Howe, Richard D.

Salary-Trend Study of Faculty in Psychology, General for the Years 1997-98 and 2000-01.

Appalachian State Univ., Boone, NC.; College and Univ. Professional Association for Human Resources, Washington, DC.

College and Univ. Personnel Association, Washington, DC.

2001-00-00


Reports Research (143)

MF01/PC01 Plus Postage.

*College Faculty; Comparative Analysis; Higher Education; Intellectual Disciplines; *Private Colleges; *Psychology; *Public Colleges; Statistical Data; Tables (Data); *Teacher Salaries; Trend Analysis

Classification of Instructional Programs; Consumer Price Index

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 Psychology, General faculty at 281 public and 364 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 $57,748 for 3,849 of faculty in public institutions was approximately 1.8% higher than the average salary for all faculty in all major fields, and the average salary for faculty in private institutions was 2.6% lower than that for all faculty. The average salary increase was 1.1% per year above the cost-of-living for public institutions and 1.4% per year for private institutions above the cost-of-living 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)
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 A 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 Psychology, General 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 Psychology, General, 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 Psychology, General. The CIP defines the discipline/major field of Psychology, General as,

A group of instructional programs that generally describes the scientific study of individual and collective behavior, the physical and environmental bases of behavior, and the analysis and treatment of behavior problems and disorders. Includes instruction in the principles of the various subfields of psychology, research methods, and psychological assessment and testing methods.*


This article summarizes the overall average salary increases in the discipline/major field of Psychology, General 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 Psychology, General 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 27.8 for associate professors of Psychology, General in the 1997-98 public study means that 27.8 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 Psychology, General 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 Psychology, General 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.
<table>
<thead>
<tr>
<th></th>
<th>PROF</th>
<th>ASSOC PROF</th>
<th>ASST PROF</th>
<th>NEW ASST PROF</th>
<th>INSTRUCTOR</th>
<th>ALL RANKS</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>SALARY NUM</td>
<td>SALARY NUM</td>
<td>SALARY NUM</td>
<td>SALARY NUM</td>
<td>SALARY NUM</td>
<td>SALARY NUM</td>
</tr>
<tr>
<td>PUBLIC, 1997-98:</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>AVERAGE</td>
<td>63754</td>
<td>1091 257</td>
<td>39237 1067 255</td>
<td>37877 238 143</td>
<td>31573 83 58</td>
<td>52007 3923 283</td>
</tr>
<tr>
<td>FAC MIX</td>
<td>42.9%</td>
<td>27.8%</td>
<td>27.2%</td>
<td>6.1%</td>
<td>2.1%</td>
<td>100.0%</td>
</tr>
<tr>
<td>PCT:</td>
<td>0.98</td>
<td>0.95</td>
<td>0.95</td>
<td>0.96</td>
<td>1.01</td>
<td>1.00</td>
</tr>
<tr>
<td>ALL MAJOR FIELDS</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>AVERAGE</td>
<td>65235</td>
<td>28739 305</td>
<td>41389 26557 305</td>
<td>39457 4477 292</td>
<td>31233 6033 273</td>
<td>51971 94917 305</td>
</tr>
<tr>
<td>FAC MIX</td>
<td>35.4%</td>
<td>30.3%</td>
<td>28.0%</td>
<td>4.7%</td>
<td>6.4%</td>
<td>100.0%</td>
</tr>
<tr>
<td>PCT:</td>
<td>0.99</td>
<td>0.96</td>
<td>0.95</td>
<td>0.95</td>
<td>0.96</td>
<td>1.02</td>
</tr>
<tr>
<td>PUBLIC, 2000-01:</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>AVERAGE</td>
<td>71493</td>
<td>1074 250</td>
<td>43443 1089 263</td>
<td>42008 184 126</td>
<td>33077 83 51</td>
<td>57748 3849 281</td>
</tr>
<tr>
<td>FAC MIX</td>
<td>41.6%</td>
<td>27.9%</td>
<td>28.3%</td>
<td>4.8%</td>
<td>2.2%</td>
<td>100.0%</td>
</tr>
<tr>
<td>PCT:</td>
<td>0.99</td>
<td>0.96</td>
<td>0.95</td>
<td>0.95</td>
<td>0.96</td>
<td>1.02</td>
</tr>
<tr>
<td>ALL MAJOR FIELDS</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>AVERAGE</td>
<td>72044</td>
<td>25102 305</td>
<td>45702 25251 305</td>
<td>44131 4595 286</td>
<td>34612 6740 260</td>
<td>56712 86307 305</td>
</tr>
<tr>
<td>FAC MIX</td>
<td>33.8%</td>
<td>29.1%</td>
<td>29.3%</td>
<td>5.3%</td>
<td>7.8%</td>
<td>100.0%</td>
</tr>
<tr>
<td>PCT:</td>
<td>0.99</td>
<td>0.96</td>
<td>0.95</td>
<td>0.95</td>
<td>0.96</td>
<td>1.02</td>
</tr>
<tr>
<td>PRIVATE, 1997-98:</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>AVERAGE</td>
<td>61177</td>
<td>683 272</td>
<td>38118 632 277</td>
<td>35962 123 98</td>
<td>31233 32 29</td>
<td>49170 2166 370</td>
</tr>
<tr>
<td>FAC MIX</td>
<td>37.8%</td>
<td>31.5%</td>
<td>29.2%</td>
<td>5.7%</td>
<td>1.5%</td>
<td>100.0%</td>
</tr>
<tr>
<td>PCT:</td>
<td>0.96</td>
<td>0.94</td>
<td>0.95</td>
<td>0.92</td>
<td>0.96</td>
<td>0.98</td>
</tr>
<tr>
<td>ALL MAJOR FIELDS</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>AVERAGE</td>
<td>63549</td>
<td>14031 401</td>
<td>40160 13418 401</td>
<td>39908 2246 351</td>
<td>32640 2168 320</td>
<td>50060 43743 403</td>
</tr>
<tr>
<td>FAC MIX</td>
<td>32.3%</td>
<td>32.1%</td>
<td>30.7%</td>
<td>5.1%</td>
<td>5.0%</td>
<td>100.0%</td>
</tr>
<tr>
<td>PCT:</td>
<td>0.96</td>
<td>0.94</td>
<td>0.93</td>
<td>0.93</td>
<td>0.91</td>
<td>0.97</td>
</tr>
<tr>
<td>PRIVATE, 2000-01:</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>AVERAGE</td>
<td>68587</td>
<td>689 267</td>
<td>42088 663 277</td>
<td>40083 126 100</td>
<td>33308 48 41</td>
<td>54983 2286 364</td>
</tr>
<tr>
<td>FAC MIX</td>
<td>38.8%</td>
<td>30.1%</td>
<td>29.0%</td>
<td>5.5%</td>
<td>2.1%</td>
<td>100.0%</td>
</tr>
<tr>
<td>PCT:</td>
<td>0.94</td>
<td>0.95</td>
<td>0.93</td>
<td>0.93</td>
<td>0.91</td>
<td>0.97</td>
</tr>
<tr>
<td>ALL MAJOR FIELDS</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>AVERAGE</td>
<td>72649</td>
<td>13492 400</td>
<td>45141 13367 400</td>
<td>43076 2348 355</td>
<td>36483 2130 313</td>
<td>56401 42767 403</td>
</tr>
<tr>
<td>FAC MIX</td>
<td>32.2%</td>
<td>31.5%</td>
<td>31.3%</td>
<td>5.5%</td>
<td>5.0%</td>
<td>100.0%</td>
</tr>
<tr>
<td>PCT:</td>
<td>0.94</td>
<td>0.95</td>
<td>0.93</td>
<td>0.93</td>
<td>0.91</td>
<td>0.97</td>
</tr>
</tbody>
</table>

In the PUBLIC 1997-98 study in the above table, the discipline/major field of Psychology, General was reported in 283 of the 305 public institutions. The average salary of the 3,923 faculty was $52,007. This average salary was approximately .06 percent higher 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, Psychology, General was reported in 281 of the same 305 public institutions. The average salary of the 3,849 faculty was $57,748. This average salary was approximately 1.8 percent higher 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 Psychology, General in the public institutions studied was 11.0 percent ($57,748 minus $52,007 equals $5,741). 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 Psychology, General average faculty salaries over the three-year period by 3.3 percent or an average of 1.1 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 Psychology, General (11.0%), the faculty in ALL MAJOR FIELDS received a relative increase in their salaries of 1.9 percent less than the faculty in the discipline/major field of Psychology, General.

In the 1997-98 study the faculty mix percentage in Psychology, General is higher at the professor rank than at the assistant professor rank: 42.9 percent vs. 27.2 percent; in the 2000-01 study it is 41.6 percent vs. 28.3 percent. The differences in faculty mix percentage at the ranks of
professor and assistant 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 Psychology, General in the public studies was higher than the hiring rate of ALL MAJOR FIELDS in 1997-98, 6.1 percent (238/3,923) vs 4.7 percent (4,477/94,917) and lower in 2000-01, 4.8 percent (184/3,849) 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 Psychology, General was reported in 370 of the 403 private institutions. The average salary of the 2,166 faculty was $49,170, an average salary 1.8 percent lower than the average salary of $50,060 for all 43,743 faculty in ALL MAJOR FIELDS in the 1997-98 private study.

In the PRIVATE 2000-01 salary study in the above table, 364 of the same 403 private institutions reported Psychology, General. The average salary of the 2,286 faculty was $54,983, an average salary 2.6 percent lower 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 Psychology, General in the private institutions studied was 11.8 percent ($54,983 minus $49,170 equals $5,813). 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 Psychology, General over the three-year time period, is 4.1 percent or 1.4 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 Psychology, General (11.8%), the faculty in ALL MAJOR FIELDS increased their salaries 0.9 percent less than faculty in Psychology, General.

For both studies in the discipline/major field of Psychology, General, the faculty mix percentage is higher at the professor rank in comparison to the assistant professor rank: 37.8 percent vs. 29.2 percent (1997-98); and 38.8 percent vs 29.0 percent, (2000-01). 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 Psychology, General was lower than the hiring rate in ALL MAJOR FIELDS in the 1997-98 private study: 4.5 percent (98/2,166) vs. 5.1 percent (2,246/43,743) and exactly the same in the 2000-01 private study: 5.5 percent (126/2,286) vs. 5.5 percent (2,348/42,767).

CONCLUSION

This article presents salary-trend information on the academic discipline/major field of Psychology, General 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 12,224 (4.6%) faculty in the discipline/major field of Psychology, General 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 Psychology, General for the 1997-98 public study was .06 percent higher than that of all ranks in ALL MAJOR FIELDS (1.00); and for the 1997-98 private study it was 1.8 percent lower than 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 Psychology, General in 2000-01 were 1.8 percent higher and 2.6 percent lower than 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 Psychology, General in the public institutions received an average annual salary increase of 1.1 percent above the cost-of-living. In the private institutions the annual average salary increase was 1.4 percent above the cost-of-living.

Third, in both the 1997-98 and 2000-01 public studies in Psychology, General, the professor rank FAC MIX PCTs are higher than those for the assistant professor rank. In the 1997-98 and 2000-01 private studies the FAC MIX PCTS were higher at the professor rank than at the assistant professor rank, as well.

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

Because a significant data base of average faculty salaries in the academic discipline/major field of Psychology, General 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
SOCIOMETRY
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)  Concord College (WV)
Angelo State University (TX)  Coppin State College (MD)
Appalachian State University (NC)  Dakota State University (SD)
Arizona State University West (AZ)  Delta State University (MS)
Arkansas State University (AR)  Dickinson State University (ND)
Arkansas Tech University (AR)  East Carolina University (NC)
Armstrong Atlantic State University (GA)  East Central University (OK)
Auburn University at Montgomery (AL)  East Stroudsburg University of Pennsylvania (PA)
Augusta State University (GA)  East Tennessee State University (TN)
Austin Peay State University (TN)  Eastern Connecticut State University (CT)
Ball State University (IN)  Eastern Illinois University (IL)
Bemidji State University (MN)  Eastern Kentucky University (KY)
Black Hills State University (SD)  Eastern Michigan University (MI)
Bloomsburg University of Pennsylvania (PA)  Eastern New Mexico University Main Campus (NM)
Bluefield State College (WV)  Eastern Washington University (WA)
Boise State University (ID)  Edinboro University of Pennsylvania (PA)
Bowie State University (MD)  Elizabeth City State University (NC)
Bowling Green State University (OH)  Emporia State University (KS)
Bridgewater State College (MA)  Ferris State University (MI)
California Maritime Academy (CA)  Fitchburg State College (MA)
California Polytechnic State University-San Luis Obispo (CA)
California State University-Bakersfield (CA)  Florida Atlantic University (FL)
California State University-Fresno (CA)  Fort Hays State University (KS)
California State University-Fullerton (CA)  Francis Marion University (SC)
Central Michigan University (MI)  Frostburg State University (MD)
Central Missouri State University (MO)  George Mason University (VA)
Central Washington University (WA)  Georgia College & State University (GA)
Chadron State College (NE)  Georgia Institute of Technology (GA)
Christopher Newport University (VA)  Georgia Southern University (GA)
Citadel, the Military College of South Carolina, The (SC)  Georgia Southwestern State University (GA)
City University of New York Bernard M. Baruch College (NY)  Georgia State University (GA)
City University of New York Hunter College (NY)  Glenville State College (WV)
Clarion University of Pennsylvania (PA)  Grambling State University (LA)
Clayton College & State University (GA)  Grand Valley State University (MI)
Clemson University (SC)  Henderson State University (AR)
Cleveland State University (OH)  Idaho State University (ID)
Coastal Carolina University (SC)  Illinois State University (IL)
College of Charleston (SC)  Indiana State University (IN)
College of New Jersey, The (NJ)  Indiana University-Purdue University Fort Wayne (IN)
College of William and Mary (VA)  Indiana University of Pennsylvania (PA)
Colorado School of Mines (CO)  Jackson State University (MS)
Columbus State University (GA)  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 California (CO)
University of Southern Illinois (IL)
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)
Valley City State University (ND)
Virginia State University (VA)
Washington 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:

<table>
<thead>
<tr>
<th>Institution Name</th>
<th>Institution Name</th>
</tr>
</thead>
<tbody>
<tr>
<td>Abilene Christian University (TX)</td>
<td>Briar Cliff College (IA)</td>
</tr>
<tr>
<td>Adrian College (MI)</td>
<td>Brown University (RI)</td>
</tr>
<tr>
<td>Albertson College (ID)</td>
<td>Bryan College (TN)</td>
</tr>
<tr>
<td>Albertus Magnus College (CT)</td>
<td>Bryant College (RI)</td>
</tr>
<tr>
<td>Albright College (PA)</td>
<td>Bryn Mawr College (PA)</td>
</tr>
<tr>
<td>Alfred University (NY)</td>
<td>Buena Vista University (IA)</td>
</tr>
<tr>
<td>Allegheny College (PA)</td>
<td>Butler University (IN)</td>
</tr>
<tr>
<td>Alvernia College (PA)</td>
<td>Cabrini College (PA)</td>
</tr>
<tr>
<td>Alverno College (WI)</td>
<td>Caldwell College (NJ)</td>
</tr>
<tr>
<td>American University, The (DC)</td>
<td>Calumet College of Saint Joseph (IN)</td>
</tr>
<tr>
<td>Amherst College (MA)</td>
<td>Calvin College (MI)</td>
</tr>
<tr>
<td>Anderson University (IN)</td>
<td>Campbellsville University (KY)</td>
</tr>
<tr>
<td>Andrews University (MI)</td>
<td>Canisius College (NY)</td>
</tr>
<tr>
<td>Antioch University (OH)</td>
<td>Capitol College (MD)</td>
</tr>
<tr>
<td>Asbury College (KY)</td>
<td>Cardinal Stritch University (WI)</td>
</tr>
<tr>
<td>Ashland University (OH)</td>
<td>Carlow College (PA)</td>
</tr>
<tr>
<td>Assumption College (MA)</td>
<td>Carroll College (WI)</td>
</tr>
<tr>
<td>Aurora University (IL)</td>
<td>Case Western Reserve University (OH)</td>
</tr>
<tr>
<td>Avila College (MO)</td>
<td>Catawba College (NC)</td>
</tr>
<tr>
<td>Babson College (MA)</td>
<td>Catholic University of America, The (DC)</td>
</tr>
<tr>
<td>Baker College of Flint (MI)</td>
<td>Cazenovia College (NY)</td>
</tr>
<tr>
<td>Baker College of Muskegon (MI)</td>
<td>Central Methodist College (MO)</td>
</tr>
<tr>
<td>Baker College of Owosso (MI)</td>
<td>Chapman University (CA)</td>
</tr>
<tr>
<td>Baker University (KS)</td>
<td>Charleston Southern University (SC)</td>
</tr>
<tr>
<td>Baldwin-Wallace College (OH)</td>
<td>Christian Brothers University (TN)</td>
</tr>
<tr>
<td>Barnard College (NY)</td>
<td>City University (WA)</td>
</tr>
<tr>
<td>Barry University (FL)</td>
<td>Clarkson College (NE)</td>
</tr>
<tr>
<td>Baylor University (TX)</td>
<td>Clarkson University (NY)</td>
</tr>
<tr>
<td>Beaver College (PA)</td>
<td>College of New Rochelle, The (NY)</td>
</tr>
<tr>
<td>Bellarmine College (KY)</td>
<td>College of Notre Dame (CA)</td>
</tr>
<tr>
<td>Belmont Abbey College (NC)</td>
<td>College of Notre Dame of Maryland (MD)</td>
</tr>
<tr>
<td>Belmont University (TN)</td>
<td>College of Our Lady of the Elms (MA)</td>
</tr>
<tr>
<td>Benedict College (SC)</td>
<td>College of Saint Benedict (MN)</td>
</tr>
<tr>
<td>Bennett College (NC)</td>
<td>College of Saint Catherine (MN)</td>
</tr>
<tr>
<td>Bentley College (MA)</td>
<td>College of Saint Elizabeth (NJ)</td>
</tr>
<tr>
<td>Berea College (KY)</td>
<td>College of Saint Mary (NE)</td>
</tr>
<tr>
<td>Bethany College (KS)</td>
<td>College of Saint Rose (NY)</td>
</tr>
<tr>
<td>Bethel College (KS)</td>
<td>College of Saint Scholastica, The (MN)</td>
</tr>
<tr>
<td>Bethel College (MN)</td>
<td>Columbia College (MO)</td>
</tr>
<tr>
<td>Biola University (CA)</td>
<td>Columbia College (SC)</td>
</tr>
<tr>
<td>Birmingham-Southern College (AL)</td>
<td>Columbia International University (SC)</td>
</tr>
<tr>
<td>Bluffton College (OH)</td>
<td>Concordia College-Moorhead (MN)</td>
</tr>
<tr>
<td>Boston University (MA)</td>
<td>Concordia University (CA)</td>
</tr>
<tr>
<td>Bradley University (IL)</td>
<td>Concordia University (NE)</td>
</tr>
<tr>
<td>Brenau University (GA)</td>
<td>Converse College (SC)</td>
</tr>
</tbody>
</table>
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)
James-town 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)
Mars Hill College (NC)
Mary Baldwin College (VA)
Marymount College (NY)
Marymount University (VA)
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)
<table>
<thead>
<tr>
<th>College Name</th>
<th>Location</th>
</tr>
</thead>
<tbody>
<tr>
<td>Saint John's University (MN)</td>
<td>Union College (NY)</td>
</tr>
<tr>
<td>Saint John's University (NY)</td>
<td>Union Institute (OH)</td>
</tr>
<tr>
<td>Saint John Fisher College (NY)</td>
<td>University of Bridgeport (CT)</td>
</tr>
<tr>
<td>Saint Joseph's University (PA)</td>
<td>University of Charleston (WV)</td>
</tr>
<tr>
<td>Saint Lawrence University (NY)</td>
<td>University of Detroit Mercy (MI)</td>
</tr>
<tr>
<td>Saint Martin's College (WA)</td>
<td>University of Evansville (IN)</td>
</tr>
<tr>
<td>Saint Mary's College (IN)</td>
<td>University of Hartford (CT)</td>
</tr>
<tr>
<td>Saint Mary's College of California (CA)</td>
<td>University of La Verne (CA)</td>
</tr>
<tr>
<td>Saint Mary's University (TX)</td>
<td>University of Miami (FL)</td>
</tr>
<tr>
<td>Saint Mary's University of Minnesota (MN)</td>
<td>University of New England (ME)</td>
</tr>
<tr>
<td>Saint Mary College (KS)</td>
<td>University of New Haven (CT)</td>
</tr>
<tr>
<td>Saint Olaf College (MN)</td>
<td>University of Portland (OR)</td>
</tr>
<tr>
<td>Salem College (NC)</td>
<td>University of Redlands (CA)</td>
</tr>
<tr>
<td>Salem International University (formerly Salem-Teikyo University) (WV)</td>
<td>University of Richmond (VA)</td>
</tr>
<tr>
<td>Salve Regina University (RI)</td>
<td>University of Rio Grande (OH)</td>
</tr>
<tr>
<td>Samford University (AL)</td>
<td>University of Saint Francis (IN)</td>
</tr>
<tr>
<td>Samuel Merritt College (CA)</td>
<td>University of Saint Thomas (MN)</td>
</tr>
<tr>
<td>Santa Clara University (CA)</td>
<td>University of San Diego (CA)</td>
</tr>
<tr>
<td>Schreiner College (TX)</td>
<td>University of San Francisco (CA)</td>
</tr>
<tr>
<td>Scripps College (CA)</td>
<td>University of Sioux Falls (SD)</td>
</tr>
<tr>
<td>Seattle Pacific University (WA)</td>
<td>University of Tampa (FL)</td>
</tr>
<tr>
<td>Seattle University (WA)</td>
<td>University of the Ozarks (AR)</td>
</tr>
<tr>
<td>Seton Hill College (PA)</td>
<td>University of the Pacific (CA)</td>
</tr>
<tr>
<td>Shenandoah University (PA)</td>
<td>University of Tulsa (OK)</td>
</tr>
<tr>
<td>Shorter College (GA)</td>
<td>Upper Iowa University (IA)</td>
</tr>
<tr>
<td>Siena College (NY)</td>
<td>Ursuline College (OH)</td>
</tr>
<tr>
<td>Sierra Nevada College (NV)</td>
<td>Valparaiso University (IN)</td>
</tr>
<tr>
<td>Simpson College (CA)</td>
<td>Vanguard University of Southern California (CA)</td>
</tr>
<tr>
<td>Simpson College (IA)</td>
<td>Villanova University (PA)</td>
</tr>
<tr>
<td>Southeastern College of the Assemblies of God (FL)</td>
<td>Viterbo College (WI)</td>
</tr>
<tr>
<td>Southern Adventist University (TN)</td>
<td>Walsh University (OH)</td>
</tr>
<tr>
<td>Southern Methodist University (TX)</td>
<td>Warner Pacific College (OR)</td>
</tr>
<tr>
<td>Southern Nazarene University (OK)</td>
<td>Warren Wilson College (NC)</td>
</tr>
<tr>
<td>Spring Arbor College (MI)</td>
<td>Wartburg College (IA)</td>
</tr>
<tr>
<td>Spring Hill College (AL)</td>
<td>Washington and Jefferson College (PA)</td>
</tr>
<tr>
<td>Springfield College (MA)</td>
<td>Washington College (MD)</td>
</tr>
<tr>
<td>Stanford University (CA)</td>
<td>Webber College (FL)</td>
</tr>
<tr>
<td>Stetson University (FL)</td>
<td>Webster University (MO)</td>
</tr>
<tr>
<td>Susquehanna University (PA)</td>
<td>Western Baptist College (OR)</td>
</tr>
<tr>
<td>Sweet Briar College (VA)</td>
<td>Western Maryland College (MD)</td>
</tr>
<tr>
<td>Teikyo Post University (CT)</td>
<td>Western New England College (MA)</td>
</tr>
<tr>
<td>Texas Christian University (TX)</td>
<td>Westminster College (PA)</td>
</tr>
<tr>
<td>Texas Wesleyan University (TX)</td>
<td>Wheaton College (MA)</td>
</tr>
<tr>
<td>Thomas More College (KY)</td>
<td>Wheeling Jesuit University (WV)</td>
</tr>
<tr>
<td>Toccoa Falls College (GA)</td>
<td>Wheelock College (MA)</td>
</tr>
<tr>
<td>Trinity Christian College (IL)</td>
<td>Whittier College (CA)</td>
</tr>
<tr>
<td>Trinity College (DC)</td>
<td>Whitworth College (WA)</td>
</tr>
<tr>
<td>Tulane University (LA)</td>
<td>Widener University (PA)</td>
</tr>
<tr>
<td>Tusculum College (TN)</td>
<td>Wilkes University (PA)</td>
</tr>
<tr>
<td>Tuskegee University (AL)</td>
<td>William Jewell College (MO)</td>
</tr>
</tbody>
</table>
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)
NOTICE

Reproduction Basis

☑ This document is covered by a signed "Reproduction Release (Blanket)" form (on file within the ERIC system), encompassing all or classes of documents from its source organization and, therefore, does not require a "Specific Document" Release form.

☐ This document is Federally-funded, or carries its own permission to reproduce, or is otherwise in the public domain and, therefore, may be reproduced by ERIC without a signed Reproduction Release form (either "Specific Document" or "Blanket").