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ABSTRACT

Average salary increases for 5,411 faculty in the field of nursing 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 90 private colleges reported on salaries of nursing faculty, while 108 public and 94 private colleges reported in 1986. Between 1983 and 1986, average salaries of faculty in this field increased 21.3% at public colleges and 17.5% at private colleges. For 1986-1987 the average salary for nursing faculty was below the average faculty salary in the other 43 disciplines (16% below for public colleges and 19% 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)

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SALARY-TREND STUDY OF FACULTY IN NURSING

FOR THE YEARS

1983-84 AND 1986-87

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Appalachian State Univ

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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 nursing. 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 nursing in the CIP is as follows:

An instructional program that generally describes the techniques and procedures for providing care for sick, disabled, infirm, or other individuals, including the administration of medication and treatments, assisting a physician during treatments and examinations, and planning education for health maintenance.

This article presents a summary of the overall average salary increases in the discipline/major field of nursing 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 (AASCU)

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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 nursing 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 .20 for associate professor of nursing in the 1983-84 public study means that 20 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 0.97 for assistant professors in the discipline/major field of nursing in the 1983-84 public study means that their salaries are 3 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 nursing 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	
<u>PUBLIC, 1983-84:</u>																		
NURSING																		
AVERAGE																		
SALARY:	32203	80 41	26819	313 88	21928	833 106	21523	87 46	18694	346 78	22713	1572 111						
FAC MIX																		
PCT:	0.05			0.20			0.53			0.06			0.22			1.00		
SALARY																		
FACTOR:	0.97			0.99			0.97			0.97			1.03			0.84		
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		
<u>PUBLIC, 1986-87:</u>																		
NURSING																		
AVERAGE																		
SALARY:	40246	104 47	32280	369 95	26346	865 108	27476	75 47	22003	362 72	27559	1700 108						
FAC MIX																		
PCT:	0.06			0.22			0.51			0.04			0.21			1.00		
SALARY																		
FACTOR:	1.00			0.98			0.97			1.05			1.02			0.84		
ALL MAJOR FIELDS																		
AVERAGE																		
SALARY:	40113	13035	32787	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		
<u>PRIVATE, 1983-84:</u>																		
NURSING																		
AVERAGE																		
SALARY:	31741	63 35	25357	248 68	20770	556 87	19936	75 43	17542	231 54	21756	1098 90						
FAC MIX																		
PCT:	0.06			0.23			0.51			0.07			0.21			1.00		
SALARY																		
FACTOR:	0.93			0.96			0.96			0.93			0.99			0.82		
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		
<u>PRIVATE, 1986-87:</u>																		
NURSING																		
AVERAGE																		
SALARY:	38283	64 39	29401	248 74	24017	522 89	24717	55 30	20942	207 56	25565	1041 94						
FAC MIX																		
PCT:	0.06			0.24			0.50			0.05			0.20			1.00		
SALARY																		
FACTOR:	0.95			0.94			0.94			0.98			1.00			0.81		
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 nursing was reported in 111 of the 167 public (AASCU) institutions. The average salary of the 1,572 faculty was \$22,713. This average salary was approximately 16 percent (0.84) 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 nursing was reported in 108 of the same 167 public (AASCU) institutions. The average salary of the 1,700 faculty was \$27,559. This average salary was approximately 16 percent (0.84) 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 nursing after three years in the public institutions studied was 21.3 percent (\$27,559 minus \$22,713 equals \$4,846). 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 12.1 percent or an average of 4.0 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 nursing (21.3%), therefore, the faculty in ALL MAJOR FIELDS increased their salaries by 0.2 percent (21.5% minus 21.3% equals 0.2%) more than faculty in the discipline/major field of nursing.

The reader may note that the faculty mix percentage in nursing is lower at the professor rank than at the assistant professor rank in both the public studies: 0.05 vs 0.53 (1983-84) and 0.06 vs 0.51 (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 nursing in both of the public studies.

Finally, the hiring rate of new assistant professors in nursing is high in the public studies: 5.5 percent (87/1,572) in 1983-84 vs. 3.5 percent (1,290/36,612) in ALL MAJOR FIELDS in 1983-84. Also, the hiring rate of new assistant professors in nursing in 1986-87 was 4.4 percent (75/1,700) vs. 3.8 percent (1,487/38,815) in ALL MAJOR FIELDS that same year. In other words the hiring rate in the discipline/major field of nursing is more than for ALL MAJOR FIELDS in both the public studies of 1983-84 and 1986-87.

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 nursing was reported in 90 of the 235 private institutions. The average salary of the 1,098 faculty was \$21,756. This average salary was approximately 18 percent (0.82) 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 discipline/major field of nursing was reported in 94 of the same 235 private institutions. The average salary of the 1,041 faculty was \$25,565. This average salary was approximately 19 percent (0.81) 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 nursing after three

years in the private institutions studied was 17.5 percent (\$25,565 minus \$21,756 equals \$3,309). 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 8.3 percent or 2.8 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 nursing (17.5%), therefore, the faculty in ALL MAJOR FIELDS increased their salaries by 1.3 percent (18.8% minus 17.5% equals 1.3%) more than faculty in the discipline/major field of nursing.

In the discipline/major field of nursing, the reader may note that the faculty mix percentage at the professor rank is much less than at the assistant professor rank in the private studies: 0.06 vs. 0.51 (1983-84), respectively; and 0.06 vs. 0.50 (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 nursing in both private studies.

Finally, the reader may note that the hiring rate of new assistant professors in nursing in the private studies was greater than the hiring rate in ALL MAJOR FIELDS both in 1983-84, 6.8 percent (75/1,098) vs. 3.9 percent (856/21,861), respectively; and in 1986-87, 5.3 percent (55/1,041) vs. 5.0 percent (1,173/23,292), respectively. In other words the hiring rate in the discipline/major field of nursing exceeds ALL MAJOR FIELDS in both the private studies of 1983-84 and 1986-87.

CONCLUDING REMARKS

This article presented salary-trend information on the academic discipline/major field of nursing 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 5,411 faculty in the discipline/major field of nursing 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 nursing is currently (1986-87) some 16 and 19 percent below the overall average faculty salary of the other 43 disciplines/major fields for both the public and private studies, respectively. The average faculty salary for nursing in the private institutions was 2 percent less in comparison to that in the public institutions in 1983-84. The overall salary factor in the private institutions is now (1986-87) 3 percent lower in comparison to that for the public institutions: 0.81 vs 0.84, respectively.

Second, the CPI of October 1986, in comparison to the CPI of October 1983, indicates that the faculty in nursing, in both the public and private institutions, received overall salary increases for three years above the cost-of-living. Nursing faculty salary increases in both the public and private institutions lagged behind faculty in ALL MAJOR FIELDS during this same period by 0.2 percent and 1.3 percent, respectively. Nursing faculty in both the

public and private institutions have some catching up to do in salary in comparison to ALL MAJOR FIELDS.

Third, in the discipline/major field of nursing the assistant professor rank has a greater percentage compared to full and associate professor ranks for both the public and private studies. The full professor rank appears to be increasing slightly more rapidly in the public institutions, in comparison to the private 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 effect 1 in nursing, and in other disciplines/major fields, on an annual basis.

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APPENDICES:

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

APPENDIX A.

OVERALL LIST OF SELECTED DISCIPLINES

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

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

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)
Kenyon 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 (IA)
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 Coll (NC)
Salve Regina -The Newport College (RI)
Scarritt Graduate School (TN)
School of the Ozarks, The (MO)
Seattle University (WA)
Seton Hill College (PA)
Sienna College (NY)
Sienna 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