

DOCUMENT RESUME

ED 275 238

HE 019 738

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**TITLE** Salary-Trend Study of Faculty in Business Economics for the Years 1982-83 and 1985-86.  
**INSTITUTION** Appalachian State Univ., Boone, N.C.; College and Univ. Personnel Association, Washington, D.C.  
**PUB DATE** 86  
**NOTE** 15p.; For related documents, see HE 019 731-769.  
**PUB TYPE** Reports - Research/Technical (143)

**EDRS PRICE** MF01/PC01 Plus Postage.  
**DESCRIPTORS** Academic Rank (Professional); College Faculty; College Programs; Comparative Analysis; Departments; \*Economics Education; \*Full Time Faculty; Higher Education; Intellectual Disciplines; Private Colleges; State Colleges; \*Teacher Salaries; Trend Analysis

**ABSTRACT**

Average salary increases for 2,134 faculty in the field of business economics are reported for 1985-1986 for both public and private institutions, as part of the College and University Personnel Association's annual faculty salary studies. Included are comparative data for 108,074 faculty at 174 public colleges and 193 private colleges, representing 41 academic disciplines. In 1982, 79 public and 100 private colleges reported on business economics faculty salaries, while 101 public and 104 private colleges reported in 1985. Between 1982 and 1985, average salaries of faculty in this field increased 23.8% at public colleges and 18.2% at private colleges. The average salary for business economics faculty was above the average faculty salary in the other 40 disciplines (5% above for public colleges and 6% above for private colleges). Included is information on: the number of faculty by academic rank, including new assistant professors; salaries by academic rank; the ratio of average salaries to total average salaries of all public and all private colleges in both years studied; comparisons between the 2 years and with the Consumer Price Index of changes in cost-of-living; and comparisons with 40 other disciplines. The disciplines and participating institutions are listed. (SW)

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SALARY-TREND STUDY OF FACULTY IN BUSINESS ECONOMICS

FOR THE YEARS

1982-83 AND 1985-86

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Since 1982-83 the College and University Personnel Association (CUPA) in Washington, D.C., in cooperation with Appalachian State University in Boone, North Carolina, has conducted annual national faculty salary studies by discipline and rank each year through 1985-86. Each year two separate studies are conducted, one for public senior colleges and universities which are members of the American Association of State Colleges and Universities (AASCU) in Washington, D.C., and the other for private senior colleges and universities. The list of private institutions is provided by the American Council on Education in Washington, D.C.

Salary data for each study were collected and tabulated for full-time teaching faculty in 41 selected academic disciplines including business economics. The disciplines were chosen from among those defined by the Higher Education General Information Study (HEGIS) Taxonomy and by A Classification of Instructional Programs (CIP), 1981. The definition of the discipline/major field of business economics in the CIP is as follows:

An instructional program that describes the principles and methods for organizing a business firm and for combining resources to produce goods and services, taking account of costs, profits, and the nature and extent of competition in markets.

This article presents a summary of the overall average salary increases in the discipline/major field of business economics from the "baseline year" of 1982-83 to and including the "trend year" of 1985-86 for both public and private institutions. Of the 227 institutions which participated in CUPA's PUBLIC (AASCU) study of 1982-83, 174 also participated in 1985-86. Data from

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those same 174 institutions were used in both the baseline year and the trend year. Of the 299 institutions which participated in CUPA'S PRIVATE study of 1982-83, 193 also participated in 1985-86. Data from those same 193 institutions were used in both the baseline year and the trend year.

In addition to listing the average salaries in business economics 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 studies for each of the two study years (1982-83 and 1985-86) and with the CPI (Consumer Price Index) of changes in cost-of-living.

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

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

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

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

The FAC MIX PCT is the percentage of faculty in a given discipline/major

field who hold a given academic rank. For example, a FAC MIX PCT factor of .31 for associate professor of business economics in the 1982-83 public study means that 31 percent of the faculty in that discipline/major field hold the rank of associate professor.

The SALARY FACTOR for a given rank of a given discipline/major field is the ratio of the average salary to the total average salary of all institutions in each of the four studies: PUBLIC 1982-83, PUBLIC 1985-86, PRIVATE 1982-83 and PRIVATE 1985-86. For example, a SALARY FACTOR of 1.06 for assistant professors in the discipline/major field of business economics in the 1982-83 public study means that their salaries are 6 percent higher than the average of all assistant professors in all institutions in that study.

NEW ASST PROF is the grouping of assistant professors who were hired for the first time in the fall of the study year (1982-83 or 1985-86). All information for this group was included in the ASST PROF group for reporting purposes. This group is used mainly for new hiring information.

ALL MAJOR FIELDS is the entire data base for all 41 disciplines/major fields in each of the four studies. It is used to compare, among other things, the discipline/major field of business economics with the entire data base for each study.

Of particular import to the reader is noting the size of the sample on which each percentage or dollar value is based. The smaller the number in the group, the greater the effect of extreme scores on a descriptive statistic such as the average. It should be noted also that any large disparity in the sample sizes between the "baseline year" of 1982-83 and the "trend year" of 1985-86 will lessen the reliability and validity of any conclusions that one might make based on a simple comparison of averages.

PROF			ASSO PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS													
SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN											
<b>PUBLIC. 1982-83:</b>																												
<b>BUSINESS ECONOMICS</b>																												
AVERAGE SALARY:	33402	160	59	27308	177	66	23097	197	66	23410	42	25	18262	44	30	26871	578	79										
FAC MIX																												
PCT:	0.28				0.31				0.34				0.07				0.08				1.00							
SALARY FACTOR:	1.03				1.04				1.06				1.10				1.03				1.02							
<b>ALL MAJOR FIELDS</b>																												
AVERAGE SALARY:	32388	11542				26256	11188				21826	9574				21240	1268				17727	2833				26376	35137	174
FAC MIX																												
PCT:	0.33				0.32				0.27				0.04				0.08				1.00							
<b>PUBLIC. 1985-86:</b>																												
<b>BUSINESS ECONOMICS</b>																												
AVERAGE SALARY:	39969	238	84	32983	263	87	28318	216	71	28693	40	26	22551	42	27	33268	759	101										
FAC MIX																												
PCT:	0.31				0.35				0.28				0.05				0.06				1.00							
SALARY FACTOR:	1.04				1.06				1.09				1.14				1.08				1.05							
<b>ALL MAJOR FIELDS</b>																												
AVERAGE SALARY:	38313	14197				31105	12327				26030	10424				25238	1541				20871	2867				31610	39815	174
FAC MIX																												
PCT:	0.36				0.31				0.26				0.04				0.07				1.00							
<hr/>																												
<b>PRIVATE. 1982-83:</b>																												
<b>BUSINESS ECONOMICS</b>																												
AVERAGE SALARY:	34868	95	50	27299	118	57	23123	150	70	22749	29	24	19115	39	26	26736	402	100										
FAC MIX																												
PCT:	0.24				0.29				0.37				0.07				0.10				1.00							
SALARY FACTOR:	1.06				1.08				1.12				1.12				1.15				1.06							
<b>ALL MAJOR FIELDS</b>																												
AVERAGE SALARY:	32762	4505				25294	4894				20633	5201				20374	739				16552	1223				25213	15823	193
FAC MIX																												
PCT:	0.28				0.31				0.33				0.05				0.08				1.00							
<b>PRIVATE. 1985-86:</b>																												
<b>BUSINESS ECONOMICS</b>																												
AVERAGE SALARY:	41424	83	42	32732	135	65	26985	150	69	25635	29	25	21591	27	24	31614	395	104										
FAC MIX																												
PCT:	0.21				0.34				0.38				0.07				0.07				1.00							
SALARY FACTOR:	1.07				1.11				1.11				1.07				1.12				1.06							
<b>ALL MAJOR FIELDS</b>																												
AVERAGE SALARY:	38629	5175				29556	5423				24241	5444				23887	843				19277	1257				29850	17299	193
FAC MIX																												
PCT:	0.30				0.31				0.31				0.05				0.07				1.00							

## RESULTS OF THE TWO PUBLIC (AASCU) STUDIES, 1982-83 AND 1985-86

In the PUBLIC 1982-83 salary study in the above table, the reader may note that the discipline/major field of business economics was reported in 79 of the 174 public (AASCU) institutions. The average salary of the 578 faculty was \$26,871. This average salary was approximately 2 percent (1.02) higher than the average salary of \$26,376 for all 35,137 faculty in ALL MAJOR FIELDS in the 1982-83 public study.

In the PUBLIC 1985-86 salary study in the above table, the discipline/major field of business economics was reported in 101 of the same 174 public (AASCU) institutions. The average salary of the 759 faculty was \$33,268. This average salary was approximately 5 percent (1.05) higher than the average salary of \$31,610 for all 39,815 faculty in ALL MAJOR FIELDS in the 1985-86 public study.

The increase in average salaries for all faculty in business economics after three years in the public institutions studied was 23.8 percent (\$33,268 minus \$26,871 equals \$6,397). The CPI of increased cost-of-living between October 1982 and October 1985 was 10.7 percent. A more realistic increase, therefore, in average faculty salaries over the three-year time period is 13.1 percent or little more than an average of 4.3 percent each year above the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the public institutions studied was 19.8 percent (\$31,610 minus \$26,376 equals \$5,234). In comparison to the discipline/major field of business economics (23.8%), therefore, the faculty in ALL MAJOR FIELDS increased their salaries by 4.0 percent (23.8% minus 19.8% equals 4.0%) less than faculty in the discipline/major field of business economics.

Since the discipline/major field of business economics is one of the "younger" disciplines, the reader may note that the faculty mix percentage is

lower at the professor rank than at the assistant professor rank in the 1982-83 study; 0.28 vs. 0.34 (1982-83) respectively. However, in the 1985-86 public study the faculty mix percentage for the rank of professor is greater than for the rank of assistant professor; 0.31 vs. 0.28 respectively. The faculty mix percentage at the ranks of professor and assistant professor in ALL MAJOR FIELDS for both public studies is as follows: 0.33 vs. 0.27 (1982-83) and 0.36 vs. 0.26 (1985-86) respectively. In other words ALL MAJOR FIELDS has a higher percentage of professors and a lower percentage of assistant professors than business economics in both public studies.

Finally, the reader may note that the hiring rate of new assistant professors in business economics in the public study is greater than the hiring rate in ALL MAJOR FIELDS both in 1982-83, 7.3 percent (42/578) vs. 3.6 percent (1,268/35,137) respectively; and in 1985-86: 5.3 percent (40/759) vs. 3.9 percent (1,541/39,815), respectively. In other words the hiring rate in the discipline/major field of business economics is higher than for ALL MAJOR FIELDS in both the public studies of 1982-83 and 1985-86.

#### RESULTS OF THE TWO PRIVATE STUDIES, 1982-83 AND 1985-86

In the PRIVATE 1982-83 salary study in the above table, the reader may note that the discipline/major field of business economics was reported in 100 of the 193 private institutions. The average salary of the 402 faculty was \$26,736. This average salary was approximately 6 percent (1.06) higher than the average salary of \$25,213 for all 15,823 faculty in ALL MAJOR FIELDS in the 1982-83 private study.

In the PRIVATE 1985-86 salary study in the above table, the discipline/major field of business economics was reported in 104 of the same 193 private institutions. The average salary of the 395 faculty was \$31,614. This average

salary was approximately 6 percent (1.06) higher than the average salary of \$29,850 for all 17,299 faculty in ALL MAJOR FIELDS in the 1985-86 private study.

The increase in average salaries for all faculty in business economics after three years in the private institutions studied was 18.2 percent (\$31,614 minus \$26,736 equals \$4,878). The CPI of increased cost-of-living between ~~October~~ 1982 and October 1985 was 10.7 percent. A more realistic increase, therefore, in average faculty salaries over the three-year time period is 7.5 percent or 2.5 percent each year above the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the private institutions studied was 18.4 percent (\$29,850 minus \$25,213 equals \$4,637). In comparison to the discipline/major field of business economics (18.2%), therefore, the faculty in ALL MAJOR FIELDS increased their salaries by 0.2% percent (18.4% minus 18.2% equals 0.2%) more than faculty in the discipline/major field of business economics.

Since the discipline/major field of business economics is one of the "younger" disciplines, the reader may note that the faculty mix percentage is lower at the professor rank than the assistant professor rank in the private studies: 0.24 vs. 0.37 (1982-83) respectively; and 0.21 vs. 0.38 (1985-86) respectively. This is somewhat similar to the faculty mix percentage of ALL MAJOR FIELDS for both private studies: 0.28 vs. 0.33 (1982-83) respectively; and 0.30 vs. 0.31 (1985-86) respectively.

Finally, the reader may note that the hiring rate of new assistant professors in business economics in the private studies was greater than hiring rate in ALL MAJOR FIELDS both in 1982-83, 7.2 percent (29/402) vs. 4.7 percent (739/15,823) respectively; and in 1985-86, 7.3 percent (29/395) vs. 4.9 percent (843/17,299), respectively.



## CONCLUDING REMARKS

This article presented salary-trend information on the academic discipline/major field of business economics and compared that information with 40 other academic disciplines/major fields over a period of three years: the "baseline year" of 1982-83 and the "trend year" of 1985-86. Two studies, one for public (AASCU) institutions, and the other for private institutions were conducted for the baseline year and for the trend year--a total of four studies. A total of 2,134 faculty in the discipline/major field of business economics participated and were included in the overall total of 108,074 faculty in all 41 disciplines/major fields in all four studies. The same 174 public (AASCU) institutions and the same 193 private institutions in the United States participated in the baseline year and the trend year.

Although many interpolations and extrapolations of the data may be made, a few of the more important ones are as follows. First, the average faculty salary in the discipline/major field of business economics is currently (1985-86) some 5 percent in the public study and 6 percent in the private study, above the overall average faculty salary of the other 40 disciplines/major fields. Business economics average faculty salary in the public institutions lagged behind private average salaries in both study years.

Second, the CPI of October 1985, in comparison to the CPI of October 1982, indicates that the faculty in business economics in both the public and private institutions, received overall salary increases for three years above the cost-of-living. Business economics average faculty salaries in the public institutions exceeded faculty in ALL MAJOR FIELDS during this same period by 4 percent, whereas the business economics average faculty salaries in the private institutions remained approximately the same in comparison to faculty in ALL MAJOR FIELDS. Business economics faculty in public institutions have some

catching up to do to be on a par with business economics faculty in private institutions.

Third, even though the discipline/major field of business economics is one of the "younger" disciplines, there is a marked difference between those faculty in the public and in the private institutions, especially at the rank of full professor. Although the percentages at the rank of professor and assistant professor in the public institutions is currently (1985-86) about the same, the private institutions have a much greater percentage of assistant professors. The full professor rank in the public institutions appears to be increasing more rapidly than in the private institutions. Both public and private business economics faculty are being promoted faster than colleagues in ALL MAJOR FIELDS. It seems a smaller percentage of new assistant professors are being hired in the public institutions.

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

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APPENDICES:

- 1) OVERALL LIST OF SELECTED DISCIPLINES, page 10
- 2) LIST OF PUBLIC Participating Institutions, page 11
- 3) LIST OF PRIVATE Participating Institutions, page 13

## APPENDIX A.

### OVERALL LIST OF SELECTED DISCIPLINES

AGRIBUSINESS AND AGRICULTURAL PRODUCTION	LETTERS
ACCOUNTING	LIBRARY AND ARCHIVAL SCIENCES
ANTHROPOLOGY	LIFE SCIENCES
AREA AND ETHNIC STUDIES	MATHEMATICS
AUDIOLOGY AND SPEECH PATHOLOGY	MUSIC
BUSINESS & MANAGEMENT	MULTI-INTERDISCIPLINARY
BUSINESS ADMINISTRATION AND MANAGEMENT	NURSING
BUSINESS ECONOMICS	PHYSICAL SCIENCES
CHEMISTRY	PHYSICS
COMMUNICATION TECHNOLOGIES	POLITICAL SCIENCE
COMMUNICATIONS	PSYCHOLOGY
COMPUTER & INFORMATION SCIENCES	READING EDUCATION
CURRICULUM AND INSTRUCTION	SECRETARIAL AND RELATED PROGRAMS
DRAMATIC ARTS	SOCIAL SCIENCES
EDUCATION	SOCIOLOGY STUDIES
EDUCATION ADMINISTRATION	SPECIAL EDUCATION
ENGINEERING	STUDENT COUNSELING AND PERSONNEL SERVICES
FINE ARTS	
FOREIGN LANGUAGES	VISUAL AND PERFORMING ARTS
GEOGRAPHY	
GEOLOGICAL SCIENCES	<u>TOTAL: 41</u>
HISTORY	
HOME ECONOMICS	

## APPENDIX B.

### CUPA Public (AASCU) Faculty Salary Studies: 1982-83 and 1985-86

#### Participating Institutions

Alabama State University (AL)  
Appalachian State University (NC)  
Arkansas State University (AR)  
Arkansas Tech University (AR)  
Augusta College (GA)  
Black Hills State College (SD)  
Boise State University (ID)  
California State University, Dominguez Hills (CA)  
California State University, Hayward (CA)  
California State University, Long Beach (CA)  
California State University, San Bernadino (CA)  
California State University, Stanislaus (CA)  
California University of Pennsylvania (PA)  
Castleton State College (VT)  
Central Connecticut State University (CT)  
Central Michigan University (MI)  
Central Missouri State University (MO)  
Central State University (OK)  
Central Washington University (WA)  
Chicago State University (IL)  
Christopher Newport College (VA)  
Clarion University of Pennsylvania (PA)  
College of William and Mary (VA)  
Columbus College (GA)  
Concord College (WV)  
Dakota State College (SD)  
Delta State University (MS)  
East Stroudsburg University (PA)  
East Texas State University (TX)  
East Texas State University at Texarkana (TX)  
Eastern Connecticut State University (CT)  
Eastern Illinois University (IL)  
Eastern Kentucky University (KY)  
Eastern New Mexico University (NM)  
Eastern Oregon State College (OR)  
Eastern Washington University (WA)  
Edinboro University of Pennsylvania (PA)  
Fairmont State College (WV)  
Fitchburg State College (MA)  
Florida International University (FL)  
Fort Hays State University (KS)  
Francis Marion College (SC)  
Frostburg State College (MD)  
George Mason University (VA)  
Georgia College (GA)  
Georgia Southern College (GA)  
Georgia Southwestern College (GA)  
Glennville State College (WV)  
Grand Valley State College (MI)  
Harris-Stowe State College (MO)  
Idaho State University (ID)  
Illinois State University (IL)  
Indiana State University (IN)  
Jackson State University (MS)  
Kennesaw College (GA)  
Kent State University (OH)  
Kutztown University (PA)  
Lake Superior State College (MI)  
Lamar University--Beaumont (TX)  
Lander College (SC)  
Laredo State University (TX)  
Lewis-Clark State College (ID)  
Longwood College (VA)  
Louisiana State University in Shreveport (LA)  
Marshall University (WV)  
Mary Washington College (VA)  
Massachusetts Maritime Academy (MA)  
Mayville State College (ND)  
McNeese State University (LA)  
Memphis State University (TN)  
Mesa College (CO)  
Metropolitan State College (CO)  
Middle Tennessee State University (TN)  
Midwestern State University (TX)  
Millersville University (PA)  
Morehead State University (KY)  
Murray State University (KY)  
North Adams State College (MA)  
North Carolina Agricultural & Technical State University (NC)  
North Carolina Central University (NC)  
Northeast Missouri State University (MO)  
Northeastern Illinois University (IL)  
Northern Arizona University (AZ)  
Northern Illinois University (IL)  
Northern Kentucky University (KY)  
Northern Michigan University (MI)  
Northern State College (SD)  
Oakland University (MI)  
Old Dominion University (VA)  
Oregon Institute of Technology (OR)  
Pittsburg State University (KS)  
Purdue University at Calumet (IN)  
Saginaw Valley State College (MI)

## Participating Institutions (continued):

Salem State College (MA)  
Salisbury State College (MD)  
San Diego State University (CA)  
Savannah State College (GA)  
Shepherd College (WV)  
Shippensburg University (PA)  
Sonoma State University (CA)  
Southeast Missouri State University (MO)  
Southeastern Louisiana University (LA)  
Southern Arkansas University (AR)  
Southern Connecticut State University (CT)  
Southern Illinois University at Edwardsville (IL)  
Southern Oregon State College (OR)  
Southern Technical Institute (GA)  
Southwest Missouri State University (MO)  
Southwest State University (MN)  
Southwest Texas State University (TX)  
St. Cloud University (MN)  
State University College at Brockport (NY)  
State University College at Geneseo (NY)  
State University College at Plattsburgh (NY)  
State University College of Arts & Sciences at  
Potsdam (NY)  
State University of New York College at Cortland (NY)  
Westfield State College (MA)  
State University of New York College at Fredonia (NY)  
Tennessee Technological University (TN)  
Texas A&I University (TX)  
Texas A&M University at Galveston (TX)  
Trenton State College (NJ)  
Troy State University (AL)  
University of Akron, The (OH)  
University of Alaska at Anchorage (AK)  
University of Baltimore (MD)  
University of Central Arkansas (AR)  
University of Colorado at Colorado Springs (CO)  
University of Lowell (MA)  
University of Maine at Presque Isle (ME)  
University of Maryland Baltimore County (MD)  
University of Nebraska at Omaha (NE)  
University of Nevada, Las Vegas (NV)  
University of North Alabama (AL)  
University of North Carolina at Charlotte (NC)  
University of North Carolina at Greensboro (NC)  
University of Northern Colorado (CO)  
University of Northern Iowa (IA)  
University of Science and Arts of Oklahoma (OK)  
University of South Alabama (AL)  
University of South Carolina at Aiken (SC)  
University of South Carolina at Spartanburg (SC)  
University of South Florida (FL)  
University of Southern Colorado (CO)  
University of Southern Indiana (IN)  
University of Tennessee at Chattanooga (TN)  
University of Tennessee at Martin (TN)  
University of Texas at Dallas (TX)  
University of Texas at Tyler (TX)  
University of Texas of the Permian Basin (TX)  
University of Toledo, The (OH)  
University of West Florida (FL)  
University of Wisconsin at Oshkosh (WI)  
University of Wisconsin--La Crosse (WI)  
University of Wisconsin--Stevens Point (WI)  
University of Wisconsin--Stout (WI)  
University of Wisconsin--Superior (WI)  
Valdosta State College (GA)  
Weber State College (UT)  
West Georgia College (GA)  
West Liberty State College (WV)  
West Virginia College of Graduate Studies (WV)  
West Virginia Institute of Technology (WV)  
Western Carolina University (NC)  
Western Illinois University (IL)  
Western Kentucky University (KY)  
Western Michigan University (MI)  
Western Montana College (MT)  
Western New Mexico University (NM)  
Western Oregon State College (OR)  
Western Washington University (WA)  
Wichita State University (KS)  
Winston-Salem State University (NC)  
Youngstown State University (OH)

TOTAL: 174

## APPENDIX C.

### CUPA Private (AASCU) Faculty Salary Studies: 1982-83 and 1985-86

#### Participating Institutions

Adelphi University (NY)  
Albertus Magnus College (CT)  
Alfred University (NY)  
Allentown College of St. Francis de Sales (PA)  
Aim College (MI)  
Alverno College (WI)  
American Technological University (TX)  
American University, The (DC)  
Anna Maria College (MA)  
Aquinas College (MI)  
Aurora University (IL)  
Averett College (VA)  
Avila College (MO)  
Azusa Pacific University (CA)  
Babson College (MA)  
Baker University (KS)  
Barnard College (NY)  
Barry University (FL)  
Bellarmine College (KY)  
Bennett College (NC)  
Bethel College (KS)  
Bethune-Cookman College (FL)  
Biola University (CA)  
Bishop College (TX)  
Bloomfield College (NJ)  
Boston University (MA)  
Bradley University (IL)  
Briar Cliff College (IA)  
Bridgewater College (VA)  
Bryan College (TN)  
Bucknell University (PA)  
Carnegie-Mellon University (PA)  
Catholic University of Puerto Rico (PR)  
Cedar Crest College (PA)  
Cedarville College (OH)  
Central College (IA)  
Chaminade University of Honolulu (HI)  
Clark University (MA)  
Clarkson University (NY)  
College Misericordia (PA)  
College of Mount St. Joseph (OH)  
College of Notre Dame (CA)  
College of Saint Rose, The (NY)  
College of St. Scholastica (MN)  
College of the Holy Cross (MA)  
Columbia College (MO)  
Concordia College (MN)  
Converse College (SC)  
Creighton University (NE)  
D'Youville College (NY)  
Dakota Wesleyan University (SD)  
Davis and Elkins College (WV)  
Defiance College, The (OH)  
DePaul University (IL)  
Dickinson College (PA)  
Doane College (NE)  
Drake University (IA)  
Drew University (NJ)  
Eckerd College (FL)  
Elmira College (NY)  
Ferrus College (VA)  
Fontbonne College (MO)  
Fort Wayne Bible College (IN)  
Furman University (SC)  
Gallaudet College (DC)  
George Washington University, The (DC)  
Georgetown College (KY)  
Georgetown University (DC)  
Georgian Court College (NJ)  
Graceland College (IA)  
Hamilton College (NY)  
Hamline University (MN)  
Hampton University (VA)  
Hanover College (IN)  
Hartwick College (NY)  
Hastings College (NE)  
Heidelberg College (OH)  
Holy Family College (PA)  
Hood College (MD)  
Hope College (MI)  
Husson College (ME)  
Illinois Benedictine College (IL)  
Immaculata College (PA)  
Iona College (NY)  
Ithaca College (NY)  
Jacksonville University (FL)  
John Carroll University (OH)  
Kalamazoo College (MI)  
Kentucky Wesleyan College (KY)  
King's College (PA)  
La Roche College (PA)  
Lafayette College (PA)  
Lakeland College (WI)  
Lambuth College (TN)

Participating Institutions (continued):

Lewis University (IL)	Rust College (MS)
Lincoln Memorial University (TN)	Sacred Heart University (CT)
Linfield College (OR)	Saint Joseph College (CT)
Loyola College (MD)	Saint Mary's College (MN)
Luther College (IA)	Saint Peter's College (NJ)
Lycoming College (PA)	Saint Vincent College (PA)
Marist College (NY)	Salve Regina--The Newport College (RI)
Mars Hill College (NC)	School of the Ozarks, The (MO)
Mary Baldwin College (VA)	Seattle Pacific University (WA)
Marygrove College (MI)	Seattle University (WA)
Marymount College (NY)	Seton Hill College (PA)
Marymount Manhattan College (NY)	Siena College (NY)
Maryville College (IN)	Siena Heights College (MI)
Marywood College (PA)	Simpson College (IA)
McKendree College (IL)	St. Edward's University (TX)
Mercy College of Detroit (MI)	St. Mary's College of California (CA)
Meredith College (NC)	St. Norbert College (WI)
Merrimack College (MA)	Suffolk University (MA)
Midland Lutheran College (NE)	Susquehanna University (PA)
Millikin University (IL)	Thomas College (ME)
Minneapolis College of Art and Design (MN)	Trinity College (VT)
Molloy College (NY)	Trinity University (LA)
Moravian College (PA)	University of Dayton, The (OH)
Morris Brown College (GA)	University of Detroit (MI)
Mount Mary College (WI)	University of Laverne (CA)
Mount Marty College (SD)	University of Miami (FL)
Mount Mercy College (IA)	Univeristy of Portland (OR)
Mount St. Mary's College (CA)	University of San Diego (CA)
Mount Vernon College (DC)	University of Scranton (PA)
Nazareth College at Kalamazoo (MI)	University of Tampa (FL)
North Park College (IL)	Ursuline College (OH)
Northwestern College (MN)	Villa Maria College (PA)
Oglethorpe University (GA)	Viterbo College (WI)
Oklahoma Baptist University (OK)	Voorhees College (SC)
Our Lady of the Lake University (TX)	Walsh College (OH)
Park College (MO)	Washington and Jefferson College (PA)
Pepperdine University (CA)	Waynesburg College (PA)
Phillips University (OK)	Wentworth Institute of Technology (MA)
Point Loma Nazarene College (CA)	West Virginia Wesleyan College (WV)
Presbyterian College (SC)	Western Conservative Baptist Seminary (OR)
Princeton Theological Seminary (NJ)	Westmar College (IA)
Principia College (IL)	Whitman College (WA)
Quinnipiac College (CT)	Wilkes College (PA)
Randolph-Macon College (VA)	William Jewell College (MO)
Regis College (CO)	William Penn College (IA)
Regis College (MA)	Wittenburg University (OH)
Rensselaer Polytechnic Institute (NY)	
Rice University (TX)	
Rider College (NJ)	
Rockford College (IL)	
Roosevelt University (IL)	
	<b>TOTAL: 193</b>