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 Social Sciences, General faculty at 67 public and 53 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 $54,325 for 856 of faculty in public institutions was approximately 4.4% lower than the average salary for all faculty in all major fields, and the average salary for faculty in private institutions was 8.2% lower than that for all faculty. The average salary increase was 0.1% per year above the cost-of-living for public institutions and 0.5% per year below 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)
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 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 Social Sciences, 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 Social Sciences, 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 Social Sciences, General. The CIP defines the discipline/major field of Social Sciences, General as,

A group of instructional programs that generally describes the study of human social behavior and social institutions using any of the methodologies common to the social sciences and/or history, or an undifferentiated program of study in the social sciences.*


This article summarizes the overall average salary increases in the discipline/major field of Social Sciences, 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 Social Sciences, 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 27.9 for associate professors of Social Sciences, General in the 1997-98 public study means that 27.9 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 0.98 for associate professors in the discipline/major field of Social Sciences, General in the 1997-98 public study means that their average salary is two 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 Social Sciences, 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>Year</th>
<th>Type</th>
<th>Field</th>
<th>Average Salary</th>
<th>FAC Mix Pct</th>
<th>Salary Factor</th>
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<td>2000-01</td>
<td>Public</td>
<td>Social Sciences, General</td>
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Discipline: Social Sciences and History

Major Field: Social Sciences, General

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In the PUBLIC 1997-98 study in the above table, the discipline/major field of Social Sciences, General was reported in 67 of the 305 public institutions. The average salary of the 788 faculty was $50,233. This average salary was approximately 3.5 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, Social Sciences, General was reported in 67 of the same 305 public institutions. The average salary of the 856 faculty was $54,325. This average salary was approximately 4.4 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 Social Sciences, General in the public institutions studied was 8.1 percent ($54,325 minus $50,233 equals $4,092). 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 Social Sciences, General average faculty salaries over the three-year period by 0.4 percent or an average of 0.1 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 Social Sciences, General (8.1%), the faculty in ALL MAJOR FIELDS received a relative increase in their salaries of one percent more than the faculty in the discipline/major field of Social Sciences, General.

In the 1997-98 study the faculty mix percentage in Social Sciences, General is higher at the professor rank than at the assistant professor rank: 36.0 percent vs. 29.6 percent; in the 2000-01
study it is 34.5 percent vs. 30.1 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 Social Sciences, General in the public studies was lower than the hiring rate of ALL MAJOR FIELDS in 1997-98, 4.4 percent (35/788) vs 4.7 percent (4,477/94,917) and higher in 2000-01, 5.8 percent (50/856) 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 Social Sciences, General was reported in 65 of the 403 private institutions. The average salary of the 365 faculty was $49,079, an average salary 2.0 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, 53 of the same 403 private institutions reported Social Sciences, General. The average salary of the 404 faculty was $52,125, an average salary 8.2 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 Social Sciences, General in the private institutions studied was 6.2 percent ($52,125 minus $49,079 equals $3,046). 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 Social Sciences, General over the three-year time period, is 6.5 percent or 0.5 percent each year below 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 Social Sciences, General (6.2%), the faculty in ALL MAJOR FIELDS increased their salaries 6.5 percent more than faculty in Social Sciences, General.

For the 1997-98 private study in the discipline/major field of Social Sciences, General, the faculty mix percentage is higher at the professor rank in comparison to the assistant professor rank: 34.8 percent vs. 30.1 percent; and for the 2000-01 private study it is lower: 29.0 percent vs 33.2 percent, (2000-01). The differences in the ranks of professor and assistant professor in ALL MAJOR FIELDS for both private 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 for new assistant professors in Social Sciences, General was higher than the hiring rate in ALL MAJOR FIELDS in the 1997-98 private study: 6.3 percent (23/365) vs. 5.1 percent (2,246/43,743) and lower in the 2000-01 private study: 4.7 percent (19/404) vs. 5.5 percent (2,348/42,767).

CONCLUSION

This article presents salary-trend information on the academic discipline/major field of Social Sciences, 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 2,413 (0.9%) faculty in the discipline/major field of Social Sciences, 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 Social Sciences, General for the 1997-98 public study was 3.5 percent below that of all ranks in ALL MAJOR FIELDS (1.00); and for the 1997-98 private study it was 2.0 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 Social Sciences, General in 2000-01 were 4.4 percent lower and 8.2 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 Social Sciences, General in the public institutions received an average annual salary increase of 0.1 percent above the cost-of-living. In the private institutions the annual average salary increase was 0.5 percent below the cost-of-living.

Third, in both the 1997-98 and 2000-01 public studies, and the 1997-98 private study in Social Sciences, General, the professor rank FAC MIX PCTs are higher than those for the assistant professor rank; 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 Social Sciences, General in the 1997-98 private study and 2000-01 public study the hiring rate was lower than that of ALL MAJOR FIELDS. However, in the 2000-01 private study and in the 1997-98 public study the hiring rate was higher than that of ALL MAJOR FIELDS.
Because a significant data base of average faculty salaries in the academic discipline/major field of Social Sciences, 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
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)  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)
Bloomington 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)  Florida Atlantic University (FL)
California State University-Bakersfield (CA)  Fort Hays State University (KS)
California State University-Fresno (CA)  Francis Marion University (SC)
California State University-Fullerton (CA)  Frostburg State University (MD)
Central Michigan University (MI)  George Mason University (VA)
Central Missouri State University (MO)  Georgia College & State University (GA)
Central Washington University (WA)  Georgia Institute of Technology (GA)
Chadron State College (NE)  Georgia Southern University (GA)
Christopher Newport University (VA)  Georgia Southwestern State University (GA)
Citadel, the Military College of South Carolina, The (SC)  Georgia State University (GA)
City University of New York Bernard M. Baruch College (NY)  Glenville State College (WV)
City University of New York Hunter College (NY)  Grambling State University (LA)
Clarion University of Pennsylvania (PA)  Grand Valley State University (MI)
Clayton College & State University (GA)  Henderson State University (AR)
Clemson University (SC)  Idaho State University (ID)
Cleveland State University (OH)  Illinois State University (IL)
Coastal Carolina University (SC)  Indiana State University (IN)
College of Charleston (SC)  Indiana University-Purdue University Fort Wayne (IN)
College of New Jersey, The (NJ)  Indiana University of Pennsylvania (PA)
College of William and Mary (VA)  Jackson State University (MS)
Colorado School of Mines (CO)  Jacksonville State University (AL)
Columbus State University (GA)  James Madison University (VA)
Kean University (NJ)  Keene State College (NH)
Kennesaw State University (GA)
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>Location</th>
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Loyola College in Maryland (MD)
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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)
Maran 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)
Muhlenberg 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)
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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)
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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’s 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)
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Stanford University (CA)
Stetson University (FL)
Susquehanna University (PA)
Sweet Briar College (VA)
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University of Charleston (WV)
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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)
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Worcester Polytechnic Institute (MA)
Xavier University (OH)
York College of Pennsylvania (PA)
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