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ABSTRACT

Average salary increases for 4,954 faculty in the field of education 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, 97 public colleges and 142 private colleges reported on education faculty salaries, while 85 public and 131 private colleges reported in 1986. Between 1983 and 1986, average salaries of faculty in this field increased 19.7% at public colleges and 17.4% at private colleges. For 1986-1987, the average salary for education faculty at public colleges was one percent higher than the average faculty salary in the other 43 disciplines, while at private colleges the average salary was three percent lower. Information is also presented on: 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 EDUCATION

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 education. 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 education in the CIP is as follows:

A summary of groups of instructional programs that describe the art or processes of imparting knowledge, developing the powers of reasoning and judgement, and preparing others intellectually for a more mature life.

This article presents a summary of the overall average salary increases in the discipline/major field of education from the "baseline year" of 1983-84 to and including the "trend year" of 1986-87 for both public and private institutions. Of the 215 institutions which participated in CUPA's PUBLIC

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(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 education faculty for both public and private participating institutions by rank, including "new assistant professor," the FAC MIX PCT (Faculty Mix Percentage) 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 .32 for associate professor of education in the 1983-84 public study means that 32 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 1.00 for associate professors in the discipline/major field of education in the 1983-84 public study means that their salaries are equal to the average salary of all associate 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 education 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:

EDUCATION

AVERAGE						
SALARY:	33109 706 87	27192 576 89	21987 409 80	21019 39 25	16316 106 32	27690 1797 97
FAC MIX						
PCT:	0.39	0.32	0.23	0.02	0.06	1.00
SALARY						
FACTOR:	1.00	1.00	0.97	0.95	0.90	1.03

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:

EDUCATION

AVERAGE						
SALARY:	39533 624 78	32466 533 81	26437 339 71	25278 58 30	20320 105 37	33147 1601 85
FAC MIX						
PCT:	0.39	0.33	0.21	0.04	0.07	1.00
SALARY						
FACTOR:	0.99	0.99	0.97	0.96	0.95	1.01

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:

EDUCATION

AVERAGE						
SALARY:	32862 237 89	26098 237 97	21214 235 104	20129 25 22	17427 56 36	26061 825 142
FAC MIX						
PCT:	0.29	0.36	0.28	0.03	0.07	1.00
SALARY						
FACTOR:	0.96	0.98	0.98	0.94	0.99	0.98

ALL MAJOR FIELDS

AVERAGE						
SALARY:	34211 6450	26502 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:

EDUCATION

AVERAGE						
SALARY:	37933 242 86	30567 240 85	23842 218 92	23017 31 26	21313 31 25	30607 731 131
FAC MIX						
PCT:	0.33	0.33	0.30	0.04	0.04	1.00
SALARY						
FACTOR:	0.94	0.98	0.93	0.91	1.02	0.97

ALL MAJOR FIELDS

AVERAGE						
SALARY:	40330 7187	31212 71 9	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 education was reported in 97 of the 167 public (AASCU) institutions. The average salary of the 1,797 faculty was \$27,690. This average salary was approximately 3 percent (1.03) 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 education was reported in 85 of the same 167 public (AASCU) institutions. The average salary of the 1,601 faculty was \$33,147. This average salary was 1 percent higher (1.01) 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 education after three years in the public institutions studied was 19.7 percent (\$33,147 minus \$27,690 equals \$5,457). 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 10.5 percent or an average of 3.5 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 education (19.7%), therefore, the faculty in ALL MAJOR FIELDS increased their salaries by 1.8 percent (21.5% minus 19.7% equals 1.8%) more than faculty in the discipline/major field of education.

The reader may note that the faculty mix percentages in education are higher at the professor rank than at the assistant professor rank for both of the public studies. The faculty mix percentages of professor and assistant

professor are 0.39 and 0.23 (1983-84) respectively; and 0.39 and 0.21 (1986-87) respectively. The differences in the ranks of professor and assistant professor in ALL MAJOR FIELDS for both public studies are 0.31 vs. 0.28 (1983-84), respectively; and 0.34 vs. 0.28 (1986-87) respectively. In other words ALL MAJOR FIELDS has a lower percentage of full professors and a higher percentage of assistant professors when compared to education in both of the public studies.

Finally, the hiring rate of new assistant professors in education is lower in the 1983-84 public study compared to ALL MAJOR FIELDS: 2.1 percent (39/1,797) vs. 3.5 percent (1,290/36,612), respectively. In 1986-87, however, the hiring rate of new assistant professors in education had almost caught up with that of ALL MAJOR FIELDS: 3.6 percent (58/1,601) 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 education was reported in 142 of the 235 private institutions. The average salary of the 825 faculty was \$26,061. This average salary was approximately 2 percent (0.98) lower 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 major field of education was reported in 131 of the same 235 private institutions. The average salary of the 731 faculty was \$30,607. This average salary was approximately 3 percent (0.97) lower than the average 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 education after three

years in the private institutions studied was 17.4 percent (\$30,607 minus \$26,061 equals \$4,546). 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 8.2 percent or 2.7 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 education (17.4%), therefore, the faculty in ALL MAJOR FIELDS increased their salaries by 1.4 percent (18.8% minus 17.4% equals 1.4%) more than faculty in the discipline/major field of education.

The reader may note that in the field of education, the faculty mix percentage is rather uniformly spread across the professor and assistant professor ranks in the private studies: 0.29 vs. 0.28 (1983-84), respectively; and 0.33 vs. 0.30 (1986-87), respectively. These proportions are very similar to those at the same ranks for ALL MAJOR FIELDS in both private studies: 0.30 vs 0.32 (1983-84), respectively; and 0.31 vs 0.31 (1986-87), respectively.

Finally, the reader may note that the hiring rate of new assistant professors in education in both of the private studies was somewhat less than the hiring rate in ALL MAJOR FIELDS: 3.0 percent (25/825) vs. 3.9 percent (856/21,861), respectively (1983-84); and 4.2 percent (31/731) vs. 5.0 percent (1,173/23,292), respectively (1986-87). In other words the hiring rate in the discipline/major field of education is less than for ALL MAJOR FIELDS in both 1983-84 and in 1986-87 in the private institutions.

CONCLUDING REMARKS

This article presented salary-trend information on the academic discipline/major field of education 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 4,954 faculty in the discipline/major field of education 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 education is currently (1986-87) some 1 percent higher and 3 percent lower in the public and private institutions, respectively, than the overall average faculty salary of the other 43 disciplines/major fields. The average faculty salary for education in the private institutions was considerably lower in comparison to that in the public institutions in 1983-84. The overall salary factor in the private institutions is now (1986-87), 4 percent less compared to that for the public institutions: 0.97 vs. 1.01, respectively.

Second, the CPI of October 1986, in comparison to the CPI of October 1983, indicates that the faculty in education, in both the public and private institutions, received overall salary increases for three years above the cost-of-living. Education faculty salaries in the public and private institutions lagged behind faculty salaries in ALL MAJOR FIELDS during this same

period by 1.8 percent and 1.4 percent, respectively. Education faculty in private institutions have some catching up to do in salary in comparison with faculty in ALL MAJOR FIELDS and their colleagues in the public institutions.

Third, in the discipline/major field of education, the assistant professor rank has a much lower percentage of faculty compared to the full professor rank in the public institutions, while in the private institutions the proportion of assistant professors to full professors is approximately equal. The full professor rank appears to be increasing more rapidly in the private institutions, in comparison to the public institutions. 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 education, 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 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)
Glenville State College (WV)
Grambling State University (LA)
Grand Valley State College (MI)
Harris-Stowe State College (MO)
Harrison 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 (IN)
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)
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.

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

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