

DOCUMENT RESUME

ED 287 366

HE 020 782

AUTHOR Howe, Richard D.; Carlton, J. Beth
TITLE Salary-Trend Study of Faculty in Business Administration and Management 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 020 777-818.

PUB TYPE Reports - Research/Technical (143)

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

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

ABSTRACT

Average salary increases for 4,679 faculty in the field of business administration and management 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, 111 public colleges and 145 private colleges reported on salaries of faculty in business administration and management, while 116 public and 145 private colleges reported in 1986. Between 1983 and 1986, average salaries of faculty in this field increased 25.8% at public colleges and 18.2% at private colleges. For 1986-1987, the average salary for faculty in business administration and management was about 9% percent above the average faculty salary in the other 43 disciplines for both public and 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)

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SALARY-TREND STUDY OF FACULTY IN BUSINESS ADMINISTRATION AND MANAGEMENT

FOR THE YEARS

1983-84 AND 1986-87

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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 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 business administration and management. 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 administration and management in the CIP is as follows:

An instructional program that generally describes the planning, organizing and controlling of a business, including organizational and human aspects, with emphasis on various theories of management, the knowledge and understanding necessary for managing people and functions, and decision making.

This article presents a summary of the overall average salary increases in the discipline/major field of business administration and management from the "baseline year" of 1983-84 to and including the "trend year" of 1986-87 for both public and private institutions. The 215 institutions which partici-

020 782

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 of faculty in business administration and management 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.

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 administration and management in the 1983-84 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 1983-84, PUBLIC 1986-87, PRIVATE 1983-84 and PRIVATE 1986-87. For example, a SALARY FACTOR of 1.17 for assistant professors in the discipline/major field of business administration and management in the 1983-84 public study means that their salaries are 17 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 (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 business administration and management 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:

BUSINESS ADMINISTRATION & MANAGEMENT

AVERAGE																					
SALARY:	34754	275	83	29532	384	90	26455	425	100	25627	72	50	19422	152	64	28392	1236	111			
FAC MIX																					
PCT:	0.22				0.31				0.34				0.06				0.12				1.00
SALARY																					
FACTOR:	1.05				1.09				1.17				1.16				1.07				1.06

ALL MAJOR FIELDS

AVERAGE																												
SALARY:	33110	11461				27177	11328				22634	10361				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:

BUSINESS ADMINISTRATION & MANAGEMENT

AVERAGE																					
SALARY:	44349	407	98	36935	444	102	31913	462	104	32976	85	56	22949	181	70	35707	1494	116			
FAC MIX																					
PCT:	0.27				0.30				0.31				0.06				0.12				1.00
SALARY																					
FACTOR:	1.31				1.13				1.17				1.26				1.07				1.09

ALL MAJOR FIELDS

AVERAGE																												
SALARY:	40113	13035				32782	11510				27174	10781				26216	1487				21478	3489				32670	38815	167
FAC MIX																												
PCT:	0.34				0.30				0.28				0.04				0.09				1.00							

PRIVATE, 1983-84:

BUSINESS ADMINISTRATION & MANAGEMENT

AVERAGE																					
SALARY:	39907	192	67	30239	284	105	24544	350	116	25231	52	37	18764	87	48	28995	913	145			
FAC MIX																					
PCT:	0.21				0.31				0.38				0.06				0.10				1.00
SALARY																					
FACTOR:	1.17				1.14				1.13				1.18				1.06				1.09

ALL MAJOR FIELDS

AVERAGE																												
SALARY:	34211	6450				26502	6767				21689	6900				21369	856				17673	1744				26553	21801	235
FAC MIX																												
PCT:	0.30				0.31				0.32				0.04				0.08				1.00							

PRIVATE, 1986-87:

BUSINESS ADMINISTRATION & MANAGEMENT

AVERAGE																					
SALARY:	45606	201	72	36065	352	98	29109	394	120	29357	72	41	24362	89	56	34265	1036	145			
FAC MIX																					
PCT:	0.19				0.34				0.38				0.07				0.09				1.00
SALARY																					
FACTOR:	1.13				1.16				1.14				1.16				1.16				1.09

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 business administration and management was reported in 111 of the 167 public (AASCU) institutions. The average salary of the 1,236 faculty was \$28,392. This average salary was approximately 6 percent (1.06) higher 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 business administration and management was reported in 116 of the same 167 public (AASCU) institutions. The average salary of the 1,494 faculty was \$35,707. This average salary was approximately 9 percent (1.09) higher 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 business administration and management after three years in the public institutions studied was 25.8 percent ($\$35,707$ minus $\$28,392$ equals $\$7,315$). 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 16.6 percent or an average of 5.5 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 public institutions studied was 21.5 percent ($\$32,670$ minus $\$26,895$ equals $\$5,775$). In comparison to the discipline/major field of business administration and management (25.8%), therefore, the faculty in ALL MAJOR FIELDS increased their salaries by 4.3 percent (25.8% minus 21.5% equals 4.3%) less than faculty in the discipline/major field of business administration and management.

The reader may note that the faculty mix percentage in business administration and management is lower at the professor rank than at the assistant professor rank in both the public studies: 0.22 vs 0.34 (1983-84) and 0.27 vs 0.31 (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 a higher percentage of professors and a lower percentage of assistant professors compared to business administration and management in both of the public studies.

Finally, the hiring rate of new assistant professors in business administration and management in the public studies was higher than the hiring rate in ALL MAJOR FIELDS both in 1983-84, 5.8 percent (72/1,236) vs. 3.5 percent (1,290/36,612), respectively; and in 1986-87, 5.7 percent (85/1,494) vs. 3.8 percent (1,487/38,815), 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 business administration and management was reported in 145 of the 235 private institutions. The average salary of the 913 faculty was \$28,995. This average salary was approximately 9 percent (1.09) higher 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 business administration and management was reported in 145 of the same 235 private institutions. The average salary of the 1,036 faculty was \$34,265. This average salary was about 9 percent (1.09) higher 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 business administration and management after three years in the private institutions studied was 18.2 percent (\$34,265 minus \$28,995 equals \$5,270). 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 9 percent or 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 private institutions studied was 18.8 percent (\$31,548 minus \$26,553 equals \$4,995). In comparison to the discipline/major field of business administration and management (18.2%), therefore, the faculty in ALL MAJOR FIELDS increased their salaries by 0.6 percent (18.8% minus 18.2% equals 0.6%) more than faculty in business administration and management.

In the discipline/major field of business administration and management, 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. 0.38 (1983-84), respectively; and 0.19 vs. 0.38 (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 has a higher percentage of professors and a lower percentage of assistant professors compared to business administration and management in both private studies.

Finally, the reader may note that the hiring rate of new assistant professors in business administration and management in the private studies was greater than the hiring rate in ALL MAJOR FIELDS both in 1983-84, 5.7 percent (52/913) vs. 3.9 percent (856/21,861), respectively; and in 1986-87, 6.9 percent (72/1,036) vs. 5.0 percent (1,173/23,292), respectively.

CONCLUDING REMARKS

This article presented salary-trend information on the academic discipline/major field of business administration and management 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 4,679 faculty in the discipline/major field of business administration and management 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 business administration and management is currently (1986-87) some 9 percent above the overall average faculty salary of the other 43 disciplines/major fields for both the public and private studies. The average faculty salary for business administration and management in the private institutions was more compared to that in the public institutions in 1983-84. The overall salary factor in the private institutions is now (1986-87) the same in comparison to that for the public institutions: 1.09.

Second, the CPI of October 1986, in comparison to the CPI of October 1983, indicates that the faculty in business administration and management, in both the public and private institutions, received overall salary increases for three years above the cost-of-living. Business administration and management faculty salaries in the public institutions exceeded faculty salaries in ALL

MAJOR FIELDS during this same period by 5.5 percent, whereas business administration and management faculty salaries in the private institutions lagged behind ALL MAJOR FIELDS by 0.6 percent.

Third, in the discipline/major field of business administration and management the assistant professor rank has a greater percentage compared to the full professor rank for both the public and private studies. The full professor rank appears to be increasing at a greater rate in the public institutions compared to the private 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 business administration and management, 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 J. Beth Carlton 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 Texarkana (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)
Glanville 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)
Kennesaw College (GA)
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 (NE)
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)	University of Wisconsin--La Crosse (WI)
South Dakota School of Mines & Technology (SD)	University of Wisconsin--Platteville (WI)
Southeast Missouri State University (MO)	University of Wisconsin--Stevens Point (WI)
Southeastern Louisiana University (LA)	University of Wisconsin--Superior (WI)
Southeastern Massachusetts University (MA)	University of Wisconsin--Oshkosh (WI)
Southern Arkansas University (AR)	Valdosta State College (GA)
Southern Oregon State College (OR)	Wayne State College (NE)
Southern Utah State College (UT)	Weber State College (UT)
Southwest Missouri State University (MO)	West Georgia College (GA)
Southwest State University (MN)	West Texas State University (TX)
Southwestern Oklahoma State University (OK)	West Virginia College of Graduate Studies (WV)
St. Cloud University (MN)	West Virginia Institute of Technology (WV)
State University of New York College at Brockport (NY)	Western Connecticut State University (CT)
State University of New York College at Buffalo (NY)	Western Illinois University (IL)
State University of New York College at Cortland (NY)	Western Kentucky University (KY)
State University of New York College at Fredonia (NY)	Western Michigan University (MI)
State University of New York College at Geneseo (NY)	Western New Mexico University (NM)
Stephen F. Austin State University (TX)	Western Oregon State College (OR)
Tennessee Technological University (TN)	Western State College of Colorado (CO)
Texas A&I University (TX)	Wichita State University, The (KS)
Texas A&M University at Galveston (TX)	William Paterson College of New Jersey (NJ)
Texas Woman's University (TX)	Winston-Salem State University (NC)
Towson State University (MD)	Youngstown State University (OH)
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)	

TOTAL: 167

APPENDIX C.

CUFA 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)	Eckerd College (FL)
Bethune-Cookman College (FL)	Elmhurst College (IL)
Bioia University (CA)	Emory & Henry College (VA)
Birmingham-Southern College (AL)	Erskine College (SC)
Bishop College (TX)	Ferrum College (VA)
Boston College (MA)	Findlay 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)
Canisius 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 (TN)	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)
 Marcy College (NY)
 Marcy 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 (NC)
 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