In other words ALL MAJOR FIELDS had a lower percentage of professors and a higher percentage of assistant professors compared to psychology in both of the state studies.

Finally, the hiring rate of new assistant professors in psychology was lower in the state study of 1985-86 compared to ALL MAJOR FIELDS: 3.5 percent (76/2,189) vs. 3.7 percent (1,932/51,525), respectively. However, the hiring rate of new assistant professors in psychology in the 1988-89 state study was higher in comparison to that of ALL MAJOR FIELDS: 4.4 percent (100/2,284) vs. 4.7 percent (2,573/54,552), respectively.

RESULTS OF THE TWO PRIVATE STUDIES, 1985-86 AND 1988-89

In the PRIVATE 1985-86 salary study in the above table, the reader may note that the discipline/major field of psychology was reported in 235 of the 259 private institutions. The average salary of the 1,168 faculty was $29,238. This average salary was approximately 2 percent (0.98) lower than the average salary of $29,765 for all 27,049 faculty in ALL MAJOR FIELDS in the 1985-86 private study.

In the PRIVATE 1988-89 salary study in the above table, the discipline/major field of psychology was reported in 241 of the same 259 private institutions. The average salary of the 1,189 faculty was $34,250. This average salary was approximately 2 percent (0.98) lower than the average salary of $35,099 for all 28,627 faculty in ALL MAJOR FIELDS in the 1988-89 private study.
The increase in average salaries for all faculty in psychology after three years in the private institutions studied was 17.1 percent ($34,250 minus $29,238 equals $5,012). The CPI of increased cost-of-living between October 1985 and October 1988 was 10.6 percent. A more realistic increase, therefore, in average faculty salaries over the three-year time period is 6.5 percent or 2.2 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 17.9 percent ($35,099 minus $29,765 equals $5,334). In comparison to the discipline/major field of psychology (17.1%), therefore, the faculty in ALL MAJOR FIELDS increased their salaries by 0.8 percent (17.9% minus 17.1% equals 0.8%) more than faculty in the discipline/major field of psychology.

In the discipline/major field of psychology, the reader may note that the faculty mix percentage at the professor rank is more than at the assistant professor rank in the private studies: 0.33 vs. 0.29 (1985-86), respectively; and 0.34 vs. 0.27 (1988-89), respectively. This is different from that of ALL MAJOR FIELDS for both private studies: 0.31 vs. 0.31 (1985-86), respectively; and 0.31 vs. 0.31 (1988-89), respectively. In other words ALL MAJOR FIELDS has a higher percentage of assistant professors and a lower percentage of professors in both private studies.

Finally, the reader may note that the hiring rate of new assistant professors in psychology in the 1985-86 private study was equal to the hiring rate in ALL MAJOR FIELDS, 4.5 percent (52/1,168) vs. 4.5 percent (1,204/27,049), respectively. However, in the 1988-89 private study, the hiring rate of new assistant professors in psychology was greater in comparison to ALL MAJOR FIELDS, 4.6 percent (55/1,189) vs. 4.8 percent (1,388/28,627), respectively. In other words the hiring rate of new assistant professors in the discipline/major field of
psychology lagged behind ALL MAJOR FIELDS in the 1988-89 private study, and was equal to ALL MAJOR FIELDS in the 1985-86 private study.

CONCLUDING REMARKS

This article presented salary-trend information on the academic discipline/major field of psychology and compared that information with ALL MAJOR FIELDS over a period of three years: the "baseline year" of 1985-86 through the "trend year" of 1988-89. Two studies, one for state (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 6,830 faculty in the discipline/major field of psychology participated and were included in the overall total of 161,753 faculty in all 45 disciplines/major fields in all four studies. The same 202 state (AASCU) institutions and the same 259 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 psychology is currently (1988-89) some 2 percent above and 2 percent below the faculty salary factor of ALL MAJOR FIELDS for both the state and private studies, respectively. The average faculty salary for psychology in the private institutions in 1985-86 was approximately 11 percent less in comparison to that in the state institutions. The average faculty salary in the private institutions is now (1988-89) approximately 9 percent lower in comparison to that for the state institutions.

Second, the CPI of October 1988, in comparison to the CPI of October 1985, indicates that the faculty in psychology, in both the state and private institutions, received overall salary increases for three years above the cost-of-living. Psychology faculty salary increases in both the state and private
institutions lagged behind that of ALL MAJOR FIELDS during this same period. Psychology faculty in the private institutions have some catching up to do in comparison to ALL MAJOR FIELDS.

Third, in the discipline/major field of psychology the full professor rank has a greater percentage compared to assistant professor ranks for both the state and private studies. The full professor rank appears to be increasing more rapidly in the private institutions, in comparison to the state institutions. It seems an equal percentage of new assistant professors are being hired in both types of 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 psychology, 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. Co-author Linda A. Miller is a research analyst in the Office of Equal Opportunity Programs at Appalachian State University, Boone, North Carolina.

APPENDICES:
A) OVERALL LIST OF SELECTED DISCIPLINES, page 10
B) LIST OF STATE Participating Institutions, page 11
C) LIST OF PRIVATE Participating Institutions, page 13
ACCOUNTING
AGRICULTURE AND AGRICULTURAL PRODUCTION
ANTHROPOLOGY
ARCHITECTURE AND ENVIRONMENTAL DESIGN
AREA AND ETHNIC STUDIES
AUDIOLGY AND SPEECH PATHOLOGY
BUSINESS ADMINISTRATION AND MANAGEMENT
BUSINESS 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
MULTI-INTERDISCIPLINARY STUDIES
MUSIC
NURSING
PHILOSOPHY AND RELIGION
PHYSICAL EDUCATION
PHYSICAL SCIENCES
PHYSICS
POLITICAL SCIENCE AND GOVERNMENT
PSYCHOLOGY
READING EDUCATION
SECRETARIAT AND RELATED PROGRAMS
SOCIAL SCIENCES
SOCIOLOGY
SPECIAL EDUCATION
STUDENT COUNSELING AND PERSONNEL SERVICES
TEACHER EDUCATION, GENERAL PROGRAMS
VISUAL AND PERFORMING ARTS

TOTAL: 45
APPENDIX B


Institutions Participating in Both Studies:

Adams State College (CO)
Alabama State University (AL)
Angelo State University (TX)
Appalachian State University (NC)
Arkansas State University (AR)
Arkansas Technological University (AR)
Auburn University at Montgomery (AL)
Augusta College (GA)
Blackhills State College (SD)
Bluefield State College (WV)
California State University at Fullerton (CA)
California State University at Long Beach (CA)
California State University at 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)
Christopher Newport College (VA)
Citadel, The Military College of S.C., The (SC)
Clarion University of Pennsylvania (PA)
Cleveland State University (OH)
Clinch Valley College of Univ. of Virginia (VA)
College of Charleston (SC)
College of Staten Island - CUNY, The (NY)
Columbus College (GA)
Concord College (WV)
Dakota State College (SD)
Delta State College (MS)
Dickinson State University (SD)
East Central State University (OK)
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 Michigan University (MI)
Eastern New Mexico University (NM)
Eastern Washington University (WA)
Edinsboro University of Pennsylvania (PA)
Fitchburg State College (MA)
Florida A & M University (FL)
Florida Atlantic University (FL)
Florida International University (FL)
Fort Hays State University (KS)
Fort Lewis College (CO)
Francis Marion College (SC)
Frostburg State University (MD)
George Mason University (VA)
Georgia College (GA)
Georgia Southern College (GA)
Georgia Southwestern College (GA)
Glenville State College (WV)
Grand Valley State University (MI)
Harris-Stowe State College (MO)
Humacao University College (PR)
Idaho State University (ID)
Illinois State University (IL)
Indiana State University (IN)
Indiana University of Pennsylvania (PA)
Jackson State University (MS)
Keene State College (NH)
Kent State University (OH)
Kutztown University (PA)
Lake Superior State University (MI)
Lander College (SC)
Lewis Clark State College (ID)
Livingston University (AL)
Longwood College (VA)
Louisiana State University in Shreveport(LA)
Marshall University (WV)
Mary Washington College (VA)
Hayville State University (ND)
McNeese State University (LA)
Memphis State University (TN)
Mesa State College (CO)
Metropolitan State College (CO)
Middle Tennessee State University (TN)
Millersville University of Pennsylvania (PA)
Minot State University (ND)
Missouri Southern State College (MO)
Missouri Western State College (MO)
Morehead State University (KY)
Murray State University (KY)
New Mexico Highlands University (NM)
Nicholls State University (LA)
North Carolina A & T State University (NC)
Northeast Louisiana University (LA)
Northeast Missouri State University (MO)
Northeastern Illinois University (IL)
Northern Arizona University (AZ)
Northern Illinois University (IL)
Northern State College (SD)
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Total: 202
APPENDIX C
CUPA Private Faculty Salary-Trend Studies: 1985-86 and 1988-89

Institutions Participating in Both Studies:

Adelphi University (NY)
Agnes Scott College (GA)
Albertus Magnus College (CT)
Alfred University (NY)
Allegheny College (PA)
Allentown College of St. Francis de Sales (PA)
Aims College (MI)
Alverno College (WI)
American Technological University (TX)
American University, The (DC)
Amherst College (MA)
Anna Maria College (MA)
Aquinas College (MI)
Arkansas College (AR)
Asbury College (KY)
Assumption College (MA)
Augustana College (IL)
Averett College (VA)
Avila College (MO)
Azusa Pacific University (CA)
Baldwin-Wallace College (OH)
Barber College (NY)
Bellarmine College (KY)
Beloit Abbey College (NC)
Bethany College (WV)
Bethel College (KS)
Bethlehem College (MN)
Bethune-Cookman College (FL)
Biola University (CA)
Birmingham-Southern College (AL)
Bloomfield College (NJ)
Boston University (MA)
Bradley University (IL)
Briar Cliff College (IA)
Bridgewater College (VA)
Bryant College (RI)
Bucknell University (PA)
Butler University (IN)
Cabrini College (PA)
Carlow College (PA)
Catholic University of America, The (DC)
Catholic University of Puerto Rico (PR)
Cedar Crest College (PA)
Central College (IA)
Central Wesleyan College (SC)
Christian Brothers College (TN)
Clarkson University (NY)
College Misericordia (PA)
College of Great Falls (MT)
College of Mount St. Joseph (OH)
College of Notre Dame of Maryland (MD)
College of Saint Benedict (MN)
College of Saint Elizabeth (NJ)
College of St. Joseph (VT)
College of Saint Rose, The (NY)
College of St. Scholastica (MN)
College of the Holy Cross (MA)
Columbia College (MO)
Concordia College (HI)
Concordia College (MN)
Concordia College (WI)
Cooper Union for the Advancement of Sci. and Art, The (NY)
Cornell College (IA)
Cornell University (NY)
Covenant College (TN)
Creighton University (NE)
D'Youville College (NY)
Defiance College, The (OH)
DePaul University (IL)
DuPauw University (IN)
Dickinson College (PA)
Doane College (NE)
Dominican College of Blavelt (NY)
Drake University (IA)
Drew University (NJ)
Eastern Mennonite College and Seminary (VA)
Eckerd College (FL)
Elmhurst College (IL)
Elms College (MA)
Emerson College (MA)
Fairfield University (CT)
Fort Wayne Bible College (IN)
Franklin and Marshall College (PA)
Franklin Pierce College (NH)
Furman University (SC)
George Fox College (OR)
George Washington University, The (DC)
Georgetown College (KY)
Georgetown University (DC)
Georgian Court College (NJ)
Gonzaga University (WA)
Grand View College (IA)
Greensboro College (NC)
Hamline College (NY)
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<tr>
<td>Seton Hill College (PA)</td>
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14
Participating Institutions, continued:

Siena College (NY)
Siena Heights College (MI)
Simpson College (IA)
Southwestern Assemblies of God Colleges (TX)
Spalding University (NY)
Springfield College (MA)
St. Bonaventure University (NY)
St. Francis College (NY)
St. Mary's University (TX)
St. Norbert College (WI)
Stevens Institute of Technology (NJ)
Stillman College (AL)
Suffolk University (MA)
Susquehanna University (PA)
Tabor College (KS)
Taylor University (IN)
Texas Christian University (TX)
Texas Lutheran College (TX)
Tiffin University (OH)
Tri-State University (IN)
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 Evansville (IN)
University of LaVerne (CA)

University of Miami (FL)
University of Portland (OR)
University of Richmond (VA)
University of San Diego (CA)
University of St. Thomas (TX)
University of the South, The (TN)
University of Tampa, (FL)
Ursuline College (OH)
Valparaiso University (IN)
Villa Maria College (PA)
Viterbo College (WI)
Walsh College (OH)
Warner Southern College (FL)
Wartburg College (IA)
Washington and Jefferson College (PA)
Washington and Lee University (VA)
Waynesburg College (PA)
West Virginia Wesleyan College (WV)
Western Baptist College (OR)
Western Maryland College (MD)
Westmar College (IA)
Westminster College of Salt Lake City (UT)
Whitman College (WA)
Wilkes College (PA)
William Jewell College (MO)
William Penn College (IA)
Wilberforce College (DE)
Wingate College (NC)
Wittenberg University (OH)

Total: 259
SALARY-TREND STUDY OF FACULTY IN READING EDUCATION

FOR THE YEARS

1985-86 AND 1988-89

By

Richard L. Powe
and Linda A. Miller

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 1988-89. Each year two separate studies are conducted, one for state 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 reading education. 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 reading education in the CIP is as follows:

An instructional program that describes the theories, methods, and techniques of designing, implementing, and evaluating programs which prepare, upgrade, or retrain students in reading the language arts.*


This article presents a summary of the overall average salary increases in the discipline/major field of reading education from the "baseline year" of
1985-86 to and including the "trend year" of 1988-89 for both state and private institutions. Of the 262 institutions which participated in CUPA's STATE (AASCU) study of 1985-86, 202 also participated in 1988-89. Data from those same 202 institutions were used in both the "baseline year" and the "trend year". Of the 440 institutions which participated in CUPA'S PRIVATE study of 1985-86, 259 also participated in 1988-89. Data from those same 259 institutions were used in both the "baseline year" and the "trend year".

This study lists the average salaries of leading education faculty for both state and private participating institutions by rank, including "new assistant professors," 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 (1985-86 and 1988-89).

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 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 .36 for associate professor of reading education in the 1985-86 state study means that 36 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: STATE 1985-86, STATE 1988-89, PRIVATE 1985-86 and PRIVATE 1988-89. For example, a SALARY FACTOR of 0.95 for assistant professors in the discipline/major field of reading education in the 1985-86 state study means that their salaries are 5 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 (1985-86 or 1988-89). 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 reading education 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 1985-86 and the "trend year" of 1988-89 will lessen the reliability and validity of any conclusions that one might make.
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<td>28461 24666 26000 19844 30899</td>
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<td>0.17 0.01 0.03 1.00</td>
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<td>0.95 1.04 0.96 0.99</td>
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<tr>
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<td>32990 24890 16275 31985</td>
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<td>0.23 0.08 1.00</td>
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<td>ALL MAJOR FIELDS</td>
<td></td>
<td>39863 31957 24517 21000 30082</td>
</tr>
</tbody>
</table>

| AVERAGE SALARY:   | 44926             | 34565 28554 22636 35099 |
| FAC MIX PCT:      | 0.31              | 0.31 0.05 0.07 1.00 |
| ALL MAJOR FIELDS  |                   | 44926 34565 28554 22636 35099 |
based on a simple comparison of averages.


In the STATE 1985-86 salary study in the above table, the reader may note that the discipline/major field of reading education was reported in 44 of the 202 state (AASCU) institutions. The average salary of the 165 faculty was $30,899. This average salary was 1 percent lower (0.99) than the average salary of $31,282 for all 51,525 faculty in ALL MAJOR FIELDS in the 1985-86 state study.

In the STATE 1988-89 salary study in the above table, the discipline/major field of reading education was reported in 37 of the same 202 state (AASCU) institutions. The average salary of the 164 faculty was $35,554. This average salary was about 3 percent lower (0.97) than the average salary of $36,562 for all 54,552 faculty in ALL MAJOR FIELDS in the 1986-87 state study.

The increase in average salaries for all faculty in reading education after three years in the state institutions studied was 15.1 percent ($35,554 minus $30,899 equals $4,655). The CPI of increased cost-of-living between October 1985 and October 1988 was 10.6 percent. A more realistic increase, therefore, in average faculty salaries over the three-year time period is 4.5 percent or an average of 1.5 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 state institutions studied was 16.9 percent ($36,562 minus $31,282 equals $5,280). In comparison to the discipline/major field of reading education (15.1%), therefore, the faculty in ALL MAJOR FIELDS increased their salaries by 1.8 percent (16.9% minus 15.1% equals 1.8%) more than faculty in the discipline/major field of reading education.

The reader may note that the faculty mix percentages in reading education are much higher at the professor rank than at the assistant professor rank for
both of the state studies. The faculty mix percentages of professor and assistant professor are 0.44 and 0.17 (1985-86) respectively; and 0.48 and 0.21 (1988-89) respectively. The differences in the ranks of professor and assistant professor in ALL MAJOR FIELDS for both state studies are 0.34 and 0.27 (1985-86) and 0.35 and 0.28 (1988-89) respectively. In other words ALL MAJOR FIELDS has a higher percentage of assistant professors and a lower percentage of professors compared to reading education in both the state studies.

Finally, the hiring rate of new assistant professors in reading education was lower in the 1985-86 state study when compared to ALL MAJOR FIELDS: 1.2 percent (2/165) vs. 3.7 percent (1,932/51,525), respectively. In the 1988-89 study, the hiring rate of new assistant professors in reading education was again slightly lower than that of ALL MAJOR FIELDS: 4.3 percent (7/164) vs. 4.7 percent (2,573/54,552), respectively.

RESULTS OF THE TWO PRIVATE STUDIES, 1985-86 AND 1988-89

In the PRIVATE 1985-86 salary study in the above table, the reader may note that the discipline/major field of reading education was reported in 14 of the 259 private institutions. The average salary of the 48 faculty was $31,985. This average salary was approximately 7 percent (1.07) higher than the average salary of $29,765 for all 27,049 faculty in ALL MAJOR FIELDS in the 1985-86 private study.

In the PRIVATE 1988-89 salary study in the above table, the major field of reading education was reported in 12 of the same 259 private institutions. The average salary of the 17 faculty was $30,082. This average salary was approximately 14 percent (0.86) lower than the average of $35,099 for all 28,627 faculty in ALL MAJOR FIELDS in the 1988-89 private study.

The decrease in average salaries for all faculty in reading education after
three years in the private institutions studied was 6.3 percent ($30,082 minus $31,985 equals $-1,903). The CPI of increased cost-of-living between October 1985 and October 1988 was 10.6 percent. A more realistic decrease, therefore, in average faculty salaries over the three-year time period is -16.9 percent or 5.6 percent each year below 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 17.9 percent ($35,099 minus $29,765 equals $5,334). In comparison to the discipline/major field of reading education (6.3%), therefore, the faculty in ALL MAJOR FIELDS increased their salaries by 24.2 percent (17.9% plus 6.3% equals 24.2%) more than faculty in the discipline/major field of reading education.

The reader may note that in the field of reading education, the faculty mix percentage is higher at the professor rank than at the assistant professor rank in the private study for 1985-86: 0.33 vs. 0.23 (1985-86), respectively; however, in 1988-89 the faculty mix percentage is lower at the professor rank than at the assistant professor rank: 0.18 vs. 0.35, respectively. In contrast, the faculty mix percentage at the professor rank equals that at the assistant professor rank for ALL MAJOR FIELDS in both private studies: 0.31 vs 0.31 (1985-86), respectively; and 0.31 vs 0.31 (1988-89), respectively.

Finally, the reader may note that the hiring rate of new assistant professors in reading education in the private studies was less than the hiring rate in ALL MAJOR FIELDS in 1985-86: 0.0 percent (0/48) vs. 4.5 percent (1,204/27,049), respectively; and in 1988-89 the hiring rate of new assistant professors in reading education in the private studies was greater than the hiring rate in ALL MAJOR FIELDS: 5.9 percent (1/17) vs. 4.8 percent (1,388/28,627), respectively.
CONCLUDING REMARKS

This article presented salary-trend information on the academic discipline/major field of reading education and compared that information with ALL MAJOR FIELDS over a period of three years: the "baseline year" of 1985-86 through the "trend year" of 1988-89. Two studies, one for state (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 394 faculty in the discipline/major field of reading education participated and were included in the overall total of 161,753 faculty in all 45 disciplines/major fields in all four studies. The same 202 state (AASCU) institutions and the same 259 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 reading education is currently (1988-89) 3 and 14 percent lower in the state and private institutions, respectively, than the overall faculty salary factor of ALL MAJOR FIELDS. The average faculty salary for reading education in the state institutions was higher, 4 percent, in comparison to that in the state institutions in 1985-86. The faculty salary average in the private institutions is now (1988-89), 28 percent greater compared to that for the private institutions.

Second, the CPI of October 1988, in comparison to the CPI of October 1985, indicates that the faculty in reading education, in both the state and private institutions, received overall salary increases for three years above the cost-of-living. The salary increases of reading education faculty in the state and private institutions lagged behind those faculty salaries in ALL MAJOR FIELDS during this same period. Reading education faculty in the private institutions
have some catching up to do in salary in comparison with faculty in ALL MAJOR
FIELDS and their colleagues in the state institutions.

Third, in the discipline/major field of reading education, the assistant
professor rank has a much lower percentage of faculty compared to the full
professor rank in the state institutions, however, in the private institutions
the assistant professor rank has a much higher percentage compared to the full
professor rank. The assistant professor rank appears to be increasing at the
same rate in both the state and private institutions. It seems a smaller per-
centage of new assistant professors are being hired in the state institutions.

Now that a rather significant data base on individual faculty member sala-
 ries has been developed, it is anticipated that additional salary-trend studies
will be effected in reading education, 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 Univer-
sity, Boone, North Carolina. Co-author Linda A. Miller is a research analyst in the Office
of Equal Opportunity Programs at Appalachian State University, Boone, North Carolina.

APPENDICES:
A) OVERALL LIST OF SELECTED DISCIPLINES, page 10
B) LIST OF STATE Participating Institutions, page 11
C) LIST OF PRIVATE Participating Institutions, page 13
APPENDIX A

OVERALL LIST OF SELECTED DISCIPLINES

ACCOUNTING
AGRICULTURAL AND AGRICULTURAL PRODUCTION
ANTHROPOLOGY
ARCHITECTURE AND ENVIRONMENTAL DESIGN
AREA AND ETHNIC STUDIES
AUDIOLoGY AND SPEECH PATHOLOGY
BUSINESS ADMINISTRATION AND MANAGEMENT
BUSINESS 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
MULTI-INTERDISCIPLINARY STUDIES
MUSIC
NURSING
PHILOSOPHY AND RELIGION
PHYSICAL EDUCATION
PHYSICAL SCIENCES
PHYSICS
POLITICAL SCIENCE AND GOVERNMENT
PSYCHOLOGY
READING EDUCATION
SECRETARIAL AND RELATED PROGRAMS
SOCIAL SCIENCES
SOCIOLOGY
SPECIAL EDUCATION
STUDENT COUNSELING AND PERSONNEL SERVICES
TEACHER EDUCATION, GENERAL PROGRAMS
VISUAL AND PERFORMING ARTS

TOTAL: 45
APPENDIX B


Institutions Participating in Both Studies:

Adams State College (CO)
Alabama State University (AL)
Angelo State University (TX)
Appalachian State University (NC)
Arkansas State University (AR)
Arkansas Technological University (AR)
Auburn University at Montgomery (AL)
Augusta College (GA)
Blackhills State College (SD)
Bluefield State College (WV)
California State University at Fullerton (CA)
California State University at Long Beach (CA)
California State University at 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)
Christopher Newport College (VA)
Citadel, The Military College of S.C., The (SC)
Clarion University of Pennsylvania (PA)
Cleveland State University (OH)
Clincy Valley College of Univ. of Virginia (VA)
College of Charleston (SC)
College of Staten Island - CUNY, The (NY)
Columbus College (GA)
Concord College (WV)
Dakota State College (SD)
Delta State College (MS)
Dickinson State College (ND)
East Central State University (OK)
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 Michigan University (MI)
Eastern New Mexico University (NM)
Eastern Washington University (WA)
Edinboro University of Pennsylvania (PA)
Fitchburg State College (MA)
Florida A & M University (FL)
Florida Atlantic University (FL)
Florida International University (FL)
Fort Hays State University (KS)

Fort Lewis College (CC)
Francis Marion College (SC)
Frostburg State University (MD)
George Mason University (VA)
Georgia College (GA)
Georgia Southern College (GA)
Georgia Southwestern College (GA)
Glenville State College (WV)
Grand Valley State University (MI)
Harris-Stowe State College (MO)
Humacao University College (PR)
Idaho State University (ID)
Illinois State University (IL)
Indiana State University (IN)
Indiana University of Pennsylvania (PA)
Jackson State University (MS)
Keene State University (NH)
Kent State University (OH)
Kutztown University (PA)
Lake Superior State University (MI)
Lander College (SC)
Lewis Clark State College (ID)
Livingston University (AL)
Longwood College (VA)
Louisiana State University in Shreveport (LA)
Marshall University (WV)
Mary Washington College (VA)
Mayville State University (ND)
McNeese State University (LA)
Memphis State University (TN)
Mesa State College (CO)
Metropolitan State College (CO)
Middle Tennessee State University (TN)
Millersville University of Pennsylvania (PA)
Minot State University (ND)
Missouri Southern State College (MO)
Missouri Western State College (MO)
Morehead State University (KY)
Murray State University (KY)
New Mexico Highlands University (NM)
Nicholls State University (LA)
North Carolina A & T State University (NC)
Northeast Louisiana University (LA)
Northeast Missouri State University (MO)
Northeastern Illinois University (IL)
Northern Arizona University (AZ)
Northern Illinois University (IL)
Northern State College (SD)
Participating Institutions, continued:

Northwest Missouri State University (MO)
Oakland University (MI)
Old Dominion University (VA)
Oregon Institute of Technology (OR)
Pan American University (TX)
Peru State College (NB)
Pittsburg State University (KS)
Plymouth State College (NH)
Purdue University Calumet (IN)
Radford University (VA)
Ramapo College of New Jersey (NJ)
Richard Stockton State College (NJ)
Saginaw Valley State University (MI)
Sales State College (MA)
Salisbury State University (MD)
Sam Houston State University (TX)
San Diego State University (CA)
Sangamon State University (IL)
Savannah State College (GA)
Shippensburg University of Pennsylvania (PA)
Sonoma State University (CA)
South Dakota School of Mines & Technology (SD)
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 Illinois University of Carbondale (IL)
Southern Oregon State College (OR)
Southwest Missouri State University (MO)
Southwest State University (MN)
Southwestern Texas State University (TX)
Southwestern Oklahoma State University (OK)
St. Cloud State University (MN)
State University of New York at Plattsburgh (NY)
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 Genesco (NY)
Stephen F. Austin State University (TX)
SUNY College of Technology at Utica/Rome (NY)
Tennessee Technological University (TN)
Texas A & I University (TX)
Texas A & M University at Galveston (TX)
Towson State University (MD)
Trenton State College (NJ)
Troy State University (AL)
University of Akron, The (OH)
University of Arkansas at Little Rock (AR)
University of Baltimore (MD)
University of Central Arkansas (AR)
University of Colorado at Colorado Springs (CO)
University of the District of Columbia, The (DC)
University of Houston at Clear Lake (TX)
University of Lowell (MA)
University of Maine at Presque Isle (ME)
University of Maryland-Baltimore County, The (MD)
University of Missouri - St. Louis (MO)
University of Montevallo (AL)
University of Nebraska at Omaha (NE)
University of Nevada at Las Vegas (NV)
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 & Arts of Oklahoma (OK)
University of South Alabama (AL)
University of South Carolina at Spartanburg (SC)
University of South Florida (FL)
University of Southern Colorado (CO)
University of Southern Indiana (IN)
University of Southern Maine (ME)
University of Southwestern Louisiana (LA)
University of Tennessee at Chattanooga (TN)
University of Tennessee at Martin (TN)
University of Texas at Dallas, The (TX)
University of Texas at San Antonio (TX)
University of Wisconsin - Eau Claire (WI)
University of Wisconsin - La Crosse (WI)
University of Wisconsin - Oshkosh (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)
Valdosta State College (GA)
Valley City State University (ND)
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)
W Fleming 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 State College of Colorado (CO)
Western Washington University (WA)
Wichita State University, The (KS)
William Paterson College (NJ)
Winthrop College (SC)
Youngstown State University (OH)

Total: 202

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APPENDIX C

CUPA Private Faculty Salary-Trend Studies: 1985-86 and 1988-89

Institutions Participating in Both Studies:

Adelphi University (NY)
Agnes Scott College (GA)
Albertus Magnus College (CT)
Alfred University (NY)
Allegheny College (PA)
Allentown College of St. Francis de Sales (PA)
Alma College (MI)
Alverno College (WI)
American Technological University (TX)
American University, The (DC)
Amherst College (MA)
Anna Maria College (MA)
Aquinas College (MI)
Arkansas College (AR)
Asbury College (KY)
Assumption College (MA)
Augustana College (IL)
Avila College (MO)
Azusa Pacific University (CA)
Baldwin-Wallace College (OH)
Barnard College (NY)
Barry University (FL)
Bellarmine College (KY)
Belmont Abbey College (NC)
Bethany College (WV)
Bethel College (KS)
Bethel College (MN)
Bethune-Cookman College (FL)
Biola University (CA)
Birmingham-Southern College (AL)
Bloomfield College (NJ)
Boston University (MA)
Bradley University (IL)
Briar Cliff College (IA)
Bridgewater College (VA)
Bryant College (RI)
Bucknell University (PA)
Butler University (IN)
Cabrini College (PA)
Carlow College (PA)
Catholic University of America, The (DC)
Catholic University of Puerto Rico (PR)
Cedar Crest College (PA)
Central College (IA)
Central Wesleyan College (SC)
Christian Brothers College (TN)
Clarkson University (NY)
College Misericordia (PA)
College of Great Falls (MT)
College of Mount St. Joseph (OH)
College of Notre Dame of Maryland (MD)
College of Saint Benedict (MN)
College of Saint Elizabeth (NJ)
College of St. Joseph (VT)
College of Saint Rose, The (NY)
College of St. Scholastica (MN)
College of the Holy Cross (MA)
Columbia College (MO)
Concordia College (MN)
Concordia College (WI)
Concordia College (WI)
Cooper Union for the Advancement of Sci. and Art, The (NY)
Cornell College (IA)
Cornell University (NY)
Covenant College (TN)
Creighton University (NE)
D'Youville College (NY)
Defiance College, The (OH)
DePauw University (IN)
DePaul University (IL)
Dickinson College (PA)
Doane College (NE)
Dominican College of Blaevet (NY)
Drake University (IA)
Drew University (NJ)
Eastern Mennonite College and Seminary (VA)
Eckerd College (FL)
Elmhurst College (IL)
Elms College (MA)
Emerson College (MA)
Fairfield University (CT)
Fort Wayne Bible College (IN)
Franklin and Marshall College (PA)
Franklin Pierce College (NH)
Furman University (SC)
George Fox College (OR)
George Washington University, The (DC)
Georgetown College (KY)
Georgetown University (DC)
Georgian Court College (NJ)
Gonzaga University (WA)
Grand View College (IA)
Greensboro College (NC)
Hamilton College (NY)
Hamline University (MN)
Participating Institutions, continued:

Hampton University (VA)
Hanahla-LaGrange College (MO)
Hartwick College (NY)
Hastings College (NE)
Heidelberg College (OH)
Holy Family College (PA)
Houghton College (NY)
Howard University (DC)
Huron College (SD)
Illinois Benedictine College (IL)
Illinois Institute of Technology (IL)
Immaculata College (PA)
Incarnate Word College (TX)
Ithaca College (NY)
Jarvis Christian College (TX)
John Carroll University (OH)
Johns Hopkins University (MD)
Judson College (IL)
Kalamazoo College (MI)
Kenyon College (OH)
Keuka College (NY)
LaRoche College (PA)
Lafayette College (PA)
Lakeland College (WI)
Lancaster Bible College (PA)
Lebanon Valley College (PA)
LeMoyne College (NY)
Leno-Rhaye College (NC)
Lewis & Clark College (OR)
Limestone College (SC)
Linfield College (OR)
Long Island University (NY)
Loras College (IA)
Loyola College in Maryland (MD)
Lubbock Christian University (TX)
Luther College (IA)
Lynchburg College (VA)
Lycoming College (PA)
Madonna College (MI)
Marist College (NY)
Mary Hill College (NC)
Mary Baldwin College (VA)
Marymount College (NY)
Marymount Manhattan College (NY)
Maryville College (TN)
Marywood College (PA)
McPherson College (KS)
Mercy College of Detroit (MI)
Mercyhurst College (PA)
Meredith College (NC)
Midland Lutheran College (NE)
Millikin University (IL)
Hillsaps College (MS)
Missouri Baptist College (MO)
Moravian College (PA)
Mount Mary College (WI)
Mount Mercy College (IA)
Mount St. Mary's College (CA)
Mount Vernon College (DC)
Mount Vernon Nazarene College (OH)
Muskingum College (OH)
Nazareth College (MI)
Neumann College (PA)
New England College (NH)
North Central College (IL)
Northland College (WI)
Northwestern College (IA)
Northwestern College (MN)
Norwich University (VT)
Oakwood College (AL)
Ohio Northern University (OH)
Ottawa University (KS)
Our Lady of Holy Cross College (IN)
Pepperdine University (CA)
Piedmont College (GA)
Pikeville College (KY)
Presbyterian College (SC)
Presbyterian School of Christian Education (VA)
Principia College (IL)
Quincy College (IL)
Randolph-Macon College (VA)
Reed College (OR)
Regis College (CO)
Regis College (MA)
Rensselaer Polytechnic Institute (NY)
Rider College (NJ)
Rockefeller Institute of Technology (NY)
Rockford College (IL)
Rockhurst College (MO)
Rocky Mountain College (MT)
Roosevelt University (IL)
Rose-Hulman Institute of Technology (IN)
Russell-Sage College (NY)
Saint Edward's University (TX)
Saint Joseph College (CT)
Saint Mary College (KS)
Saint Vincent College (PA)
Salve Regina University (RI)
Samford University (AL)
Santa Clara University (CA)
School of the Ozarks, The (MO)
Seattle Pacific University (WA)
Seattle University (WA)
Seton Hill (PA)
Participating Institutions, continued:

Siena College (NY)
Siena Heights College (MI)
Simpson College (IA)
Southwestern Assemblies of God Colleges (TX)
Spalding University (NY)
Springfield College (MA)
St. Bonaventure University (NY)
St. Francis College (NY)
St. Mary's University (TX)
St. Norbert College (WI)
Stevens Institute of Technology (NJ)
Stillman College (AL)
Suffolk University (MA)
Susquehanna University (PA)
Tabor College (KS)
Taylor University (IN)
Texas Christian University (TX)
Texas Lutheran College (TX)
Tiffin University (OH)
Tri-State University (IN)
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 Evansville (IN)
University of La Verne (CA)
University of Miami (FL)
University of Portland (OR)
University of Richmond (VA)
University of San Diego (CA)
University of St. Thomas (TX)
University of the South, The (TN)
University of Tampa, (FL)
Ursuline College (OH)
Valparaiso University (IN)
Villa Maria College (PA)
Viterbo College (WI)
Warner Southern College (FL)
Wartburg College (IA)
Washington and Jefferson College (PA)
Washington and Lee University (VA)
Waynesburg College (PA)
West Virginia Wesleyan College 'WV)
Western Baptist College (OR)
Western Maryland College (MD)
Westmar College (IA)
Westminster College of Salt Lake City (UT)
Whitman College (WA)
Wilkes College (PA)
William Jewell College (MO)
William Pen College (IA)
Wilmington College (DE)
Wingate College (NC)
Wittenburg University (OH)

Total: 259
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 1988-89. Each year two separate studies are conducted, one for state 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 secretarial and related programs. 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 secretarial and related programs in the CIP is as follows:

An instructional program that generally prepares individuals to record and transcribe communications and to abstract, classify, and file information.*


This article presents a summary of the overall average salary increases in the discipline/major field of secretarial and related programs from the
"baseline year" of 1985-86 to and including the "trend year" of 1988-89 for both state and private institutions. Of the 262 institutions which participated in CUPA's STATE (AASCU) study of 1985-86, 202 also participated in 1988-89. Data from those same 202 institutions were used in both the "baseline year" and the "trend year". Of the 440 institutions which participated in CUPA'S PRIVATE study of 1985-86, 259 also participated in 1988-89. Data from those same 259 institutions were used in both the "baseline year" and the "trend year".

In addition to listing the average salaries in secretarial and related programs for both state 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 (1985-86 and 1988-89) 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. Thus, by comparing changes in faculty salaries with the CPI, a more precise representation of the "real" salary increases is yielded.

The salary is based on a nine- or ten-month academic year salary of full-time faculty only. Full-time faculty members are those who teach no less than 51 percent of the time. Salary for summer academic work, fringe benefits, and perquisites are not included in the salary data. The average salary displayed is computed from all faculty salaries reported for a given rank and discipline.

The "NUM" means the number of faculty members whose salaries were included to compute the average salary. The "N/IN" means the number of institutions that reported salary data for a given academic rank and discipline/major field.
The FAC MIX PCT is the percentage of faculty in a given discipline/major field who hold a given academic rank. For example, a FAC MIX PCT factor of .24 for associate professor of secretarial and related programs in the 1985-86 state study means that 24 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: STATE 1985-86, STATE 1988-89, PRIVATE 1985-86 and PRIVATE 1988-89. For example, a SALARY FACTOR of .97 for assistant professors in the discipline/major field of secretarial and related programs in the 1985-86 state 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 (1985-86 or 1988-89). 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 secretarial and related programs 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 1985-86 and the "trend year" of 1988-89 will lessen the reliability and validity of any conclusions that one might make based on a simple comparison of averages.
<table>
<thead>
<tr>
<th>STATE, 1985-86:</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>SECRETARIAL AND RELATED PROGRAMS</strong></td>
<td><strong>ALL MAJOR FIELDS</strong></td>
</tr>
<tr>
<td><strong>AVERAGE</strong></td>
<td><strong>AVERAGE</strong></td>
</tr>
<tr>
<td>SALARY: 36322 38</td>
<td>39112 17636</td>
</tr>
<tr>
<td>FAC MIX</td>
<td>FAC MIX</td>
</tr>
<tr>
<td>PCT: 0.22 0.24</td>
<td>0.34 0.31</td>
</tr>
<tr>
<td>SALARY FACTOR: 0.95</td>
<td>0.93</td>
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<table>
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<tr>
<th>STATE, 1988-89:</th>
<th></th>
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</thead>
<tbody>
<tr>
<td><strong>SECRETARIAL AND RELATED PROGRAMS</strong></td>
<td><strong>ALL MAJOR FIELDS</strong></td>
</tr>
<tr>
<td><strong>AVERAGE</strong></td>
<td><strong>AVERAGE</strong></td>
</tr>
<tr>
<td>SALARY: 41126 71</td>
<td>4457/ 18904</td>
</tr>
<tr>
<td>FAC MIX</td>
<td>FAC MIX</td>
</tr>
<tr>
<td>PCT: 0.22 0.31</td>
<td>0.35 0.30</td>
</tr>
<tr>
<td>SALARY FACTOR: 0.92</td>
<td>0.96</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>PRIVATE, 1985-86:</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>SECRETARIAL AND RELATED PROGRAMS</strong></td>
<td><strong>ALL MAJOR FIELDS</strong></td>
</tr>
<tr>
<td><strong>AVERAGE</strong></td>
<td><strong>AVERAGE</strong></td>
</tr>
<tr>
<td>SALARY: 27650 1 1</td>
<td>38230 8391</td>
</tr>
<tr>
<td>FAC MIX</td>
<td>FAC MIX</td>
</tr>
<tr>
<td>PCT: 0.03 0.31</td>
<td>0.31 0.31</td>
</tr>
<tr>
<td>SALARY FACTOR: 0.72</td>
<td>0.83</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>PRIVATE, 1988-89:</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>SECRETARIAL AND RELATED PROGRAMS</strong></td>
<td><strong>ALL MAJOR FIELDS</strong></td>
</tr>
<tr>
<td><strong>AVERAGE</strong></td>
<td><strong>AVERAGE</strong></td>
</tr>
<tr>
<td>SALARY: 33660 7 3</td>
<td>44926 8877</td>
</tr>
<tr>
<td>FAC MIX</td>
<td>FAC MIX</td>
</tr>
<tr>
<td>PCT: 0.19 0.31</td>
<td>0.31 0.31</td>
</tr>
<tr>
<td>SALARY FACTOR: 0.75</td>
<td>0.95</td>
</tr>
</tbody>
</table>

In the STATE 1985-86 salary study in the above table, the reader may note that the discipline/major field of secretarial and related programs was reported in 66 of the 202 state (AASCU) institutions. The average salary of the 333 faculty was $28,132. This average salary was approximately 10 percent (0.90) lower than the average salary of $31,282 for all 51,525 faculty in ALL MAJOR FIELDS in the 1985-86 state study.

In the STATE 1988-89 salary study in the above table, the discipline/major field of secretarial and related programs was reported in 61 of the same 202 state (AASCU) institutions. The average salary of the 317 faculty was $32,284. This average salary was approximately 12 percent (0.88) lower than the average salary of $36,562 for all 54,552 faculty in ALL MAJOR FIELDS in the 1989-89 state study.

The increase in average salaries for all faculty in secretarial and related programs after three years in the state institutions studied was 14.8 percent ($32,284 minus $28,132 equals $4,152). The CPI of increased cost-of-living between October 1985 and October 1988 was 10.6 percent. A more realistic increase, therefore, in average faculty salary over the three-year time period is 4.2 percent or an average of 1.4 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 state institutions studied was 16.9 percent ($36,562 minus $31,282 equals $5,280). In comparison to the discipline/major field of secretarial and related programs (14.8%), therefore, the faculty in ALL MAJOR FIELDS increased their salaries by 2.1 percent (16.9% minus 14.8% equals 2.1%) more than faculty in the discipline/major field of secretarial and related programs.

The reader may note that the faculty mix percentage in secretarial and
related programs is lower at the professor rank than at assistant professor ranks in the 1985-86 state study and the 1988-89 state study. The faculty mix percentages of professor and assistant professor are 0.22 and 0.39 (1981-86) respectively; and 0.22 and 0.32 (1988-89) respectively. The differences in the ranks of professor and assistant professor in ALL MAJOR FIELDS for both state studies is as follows: 0.34 and 0.27 (1985-86) and 0.35 and 0.28 (1988-89) respectively. In other words ALL MAJOR FIELDS has a higher percentage of professors and a lower percentage of assistant professors compared to secretarial and related programs in both state studies.

Finally, the hiring rate of new assistant professors in secretarial and related programs is low in the state studies: 2.7 percent (9/333) in 1985-86 vs. 3.7 percent (1,932/51,525) in ALL MAJOR FIELDS in 1985-86. Also, the hiring rate of new assistant professors in secretarial and related programs in 1988-89 was 2.8 percent (9/317) vs. 4.7 percent (2,573/54,552) in ALL MAJOR FIELDS that same year. In other words the hiring rate in the discipline/major field of secretarial and related programs is less than for ALL MAJOR FIELDS in both the state studies of 1985-86 and 1988-89.

RESULTS OF THE TWO PRIVATE STUDIES, 1985-86 AND 1988-89

In the PRIVATE 1985-86 salary study in the above table, the reader may note that the discipline/major field of secretarial and related programs was reported in 23 of the 259 private institutions. The average salary of the 36 faculty was $21,927. This average salary was approximately 26 percent (0.74) lower than the average salary of $29,765 for all 27,049 faculty in ALL MAJOR FIELDS in the 1985-86 private study.

In the PRIVATE 1988-89 salary study in the above table, the major field of secretarial and related programs was reported in 19 of the same 259 private
institutions. The average salary of the 36 faculty was $28,137. This average salary was approximately 20 percent (0.80) lower than the average of $35,099 for all 28,627 faculty in ALL MAJOR FIELDS in the 1988-89 private study.

The increase in average salaries for all faculty in secretarial and related programs after three years in the private institutions studied was 28.3 percent ($28,137 minus $21,927 equals $6,210). The CPI of increased cost-of-living between October 1985 and October 1988 was 10.6 percent. A more realistic increase, therefore, in average faculty salaries over the three-year time period is 17.7 percent or 5.9 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 17.9 percent ($35,099 minus $29,765 equals $5,334). In comparison to the discipline/major field of secretarial and related programs (28.3%), therefore, the faculty in ALL MAJOR FIELDS increased their salaries by 10.4 percent (28.3% minus 17.9% equals 10.4%) more than faculty in the discipline/major field of secretarial and related programs.

The reader may note that in the field of secretarial and related programs, the faculty mix percentage is much lower at the professor rank than at the assistant professor rank in the private studies: 0.03 vs. 0.50 (1985-86) respectively; and 0.19 vs. 0.42 (1988-89) respectively. In contrast, the FAC MIX PCT for ALL MAJOR FIELDS for both private studies is equal at the professor rank and at the assistant professor rank: 0.31 vs. 0.31 (1985-86) respectively; and 0.31 vs. 0.31 (1988-89) respectively. In other words ALL MAJOR FIELDS has a higher percentage of professors and a lower percentage of assistant professors compared to secretarial and related programs in both private studies.

Finally, the reader may note that the hiring rate of new assistant professors in secretarial and related programs in the private studies lagged behind the hiring rate in ALL MAJOR FIELDS both in 1985-86, 0.0 percent (0/36) vs. 4.5
percent (1,204/27,049) respectively; and in 1988-89, 0.0 percent (0/36) vs. 4.8 percent (1,388/28,627), respectively. In other words the hiring rate in the discipline/major field of secretarial and related programs is much less than for ALL MAJOR FIELDS in both the private studies of 1985-86 and 1988-89.

CONCLUDING REMARKS

This article presented salary-trend information on the academic discipline/major field of secretarial and related programs and compared that information with ALL MAJOR FIELDS over a period of three years: the "baseline year" of 1985-86 and the "trend year" of 1988-89. Two studies, one for state (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 722 faculty in the discipline/major field of secretarial and related programs participated and were included in the overall total of 161,753 faculty in all 45 disciplines/major fields in all four studies. The same 202 state (AASCU) institutions and the same 259 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 secretarial and related programs is currently (1988-89) some 12 and 20 percent below the overall average faculty salary of ALL MAJOR FIELDS for both the state and private studies, respectively. The average faculty salary for secretarial and related programs in the private institutions was considerably lower in comparison to that in the state institutions in 1985-86. The overall salary factor in the private institutions is now (1988-89), approximately 15 percent less compared to that for the state institutions, respectively.
Second, the CPI of October 1988, in comparison to the CPI of October 1985, indicates that the faculty in secretarial and related programs, in both the state and private institutions, received overall salary increases for three years above the cost-of-living. Secretarial and related programs faculty salaries in the state and private institutions fell behind faculty in ALL MAJOR FIELDS during this same period by 10.4 percent. Secretarial and related programs faculty in both the private and state institutions have some catching up to do in salary in comparison with faculty in ALL MAJOR FIELDS.

Third, in the discipline/major field of secretarial and related programs, the assistant professor rank has a higher percentage of faculty compared to full professor ranks in both state and private institutions. The full professor rank appears to be increasing in the private institutions but has remained the same in the state institutions. There is definitely a smaller percentage of new assistant professors being hired in the private institutions—i.e., none!

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 secretarial and related programs, 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. Co-author Sidney Eckert is professor of business education at Appalachian State University, Boone, North Carolina.

APPENDICES:
A) OVERALL LIST OF SELECTED DISCIPLINES, page 10
B) LIST OF STATE Participating Institutions, page 11
C) LIST OF PRIVATE Participating Institutions, page 13
ACCOUNTING
AGRICULTURE AND AGRICULTURAL PRODUCTION
ANTHROPOLOGY
ARCHITECTURE AND ENVIRONMENTAL DESIGN
AREA AND ETHNIC STUDIES
AUDIOLGY AND SPEECH PATHOLOGY
BUSINESS ADMINISTRATION AND MANAGEMENT
BUSINESS 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
MULTI-INTERDISCIPLINARY STUDIES
MUSIC
NURSING
PHILOSOPHY AND RELIGION
PHYSICAL EDUCATION
PHYSICAL SCIENCES
PHYSICS
POLITICAL SCIENCE AND GOVERNMENT
PSYCHOLOGY
READING EDUCATION
SECRETARIAL AND RELATED PROGRAMS
SOCIAL SCIENCES
SOCIOLOGY
SPECIAL EDUCATION
STUDENT COUNSELING AND PERSONNEL SERVICES
TEACHER EDUCATION, GENERAL PROGRAMS
VISUAL AND PERFORMING ARTS

TOTAL: 45
## APPENDIX B


Institutions Participating in Both Studies:

<table>
<thead>
<tr>
<th>State</th>
<th>Institution</th>
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<tbody>
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Participating Institutions, continued:

Northwest Missouri State University (MO)
Oakland University (MI)
Old Dominion University (VA)
Oregon Institute of Technology (OR)
Pan American University (TX)
Penn State College (NB)
Pittsburg State University (KS)
Plymouth State College (NH)
Purdue University Calumet (IN)
Radford University (VA)
Ramapo College of New Jersey (NJ)
Richard Stockton State College (NJ)
Saginaw Valley State University (MI)
Salem State College (MA)
Salisbury State University (MD)
Sam Houston State University (TX)
San Diego State University (CA)
Sangamon State University (IL)
Savannah State College (GA)
Shippensburg University of Pennsylvania (PA)
Sonoma State University (CA)
South Dakota School of Mines & Technology (SD)
Southeast Missouri State University (MO)
Southeastern Louisiana State University (LA)
Southern Arkansas University (AR)
Southern Connecticut State University (CT)
Southern Illinois University at Edwardsville (IL)
Southern Illinois University of Carbondale (IL)
Southern Orange State College (OR)
Southwest Missouri State University (MO)
Southwest State University (MN)
Southwest Texas State University (TX)
Southwestern Oklahoma State University (OK)
St. Cloud State University (MN)
State University of New York at Plattsburgh (NY)
State University of New York at Brockport (NY)
State University of New York at Buffalo (NY)
State University of New York at Cortland (NY)
State University of New York at Fredonia (NY)
State University of New York at Geneseo (NY)
Stephen F. Austin State University (TX)
SUNY College of Technology at Utica/Rome (NY)
Tennessee Technological University (TN)
Texas A & I University (TX)
Texas A & M University at College Station (TX)
Towson State University (MD)
Trenton State College (NJ)
Troy State University (AL)
University of Akron, The (OH)
University of Arkansas at Little Rock (AR)
University of Baltimore (MD)
University of Central Arkansas (AR)
University of Colorado at Colorado Springs (CO)
University of District of Columbia, The (DC)
University of Houston at Clear Lake (TX)
University of Lowell (MA)
University of Maine at Presque Isle (ME)
University of Maryland-Baltimore County, The (MD)
University of Missouri - St. Louis (MO)
University of Montevallo (AL)
University of Nebraska at Omaha (NE)
University of Nevada at Las Vegas (NV)
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 & Arts of Oklahoma (OK)
University of South Alabama (AL)
University of South Carolina at Spartanburg (SC)
University of South Florida (FL)
University of Southern Colorado (CO)
University of Southern Indiana (IN)
University of Southern Maine (ME)
University of Southwestern Louisiana (LA)
University of Tennessee at Chattanooga (TN)
University of Tennessee at Martin (TN)
University of Texas at Dallas, The (TX)
University of Texas at San Antonio (TX)
University of Wisconsin - Eau Claire (WI)
University of Wisconsin - La Crosse (WI)
University of Wisconsin - Oshkosh (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)
Valdosta State College (GA)
Valley City State University (ND)
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)
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 State College of Colorado (CO)
Western Washington University (WA)
Wichita State University, The (KS)
William Paterson College (NJ)
Winthrop College (SC)
Youngstown State University (OH)

Total: 202
APPENDIX C

CUPA Private Faculty Salary-Trend Studies: 1985-86 and 1988-89

Institutions Participating in Both Studies:

Adelphi University (NY)
Agnes Scott College (GA)
Albertus Magnus College (CT)
Alfred University (NY)
Allegheny College (PA)
Allentown College of St. Francis de Sales (PA)
Alma College (MI)
Alverno College (WI)
American Technological University (TX)
American University, The (DC)
Amherst College (MA)
Anna Maria College (MA)
Aquinas College (MI)
Arkansas College (AR)
Ashbury College (KY)
Assumption College (MA)
Augustana College (IL)
Averytt College (VA)
Avila College (MO)
Azusa Pacific University (CA)
Baldwin-Wallace College (OH)
Barnard College (NY)
Barry University (FL)
Bellarmine College (KY)
Beloit College (WI)
Bismarck College (ND)
Bloomfield College (NJ)
Boston College (MA)
Bradley University (IL)
Briar Cliff College (IA)
Bridgewater College (VA)
Bryant College (RI)
Bucknell University (PA)
Butler University (IN)
Cabrini College (PA)
Carlow College (PA)
Catholic University of America, The (DC)
Catholic University of Puerto Rico (PR)
Cedar Crest College (PA)
Central College (IA)
Central Wesleyan College (SC)
Christian Brothers College (TN)
Clarkson University (NY)
College Misericordia (PA)
College of Great Falls (MT)
College of Mount St. Joseph (OH)
College of Notre Dame of Maryland (MD)
College of Saint Benedict (MN)
College of Saint Elizabeth (NJ)
College of St. Joseph (VT)
College of Saint Rose, The (NY)
College of St. Scholastica (MN)
College of the Holy Cross (MA)
Columbia College (MO)
Concordia College (MI)
Concordia College (MN)
Concordia College (WI)
Cooper Union for the Advancement of Sci. and Art, The (NY)
Cornell College (IA)
Cornell University (NY)
Covenant College (TN)
Creighton University (NE)
D'Youville College (NY)
Defiance College, The (OH)
DePaul University (IL)
DePauw University (IN)
Dickinson College (PA)
Doane College (NE)
Dominican College of Blauvelt (NY)
Drake University (IA)
Drew University (NJ)
Eastern Mennonite College and Seminary (VA)
Eckerd College (FL)
Elizabethtown College (PA)
Elms College (PA)
Emerson College (MA)
Fairfield University (CT)
Fort Wayne Bible College (IN)
Franklin and Marshall College (PA)
Franklin Pierce College (NH)
Furman University (SC)
George Fox College (OR)
George Washington University, The (DC)
Georgetown College (KY)
Georgetown University (DC)
Georgian Court College (NJ)
Gonzaga University (WA)
Grand View College (IA)
Guilford College (NC)
Hamilton College (NY)
Hamline University (MN)
Participating Institutions, continued:

Hampton University (VA)
Hamline-LaGrange College (OH)
Hartwick College (NY)
Hastings College (NE)
Heidelberg College (OH)
Holy Family College (PA)
Houghton College (NY)
Howard University (DC)
Huron College (SD)
Illinois Benedictine College (IL)
Illinois Institute of Technology (IL)
Inmaculata College (PA)
Incarnate Word College (TX)
Ithaca College (NY)
Jarvis Christian College (TX)
John Carroll University (OH)
Johns Hopkins University (MD)
Judson College (IL)
Kalamazoo College (MI)
Kenyon College (OH)
Keuka College (NY)
LaRoche College (PA)
Lafayette College (PA)
Lakehead College (WI)
Lancaster Bible College (PA)
Lebanon Valley College (PA)
LeMoyne College (NY)
Lenoir-Rhyne College (NC)
Lewis & Clark College (OR)
Limestone College (SC)
Linfield College (OR)
Long Island University (NY)
Loras College (IA)
Loyola College in Maryland (MD)
Lubbock Christian University (TX)
Luther College (IA)
Lynchburg College (VA)
Lycoming College (PA)
Madonna College (MI)
Marist College (NY)
Marist Hill College (NC)
Mary Baldwin College (VA)
Marymount College (NY)
Marymount Manhattan College (NY)
Maryville College (TN)
Marywood College (PA)
McPherson College (KS)
Mercy College of Detroit (MI)
Mercyhurst College (PA)
Meredith College (NC)
Midland Lutheran College (NE)
Millikin University (IL)
Millsaps College (MS)
Missouri Baptist College (WI)
Moravian College (PA)
Mount Mary College (WI)
Mount Mercy College (IA)
Mount St. Mary's College (CA)
Mount Vernon College (DC)
Mount Vernon Nazarene College (OH)
Muskingum College (OH)
Nazareth College (MI)
Neumann College (PA)
New England College (NH)
North Central College (IL)
Northland College (MI)
Northwestern College (IA)
Northwestern College (MN)
Norwich University (VT)
Oakwood College (AL)
Ohio Northern University (OH)
Ottawa University (KS)
Our Lady of Holy Cross College (LA)
Pepperdine University (CA)
Piedmont College (GA)
Pikeville College (KY)
Presbyterian College (SC)
Presbyterian School of Christian Education (VA)
Principia College (IL)
Quincy College (IL)
Randolph-Macon College (VA)
Regis College (CO)
Regis College (MA)
Rensselaer Polytechnic Institute (NY)
Rider College (NJ)
Rockefeller Institute of Technology (NY)
Rockford College (IL)
Rockhurst College (MO)
Rocky Mountain College (MT)
Roosevelt University (IL)
Rose-Hulman Institute of Technology (IN)
Russell Sage College (NY)
Saint Edward's University (TX)
Saint Joseph College (CT)
Saint Mary College (KS)
Saint Vincent College (PA)
Salve Regina-The Newport College (RI)
Samford University (AL)
Santa Clara University (CA)
School of the Ozarks, The (MO)
Seattle Pacific University (WA)
Seattle University (WA)
Seton Hill (PA)
Participating Institutions, continued:

Siena College (NY)
Siena Heights College (MI)
Simpson College (IA)
Southwestern Assemblies of God Colleges (TX)
Spalding University (KY)
Springfield College (MA)
St. Bonaventure University (NY)
St. Francis College (NY)
St. Mary's University (TX)
St. Norbert College (WI)
Stevens Institute of Technology (NJ)
Stillman College (AL)
Suffolk University (MA)
Susquehanna University (PA)
Tabor College (KS)
Taylor University (IN)
Texas Christian University (TX)
Texas Lutheran College (TX)
Tiffin University (OH)
Tri-State University (IN)
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 Evansville (IN)
University of LaVerne (CA)

University of Miami (FL)
University of Portland (OR)
University of Richmond (VA)
University of San Diego (CA)
University of St. Thomas (TX)
University of the South, The (TN)
University of Tampa, (FL)
Ursuline College (OH)
Valparaiso University (IN)
Villa Maria College (PA)
Viterbo College (WI)
Walsh College (OH)
Warner Southern College (FL)
Wartburg College (IA)
Washington and Jefferson College (PA)
Washington and Lee University (VA)
Waynesburg College (PA)
West Virginia Wesleyan College (WV)
Western Baptist College (OR)
Western Maryland College (MD)
Westmar College (IA)
Westminster College of Salt Lake City (UT)
Whitman College (WA)
Wilkes College (PA)
William Jewell College (MO)
William Penn College (IA)
Wilmington College (DE)
Wingate College (NC)
Wittenburg University (OH)

Total: 259
SALARY-TREND STUDY OF FACULTY IN SOCIAL SCIENCES

FOR THE YEARS

1985-86 AND 1988-89

By
Richard D. Howe
and George J. Howe

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 1988-89. Each year two separate studies are conducted, one for state senior colleges and universities which are members of the American Association of State Colleges and Universities (AASCU) in Washington, D.C., and the other for private senior colleges and universities. The list of private institutions is provided by the American Council on Education in Washington, D.C.

Salary data for each study were collected and tabulated for full-time teaching faculty in 45 selected academic disciplines including social sciences. The disciplines were chosen from among those defined by the Higher Education General Information Study (HEGIS) Taxonomy and by A Classification of Instructional Programs (CIP), 1985. The definition of the discipline/major field of social sciences in the CIP is as follows:

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

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

This article presents a summary of the overall average salary increases in
the discipline/major field of social sciences from the "baseline year" of 1985-86 to and including the "trend year" of 1988-89 for both state and private institutions. Of the 262 institutions which participated in CUPA's STATE (AASCU) study of 1985-86, 202 also participated in 1988-89. Data from those same 202 institutions were used in both the "baseline year" and the "trend year". Of the 440 institutions which participated in CUPA'S PRIVATE study of 1985-86, 259 also participated in 1988-89. Data from those same 259 institutions were used in both the "baseline year" and the "trend year".

This study lists the average salaries of social science faculty for both state 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 (1985-86 and 1988-89).

The CPI is based on prices of food, clothing, shelter and fuels, transportation, medical care, entertainment, and other goods and services that people buy for day-to-day living. In examining trends in faculty salary it is important to consider any changes in the economy. Thus, by comparing changes in faculty salaries with the CPI, a more precise representation of the "real" salary increases is yielded.

The salary is based on a nine- or ten-month academic year salary of full-time faculty only. Full-time faculty members are those who teach no less than 51 percent of the time. Salary for summer academic work, fringe benefits, and perquisites are not included in the salary data. The average salary displayed is computed from all faculty salaries reported for a given rank and discipline.

The "NUM" means the number of faculty members whose salaries were included to compute the average salary. The "N/IN" means the number of institutions that
reported salary data for a given academic rank and discipline/major field.

The FAC MIX PCT is the percentage of faculty in a given discipline/major field who hold a given academic rank. For example, a FAC MIX PCT factor of .38 for associate professor of social sciences in the 1985-86 state study means that 38 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: STATE 1985-86, STATE 1988-89, PRIVATE 1985-86 and PRIVATE 1988-89. For example, a SALARY FACTOR of 0.93 for assistant professors in the discipline/major field of social sciences in the 1985-86 state study means that their salaries are 7 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 (1985-86 or 1988-89). All information for this group was included in the ASST PROF group for reporting purposes. This group is used mainly for new hiring information.

ALL MAJOR FIELDS is the entire data base for all 45 disciplines/major fields in each of the four studies. It is used to compare, among other things, the discipline/major field of social sciences with the entire data base for each study.

Of particular import to the reader is noting the size of the sample on which each percentage or dollar value is based. The smaller the number in the group, the greater the effect of extreme scores on a descriptive statistic such as the average. It should be noted also that any large disparity in the sample sizes between the "baseline year" of 1985-86 and the "trend year" of 1988-89 will lessen the reliability and validity of any conclusions that one might make.
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- **State, 1985-86:**
  - Average Salary: 37963
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  - Salary Factor: 1.00
  - Average Salary: 38112
  - FAC MIX PCT: 0.34
  - Salary Factor: 1.00
- **State, 1988-89:**
  - Average Salary: 44388
  - FAC MIX PCT: 0.34
  - Salary Factor: 1.00
  - Average Salary: 44577
  - FAC MIX PCT: 0.35
  - Salary Factor: 1.00
- **Private, 1985-86:**
  - Average Salary: 39182
  - FAC MIX PCT: 0.31
  - Salary Factor: 1.02
  - Average Salary: 38230
  - FAC MIX PCT: 0.31
  - Salary Factor: 1.07
- **Private, 1988-89:**
  - Average Salary: 48189
  - FAC MIX PCT: 0.32
  - Salary Factor: 1.07
  - Average Salary: 44926
  - FAC MIX PCT: 0.31
  - Salary Factor: 1.03

In the STATE 1985-86 salary study in the above table, the reader may note that the discipline/major field of social sciences was reported in 72 of the 202 state (AASCU) institutions. The average salary of the 939 faculty was $30,466. This average salary was 3 percent (0.97) lower than the average salary of $31,282 for all 51,525 faculty in ALL MAJOR FIELDS in the 1985-86 state study.

In the STATE 1988-89 salary study in the above table, the discipline/major field of social sciences was reported in 83 of the same 202 state (AASCU) institutions. The average salary of the 972 faculty was $35,585. This average salary was 3 percent (0.97) lower than the average salary of $36,562 for all 54,552 faculty in ALL MAJOR FIELDS in the 1988-89 state study.

The increase in average salaries for all faculty in social sciences after three years in the state institutions studied was 16.8 percent ($35,585 minus $30,466 equals $5,119). The CPI of increased cost-of-living between October 1985 and October 1988 was 10.6 percent. A more realistic increase, therefore, in average faculty salaries over the three-year time period is 6.2 percent or an average of 2.1 percent each year above the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the state institutions studied was 16.9 percent ($36,562 minus $31,282 equals $5,280). In comparison to the discipline/major field of social sciences (16.8%), therefore, the faculty in ALL MAJOR FIELDS increased their salaries by 0.1 percent (16.9% minus 16.8% equals 0.1%) more than faculty in the discipline/major field of social sciences.

The reader may note that the faculty mix percentage in the social sciences was higher at the professor rank than at the assistant professor rank in the
1988-86 state study: 0.30 vs. 0.29, respectively. In the 1988-89 state study the faculty mix percentage at the professor rank was also more than that for the assistant professor rank: 0.34 vs. 0.30, respectively. The differences in faculty mix percentage at the ranks of professor and assistant professor in ALL MAJOR FIELDS for both state studies are as follows: 0.34 vs. 0.27 (1985-86) and 0.35 vs. 0.28 (1988-89), respectively. In other words ALL MAJOR FIELDS has a higher percentage of professors and a lower percentage of assistant professors compared to social sciences in both of the state studies.

Finally, the hiring rate of new assistant professors in the social sciences is high in the state studies: 3.9 percent (37/939) in 1985-86 vs. 3.7 percent (1,932/51,525) in ALL MAJOR FIELDS in 1985-86. Also, the hiring rate of new assistant professors in the social sciences in 1988-89 was 5.2 percent (51/972) vs. 4.7 percent (2,573/54,552) in ALL MAJOR FIELDS that same year. In other words the hiring rate in the discipline/major field of social sciences is greater than than for ALL MAJOR FIELDS in both of the state studies.

RESULTS OF THE TWO PRIVATE STUDIES, 1985-86 AND 1988-89

In the PRIVATE 1985-86 salary study in the above table, the reader may note that the discipline/major field of social sciences was reported in 80 of the 259 private institutions. The average salary of the 494 faculty was $29,822. This average salary was the same (1.00) as the average salary of $29,765 for all 27,049 faculty in ALL MAJOR FIELDS in the 1985-86 private study.

In the PRIVATE 1988-89 salary study in the above table, the discipline/major field of social sciences was reported in 82 of the same 259 private institutions. The average salary of the 504 faculty was $36,240. This average salary was 3 percent (1.03) higher than the average salary of $35,099 for all
28,627 faculty in ALL MAJOR FIELDS in the 1988-89 private study.

The increase in average salaries for all faculty in social sciences after three years in the private institutions studied was 21.5 percent ($36,240 minus $29,822 equals $6,418). The CPI of increased cost-of-living between October 1985 and October 1988 was 10.6 percent. A more realistic increase, therefore, in average faculty salaries over the three-year time period is 10.9 percent or 3.6 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 17.9 percent ($35,099 minus $29,765 equals $5,334). In comparison to the discipline/major field of social sciences (21.5%), therefore, the faculty in ALL MAJOR FIELDS increased their salaries by 3.6 percent (21.5% minus 17.9% equals 3.6%) less than faculty in the discipline/major field of social sciences.

In the discipline/major field of social sciences, the reader may note that the faculty mix percentage at the professor rank was less than at the assistant professor rank in both of the private studies: 0.31 vs. 0.34 (1985-86), respectively; and 0.32 vs. 0.33 (1988-89), respectively. This is similar to ALL MAJOR FIELDS for both private studies: 0.31 vs. 0.31 (1985-86), respectively; and 0.31 vs. 0.31 (1988-89), respectively.

Finally, the reader may note that the hiring rate of new assistant professors in social sciences in the private studies was less than the hiring rate in ALL MAJOR FIELDS both in 1985-86, 5.1 percent (25/494) vs. 4.5 percent (1,204/27,049), respectively; and in 1988-89, 7.1 percent (36/504) vs. 4.8 percent (1,388/28,627), respectively. In other words the hiring rate in ALL MAJOR FIELDS slightly exceeds the discipline/major field of social sciences in both the private studies of 1985-86 and 1988-89.
CONCLUDING REMARKS

This article presented salary-trend information on the academic discipline/major field of social sciences and compared that information with ALL MAJOR FIELDS over a period of three years: the "baseline year" of 1985-86 through the "trend year" of 1988-89. Two studies, one for state (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 2,909 faculty in the discipline/major field of social sciences participated and were included in the overall total of 161,753 faculty in all 45 disciplines/major fields in all four studies. The same 202 state (AASCU) institutions and the same 259 private institutions in the United States participated in the baseline year and the trend year.

Although many interpolations and extrapolations of the data may be made, a few of the more important ones are as follows. First, the faculty salary factor in the discipline/major field of social sciences is currently (1988-89) some 3 percent below and above the overall faculty salary factory of ALL MAJOR FIELDS in the state and private institutions, respectively. The average faculty salary for social sciences in the private institutions was 2 percent less in comparison to that in the state institutions in 1985-86. The average faculty salary in the private institutions is now (1988-89) 2 percent more in comparison to that for the state institutions.

Second, the CPI of October 1988, in comparison to the CPI of October 1985, indicates that the faculty in the social sciences, in both the state and private institutions, received overall salary increases for three years above the cost-of-living. The salary increase of the social sciences faculty in the state institutions lagged behind faculty in ALL MAJOR FIELDS but in the private institutions faculty were ahead during this same period. Social sciences fac-
ulty in the state institutions have some catching up to do in salary in comparison to their colleagues in the private institutions.

Third, in the discipline/major field of social sciences the full professor rank had a higher percentage than the assistant professor rank in both the 1985-86 and the 1988-89 state studies. In both of the private studies the full professor rank has a lower percentage compared to the assistant professor rank. The full professor rank appears to be increasing at a greater rate in the state institutions compared to the private institutions. It seems a higher percentage of new assistant professors are being hired in the private institutions in comparison to the state institutions.

Now that a rather significant data base on individual faculty member salaries has been developed, it is anticipated that additional salary-trend studies will be effected in the social sciences, and in other disciplines/major fields, on an annual basis.

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. Co-author George J. Howe is Director of Support Services at Troy State University in Montgomery, Alabama.

APPENDICES:
A) OVERALL LIST OF SELECTED DISCIPLINES, page 10
B) LIST OF STATE Participating Institutions, page 11
C) LIST OF PRIVATE Participating Institutions, page 13
APPENDIX A
OVERALL LIST OF SELECTED DISCIPLINES

ACCOUNTING
AGRICULTURE AND AGRICULTURAL PRODUCTION
ANTHROPOLOGY
ARCHITECTURE AND ENVIRONMENTAL DESIGN
AREA AND ETHNIC STUDIES
AUDIOLINGUISTICS AND SPEECH PATHOLOGY
BUSINESS ADMINISTRATION AND MANAGEMENT
BUSINESS 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
MULTI-INTERDISCIPLINARY STUDIES
MUSIC
NURSING
PHILOSOPHY AND RELIGION
PHYSICAL EDUCATION
PHYSICAL SCIENCES
PHYSICS
POLITICAL SCIENCE AND GOVERNMENT
PSYCHOLOGY
READING EDUCATION
SECRETARIAL AND RELATED PROGRAMS
SOCIAL SCIENCES
SOCIOLOGY
SPECIAL EDUCATION
STUDENT COUNSELING AND PERSONNEL SERVICES
TEACHER EDUCATION, GENERAL PROGRAMS
VISUAL AND PERFORMING ARTS

TOTAL: 45

Institutions Participating in Both Studies:

Adams State College (CO)
Alabama State University (AL)
Angelo State University (TX)
Appalachian State University (NC)
Arkansas State University (AR)
Arkansas Technological University (AR)
Auburn University at Montgomery (AL)
Augusta College (GA)
Blackhills State College (SD)
Bluefield State College (WV)
California State University at Fullerton (CA)
California State University at Long Beach (CA)
California State University at 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)
Christopher Newport College (VA)
Citadel, The Military College of S.C., The (SC)
Clarion University of Pennsylvania (PA)
Cleveland State University (OH)
Clinch Valley College of Univ. of Virginia (VA)
College of Charleston (SC)
College of Staten Island - CUNY, The (NY)
Columbus College (GA)
Concord College (WV)
Dakota State College (SD)
Delta State College (MS)
Dickinson State University (SD)
East Central State University (OK)
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 Michigan University (MI)
Eastern New Mexico University (NM)
Eastern Washington University (WA)
Edinsboro University of Pennsylvania (PA)
Fitchburg State College (MA)
Florida A & M University (FL)
Florida Atlantic University (FL)
Florida International University (FL)
Fort Hays State University (KS)
Fort Lewis College (CO)
Francis Marion College (SC)
Frostburg State University (MD)
George Mason University (VA)
Georgia College (GA)
Georgia Southern College (GA)
Georgia Southwestern College (GA)
Clemson University (SC)
Grand Valley State University (MI)
Harris-Stowe State College (MO)
Humacao University College (PR)
Idaho State University (ID)
Illinois State University (IL)
Indiana State University (IN)
Indiana University of Pennsylvania (PA)
Jackson State University (MS)
Keene State University (NH)
Kent State University (OH)
Kutztown University (PA)
Lake Superior State University (MI)
Lander College (SC)
Lewis Clark State College (ID)
Livingston University (AL)
Longwood College (VA)
Louisiana State University in Shreveport (LA)
Marshall University (WV)
Mary Washington College (VA)
Mayville State University (ND)
McNeese State University (LA)
Pomona State University (TN)
Mesa State College (CO)
Metropolitan State College (CO)
Middle Tennessee State University (TN)
Millersville University of Pennsylvania (PA)
Minot State University (ND)
Missouri Southern State College (MO)
Missouri Western State College (MO)
Morehead State University (KY)
Murray State University (KY)
New Mexico Highlands University (NM)
Nicholls State University (LA)
North Carolina A & T State University (NC)
Northeast Louisiana University (LA)
Northeast Missouri State University (MO)
Northeastern Illinois University (IL)
Northern Arizona University (AZ)
Northern Illinois University (IL)
Northern State College (SD)
Northwest Missouri State University (MO)
Akron University (OH)
Old Dominion University (VA)
Oregon Institute of Technology (OR)
Pan American University (TX)
Peru State College (NB)
Pittsburg State University (KS)
Plymouth State College (NH)
Purdue University Calumet (IN)
Radford University (VA)
Ramapo College of New Jersey (NJ)
Richard Stockton State College (NJ)
Saginaw Valley State University (MI)
Salem State College (MA)
Salisbury State University (MD)
Sam Houston State University (TX)
San Diego State University (CA)
Sangamon State University (IL)
Savannah State College (GA)
Shippensburg University of Pennsylvania (PA)
Sonoma State University (CA)
South Dakota School of Mines & Technology (SD)
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 Illinois University of Carbondale (IL)
Southern Orange State College (OR)
Southwest Missouri State University (MO)
Southwest Texas State University (TX)
Southwestern Oklahoma State University (OK)
St. Cloud State University (MN)
State University of New York at Plattsburgh (NY)
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 Genesco (NY)
Stephen F. Austin State University (TX)
SUNY College of Technology at Utica/Rome (NY)
Tennessee Technological University (TN)
Texas A & M University (TX)
Texas A & M University at Galveston (TX)
Towson State University (MD)
Trenton State College (NJ)
Troy State University (AL)
University of Akron, The (OH)
University of Arkansas at Little Rock (AR)
University of Baltimore (MD)
University of Central Arkansas (AR)
University of Colorado at Colorado Springs (CO)
University of the District of Columbia, The (DC)
University of Houston at Clear Lake (TX)
University of Lowell (MA)
University of Maine at Presque Isle (ME)
University of Maryland-Baltimore County, The (MD)
University of Missouri - St. Louis (MO)
University of Montevallo (AL)
University of Nebraska at Omaha (NE)
University of Nevada at Las Vegas (NV)
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 & Arts of Oklahoma (OK)
University of South Alabama (AL)
University of South Carolina at Spartanburg (SC)
University of South Florida (FL)
University of Southern Colorado (CO)
University of Southern Indiana (IN)
University of Southern Maine (ME)
University of Southwestern Louisiana (LA)
University of Tennessee at Chattanooga (TN)
University of Tennessee at Martin (TN)
University of Texas at Dallas, The (TX)
University of Texas at San Antonio (TX)
University of Wisconsin - Eau Claire (WI)
University of Wisconsin - La Crosse (WI)
University of Wisconsin - Oshkosh (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)
Valdosta State College (GA)
Vallejo City College (CA)
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)
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 State College of Colorado (CO)
Western Washington University (WA)
Wichita State University, The (KS)
William Paterson College (NJ)
Winthrop College (SC)
Youngstown State University (OH)
APPENDIX C
CUPA Private Faculty Salary-Trend Studies: 1985-86 and 1988-89

Institutions Participating in Both Studies:

Adelphi University (NY)
Agnes Scott College (GA)
Albertus Magnus College (CT)
Alfred University (NY)
Allegheny College (PA)
Allentown College of St. Francis de Sales (PA)
Alma College (MI)
Alverno College (WI)
American Technological University (TX)
American University, The (DC)
Asher College (MA)
Anna Maria College (MA)
Aquinas College (MI)
Arkansas College (AR)
Asbury College (KY)
Assumption College (MA)
Augustana College (IL)
Averett College (VA)
Avila College (MO)
Azusa Pacific University (CA)
Baldwin-Wallace College (OH)
Barnard College (NY)
Barry University (FL)
Bellarmine College (KY)
Beloit College College (NC)
Bethany College (WV)
Bethel College (KS)
Bethel College (MN)
Bennett-Cookman College (FL)
Biola University (CA)
Birmingham-Southern College (AL)
Bloomfield College (NJ)
Boston University (MA)
Bradley University (IL)
Briar Cliff College (IA)
Bridgewater College (VA)
Bryant College (RI)
Bucknell University (PA)
Butler University (IN)
Cabrini College (PA)
Carlow College (PA)
Catholic University of America, The (DC)
Catholic University of Puerto Rico (PR)
Cedar Crest College (PA)
Central College (IA)
Central Wesleyan College (SC)
Christian Brothers College (TN)
Clarkson University (NY)
College Misericordia (PA)
College of Great Falls (MT)
College of Mount St. Joseph (OH)
College of Notre Dame of Maryland (MD)
College of Saint Benedict (MN)
College of Saint Elizabeth (NJ)
College of St. Joseph (VT)
College of Saint Rose, The (NY)
College of St. Scholastica (MN)
College of the Holy Cross (MA)
Columbia College (MO)
Concordia College (MI)
Concordia College (MN)
Concordia College (WI)
Cooper Union for the Advancement of Sci. and Art, The (NY)
Cornell College (IA)
Cornell University (NY)
Covenant College (TN)
Creighton University (NE)
D'Youville College (NY)
Defiance College, The (OH)
DePaul University (IL)
DePauw University (IN)
Dickinson College (PA)
Doane College (NE)
Dominican College of Blairstown (NY)
Drake University (IA)
Drury University (Mo)
Eastern Mennonite College and Seminary (VA)
Eckerd College (FL)
Elmhurst College (IL)
Elms College (MA)
Emerson College (MA)
Fairfield University (CT)
Fort Wayne Bible College (IN)
Franklin and Marshall College (PA)
Franklin College (IN)
George Fox College (OR)
George Washington University, The (DC)
Georgetown College (KY)
Georgetown University (DC)
Georgia Court College (NJ)
Gonzaga University (WA)
Grand View College (IA)
Greensboro College (NC)
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Participating Institutions, continued:

Siena College (NY)
Siena Heights College (MI)
Simpson College (IA)
Southwestern Assemblies of God Colleges (TX)
Spalding University (KY)
Springfield College (MA)
St. Bonaventure University (NY)
St. Francis College (NY)
St. Mary's University (TX)
St. Norbert College (WI)
Stevens Institute of Technology (NJ)
Stillman College (AL)
Suffolk University (MA)
Susquehanna University (PA)
Tabor College (KS)
Taylor University (IN)
Texas Christian University (TX)
Texas Lutheran College (TX)
Tiffin University (OH)
Tri-State University (IN)
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 Evansville (IN)
University of LaVerne (CA)
University of Miami (FL)
University of Portland (OR)
University of Richmond (VA)
University of San Diego (CA)
University of St. Thomas (TX)
University of the South, The (TN)
University of Tampa, The (FL)
Uralsine College (OH)
Valparaiso University (IN)
Villa Maria College (PA)
Viterbo College (WI)
Walsh College (OH)
Warner Southern College (FL)
Wartburg College (IA)
Washington and Jefferson College (PA)
Washington and Lee University (VA)
Waynesburg College (PA)
West Virginia Wesleyan College (WV)
Western Baptist College (OK)
Western Maryland College (MD)
Westmar College (IA)
Westminster College of Salt Lake City (UT)
Whitman College (WA)
Wilkes College (PA)
William Jewell College (MO)
William Penn College (IA)
Wilmington College (DE)
Wingate College (NC)
Wittenburg University (OH)

Total: 259
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 1988-89. Each year two separate studies are conducted, one for state 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 sociology. 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 sociology in the CIP is as follows:

An instructional program that describes human society, social institutions, and social relationships, including the development, purposes, structures, and functions of human groups.*


This article presents a summary of the overall average salary increases in the discipline/major field of sociology from the "baseline year" of 1985-86 to
and including the "trend year" of 1988-89 for both state and private institutions. Of the 262 institutions which participated in CUPA's STATE (AASCU) study of 1985-86, 202 also participated in 1988-89. Data from those same 202 institutions were used in both the baseline year and the trend year. Of the 440 institutions which participated in CUPA'S PRIVATE study of 1985-86, 259 also participated in 1988-89. Data from those same 259 institutions were used in both the baseline year and the trend year.

This study lists the average salaries of sociology faculty for both state 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 (1985-86 and 1988-89).

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 is yielded.

The salary is based on a nine- or ten-month academic year salary of full-time faculty only. Full-time faculty members are those who teach no less than 51 percent of the time. Salary for summer academic work, fringe benefits, and perquisites are not included in the salary data. The average salary displayed is computed from all faculty salaries reported for a given rank and discipline.

The "NUM" means the number of faculty members whose salaries were included to compute the average salary.

The "N/IN" means the number of institutions that reported salary data for a
given academic rank and discipline/major field.

The FAC MIX PCT is the percentage of faculty in a given discipline/major field who hold a given academic rank. For example, a FAC MIX PCT factor of 0.38 for associate professor of sociology in the 1985-86 state study means that 38 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: STATE 1985-86, STATE 1988-89, PRIVATE 1985-86 and PRIVATE 1988-89. For example, a SALARY FACTOR of 0.96 for assistant professors in the discipline/major field of sociology in the 1985-86 state study means that their salaries are 4 percent lower than the average of all assistant professors in all institutions in that study.

NEW ASST PROF is the grouping of assistant professors who were hired for the first time in the fall of the study year (1985-86 or 1988-89). 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 sociology 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 1985-86 and the "trend year" of 1988-89 will lessen the reliability and validity of any conclusions that one might make
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<tr>
<th>STATE</th>
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In the STATE 1985-86 salary study in the above table, the reader may note that the discipline/major field of sociology was reported in 167 of the 202 state (AASCU) institutions. The average salary of the 1,311 faculty was $30,894. This average salary was 1 percent less (0.99) than the average salary of $31,282 for all 51,525 faculty in ALL MAJOR FIELDS in the 1985-86 state study.

In the STATE 1988-89 salary study in the above table, the discipline/major field of sociology was reported in 158 of the same 202 state (AASCU) institutions. The average salary of the 1,293 faculty was $36,150. This average salary was approximately the same (0.99) as the average salary of $36,562 for all 54,552 faculty in ALL MAJOR FIELDS in the 1988-89 state study.

The increase in average salaries for all faculty in sociology after three years in the state institutions studied was 17.0 percent ($36,150 minus $30,894 equals $5,256). The CPI of increased cost-of-living between October 1983 and October 1988 was 10.6 percent. A more realistic increase, therefore, in average faculty salaries over the three-year time period is 6.4 percent or an average of 2.1 percent each year above the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the state institutions studied was 16.9 percent ($36,562 minus $31,282 equals $5,280). In comparison to the discipline/major field of sociology (17.0%), therefore, the faculty in ALL MAJOR FIELDS increased their salaries by 0.1 percent (17.0% minus 16.9% equals 0.1%) less than faculty in the discipline/major field of sociology.

The reader may note that the faculty mix percentage in sociology in the 1985-86 state study is higher at the professor rank than at the assistant
professor rank: 0.32 vs 0.27, respectively. In the 1988-89 state study, the professor rank is also more in comparison to the assistant professor rank: 0.37 vs 0.25, respectively. The differences in faculty mix percentage at the ranks of professor and assistant professor in ALL MAJOR FIELDS for both state studies are as follows: 0.34 vs. 0.27 (1985-86) and 0.35 vs. 0.28 (1988-89), respectively. In other words the discipline/major field of sociology and ALL MAJOR FIELDS have a higher percentage of professors and a lower percentage of assistant professors.

Finally, the hiring rate of new assistant professors in sociology was low in the 1985-86 state study: 3.1 percent (40/1,311) vs. 3.7 percent (1,932/51,525) in ALL MAJOR FIELDS. However, the hiring rate of new assistant professors in sociology in the 1988-89 state study was higher in comparison to that of ALL MAJOR FIELDS: 4.9 percent (64/1,293) vs. 4.7 percent (2,573/54,552), respectively.

RESULTS OF THE TWO PRIVATE STUDIES, 1985-86 AND 1988-89

In the PRIVATE 1985-86 salary study in the above table, the reader may note that the discipline/major field of sociology was reported in 206 of the 259 private institutions. The average salary of the 745 faculty was $28,058. This average salary was 6 percent (0.94) lower than the average salary of $29,765 for all 27,049 faculty in ALL MAJOR FIELDS in the 1985-86 private study.

In the PRIVATE 1988-89 salary study in the above table, the discipline/major field of sociology was reported in 207 of the same 259 private institutions. The average salary of the 743 faculty was $33,484. This average salary was 5 percent (0.95) lower than the average salary of $35,099 for all 28,627 faculty in ALL MAJOR FIELDS in the 1988-89 private study.

The increase in average salaries for all faculty in sociology after three
years in the private institutions studied was 19.3 percent ($33,484 minus $28,058 equals $5,426). The CPI of increased cost-of-living between October 1985 and October 1988 was 10.6 percent. A more realistic increase, therefore, in average faculty salaries over the three-year time period is 8.7 percent or 2.9 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 17.9 percent ($35,099 minus $29,765 equals $5,334). In comparison therefore, the faculty in the discipline/major field of sociology (19.3%), increased their salaries by 1.4 percent (19.3% minus 17.9% equals 1.4%) more than faculty in ALL MAJOR FIELDS.

In the discipline/major field of sociology, the reader may note that the faculty mix percentage at the professor rank is less than at the assistant professor rank in the 1985-86 study: 0.27 vs. 0.31, respectively; and conversely, it is greater in 1988-89: 0.30 vs. 0.28 respectively. The faculty mix percentage is the same at the professor rank for ALL MAJOR FIELDS for both private studies: 0.31 vs. 0.31 (1985-86), respectively; and 0.31 vs. 0.31 (1988-89), respectively.

Finally, the reader may note that the hiring rate of new assistant professors in sociology in the private study was lower than the hiring rate in ALL MAJOR FIELDS, 4.3 percent (32/745) vs. 4.5 percent (1,204/27,049), respectively. However, the hiring rate of new assistant professors in sociology in the 1988-89 private study was higher in comparison to that of ALL MAJOR FIELDS: 5.1 percent (38/743) vs. 4.8 percent (1,388/28,627), respectively. In other words, the hiring rate of new assistant professors in the discipline/major field of sociology lagged behind ALL MAJOR FIELDS in both private studies.
CONCLUDING REMARKS

This article presented salary-trend information on the academic discipline/major field of sociology and compared that information with ALL MAJOR FIELDS over a period of three years: the "baseline year" of 1985-86 and the "trend year" of 1988-89. Two studies, one for state (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 4,092 faculty in the discipline/major field of sociology participated and were included in the overall total of 161,753 faculty in all 45 disciplines/major fields in all four studies. The same 202 state (AASCU) institutions and the same 259 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 sociology is currently (1988-89) equal to and 5 percent below the overall average faculty salary of ALL MAJOR FIELDS for both the state and private studies, respectively. The average faculty salary for sociology in the private institutions was 10 percent less in comparison to that in the state institutions in 1985-86. The overall average faculty salary in the private institutions is now (1988-89) approximately 8 percent lower in comparison to that for the state institutions.

Second, the CPI of October 1988, in comparison to the CPI of October 1985, indicates that the faculty in sociology, in both the state and private institutions, received overall salary increases for three years above the cost-of-living. Sociology faculty salary increases in the state and private institutions exceeded faculty in ALL MAJOR FIELDS during this same period. Sociology faculty in the state institutions have some catching up to do in comparison
to their colleagues in private institutions.

Third, in the discipline/major field of sociology the assistant professor rank has a lower percentage compared to full professor rank for the state and the 1988-89 private studies. The full professor rank appears to be increasing more rapidly in the state institutions, in comparison to the private institutions. It seems a similar percentage of new assistant professors are being hired in both the state and 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 sociology, 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. Co-author M. Faye Sawyer is professor of sociology at Appalachian State University, Boone, North Carolina.

APPENDICES:
A - OVERALL LIST OF SELECTED DISCIPLINES, page 10
B - LIST OF STATE Participating Institutions, page 11
C - LIST OF PRIVATE Participating Institutions, page 13
### APPENDIX A

OVERALL LIST OF SELECTED DISCIPLINES

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<th>Accounting</th>
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<td>Library and Archival Sciences</td>
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<td>Architecture and Environmental Design</td>
<td>Life Sciences</td>
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<td>Area and Ethnic Studies</td>
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<td>Political Science and Government</td>
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**Total: 45**
APPENDIX B

Institutions Participating in Both Studies:

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Oregon Institute of Technology (OR)
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Plymouth State College (NH)
Purdue University Calumet (IN)
Radford University (VA)
Ramapo College of New Jersey (NJ)
Richard Stockton State College (NJ)
Saginaw Valley State University (MI)
Salem State College (MA)
Salisbury State University (MD)
Sam Houston State University (TX)
San Diego State University (CA)
Sangamon State University (IL)
Savannah State College (GA)
Shippensburg University of Pennsylvania (PA)
Sonoma State University (CA)
South Dakota School of Mines & Technology (SD)
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 Illinois University of Carbondale (IL)
Southern Orange State College (OR)
Southwestern Missouri State University (MO)
Southwest State University (MN)
Southwest Texas State University (TX)
Southwestern Oklahoma State University (OK)
St. Cloud State University (MN)
State University of New York at Plattsburgh (NY)
State University of New York 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)
SUNY College of Technology at Utica/Rome (NY)
Tennessee Technological University (TN)
Texas A & I University (TX)
Texas A & M University at Galveston (TX)
Towson State University (MD)
Trenton State College (NJ)
Troy State University (AL)
University of Akron, The (OH)
University of Arkansas at Little Rock (AR)
University of Baltimore (MD)
University of Central Arkansas (AR)
University of Colorado at Colorado Springs (CO)
University of the District of Columbia, The (DC)
University of Houston at Clear Lake (TX)
University of Lowell (MA)
University of Maine at Presque Isle (ME)
University of Maryland - Baltimore County, The (MD)
University of Missouri - St. Louis (MO)
University of Montevallo (AL)
University of Nebraska at Omaha (NE)
University of Nevada at Las Vegas (NV)
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 & Arts of Oklahoma (OK)
University of South Alabama (AL)
University of South Carolina at Spartanburg (SC)
University of South Florida (FL)
University of Southern Colorado (CO)
University of Southern Indiana (IN)
University of Southern Maine (ME)
University of Southern Mississippi (MS)
University of Tennessee at Chattanooga (TN)
University of Tennessee at Martin (TN)
University of Texas at Dallas, The (TX)
University of Texas at San Antonio (TX)
University of Wisconsin - Eau Claire (WI)
University of Wisconsin - La Crosse (WI)
University of Wisconsin - Oshkosh (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)
Valdosta State College (GA)
Valley City State University (ND)
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)
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 State College of Colorado (CO)
Western Washington University (WA)
Whitman State University, The (KS)
William Paterson College (NJ)
Winthrop College (SC)
Youngstown State University (OH)
APPENDIX C

CUPA Private Faculty Salary-Trend Studies: 1985-86 and 1988-89

Institutions Participating in Both Studies:

Adelphi University (NY)
Agnes Scott College (GA)
Albertus Magnus College (CT)
Alfred University (NY)
Allegheny College (PA)
Allentown College of St. Francis de Sales (PA)
Alma College (MI)
Alverno College (WI)
American Technological University (TX)
American University, The (DC)
Amherst College (MA)
Anna Maria College (MA)
Aquinas College (MI)
Arkansas College (AR)
Asbury College (KY)
Assumption College (MA)
Augustana College (IL)
Averett College (VA)
Avila College (MO)
Azusa Pacific University (CA)
Baldwin-Wallace College (OH)
Barnard College (NY)
Barry University (FL)
Bellarmine College (KY)
Belmont Abbey College (NC)
Bethany College (WV)
Bethel College (KS)
Bethel College (MN)
Bethune-Cookman College (FL)
Biola University (CA)
Birmingham-Southern College (AL)
Bloomfield College (NJ)
Boston University (MA)
Bradley University (IL)
Briar Cliff College (IA)
Bridgewater College (VA)
Bryant College (RI)
Bucknell University (PA)
Butler University (IN)
Cabrini College (PA)
Carlow College (PA)
Catholic University of America, The (DC)
Catholic University of Puerto Rico (PR)
Cedar Crest College (PA)
Central College (IA)
Central Wesleyan College (SC)
Christian Brothers College (TN)
Clarkson University (NY)
College Misericordia (PA)
College of Great Falls (MT)
College of Mount St. Joseph (OH)
College of Notre Dame of Maryland (MD)
College of Saint Benedict (MN)
College of Saint Elizabeth (NJ)
College of St. Joseph (VT)
College of Saint Rose, The (NY)
College of St. Scholastica (MN)
College of the Holy Cross (MA)
Columbia College (MO)
Concordia College (MI)
Concordia College (MN)
Concordia College (WI)
Cooper Union for the Advancement of Sci. and Art, The (NY)
Cornell College (IA)
Cornell University (NY)
Covenant College (NC)
Creighton University (NE)
D'Youville College (NY)
Defiance College, The (OH)
DePaul University (IL)
DePauw University (IN)
Dickinson College (PA)
Doane College (NE)
Dominican College of Bla
ti (NY)
Duke University (IA)
Drew University (NJ)
Eastern Mennonite College and Seminary (VA)
Eckerd College (FL)
Elmhurst College (IL)
Elms College (MA)
Emerson College (MA)
Fairfield University (CT)
Fort Wayne Bible College (IN)
Franklin and Marshall College (PA)
Franklin Pierce College (NH)
George Fox University (OR)
George Washington University, The (DC)
Georgetown College (KY)
Georgetown University (DC)
Georgian Court College (NJ)
Gonzaga University (WA)
Grand View College (IA)
Greensboro College (NC)
Hamilton College (NY)
Hamline University (MN)

13
Participating Institutions, continued:

Hampton University (VA)
Hamline-Large College (MO)
Hartwick College (NY)
Hastings College (NE)
Heidelberg College (OH)
Holy Family College (PA)
Houghton College (NY)
Howard University (DC)
Huron College (SD)
Illinois Benedictine College (IL)
Illinois Institute of Technology (IL)
Immaculata College (PA)
Incarnate Word College (TX)
Ithaca College (NY)
Jarvis Christian College (TX)
John Carroll University (OH)
Johns Hopkins University (MD)
Judson College (IL)
Kalamazoo College (MI)
Kenyon College (OH)
Keuka College (NY)
LaRoche College (PA)
Lafayette College (PA)
Lakeland College (WI)
Lancaster Bible College (PA)
Lebanon Valley College (PA)
Le Moyne College (NY)
Lenoir-Rhyne College (NC)
Lewis & Clark College (OR)
Limestone College (SC)
Linfield College (OR)
Long Island University (NY)
Loras College (IA)
Loyola College in Maryland (MD)
Lubbock Christian University (TX)
Luther College (IA)
Lynchburg College (VA)
Lycoming College (PA)
Madonna College (MI)
Marist College (NY)
Mars Hill College (NC)
Mary Baldwin College (VA)
Marymount College (VA)
Marymount Manhattan College (NY)
Maryville College (TN)
Marywood College (PA)
McPherson College (KS)
Mercy College of Detroit (MI)
Mercyhurst College (PA)
Meredith College (NC)
Midland Lutheran College (NE)
Millikin University (IL)
Millikaps College (MS)
Missouri Baptist College (MO)
Moravian College (PA)
Mount Mary College (WI)
Mount Mercy College (IA)
Mount St. Mary's College (CA)
Mount Vernon College (DC)
Mount Vernon Nazarene College (OH)
Muskingum College (OH)
Nazareth College (NY)
Neumann College (PA)
New England College (NH)
North Central College (IL)
Northland College (WI)
Northwestern College (IA)
Northwestern College (MN)
Norwich University (VT)
Oakwood College (AL)
Ohio Northern University (OH)
Ottawa University (KS)
Our Lady of Holy Cross College (LA)
Pepperdine University (CA)
Piedmont College (GA)
Pikeville College (KY)
Presbyterian College (SC)
Presbyterian School of Christian Education (VA)
Principia College (IL)
Quincy College (IL)
Randolph-Macon College (VA)
Reed College (OR)
Regis College (CO)
Regis College (WA)
Rensselaer Polytechnic Institute (NY)
Rider College (NJ)
Rochester Institute of Technology (NY)
Rockford College (IL)
Pockhurst College (MO)
Rocky Mountain College (MT)
Roosevelt University (IL)
Rose-Hulman Institute of Technology (IN)
Russell-Sage College (NY)
Saint Edward's University (TX)
Saint Joseph College (CT)
Saint Mary College (KS)
Saint Vincent College (PA)
Sales College (NC)
Sales College (WV)
Salve Regina--The Newport College (RI)
Samford University (AL)
Santa Clara University (CA)
School of the Ozarks, The (MO)
Seattle Pacific University (WA)
Seattle University (WA)
Seton Hill (PA)
Participating Institutions, continued:

Siena College (NY)
Siena Heights College (MI)
Simpson College (IA)
Southwestern Assemblies of God Colleges (TX)
Spalding University (KY)
Springfield College (MA)
St. Bonaventure University (NY)
St. Francis College (NY)
St. Mary's University (TX)
St. Norbert College (WI)
Stevens Institute of Technology (NJ)
Stillman College (AL)
Suffolk University (MA)
Susquehanna University (PA)
Tabor College (KS)
Taylor University (IN)
Texas Christian University (TX)
Texas Lutheran College (TX)
Tiffin University (OH)
Tri-State University (IN)
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 Evansville (IN)
University of LaVerne (CA)

University of Miami (FL)
University of Portland (OR)
University of Richmond (VA)
University of San Diego (CA)
University of St. Thomas (TX)
University of the South, The (TN)
University of Tampa, (FL)
Ursuline College (OH)
Valparaiso University (IN)
Villa Maria College (PA)
Viterbo College (WI)
Walsh College (OH)
Warner Southern College (FL)
Wartburg College (IA)
Washington and Jefferson College (PA)
Washington and Lee University (VA)
Waynesburg College (PA)
West Virginia Wesleyan College (WV)
Western Baptist College (OR)
Western Maryland College (MD)
Westmar College (IA)
Westminster College of Salt Lake City (UT)
Whitman College (WA)
Wilkes College (PA)
William Jewell College (MO)
William Penn College (IA)
Wilmington College (DE)
Wingate College (NC)
Wittenburg University (OH)

Total: 259
SALARY-TREND STUDY OF FACULTY IN SPECIAL EDUCATION (GENERAL)

FOR THE YEARS

1985-86 AND 1988-89

By

Richard D. Howe
and Judith Jones

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 1988-89. Each year two separate studies are conducted, one for state 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 special education. 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 special education in the CIP is as follows:

A group of instructional programs that describe the theories, methods, and techniques of designing, implementing, and evaluating organized learning activities for students whose physical, emotional, mental, or social needs require a special curriculum and educational setting.*

[*Gerald S. Malitz, A Classification of Instructional Programs (Washington, DC.: National Center for Education Statistics, [1985], p. 68.--13.10.)]

This article presents a summary of the overall average salary increases in
the discipline/major field of special education from the "baseline year" of 1985-86 to and including the "trend year" of 1988-89 for both state and private institutions. Of the 262 institutions which participated in CUPA's STATE (AASCU) study of 1985-86, 202 also participated in 1988-89. Data from those same 202 institutions were used in both the "baseline year" and the "trend year". Of the 440 institutions which participated in CUPA'S PRIVATE study of 1985-86, 259 also participated in 1988-89. Data from those same 259 institutions were used in both the "baseline year" and the "trend year".

This study lists the average salaries of special education faculty for both state 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 (1985-86 and 1988-89).

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 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 .35 for associate professor of special education in the 1985-86 state study means that 35 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: STATE 1985-86, STATE 1988-89, PRIVATE 1985-86 and PRIVATE 1988-89. For example, a SALARY FACTOR of 0.96 for assistant professors in the discipline/major field of special education in the 1985-86 state study means that their salaries are 4 percent lower than the average of all assistant professors in all institutions in that study.

NEW ASST PROF is the grouping of assistant professors who were hired for the first time in the fall of the study year (1985-86 or 1988-89). 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 special education 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 1985-86 and the "trend year" of 1988-89
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<th>State, 1985-86:</th>
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<td>Faculty Mix Pct.:</td>
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<td>Average Salary:</td>
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<td>Faculty Mix Pct.:</td>
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<th>All Major Fields</th>
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will lessen the reliability and validity of any conclusions that one might make based on a simple comparison of averages.


In the STATE 1985-86 salary study in the above table, the reader may note that the discipline/major field of special education was reported in 93 of the 202 state (AASCU) institutions. The average salary of the 668 faculty was $30,365. This average salary was approximately 3 percent (0.97) lower than the average salary of $31,282 for all 51,525 faculty in ALL MAJOR FIELDS in the 1985-86 state study.

In the STATE 1988-89 salary study in the above table, the discipline/major field of special education was reported in 82 of the same 202 state (AASCU) institutions. The average salary of the 568 faculty was $35,965. This average salary was 2 percent (0.98) lower than the average salary of $36,562 for all 54,552 faculty in ALL MAJOR FIELDS in the 1988-89 state study.

The increase in average salaries for all faculty in special education after three years in the state institutions studied was 18.4 percent ($35,965 minus $30,365 equals $5,600). The CPI of increased cost-of-living between October 1985 and October 1988 was 10.6 percent. A more realistic increase, therefore, in average faculty salaries over the three-year time period is 7.8 percent or an average of 2.6 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 state institutions studied was 16.9 percent ($36,562 minus $31,282 equals $5,280). In comparison to the discipline/major field of special education (18.4%), therefore, the faculty in ALL MAJOR FIELDS increased their salaries by 1.5 percent (18.4% minus 16.9% equals 1.5%) less than faculty in the discipline/major field of special education.

The reader may note that the faculty mix percentages in special education
are higher at the professor rank than at the assistant professor rank in both state studies. The faculty mix percentage of professor and assistant professor are 0.30 and 0.29 (1985-86) respectively; and 0.36 and 0.27 (1988-89) respectively. The differences in the ranks of professor and assistant professor in ALL MAJOR FIELDS for both state studies are 0.34 and 0.27 (1985-86) and 0.35 and 0.28 (1988-89), respectively. In other words ALL MAJOR FIELDS has a higher percentage of full and a lower percentage of assistant professors when compared to special education in the 1985-86 state study. However, the opposite is true in the 1988-89 state study.

Finally, the hiring rate of new assistant professors in special education in the 1985-86 state study was equal to that of ALL MAJOR FIELDS: 3.7 percent (25/668) vs. 3.7 percent (1,932/51,525), respectively. In 1988-89, however, the hiring rate of new assistant professors in special education was higher than that of ALL MAJOR FIELDS: 5.1 percent (29/568) vs. 4.7 percent (2,573/54,552), respectively.

RESULTS OF THE TWO PRIVATE STUDIES, 1985-86 AND 1988-89

In the PRIVATE 1985-86 salary study in the above table, the reader may note that the discipline/major field of special education was reported in 45 of the 259 private institutions. The average salary of the 102 faculty was $24,735. This average salary was approximately 17 percent (0.83) lower than the average salary of $29,765 for all 27,049 faculty in ALL MAJOR FIELDS in the 1985-86 private study.

In the PRIVATE 1988-89 salary study in the above table, the major field of special education was reported in 43 of the same 259 private institutions. The average salary of the 96 faculty was $31,335. This average salary was approximately 11 percent (0.89) lower than the average of $35,099 for all 28,627
faculty in ALL MAJOR FIELDS in the 1988-89 private study.

The increase in average salaries for all faculty in special education after three years in the private institutions studied was 26.7 percent ($31,335 minus $24,735 equals $6,600). The CPI of increased cost-of-living between October 1985 and October 1988 was 10.6 percent. A more realistic increase, therefore, in average faculty salaries over the three-year time period is 16.1 percent or 5.4 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 private institutions studied was 17.9 percent ($35,099 minus $29,765 equals $5,334). In comparison to the discipline/major field of special education (26.7%), therefore, the faculty in ALL MAJOR FIELDS increased their salaries by 8.8 percent (26.7% minus 17.9% equals 8.8%) less than faculty in the discipline/major field of special education.

The reader may note that in the field of special education, the faculty mix percentage is higher at the professor rank is lower than at the assistant professor ranks in the private studies: 0.17 vs. 0.35 (1985-86), respectively; and 0.22 vs. 0.34 (1988-89), respectively. These proportions differ from the FAC MIX PCT at the same ranks for ALL MAJOR FIELDS in both private studies where they are almost uniform: 0.31 vs 0.31 (1984-85), respectively; and 0.31 vs 0.31 (1988-89), respectively. In other words ALL MAJOR FIELDS has a higher percentage of professors and lower percentage of assistant professors compared to special education in both private studies.

Finally, the reader may note that the hiring rate of new assistant professors in special education in both private studies was more than the hiring rate in ALL MAJOR FIELDS, (1985-86): 5.9 percent (6/102) vs. 4.5 percent (1,204/27,049), respectively; (1988-89): 8.2 percent (8/98) vs. 4.8 percent (1,388/28,627), respectively. In other words the hiring rate in the discipline/
major field of special education was greater than that for ALL MAJOR FIELDS in 1985-86, and in 1988-89.

CONCLUDING REMARKS

This article presented salary-trend information on the academic discipline/major field of special education and compared that information with ALL MAJOR FIELDS over a period of three years: the "baseline year" of 1985-86 through the "trend year" of 1988-89. Two studies, one for state (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 1,436 faculty in the discipline/major field of special education participated and were included in the overall total of 161,753 faculty in all 45 disciplines/major fields in all four studies. The same 202 state (AASCU) institutions and the same 259 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 special education is currently (1988-89) some 2 and 11 percent lower in the state and private institutions, respectively, than the overall average faculty salary of ALL MAJOR FIELDS. The average faculty salary for special education in the private institutions was considerably lower (23%) in comparison to that in the state institutions in 1985-86. The average faculty salary in the private institutions is now (1988-89), approximately 15 percent less compared to that for the state institutions.

Second, the CPI of October 1988, in comparison to the CPI of October 1985, indicates that the faculty in special education, in both the state and private institutions, received overall salary increases for three years above the cost-of-living. The salary increase of special education faculty in both state and
private institutions exceeded faculty in ALL MAJOR FIELDS during this same period. Special education faculty in the state institutions have some catching up to do in salary in comparison with their colleagues in the private institutions.

Third, in 1988-89 the discipline/major field of special education has a lower percentage at the assistant professor rank compared to the full professor rank in both state and private institutions. The professor rank appears to be increasing more rapidly in the state institutions. It seems a larger 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 special education, 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. Co-author Judith Jones is assistant vice provost, Extension Division at Virginia Polytechnic Institute and State University, Blacksburg, Virginia.

APPENDICES:
A) OVERALL LIST OF SELECTED DISCIPLINES, page 10
B) LIST OF STATE Participating Institutions, page 11
C) LIST OF PRIVATE Participating Institutions, page 13
APPENDIX A
OVERALL LIST OF SELECTED DISCIPLINES

ACCOUNTING
AGROBUSINESS AND AGRICULTURAL PRODUCTION
ANTHROPOLOGY
ARCHITECTURE AND ENVIRONMENTAL DESIGN
AREA AND ETHNIC STUDIES
AUDIOLOGY AND SPEECH PATHOLOGY
BUSINESS ADMINISTRATION AND MANAGEMENT
BUSINESS 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
MULTI-INTERDISCIPLINARY STUDIES
MUSIC
NURSING
PHILOSOPHY AND RELIGION
PHYSICAL EDUCATION
PHYSICAL SCIENCES
PHYSICS
POLITICAL SCIENCE AND GOVERNMENT
PSYCHOLOGY
READING EDUCATION
SECRETARIAL AND RELATED PROGRAMS
SOCIAL SCIENCES
SOCIOLOGY
SPECIAL EDUCATION
STUDENT COUNSELING AND PERSONNEL SERVICES
TEACHER EDUCATION, GENERAL PROGRAMS
VISUAL AND PERFORMING ARTS

TOTAL: 45
APPENDIX B


Institutions Participating in Both Studies:

Adams State College (CO)
Alabama State University (AL)
Angelo State University (TX)
Appalachian State University (NC)
Arkansas State University (AR)
Arkansas Technological University (AR)
Auburn University at Montgomery (AL)
Augusta College (GA)
Blackhills State College (SD)
Bluefield State College (WV)
California State University at Fullerton (CA)
California State University at Long Beach (CA)
California State University at San Diego (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)
Christopher Newport College (VA)
Citadel, The Military College of S.C. (SC)
Clarion University of Pennsylvania (PA)
Cleveland State University (OH)
Cliff Valley College of Univ. of Virginia (VA)
College of Charleston (SC)
College of Staten Island - CUNY, The (NY)
Columbus College (GA)
Concord College (WV)
Dakota State College (SD)
Delta State College (MS)
Dickinson State University (ND)
East Central State University (OK)
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 Michigan University (MI)
Eastern New Mexico University (NM)
Eastern Washington University (WA)
Edinboro University of Pennsylvania (PA)
Edinburg State College (MA)
Florida A & M University (FL)
Florida Atlantic University (FL)
Florida International University (FL)
Fort Hays State University (KS)
Fort Lewis College (CO)
Francis Marion College (SC)
Frostburg State University (MD)
George Mason University (VA)
Georgia College (GA)
Georgia Southern College (GA)
Georgia Southwestern College (GA)
Glenville State College (WV)
Grand Valley State University (MI)
Harris-Stowe State College (MO)
Humboldt State College of (CA)
Idaho State University (ID)
Illinois State University (IL)
Indiana State University (IN)
Indiana University of Pennsylvania (PA)
Jackson State University (MS)
Kansas State University (KS)
Kent State University (OH)
Kutztown University (PA)
Lake Superior State University (MI)
Lander College (SC)
Lewis Clark State College (ID)
Livingston University (AL)
Longwood College (VA)
Louisiana State University in Shreveport (LA)
Marshall University (WV)
Mary Washington College (VA)
Maryville State University (MO)
Mississippi State University (MS)
Millsaps College (TN)
Miles State College (CO)
Metropolitan State College (CO)
Middle Tennessee State University (TN)
Millersville University of Pennsylvania (PA)
Minot State University (ND)
Missouri Southern State College (MO)
Missouri Western State College (MO)
Morehead State University (KY)
Murray State University (KY)
New Mexico Highlands University (NM)
Nicholls State University (LA)
North Carolina A & T State University (NC)
Northeast Louisiana University (LA)
Northeast Mississippi State University (MS)
Northeastern Illinois University (IL)
Northern Arizona University (AZ)
Northern Illinois University (IL)
Northern State College (SD)
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Total: 202
**APPENDIX C**

CUPA Private Faculty Salary-Trend Studies: 1985-86 and 1988-89

Institutions Participating in Both Studies:

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13
Participating Institutions, continued:

Hampton University (VA)
Hannibal-LaGrange College (MO)
Hartwick College (NY)
Hastings College (NE)
Heidelberg College (OH)
Holy Family College (PA)
Houghton College (NY)
Howard University (DC)
Huron College (SD)
Illinois Benedictine College (IL)
Illinois Institute of Technology (IL)
Immaculata College (PA)
Incarnate Word College (TX)
Ithaca College (NY)
Jarvis Christian College (TX)
John Carroll University (OH)
Johns Hopkins University (MD)
Judson College (IL)
Kalamazoo College (MI)
Kenyon College (OH)
Keuka College (NY)
LaRoche College (PA)
Lafayette College (PA)
Lakeland College (WI)
Lancaster Bible College (PA)
Lebanon Valley College (PA)
LeMoyne College (NY)
Lenoir-Rhyne College (NC)
Lewis & Clark College (OR)
Limestone College (SC)
Linfield College (OR)
Long Island University (NY)
Loras College (IA)
Loyola College in Maryland (MD)
Lubbock Christian University (TX)
Luther College (IA)
Lynchburg College (VA)
Lycoming College (PA)
Madonna College (MI)
Marist College (NY)
Mars Hill College (NC)
Mary Baldwin College (VA)
Marymount College (NY)
Marymount Manhattan College (NY)
Maryville College (TN)
Marywood College (PA)
McPherson College (KS)
Mercy College of Detroit (MI)
Mercyhurst College (PA)
Meredith College (NC)
Midland Lutheran College (NE)
Millikin University (IL)
Hillsdale College (MI)
Missouri Baptist College (MO)
Moravian College (PA)
Mount Mary College (WI)
Mount Mercy College (IA)
Mount St. Mary's College (CA)
Mount Vernon College (DC)
Mount Vernon Nazarene College (OH)
Muskingum College (OH)
Nazareth College (NY)
Neumann College (PA)
New England College (NH)
North Central College (IL)
Northland College (WI)
Northwestern College (IA)
Norwich College (VT)
Oakwood College (AL)
Ohio Northern University (OH)
Ottawa University (KS)
Our Lady of Holy Cross College (LA)
Pepperdine University (CA)
Presbyterian College (GA)
Presbyterian College (KY)
Presbyterian College (SC)
Presbyterian School of Christian Education (VA)
Principia College (IL)
Quincy College (IL)
Randolph-Macon College (VA)
Reed College (OR)
Regis College (CO)
Regis College (MA)
Rensselaer Polytechnic Institute (NY)
Rider College (NJ)
Rochester Institute of Technology (NY)
Rockford College (IL)
Rockhurst College (MO)
Rocky Mountain College (MT)
Roosevelt University (IL)
Rose-Hulman Institute of Technology (IN)
Russell-Sage College (NY)
Saint Edward's University (TX)
Saint Joseph College (CT)
Saint Mary College (KS)
Saint Vincent College (PA)
Salem College (NC)
Salem College (WV)
Salve Regina--The Newport College (RI)
Samford University (AL)
Santa Clara University (CA)
School of the Ozarks, The (MO)
Seattle Pacific University (WA)
Seattle University (WA)
Seton Hill (PA)
Participating Institutions, continued:

Siena College (NY)
Siena Heights College (MI)
Simpson College (IA)
Southwestern Assemblies of God Colleges (TX)
Spalding University (NY)
Springfield College (MA)
St. Bonaventure University (NY)
St. Francis College (NY)
St. Mary's University (TX)
St. Norbert College (WI)
Stevens Institute of Technology (NJ)
Stillman College (AL)
Suffolk University (MA)
Susquehanna University (PA)
Tabor College (KS)
Taylor University (IN)
Texas Christian University (TX)
Texas Lutheran College (TX)
Tiffin University (OH)
Tri-State University (IN)
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 Evansville (IN)
University of LaVerne (CA)

Total: 259
SALARY-TREND STUDY OF FACULTY IN STUDENT COUNSELING AND PERSONNEL SERVICES

FOR THE YEARS

1985-86 AND 1988-89

By
Richard D. Howe
and Sandhya Maharaj

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 1988-89. Each year two separate studies are conducted, one for state 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 student counseling and personnel services. 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 student counseling and personnel services in the CIP is as follows:

An instructional program that describes the theories, methods, functions, operations, and services involved in the personal, social, educational, and vocational development of students and the principles and techniques of managing, directing, and developing an organized unit providing student services within an educational institution.*

[*Gerald S. Malitz, A Classification of Instructional Programs (Washington, DC.: National Center for Education Statistics, [1985], p. 70.--13.1101.)]
This article presents a summary of the overall average salary increases in the discipline/major field of student counseling and personnel services from the "baseline year" of 1985-86 to and including the "trend year" of 1988-89 for both state and private institutions. Of the 262 institutions which participated in CUPA's STATE (AASCU) study of 1985-86, 202 also participated in 1988-89. Data from those same 202 institutions were used in both the "baseline year" and the "trend year". Of the 440 institutions which participated in CUPA'S PRIVATE study of 1985-86, 259 also participated in 1988-89. Data from those same 259 institutions were used in both the "baseline year" and the "trend year".

This study lists the average salaries of student counseling and personnel services faculty for both state 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 (1985-86 and 1988-89).

The CPI is based on prices of food, clothing, shelter and fuels, transportation, medical care, entertainment, and other goods and services that people buy for day-to-day living. In examining trends in faculty salary it is important to consider any changes in the economy. Thus, by comparing changes in faculty salaries with the CPI, a more precise representation of the "real" salary increases is yielded.

The salary is based on a nine- or ten-month academic year salary of full-time faculty only. Full-time faculty members are those who teach no less than 51 percent of the time. Salary for summer academic work, fringe benefits, and perquisites are not included in the salary data. The average salary displayed is computed from all faculty salaries reported for a given rank and discipline.
The "NUM" means the number of faculty members whose salaries were included to compute the average salary. The "N/IN" means the number of institutions that reported salary data for a given academic rank and discipline/major field.

The FAC MIX PCT is the percentage of faculty in a given discipline/major field who hold a given academic rank. For example, a FAC MIX PCT factor of .25 for associate professor of student counseling and personnel services in the 1985-86 state study means that 25 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: STATE 1985-86, STATE 1988-89, PRIVATE 1985-86 and PRIVATE 1988-89. For example, a SALARY FACTOR of 0.95 for assistant professors in the discipline/major field of student counseling and personnel services in the 1985-86 state study means that their salaries are 5 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 (1985-86 or 1988-89). 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 student counseling and personnel services 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
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sizes between the "baseline year" of 1985-86 and the "trend year" of 1988-89 will lessen the reliability and validity of any conclusions that one might make based on a simple comparison of averages.


In the STATE 1985-86 salary study in the above table, the reader may note that the discipline/major field of student counseling and personnel services was reported in 64 of the 202 state (AASCU) institutions. The average salary of the 364 faculty was $32,437. This average salary was approximately 4 percent (1.04) higher than the average salary of $31,282 for all 51,525 faculty in ALL MAJOR FIELDS in the 1985-86 state study.

In the STATE 1988-89 salary study in the above table, the discipline/major field of student counseling and personnel services was reported in 60 of the same 202 state (AASCU) institutions. The average salary of the 381 faculty was $37,492. This average salary was approximately 3 percent (1.03) higher than the average salary of $36,562 for all 54,552 faculty in ALL MAJOR FIELDS in the 1988-89 state study.

The increase in average salaries for all faculty in student counseling and personnel services after three years in the state institutions studied was 15.6 percent ($37,492 minus $32,437 equals $5,055). The CPI of increased cost-of-living between October 1985 and October 1988 was 10.6 percent. A more realistic increase, therefore, in average faculty salaries over the three-year time period is 5 percent or an average of 1.7 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 state institutions studied was 16.9 percent ($36,562 minus $31,282 equals $5,280). In comparison to the discipline/major field of student counseling and personnel services (15.6%), therefore, the faculty in ALL MAJOR
FIELDS increased their salaries by 1.3 percent (16.9% minus 15.6% equals 1.3%) more than faculty in the discipline/major field of student counseling and personnel services.

The reader may note that the faculty mix percentage in student counseling and personnel services is higher at the professor rank than at the assistant professor rank in both the state studies: 0.52 vs. 0.21 (1985-86) and 0.45 vs. 0.21 (1988-89), respectively. The differences in faculty mix percentage at the ranks of professor and assistant professor in ALL MAJOR FIELDS for both state studies are as follows: 0.34 vs. 0.27 (1985-86) and 0.35 vs. 0.28 (1988-89), respectively. In other words ALL MAJOR FIELDS has a lower percentage of professors and a higher percentage of assistant professors compared to student counseling and personnel services in both of the state studies.

Finally, the hiring rate of new assistant professors in the state studies in student counseling and personnel services was lower than ALL MAJOR FIELDS in 1985-86, 3.6 percent (13/364) vs. 3.7 percent (1,932/51,525), respectively, and the same in 1988-89, 5.0 percent (19/381) vs. 4.7 percent (2,573/54,552), respectively.

RESULTS OF THE TWO PRIVATE STUDIES, 1985-86 AND 1988-89

In the PRIVATE 1985-86 salary study in the above table, the reader may note that the discipline/major field of student counseling and personnel services was reported in 17 of the 259 private institutions. The average salary of the 74 faculty was $31,443. This average salary was approximately 6 percent (1.06) higher than the average salary of $29,765 for all 27,049 faculty in ALL MAJOR FIELDS in the 1985-86 private study.

In the PRIVATE 1988-89 salary study in the above table, the discipline/major field of student counseling and personnel services was reported in 15 of
the same 259 private institutions. The average salary of the 78 faculty was $38,861. This average salary was approximately 11 percent (1.11) higher than the average salary of $35,099 for all 28,627 faculty in ALL MAJOR FIELDS in the 1988-89 private study.

The increase in average salaries for all faculty in student counseling and personnel services after three years in the private institutions studied was 23.6 percent ($38,861 minus $31,443 equals $7,418). The CPI of increased cost-of-living between October 1985 and October 1988 was 10.6 percent. A more realistic increase, therefore, in average faculty salaries over the three-year time period is 13 percent or 4.3 percent each year above the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the private institutions studied was 17.9 percent ($35,099 minus $29,765 equals $5,334). In comparison to the discipline/major field of student counseling and personnel services (23.6%), therefore, the faculty in ALL MAJOR FIELDS increased their salaries by 5.7 percent (23.6% minus 17.9% equals 5.7%) less than a faculty in student counseling and personnel services.

In the discipline/major field of student counseling and personnel services, the reader may note that the faculty mix percentage at the professor rank is more than at the assistant professor rank in the private studies: 0.43 vs. 0.15 (1985-86), respectively; and 0.44 vs. 0.15 (1986-89), respectively. This is dissimilar to ALL MAJOR FIELDS for both private studies: 0.31 vs. 0.31 (1985-86), respectively; and 0.31 vs. 0.31 (1988-89), respectively. ALL MAJOR FIELDS has lower percentage of professors and a higher percentage of assistant professors compared to student counseling and personnel services in both private studies.

Finally, the reader may note that the hiring rate of new assistant professors in student counseling and personnel services in the private studies was
less than the hiring rate in ALL MAJOR FIELDS both in 1985-86, 1.4 percent (1/74) vs. 4.5 percent (1,204/27,049), respectively; and in 1988-89, 3.8 percent (3/78) vs. 4.8 percent (1,388/28,627), respectively.

CONCLUDING REMARKS

This article presented salary-trend information on the academic discipline/major field of student counseling and personnel services and compared that information with ALL MAJOR FIELDS over a period of three years: the "baseline year" of 1985-86 through the "trend year" of 1988-89. Two studies, one for state (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 897 faculty in the discipline/major field of student counseling and personnel services participated and were included in the overall total of 161,753 faculty in all 45 disciplines/major fields in all four studies. The same 202 state (AASCU) institutions and the same 259 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 student counseling and personnel services is currently (1988-89) some 3 percent below and 11 percent above the overall faculty salary factor other ALL MAJOR FIELDS for both the state and private studies, respectively. The average faculty salary for student counseling and personnel services in the private institutions was 3 percent less in comparison to that in the state institutions in 1985-86. The average faculty salary in the private institutions is now (1988-89) approximately 4 percent more in comparison to that for the state institutions.

Second, the CPI of October 1988, in comparison to the CPI of October 1985,
indicates that the faculty in student counseling and personnel services, in both the state and private institutions, received overall salary increases for three years above the cost-of-living. Student counseling and personnel services faculty salary increases in the state institutions lagged behind faculty in ALL MAJOR FIELDS, but in private institutions, faculty salaries were ahead during this same period. Student counseling and personnel services faculty in the state institutions have some catching up to do in salary in comparison to their colleagues in the private institutions.

Third, in the discipline/major field of student counseling and personnel services the full professor rank has a greater percentage compared to the assistant professor rank for both the state and private studies. It appears that a smaller percentage of new assistant professors is being hired in 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 student counseling and personnel services, 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. Co-author Sandhya Maharaj is a research analyst in the Office of Equal Opportunity Programs at Appalachian State University, Boone, North Carolina.

APPENDICES:
A) OVERALL LIST OF SELECTED DISCIPLINES, page 10
B) LIST OF STATE Participating institutions, page 11
C) LIST OF PRIVATE Participating institutions, page 13
APPENDIX A
OVERALL LIST OF SELECTED DISCIPLINES

ACCOUNTING
AGRICULTURE AND AGRICULTURAL PRODUCTION
ANTHROPOLOGY
ARCHITECTURE AND ENVIRONMENTAL DESIGN
AREA AND ETHNIC STUDIES
AUDIOLGY AND SPEECH PATHOLOGY
BUSINESS ADMINISTRATION AND MANAGEMENT
BUSINESS 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
MULTI-INTERDISCIPLINARY STUDIES
MUSIC
NURSING
PHILOSOPHY AND RELIGION
PHYSICAL EDUCATION
PHYSICAL SCIENCES
PHYSICS
POLITICAL SCIENCE AND GOVERNMENT
PSYCHOLOGY
READING EDUCATION
SECRETARIAL AND RELATED PROGRAMS
SOCIAL SCIENCES
SOCIOLOGY
SPECIAL EDUCATION
STUDENT COUNSELING AND PERSONNEL SERVICES
TEACHER EDUCATION, GENERAL PROGRAMS
VISUAL AND PERFORMING ARTS

TOTAL: 45
APPENDIX B


Institutions Participating in Both Studies:

Adams State College (CO)
Alabama State University (AL)
Angelo State University (TX)
Appalachian State University (NC)
Arkansas State University (AR)
Arkansas Technological University (AR)
Auburn University at Montgomery (AL)
Augusta College (GA)
Blackhills State College (SD)
Bluefield State College (WV)
California State University at Fullerton (CA)
California State University at Long Beach (CA)
California State University at 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)
Christopher Newport College (VA)
Citadel, The Military College of S.C., The (SC)
Clarion University of Pennsylvania (PA)
Cleveland State University (OH)
Clinch Valley College of Univ. of Virginia (VA)
College of Charleston (SC)
College of Staten Island - CUNY, The (NY)
Columbus College (GA)
Concord College (WV)
Dakota State College (SD)
Delta State College (MS)
Dickinson State University (SD)
East Central State University (OK)
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 Michigan University (MI)
Eastern New Mexico University (NM)
Eastern Washington University (WA)
Edinsboro University of Pennsylvania (PA)
Fitchburg State College (MA)
Florida A & M University (FL)
Florida Atlantic University (FL)
Florida International University (FL)
Fort Hays State University (KS)
Fort Lewis College (CO)
Francis Marion College (SC)
Frostburg State University (MD)
George Mason University (VA)
Georgia College (GA)
Georgia Southern College (GA)
Georgia Southwestern College (GA)
Glenville State College (WV)
Grand Valley State University (MI)
Harris-Stowe State College (MO)
Humacao University College (PR)
Idaho State University (ID)
Illinois State University (IL)
Indiana State University (IN)
Indiana University of Pennsylvania (PA)
Jackson State University (MS)
Keene State University (NH)
Kent State University (OH)
Kutztown University (PA)
Lake Superior State University (MI)
Lander College (SC)
Lewis Clark State College (ID)
Livingston University (AL)
Longwood College (VA)
Louisiana State University in Shreveport (LA)
Marshall University (WV)
Mary Washington College (VA)
Mayville State University (ND)
McNeese State University (LA)
Memphis State University (TN)
Mesa State College (CO)
Metropolitan State College (CO)
Middle Tennessee State University (TN)
Millersville University of Pennsylvania (PA)
Minot State University (ND)
Missouri Southern State College (MO)
Missouri Western State College (MO)
Morehead State University (KY)
Murray State University (KY)
New Mexico Highlands University (NM)
Nicholls State University (LA)
North Carolina A & T State University (NC)
North East Louisiana University (LA)
Northeast Missouri State University (MO)
Northeastern Illinois University (IL)
Northern Arizona University (AZ)
Northern Illinois University (IL)
Northern State College (SD)
Northwest Missouri State University (MO)
Oakland University (MI)
Old Dominion University (VA)
Oregon Institute of Technology (OR)
Pan American University (TX)
Pittsburg State University (KS)
Plymouth State College (NH)
Purdue University Calumet (IN)
Radford University (VA)
Ramapo College of New Jersey (NJ)
Richard Stockton State College (NJ)
Saginaw Valley State University (MI)
Sales State College (PA)
Salisbury State University (MD)
Sam Houston State University (TX)
San Diego State University (CA)
Sangamon State University (IL)
Savannah State College (GA)
Shippensburg University of Pennsylvania (PA)
Sonoma State University (CA)
South Dakota School of Mines & Technology (SD)
Southeast Missouri State University (MO)
Southern Arkansas University (AR)
Southern Connecticut State University (CT)
Southern Illinois University at Edwardsville (IL)
Southern Illinois University of Carbondale (IL)
Southern Orange State College (OK)
Southwest Missouri State University (MO)
Southwest State University (MN)
Southwest Texas State University (TX)
Southwestern Oklahoma State University (OK)
St. Cloud State University (MN)
State University of New York at Plattsburgh (NY)
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)
SUNY College of Technology at Utica/Rome (NY)
Tennessee Technological University (TN)
Texas A & I University (TX)
Texas A & M University at Galveston (TX)
Towson State University (MD)
Trenton State College (NJ)
Troy State University (AL)
University of Akron, The (OH)
University of Arkansas at Little Rock (AR)
University of Baltimore (MD)
University of Central Arkansas (AR)
University of Colorado at Colorado Springs (CO)
University of the District of Columbia, The (DC)
University of Houston at Clear Lake (TX)
University of Lowell (MA)
University of Maine at Presque Isle (ME)
University of Maryland-Baltimore County, The (MD)
University of Missouri - St. Louis (MO)
University of Montevallo (AL)
University of Nebraska at Omaha (NE)
University of Nevada at Las Vegas (NV)
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 & Arts of Oklahoma (OK)
University of South Alabama (AL)
University of South Carolina at Spartanburg (SC)
University of South Florida (FL)
University of Southern Colorado (CO)
University of Southern Indiana (IN)
University of Southern Maine (ME)
University of Southwestern Louisiana (LA)
University of Tennessee at Chattanooga (TN)
University of Tennessee at Martin (TN)
University of Texas at Dallas, The (TX)
University of Texas at San Antonio (TX)
University of Wisconsin - Eau Claire (WI)
University of Wisconsin - La Crosse (WI)
University of Wisconsin - Oshkosh (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)
Valdosta State College (GA)
Valley City State University (ND)
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)
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 State College of Colorado (CO)
Western Washington University (WA)
Wichita State University, The (KS)
William Paterson College (NJ)
Winthrop College (SC)
Youngstown State University (OH)

Total: 202
APPENDIX C

CUPA Private Faculty Salary-Trend Studies: 1985-86 and 1988-89

Institutions Participating in Both Studies:

Adelphi University (NY)
Agnes Scott College (GA)
Albertus Magnus College (CT)
Alfred University (NY)
Allegheny College (PA)
Allentown College of St. Francis de Sales (PA)
Alma College (MI)
Alverno College (WI)
American Technological University (TX)
American University, The (DC)
Amherst College (MA)
Anna Maria College (MA)
Aquinas College (MI)
Arkansas College (AR)
Asbury College (KY)
Assumption College (MA)
Augustana College (IL)
Avery College (VA)
Avila College (MO)
Azusa Pacific University (CA)
Baldwin-Wallace College (OH)
Barnard College (NY)
Barry University (FL)
Bellarmine College (KY)
Belmont Abbey College (NC)
Bethany College (WV)
Bethel College (KS)
Bethel College (MN)
Bethune-Cookman College (FL)
Biola University (CA)
Birmingham-Southern College (AL)
Bloomsburg College (PA)
Boston University (MA)
Bradley University (IL)
Briar Cliff College (IA)
Bridgewater College (VA)
Bryant College (RI)
Bucknell University (PA)
Butler University (IN)
 Cabrini College (PA)
Carlow University (PA)
Catholic University of America, The (DC)
Catholic University of Puerto Rico (PR)
Cedar Crest College (PA)
Central College (IA)
Central Wesleyan College (SC)
Christian Brothers College (TN)
Clarkson University (NY)

College Misericordia (PA)
College of Great Falls (MT)
College of Mount St. Joseph (OH)
College of Notre Dame of Maryland (MD)
College of Saint Benedict (MN)
College of Saint Elizabeth (NJ)
College of St. Joseph (VT)
College of Saint Rose, The (NY)
College of St. Scholastica (MN)
College of the Holy Cross (MA)
Columbia College (MO)
Concordia College (MI)
Concordia College (MN)
Concordia College (WI)
Cooper Union for the Advancement of Sci. and Art, The (NY)
Cornell College (IA)
Cornell University (NY)
Covenant College (TN)
Creighton University (NE)
D'Youville College (NY)
Defiance College, The (OH)
DuPaul University (IL)
DuPauw University (IN)
Dickinson College (PA)
Duane College (NE)
Dominican College of Blavelt (NY)
Drake University (IA)
Drew University (NJ)
Eastern Mennonite College and Seminary (VA)
Eckerd College (FL)
Elmhurst College (IL)
Elms College (MA)
Emerson College (MA)
Fairfield University (CT)
Fort Wayne Bible College (IN)
Franklin and Marshall College (PA)
Franklin Pierce College (NH)
Furman University (SC)
George Fox College (OK)
George Washington University, The (DC)
Georgetown College (KY)
Georgetown University (DC)
Georgian Court College (NJ)
Gonzaga University (WA)
Grand View College (IA)
Greensboro College (NC)
Hamilton College (NY)
Hamline University (MN)
Participating Institutions, continued:

Hampton University (VA)
Hamline University (MN)
Hartwick College (NY)
Hastings College (NE)
Heidelberg College (OH)
Holy Family College (PA)
Houghton College (NY)
Howard University (DC)
Huron College (SD)
Illinois Benedictine College (IL)
Illinois Institute of Technology (IL)
Immaculata College (PA)
Incarnate Word College (TX)
Ithaca College (NY)
Jarvis Christian College (TX)
John Carroll University (OH)
Johns Hopkins University (MD)
Judson College (IL)
Kalamazoo College (MI)
Kenyon College (OH)
Keuka College (NY)
LaRoche College (PA)
Lafayette College (PA)
Lakeland College (WI)
Lancaster Bible College (PA)
Lebanon Valley College (PA)
LeMoyne College (NY)
Lenoir-Rhyne College (NC)
Lewis & Clark College (OR)
Limestone College (SC)
Linfield College (OR)
Long Island University (NY)
Loras College (IA)
Loyola College in Maryland (MD)
Lubbock Christian University (TX)
Luther College (IA)
Lynchburg College (VA)
Lycoming College (PA)
Madonna College (MI)
Marist College (NY)
Mars Hill College (NC)
Mary Baldwin College (VA)
Marymount College (NY)
Marymount Manhattan College (NY)
Maryville College (TN)
Marywood College (PA)
McPherson College (KS)
Mercy College of Detroit (MI)
Mercyhurst College (PA)
Meredith College (NC)
Midland Lutheran College (NE)
Millikin University (IL)
Hillsaps College (MS)

Huron University (VA)
Hannibal-LaGrange College (MO)
Hartwick College (NY)
Hastings College (NE)
Heidelberg College (OH)
Holy Family College (PA)
Houghton College (NY)
Howard University (DC)
Huron College (SD)
Illinois Benedictine College (IL)
Illinois Institute of Technology (IL)
Immaculata College (PA)
Incarnate Word College (TX)
Ithaca College (NY)
Jarvis Christian College (TX)
John Carroll University (OH)
Johns Hopkins University (MD)
Judson College (IL)
Kalamazoo College (MI)
Kenyon College (OH)
Keuka College (NY)
LaRoche College (PA)
Lafayette College (PA)
Lakeland College (WI)
Lancaster Bible College (PA)
Lebanon Valley College (PA)
LeMoyne College (NY)
Lenoir-Rhyne College (NC)
Lewis & Clark College (OR)
Limestone College (SC)
Linfield College (OR)
Long Island University (NY)
Loras College (IA)
Loyola College in Maryland (MD)
Lubbock Christian University (TX)
Luther College (IA)
Lynchburg College (VA)
Lycoming College (PA)
Madonna College (MI)
Marist College (NY)
Mars Hill College (NC)
Mary Baldwin College (VA)
Marymount College (NY)
Marymount Manhattan College (NY)
Maryville College (TN)
Marywood College (PA)
McPherson College (KS)
Mercy College of Detroit (MI)
Mercyhurst College (PA)
Meredith College (NC)
Midland Lutheran College (NE)
Millikin University (IL)
Hillsaps College (MS)

Missouri Baptist College (MO)
Moravian College (PA)
Mount Mary College (WI)
Mount Mercy College (IA)
Mount St. Mary's College (CA)
Mount Vernon College (DC)
Mount Vernon Nazarene College (OH)
Muskingum College (OH)
Nazareth College (MI)
Neumann College (PA)
New England College (NH)
North Central College (IL)
Northland College (WI)
Northwestern College (IA)
Northwestern College (MN)
Norwich University (VT)
Oakwood College (AL)
Ohio Northern University (OH)
Ottawa University (KS)
Our Lady of Holy Cross College (LA)
Pepperdine University (CA)
Piedmont College (GA)
Pikeville College (KY)
Presbyterian College (SC)
Presbyterian School of Christian Education (VA)
Principia College (IL)
Quincy College (IL)
Randolph-Macon College (VA)
Reed College (OR)
Regis College (CO)
Regis College (WA)
Rensselaer Polytechnic Institute (NY)
Rider College (NJ)
Rockefeller Institute of Technology (NY)
Rockford College (IL)
Rockhurst College (MO)
Rocky Mountain College (MT)
Roosevelt University (IL)
Rose-Hulman Institute of Technology (IN)
Russell-Sage College (NY)
Saint Edward's University (TX)
Saint Joseph College (CT)
Saint Mary College (KS)
Saint Vincent College (PA)
Salem College (NC)
Salem College (WV)
Salve Regina--The Newport College (RI)
Samford University (AL)
Santa Clara University (CA)
School of the Ozarks, The (MO)
Seattle Pacific University (WA)
Seattle University (WA)
Seton Hill (PA)

14
Participating Institutions, continued:

Siena College (NY)
Siena Heights College (MI)
Simpson College (IA)
Southwestern Assemblies of God Colleges (TX)
Spalding University (NY)
Springfield College (MA)
St. Bonaventure University (NY)
St. Francis College (NY)
St. Mary's University (TX)
St. Norbert College (WI)
Stevens Institute of Technology (NJ)
Stillman College (AL)
Suffolk University (MA)
Susquehanna University (PA)
Tabor College (KS)
Taylor University (IN)
Texas Christian University (TX)
Texas Lutheran College (TX)
Tiffin University (OH)
Tri-State University (IN)
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 Evansville (IN)
University of LaVerne (CA)

University of Miami (FL)
University of Portland (OR)
University of Richmond (VA)
University of San Diego (CA)
University of St. Thomas (TX)
University of the South, The (TN)
University of Tampa, (FL)
Ursuline College (OH)
Valparaiso University (IN)
Villa Maria College (PA)
Viterbo College (WI)
Walsh College (OH)
Warner Southern College (FL)
Wartburg College (IA)
Washington and Jefferson College (PA)
Washington and Lee University (VA)
Waynesburg College (PA)
West Virginia Wesleyan College (WV)
Western Baptist College (OR)
Western Maryland College (MD)
Westmar College (IA)
Westminster College of Salt Lake City (UT)
Whitman College (WA)
Wilkes College (PA)
William Jewell College (MO)
William Penn College (IA)
Wilmington College (DE)
Wingate College (NC)
Wittenburg University (OH)

Total: 259
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 1988-89. Each year two separate studies are conducted, one for state 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 teacher education, general programs. 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 teacher education, general programs in the CIP is as follows:

A group of instructional programs that describe the theories, methods, and techniques of designing, implementing, and evaluating organized learning activities for students at all levels.*


This article presents a summary of the overall average salary increases in
the discipline/major field of teacher education, general programs from the "baseline year" of 1985-86 to and including the "trend year" of 1988-89 for both state and private institutions. Of the 262 institutions which participated in CUPA's STATE (AASCU) study of 1985-86, 202 also participated in 1988-89. Data from those same 202 institutions were used in both the "baseline year" and the "trend year". Of the 440 institutions which participated in CUPA'S PRIVATE study of 1985-86, 259 also participated in 1988-89. Data from those same 259 institutions were used in both the "baseline year" and the "trend year".

This study lists the average salaries of teacher education--general programs faculty for both state 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 (1985-86 and 1988-89).

The CPI is based on prices of food, clothing, shelter and fuels, transportation, medical care, entertainment, and other goods and services that people buy for day-to-day living. In examining trends in faculty salary it is important to consider any changes in the economy. Thus, by comparing changes in faculty salaries with the CPI, a more precise representation of the "real" salary increases is yielded.

The salary is based on a nine- or ten-month academic year salary of full-time faculty only. Full-time faculty members are those who teach no less than 51 percent of the time. Salary for summer academic work, fringe benefits, and perquisites are not included in the salary data. The average salary displayed is computed from all faculty salaries reported for a given rank and discipline.

The "NUM" means the number of faculty members whose salaries were included
to compute the average salary. The "N/IN" means the number of institutions that reported salary data for a given academic rank and discipline/major field.

The FAC MIX PCT is the percentage of faculty in a given discipline/major field who hold a given academic rank. For example, a FAC MIX PCT factor of .30 for associate professor of teacher education, general programs in the 1985-86 state study means that 30 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: STATE 1985-86, STATE 1983-89, PRIVATE 1985-86 and PRIVATE 1988-89. For example, a SALARY FACTOR of .97 for assistant professors in the discipline/major field of teacher education, general programs in the 1985-86 state 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 (1985-86 or 1988-89). 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 teacher education, general programs 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 1985-86 and the "trend year" of 1988-89
<table>
<thead>
<tr>
<th>State</th>
<th>Year</th>
<th>Field</th>
<th>Salary</th>
<th>FAC Mix</th>
<th>Pay Factor</th>
<th>Average Salary</th>
<th>FAC Mix</th>
<th>Pay Factor</th>
<th>Average Salary</th>
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will lessen the reliability and validity of any conclusions that one might make based on a simple comparison of averages.


In the STATE 1985-86 salary study in the above table, the reader may note that the discipline/major field of teacher education, general programs was reported in 76 of the 202 state (AASCU) institutions. The average salary of the 1059 faculty was $31,993. This average salary was approximately 2 percent (1.02) higher than the average salary of $31,282 for all 51,525 faculty in ALL MAJOR FIELDS in the 1985-86 state study.

In the STATE 1988-89 salary study in the above table, the discipline/major field of teacher education, general programs was reported in 84 of the same 202 state (AASCU) institutions. The average salary of the 1,289 faculty was $35,901. This average salary was 2 percent less (0.98) than the average salary of $36,562 for all 54,552 faculty in ALL MAJOR FIELDS in the 1988-89 state study.

The increase in average salaries for all faculty in teacher education, general programs after three years in the state institutions studied was 12.2 percent ($35,901 minus $31,993 equals $3,908). The CPI of increased cost-of-living between October 1985 and October 1988 was 10.6 percent. A more realistic increase, therefore, in average faculty salaries over the three-year time period is 1.6 percent or an average of 0.5 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 state institutions studied was 16.9 percent ($36,562 minus $31,282 equals $5,280). In comparison to the discipline/major field of teacher education, general programs (12.2%), therefore, the faculty in ALL MAJOR FIELDS increased their salaries by 4.7 percent (16.9% minus 12.2% equals 4.7%) less
than faculty in the discipline/major field of teacher education, general programs.

The reader may note that the faculty mix percentage in teacher education, general programs is higher at the professor rank than at the assistant professor rank for both of the state studies. The faculty mix percentages of professor and assistant professor are 0.46 and 0.20 (1985-86); and 0.40 and 0.27 (1988-89). The differences in the ranks of professor and assistant professor in ALL MAJOR FIELDS for both state studies are 0.34 and 0.27 (1985-86) and 0.35 and 0.28 (1988-89). In other words ALL MAJOR FIELDS has a lower percentage of professors and a higher percentage of assistant professors compared to teacher education, general programs, in both of the state studies.

Finally, the hiring rate of new assistant professors in teacher education, general programs is lower in the 1985-86 state study compared to ALL MAJOR FIELDS: 2 percent (21/1059) vs. 3.7 percent (1,932/51,525). In 1988-89 the hiring rate of new assistant professors in teacher education, general programs was greater than that of ALL MAJOR FIELDS: 6.2 percent (80/1,289) vs. 4.7 percent (2,573/54,552).

RESULTS OF THE TWO PRIVATE STUDIES, 1985-86 AND 1988-89

In the PRIVATE 1985-86 salary study in the above table, the reader may note that the discipline/major field of teacher education, general programs was reported in 91 of the 259 private institutions. The average salary of the 357 faculty was $26,290. This average salary was approximately 12 percent (0.88) lower than the average salary of $29,765 for all 27,049 faculty in ALL MAJOR FIELDS in the 1985-86 private study.

In the PRIVATE 1988-89 salary study in the above table, the major field of teacher education, general programs was reported in 86 of the same 259 private
institutions. The average salary of the 372 faculty was $29,319. This average salary was approximately 16 percent (0.84) lower than the average of $35,099 for all 28,627 faculty in ALL MAJOR FIELDS in the 1988-89 private study.

The increase in average salaries for all faculty in teacher education, general programs after three years in the private institutions studied was 11.5 percent ($29,319 minus $26,290 equals $3,029). The CPI of increased cost-of-living between October 1985 and October 1988 was 10.6 percent. A more realistic increase, therefore, in average faculty salaries over the three-year time period is 0.9 percent or 0.3 percent each year above the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the private institutions studied was 17.9 percent ($35,099 minus $29,765 equals $5,334). In comparison to the discipline/major field of teacher education, general programs (11.5%), therefore, the faculty in ALL MAJOR FIELDS increased their salaries by 6.4 percent (17.9% minus 11.5% equals 6.4%) more than faculty in the discipline/major field of teacher education, general programs.

The reader may note that in the field of teacher education, general programs, the faculty mix percentage is a little greater at the professor rank than at the assistant professor rank in the 1985-86 study: 0.35 vs 0.29. In contrast the faculty mix percentage at the professor rank is lower than at the assistant professor rank for teacher education, general programs in 1988-89: 0.27 vs 0.36. The FAC MIX PCT for ALL MAJOR FIELDS is the same in both private studies: 0.31 vs 0.31 (1985-86); and 0.31 vs 0.31 ('1988-89).

Finally, the reader may note that the hiring rate of new assistant professors in teacher education, general programs lagged behind the hiring rate in ALL MAJOR FIELDS in 1985-86, 2.8 percent (10/357) vs. 4.5 percent (1,204/27,049). In contrast the hiring rate in teacher education, general programs was
greater than that in ALL MAJOR FIELDS in 1986-87, 6.7 percent (25/372) vs. 4.8 percent (1,388/28,627).

CONCLUDING REMARKS

This article presented salary-trend information on the academic discipline/major field of teacher education, general programs and compared that information with ALL MAJOR FIELDS over a period of three years: the "baseline year" of 1985-86 through the "trend year" of 1988-89. Two studies, one for state (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 3,077 faculty in the discipline/major field of teacher education, general programs participated and were included in the overall total of 161,753 faculty in all 45 disciplines/major fields in all four studies. The same 202 state (AASCU) institutions and the same 259 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 teacher education, general programs is currently (1988-89) 2 percent below in the state institutions and 16 percent below the private institutions in comparison to the overall average faculty salary of ALL MAJOR FIELDS. In the private institutions the average faculty salary for teacher education, general programs was 22 percent lower in comparison to that in the state institutions in 1985-86. The average faculty salary in the private institutions is now (1988-89), approximately 22 percent less compared to that for the state institutions.

Second, the CPI of October 1988, in comparison to the CPI of October 1985, indicates that the faculty in teacher education, general programs, in both the state and private institutions, received overall salary increases for three
year, above the cost-of-living. However, teacher education--general programs faculty salary increases in the private institutions lagged behind faculty in ALL MAJOR FIELDS but in state institutions faculty were ahead during this same period. Teacher education, general programs faculty in the private institutions have some catching up to do in salary in comparison with their colleagues in the state institutions.

Third, in the discipline/major field of teacher education, general programs, the assistant professor rank has a lower percentage of faculty compared to the full professor rank in the state institutions, but the opposite is true in the private institutions. The assistant professor rank appears to be increasing more rapidly in the private institutions, in comparison to the state institutions. It seems a larger 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 teacher education, general programs, 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. Co-author Roy Jones is an assistant professor in the Extension Division of Virginia Polytechnic Institute and State University, Blacksburg, Virginia.

APPENDICES:
A) OVERALL LIST OF SELECTED DISCIPLINES, page 10
B) LIST OF STATE Participating Institutions, page 11
C) LIST OF PRIVATE Participating Institutions, page 13
APPENDIX A

OVERALL LIST OF SELECTED DISCIPLINES

ACCOUNTING
AGRICULTURE AND AGRICULTURAL PRODUCTION
ANTHROPOLOGY
ARCHITECTURE AND ENVIRONMENTAL DESIGN
AREA AND ETHNIC STUDIES
AUDIOLOGY AND SPEECH PATHOLOGY
BUSINESS ADMINISTRATION AND MANAGEMENT
BUSINESS 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
MULTI-INTERDISCIPLINARY STUDIES
MUSIC
NURSING
PHILOSOPHY AND RELIGION
PHYSICAL EDUCATION
PHYSICAL SCIENCES
PHYSICS
POLITICAL SCIENCE AND GOVERNMENT
PSYCHOLOGY
READING EDUCATION
SECRETARIAL AND RELATED PROGRAMS
SOCIAL SCIENCES
SOCIOLOGY
SPECIAL EDUCATION
STUDENT COUNSELING AND PERSONNEL SERVICES
TEACHER EDUCATION, GENERAL PROGRAMS
VISUAL AND PERFORMING ARTS

TOTAL: 45
APPENDIX B


Institutions Participating in Both Studies:

Adams State College (CO)
Alabama State University (AL)
Angelo State University (TX)
Appalachian State University (NC)
Arkansas State University (AR)
Arkansas Technological University (AR)
Auburn University at Montgomery (AL)
Augusta College (GA)
Blackhills State College (SD)
Bluefield State College (WV)
California State University at Fullerton (CA)
California State University at Long Beach (CA)
California State University at 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 Washington University (WA)
Christopher Newport College (VA)
Citadel, The Military College of S.C., The (SC)
Clarion University of Pennsylvania (PA)
Cleveland State University (OH)
Clinc Valley College of Univ. of Virginia (VA)
College of Charleston (SC)
College of Staten Island - CUNY, The (NY)
Columbus College (GA)
Concord College (WV)
Dakota State College (SD)
Delta State College (MS)
Dickinson State University (SD)
East Central State University (OK)
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 Michigan University (MI)
Eastern New Mexico University (NM)
Eastern Washington University (WA)
Edinsboro University of Pennsylvania (PA)
Fitchburg State College (MA)
Florida A & M University (FL)
Florida Atlantic University (FL)
Florida International University (FL)
Fort Hays State University (KS)
Fort Lewis College (CO)
Francis Marion College (SC)
Frostburg State University (MD)
George Mason University (VA)
Georgia College (GA)
Georgia Southern College (GA)
Georgia Southwestern College (GA)
Glenville State College (WV)
Grand Valley State University (MI)
Harris-Storm College (MO)
Humacao University College (PR)
Idaho State University (ID)
Illinois State University (IL)
Indiana University (IN)
Indiana University of Pennsylvania (PA)
Jackson State University (MS)
Keene State University (NH)
Kent State University (OH)
Kutztown University (PA)
Lake Superior State University (MI)
Lander College (SC)
Lewis Clark State College (ID)
Livingston University (AL)
Longwood College (VA)
Louisiana State University in Shreveport (LA)
Marshall University (WV)
Mary Washington College (VA)
Mayville State University (ND)
McNeese State University (LA)
Memphis State University (TN)
Mesa State College (CO)
Metropolitan State College (CO)
Middle Tennessee State University (TN)
Millersville University of Pennsylvania (PA)
Minot State University (ND)
Missouri Southern State College (MO)
Missouri Western State College (MO)
Morehead State University (KY)
Murray State University (KY)
New Mexico Highlands University (NM)
Nicholls State University (LA)
North Carolina A & T State University (NC)
Northeast Louisiana University (LA)
Northeast Missouri State University (MO)
Northeastern Illinois University (IL)
Northern Arizona University (AZ)
Northern Illinois University (IL)
Northern State College (SD)
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Total: 202
APPENDIX C

CUPA Private Faculty Salary-Trend Studies: 1985-86 and 1988-89

Institutions Participating in Both Studies:

Adelphi University (NY)
Agnes Scott College (GA)
Albertus Magnus College (CT)
Alfred University (NY)
Allegheny College (PA)
Allentown College of St. Francis de Sales (PA)
Alma College (MI)
Alverno College (WI)
American Technological University (TX)
American University, The (DC)
Amherst College (MA)
Anna Maria College (MA)
Aquinas College (NY)
Arkansas College (AR)
Ashbury College (KY)
Assumption College (MA)
Augustana College (IL)
Averett College (VA)
Avila College (MO)
Azusa Pacific University (CA)
Baldwin-Wallace College (OH)
Barnard College (NY)
Barry University (FL)
Bellarine College (KY)
Belmont Abbey College (NC)
Bethany College (NY)
Bethel College (KS)
Bethel College (MN)
Bethune-Cookman College (FL)
Biola University (CA)
Birmingham-Southern College (AL)
Bloomfield College (NJ)
Boston University (MA)
Bradley University (IL)
Briar Cliff College (IA)
Bridgewater College (VA)
Bryant College (RI)
Bucknell University (PA)
Butler University (IN)
Cabrini College (PA)
Carlow College (PA)
Catholic University of America, The (DC)
Catholic University of Puerto Rico (PR)
Cedar Crest College (PA)
Central College (IA)
Central Wesleyan College (SC)
Christian Brothers College (TN)
Clarkson University (NY)

College Misericordia (PA)
College of Great Falls (MT)
College of Mount St. Joseph (OH)
College of Notre Dame of Maryland (MD)
College of Saint Benedict (MN)
College of Saint Elizabeth (NJ)
College of St. Joseph (VT)
College of Saint Rose, The (NY)
College of St. Scholastica (MN)
College of the Holy Cross (MA)
Columbia College (MO)
Concordia College (MN)
Concordia College (NH)
Concordia College (WI)
Cooper Union for the Advancement of Sci. and Art, The (NY)
Cornell College (IA)
Cornell University (NY)
Covenant College (TN)
Creighton University (NE)
D'Youville College (NY)
Defiance College, The (OH)
DePaul University (IL)
Def Pau University (IN)
Dickinson College (PA)
Doane College (NE)
Dominican College of Bla sub (NY)
Drake University (IA)
Drew University (NJ)
Eastern Mennonite College and Seminary (VA)
Eckerd College (FL)
Elmhurst College (IL)
Elms College (MA)
Emerson College (MA)
Fairfield University (CT)
Fort Wayne Bible College (IN)
Franklin and Marshall College (PA)
Franklin Pierce College (NH)
Furman University (SC)
George Fox College (OR)
George Washington University, The (DC)
Georgetown College (KY)
Georgetown University (DC)
Georgian Court College (NJ)
Gonzaga University (WA)
Grand View College (IA)
Greensboro College (NC)
Hamilton College (NY)
Hamline University (MN)

13
Participating Institutions, continued:

Hampton University (VA)
Hamline University (MN)
Hartwick College (NY)
Hastings College (NE)
Heidelberg College (OH)
Holy Family College (PA)
Houghton College (NY)
Howard University (DC)
Huron College (SD)
Illinois Benedictine College (IL)
Illinois Institute of Technology (IL)
Immaculata College (PA)
Incarnate Word College (TX)
Ithaca College (NY)
Jarvis Christian College (TX)
John Carroll University (OH)
Johns Hopkins University (MD)
Judson College (IL)
Kalamazoo College (MI)
Kenyon College (OH)
Kenyon College (NY)
LaRoche College (PA)
Lafayette College (PA)
Lakeland College (WI)
Lancaster Bible College (PA)
Lebanon Valley College (PA)
LeMoyne College (NY)
Lenoir-Rhyne College (NC)
Lewis & Clark College (OR)
Limestone College (SC)
Linfield College (OR)
Long Island University (NY)
Loras College (IA)
Loyola College in Maryland (MD)
Lubbock Christian University (TX)
Luther College (IA)
Lynchburg College (VA)
Lycoming College (PA)
Madonna College (MI)
Marist College (NY)
Marist College (NC)
Mary Baldwin College (VA)
Marymount College (NY)
Marymount Manhattan College (NY)
Maryville College (TN)
Marywood College (PA)
McPherson College (KS)
Mercy College of Detroit (MI)
Mercyhurst College (PA)
Meredith College (NC)
Midland Lutheran College (NE)
Millikin University (IL)
Millsaps College (MS)
Missouri Baptist College (MO)
Moravian College (PA)
Mount Mary College (WI)
Mount Mercy College (IA)
Mount St. Mary's College (CA)
Mount Vernon College (DC)
Mount Vernon Nazarene College (OH)
Muskingum College (OH)
Nazareth College (MI)
Neumann College (PA)
New England College (NH)
North Central College (IL)
Northland College (WI)
Northwestern College (IA)
Northwestern College (MN)
Norwich University (VT)
Oakwood College (AL)
Ohio Northern University (OH)
Ottawa University (KS)
Our Lady of Holy Cross College (LA)
Pepperdine University (CA)
Piedmont College (GA)
Pikwvillo College (KY)
Presbyterian College (SC)
Presbyterian School of Christian Education (VA)
Principia College (IL)
Quincy College (IL)
Randolph-Macon College (VA)
Reed College (OR)
Regis College (CO)
Regis College (MA)
Rensselaer Polytechnic Institute (NY)
Rider College (NJ)
Rochester Institute of Technology (NY)
Rockford College (IL)
Rockhurst College (MO)
Rocky Mountain College (MT)
Roosevelt University (IL)
Rose-Hulman Institute of Technology (IN)
Russell-Sage College (NY)
Saint Edward's University (TX)
Saint Joseph College (CT)
Saint Mary College (KS)
Saint Vincent College (PA)
Salem College (NC)
Salem College (NV)
Sav'Ve Regina-The Newport College (RI)
Samford University (AL)
Santa Clara University (CA)
School of the Ozarks, The (MO)
Seattle Pacific University (WA)
Seattle University (WA)
Seton Hill (PA)
Participating Institutions, continued:

Siena College (NY)
Siena Heights College (MI)
Simpson College (IA)
Southwestern Assemblies of God Colleges (TX)
Spalding University (KY)
Springfield College (MA)
St. Bonaventure University (NY)
St. Francis College (NY)
St. Mary's University (TX)
St. Norbert College (WI)
Stevens Institute of Technology (NJ)
Stillman College (AL)
Suffolk University (MA)
Susquehanna University (PA)
Tabor College (KS)
Taylor University (IN)
Texas Christian University (TX)
Texas Lutheran College (TX)
Tiffin University (OH)
Tri-State University (IN)
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 Evansville (IN)
University of LaVerne (CA)

University of Miami (FL)
University of Portland (OR)
University of Richmond (VA)
University of San Diego (CA)
University of St. Thomas (TX)
University of the South, The (TN)
University of Tampa (FL)
Ursuline College (OH)
Valparaiso University (IN)
Villa Maria College (PA)
Viterbo College (WI)
Walsh College (OH)
Warner Southern College (FL)
Warburg College (IA)
Washington and Jefferson College (PA)
Washington and Lee University (VA)
Waynesburg College (PA)
West Virginia Wesleyan College (WV)
Western Baptist College (OR)
Western Maryland College (MD)
Westmar College (IA)
Westminster College of Salt Lake City (UT)
Whitman College (WA)
Wilkes College (PA)
William Jewell College (MO)
William Penn College (IA)
Wilmington College (DE)
Wingate College (NC)
Wittenburg University (OH)

Total: 259
SALARY-TREND STUDY OF FACULTY IN VISUAL AND PERFORMING ARTS

FOR THE YEARS

1985-86 AND 1988-89

By
Richard D. Howe
and Linda A. Miller

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 1988-89. Each year two separate studies are conducted, one for state 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 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), 1985. 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, kinaesthetic, 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 1985-86 to and including the "trend year" of 1988-89 for both state and private institutions. Of the 262 institutions which participated in CUPA's STATE (AASCU) study of 1985-86, 202 also participated in 1988-89. Data from those same 202 institutions were used in both the baseline year and the trend year. Of the 440 institutions which participated in CUPA'S PRIVATE study of 1985-86, 259 also participated in 1988-89. Data from those same 259 institutions were used in both the baseline year and the trend year.

This study lists the average salaries of visual and performing arts faculty for both state 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 (1985-86 and 1988-89).

The CPI is based on prices of food, clothing, shelter and fuels, transportation, medical care, entertainment, and other goods and services that people buy for day-to-day living. In examining trends in faculty salary it is important to consider any changes in the economy. Thus, by comparing changes in faculty salaries with the CPI, a more precise representation of the "real" salary increases is yielded.

The salary is based on a nine- or ten-month academic year salary of full-time faculty only. Full-time faculty members are those who teach no less than 51 percent of the time. Salary for summer academic work, fringe benefits, and perquisites are not included in the salary data. The average salary displayed is computed from all faculty salaries reported for a given rank and discipline.

The "NUM" means the number of faculty members whose salaries were included to compute the average salary.

The "N/IN" means the number of institutions that reported salary data for a
given academic rank and discipline/major field.

The FAC MIX PCT is the percentage of faculty in a given discipline/major field who hold a given academic rank. For example, a FAC MIX PCT factor of .35 for associate professor of visual and performing arts in the 1985-86 state study means that 35 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: STATE 1985-86, STATE 1988-89, PRIVATE 1985-86 and PRIVATE 1988-89. For example, a SALARY FACTOR of .91 for assistant professors in the discipline/major field of visual and performing arts in the 1985-86 state study means that their salaries are 9 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 (1985-86 or 1988-89). 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 visual and performing arts 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 1985-86 and the "trend year" of 1988-89 will lessen the reliability and validity of any conclusions that one might make.
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<td><strong>Average</strong></td>
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<td><strong>Salary:</strong> 41624 225 53</td>
<td><strong>Salary:</strong> 34700 90 29</td>
<td><strong>Salary:</strong> 38230 8391</td>
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<tr>
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<td><strong>Factor:</strong> 0.30</td>
<td><strong>Factor:</strong> 0.29</td>
<td><strong>Factor:</strong> 0.26</td>
<td><strong>Factor:</strong> 0.31</td>
<td><strong>Factor:</strong> 0.31</td>
<td><strong>Factor:</strong> 0.29</td>
<td><strong>Factor:</strong> 0.31</td>
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<td><strong>Salary Mix:</strong> 31074 15884</td>
<td><strong>Salary Mix:</strong> 33916 245 58</td>
<td><strong>Salary Mix:</strong> 2784 119 40</td>
<td><strong>Salary Mix:</strong> 29339 8352</td>
<td><strong>Salary Mix:</strong> 32318 120 43</td>
<td><strong>Salary Mix:</strong> 34585 8852</td>
<td><strong>Salary Mix:</strong> 36585 8980</td>
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<tr>
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<td><strong>Pct.:</strong> 0.31</td>
<td><strong>Pct.:</strong> 0.31</td>
<td><strong>Pct.:</strong> 0.34</td>
<td><strong>Pct.:</strong> 0.31</td>
<td><strong>Pct.:</strong> 0.31</td>
<td><strong>Pct.:</strong> 0.31</td>
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<td><strong>All Major Fields</strong></td>
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</table>

In the STATE 1985-86 salary study in the above table, the reader may note that the discipline/major field of visual and performing arts was reported in 60 of the 202 state (AASCU) institutions. The average salary of the 698 faculty was $28,889. This average salary was approximately 8 percent (0.92) lower than the average salary of $31,282 for all 51,525 faculty in ALL MAJOR FIELDS in the 1985-86 state study.

In the STATE 1988-89 salary study in the above table, the discipline/major field of visual and performing arts was reported in 65 of the same 202 state (AASCU) institutions. The average salary of the 782 faculty was $33,268. This average salary was approximately 9 percent (0.91) lower than the average salary of $35,562 for all 54,552 faculty in ALL MAJOR FIELDS in the 1988-89 state study.

The increase in average salaries for all faculty in the visual and performing arts after three years in the state institutions studied was 15.1 percent ($33,268 minus $28,889 equals $4,379). The CPI of increased cost-of-living between October 1985 and October 1988 was 10.6 percent. A more realistic increase, therefore, in average faculty salaries over the three-year time period is 4.5 percent or an average of 1.5 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 state institutions studied was 16.9 percent ($36,562 minus $31,282 equals $5,280). In comparison to the discipline/major field of visual and performing arts (15.1%), therefore, the faculty in ALL MAJOR FIELDS increased their salaries by 1.8 percent (16.9% minus 15.1% equals 1.8%) more than faculty in the discipline/major field of visual and performing arts.

The reader may note that the faculty mix percentage in visual and perform-
ing arts was lower at the professor rank than at the assistant professor rank in both the state studies: 0.29 vs. 0.31 (1985-86) and 0.29 vs. 0.33 (1988-89), respectively. The differences in the faculty mix percentage at the ranks of professor and assistant professor in ALL MAJOR FIELDS for both state studies are as follows: 0.34 vs. 0.27 (1985-86) and 0.35 vs. 0.28 (1988-89), respectively. In other words ALL MAJOR FIELDS has a higher percentage of professors, but a lower percentage of assistant professors compared to visual and performing arts in both state studies.

Finally, the hiring rate of new assistant professors in visual and performing arts was slightly higher in the 1985-86 study: 4 percent (28/608) vs. 3.7 percent (1,932/51,525) in ALL MAJOR FIELDS. However, the hiring rate of new assistant professors in visual and performing arts in 1988-89 was 3.5 percent (27/782) vs. 4.7 percent (2,573/54,552) in ALL MAJOR FIELDS that same year. In other words the hiring rate in the discipline/major field of visual and performing arts was more than that for ALL MAJOR FIELDS in the 1985-86 study but less in the 1988-89 state study.

RESULTS OF THE TWO PRIVATE STUDIES, 1985-86 AND 1988-89

In the PRIVATE 1985-86 salary study in the above table, the reader may note that the discipline/major field of visual and performing arts was reported in 64 of the 259 private institutions. The average salary of the 351 faculty was $27,144. This average salary was approximately 9 percent (0.91) lower than the average salary of $29,765 for all 27,049 faculty in ALL MAJOR FIELDS in the 1985-86 private study.

In the PRIVATE 1988-89 salary study in the above table, the field of visual and performing arts was reported in 72 of the same 259 private institutions.
The average salary of the 402 faculty was $31,949. This average salary was approximately 9 percent (0.91) lower than the average of $35,099 for all 28,627 faculty in ALL MAJOR FIELDS in the 1988-89 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 17.7 percent ($31,949 minus $27,144 equals $4,805). The CPI of increased cost-of-living between October 1985 and October 1988 was 10.6 percent. A more realistic increase, therefore, in average faculty salaries over the three-year time period is 7.1 percent or 2.4 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 private institutions studied was 17.9 percent ($35,099 minus $29,765 equals $5,334). In comparison to the discipline/major field of visual and performing arts (17.7%), therefore, the faculty in ALL MAJOR FIELDS increased their salaries by .2 percent (17.9% minus 17.7% equals .2%) more than faculty in the discipline/major field of visual and performing arts.

The reader may note that in the field of visual and performing arts, the faculty mix percentage is lower at the professor rank than at the assistant professor rank in both the private studies: 0.26 vs. 0.32 (1985-86), respectively; and 0.29 vs. 0.35 (1988-89), respectively. This is quite different from the FAC MIX PCT for the professor and assistant professor ranks in ALL MAJOR FIELDS: 0.31 vs. 0.31 (1985-86), respectively; and 0.31 vs. 0.31 (1988-89), respectively.

Finally, the reader may note that the hiring rate of new assistant professors in the visual and performing arts in the private studies lagged behind the hiring rate in ALL MAJOR FIELDS both in 1985-86, 2.8 percent (10/351) vs. 4.5 percent (1,204/27,049), respectively; and in 1988-89, 4.7 percent (19/402) vs. 4.8 percent (1,388/28,627), 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 ALL MAJOR FIELDS over a period of three years: the "baseline year" of 1985-86 through the "trend year" of 1988-89. Two studies, one for state (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 2,233 faculty in the discipline/major field of visual and performing arts participated and were included in the overall total of 161,753 faculty in all 45 disciplines/major fields in all four studies. The same 202 state (AASCU) institutions and the same 259 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 visual and performing arts is currently (1988-89) some 9 and 12 percent below the overall average faculty salary of ALL MAJOR FIELDS for both the state and private studies. The average faculty salary for visual and performing arts in the private institutions was approximately 6 percent less in comparison to that in the state institutions in 1985-86. The average faculty salary in the private institutions is now (1988-89) 4 percent less compared to that in the state institutions.

Second, the CPI of October 1988, in comparison to the CPI of October 1985, indicates that the faculty in visual and performing arts in both the state and private institutions received overall salary increases for three years above the cost-of-living. Increases in visual and performing arts faculty salaries in both the state and private institutions lagged behind those in ALL MAJOR FIELDS during this same period. Visual and performing arts faculty in both the state
and private institutions have some catching up to do in salary in comparison with faculty in ALL MAJOR FIELDS.

Third, in the discipline/major field of visual and performing arts for 1988-89, the assistant professor rank has a higher percentage of faculty compared to full professor rank in both the state and private institutions. The full professor rank appears to be increasing in the private institutions, whereas in the state institutions the percentage remains the same. It seems a larger percentage of new assistant professors are being hired in the state institutions in comparison to the private institutions.

Now that a rather significant data base on individual faculty member salaries has been developed, it is anticipated that additional salary-trend studies will be effected in 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 professor of leadership and higher education, and history at Appalachian State University, Boone, North Carolina. Co-author Linda A. Miller is a research analyst in the Office of Equal Opportunity Programs at Appalachian State University, Boone, North Carolina.

APPENDICES:
A) OVERALL LIST OF SELECTED DISCIPLINES, page 10
B) LIST OF STATE Participating Institutions, page 11
C) LIST OF PRIVATE Participating Institutions, page 13
APPENDIX A

OVERALL LIST OF SELECTED DISCIPLINES

ACCOUNTING
AGRIBUSINESS AND AGRICULTURAL PRODUCTION
ANTHROPOLOGY
ARCHITECTURE AND ENVIRONMENTAL DESIGN
AREA AND ETHNIC STUDIES
AUDIOLOGY AND SPEECH PATHOLOGY
BUSINESS ADMINISTRATION AND MANAGEMENT
BUSINESS 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
MULTI-INTERDISCIPLINARY STUDIES
MUSIC
NURSING
PHILOSOPHY AND RELIGION
PHYSICAL EDUCATION
PHYSICAL SCIENCES
PHYSICS
POLITICAL SCIENCE AND GOVERNMENT
PSYCHOLOGY
READING EDUCATION
SECRETARIAL AND RELATED PROGRAMS
SOCIAL SCIENCES
SOCIOLOGY
SPECIAL EDUCATION
STUDENT COUNSELING AND PERSONNEL SERVICES
TEACHER EDUCATION, GENERAL PROGRAMS
VISUAL AND PERFORMING ARTS

TOTAL: 45
### Appendix B

**CUPA State (AASCU) Faculty Salary-Trend Studies: 1985-86 and 1988-89**

Institutions Participating in Both Studies:

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<td>Appalachian State University</td>
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</tr>
<tr>
<td>MO</td>
<td>Northeast Missouri State University</td>
</tr>
<tr>
<td>IL</td>
<td>Northeastern Illinois University</td>
</tr>
<tr>
<td>AZ</td>
<td>Northern Arizona University</td>
</tr>
<tr>
<td>IL</td>
<td>Northern Illinois University</td>
</tr>
<tr>
<td>SD</td>
<td>Northern State College</td>
</tr>
</tbody>
</table>
Participating Institutions, continued:

Northwest Missouri State University (MO)
Oakland University (MI)
Old Dominion University (VA)
Oregon Institute of Technology (OR)
Penn State University (PA)
Plymouth State College (NH)
Purdue University Calumet (IN)
Radford University (VA)
Ramapo College of New Jersey (NJ)
Richard Stockton State College (NJ)
Saginaw Valley State University (MI)
Salem State College (MA)
Salisbury University (MD)
San Diego State University (CA)
Sangamon State University (IL)
Savannah State College (GA)
Shippensburg University of Pennsylvania (PA)
South Dakota School of Mines & Technology (SD)
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 Illinois University at Carbondale (IL)
Southern Oregon State College (OR)
Southwest Missouri State University (MO)
Southwest State University (MN)
Southwestern Texas State University (TX)
Southwestern Oklahoma State University (OK)
St. Cloud State University (MN)
State University of New York at Plattsburgh (NY)
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)
SUNY College of Technology at Utica/Rome (NY)
Tennessee Technological University (TN)
Texas A & M University (TX)
Texas A & M University at Galveston (TX)
Towson State University (MD)
Trenton State College (NJ)
Troy State University (AL)
University of Akron, The (OH)
University of Arkansas at Little Rock (AR)
University of Baltimore (MD)
University of Central Arkansas (AR)
University of Colorado at Colorado Springs (CO)
University of the District of Columbia, The (DC)
University of Houston at Clear Lake (TX)
University of Lowell (MA)
University of Maine at Presque Isle (ME)
University of Maryland-Baltimore County, The (MD)
University of Missouri - St. Louis (MO)
University of Montevallo (AL)
University of Nebraska at Omaha (NE)
University of Nevada at Las Vegas (NV)
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 & Arts of Oklahoma (OK)
University of South Alabama (AL)
University of South Carolina at Spartanburg (SC)
University of South Florida (FL)
University of Southern Colorado (CO)
University of Southern Indiana (IN)
University of Southern Maine (ME)
University of Southwestern Louisiana (LA)
University of Tennessee at Chattanooga (TN)
University of Tennessee at Martin (TN)
University of Texas at Dallas, The (TX)
University of Texas at San Antonio (TX)
University of Wisconsin - Eau Claire (WI)
University of Wisconsin - La Crosse (WI)
University of Wisconsin - Oshkosh (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)
Valdosta State College (GA)
Valley City State University (ND)
Webber State College (UT)
West Georgia College (GA)
West Liberty State College (WV)
West Texas State University (TX)
West Virginia College of Graduate Studies (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 State College of Colorado (CO)
Western Washington University (WA)
Wichita State University, The (KS)
William Paterson College (NJ)
Winthrop College (SC)
Youngstown State University (OH)

Total: 202
APPENDIX C

CUPA Private Faculty Salary-Trend Studies: 1985-86 and 1988-89

Institutions Participating in Both Studies:

Adelphi University (NY)
Agnes Scott College (GA)
Albertus Magnus College (CT)
Alfred University (NY)
Allegheny College (PA)
Allentown College of St. Francis de Sales (PA)
Alma College (MI)
Alverno College (WI)
American Technological University (TX)
American University, The (DC)
Amherst College (MA)
Anna Maria College (MA)
Aquinas College (HI)
Arkansas College (AR)
Asbury College (KY)
Assumption College (MA)
Augustana College (IL)
Averett College (VA)
Avila College (MO)
Azusa Pacific University (CA)
Baldwin-Wallace College (OH)
Barnard College (NY)
Barry University (FL)
Bellarmine College (KY)
Belmont Abbey College (NC)
Bethany College (WV)
Bethea College (KS)
Bethel College (KS)
Bethune-Cookman College (FL)
Biola University (CA)
Birmingham-Southern College (AL)
Bloomfield College (NJ)
Boston University (MA)
Bradley University (IL)
Briar Cliff College (IA)
Bridgewater College (VA)
Bryant College (RI)
Bucknell University (PA)
Butler University (IN)
Cabrini College (PA)
Carlow College (PA)
Catholic University of America, The (DC)
Catholic University of Puerto Rico (PR)
Cedar Crest College (PA)
Central College (IA)
Central Wesleyan College (SC)
Christian Brothers College (TN)
Clarkson University (NY)
College Misericordia (PA)
College of Great Falls (MT)
College of Mount St. Joseph (OH)
College of Notre Dame of Maryland (MD)
College of Saint Benedict (MN)
College of Saint Elizabeth (NJ)
College of St. Joseph (VT)
College of Saint Rose, The (NY)
College of St. Scholastica (MN)
College of the Holy Cross (MA)
Columbia College (MO)
Concordia College (MI)
Concordia College (MN)
Concordia College (WI)
Cooper Union for the Advancement of Sci. and Art, The (NY)
Cornell College (IA)
Cornell University (NY)
Covenant College (TN)
Creighton University (NE)
D'Youville College (NY)
Defiance College, The (OH)
DePaul University (IL)
DePaul University (IN)
Dickinson College (PA)
Dowling College (NE)
Dominican College of Blaize (NY)
Drake University (IA)
Drew University (NJ)
Eastern Hennonite College and Seminary (VA)
Eckerd College (FL)
Elmhurst College (IL)
Elms College (MA)
Emerson College (MA)
Fairfield University (CT)
Fort Wayne Bible College (IN)
Franklin and Marshall College (PA)
Franklin Pierce College (NH)
Furman University (SC)
George Fox College (OR)
George Washington University, The (DC)
Georgetown College (KY)
Georgetown University (DC)
Georgian Court College (NJ)
Gonzaga University (WA)
Grand View College (IA)
Greensboro College (NC)
Hamilton College (NY)
Hamline University (MN)
Participating Institutions, continued:

Hampton University (VA)
Hamline-LA Grange College (MN)
Hartford College (NY)
Hastings College (NE)
Heidelberg College (OH)
Holy Family College (PA)
Houghton College (NY)
Howard University (DC)
Huron College (SD)
Illinois Benedictine College (IL)
Illinois Institute of Technology (IL)
Immaculata College (PA)
Incarnate Word College (TX)
Ithaca College (NY)
Jarvis Christian College (TX)
John Carroll University (OH)
Johns Hopkins University (MD)
Judson College (IL)
Kalamazoo College (MI)
Kenyon College (OH)
Keuka College (NY)
LaRoche College (PA)
Lafayette College (PA)
Lakeland College (WI)
Lancaster Bible College (PA)
Lebanon Valley College (PA)
LeMoyne College (NY)
Lenoir-Rhyne College (NC)
Lewis & Clark College (OR)
Limestone College (SC)
Linfield College (OR)
Long Island University (NY)
Loras College (IA)
Loyola College in Maryland (MD)
Lubbock Christian University (TX)
Luther College (IA)
Lynchburg College (VA)
Lycoming College (PA)
Madonna College (MI)
Martin College (NY)
Mars Hill College (NC)
Mary Baldwin College (VA)
Marymount College (NY)
Marymount Manhattan College (NY)
Maryville College (TN)
Marywood College (PA)
McPherson College (KS)
Mercy College of Detroit (MI)
Mercyhurst College (PA)
Meredith College (NC)
Midland Lutheran College (NE)
Millikin University (IL)
Millsaps College (MS)
Missouri Baptist College (MO)
Moravian College (PA)
Mount Mary College (WI)
Mount Mercy College (IA)
Mount St. Mary's College (CA)
Mount Vernon College (DC)
Mount Vernon Nazarene College (OH)
Mussinghen College (OH)
Nazareth College (NY)
Neumann College (PA)
New England College (NH)
North Central College (IL)
Northland College (WI)
Northwestern College (IA)
Northwestern College (MN)
Norwich University (VT)
Oakwood College (AL)
Ohio Northern University (OH)
Ottawa University (KS)
Our Lady of Holy Cross College (LA)
Pepperdine University (CA)
Piedmont College (GA)
Pikeville College (KY)
Presbyterian College (SC)
Presbyterian School of Christian Education (VA)
Principia College (IL)
Quincy College (IL)
Randolph-Macon College (VA)
Reed College (OR)
Regis College (CO)
Regis College (MA)
Rensselaer Polytechnic Institute (NY)
Rider College (NJ)
Rochester Institute of Technology (NY)
Rockford College (IL)
Rockhurst College (MO)
Rocky Mountain College (MT)
Roosevelt University (IL)
Rose-Hulman Institute of Technology (IN)
Russell-Sage College (NY)
Saint Edward's University (TX)
Saint Joseph College (CT)
Saint Mary College (KS)
Saint Vincent College (PA)
Salve Regina- The Newport College (RI)
Samford University (AL)
Santa Clara University (CA)
School of the Ozarks, The (MO)
Seattle Pacific University (WA)
Seattle University (WA)
Seton Hill (PA)
Participating Institutions, continued:

- Siena College (NY)
- Siena Heights College (MI)
- Simpson College (IA)
- Southwestern Assemblies of God Colleges (TX)
- Spalding University (NY)
- Springfield College (MA)
- St. Bonaventure University (NY)
- St. Francis College (NY)
- St. Mary's University (TX)
- St. Norbert College (WI)
- Stevens Institute of Technology (NJ)
- Stillman College (AL)
- Suffolk University (MA)
- Susquehanna University (PA)
- Tabor College (KS)
- Taylor University (IN)
- Texas Christian University (TX)
- Texas Lutheran College (TX)
- Tiffin University (OH)
- Tri-State University (IN)
- 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 Evansville (IN)
- University of LaVerne (CA)
- University of Miami (FL)
- University of Portland (OR)
- University of Richmond (VA)
- University of San Diego (CA)
- University of St. Thomas (TX)
- University of the South, The (TN)
- University of Tampa, The (FL)
- Ursuline College (OH)
- Valparaiso University (IN)
- Villa Maria College (PA)
- Viterbo College (WI)
- Walsh College (OH)
- Warner Southern College (FL)
- Wartburg College (IA)
- Washington and Jefferson College (PA)
- Washington and Lee University (VA)
- Waynesburg College (PA)
- West Virginia Wesleyan College (WV)
- Western Baptist College (OR)
- Western Maryland College (MD)
- Westmar College (IA)
- Westminster College of Salt Lake City (UT)
- Whitman College (WA)
- Wilkes College (PA)
- William Jewell College (MO)
- Williams Penn College (IA)
- Wilmington College (DE)
- Wingate College (NC)
- Wittenburg University (OH)

Total: 259