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## ABSTRACT

A survey was conducted to gather information on the salaries of nursing school deans and related information such as title, rank, degree level, tenure status, gender, and race/ethnicity. Findings, presented in several data tables, provide a benchmarking resource for comparing salary data on a calendar year basis by numerous characteristics of deans including title, highest earned degree, academic rank, tenure status, and years in current deanship. Salaries are also presented by geographic region, institutional control, parent institution (university or college), academic health center affiliation, types of nursing programs offered, Carnegie classification, and number of full-time faculty. (EV)

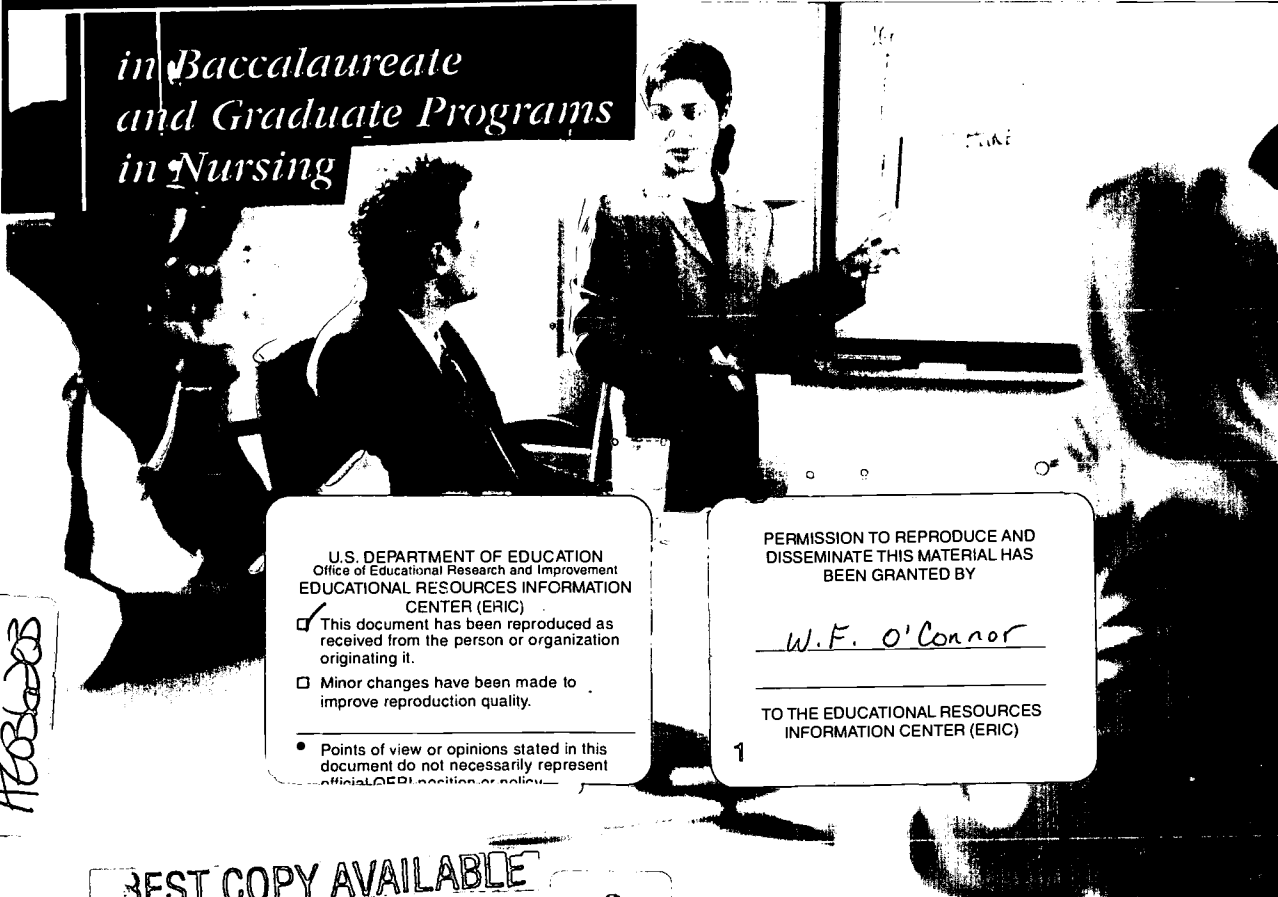
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2002-2003

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# Salaries of Deans

*in Baccalaureate  
and Graduate Programs  
in Nursing*



American  
Association  
Colleges of  
Nursing

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**American Association  
of Colleges of Nursing**

2002–2003

SALARIES OF DEANS

IN

Baccalaureate and Graduate Programs in Nursing

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## INTRODUCTION

The American Association of Colleges of Nursing (AACN) was established in 1969 to answer the need for a national organization dedicated exclusively to furthering nursing education in America's universities and colleges. Representing nursing education programs at 570 public and private universities and colleges, AACN serves the public interest by assisting deans and directors to improve and advance nursing education, research, and practice.

The Research and Data Center is the nucleus of the Association's authoritative national databank. Annually, the Research Center reports the most current statistics available on student enrollment, graduations, and faculty and deans' salaries.

The 2002–2003 *Salaries of Deans in Baccalaureate and Graduate Programs in Nursing*, the 25<sup>th</sup> such report, is designed to provide the most comprehensive and up-to-date salary data available for deans. This benchmarking resource presents salary data on a calendar year basis by numerous characteristics of deans including title, highest earned degree, academic rank, tenure status, and years in current deanship. Salaries also are presented by geographic region, institutional control, parent institution (university or college), academic health center affiliation, types of nursing programs offered, Carnegie classification, and number of full-time faculty.

## SURVEY METHODOLOGY

The definition of terms used in the questionnaire can be found on page vi. *Please note that the term "dean" is used throughout this report to refer to the chief executive officer of a school of nursing. It also encompasses those individuals with institutionally determined titles such as director, chair, head, and coordinator.*

The deans' survey instrument was designed to gather information on salaries and related information such as title, rank, degree level, tenure status, gender, and race/ethnicity, and length of time in the deanship. Instructions for accessing the survey Web site were mailed to 682 baccalaureate and higher degree programs in nursing on September 10, 2002. Partial or complete responses were received from 573 institutions by February 3, 2003.

To ensure the privacy of data collected by AACN, any information that would divulge any monetary figures related to individual salaries or identify individual deans is classified as restricted. To further protect the confidentiality of salary data, salaries are not reported in tables where there were less than five cases in a cell. The mean and standard deviation were reported in cells with five cases; and the mean, standard deviation, and 25<sup>th</sup>, 50<sup>th</sup>, and 75<sup>th</sup> percentiles were reported in cells with six to nine cases.

## RESPONSE RATE

Of the 682 deans' survey forms mailed, 573 questionnaires (517 member and 56 nonmember) were returned, yielding an overall response rate of 84.0 percent. The response rate for member schools was 90.9 percent; for nonmember schools the rate was 49.6 percent. Of the 573 respondents, 55 schools (49 member and 6 nonmember) reported acting or interim deans. These individuals were excluded from the analysis of deans' salaries and related information. The salaries analysis was limited to 493 institutions reporting salary and salary basis data.

Questions about the deans' survey in general, or requests for more specific data to meet the needs of individual institutions through AACN's customized report service, should be directed to Janis Stennett at (202) 463-6930 x236, or via email to [jstennet@aacn.nche.edu](mailto:jstennet@aacn.nche.edu) or Dr. Linda Berlin at (202) 463-6930 x225, or via email to [lberlin@aacn.nche.edu](mailto:lberlin@aacn.nche.edu)





## CARNEGIE CLASSIFICATION DEFINITIONS

**MASTER'S COLLEGES AND UNIVERSITIES I:** These institutions typically offer a wide range of baccalaureate programs, and they are committed to graduate education through the master's degree. They award 40 or more master's degrees per year across three or more disciplines.

**MASTER'S COLLEGES AND UNIVERSITIES II:** These institutions typically offer a wide range of baccalaureate programs and they are committed to graduate education through the master's degree. They award 20 or more master's degrees per year.

**DOCTORAL/RESEARCH UNIVERSITIES-EXTENSIVE:** These institutions typically offer a wide range of baccalaureate programs, and they are committed to graduate education through the doctorate. They award 50 or more doctoral degrees per year across at least 15 disciplines.

**DOCTORAL/RESEARCH UNIVERSITIES-INTENSIVE:** These institutions typically offer a wide range of baccalaureate programs, and they are committed to graduate education through the doctorate. They award at least 10 doctoral degrees per year across three or more disciplines, or at least 20 doctoral degree per year overall.

**BACCALAUREATE COLLEGES-GENERAL:** These institutions are primarily undergraduate colleges with major emphasis on baccalaureate programs. They award less than half of their baccalaureate degrees in liberal arts fields.

**BACCALAUREATE COLLEGES-LIBERAL ARTS:** These institutions are primarily undergraduate colleges with major emphasis on baccalaureate programs. They award at least half of their baccalaureate degrees in liberal arts fields.

**BACCALAUREATE/ASSOCIATE'S COLLEGES:** These institutions are undergraduate colleges where the majority of conferrals are at the subbaccalaureate level (associate's degrees and certificates), but bachelor's degrees account for at least 10 percent of undergraduate awards.

**ASSOCIATE'S COLLEGES:** These institutions offer associate's degree programs and certificate programs, but, with few exceptions, award no baccalaureate degrees.

**SPECIALIZED INSTITUTIONS:** These institutions offer degrees ranging from the bachelor's to the doctorate and a majority of the degrees awarded are in a single field.

**MEDICAL SCHOOLS AND MEDICAL CENTERS:** These institutions award most of their professional degrees in medicine. In some instances, their programs include other health professions programs, such as dentistry, pharmacy, or nursing.

**OTHER SEPARATE HEALTH PROFESSION SCHOOLS:** These institutions award most of their professional degrees in such fields as chiropractic, nursing, pharmacy, or podiatry.

**OTHER SPECIALIZED INSTITUTIONS:** Institutions in this category include graduate centers, maritime academies, military institutes, and institutions that do not fit any other classification category.

**SOURCE:** The Carnegie Foundation for the Advancement of Teaching. (2001) *The Carnegie Classification of Institutions of Higher Education, 2000 Edition*. Lawrenceville, NJ: Princeton University Press.

## DEFINITION OF TERMS AND GENERAL CONSIDERATIONS

**Dean:** The term “dean” is used throughout this report to refer to the chief executive officer of a school of nursing. It also encompasses those individuals with institutionally determined titles such as director, chair, head, and coordinator.

**Salary:** Current fiscal-year, gross salary rounded to the nearest dollar.

**Salary Basis:** Academic (9- or 10-month contract) or calendar (11- or 12-month contract).

**Conversion of Salaries:** All deans’ salaries are reported on a calendar year basis. Salaries reported on an academic basis are multiplied by eleven-ninths (11/9). This conversion permits the salaries of all deans to appear in all tables.

**Minimum and Maximum:** The lowest and highest salary values, respectively, in a distribution of ordered data.

**Mean:** The average salary. It is affected by extreme (either high or low) values, particularly when there are small numbers of individuals represented in a particular faculty classification.

**Standard Deviation:** Describes how the salary data vary around the mean salary.

**Median or 50th Percentile:** The value midway between the lowest and highest salary value. The median is useful as it minimizes the effect of extreme values.

**Percentiles:** Values that divide a distribution of ordered data into 100 equal parts, or into four equal parts (quartiles). For example, a salary value at the 75th percentile is the value that 75 percent of the salaries are less than or equal to. Salaries ranges within a quartile can be constructed in relation to other quartiles. For example, if the 50th percentile salary is \$98,000 and the 75th percentile salary is \$100,000, the third quartile salaries range from \$98,001 through and including \$100,000.

## HIGHLIGHTS

- ◆ The mean calendar year salary for 2002-2003 was \$100,985 for member deans (N=446) and \$71,378 for nonmember deans (N=47). These salaries represent a 1.0 percent increase for member deans and a 2.7 percent increase for nonmember deans above the 2001-2002 mean salaries.
- ◆ The mean and median number of years in current deanship was 6.3 and 5.0 years, respectively. Three hundred ninety deans (75.3 percent) were in their first deanship, while 128 (24.7 percent) reported holding previous deanships.

**Table 1. Institutional Characteristics of Member and Nonmember Respondents**

CHARACTERISTIC	MEMBER (N=468)		NONMEMBER (N=50)		TOTAL (N=518)	
	NUMBER	%	NUMBER	%	NUMBER	%
<b>REGION</b>						
North Atlantic	117	25.0	6	12.0	123	23.7
Midwest	137	29.3	19	38.0	156	30.1
South	158	33.8	19	38.0	177	34.2
West	56	12.0	6	12.0	62	12.0
<b>TYPE OF INSTITUTION</b>						
Public	232	49.6	21	42.0	253	48.8
Secular	77	16.5	6	12.0	83	16.0
Religious	154	32.9	23	46.0	177	34.2
Consortium	5	1.1	0		5	1.0
<b>PARENT INSTITUTION</b>						
University	336	71.8	28	56.0	364	70.3
College	128	27.4	22	44.0	150	29.0
Other	4	0.9	0		4	0.8
<b>DESCRIPTION OF PROGRAM</b>						
Autonomous	185	39.5	6	12.0	191	36.9
Department/Division	266	56.8	44	88.0	310	59.8
Freestanding	11	2.4	0		11	2.1
Other	6	1.3	0		6	1.2
<b>PART OF ACADEMIC HEALTH CENTER</b>						
No	390	83.3	50	100.0	440	84.9
Yes	78	16.7	0		78	15.1
<b>CARNEGIE CLASSIFICATION</b>						
Master's I	207	44.2	19	38.0	226	43.6
Master's II	29	6.2	8	16.0	37	7.1
Doctoral/Research-Extensive	74	15.8	0		74	14.3
Doctoral/Research-Intensive	40	8.5	2	4.0	42	8.1
Associate's Colleges	3	0.6	1	2.0	4	0.8
Baccalaureate/Associate's Colleges	2	0.4	0		2	0.4
Baccalaureate Colleges-Liberal Arts	16	3.4	2	4.0	18	3.5
Baccalaureate Colleges-General	52	11.1	16	32.0	68	13.1
Medical Schools/Medical Centers	20	4.3	0		20	3.9
Other Health Profession Schools	19	4.1	1	2.0	20	3.9
Other Specialized Institutions	1	0.2	0		1	0.2
No Carnegie Code	5	1.1	1	2.0	6	1.2

NOTE: Percents may not total to 100.0 due to rounding.

11 11

**Table 2. Selected Characteristics of Member and Nonmember Deans.**

CHARACTERISTIC	MEMBER (N=468)		NONMEMBER (N=50)		TOTAL (N=518)	
	NUMBER	%	NUMBER	%	NUMBER	%
<b>TITLE</b>						
Dean	213	45.5	4	8.0	217	41.9
Chair	157	33.5	34	68.0	191	36.9
Director	62	13.2	7	14.0	69	13.3
Head	20	4.3	2	4.0	22	4.2
Coordinator	2	0.4	0	0.0	2	0.4
Associate Dean	10	2.1	1	2.0	11	2.1
Other	4	0.9	2	4.0	6	1.2
<b>ADDITIONAL ADMINISTRATIVE TITLE</b>						
No	394	85.7	40	80.0	434	85.1
Yes	66	14.3	10	20.0	76	14.9
Not Reported	{8}				{8}	
<b>RANK</b>						
Professor	320	68.4	26	52.0	346	66.8
Associate Professor	125	26.7	17	34.0	142	27.4
Assistant Professor	15	3.2	7	14.0	22	4.2
Instructor	0		0		0	
No Rank	8	1.7	0		8	1.5
<b>HIGHEST DEGREE IN NURSING</b>						
Baccalaureate	6	1.3	1	2.0	7	1.4
Master's	235	50.2	28	56.0	263	50.8
DNS, DSN, or DNSc	59	12.6	3	6.0	62	12.0
ND	1	0.2	0		1	0.2
PhD	143	30.6	18	36.0	161	31.1
EdD	22	4.7	0		22	4.2
Other	2	0.4	0		2	0.4
<b>HIGHEST DEGREE OVERALL</b>						
Master's	21	4.5	7	14.0	28	5.4
DNS, DSN, or DNSc	59	12.7	3	6.0	62	12.0
ND	1	0.2	0		1	0.2
EdD (Nursing)	24	5.2	1	2.0	25	4.8
EdD (Nonnursing)	65	13.9	5	10.0	70	13.6
PhD	286	61.4	34	68.0	320	62.0
DPH, DrPH	3	0.6	0		3	0.6
Other	7	1.5	0		7	1.3
Not Reported	{2}				{2}	
<b>LEVEL OF TEACHING</b>						
Baccalaureate	157	33.5	39	78.0	196	37.8
Master's	23	4.9	0		23	4.4
Doctoral	11	2.4	0		11	2.1
Baccalaureate and Master's	143	30.6	3	6.0	146	28.2
Baccalaureate and Doctoral	1	0.2	0		1	0.2
Master's and Doctoral	12	2.6	0		12	2.3
Baccalaureate, Master's, and Doctoral	27	5.8	0		27	5.2
Does Not Teach	94	20.1	8	16.0	102	19.7
<b>AREA OF TEACHING</b>						
Clinical Only	0		0		0	
Classroom Only	291	63.4	22	44.0	313	61.5
Both	82	17.9	20	40.0	102	20.0
Does Not Teach	86	18.7	8	16.0	94	18.5
Not Reported	{9}				{9}	

**Table 2. Selected Characteristics of Member and Nonmember Deans—continued.**

CHARACTERISTIC	MEMBER (N=468)		NONMEMBER (N=50)		TOTAL (N=518)	
	NUMBER	%	NUMBER	%	NUMBER	%
<b>SALARY BASIS</b>						
Academic Year	94	20.1	16	32.0	110	21.2
Calendar Year	374	79.9	34	68.0	408	78.8
<b>TENURE</b>						
Tenured	339	72.4	37	74.0	376	72.6
Tenure Track, Not Tenured	43	9.2	4	8.0	47	9.1
Nontenure Track	21	4.5	4	8.0	25	4.8
No Tenure System	65	13.9	5	10.0	70	13.5
<b>GENDER</b>						
Female	453	96.8	50	100.0	503	97.1
Male	15	3.2	0		15	2.9
<b>RACE/ETHNICITY</b>						
White	429	91.9	48	96.0	477	92.3
Black	29	6.2	0		29	5.6
Hispanic	2	0.4	1	2.0	3	0.6
American Indian or Alaskan Native	2	0.4	0		2	0.4
Asian	5	1.1	1	2.0	6	1.2
Native Hawaiian/Other Pacific Islander	0		0		0	
Not Reported	{1}					
<b>AGE</b>						
Less than 45	15	3.3	4	8.2	19	3.8
45–54	183	40.0	21	42.9	204	40.3
55–64	226	49.5	23	46.9	249	49.2
65 or higher	33	7.2	1	2.0	34	6.7
Not reported	{11}		{1}		{12}	
<b>YEARS IN CURRENT DEANSHIP</b>						
Less than one	60	13.0	5	10.2	65	12.8
1–2	98	21.3	8	16.3	106	20.8
3–5	127	27.6	18	36.7	145	28.5
6–9	76	16.5	10	20.4	86	16.9
10–14	73	15.9	2	4.1	75	14.7
15 or more	26	5.7	6	12.2	32	6.3
Not Reported	{8}		{1}		{9}	
<b>RESPONDENTS IN FIRST DEANSHIP</b>						
	(N=350; Valid N=346)		(N=40; Valid N=40)		(N=390; Valid N=386)	
Less than one	48	13.9	5	12.5	53	13.8
1–2	80	23.2	5	12.5	85	22.1
3–5	98	28.0	17	42.5	114	29.6
6–9	54	15.7	9	22.5	63	16.4
10–14	48	13.9	2	5.0	50	13.0
15 or more	18	5.2	2	5.0	20	5.2
<b>YEARS IN PREVIOUS DEANSHIP</b>						
	(N=118; Valid N=118)		(N=10; Valid N=10)		(N=128; Valid N=128)	
Less than one	5	4.2	1	10.0	6	4.7
1–2	19	16.1	0		19	14.8
3–5	37	31.4	3	30.0	40	31.3
6–9	31	26.3	3	30.0	34	26.6
10–14	18	15.3	2	20.0	20	15.6
15 or more	8	6.8	1	10.0	9	7.0

NOTE: Percents may not total to 100.0 due to rounding.

**Table 3. Salaries of Deans of Baccalaureate and Higher Degree Programs in Nursing by Years in Current Deanship and Membership Status.**

YEARS	Valid					Standard	Median/				
	N	Min	Max	Mean	Deviation	10th	25th	50th	75th	90th	
<b>MEMBER</b>											
Less than one	58	\$43,000	\$215,000	\$101,121	\$38,845	\$61,720	\$69,993	\$90,000	\$124,008	\$170,000	
1-2	93	40,930	230,000	93,119	38,120	52,257	69,833	82,309	106,180	158,880	
3-5	123	41,532	202,000	93,624	30,761	62,715	73,266	86,453	107,000	135,720	
6-9	75	64,410	216,956	108,664	36,383	71,188	82,109	97,778	121,395	174,436	
10-14	69	54,000	193,000	108,173	33,698	73,171	81,892	98,914	133,237	156,360	
More than 15	25	50,000	275,000	126,306	55,623	68,143	85,833	118,484	143,736	215,601	
<b>NONMEMBER</b>											
Less than one	5	.	.	\$66,060	\$18,564	.	.	.	.	.	
1-2	8	.	.	62,715	13,838	.	\$54,867	\$63,395	\$71,075	.	
3-5	17	\$50,000	\$107,155	69,584	15,649	\$50,000	56,208	65,390	81,210	\$93,786	
6-9	10	40,944	108,634	73,873	19,934	42,088	59,134	74,146	88,370	106,894	
10-14	2	.	.	.	.	.	.	.	.	.	
More than 15	5	.	.	88,422	34,661	.	.	.	.	.	
<b>TOTAL</b>											
Less than one	63	\$43,000	\$215,000	\$98,338	\$38,739	\$60,201	\$67,000	\$89,750	\$120,000	\$162,744	
1-2	101	37,000	230,000	90,711	37,661	50,854	65,399	80,000	102,723	155,050	
3-5	140	41,532	202,000	90,705	30,345	61,464	69,932	85,082	100,969	133,805	
6-9	85	40,944	216,956	104,571	36,549	69,941	78,113	94,681	119,120	170,698	
10-14	71	54,000	193,000	107,365	33,632	72,565	81,889	96,500	131,873	156,068	
More than 15	30	50,000	275,000	119,992	54,152	61,014	83,325	105,890	143,536	214,582	

**Table 4. Salaries of Deans of Baccalaureate and Higher Degree Programs in Nursing by Region and Membership Status.**

REGION	Valid					Standard	Median/				
	N	Min	Max	Mean	Deviation	10th	25th	50th	75th	90th	
<b>MEMBER</b>											
North Atlantic	110	\$43,120	\$275,000	\$104,711	\$39,568	\$67,727	\$78,198	\$93,556	\$123,519	\$164,645	
Midwest	133	41,532	216,956	94,889	36,461	60,126	69,590	86,168	110,512	155,320	
South	148	40,930	230,000	100,920	36,335	65,935	76,281	89,645	120,287	152,532	
West	55	61,387	216,293	108,451	36,985	65,292	80,000	100,877	125,736	168,000	
<b>NONMEMBER</b>											
North Atlantic	5	.	.	\$76,432	\$11,620	.	.	.	.	.	
Midwest	17	\$40,944	\$92,000	61,714	12,986	\$44,189	\$52,956	\$60,133	\$68,609	\$84,486	
South	19	37,000	92,915	69,925	14,770	50,000	61,800	69,000	84,173	90,444	
West	6	.	.	99,148	29,239	.	75,206	99,194	118,142	.	
<b>TOTAL</b>											
North Atlantic	115	\$43,120	\$275,000	\$103,482	\$39,182	\$65,906	\$78,000	\$92,889	\$120,000	\$162,871	
Midwest	150	40,944	216,956	91,129	36,155	53,650	65,000	81,700	107,090	149,334	
South	167	37,000	230,000	97,394	35,919	62,802	73,500	87,968	116,000	145,928	
West	61	61,387	216,293	107,536	36,196	65,097	79,906	100,877	125,368	158,000	

**Table 5. Salaries of Deans of Baccalaureate and Higher Degree Programs in Nursing by Type of Institution and Membership Status.**

TYPE OF INSTITUTION	Valid N	Min	Max	Mean	Standard Deviation	10th	25th	Median/50th	75th	90th
<b>Member</b>										
Public	229	\$50,429	\$216,956	\$112,660	\$36,284	\$72,601	\$87,323	\$101,000	\$133,950	\$170,000
Secular	68	43,120	275,000	106,502	46,730	65,614	75,232	90,547	124,956	178,115
Religious	149	40,930	187,500	80,525	23,463	55,000	65,000	76,569	90,418	111,238
<b>Nonmember</b>										
Public	21	\$53,356	\$146,667	\$84,032	\$20,027	\$63,262	\$69,455	\$82,608	\$91,617	\$108,338
Secular	5	.	.	60,790	7,271	.	.	.	.	.
Religious	21	37,000	90,444	61,245	13,247	41,756	51,188	61,387	67,130	81,989
<b>Total</b>										
Public	250	\$50,429	\$216,956	\$110,255	\$36,069	\$70,000	\$85,417	\$100,145	\$128,979	\$168,110
Secular	73	43,120	275,000	103,371	46,585	63,307	73,417	86,168	121,228	175,570
Religious	170	37,000	187,500	78,143	23,310	52,038	62,504	74,393	88,034	107,750

**Table 6. Salaries of Deans of Baccalaureate and Higher Degree Programs in Nursing by University or College and Membership Status.**

INSTITUTION	Valid N	Min	Max	Mean	Standard Deviation	10th	25th	Median/50th	75th	90th
<b>Member</b>										
University	322	\$40,930	\$275,000	\$110,117	\$38,760	\$70,355	\$84,401	\$98,484	\$131,963	\$170,000
College	120	41,532	128,500	76,082	17,376	55,000	65,000	73,919	84,972	98,597
Other	4	.	.	.	.	.	.	.	.	.
<b>Nonmember</b>										
University	27	\$50,000	\$146,667	\$77,678	\$21,154	\$53,471	\$63,053	\$76,000	\$90,000	\$107,451
College	20	37,000	90,444	62,872	13,896	41,350	52,420	64,041	70,344	82,830
Other	0	.	.	.	.	.	.	.	.	.
<b>Total</b>										
University	349	\$40,930	\$275,000	\$107,607	\$38,660	\$65,487	\$81,707	\$95,552	\$127,623	\$168,456
College	140	37,000	128,500	74,195	17,505	52,393	63,088	71,667	82,895	95,850
Other	4	.	.	.	.	.	.	.	.	.

**Table 7. Salaries of Deans of Baccalaureate and Higher Degree Programs in Nursing by Academic Health Center Affiliation and Membership Status.**

ACADEMIC HEALTH CENTER	Valid		Min	Max	Mean	Standard Deviation	10th	25th	Median/		
	N								50th	75th	90th
<b>MEMBER</b>											
Yes	72	\$78,000	\$275,000	\$161,695	\$36,520	\$110,608	\$138,203	\$160,000	\$186,425	\$212,786	
No	374	40,930	170,000	89,298	23,866	62,083	72,358	86,544	100,878	123,570	
<b>NONMEMBER</b>											
Yes	0										
No	47	\$37,000	\$146,667	\$71,378	\$19,683	\$50,000	\$60,000	\$66,950	\$83,111	\$92,183	
<b>TOTAL</b>											
Yes	72	\$78,000	\$275,000	\$161,695	\$36,520	\$110,608	\$138,203	\$160,000	\$186,425	\$212,786	
No	421	37,000	170,000	87,297	24,087	60,353	70,000	85,000	99,328	122,252	

**Table 8. Salaries of Deans of Baccalaureate and Higher Degree Programs in Nursing by Description of Nursing Program and Membership Status.**

DESCRIPTION OF NURSING PROGRAM	Valid		Min	Max	Mean	Standard Deviation	10th	25th	Median/		
	N								50th	75th	90th
<b>MEMBER</b>											
Autonomous	174	\$55,000	\$275,000	\$128,613	\$40,504	\$82,329	\$95,003	\$121,930	\$156,466	\$187,034	
Department/Division	255	40,930	165,000	82,565	21,025	59,600	68,444	80,000	92,889	112,844	
Freestanding	11	63,000	125,000	92,188	21,080	63,154	75,000	92,150	111,238	123,100	
Other	6			98,794	23,846		79,274	90,000	123,838		
<b>NONMEMBER</b>											
Autonomous	5			\$81,500	\$18,818						
Department/Division	42	\$37,000	\$146,667	70,173	19,651	\$50,000	\$58,750	\$65,723	\$82,733	\$91,770	
Freestanding	0										
Other	0										
<b>TOTAL</b>											
Autonomous	179	\$55,000	\$275,000	\$127,297	\$40,780	\$80,300	\$94,000	\$120,000	\$155,600	\$186,567	
Department/Division	297	37,000	165,000	80,812	21,249	56,957	65,439	78,617	91,250	109,829	
Freestanding	11	63,000	125,000	92,188	21,080	63,154	75,000	92,150	111,238	123,100	
Other	6			98,794	23,846		79,274	90,000	123,838		



**Table 9. Salaries of Deans of Baccalaureate and Higher Degree Programs in Nursing by Program Type and Membership Status.**

PROGRAM TYPE	Valid	Standard				Median/				
	N	Min	Max	Mean	Deviation	10th	25th	50th	75th	90th
<b>MEMBER</b>										
Baccalaureate Only	149	\$40,930	\$139,573	\$78,389	\$19,098	\$55,000	\$65,000	\$76,000	\$90,005	\$100,877
Baccalaureate and Master's	229	43,120	215,969	98,222	27,158	70,000	79,482	91,107	112,764	136,000
Baccalaureate, Master's and Doctoral	61	99,306	275,000	161,411	35,774	118,415	134,700	160,000	184,783	213,524
Graduate Only	7	.	.	145,801	40,954	.	119,842	142,375	188,300	.
<b>NONMEMBER</b>										
Baccalaureate Only	39	\$37,000	\$92,915	\$65,409	\$13,186	\$50,000	\$55,000	\$64,980	\$76,000	\$84,173
Baccalaureate and Master's	7	.	.	102,955	21,246	.	90,000	92,000	108,634	.
Baccalaureate, Master's and Doctoral	0	.	.	.	.	.	.	.	.	.
Graduate Only	1	.	.	.	.	.	.	.	.	.
<b>TOTAL</b>										
Baccalaureate Only	188	\$37,000	\$139,573	\$75,697	\$18,758	\$52,781	\$62,758	\$72,750	\$87,843	\$98,012
Baccalaureate and Master's	236	43,120	215,969	98,362	26,977	70,194	80,000	91,617	112,398	136,300
Baccalaureate, Master's and Doctoral	61	99,306	275,000	161,411	35,774	118,415	134,700	160,000	184,783	213,524
Graduate Only	8	.	.	137,964	43,919	.	92,294	139,100	179,190	.

**Table 10. Salaries of Deans of Baccalaureate and Higher Degree Programs in Nursing by Number of Full-Time Faculty and Membership Status.**

NUMBER OF FACULTY	Valid	Standard				Median/				
	N	Min	Max	Mean	Deviation	10th	25th	50th	75th	90th
<b>MEMBER</b>										
10 or less	162	\$40,930	\$139,573	\$78,235	\$17,943	\$55,518	\$65,460	\$77,048	\$90,000	\$100,012
11-20	133	50,000	161,451	92,169	21,859	65,700	77,000	87,468	103,290	123,619
21-30	61	73,171	215,969	114,078	29,508	81,582	94,379	108,000	127,200	153,813
31-40	29	85,000	275,000	144,907	35,960	107,360	122,267	143,337	165,500	175,000
41-60	34	100,290	216,956	159,974	29,989	118,333	135,650	158,600	183,054	199,800
More than 60	13	118,398	230,000	182,387	32,501	122,177	169,450	186,000	211,310	224,517
<b>NONMEMBER</b>										
10 or less	39	\$37,000	\$107,155	\$67,977	\$15,112	\$50,000	\$58,916	\$66,056	\$79,812	\$90,000
11-20	3	.	.	.	.	.	.	.	.	.
21-30	1	.	.	.	.	.	.	.	.	.
31-40	0	.	.	.	.	.	.	.	.	.
41-60	0	.	.	.	.	.	.	.	.	.
More than 60	0	.	.	.	.	.	.	.	.	.
<b>TOTAL</b>										
10 or less	201	\$37,000	\$139,573	\$76,244	\$17,863	\$53,600	\$63,949	\$75,044	\$88,790	\$99,134
11-20	136	50,000	161,451	91,959	21,758	65,245	77,000	87,734	102,350	123,309
21-30	62	73,171	215,969	114,604	29,557	81,673	94,568	108,374	127,710	152,920
31-40	29	85,000	275,000	144,907	35,960	107,360	122,267	143,337	165,500	175,000
41-60	34	100,290	216,956	159,974	29,989	118,333	135,650	158,600	183,054	199,800
More than 60	13	118,398	230,000	182,387	32,501	122,177	169,450	186,000	211,310	224,517

**Table 11. Salaries of Deans of Baccalaureate and Higher Degree Programs in Nursing by Highest Degree Earned and Membership Status.**

HIGHEST DEGREE	Valid		Standard				Median/			
	N	Min	Max	Mean	Deviation	10th	25th	50th	75th	90th
<b>MEMBER</b>										
Master's	21	\$40,930	\$105,000	\$69,909	\$20,100	\$42,366	\$51,154	\$73,000	\$83,934	\$99,638
DNS, DSN, or DNSc	57	43,120	216,293	102,039	42,562	64,600	73,409	87,246	115,250	184,512
ND	1	.	.	.	.	.	.	.	.	.
EdD (Nursing)	22	49,000	215,969	108,241	37,437	61,885	81,163	105,500	134,185	154,888
EdD (Nonnursing)	62	48,000	200,500	92,266	27,057	62,760	75,139	87,022	101,605	125,142
PhD	273	43,000	230,000	103,160	36,275	65,000	76,785	92,150	122,807	158,022
DPH or DrPH	3	.	.	.	.	.	.	.	.	.
Other	5	.	.	133,411	38,753	.	.	.	.	.
<b>NONMEMBER</b>										
Master's	6	.	.	\$57,233	\$9,191	.	\$48,750	\$57,650	\$65,324	.
DNS, DSN, or DNSc	3	.	.	.	.	.	.	.	.	.
ND	1	.	.	.	.	.	.	.	.	.
EdD (Nursing)	0	.	.	.	.	.	.	.	.	.
EdD (Nonnursing)	5	.	.	59,471	10,600	.	.	.	.	.
PhD	32	\$37,000	\$146,667	74,293	20,081	\$55,024	62,782	70,351	84,528	\$91,770
DPH or DrPH	0	.	.	.	.	.	.	.	.	.
Other	0	.	.	.	.	.	.	.	.	.
<b>TOTAL</b>										
Master's	27	\$40,930	\$105,000	\$67,092	\$18,865	\$44,306	\$50,308	\$64,098	\$80,000	\$95,920
DNS, DSN, or DNSc	60	43,120	216,293	101,144	41,980	63,200	73,385	87,607	113,431	182,636
ND	1	.	.	.	.	.	.	.	.	.
EdD (Nursing)	23	49,000	215,969	107,194	36,919	62,946	83,214	103,000	133,980	152,700
EdD (Nonnursing)	67	48,000	200,500	89,819	27,547	59,000	71,835	85,627	100,831	123,712
PhD	305	37,000	230,000	100,132	36,014	63,231	73,822	90,000	119,921	155,904
DPH or DrPH	3	.	.	.	.	.	.	.	.	.
Other	5	.	.	133,411	38,753	.	.	.	.	.

**Table 12. Salaries of Deans of Baccalaureate and Higher Degree Programs in Nursing by Title and Membership Status.**

TITLE	Valid		Standard				Median/			
	N	Min	Max	Mean	Deviation	10th	25th	50th	75th	90th
<b>MEMBER</b>										
Dean	200	\$55,000	\$275,000	\$124,736	\$40,198	\$80,310	\$91,488	\$118,199	\$150,000	\$183,497
Chair	149	40,930	145,444	79,080	19,707	57,193	65,585	75,712	89,806	107,000
Director	61	46,380	139,573	84,860	19,408	56,101	70,500	87,000	95,629	109,957
Head	20	57,280	146,667	84,567	22,270	62,394	71,240	79,581	88,380	126,116
Coordinator	2	.	.	.	.	.	.	.	.	.
Associate Dean	10	59,000	108,000	84,331	13,873	60,360	73,172	86,186	93,500	106,700
Other	4	.	.	.	.	.	.	.	.	.
<b>NONMEMBER</b>										
Dean	3	.	.	.	.	.	.	.	.	.
Chair	33	\$37,000	\$146,667	\$69,151	\$20,793	\$47,000	\$57,500	\$65,340	\$78,150	\$91,693
Director	6	.	.	83,708	17,140	.	65,932	85,794	96,845	.
Head	2	.	.	.	.	.	.	.	.	.
Coordinator	0	.	.	.	.	.	.	.	.	.
Associate Dean	1	.	.	.	.	.	.	.	.	.
Other	2	.	.	.	.	.	.	.	.	.
<b>TOTAL</b>										
Dean	203	\$55,000	\$275,000	\$123,922	\$40,463	\$79,803	\$90,596	\$116,000	\$150,000	\$183,292
Chair	182	37,000	146,667	77,280	20,217	52,631	64,074	73,210	88,187	102,115
Director	67	46,380	139,573	84,756	19,100	59,402	70,000	87,000	94,758	109,829
Head	22	53,356	146,667	83,168	22,205	58,747	69,503	79,581	86,250	123,548
Coordinator	2	.	.	.	.	.	.	.	.	.
Associate Dean	11	53,500	108,000	81,528	16,113	54,600	72,601	82,622	93,000	105,400
Other	6	.	.	89,885	14,283	.	78,609	87,500	99,375	.

**Table 13. Salaries of Deans of Baccalaureate and Higher Degree Programs in Nursing by Academic Rank and Membership Status.**

RANK	Valid N	Min	Max	Mean	Standard Deviation	10th	25th	Median/ 50th	75th	90th
<b>MEMBER</b>										
Professor	305	\$40,930	\$275,000	\$111,097	\$39,153	\$70,600	\$82,209	\$100,000	\$133,990	\$171,624
Associate Professor	121	41,532	171,600	79,738	20,603	55,439	65,189	77,500	89,971	108,200
Assistant Professor	13	45,700	94,681	67,378	13,598	48,220	56,850	66,225	74,000	91,796
Instructor	0	.	.	.	.	.	.	.	.	.
No Rank	7	.	.	90,102	22,758	.	67,717	90,000	114,000	.
<b>NONMEMBER</b>										
Professor	24	\$52,375	\$108,634	\$75,541	\$15,881	\$56,958	\$61,714	\$74,225	\$89,083	\$100,035
Associate Professor	16	40,944	146,667	70,307	25,391	43,783	50,839	64,570	83,083	107,000
Assistant Professor	7	.	.	59,551	12,501	.	52,556	64,098	69,909	.
Instructor	0	.	.	.	.	.	.	.	.	.
No Rank	0	.	.	.	.	.	.	.	.	.
<b>TOTAL</b>										
Professor	329	\$40,930	\$275,000	\$108,503	\$39,042	\$68,350	\$80,300	\$97,200	\$129,319	\$169,000
Associate Professor	137	40,944	171,600	78,637	21,328	52,331	64,195	77,070	89,438	102,800
Assistant Professor	20	37,000	94,681	64,639	13,446	46,330	53,875	65,787	69,977	86,522
Instructor	0	.	.	.	.	.	.	.	.	.
No Rank	7	.	.	90,102	22,758	.	67,717	90,000	114,000	.

**Table 14. Salaries of Deans of Baccalaureate and Higher Degree Programs in Nursing by Tenure Status and Membership Status.**

TENURE STATUS	Valid N	Min	Max	Mean	Standard Deviation	10th	25th	Median/ 50th	75th	90th
<b>MEMBER</b>										
Tenured	325	\$43,120	\$275,000	\$107,754	\$38,450	\$69,924	\$80,000	\$95,552	\$128,306	\$168,674
Tenure Track, Not Tenured	41	45,700	139,573	77,192	20,369	50,561	64,695	76,569	85,697	106,136
Nontenure Track	21	50,308	200,500	89,678	34,924	55,740	63,859	84,345	112,119	133,600
No Tenure System	59	40,930	215,355	84,258	28,261	57,014	65,000	79,672	94,560	119,000
<b>NONMEMBER</b>										
Tenured	34	\$37,000	\$146,667	\$73,978	\$22,001	\$47,500	\$59,829	\$70,351	\$88,061	\$100,035
Tenure Track, Not Tenured	4	.	.	.	.	.	.	.	.	.
Nontenure Track	4	.	.	.	.	.	.	.	.	.
No Tenure System	5	.	.	61,198	4,017	.	.	.	.	.
<b>TOTAL</b>										
Tenured	359	\$37,000	\$275,000	\$104,555	\$38,480	\$65,350	\$77,070	\$93,647	\$125,296	\$161,451
Tenure Track, Not Tenured	45	45,700	139,573	75,922	20,220	51,533	61,387	76,000	85,625	102,407
Nontenure Track	25	50,308	200,500	86,605	32,742	57,220	65,965	76,155	106,120	126,800
No Tenure System	64	40,930	215,355	82,457	27,843	56,007	63,776	78,559	92,950	117,250

**Table 15. Salaries of Deans of Baccalaureate and Higher Degree Programs in Nursing by Carnegie Classification and Membership Status.**

CARNEGIE CLASSIFICATION	Valid N	Min	Max	Mean	Standard Deviation	10th	25th	Median/ 50th	75th	90th
<b>MEMBER</b>										
Master's I	198	\$45,700	\$151,000	\$89,044	\$18,340	\$69,004	\$77,000	\$87,323	\$98,268	\$115,550
Master's II	27	50,000	98,679	71,997	12,790	58,416	61,336	71,000	81,000	93,600
Doctoral/Research-Extensive	68	90,000	275,000	151,552	36,329	107,400	124,925	146,225	176,792	197,890
Doctoral/Research-Intensive	40	64,000	215,000	122,718	32,846	85,450	99,552	117,120	135,175	174,500
Associate's Colleges	3	.	.	.	.	.	.	.	.	.
Baccalaureate/Associate's Colleges	2	.	.	.	.	.	.	.	.	.
Baccalaureate Colleges-Liberal Arts	16	50,308	110,000	73,921	16,729	53,592	61,852	69,008	86,126	102,666
Baccalaureate Colleges-General	49	40,930	100,222	69,401	15,288	48,000	60,694	69,327	80,589	91,267
Medical Schools/Medical Centers	18	80,400	216,293	161,051	34,293	114,598	141,274	158,392	183,219	215,449
Other Health Profession Schools	19	43,120	143,222	94,024	25,562	63,000	78,500	90,000	116,000	128,500
Other Specialized Institutions	1	.	.	.	.	.	.	.	.	.
No Carnegie Code	5	.	.	89,670	22,924	.	.	.	.	.
<b>NONMEMBER</b>										
Master's I	19	\$52,556	\$108,634	\$78,920	\$16,435	\$53,356	\$63,800	\$80,300	\$91,233	\$107,155
Master's II	8	.	.	66,070	15,125	.	53,875	66,503	79,206	.
Doctoral/Research-Extensive	0	.	.	.	.	.	.	.	.	.
Doctoral/Research-Intensive	2	.	.	.	.	.	.	.	.	.
Associate's Colleges	1	.	.	.	.	.	.	.	.	.
Baccalaureate/Associate's Colleges	0	.	.	.	.	.	.	.	.	.
Baccalaureate Colleges-Liberal Arts	2	.	.	.	.	.	.	.	.	.
Baccalaureate Colleges-General	13	37,000	83,111	61,129	12,846	38,578	54,458	61,387	69,051	80,267
Medical Schools/Medical Centers	0	.	.	.	.	.	.	.	.	.
Other Health Profession Schools	1	.	.	.	.	.	.	.	.	.
Other Specialized Institutions	0	.	.	.	.	.	.	.	.	.
No Carnegie Code	1	.	.	.	.	.	.	.	.	.
<b>TOTAL</b>										
Master's I	217	\$45,700	\$151,000	\$88,158	\$18,372	\$65,460	\$76,095	\$87,000	\$97,464	\$114,815
Master's II	35	45,000	98,679	70,642	13,363	54,400	60,503	69,000	81,000	93,200
Doctoral/Research-Extensive	68	90,000	275,000	151,552	36,329	107,400	124,925	146,225	176,792	197,890
Doctoral/Research-Intensive	42	64,000	215,000	122,176	33,063	81,500	98,605	117,120	135,756	173,500
Associate's Colleges	4	.	.	.	.	.	.	.	.	.
Baccalaureate/Associate's Colleges	2	.	.	.	.	.	.	.	.	.
Baccalaureate Colleges-Liberal Arts	18	50,000	110,000	72,919	16,780	50,277	60,004	69,008	82,109	100,571
Baccalaureate Colleges-General	62	37,000	100,222	67,666	15,097	46,866	59,729	66,496	76,861	89,040
Medical Schools/Medical Centers	18	80,400	216,293	161,051	34,293	114,598	141,274	158,392	183,219	215,449
Other Health Profession Schools	20	43,120	143,222	91,941	26,566	53,438	75,875	88,084	114,810	128,150
Other Specialized Institutions	1	.	.	.	.	.	.	.	.	.
No Carnegie Code	6	.	.	85,025	23,449	.	67,950	80,000	99,708	.

**Table 16. Salaries of Member Chief Executive Officers  
Continuing in the Same Position for Longer Than Five Years by Title.**

TITLE	Valid N	Min	Max	Mean	Standard Deviation	10th	25th	Median/ 50th	75th	90th
Dean	95	\$55,000	\$275,000	\$129,014	\$40,433	\$84,067	\$99,350	\$120,000	\$151,000	\$185,619
Chair, Director, Head, or Coordinator	70	\$50,000	\$135,826	\$86,674	\$17,947	\$69,143	\$72,358	\$83,971	\$94,902	\$116,117

**Table 17. Percentile Salaries of Member Deans of Baccalaureate  
and Higher Degree Programs in Nursing from 1978 to 2002.**

YEAR		10th	25th	Median/ 50th	75th	90th
1978-79	171	\$24,500	\$28,000	\$35,700	\$41,600	\$46,400
1979-80	184	26,300	31,600	38,400	44,500	50,500
1980-81	208	29,200	34,600	40,400	46,900	52,900
1981-82	240	30,100	36,000	42,800	50,500	57,300
1982-83	272	32,100	37,000	44,700	53,000	60,600
1983-84	292	33,500	37,900	45,800	55,000	62,500
1984-85	328	34,600	40,000	47,900	57,900	68,300
1985-86	341	35,700	41,300	49,600	60,200	70,900
1986-87	347	38,000	44,000	52,000	65,300	77,100
1987-88	324	39,800	46,000	56,300	70,300	82,900
1988-89	327	40,603	48,000	58,686	72,000	86,491
1989-90	381	42,750	50,000	60,000	76,125	89,740
1990-91	324	45,886	52,500	63,750	81,000	97,900
1991-92	351	48,750	55,000	66,120	83,000	100,000
1992-93	344	50,000	55,798	67,019	85,501	104,000
1993-94	362	51,215	58,036	69,520	90,000	110,000
1994-95	380	51,714	60,511	69,856	92,258	114,672
1995-96	373	53,840	61,938	73,138	95,681	117,265
1996-97	404	55,039	63,665	74,656	98,125	120,000
1997-98	430	56,697	66,000	77,361	100,000	125,000
1998-99	415	59,208	67,694	81,000	107,000	132,727
1999-2000	426	59,450	70,000	84,000	108,819	139,587
2000-2001	404	62,816	71,618	86,611	116,437	149,200
2001-2002	416	63,101	74,836	89,225	118,000	154,882
2002-2003	446	63,643	75,036	90,396	119,000	156,487

**Appendix A. List of Schools with Baccalaureate and/or Graduate Programs  
in Nursing That Provided Deans' Salary Data for This Report**

**NORTH ATLANTIC**

**Connecticut**

Central Connecticut State University  
Fairfield University  
Quinnipiac University  
Sacred Heart University  
Southern Connecticut State University  
University of Connecticut  
University of Hartford  
Yale University

**Delaware**

Delaware State University  
University of Delaware  
Wesley College  
Wilmington College

**District of Columbia**

Georgetown University  
Howard University

**Maine**

Saint Joseph's College  
University of Maine-Fort Kent  
University of Maine  
University of Southern Maine

**Massachusetts**

Boston College  
Curry College  
Emmanuel College  
Fitchburg State College  
Framingham State College  
MGH Institute of Health Professions  
Northeastern University  
Regis College  
Salem State College  
Simmons College  
University of Massachusetts-Amherst  
University of Massachusetts-Dartmouth  
University of Massachusetts-Lowell  
Worcester State College

**New Hampshire**

Colby-Sawyer College  
Saint Anselm College  
University of New Hampshire

**New Jersey**

Bloomfield College  
College of St. Elizabeth  
Fairleigh Dickinson University  
Kean University  
Monmouth University  
New Jersey City University  
Rutgers, The State University of New Jersey-Camden  
Rutgers, The State University of New Jersey  
Saint Peter's College  
Seton Hall University

**New Jersey, cont.**

The College of New Jersey  
The Richard Stockton College of New Jersey  
Thomas Edison State College  
University of Medicine & Dentistry of New Jersey  
William Paterson University

**New York**

Adelphi University  
College of Mount Saint Vincent  
Columbia University  
D'Youville College  
Daemen College  
Dominican College of Blauvelt  
Hartwick College  
Hunter College of CUNY  
Keuka College  
Lehman College  
Long Island University  
Mercy College  
Mount Saint Mary College  
New York Institute of Technology  
New York University  
Pace University  
Plattsburgh State University of New York  
Roberts Wesleyan College  
St. John Fisher College  
SUNY at New Paltz  
SUNY Institute of Technology at Utica/Rome  
SUNY/Stony Brook  
Syracuse University  
Teachers College  
The Sage Colleges  
University at Buffalo  
University of Rochester

**Pennsylvania**

Alvernia College  
Bloomsburg University  
California University of Pennsylvania  
Carlow College  
Cedar Crest College  
Clarion University  
College Misericordia  
DeSales University  
Drexel University  
Duquesne University  
Eastern University  
Edinboro University of Pennsylvania  
Gannon University  
Gwynedd-Mercy College  
Holy Family College  
La Salle University  
Lycoming College  
Mansfield University

**Appendix A. List of Schools with Baccalaureate and/or Graduate Programs  
in Nursing That Provided Deans' Salary Data for This Report, cont.**

**Pennsylvania, cont.**

Messiah College  
 Millersville University  
 Moravian College  
 Neumann College  
 Saint Francis University  
 Slippery Rock University  
 Temple University  
 Thomas Jefferson University  
 University of Pennsylvania  
 University of Pittsburgh  
 University of Scranton  
 Villanova University  
 Waynesburg College  
 West Chester University  
 Widener University  
 Wilkes University

**Rhode Island**

Rhode Island College  
 Salve Regina University  
 University of Rhode Island

**Vermont**

University of Vermont

**MIDWEST**

**Illinois**

Aurora University  
 Benedictine University  
 Blessing-Rieman College of Nursing  
 Bradley University  
 DePaul University  
 Elmhurst College  
 Illinois State University  
 Illinois Wesleyan University  
 Lakeview College of Nursing  
 MacMurray College  
 McKendree College  
 Millikin University  
 North Park University  
 Northern Illinois University  
 Olivet Nazarene University  
 Rockford College  
 Rush University  
 Saint Anthony College of Nursing  
 Saint Francis Medical Center  
 Saint Xavier University  
 Southern Illinois University Edwardsville  
 Trinity Christian College  
 Trinity College of Nursing  
 University of Illinois at Chicago  
 University of St. Francis  
 West Suburban College of Nursing

**Indiana**

Anderson University  
 Bethel College of Indiana  
 Goshen College  
 Indiana State University  
 Indiana University-Kokomo  
 Indiana University-Purdue University (Fort Wayne)  
 Indiana University  
 Indiana University Northwest  
 Indiana University Southeast  
 Indiana Wesleyan University  
 Marian College  
 Purdue University-Calumet  
 Purdue University  
 Saint Mary's College  
 University of Evansville  
 University of Indianapolis  
 University of Saint Francis  
 University of Southern Indiana  
 Valparaiso University

**Iowa**

Briar Cliff University  
 Clarke College  
 Grand View College  
 Iowa Wesleyan College  
 Luther College  
 Morningside College  
 Mount Mercy College  
 University of Iowa

**Kansas**

Baker University  
 Bethel College of Kansas  
 Emporia State University  
 Fort Hays State University  
 Kansas Wesleyan University  
 MidAmerica Nazarene University  
 Southwestern College  
 Tabor College  
 University of Kansas  
 Washburn University  
 Wichita State University

**Michigan**

Eastern Michigan University  
 Ferris State University  
 Grand Valley State University  
 Hope College  
 Lake Superior State University  
 Madonna University  
 Michigan State University  
 Northern Michigan University  
 Saginaw Valley State University  
 University of Detroit Mercy  
 University of Michigan-Flint

**Appendix A. List of Schools with Baccalaureate and/or Graduate Programs  
in Nursing That Provided Deans' Salary Data for This Report, cont.**

**Michigan, cont.**

University of Michigan  
Western Michigan University

**Minnesota**

Augsburg College  
Bemidji State University  
Bethel College of Minnesota  
College of Saint Benedict/Saint John's University  
College of St. Catherine  
Metropolitan State University  
Minnesota Intercollegiate Nursing Consortium  
Minnesota State University, Mankato  
St. Cloud State University  
The College of St. Scholastica  
University of Minnesota  
Winona State University

**Missouri**

Avila University  
Central Methodist College  
Jewish Hospital College of Nursing  
Lincoln University  
Missouri Southern State College  
Missouri Western State College  
Research College of Nursing  
Saint Louis University  
Saint Luke's College  
Southeast Missouri State University  
Southwest Baptist University  
Southwest Missouri State University  
Truman State University  
University of Missouri-Columbia  
University of Missouri-Kansas City  
Webster University  
William Jewell College

**Nebraska**

College of Saint Mary  
Nebraska Methodist College  
Union College  
University of Nebraska Medical Center

**North Dakota**

Dickinson State University  
Medcenter One College of Nursing  
Tri-College University  
University of Mary  
University of North Dakota

**Ohio**

Ashland University  
Capital University  
Cedarville University  
Cleveland State University  
College of Mount St. Joseph  
Kent State University  
Kettering College of Medical Arts

**Ohio, cont.**

Malone College  
Medical College of Ohio  
Mercy College of Northwest Ohio  
Miami University  
Mount Carmel College of Nursing  
Otterbein College  
The Ohio State University  
The University of Akron  
University of Cincinnati  
Ursuline College  
Walsh University  
Wright State University  
Xavier University  
Youngstown State University

**South Dakota**

Augustana College  
Huron University  
Mount Marty College  
South Dakota State University

**Wisconsin**

Alverno College  
Bellin College of Nursing  
Edgewood College  
Marian College  
Milwaukee School of Engineering  
University of Wisconsin-Green Bay  
University of Wisconsin-Madison  
University of Wisconsin-Milwaukee  
University of Wisconsin-Oshkosh  
Viterbo University

**SOUTH**

**Alabama**

Auburn University at Montgomery  
Jacksonville State University  
Samford University  
Spring Hill College  
The University of Alabama  
Troy State University  
Tuskegee University  
University of Alabama-Huntsville  
University of Alabama at Birmingham  
University of Mobile  
University of North Alabama  
University of South Alabama

**Arkansas**

Arkansas State University  
Arkansas Tech University

**Florida**

Barry University  
Bethune-Cookman College  
Florida A&M University  
Florida Atlantic University



**Appendix A. List of Schools with Baccalaureate and/or Graduate Programs  
in Nursing That Provided Deans' Salary Data for This Report, cont.**

**Florida, cont.**

Florida Gulf Coast University  
Florida Hospital College of Health  
Florida International University  
Florida Southern College  
Florida State University  
Jacksonville University  
South University  
St. Petersburg College  
The University of West Florida  
University of Florida  
University of North Florida  
University of South Florida

**Georgia**

Armstrong Atlantic State University  
Brenau University  
Clayton College and State University  
Columbus State University  
Georgia Baptist College of Nursing of Mercer University  
Georgia College & State University  
Georgia Southern University  
Georgia Southwestern State University  
Georgia State University  
Kennesaw State University  
La Grange College  
Medical College of Georgia  
North Georgia College & State University  
State University of West Georgia  
Valdosta State University

**Kentucky**

Bellarmine University  
Berea College  
Kentucky Christian College  
Morehead State University  
Murray State University  
Northern Kentucky University  
Spalding University  
Thomas More College  
University of Kentucky  
University of Louisville  
Western Kentucky University

**Louisiana**

Grambling State University  
Louisiana College  
Louisiana State University Health Sciences Center  
Loyola University-New Orleans  
McNeese State University  
Nicholls State University  
Northwestern State University  
Our Lady of Holy Cross College  
Southeastern Louisiana University  
Southern University and A&M College

**Louisiana, cont.**

The University of Louisiana at Lafayette  
The University of Louisiana at Monroe

**Maryland**

Coppin State College  
Johns Hopkins University  
Salisbury University  
Towson University  
Uniformed Services University of the Health Science  
University of Maryland

**Mississippi**

Alcorn State University  
Delta State University  
Mississippi College  
Mississippi University for Women  
William Carey College

**North Carolina**

Cabarrus College of Health Sciences  
Duke University  
East Carolina University  
Lees-McRae College  
Lenoir-Rhyne College  
North Carolina A&T State University  
Queens University of Charlotte  
Southeastern North Carolina Nursing Consortium  
The University of North Carolina-Chapel Hill  
University of North Carolina-Wilmington  
University of North Carolina at Greensboro  
Western Carolina University  
Winston-Salem State University

**Oklahoma**

Northeastern State University  
Northwestern Oklahoma State University  
Oklahoma Baptist University  
Oklahoma City University  
Oklahoma Wesleyan University  
Oral Roberts University  
Southern Nazarene University  
Southwestern Oklahoma State University  
The University of Tulsa  
University of Oklahoma

**South Carolina**

Charleston Southern University  
Medical University of South Carolina  
South Carolina State University  
University of South Carolina  
University of South Carolina Aiken

**Tennessee**

Baptist Memorial College of Health Sciences  
Belmont University  
Carson-Newman College  
Cumberland University  
East Tennessee State University

**Appendix A. List of Schools with Baccalaureate and/or Graduate Programs  
in Nursing That Provided Deans' Salary Data for This Report, cont.**

**Tennessee, cont.**

King College  
Lincoln Memorial University  
Middle Tennessee State University  
Milligan College  
Tennessee State University  
Tennessee Technological University  
Tennessee Wesleyan College  
University of Memphis  
University of Tennessee - Knoxville  
University of Tennessee at Martin  
University of Tennessee Health Science Center

**Texas**

Abilene Intercollegiate School  
Angelo State University  
East Texas Baptist University  
Lamar University  
Midwestern State University  
Prairie View A & M University  
Southwestern Adventist University  
Stephen F. Austin State University  
Tarleton State University  
Texas A&M International University  
Texas A&M University-Corpus Christi  
Texas A&M University - Texarkana  
Texas Christian University  
Texas Tech University Health Sciences Center  
Texas Woman's University  
University of Mary Hardin-Baylor  
University of Texas-Arlington  
University of Texas-Austin  
University of Texas-Tyler  
University of Texas Health Science Center - Houston  
University of Texas Medical Branch  
University of the Incarnate Word  
West Texas A&M University

**Virginia**

Christopher Newport University  
College of Health Sciences  
Eastern Mennonite University  
James Madison University  
Liberty University  
Lynchburg College  
Marymount University  
Old Dominion University  
Radford University  
Shenandoah University  
University of Virginia  
Virginia Commonwealth University

**West Virginia**

Alderson-Broaddus College  
Bluefield State College  
Fairmont State College

**West Virginia, cont.**

Marshall University  
Shepherd College  
University of Charleston  
West Virginia Wesleyan College  
Wheeling Jesuit University

**Virgin Islands**

University of the Virgin Islands

**WEST**

**Arizona**

Arizona State University  
Grand Canyon University  
University of Arizona

**Alaska**

University of Alaska Anchorage

**California**

Azusa Pacific University  
California State University-Bakersfield  
California State University-Chico  
California State University-Fullerton  
California State University-Hayward  
California State University-Los Angeles  
California State University-Northridge  
California State University-Sacramento  
California State University-Stanislaus  
Dominican University of California  
Holy Names College  
Humboldt State University  
Loma Linda University  
Mount St. Mary's College  
National University  
Pacific Union College  
Point Loma Nazarene University  
Samuel Merritt-St. Mary's Nursing Consortium  
San Diego State University  
San Francisco State University  
San Jose State University  
Sonoma State University  
University of California-Los Angeles  
University of California-San Francisco  
University of San Francisco  
University of Southern California  
Western University of Health Sciences

**Colorado**

Mesa State College  
Regis University  
University of Colorado at Colorado Springs  
University of Colorado Health Sciences Center  
University of Northern Colorado

**Guam**

University of Guam

**Hawaii**

Hawaii Pacific University  
University of Hawaii at Hilo

**Appendix A. List of Schools with Baccalaureate and/or Graduate Programs  
in Nursing That Provided Deans' Salary Data for This Report, cont.**

**Idaho**

Idaho State University  
Lewis-Clark State College  
Northwest Nazarene University

**Montana**

Carroll College  
Montana State University

**Nevada**

University of Nevada-Las Vegas  
University of Nevada-Reno

**New Mexico**

New Mexico State University  
University of New Mexico

**Oregon**

Linfield College  
Oregon Health and Science University  
University of Portland

**Utah**

University of Utah  
Weber State University

**Washington**

Gonzaga University  
Northwest College  
Pacific Lutheran University  
Seattle Pacific University  
Seattle University  
University of Washington  
Washington State University

**Wyoming**

University of Wyoming



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