This report is part of an annual national survey that examines salaries of full-time teaching faculty in 54 selected disciplines. Data for the study as a whole were collected from 305 public and 403 private institutions for the baseline year of 1997-1998 and the trend year of 1999-2000. This portion of the study covers salary data for Geography faculty at 162 public and 22 private institutions for 2000-2001, with comparable numbers for 1997-1998. Data are presented for average salaries by faculty rank, "faculty mix percent" (percentage of faculty at each rank), and "salary factors" (ratio of the average salary in the discipline to the total institution average). Salary trend information is compared for public and private institutions for each of the two study periods with trend information for all fields and with the Consumer Price Index. The study found that for the 2000-2001 period the average salary of $54,868 for 956 of faculty in public institutions was approximately 3.4% lower than the average salary for all faculty in all major fields, and the average salary for faculty in private institutions was 0.9% higher than that for all faculty. The average salary increase was 0.6% per year above the cost-of-living for public institutions and 0.8% per year above the cost-of-living for private institutions as measured by the Consumer Price Index. Appendices contain a list of the selected academic disciplines and lists of public and private institutions participating in both studies. (SLD)
Salaries-Trend Study of Faculty in Geography for the Years
1997-98 and 2000-01

Foreword

by

Richard D. Howe
Appalachian State University
Boone, NC 28608

Since 1982-83 the College and University Professional Association for Human Resources (CUPA-HR) in Washington, D.C., in cooperation with Appalachian State University in Boone, NC, have conducted annual national faculty salary surveys by discipline and rank each year through 2000-01. Two separate surveys are conducted each year, one for public senior colleges and universities and the other for private senior colleges and universities.

Salary data from the 1997-98 and 2000-01 surveys were collected and tabulated for full-time teaching faculty in 54 selected academic disciplines/major fields chosen from among those defined by the Classification of Instructional Programs, 1990.

Each of the 54 academic disciplines/major fields presents a summary of the overall average salary increase in that academic discipline/major field from the “baseline year” of 1997-98 to, and including, the “trend year” of 2000-01 for both public and private participating institutions. Of the 371 public institutions which participated in CUPA-HR’s public survey of 1997-98, 305 also participated in the 2000-01 survey. Data from those same 305 institutions were used in both the baseline year and the trend year studies. Of the 543 institutions which participated in CUPA-HR’s private survey of 1997-98, 403 also participated in the 2000-01 survey. Data from those same 403 institutions were used in both the baseline year and the trend year studies.

In addition to listing the average salaries in Geography for both public and private participating institutions by rank, including “new assistant professor,” and listing the faculty mix percentage (FAC MIX PCT) and the salary factor, comparisons are made between the two public surveys and the two private surveys for each of the two study years (1997-98 and 2000-01) and with the CPI (Consumer Price Index) of changes in the cost-of-living.

The list of all 54 selected academic disciplines/major fields surveyed, including Geography, is found in Appendix A, and the list of all participating senior colleges and universities are found in Appendix B (public) and C (private) of this article.
Since 1982-83 the College and University Professional Association for Human Resources (CUPA-HR) in Washington, D.C., in cooperation with Appalachian State University in Boone, North Carolina, has conducted two annual national faculty salary studies by discipline and rank through 2000-01: one for public senior colleges and universities, and the other for private senior colleges and universities.

Salary data for each study were collected and tabulated for full-time teaching faculty in 54 selected academic disciplines/major fields chosen from among those defined by A Classification of Instructional Programs *(CIP), 1990, including Geography. The CIP defines the discipline/major field of Geography as,

A group of instructional programs that describe the systematic study of the spatial distribution and interrelationships of people, natural resources, plant and animal life. Includes instruction in historical and political geography, cultural geography, economic and physical geography, regional science, cartographic methods, remote sensing, spatial analysis and applications to areas such as land-use planning, development studies, and analyses of specific countries, regions, and resources.*


This article summarizes the overall average salary increases in the discipline/major field of Geography for both public and private institutions from the “baseline year” of 1997-98 to and including the “trend year” of 2000-01. Of the 371 institutions which participated in CUPA-HR’s
PUBLIC study of 1997-98, 305 also participated in 2000-01. Data from those same 305 institutions were used in both the baseline year and the trend year. Of the 543 institutions which participated in CUPA-HR’s PRIVATE study of 1997-98, 403 also participated in 2000-01. Data from those same 403 institutions were used in both the baseline year and the trend year.

This article lists the average salaries for the discipline/major field of Geography for both public and private participating institutions by rank, including NEW ASST PROF (new assistant professor), the FAC MIX PCT (faculty mix percentage), and the SALARY FACTOR. Comparisons are also made using the CPI’s (Consumer Price Index) changes in cost-of-living between the two studies for each of the two study years (1997-98 and 2000-01).

The CPI uses a base period of 1982-84 and measures/tabulates prices of food, clothing, shelter and fuels, transportation, medical care, entertainment and other goods and services people buy for day-to-day living. When examining trends in faculty salary, it is important to consider any changes in the purchasing power of salaries due to inflation. Comparing changes in the faculty salaries with the CPI gives one a more precise view of what “real” salary increases are, that is, buying power.

The salary is based on a nine- or 10-month academic year salary of full-time faculty, and does not include any faculty teaching less than 51 percent. Salary for summer academic work, fringe benefits, and perquisites are also not included in the salary data. The average salary is based on the study information with the assumption that all employees are full-time. The average salary displayed is an average of all faculty salaries reported for a given rank and discipline.

“NUM” refers to the number of faculty members whose salaries were included to compute the average salary.

“N/IN” refers to the number of institutions that reported salary data for a given academic rank and discipline/major field.
The FAC MIX PCT represents the percentage of faculty in a given discipline/major field who hold a given academic rank. For example, a FAC MIX PCT factor of 29.4 for associate professors of Geography in the 1997-98 public study means that 29.4 percent of the faculty in that discipline/major field held the rank of associate professor.

The SALARY FACTOR for a given rank in a given discipline/major field represents the ratio of the average salary to the total average salary of all institutions in each of the four studies: PUBLIC 1997-98, PUBLIC 2000-01, PRIVATE 1997-98 and PRIVATE 2000-01. For example, a SALARY FACTOR of 0.95 for associate professors in the discipline/major field of Geography in the 1997-98 public study means that their average salary is five percent lower than the average salary for all associate professors in all institutions in that study.

NEW ASST PROF refers to the grouping of assistant professors hired for the first time in the fall of the study year (1997-98 or 2000-01). All information for this group was included in the ASST PROF group for reporting purposes.

ALL MAJOR FIELDS refers to the entire data base for all 54 disciplines/major fields in each of the four studies. Among other things, it is used to compare the discipline/major field of Geography with the entire data base for each study.

The reader will find the size of the sample on which each percentage or dollar value is based to be of particular importance. The smaller the number in the group, the greater the effect of extreme scores on a descriptive statistic such as the average. It should also be noted that any large disparity in the sample sizes between the “baseline year” of 1997-98 and the “trend year” of 2000-01 will lessen the reliability and validity of any conclusions that one might make based on a simple comparison of averages.
## PUBLIC, 1997-98:

<table>
<thead>
<tr>
<th>Salary Rank</th>
<th>Num</th>
<th>Salary (num)</th>
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<tr>
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<td>63031</td>
<td>48142 267 108</td>
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<td>Assoc Prof</td>
<td>327 116</td>
<td>37374 53 40</td>
<td>31040 28 23</td>
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<tr>
<td>Asst Prof</td>
<td>0.97</td>
<td>0.94 0.95</td>
<td>0.99</td>
</tr>
</tbody>
</table>

**DISCIPLINE:** Social Sciences and History

**Major Field:** Geography

**Average Salary:** $63,031

**FAC MIX PCT:** 36.1%

**Salary Factor:** 0.97

**All Major Fields:**

<table>
<thead>
<tr>
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<th>N/IN</th>
</tr>
</thead>
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<td>65235</td>
<td>50601 28739 305</td>
<td>41389 26557 305</td>
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<tr>
<td>Assoc Prof</td>
<td>33588 305</td>
<td>39457 2348 355</td>
<td>36483 2130 313</td>
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<tr>
<td>Asst Prof</td>
<td>0.98</td>
<td>0.93 0.95</td>
<td>0.98</td>
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## PUBLIC, 2000-01:

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<td>70408</td>
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<td>Assoc Prof</td>
<td>317 117</td>
<td>41227 64 44</td>
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<tr>
<td>Asst Prof</td>
<td>0.95</td>
<td>0.93</td>
<td>0.98</td>
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**DISCIPLINE:** Social Sciences and History

**Major Field:** Geography

**Average Salary:** $70,408

**FAC MIX PCT:** 33.2%

**Salary Factor:** 0.97

**All Major Fields:**

<table>
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<td>Prof</td>
<td>72044</td>
<td>55877 25102 305</td>
<td>45702 25251 305</td>
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<tr>
<td>Assoc Prof</td>
<td>2914 305</td>
<td>44131 18260 305</td>
<td>50060 43743 403</td>
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<tr>
<td>Asst Prof</td>
<td>0.98</td>
<td>0.93 0.95</td>
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## PRIVATE, 1997-98:

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</thead>
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<tr>
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<td>53344 15 8</td>
<td>39429 26 14</td>
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<td>26 14</td>
<td>34230 2 2</td>
<td>31902 2 2</td>
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<td>Asst Prof</td>
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<td>0.88 0.98</td>
<td>1.03</td>
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**DISCIPLINE:** Social Sciences and History

**Major Field:** Geography

**Average Salary:** $64,686

**FAC MIX PCT:** 37.7%

**Salary Factor:** 1.02

**All Major Fields:**

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<td>65349</td>
<td>48638 14031 401</td>
<td>40160 13418 401</td>
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<td>Assoc Prof</td>
<td>14126 400</td>
<td>38908 2246 351</td>
<td>32640 2168 320</td>
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<tr>
<td>Asst Prof</td>
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</table>

## PRIVATE, 2000-01:

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<th>Num</th>
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<th>N/IN</th>
</tr>
</thead>
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<td>56311 16 10</td>
<td>43916 29 16</td>
</tr>
<tr>
<td>Assoc Prof</td>
<td>22 11</td>
<td>42251 4 4</td>
<td>2 2</td>
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<tr>
<td>Asst Prof</td>
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<td>0.97</td>
<td>1.01</td>
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</table>

**DISCIPLINE:** Social Sciences and History

**Major Field:** Geography

**Average Salary:** $76,608

**FAC MIX PCT:** 31.9%

**Salary Factor:** 1.01

**All Major Fields:**

<table>
<thead>
<tr>
<th>Salary Rank</th>
<th>Num</th>
<th>Salary (num)</th>
<th>N/IN</th>
</tr>
</thead>
<tbody>
<tr>
<td>Prof</td>
<td>72649</td>
<td>54109 13492 400</td>
<td>45141 13367 400</td>
</tr>
<tr>
<td>Assoc Prof</td>
<td>13778 399</td>
<td>43076 2348 355</td>
<td>36401 42767 403</td>
</tr>
<tr>
<td>Asst Prof</td>
<td>0.95</td>
<td>0.95 0.98</td>
<td>1.00</td>
</tr>
</tbody>
</table>

---

4

In the PUBLIC 1997-98 study in the above table, the discipline/major field of Geography was reported in 151 of the 305 public institutions. The average salary of the 907 faculty was $50,125. This average salary was approximately 3.7 percent lower than the average salary of $51,971 for all 94,917 faculty in ALL MAJOR FIELDS in the same 1997-98 public study.

For the PUBLIC 2000-01 salary study in the above table, Geography was reported in 162 of the same 305 public institutions. The average salary of the 956 faculty was $54,868. This average salary was approximately 3.4 percent lower than the average salary of $56,712 for all 86,307 faculty in ALL MAJOR FIELDS in the 2000-01 public study.

The three-year increase in average salaries for all faculty in the discipline/major field of Geography in the public institutions studied was 9.5 percent ($54,868 minus $50,125 equals $4,743). The CPI of increase cost-of-living between October 1997 and October 2000 was 7.7 percent. In comparison, with the CPI, there was a relative increase in Geography average faculty salaries over the three-year period by 1.8 percent or an average of 0.6 percent each year above the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS over three years in the public institutions studied was 9.1 percent ($56,712 minus $51,971 equals $4,741). In comparison to the discipline/major field of Geography (9.5%), the faculty in ALL MAJOR FIELDS received a relative increase in their salaries of 0.4 percent less than the faculty in the discipline/major field of Geography.

In the 1997-98 study the faculty mix percentage in Geography is higher at the professor rank than at the assistant professor rank: 36.1 percent vs. 31.4 percent; in the 2000-01 study it is 33.2 percent vs. 30.4 percent. The differences in faculty mix percentage at the ranks of professor and assis
tant professors in ALL MAJOR FIELDS for both public studies are 35.4 percent vs. 28.0 percent (1997-98) and 33.8 percent vs. 29.3 percent (2000-01).

Finally, the hiring rate of new assistant professors in Geography in the public studies was higher than the hiring rate of ALL MAJOR FIELDS in 1997-98, 5.8 percent (53/907) vs 4.7 percent (4,477/94,917) and higher in 2000-01, 6.7 percent (64/956) vs. 5.3 percent (4,595/86,307).


The PRIVATE 1997-98 salary study in the above table indicates that the discipline/major field of Geography was reported in 22 of the 403 private institutions. The average salary of the 69 faculty was $51,753, an average salary 3.4 percent higher than the average salary of $50,060 for all 86,307 faculty in ALL MAJOR FIELDS in the 1997-98 private study.

In the PRIVATE 2000-01 salary study in the above table, 22 of the same 403 private institutions reported Geography. The average salary of the 69 faculty was $56,914, an average salary 0.9 percent higher than the average salary of $56,401 for all 42,767 faculty in ALL MAJOR FIELDS in the 2000-01 private study.

The three-year increase in average salaries for all faculty in Geography in the private institutions studied was 10.0 percent ($56,914 minus $51,753 equals $5,161). The CPI increased cost-of-living between October 1997 and October 2000 was 7.7 percent. A more realistic increase, therefore, in the average faculty salaries of Geography over the three-year time period, is 2.3 percent or 0.8 percent each year above the cost-of-living.

The three-year increase in average salaries for all faculty in ALL MAJOR FIELDS in the private institutions studied was 12.7 percent ($56,401 minus $50,060 equals $6,341). In comparison to Geography (10.0%), the faculty in ALL MAJOR FIELDS increased their salaries 2.7 percent more.
than faculty in Geography.

For both studies in the discipline/major field of Geography, the faculty mix percentage is the same as that of the professor rank in comparison to the assistant professor rank: 37.7 percent vs. 37.7 percent (1997-98); and lower in 2000-01, 31.9 percent vs 42.0 percent. The differences in the ranks of professor and assistant professor in ALL MAJOR FIELDS for both private studies are 32.3 percent vs. 30.7 percent (1997-98) and 32.2 percent vs. 31.3 percent (2000-01).

Finally, the hiring rate for new assistant professors in Geography was lower than the hiring rate in ALL MAJOR FIELDS in the 1997-98 private study: 2.9 percent (2/69) vs. 5.1 percent (2,246/43,743) and lower in the 2000-01 private study: 5.8 percent (4/69) vs. 5.5 percent (2,348/42,767).

CONCLUSION

This article presents salary-trend information on the academic discipline/major field of Geography and compares that information with both ALL MAJOR FIELDS and the CPI over a period of three years, from the “baseline year” of 1997-98 through the “trend year” of 2000-01. Two studies--one for public 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 2,001 (0.7%) faculty in the discipline/major field of Geography participated and were included in the 54 disciplines/major fields in each of the four studies and in the overall total of 267,734 participating faculty. The same 305 public institutions and the same 403 private institutions in the United States participated in the baseline year and in the trend year.

Although the public and private studies data may be interpreted in a variety of ways, several
significant points are as follows. First, the average faculty salary factors in the discipline/major field of Geography for the 1997-98 public study was 3.7 percent below that of all ranks in ALL MAJOR FIELDS (1.00); and for the 1997-98 private study it was 3.4 percent above the average faculty salary factors for all ranks in ALL MAJOR FIELDS (1.00). In both the public and private studies the average faculty salary factors for all ranks in Geography in 2000-01 were 3.4 percent above and 0.9 percent above the average salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively.

Second, the October 2000 CPI reflects an 7.7 percent increase over the October 1997 CPI and indicates that the faculty in Geography in the public institutions received an average annual salary increase of 0.6 percent above the cost-of-living. In the private institutions the annual average salary increase was 0.8 percent above the cost-of-living.

Third, in both the 1997-98 and 2000-01 public studies in Geography, the professor rank FAC MIX PCTs are higher than those for the assistant professor rank. However, in the 1997-98 private study the professor rank was the same as those for assistant professors; and in the 2000-01 private study the FAC MIX PCTS were lower at the professor rank than at the assistant professor rank.

Finally, the hiring rate of new assistant professors in Geography in the 1997-98 and 2000-01 public studies and in the 1997-98 private study were higher than the hiring rate of ALL MAJOR FIELDS. However, in the 2000-01 private study the new assistant professor hiring rate was lower.

Because a significant data base of average faculty salaries in the academic discipline/major field of Geography has now been developed, it is anticipated that this information will serve as a valuable reference and evaluation tool for interested administrators and professors.
Richard D. Howe is the originator and director of the annual CUPA-HR faculty salary studies. He is a professor of leadership and educational studies at Appalachian State University, Boone, North Carolina.

APPENDICES:

A - OVERALL LIST OF SELECTED DISCIPLINES, page 10
B - LIST OF PUBLIC PARTICIPATING INSTITUTIONS, page 11
C - LIST OF PRIVATE PARTICIPATING INSTITUTIONS, page 14
APPENDIX A

OVERALL LIST OF SELECTED DISCIPLINES

ACCOUNTING
ADMINISTRATIVE ASSISTANT AND SECRETARIAL SERVICES
AGRICULTURE BUSINESS AND PRODUCTION
ANTHROPOLOGY
ARCHITECTURE AND RELATED PROGRAMS
AREA, ETHNIC, AND CULTURAL STUDIES
BIOLOGY, GENERAL
BUSINESS ADMINISTRATION AND MANAGEMENT
BUSINESS MANAGEMENT AND ADMINISTRATIVE SERVICES
BUSINESS/MANAGERIAL ECONOMICS
CHEMISTRY
COMMUNICATIONS
COMMUNICATIONS TECHNOLOGIES
COMPUTER AND INFORMATION SCIENCES
COUNSELOR EDUCATION/STUDENT COUNSELING AND GUIDANCE SERVICES
CRIMINAL JUSTICE AND CORRECTIONS
CURRICULUM AND INSTRUCTION
DRAMA/THEATER ARTS AND STAGECRAFT
ECONOMICS
EDUCATION
EDUCATION ADMINISTRATION AND SUPERVISION
ENGINEERING, GENERAL
ENGINEERING-RELATED TECHNOLOGIES
ENGLISH LANGUAGE AND LITERATURE, GENERAL
ENTERPRISE MANAGEMENT AND OPERATION
FINE ARTS AND ART STUDIES
FOREIGN LANGUAGES AND LITERATURES
GENERAL TEACHER EDUCATION
GEOGRAPHY
GEOLOGICAL AND RELATED SCIENCES
HISTORY
HOME ECONOMICS, GENERAL
LIBRARY SCIENCE
MARKETING MANAGEMENT AND RESEARCH
MATHEMATICS
MULTI/INTERDISCIPLINARY STUDIES
MUSIC
NURSING (R. N. TRAINING)
OCCUPATIONAL THERAPY
PARKS, RECREATION AND LEISURE STUDIES
PHILOSOPHY AND RELIGION
PHYSICAL SCIENCES, GENERAL
PHYSICAL THERAPY
PHYSICS
POLITICAL SCIENCE AND GOVERNMENT
PSYCHOLOGY, GENERAL
PUBLIC HEALTH
READING TEACHER EDUCATION
SOCIAL SCIENCES, GENERAL
SOCIAL WORK
SOCIOLOGY
SPECIAL EDUCATION
SPEECH PATHOLOGY AND AUDIOLOGY
VISUAL AND PERFORMING ARTS

TOTAL 54
## APPENDIX B

### CUPA Public Faculty Salary-Trend Studies: 1997-98 and 2000-01

**Institutions Participating in Both Studies:**

- Albany State University (GA)
- Angelo State University (TX)
- Appalachian State University (NC)
- Arizona State University West (AZ)
- Arkansas State University (AR)
- Arkansas Tech University (AR)
- Armstrong Atlantic State University (GA)
- Auburn University at Montgomery (AL)
- Augusta State University (GA)
- Austin Peay State University (TN)
- Ball State University (IN)
- Bemidji State University (MN)
- Black Hills State University (SD)
- Bloomsburg University of Pennsylvania (PA)
- Bluefield State College (WV)
- Boise State University (ID)
- Bowie State University (MD)
- Bowling Green State University (OH)
- Bridgewater State College (MA)
- California Maritime Academy (CA)
- California Polytechnic State University-San Luis Obispo (CA)
- California State University-Bakersfield (CA)
- California State University-Fresno (CA)
- California State University-Fullerton (CA)
- Central Michigan University (MI)
- Central Missouri State University (MO)
- Central Washington University (WA)
- Chadron State College (NE)
- Christopher Newport University (VA)
- Citadel, the Military College of South Carolina, The (SC)
- City University of New York Bernard M. Baruch College (NY)
- City University of New York Hunter College (NY)
- Clarion University of Pennsylvania (PA)
- Clayton College & State University (GA)
- Clemson University (SC)
- Cleveland State University (OH)
- Coastal Carolina University (SC)
- College of Charleston (SC)
- College of New Jersey, The (NJ)
- College of William and Mary (VA)
- Colorado School of Mines (CO)
- Columbus State University (GA)
- Concord College (WV)
- Coppin State College (MD)
- Dakota State University (SD)
- Delta State University (MS)
- Dickinson State University (ND)
- East Carolina University (NC)
- East Central University (OK)
- East Stroudsburg University of Pennsylvania (PA)
- East Tennessee State University (TN)
- Eastern Connecticut State University (CT)
- Eastern Illinois University (IL)
- Eastern Kentucky University (KY)
- Eastern Michigan University (MI)
- Eastern New Mexico University Main Campus (NM)
- Eastern Washington University (WA)
- Edinboro University of Pennsylvania (PA)
- Elizabeth City State University (NC)
- Emporia State University (KS)
- Ferris State University (MI)
- Fitchburg State College (MA)
- Florida Atlantic University (FL)
- Fort Hays State University (KS)
- Francis Marion University (SC)
- Frostburg State University (MD)
- George Mason University (VA)
- Georgia College & State University (GA)
- Georgia Institute of Technology (GA)
- Georgia Southern University (GA)
- Georgia Southwestern State University (GA)
- Georgia State University (GA)
- Glenville State College (WV)
- Grambling State University (LA)
- Grand Valley State University (MI)
- Henderson State University (AR)
- Idaho State University (ID)
- Illinois State University (IL)
- Indiana State University (IN)
- Indiana University-Purdue University Fort Wayne (IN)
- Indiana University of Pennsylvania (PA)
- Jackson State University (MS)
- Jacksonville State University (AL)
- James Madison University (VA)
- Kean University (NJ)
- Keene State College (NH)
- Kennesaw State University (GA)
State University of New York College at Oneonta (NY)
State University of New York College at Oswego (NY)
State University of New York College at Plattsburgh (NY)
State University of New York Institute of Technology at Utica-Rome (NY)
State University of West Georgia (GA)
Tarleton State University (TX)
Temple University (PA)
Tennessee Technological University (TN)
Texas A & M International University (TX)
Texas A & M University-Commerce (TX)
Texas A & M University-Corpus Christi (TX)
Texas Tech University (TX)
Towson University (MD)
Troy State University (AL)
Troy State University Montgomery (AL)
United States Air Force Academy (CO)
University of Akron, Main Campus, The (OH)
University of Alabama in Huntsville (AL)
University of Alaska Anchorage (AK)
University of Alaska Southeast (AK)
University of Baltimore (MD)
University of Central Arkansas (AR)
University of Central Florida (FL)
University of Central Oklahoma (OK)
University of Colorado at Colorado Springs (CO)
University of Colorado at Denver (CO)
University of Connecticut (CT)
University of Delaware (DE)
University of Georgia (GA)
University of Houston-Clear Lake (TX)
University of Houston-Downtown (TX)
University of Houston-Victoria (TX)
University of Houston (TX)
University of Idaho (ID)
University of Louisiana at Lafayette (LA)
University of Maine (ME)
University of Maine at Farmington (ME)
University of Maine at Presque Isle (ME)
University of Maryland Baltimore County (MD)
University of Massachusetts Amherst (MA)
University of Massachusetts Boston (MA)
University of Massachusetts Dartmouth (MA)
University of Memphis, The (TN)
University of Michigan-Dearborn (MI)
University of Minnesota-Duluth (MN)
University of Minnesota-Morris (MN)
University of Missouri-Saint Louis (MO)
University of Montevallo (AL)
University of Nebraska at Kearney (NE)
University of Nebraska at Omaha (NE)
University of Nevada, Reno (NV)
University of New Hampshire (NH)
University of New Orleans (LA)
University of North Alabama (AL)
University of North Carolina at Asheville (NC)
University of North Carolina at Charlotte (NC)
University of North Carolina at Greensboro (NC)
University of North Carolina at Pembroke (NC)
University of North Carolina at Wilmington (NC)
University of North Florida (FL)
University of North Texas (TX)
University of Northern Colorado (CO)
University of Northern Iowa (IA)
University of Science and Arts of Oklahoma (OK)
University of South Alabama (AL)
University of South Carolina-Aiken (SC)
University of South Carolina Spartanburg (SC)
University of South Dakota (SD)
University of South Florida (FL)
University of Southern Colorado (CO)
University of Southern Indiana (IN)
University of Southern Mississippi (MS)
University of Tennessee Health Science Center
(was University of Tennessee) (TN)
University of Tennessee at Chattanooga (TN)
University of Tennessee at Martin (TN)
University of Tennessee at Memphis (TN)
University of Texas-Pan American (TX)
University of Texas at Arlington (TX)
University of Texas at Dallas (TX)
University of Texas at El Paso (TX)
University of Texas at San Antonio (TX)
University of Virginia's College at Wise, The (VA)
University of West Alabama, The (AL)
University of West Florida (FL)
University of Wisconsin-Eau Claire (WI)
University of Wisconsin-Green Bay (WI)
University of Wisconsin-La Crosse (WI)
University of Wisconsin-Oshkosh (WI)
University of Wisconsin-Parkside (WI)
University of Wisconsin-Stevens Point (WI)
University of Wisconsin-Stout (WI)
University of Wisconsin-Superior (WI)
University of Wisconsin-Whitewater (WI)
Valdosta State University (GA)
Valleym City State University (ND)
Virginia State University (VA)
Washington University of Topeka (KS)
Washington State University (WA)
Wayne State College (NE)
Wayne State University (MI)
Weber State University (UT)
West Liberty State College (WV)
West Texas A & M University (TX)
West Virginia University Institute of Technology (WV)
Western Carolina University (NC)
Western Illinois University (IL)
Western Kentucky University (KY)
Western Montana College (MT)
Western New Mexico University (MN)
Western Oregon University (OR)
Western State College (CO)
Western Washington University (WA)
Wichita State University (KS)
William Paterson University of New Jersey (NJ)
Winston-Salem State University (NC)
Winthrop University (SC)
Worcester State College (MA)
Wright State University Main Campus (OH)
Youngstown State University (OH)
APPENDIX C

CUPA Private Faculty Salary-Trend Studies: 1997-98 and 2000-01

Institutions Participating in Both Studies:

Abilene Christian University (TX)
Adrian College (MI)
Albertson College (ID)
Albertus Magnus College (CT)
Albright College (PA)
Alfred University (NY)
Allegheny College (PA)
Alvernia College (PA)
Alverno College (WI)
American University, The (DC)
Amherst College (MA)
Anderson University (IN)
Andrews University (MI)
Antioch University (OH)
Asbury College (KY)
Ashland University (OH)
Assumption College (MA)
Aurora University (IL)
Avila College (MO)
Babson College (MA)
Baker College of Flint (MI)
Baker College of Muskegon (MI)
Baker College of Owosso (MI)
Baker University (KS)
Baldwin-Wallace College (OH)
Barnard College (NY)
Barry University (FL)
Baylor University (TX)
Beaver College (PA)
Bellarmine College (KY)
Belmont Abbey College (NC)
Belmont University (TN)
Benedict College (SC)
Bennett College (NC)
Bentley College (MA)
Berea College (KY)
Bethany College (KS)
Bethel College (KS)
Bethel College (MN)
Biola University (CA)
Birmingham-Southern College (AL)
Bluffton College (OH)
Boston University (MA)
Bradley University (IL)
Brenau University (GA)
Briar Cliff College (IA)
Brown University (RI)
Bryan College (TN)
Bryant College (RI)
Bryn Mawr College (PA)
Buena Vista University (IA)
Butler University (IN)
Cabrini College (PA)
Caldwell College (NJ)
Calumet College of Saint Joseph (IN)
Calvin College (MI)
Campbellsville University (KY)
Canisius College (NY)
Capitol College (MD)
Cardinal Stritch University (WI)
Carlow College (PA)
Carroll College (WI)
Case Western Reserve University (OH)
Catawba College (NC)
Catholic University of America, The (DC)
Cazenovia College (NY)
Central Methodist College (MO)
Chapman University (CA)
Charleston Southern University (SC)
Christian Brothers University (TN)
City University (WA)
Clarkson College (NE)
Clarkson University (NY)
College of New Rochelle, The (NY)
College of Notre Dame (CA)
College of Notre Dame of Maryland (MD)
College of Our Lady of the Elms (MA)
College of Saint Benedict (MN)
College of Saint Catherine (MN)
College of Saint Elizabeth (NJ)
College of Saint Mary (NE)
College of Saint Rose (NY)
College of Saint Scholastica, The (MN)
Columbia College (MO)
Columbia College (SC)
Columbia International University (SC)
Concordia College-Moorhead (MN)
Concordia University (CA)
Concordia University (NE)
Converse College (SC)
Cooper Union (NY)  
Cornerstone University (MI)  
Covenant College (GA)  
Creighton University (NE)  
Culver-Stockton College (MO)  
D'Youville College (NY)  
Daemen College (NY)  
Davidson College (NC)  
Davis & Elkins College (WV)  
Defiance College, The (OH)  
Delaware Valley College (PA)  
DePaul University (IL)  
DeSales University (PA)  
Dickinson College (PA)  
Doane College (NE)  
Dominican College of Blauvelt (NY)  
Dominican University (IL)  
Dominican University of California (formerly Dominican College of San Rafael) (CA)  
Dordt College (IA)  
Drake University (IA)  
Drury University (MO)  
Duquesne University (PA)  
East Texas Baptist University (TX)  
Eastern Mennonite University (VA)  
Eckerd College (FL)  
Edgewood College (WI)  
Elizabethtown College (PA)  
Elmhurst College (IL)  
Elon College (NC)  
Embry-Riddle Aeronautical University (FL)  
Emerson College (MA)  
Emmanuel College (MA)  
Emory University (GA)  
Eureka College (IL)  
Fairfield University (CT)  
Felician College (NJ)  
Fisk University (TN)  
Florida Institute of Technology (FL)  
Florida Southern College (FL)  
Franciscan University of Steubenville (OH)  
Franklin & Marshall College (PA)  
Franklin College of Indiana (IN)  
Freed-Hardeman University (TN)  
Friends University (KS)  
Gallaudet University (DC)  
Gannon University (PA)  
Gardner-Webb University (NC)  
George Washington University (DC)  
Georgetown College (KY)  
Georgian Court College (NJ)  
Gonzaga University (WA)  
Gordon College (MA)  
Goshen College (IN)  
Graceland University (formerly Graceland College) (IA)  
Grinnell College (IA)  
Guilford College (NC)  
Gustavus Adolphus College (MN)  
Hampden-Sydney College (VA)  
Hannibal-La Grange College (MO)  
Hartwick College (NY)  
Hastings College (NE)  
Hebrew Union College-Jewish Institute of Religion (OH)  
Hilbert College (NY)  
Hiram College (OH)  
Hofstra University (NY)  
Holy Family College (PA)  
Holy Names College (CA)  
Hope College (MI)  
Houston Baptist University (TX)  
Husson College (ME)  
Illinois Institute of Technology (IL)  
Illinois Wesleyan University (IL)  
Immaculata College (PA)  
Iona College (NY)  
Ithaca College (NY)  
Jacksonville University (FL)  
Jamestown College (ND)  
John Brown University (AR)  
John Carroll University (OH)  
Johns Hopkins University (MD)  
Judson College (AL)  
Kalamazoo College (MI)  
Kentucky Wesleyan College (KY)  
Kenyon College (OH)  
King's College (PA)  
La Roche College (PA)  
La Salle University (PA)  
La Sierra University (CA)  
LaGrange College (GA)  
Lane College (TN)  
Lebanon Valley College (PA)  
Lees-McRae College (NC)  
Lehigh University (PA)  
Lenoir-Rhyne College (NC)  
LeTourneau University (TX)  
Lincoln Memorial University (TN)  
Lindsey Wilson College (KY)  
Lipscomb University (TN)  
Long Island University (NY)  
Loras College (IA)  
Louisiana College (LA)
Loyola College in Maryland (MD)
Loyola Marymount University (CA)
Loyola University New Orleans (LA)
Luther College (IA)
Lycoming College (PA)
Lynchburg College (VA)
Lyon College (AR)
Madonna University (MI)
Malone College (OH)
Manhattan Christian College (KS)
Marian College (IN)
Marion College of Fond du Lac (WI)
Marist College (NY)
Mary Baldwin College (VA)
Mary Baldwin College (VA)
Marymount College (PA)
Maryville University of Saint Louis (MO)
Marywood University (PA)
Massachusetts Institute of Technology (MA)
McKendree College (IL)
McMurry University (TX)
McPherson College (KS)
Medaille College (NY)
Mercer University (GA)
Merrimack College (MA)
Messiah College (PA)
Midway College (KY)
Milligan College (TN)
Millikin University (IL)
Molloy College (NY)
Monmouth University (NJ)
Morehouse College (GA)
Morningside College (IA)
Mount Mary College (WI)
Mount Mercy College (IA)
Mount Olive College (NC)
Mount Saint Clare College (IA)
Mount Saint Mary's College and Seminary (MD)
Mount Union College (OH)
Mulhenberg College (PA)
National University (CA)
Nebraska Wesleyan University (NE)
Neumann College (PA)
New England College (NH)
Niagara University (NY)
North Carolina Wesleyan College (NC)
North Central College (IL)
Northeastern University (MA)
Northland College (WI)
Northwest Christian College (OR)
Northwestern College (IA)
Northwestern College (MN)
Norwich University (VT)
Notre Dame College (NH)
Nova Southeastern University (FL)
Oakwood College (AL)
Occidental College (CA)
Oglethorpe University (GA)
Ohio Northern University (OH)
Oklahoma Baptist University (OK)
Oklahoma City University (OK)
Olivet Nazarene University (IL)
Our Lady of the Lake University (TX)
Pace University -New York Campus (NY)
Pacific Lutheran University (WA)
Pacific University (OR)
Pepperdine University (CA)
Pfeiffer University (NC)
Philadelphia University (PA)
Piedmont College (GA)
Pikeville College (KY)
Point Park College (PA)
Presbyterian College (SC)
Principia College (IL)
Providence College (RI)
Quincy University (IL)
Randolph-Macon College (VA)
Reed College (OR)
Regent University (VA)
Regis College (MA)
Rensselaer Polytechnic Institute (NY)
Rhodes College (TN)
Rider University (NJ)
Ripon College (WI)
Rivier College (NH)
Roanoke College (VA)
Robert Morris College (PA)
Rockford College (IL)
Rockhurst University (MO)
Rocky Mountain College (MT)
Rollins College (FL)
Roosevelt University (IL)
Rose-Human Institute of Technology (IN)
Russell Sage College (NY)
Sacred Heart Major Seminary/College and Theologate (MI)
Sacred Heart University (CT)
Saint Andrews Presbyterian College (NC)
Saint Bonaventure University (NY)
Saint Edward's University (TX)
Saint Francis College (PA)
Saint John's University (MN)
Saint John's University (NY)
Saint John Fisher College (NY)
Saint Joseph's University (PA)
Saint Lawrence University (NY)
Saint Martin's College (WA)
Saint Mary's College (IN)
Saint Mary's College of California (CA)
Saint Mary's University (TX)
Saint Mary's University of Minnesota (MN)
Saint Mary College (KS)
Saint Olaf College (MN)
Salem College (NC)
Salem International University (formerly Salem-Teikyo University) (WV)
Salve Regina University (RI)
Samford University (AL)
Samuel Merritt College (CA)
Santa Clara University (CA)
Schreiner College (TX)
Scripps College (CA)
Seattle Pacific University (WA)
Seattle University (WA)
Seton Hill College (PA)
Shenandoah University (PA)
Shorter College (GA)
Siena College (NY)
Sierra Nevada College (NV)
Simpson College (CA)
Simpson College (IA)
Southeastern College of the Assemblies of God (FL)
Southern Adventist University (TN)
Southern Methodist University (TX)
Southern Nazarene University (OK)
Spring Arbor College (MI)
Spring Hill College (AL)
Springfield College (MA)
Stanford University (CA)
Stetson University (FL)
Susquehanna University (PA)
Sweet Briar College (VA)
Teikyo Post University (CT)
Texas Christian University (TX)
Texas Wesleyan University (TX)
Thomas More College (KY)
Toccoa Falls College (GA)
Trinity Christian College (IL)
Trinity College (DC)
Tulane University (LA)
Tusculum College (TN)
Tuskegee University (AL)
Union College (KY)
Union College (NE)
Union Institute (OH)
University of Bridgeport (CT)
University of Charleston (WV)
University of Detroit Mercy (MI)
University of Evansville (IN)
University of Hartford (CT)
University of La Verne (CA)
University of Miami (FL)
University of New England (ME)
University of New Haven (CT)
University of Portland (OR)
University of Redlands (CA)
University of Richmond (VA)
University of Rio Grande (OH)
University of Saint Francis (IN)
University of Saint Thomas (MN)
University of San Diego (CA)
University of San Francisco (CA)
University of Sioux Falls (SD)
University of Tampa (FL)
University of the Ozarks (AR)
University of the Pacific (CA)
University of Tulsa (OK)
Upper Iowa University (IA)
Ursuline College (OH)
Valparaiso University (IN)
Vanguard University of Southern California (CA)
Villanova University (PA)
Vitterbo College (WI)
Walsh University (OH)
Warner Pacific College (OR)
Warren Wilson College (NC)
Wartburg College (IA)
Washington and Jefferson College (PA)
Washington College (MD)
Webber College (FL)
Webster University (MO)
Western Baptist College (OR)
Western Maryland College (MD)
Western New England College (MA)
Westminster College (PA)
Wheaton College (MA)
Wheeling Jesuit University (WV)
Wheelock College (MA)
Whittier College (CA)
Whitworth College (WA)
Widener University (PA)
Wilkes University (PA)
William Jewell College (MO)
William Penn College (IA)
Williams Baptist College (AR)
Wilmington College (OH)
Wingate University (NC)
Wisconsin Lutheran College (WI)
Wittenberg University (OH)
Woodbury University (CA)
Worcester Polytechnic Institute (MA)
Xavier University (OH)
York College of Pennsylvania (PA)
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