

DOCUMENT RESUME

ED 287 361

HE 020 777

AUTHOR Howe, Richard D.; Vong, Laurie
TITLE Salary-Trend Study of Faculty in Agribusiness and Agricultural Production for the Years 1983-84 and 1986-87.

INSTITUTION Appalachian State Univ., Boone, N.C.; College and Univ. Personnel Association, Washington, D.C.

PUB DATE 87

NOTE 16p.; For related documents, see HE 020 778-818.

PUB TYPE Reports - Research/Technical (143)

EDRS PRICE MF01 Plus Postage. PC Not Available from EDRS.

DESCRIPTORS Academic Rank (Professional); *Agribusiness; *Agricultural Production; *College Faculty; College Programs; Comparative Analysis; Departments; *Full Time Faculty; Higher Education; Intellectual Disciplines; Private Colleges; Public Colleges; State Colleges; *Teacher Salaries; Trend Analysis

ABSTRACT

Average salary increases for 508 faculty in the field of agribusiness and agricultural production are reported for 1983-1984 and 1986-1987, as part of the College and University Personnel Association's annual faculty salary studies. Included are comparative data for 120,580 faculty at 167 public colleges and 235 private colleges, representing 44 academic disciplines. In 1983, 31 public colleges and 13 private colleges reported on agriculture and agribusiness faculty salaries, while 34 public and 11 private colleges reported in 1986. Between 1983 and 1986, average salaries of faculty in this field increased 20.0% at public colleges and 17.9% at private colleges. For 1986-1987, the average salary for agribusiness/agriculture faculty was below the average faculty salary in the other 43 disciplines (3% below for public colleges and 21% below 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 salaries of all institutions in both years; comparisons with the Consumer Price Index of changes in cost-of-living for both years; and comparisons with 43 other disciplines. The disciplines and participating institutions are listed. (SW)

 * Reproductions supplied by EDRS are the best that can be made *
 * from the original document. *

SALARY-TREND STUDY OF FACULTY IN AGRIBUSINESS AND AGRICULTURAL PRODUCTION
FOR THE YEARS

1983-84 AND 1986-87

ED287361

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 1986-87. 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 44 selected academic disciplines including agribusiness and agricultural production. 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 agribusiness and agricultural production in the CIP is as follows:

A summary of groups of instructional programs that prepare individuals to apply scientific knowledge and methods, and technical skills in support of agribusiness and agricultural activities concerned with the production and propagation of crops and animals, supplies and services, mechanics, products processing and marketing, and horticulture.

This article presents a summary of the overall average salary increases in the discipline/major field of agribusiness and agricultural production from the "baseline year" of 1983-84 to and including the "trend year" of 1986-87 for both public and private institutions.

Richard D. Howe
Appalachian State Univ.

BEST COPY AVAILABLE

1. PERMISSION TO REPRODUCE THIS
MATERIAL IN MICROFICHE ONLY
HAS BEEN GRANTED BY

THE EDUCATIONAL RESOURCES
INFORMATION CENTER (ERIC)

020 777



pated in CUPA's PUBLIC (AASCU) study of 1983-84, 167 also participated in 1986-87. Data from those same 167 institutions were used in both the baseline year and the trend year. Of the 355 institutions which participated in CUPA'S PRIVATE study of 1983-84, 235 also participated in 1986-87. Data from those same 235 institutions were used in both the baseline year and the trend year.

This study lists the average salaries in agribusiness and agricultural production for both public and private participating institutions by rank, including "new assistant professor," the faculty mix percentage (FAC MIX PCT) and the salary factor. In addition comparisons are made with the CPI (Consumer Price Index) of changes in cost-of-living between the two studies for each of the two study years (1983-84 and 1986-87).

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. Therefore, the CPI was used to yield 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.

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 .33 for associate professor of agribusiness and agricultural production in the 1983-84 public study means that 33 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 1983-84, PUBLIC 1986-87, PRIVATE 1983-84 and PRIVATE 1986-87. For example, a SALARY FACTOR of 0.98 for assistant professors in the discipline/major field of agribusiness and agricultural production in the 1983-84 public study means that their salaries are 2 percent lower 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 (1983-84 or 1986-87). 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 44 disciplines/major fields in each of the four studies. It is used to compare, among other things, the discipline/major field of agribusiness and agricultural production 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 1983-84 and the "trend year" of 1986-87 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

PUBLIC, 1983-84:

AGRIBUSINESS AND AGRICULTURAL PRODUCTION

AVERAGE																								
SALARY:	31143	76	23	26150	72	25	22102	58	24	21960	13	10	17941	13	9	26323	219	31						
FAC MIX																								
PCT:	0.35				0.33				0.26				0.06				0.06				1.00			
SALARY																								
FACTOR:	0.94				0.96				0.98				0.99				0.99				0.98			

ALL MAJOR FIELDS

AVERAGE																									
SALARY:	33110	11461				27177	11328				22634	10381			22154	1290			18126	3442			26895	36612	167
FAC MIX																									
PCT:	0.31				0.31				0.28				0.04				0.09				1.00				

PUBLIC, 1986-87:

AGRIBUSINESS AND AGRICULTURAL PRODUCTION

AVERAGE																								
SALARY:	37317	84	22	30537	64	25	27523	66	28	25526	5	5	21001	14	9	31576	228	34						
FAC MIX																								
PCT:	0.37				0.28				0.29				0.02				0.06				1.00			
SALARY																								
FACTOR:	0.93				0.93				1.01				0.97				0.98				0.97			

ALL MAJOR FIELDS

AVERAGE																									
SALARY:	40113	13035				32782	11510				27174	10781			26216	1487			21473	3489			32670	38815	167
FAC MIX																									
PCT:	0.34				0.30				0.28				0.04				0.09				1.00				

PRIVATE, 1983-84:

AGRIBUSINESS AND AGRICULTURAL PRODUCTION

AVERAGE																				
SALARY:	28835	6	3	21602	8	7	18445	8	7	NONE			16573	6	5	21172	28	13		
FAC MIX																				
PCT:	0.21				0.29				0.29				0.21				1.00			
SALARY																				
FACTOR:	0.84				0.82				0.85				0.94				0.80			

ALL MAJOR FIELDS

AVERAGE																									
SALARY:	34211	6450				26302	6767				21689	6900			21369	856			17673	1744			26553	21861	235
FAC MIX																									
PCT:	0.30				0.31				0.32				0.04				0.08				1.00				

PRIVATE, 1986-87:

AGRIBUSINESS AND AGRICULTURAL PRODUCTION

AVERAGE																								
SALARY:	30294	8	4	24340	5	5	23645	16	7	19250	2	2	20470	4	2	24977	33	11						
FAC MIX																								
PCT:	0.24				0.15				0.48				0.06				0.12				1.00			
SALARY																								
FACTOR:	0.75				0.78				0.92				0.76				0.98				0.79			

ALL MAJOR FIELDS

AVERAGE																									
SALARY:	40330	7187				31212	7199				25583	7269			25205	1173			20959	1637			31548	23292	235
FAC MIX																									
PCT:	0.31				0.31				0.31				0.05				0.07				1.00				

RESULTS OF THE TWO PUBLIC (AASCU) STUDIES, 1983-84 AND 1986-87

In the PUBLIC 1983-84 salary study in the above table, the reader may note that the discipline/major field of agribusiness and agricultural production was reported in 31 of the 167 public (AASCU) institutions. The average salary of the 219 faculty was \$26,323. This average salary was approximately 2 percent (0.98) lower than the average salary of \$26,895 for all 36,612 faculty in ALL MAJOR FIELDS in the 1983-84 public study.

In the PUBLIC 1986-87 salary study in the above table, the discipline/major field of agribusiness and agricultural production was reported in 24 of the same 167 public (AASCU) institutions. The average salary of the 228 faculty was \$31,576. This average salary was approximately 3 percent (0.97) lower than the average salary of \$32,670 for all 38,815 faculty in ALL MAJOR FIELDS in the 1986-87 public study.

The increase in average salaries for all faculty in the discipline/major field of agribusiness and agricultural production after three years in the public institutions studied was 20.0 percent (\$31,576 minus \$26,323 equals \$5,253). The CPI of increased cost-of-living between October 1983 and October 1986 was 9.2 percent. A more realistic increase, therefore, in average faculty salaries over the three-year time period is 10.8 percent or an average of 3.6 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 21.5 percent (\$32,670 minus \$26,895 equals \$5,775). In comparison to the discipline/major field of agribusiness and agricultural production (20.0%), therefore, the faculty in ALL MAJOR FIELDS increased their salaries by 1.5 percent (21.5% minus 20.0% equals 1.5%) more than faculty in the discipline/major field of agribusiness and agricultural production.

The reader may note that the faculty mix percentage in agribusiness and agricultural production is higher at the professor rank than at the assistant professor rank in both the public studies: 0.35 vs 0.26 (1983-84) and 0.37 vs 0.29 (1986-87), respectively. The differences in faculty mix percentage at the ranks of professor and assistant professor in ALL MAJOR FIELDS for both public studies are as follows: 0.31 vs. 0.28 (1983-84) and 0.34 vs. 0.28 (1986-87), respectively. In other words ALL MAJOR FIELDS has approximately equal percentages of professors and assistant professors compared to agribusiness and agricultural production in both of the public studies.

Finally, the hiring rate of new assistant professors in agribusiness and agricultural production in the public studies was higher than the hiring rate in ALL MAJOR FIELDS in 1983-84, 5.9 percent (13/219) vs. 3.5 percent (1,290/36,612), respectively; whereas in 1986-87, it was lower, 2.1 percent (5/228) vs. 3.8 percent (1,467/38,815), respectively.

RESULTS OF THE TWO PRIVATE STUDIES, 1983-84 AND 1986-87

In the PRIVATE 1983-84 salary study in the above table, the reader may note that the discipline/major field of agribusiness and agricultural production was reported in 13 of the 235 private institutions. The average salary of the 28 faculty was \$21,172. This average salary was lower (0.80) than the average salary of \$26,553 for all 21,861 faculty in ALL MAJOR FIELDS in the 1983-84 private study.

In the PRIVATE 1986-87 salary study in the above table, the discipline/major field of agribusiness and agricultural production was reported in 11 of the same 235 private institutions. The average salary of the 33 faculty was \$24,977. This average salary was about 21 percent (0.79) lower than the average salary of \$31,548 for all 23,292 faculty in ALL MAJOR FIELDS in the 1986-87

private study.

The increase in average salaries for all faculty in agribusiness and agricultural production after three years in the private institutions studied was 17.9 percent (\$24,977 minus \$21,172 equals \$3,805). The CPI of increased cost-of-living between October 1983 and October 1986 was 9.2 percent. A more realistic increase, therefore, in average faculty salaries over the three-year time period is 8.7 percent or 2.9 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 18.8 percent (\$31,548 minus \$26,553 equals \$4,995). In comparison to the discipline/major field of agribusiness and agricultural production (17.9%), therefore, the faculty in ALL MAJOR FIELDS increased their salaries by 0.9 percent (18.8% minus 17.9% equals 1.9%) more than faculty in agribusiness and agricultural production.

In the discipline/major field of agribusiness and agricultural production, the reader may note that the faculty mix percentage at the professor rank is less than at the assistant professor rank in the private studies: 0.21 vs. 0.29 (1983-84), respectively; and 0.24 vs. 0.48 (1986-87), respectively. This is quite different from ALL MAJOR FIELDS for both private studies: 0.30 vs. 0.32 (1983-84), respectively; and 0.31 vs. 0.31 (1986-87), respectively. In other words ALL MAJOR FIELDS had a higher percentage of professors in both private studies and a lower percentage of assistant professors in the 1986-87 study when compared to agribusiness and agricultural production.

Finally, the reader may note that the hiring rate of new assistant professors in agribusiness and agricultural production in the private studies was lower than the hiring rate in ALL MAJOR FIELDS in 1983-84, 9.8 percent (0/28) vs. 3.9 percent (856/21,861), respectively; but was higher in 1986-87, 6.0 percent (2/33) vs. 5.0 percent (1,173/23,292), respectively.

CONCLUDING REMARKS

This article presented salary-trend information on the academic discipline/major field of agribusiness and agricultural production and compared that information with 43 other academic disciplines/major fields over a period of three years: the "baseline year" of 1983-84 through the "trend year" of 1986-87. 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 508 faculty in the discipline/major field of agribusiness and agricultural production participated and were included in the overall total of 120,580 faculty in all 44 disciplines/major fields in all four studies. The same 167 public (AASCU) institutions and the same 235 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 agribusiness and agricultural production is currently (1986-87) some 3 and 21 percent below the overall average faculty salaries of the other 43 disciplines/major fields for both the public and private studies, respectively. The average faculty salary for agribusiness and agricultural production in the private institutions was 18 percent lower than that in the public institutions in 1983-84. The overall salary factor in the private institutions is now (1986-87) still 18 percent less in comparison to that for the public institutions: 0.79 vs. 0.97, respectively.

Second, the CPI of October 1986, in comparison to the CPI of October 1983, indicates that the faculty in agribusiness and agricultural production, in both the public and private institutions, received overall salary increases for three years above the cost-of-living. Agribusiness and agricultural production

faculty salaries in both the public and private institutions lagged behind faculty salaries in ALL MAJOR FIELDS during this same period by 1.5 percent and 0.8 percent, respectively. Agribusiness and agricultural production faculty in both the public and private institutions have some catching up to do in salary in comparison with ALL MAJOR FIELDS.

Third, in the discipline/major field of agribusiness and agricultural production the full professor rank has a greater percentage compared to the assistant professor rank for the public studies, while the reverse is true for the private studies. The full professor rank appears to be increasing at a slightly greater rate in the private institutions compared to the public institutions. It seems a smaller percentage of new assistant professors are being hired in the public institutions in comparison to the private 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 agribusiness and agricultural production, and in other disciplines/major fields, on an annual basis.

Richard D. Howe is the originator and director of the annual CUPA faculty salary studies. He is a professor of leadership and higher education, and history at Appalachian State University, Boone, North Carolina. Co-author Laurie Vong is a research analyst in the Office of Equal Opportunity Programs at Appalachian State University, Boone, North Carolina.

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 STUDIES
BUSINESS ADMINISTRATION AND MANAGEMENT	NURSING
BUSINESS ECONOMICS	PHILOSOPHY & RELIGION
CHEMISTRY	PHYSICAL EDUCATION
COMMUNICATION TECHNOLOGIES	PHYSICAL SCIENCES
COMMUNICATIONS	PHYSICS
COMPUTER & INFORMATION SCIENCES	POLITICAL SCIENCE
CURRICULUM AND INSTRUCTION	PSYCHOLOGY
DRAMATIC ARTS	READING EDUCATION
EDUCATION	SECRETARIAL AND RELATED PROGRAMS
EDUCATION ADMINISTRATION	SOCIAL SCIENCES
ENGINEERING	SOCIOLOGY
FINE ARTS	SPECIAL EDUCATION
FOREIGN LANGUAGES	STUDENT COUNSELING AND PERSONNEL SERVICES
GEOGRAPHY	TEACHER EDUCATION, GENERAL PROGRAMS
GEOLOGICAL SCIENCES	VISUAL AND PERFORMING ARTS
HISTORY	
HOME ECONOMICS	
	<u>TOTAL: 44</u>

APPENDIX B.

CUPA Public (AASCU) Faculty Salary-Trend Studies: 1983-84 and 1986-87

Institutions Participating in Both Studies:

Alabama State University (AL)
Angelo State University (TX)
Appalachian State University (NC)
Arkansas State University (AR)
Arkansas Tech University (AR)
Auburn University at Montgomery (AL)
Augusta College (GA)
Austin Peay State University (TN)
Ball State University (IN)
Black Hills State College (SD)
Bluefield State College (WV)
California State University, Hayward (CA)
California State University, Long Beach (CA)
California University of Pennsylvania (PA)
Castleton State College (VT)
Cayey University College (PR)
Central Connecticut State University (CT)
Chadron State College (NE)
Christopher Newport College (VA)
Clarion University of Pennsylvania (PA)
College of Staten Island, The (NY)
College of the Virgin Islands at St. Croix (VI)
College of the Virgin Islands at St. Thomas (VI)
Columbus College (GA)
Concord College (WV)
Coppin State College (MD)
Delta State University (MS)
Dickinson State College (ND)
East Central University (OK)
East Tennessee State University (TN)
East Texas State University at Tazarkana (TX)
Eastern Connecticut State University (CT)
Eastern Montana College (MT)
Edinboro University of Pennsylvania (PA)
Fitchburg State College (MA)
Florida Atlantic 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)
Glenville State College (WV)
Grambling State University (LA)
Grand Valley State College (MI)
Harris-Stowe State College (MO)
Henderson State University (AR)
Idaho State University (ID)
Illinois State University (IL)
Indiana State University (IN)
Jacksonville State University (AL)
James Madison University (VA)
John Jay College of Criminal Justice (NY)
Keene State College (NH)
Kansas College (CA)
Lake Superior State College (MI)
Lewis Clark State College (ID)
Mansfield University (PA)
Marshall University (WV)
Mary Washington College (VA)
Mayville State College (ND)
Memphis State University (TN)
Metropolitan State College (CO)
Middle Tennessee State University (TN)
Midwestern State University (TX)
Millersville University (PA)
Minot State College (ND)
Mississippi University for Women (MS)
Missouri Southern State College (MO)
Missouri Western State College (MO)
Montana College of Mineral Science and
Technology (MT)
Murray State University (KY)
North Carolina Agricultural and Technical
State University (NC)
Northeast Louisiana University (LA)
Northeast Missouri State University (MO)
Northern Arizona University (AZ)
Northern Illinois University (IL)
Northern Kentucky University (KY)
Northern State College (SD)
Northwest Missouri State University (MO)
Oakland University (MI)
Old Dominion University (VA)
Pan American University (TX)
Peru State College (KE)
Pittsburg State University (KS)
Plymouth State College (NH)
Radford University (VA)
Saginaw Valley State College (MI)
Salem State College (MA)
Sangamon State University (IL)
Shepherd College (WV)
Shippensburg University (PA)

Participating Institutions (continued):

Slippery Rock University (PA)
 South Dakota School of Mines & Technology (SD)
 Southeast Missouri State University (MO)
 Southeastern Louisiana University (LA)
 Southeastern Massachusetts University (MA)
 Southern Arkansas University (AR)
 Southern Oregon State College (OR)
 Southern Utah State College (UT)
 Southwest Missouri State University (MO)
 Southwest State University (MN)
 Southwestern Oklahoma State University (OK)
 St. Cloud University (MN)
 State University of New York College at Brockport (NY)
 State University of New York College at Buffalo (NY)
 State University of New York College at Cortland (NY)
 State University of New York College at Fredonia (NY)
 State University of New York College at Geneseo (NY)
 Stephen F. Austin State University (TX)
 Tennessee Technological University (TN)
 Texas A&I University (TX)
 Texas A&M University at Galveston (TX)
 Texas Woman's University (TX)
 Towson State University (MD)
 Troy State University (AL)
 University of Akron, The (OH)
 University of Central Arkansas (AR)
 University of Colorado at Colorado Springs (CO)
 University of Colorado at Denver (CO)
 University of Maine at Farmington (ME)
 University of Maine at Fort Kent (ME)
 University of Montevallo (AL)
 University of Nebraska at Omaha (NE)
 University of Nevada, Las Vegas (NV)
 University of North Carolina at Asheville (NC)
 University of North Carolina at Charlotte (NC)
 University of North Florida (FL)
 University of Northern Iowa (IA)
 University of Science and Arts of Oklahoma (OK)
 University of South Alabama, The (AL)
 University of South Carolina - Aiken (SC)
 University of South Carolina at Spartanburg (SC)
 University of Southern Colorado (CO)
 University of Southern Mississippi (MS)
 University of Southwestern Louisiana (LA)
 University of Tennessee at Chattanooga (TN)
 University of Tennessee at Martin, The (TN)
 University of Texas at Dallas, The (TX)
 University of Texas at San Antonio (TX)
 University of Texas at Tyler, The (TX)
 University of Texas of the Permian Basin (TX)
 University of Wisconsin--Eau Claire (WI)
 University of Wisconsin--Green Bay (WI)
 University of Wisconsin--La Crosse (WI)
 University of Wisconsin--Platteville (WI)
 University of Wisconsin--Stevens Point (WI)
 University of Wisconsin--Superior (WI)
 University of Wisconsin--Oshkosh (WI)
 Valdosta State College (GA)
 Wayne State College (NE)
 Weber State College (UT)
 West Georgia College (GA)
 West Texas State University (TX)
 West Virginia College of Graduate Studies (WV)
 West Virginia Institute of Technology (WV)
 Western Connecticut State University (CT)
 Western Illinois University (IL)
 Western Kentucky University (KY)
 Western Michigan University (MI)
 Western New Mexico University (NM)
 Western Oregon State College (OR)
 Western State College of Colorado (CO)
 Wichita State University, The (KS)
 William Paterson College of New Jersey (NJ)
 Winston-Salem State University (NC)
 Youngstown State University (OH)

TOTAL: 167

APPENDIX C.

CUPA Private (AASCU) Faculty Salary-Trend Studies: 1983-84 and 1986-87

Institutions Participating in Both Studies:

Abilene Christian University (TX)	Cogswell Polytechnical College (CA)
Albertus Magnus College (CT)	College of Idaho, The (ID)
Albion College (MI)	College of Mount Saint Vincent (NY)
Alfred University (NY)	College of New Rochelle (NY)
Alma College (MI)	College of Notre Dame (CA)
American College, The (PA)	College of Saint Elizabeth (NJ)
American University, The (DC)	College of St. Scholastica (MN)
Anna Maria College (MA)	College of the Holy Cross (MA)
Aquinas College (MI)	College of Wooster, The (OH)
Arkansas College (AR)	Columbia College (MO)
Asbury College (KY)	Concordia College (MI)
Augsburg College (MN)	Cooper Union for the Advancement of Science and Art, The (NY)
Aurora University (IL)	D'Youville College (NY)
Averett College (VA)	Defiance College, The (OH)
Avila College (MO)	Depaul University (IL)
Azusa Pacific University (CA)	DePauw University (IN)
Babson College (MA)	Dickinson College (PA)
Bard College (NY)	Doane College (NE)
Barnard College (NY)	Dordt College, Inc. (IA)
Barry University (FL)	Drake University (IA)
Beaver College (PA)	Drew University (NJ)
Bellarmino College (KY)	Eastern College (PA)
Benedictine College (KS)	Eckard College (FL)
Bethune-Cookman College (FL)	Elmhurst College (IL)
Biola University (CA)	Emory & Henry College (VA)
Birmingham-Southern College (AL)	Erskine College (SC)
Bishop College (TX)	Erskine College (VA)
Boston College (MA)	Fandley College (OH)
Boston University (MA)	Fontbonne College (MO)
Bradley University (IL)	Fordham University (NY)
Briar Cliff College (IA)	Franklin and Marshall College (PA)
Bridgewater College (VA)	Furman University (SC)
Bryant College (RI)	Gannon University (PA)
Bryn Mawr College (PA)	George Washington University, The (DC)
Bucknell University (PA)	Georgetown University (DC)
Butler University (IN)	Gonzaga University (WA)
Ceniscus College (NY)	Graceland College (IA)
Capital University (OH)	Greensboro College (NC)
Carroll College (MT)	Guilford College (NC)
Catawba College (NC)	Hamline University (MN)
Cedar Crest College (PA)	Hartwick College (NY)
Cedarville College (OH)	Hawaii Loa College (HI)
Centenary College (NJ)	Heidelberg College (OH)
Central College (IA)	Hood College (MD)
Central Wesleyan College (SC)	Hope College (MI)
Christian Brothers College (IN)	Huntington College (IN)
Clark University (MA)	

Participating Institutions, continued:

Husson College (ME)
 Huston-Tillotson College (TX)
 Illinois Benedictine College (IL)
 Illinois College (IL)
 Immaculata College (PA)
 Iona College (NY)
 Ithaca College (NY)
 John Brown University (AR)
 John Carroll University (OH)
 Johns Hopkins University (MD)
 Johnson C. Smith University (NC)
 Kansas Wesleyan (KS)
 Kanyon College (OH)
 King's College (PA)
 La Roche College (PA)
 Le Tourneau College (TX)
 Lincoln Memorial University (TN)
 Loyola College in Maryland (MD)
 Lubbock Christian College (TX)
 Luther College (IA)
 Lycoming College (PA)
 Lynchburg College (VA)
 Malone College (OH)
 Manhattanville College (NY)
 Marist College (NY)
 Mary Baldwin College (VA)
 Marymount College (NY)
 Marymount Manhattan College (NY)
 Maryville College (TN)
 Marywood College (PA)
 Mercy College (NY)
 Mercy College of Detroit (MI)
 Meredith College (NC)
 Merrimack College (MA)
 Millikin University (IL)
 Molloy College (NY)
 Monmouth College (NJ)
 Moravian College (PA)
 Morningside College (IA)
 Morris Brown College (GA)
 Mount Mary College (WI)
 Mount Marty College (SD)
 Mount Saint Clare College (IA)
 Mount Saint Mary's College (MD)
 Mount Vernon College (DC)
 Muskingum College (OH)
 Nazareth College (MI)
 Nazareth College of Rochester (NY)
 Neumann College (PA)
 North Central College (IL)
 Northwestern College (IA)
 Northwestern College (MN)
 Norwich University (VT)
 Ohio Northern University (OH)
 Oklahoma Baptist University (OK)
 Ottawa University (KS)
 Otterbein College (OH)
 Our Lady of the Holy Cross College (LA)
 Palm Beach Atlantic College (FL)
 Parks College (MO)
 Pikeville College (KY)
 Presbyterian College (SC)
 Queens College (NC)
 Quincy College (IL)
 Reed College (OR)
 Regis College (MA)
 Rider College (NJ)
 Ripon College (WI)
 Rockford College (IL)
 Rockhurst College (MO)
 Sacred Heart College (NC)
 Saint John's University (MN)
 Saint Joseph College (CT)
 Saint Joseph's College (IN)
 Saint Mary College (KS)
 Saint Paul's College (VA)
 Saint Vincent College (PA)
 Saint Xavier College (IL)
 Salem College (NC)
 Salve Regina--The Newport College (RI)
 Scarritt Graduate School (TN)
 School of the Ozarks, The (MO)
 Seattle University (WA)
 Seton Hill College (PA)
 Siena College (NY)
 Siena Heights College (MI)
 Simpson College (IA)
 Sioux Falls College (SD)
 Southern California College (CA)
 Southern Methodist University (TX)
 Southwestern College (KS)
 Spalding University (KY)
 Springfield College (MA)
 St. Bonaventure University (NY)
 St. Francis College (NY)
 St. Mary's University (TX)
 St. Norbert College (WI)
 Suffolk University (MA)
 Sweet Briar College (VA)
 Syracuse University (NY)
 Taylor University (IN)
 Texas Christian University (TX)
 Texas Lutheran College (TX)

Participating Institutions, continued:

Transylvania University (KY)
Tri-State University (IN)
Trinity College (DC)
Trinity College (VT)
Trinity University (TX)
University of Dayton (OH)
University of Dubuque, The (IA)
University of La Verne (CA)
University of Miami (FL)
University of Portland (OR)
University of San Diego (CA)
University of Scranton (PA)
University of the South, The (TN)
University of Tulsa (OK)
Ursuline College (OH)
Valparaiso University (IN)
Villa Maria College (PA)
Virginia Union University (VA)
Viterbo College (WI)
Wabash College (IN)
Wagner College (NY)
Walsh College (OH)
Warner Pacific College (OR)
Washington and Jefferson College (PA)
Washington and Lee University (VA)
West Virginia Wesleyan College (WV)
Western Maryland College (MD)
Westmar College (IA)
Westminster College of Salt Lake City (UT)
Whitman College (WA)
Whittier College (CA)
Widener University (PA)
William Jewell College (MO)
William Marsh Rice University (TX)
William Penn College (IA)
Wilmington College (OH)
Wilson College (PA)
Wittenburg University (OH)
York College of Pennsylvania (PA)

TOTAL: 235