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ABSTRACT

Average salary increases for 1,781 faculty in the field of home economics are reported for 1984-1985 and 1987-1988, as part of the College and University Personnel Association's annual faculty salary studies. Included are comparative data for 160,596 faculty at 216 public colleges and 265 private colleges, representing 45 academic disciplines. In 1984, 83 public colleges and 45 private colleges reported on home economics faculty salaries, while 76 public and 39 private colleges reported in 1987. In 1987-88, the faculty salary factor in this field was approximately 11% and 25% below the overall average faculty salary factor of the other 44 disciplines/major fields in both the public and the private colleges, respectively. The average salary for the field in the private colleges was 15.6% lower than in the public colleges in 1984-85. In 1987-88, the average salary in the private colleges was 16.6% lower than in the public 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 44 other disciplines. The disciplines and participating institutions are listed. (KM)

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Average salary increases for 1,781 faculty in the field of home economics are reported for 1984-1985 and 1987-1988, as part of the College and University Personnel Association's annual faculty salary studies. Included are comparative data for 160,596 faculty at 216 public colleges and 266 private colleges, representing 45 academic disciplines. In 1984, 83 public colleges and 45 private colleges reported on home economics faculty salaries, while 76 public and 39 private colleges reported in 1987. In 1987-88, the faculty salary factor in this field was approximately 11% and 25% below the overall average faculty salary factor of the other 44 disciplines/major fields in both the public and the private colleges, respectively. The average salary for the field in the private colleges was 15.6% lower than in the public colleges in 1984-85. In 1987-88, the average salary in the private colleges was 16.6% lower than in the public 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 44 other disciplines. The disciplines and participating institutions are listed. (KM)

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SALARY TREND STUDY OF FACULTY IN HOME ECONOMICS

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Richard Howe

FOR THE YEARS

1984-85 AND 1987-88

TO THE EDUCATIONAL RESOURCES INFORMATION CENTER (ERIC)"

ED302150

Since 1982-83 the College and University Personnel Association (CUJA) 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 1987-88. 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 45 selected academic disciplines including home economics. The disciplines were chosen from among those defined by the Higher Education General Information Study (HEGIS) Taxonomy and by A Classification of Instructional Programs (CIP), 1985. The definition of the discipline/major field of home economics in the CIP is as follows:

A summary of groups of instructional programs that describe the relationship between the physical, social, emotional, and intellectual environment in and of the home and family, and the development of individuals. Includes instruction in natural and social sciences and humanities in the development of attitudes, knowledge, and ability pertaining to clothing and textiles, consumer education, food and nutrition, home management, housing, human development and family studies, and institutional management.*

[*Gerald S. Malitz, A Classification of Instructional Programs (Washington, DC.: National Center for Education Statistics, [1985], p. 103.--19.)

This article presents a summary of the overall average salary increases in the discipline/major field of home economics from the "baseline year" of 1984-85 to and including the "trend year" of 1987-88 for both public and

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private institutions. Of the 272 institutions which participated in CUPA's PUBLIC (AASCU) study of 1984-85, 216 also participated in 1986-87. Data from those same 216 institutions were used in both the baseline year and the trend year. Of the 451 institutions which participated in CUPA'S PRIVATE study of 1984-85, 266 also participated in 1987-88. Data from those same 266 institutions were used in both the baseline year and the trend year.

This study lists the average salaries of home economics 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) or changes in cost-of-living between the two studies for each of the two study years (1984-85 and 1987-88).

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. Thus, by comparing changes in faculty salaries with the CPI, a more precise representation of the "real" salary increases is yielded.

The salary is based on a nine- or ten-month academic year salary of full-time faculty only. Full-time faculty members are those who teach no less than 51 percent of the time. Salary for summer academic work, fringe benefits, and perquisites are not included in the salary data. The average salary displayed is computed from 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 .26 for associate professor of home economics in the 1984-85 public study means that 26 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 1984-85, PUBLIC 1987-88, PRIVATE 1984-85 and PRIVATE 1987-88. For example, a SALARY FACTOR of 0.97 for assistant professors in the discipline/major field of home economics in the 1984-85 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 (1984-85 or 1987-88). 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 45 disciplines/major fields in each of the four studies. It is used to compare, among other things, the discipline/major field of home economics with the entire data base for each study.

Of particular import to the reader is noting the size of the sample on which each percentage or dollar value is based. The smaller the number in the group, the greater the effect of extreme scores on a descriptive statistic such as the average. It should be noted also that any large disparity in the sample sizes between the "baseline year" of 1984-85 and the "trend year" of 1987-88 will lessen the reliability and validity of any conclusions that one might make based on a simple comparison of averages.

PROF	ASSO	ASST	NEW	INSTRUCTOR	ALL RANKS
SALARY NUM N/IN	SALARY NUM N/IN	SALARY NUM N/IN	ASST PROF SALARY NUM N/IN	SALARY NUM N/IN	SALARY NUM N/IN
<u>PUBLIC, 1984-85:</u>					
HOME ECONOMICS					
AVERAGE					
SALARY: 35266 128 48	28560 195 64	23754 325 76	23008 31 24	19212 116 49	26219 764 83
FAC MIX					
PCT: 0.17	0.26	0.43	0.04	0.15	1.00
SALARY					
FACTOR: 0.99	0.98	0.97	0.98	0.97	0.90
ALL MAJOR FIELDS					
AVERAGE					
SALARY: 35583 16647	29260 15785	24372 13767	23563 1931	19711 4112	29234 50311 216
FAC MIX					
PCT: 0.33	0.31	0.27	0.04	0.08	1.00
<u>PUBLIC, 1987-88:</u>					
HOME ECONOMICS					
AVERAGE					
SALARY: 40146 131 50	33074 192 60	27502 265 67	27761 29 19	21648 90 48	30745 678 76
FAC MIX					
PCT: 0.19	0.28	0.39	0.04	0.13	1.00
SALAR'					
FACTOR: 0.95	0.96	0.96	1.00	0.97	0.89
ALL MAJOR FIELDS					
AVERAGE					
SALARY: 42078 18029	34414 15437	28589 14226	27759 2245	22371 3873	34581 51570 216
FAC MIX					
PCT: 0.35	0.30	0.28	0.04	0.08	1.00
<u>PRIVATE, 1984-85:</u>					
HOME ECONOMICS					
AVERAGE					
SALARY: 32425 18 11	24403 47 24	21065 80 35	20381 4 3	17288 24 18	22667 169 45
FAC MIX					
PCT: 0.11	0.28	0.47	0.02	0.14	1.00
SALARY					
FACTOR: 0.85	0.84	0.89	0.88	0.91	0.76
ALL MAJOR FIELDS					
AVERAGE					
SALARY: 38304 9450	29006 8980	23612 8649	23044 1224	19015 1912	29769 28991 266
FAC MIX					
PCT: 0.33	0.31	0.30	0.04	0.07	1.00
<u>PRIVATE, 1987-88:</u>					
HOME ECONOMICS					
AVERAGE					
SALARY: 36594 18 9	28218 49 21	24820 80 30	23456 8 6	19730 23 13	26357 170 39
FAC MIX					
PCT: 0.11	0.29	0.47	0.05	0.14	1.00
SALARY					
FACTOR: 0.81	0.83	0.89	0.86	0.89	0.75
ALL MAJOR FIELDS					
AVERAGE					
SALARY: 45193 9944	33900 9299	27999 8810	27388 1322	22156 1671	35269 29724 266
FAC MIX					
PCT: 0.33	0.31	0.30	0.04	0.06	1.00

RESULTS OF THE TWO PUBLIC (AASCU) STUDIES, 1984-85 AND 1987-88

In the PUBLIC 1984-85 salary study in the above table, the reader may note that the discipline/major field of home economics was reported in 83 of the 216 public (AASCU) institutions. The average salary of the 764 faculty was \$26,219. This average salary was approximately 10 percent (0.90) lower than the average salary of \$29,234 for all 50,311 faculty in ALL MAJOR FIELDS in the 1984-85 public study.

In the PUBLIC 1987-88 salary study in the above table, the discipline/major field of home economics was reported in 76 of the same 216 public (AASCU) institutions. The average salary of the 678 faculty was \$30,745. This average salary was approximately 11 percent (0.89) lower than the average salary of \$34,581 for all 51,570 faculty in ALL MAJOR FIELDS in the 1987-88 public study.

The increase in average salaries for all faculty in home economics after three years in the public institutions studied was 17.3 percent (\$30,745 minus \$26,219 equals \$4,526). The CPI of increased cost-of-living between October 1984 and October 1987 was 9.5 percent. A more realistic increase, therefore, in average faculty salaries over the three-year time period is 7.8 percent or an average of 2.6 percent each year above the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the public institutions studied was 18.3 percent (\$34,581 minus \$29,234 equals \$5,347). In comparison to the discipline/major field of home economics (17.3%), therefore, the faculty in ALL MAJOR FIELDS increased their salaries by 1 percent (18.3% minus 17.3% equals 1.0%) more than faculty in the discipline/major field of home economics.

The reader may note that the faculty mix percentage in home economics is lower at the professor rank than at the assistant professor rank in both the public studies: 0.17 vs 0.43 (1984-85) and 0.19 vs 0.39 (1987-88),

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: 0.33 vs. 0.27 (1984-85) and 0.35 vs. 0.28 (1987-88), respectively. In other words ALL MAJOR FIELDS has a higher percentage of professors and a lower percentage of assistant professors compared to home economics in both of the public studies.

Finally, the hiring rate of new assistant professors in home economics was less than for ALL MAJOR FIELDS in the 1984-85 public study, 4.4 percent (34/764) vs. 3.8 percent (1,931/50,311), respectively. However, the hiring rate of new assistant professors in home economics in 1987-88 was 4.3 percent (29/678) vs. 4.4 percent (2,245/51,570) in ALL MAJOR FIELDS that same year. In other words the hiring rate of new assistant professors in home economics was greater than for ALL MAJOR FIELDS in the 1984-85 public study, but currently (1987-88) is slightly less than that for ALL MAJOR FIELDS.

RESULTS OF THE TWO PRIVATE STUDIES, 1984-85 AND 1987-88

In the PRIVATE 1984-85 salary study in the above table, the reader may note that the discipline/major field of home economics was reported in 45 of the 266 private institutions. The average salary of the 169 faculty was \$22,667. This average salary was approximately 24 percent (0.76) lower than the average salary of \$29,769 for all 28,991 faculty in ALL MAJOR FIELDS in the 1984-85 private study.

In the PRIVATE 1987-88 salary study in the above table, the discipline/major field of home economics was reported in 39 of the same 266 private institutions. The average salary of the 170 faculty was \$26,357. This average salary was approximately 25 percent (0.75) lower than the average salary of \$35,269 for all 29,724 faculty in ALL MAJOR FIELDS in the 1987-88 private study.

The increase in average salaries for all faculty in home economics after three years in the private institutions studied was 16.3 percent (\$26,357 minus \$22,667 equals \$3,690). The CPI of increased cost-of-living between October 1984 and October 1987 was 9.5 percent. A more realistic increase, therefore, in average faculty salaries over the three-year time period is 6.8 percent or 2.3 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 18.5 percent (\$35,269 minus \$29,769 equals \$5,500). In comparison to the discipline/major field of home economics (16.3%), therefore, the faculty in ALL MAJOR FIELDS increased their salaries by 2.2 percent (18.5% minus 16.3% equals 2.2%) more than faculty in the discipline/major field of home economics.

In the discipline/major field of home economics, 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: 0.11 vs. 0.47 (1984-85), respectively; and 0.11 vs. 0.47 (1987-88), respectively. This is quite different from ALL MAJOR FIELDS for both private studies: 0.33 vs. 0.30 (1984-85), respectively; and 0.33 vs. 0.30 (1987-88), respectively. In other words ALL MAJOR FIELDS has a higher percentage of professors and a lower percentage of assistant professors compared to home economics in both private studies.

Finally, the reader may note that the hiring rate of new assistant professors in home economics in the private studies was less than the hiring rate in ALL MAJOR FIELDS in 1984-85, 2.4 percent (4/169) vs. 4.2 percent (1,224/28,991), respectively; while presently the opposite is observed, 4.7 percent (8/170) vs. 4.4 percent (1,322/29,724), respectively

CONCLUDING REMARKS

This article presented salary-trend information on the academic discipline/major field of home economics and compared that information with 44 other academic disciplines/major fields over a period of three years: the "baseline year" of 1984-85 through the "trend year" of 1987-88. 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 1,781 faculty in the discipline/major field of home economics participated and were included in the overall total of 160,596 faculty in all 45 disciplines/major fields in all four studies. The same 216 public (AASCU) institutions and the same 266 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 faculty salary factor in the discipline/major field of home economics is currently (1987-88) some 11 and 25 percent below the overall faculty salary factor of the other 44 disciplines/major fields for both the public and private studies, respectively. The average faculty salary for home economics in the private institutions was 15.6 percent less in comparison to that in the public institutions in 1984-85. The average faculty salary in the private institutions is now (1987-88) 16.6 percent less in comparison to that for the public institutions.

Second, the CPI of October 1987, in comparison to the CPI of October 1984, indicates that the faculty in home economics, in both the public and private institutions, received overall salary increases for three years above the cost-of-living. Home economics faculty salaries in both the public and private institutions lagged behind faculty in ALL MAJOR FIELDS during this same period.

Home economics 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 home economics 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 faster rate in the public institutions, compared to the private institutions. It seems a higher percentage of new assistant professors are being hired in the private institutions in comparison to 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 home economics, 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 Maryon Urquhart is a research analyst in the Office of Equal Opportunity Programs at Appalachian State University, Boone, North Carolina.

APPENDICES:

- A - OVERALL LIST OF SELECTED DISCIPLINES, page 10
- B - LIST OF PUBLIC Participating Institutions, page 11
- C - LIST OF PRIVATE Participating Institutions, page 14

APPENDIX A

OVERALL LIST OF SELECTED DISCIPLINES

ACCOUNTING	HOME ECONOMICS
AGRIBUSINESS AND AGRICULTURAL PRODUCTION	LETTERS
ANTHROPOLOGY	LIBRARY AND ARCHIVAL SCIENCES
ARCHITECTURE AND ENVIRONMENTAL DESIGN	LIFE SCIENCES
AREA AND ETHNIC STUDIES	MATHEMATICS
AUDIOLOGY AND SPEECH PATHOLOGY	MULTI-INTERDISCIPLINARY STUDIES
BUSINESS AND MANAGEMENT	MUSIC
BUSINESS ADMINISTRATION AND MANAGEMENT	NURSING
BUSINESS ECONOMICS	PHILOSOPHY AND RELIGION
CHEMISTRY	PHYSICAL EDUCATION
COMMUNICATIONS TECHNOLOGIES	PHYSICAL SCIENCES
COMMUNICATIONS	PHYSICS
COMPUTER AND INFORMATION SCIENCES	POLITICAL SCIENCE AND GOVERNMENT
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	<u>TOTAL: 45</u>

APPENDIX B

CUPA Public (AASCU) Faculty Salary-Trend Studies: 1984-85 and 1987-88

Institutions Participating in Both Studies:

Adams State College (CO)	Edinboro University of Pennsylvania (PA)
Alabama State University (AL)	Fitchburg State College (MA)
Albany State College (GA)	Florida International University (FL)
Angelo State University (TX)	Fort Hays State University (KS)
Appalachian State University (NC)	Francis Marion College (SC)
Arkansas State University (AR)	Frostburg State College (MD)
Arkansas Tech University (AR)	George Mason University (VA)
Armstrong State College (GA)	Georgia College (GA)
Auburn University at Montgomery (AL)	Georgia Southern College (GA)
Augusta College (GA)	Georgia Southwestern College (GA)
Black Hills State College (SD)	Grambling State University (LA)
Bluefield State College (WV)	Grand Valley State College (MI)
Boise State University (ID)	Harris-Stowe State College (MO)
Bowling Green State University (OH)	Henderson State University (AR)
California State College, Bakersfield (CA)	Idaho State University (ID)
California State University, Dominguez Hills (CA)	Illinois State University (IL)
California State University, Hayward (CA)	Indiana State University (IN)
California State University, Long Beach (CA)	Indiana University East (IN)
California State University, Los Angeles (CA)	Indiana University of Pennsylvania (PA)
California University of Pennsylvania (PA)	Jacksonville State University (AL)
Castleton State College (VT)	James Madison University (VA)
Central Connecticut State University (CT)	John Jay College of Criminal Justice (NY)
Central Missouri State University (MO)	Kearney State College (NE)
Central State University (OK)	Keene State College (NH)
Central Washington University (WA)	Kennesaw College (GA)
Chadron State College (NE)	Kutztown University (PA)
Citadel, (The) Military College of South Carolina (SC)	Lake Superior State College (MI)
Clarion University of Pennsylvania (PA)	Lander College (SC)
Cleveland State University (OH)	Lewis Clark State College (ID)
Clinch Valley College of the University of Virginia (VA)	Livingston University (AL)
College of Charleston (SC)	Lock Haven University (PA)
College of Staten Island, The (NY)	Longwood College (VA)
College of the Virgin Islands at St. Thomas (VI)	Louisiana State University in Shreveport (LA)
Columbus College (GA)	Louisiana Tech University (LA)
Corpus Christi State University (TX)	Lyndon State College (VT)
Dakota State College (SD)	Mansfield University (PA)
Delta State University (MS)	Marshall University (WV)
East Central University (OK)	Mary Washington College (VA)
East Tennessee State University (TN)	Mayville State College (ND)
East Texas State University (TX)	McNeese State University (LA)
Eastern Connecticut State University (CT)	Mesa College (CO)
Eastern Illinois University (IL)	Metropolitan State College (CO)
Eastern Kentucky University (KY)	Metropolitan State University (MN)
Eastern Montana College (MT)	Middle Tennessee State University (TN)
Eastern New Mexico University (NM)	Midwestern State University (TX)
	Millersville University (PA)

Participating Institutions, continued:

Minot State College (ND)
Mississippi University for Women (MS)
Missouri Southern State College (MO)
Missouri Western State College (MO)
Montana College of Mineral Science
& Technology (MT)
Montclair State College (NJ)
Moorhead State University (MN)
Morehead State University (KY)
Morgan State University (MD)
North Carolina Agricultural & Technical
State University (NC)
North Texas State University (TX)
Northeast Louisiana University (LA)
Northeastern Illinois University (IL)
Northern Arizona University (AZ)
Northern Illinois University (IL)
Northern Michigan University (MI)
Northern Montana College (MT)
Northern State College (SD)
Northwest Missouri State University (MO)
Northwestern State University (LA)
Oakland University (MI)
Old Dominion University (VA)
Oregon Institute of Technology (OR)
Peru State College (NE)
Plattsburgh State University (KS)
Plymouth State College (NH)
Portland State University (OR)
Purdue University at Calumet (IN)
Radford University (VA)
Rhode Island College (RI)
Salem State College (MA)
Salisbury State College (MD)
Sangamon State University (IL)
Shepherd College (WV)
Shippensburg University (PA)
Sonoma State University (CA)
South Dakota School of Mines & Technology (SD)
Southeast Missouri State University (MO)
Southern Arkansas University (AR)
Southern Connecticut State University (CT)
Southern Illinois University at Edwardsville (IL)
Southern Oregon State College (OR)
Southwest Missouri State University (MO)
Southwest Texas State University (TX)
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
Geneseo (NY)
State University of New York College at
Old Westbury (NY)
State University of New York College at
Plattsburgh (NY)
State University of New York College of
Technology at Utica/Rome (NY)
Stephen F. Austin State University (TX)
Sul Ross State University (TX)
Tennessee Technological University (TN)
Texas A&I University (TX)
Texas A&M University at Galveston (TX)
Towson State University (MD)
Trenton State College (NJ)
Troy State University (AL)
University of Akron, The (OH)
University of Alaska at Juneau (AK)
University of Arkansas at Little Rock (AR)
University of Arkansas at Monticello (AR)
University of Central Florida (FL)
University of Colorado at Colorado Springs (CO)
University of Colorado at Denver (CO)
University of Houston--Clear Lake (TX)
University of Houston--Downtown (TX)
University of Lowell (MA)
University of Maine at Presque Isle (ME)
University of Maryland Baltimore County (MD)
University of Missouri--St. Louis (MO)
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 Carolina at Greensboro (NC)
University of North Carolina at Wilmington (NC)
University of Northern Colorado (CO)
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 Indiana (IN)
University of Southern Maine (ME)
University of Southern Mississippi (MS)
University of Tennessee at Chattanooga (TN)
University of Tennessee at Martin, The (TN)
University of Texas at Dallas, The (TX)

Participating Institutions, continued:

University of Texas at San Antonio (TX)
University of Texas of the Permian Basin (TX)
University of the District of Columbia (DC)
University of West Florida (FL)
University of Wisconsin--Eau Claire (WI)
University of Wisconsin--Green Bay (WI)
University of Wisconsin--Platteville (WI)
University of Wisconsin--Stevens Point (WI)
University of Wisconsin--Stout (WI)
University of Wisconsin--Superior (WI)
University of Wisconsin--Whitewater (WI)
University of Wisconsin Oshkosh (WI)
Valdosta State College (GA)
Weber State College (UT)
West Georgia College (GA)
West Liberty State College (WV)
West Texas State University (TX)
West Virginia College of Graduate Studies (WV)
West Virginia Institute of Technology (WV)
West Virginia State College (WV)
Western Carolina University (NC)
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)
Western Washington University (WA)
Wichita State University, The (KS)
Winona State University (MN)
Youngstown State University (OH)

Total: 216

APPENDIX C

CUPA Private Faculty Salary-Trend Studies: 1984-85 and 1987-88

Institutions Participating in Both Studies:

Abilene Christian University (TX)	Catholic University of America, The (DC)
Agnes Scott College (GA)	Catholic University of Puerto Rico (PR)
Albertus Magnus College (CT)	Cedar Crest College (PA)
Allentown College of St. Francis de Sales (PA)	Cedarville College (OH)
Alma College (MI)	Central College (IA)
Alverno College (WI)	Chaminade University of Honolulu (HI)
American College, The (PA)	Christian Brothers College (TN)
American Graduate School of International Management (AZ)	Claremont Graduate School (CA)
American Technological University (TX)	Clark University (MA)
American University, The (DC)	Clarke College (IA)
Amherst College (MA)	Clarkson University (NY)
Andover Newton Theological School (MA)	Cogswell Polytechnical College (CA)
Anna Maria College (MA)	Coker College (SC)
Aquinas College (MI)	Colgate University (NY)
Arkansas College (AR)	College of Great Falls (MT)
Asbury College (KY)	College of Mount Saint Vincent (NY)
Augustana College (IL)	College of Mount St. Joseph (OH)
Aurora University (IL)	College of Saint Benedict (MN)
Austin College (TX)	College of Saint Elizabeth (NJ)
Averett College (VA)	College of Saint Rose, The (NY)
Avila College (MO)	College of St. Joseph (VT)
Azusa Pacific University (CA)	College of St. Scholastica (MN)
Babson College (MA)	College of the Holy Cross (MA)
Bard College (NY)	College of Wooster, The (OH)
Barry University (FL)	Columbia Bible College (SC)
Beaver College (PA)	Columbia College (MO)
Benedictine College (KS)	Concordia College (MI)
Bennett College (NC)	Concordia College (MN)
Bentley College (MA)	Concordia College (NY)
Biola University (CA)	Concordia College (OR)
Birmingham-Southern College (AL)	Concordia College Wisconsin (WI)
Boston College (MA)	Converse College (SC)
Bradley University (IL)	Cooper Union for the Advancement of Science and Art, The (NY)
Priar Cliff College (IA)	Cornell College (IA)
Bridgewater College (VA)	Cornell University (NY)
Brigham Young University (UT)	Creighton University (NE)
Bryant College (RI)	Curry College (MA)
Bryn Mawr College (PA)	D'Youville College (NY)
Bucknell University (PA)	Davis & Elkins College (WV)
Butler University (IN)	Defiance College, The (OH)
Campbellsville College (KY)	DePaul University (IL)
Canisius College (NY)	Dickinson College (PA)
Capitol Institute of Technology (MD)	Dordt College, Inc. (IA)
Carnegie-Mellon University (PA)	Drake University (IA)
Carroll College (MT)	Drew University (NJ)
Carroll College (WI)	

Participating Institutions, continued:

Duquesne University (PA)	Lycoming College (PA)
Eastern Mennonite College and Seminary (VA)	Lynchburg College (VA)
Eckerd College (FL)	Manhattanville College (NY)
Elmhurst College (IL)	Marion College (IN)
Elmira College (NY)	Mary Baldwin College (VA)
Elms College (MA)	Marymount College (NY)
Embry-Riddle Aeronautical University (FL)	Maryville College (TN)
Emerson College (MA)	Maryville College--St. Louis (MO)
Emory & Henry College (VA)	Marywood College (PA)
Fairfield University (CT)	Massachusetts Institute of Technology (MA)
Fontbonne College (MO)	McPherson College (KS)
Fordham University (NY)	Mercy College of Detroit (MI)
Fort Wayne Bible College (IN)	Mercyhurst College (PA)
George Washington University, The (DC)	Merrimack College (MA)
Georgetown University (DC)	Milwaukee School of Engineering (WI)
Georgian Court College (NJ)	Moravian College (PA)
GMI Engineering & Management Institute (MI)	Mount Mary College (WI)
Gonzaga University (WA)	Mount Mercy College (IA)
Gordon College (MA)	Mount Saint Clare College (IA)
Goshen College (IN)	Mount Saint Mary's College (MD)
Grand View College (IA)	Mount Senario College (WI)
Guilford College (NC)	Nazareth College (MI)
Hartwick College (NY)	Neumann College (PA)
Heidelberg College (OH)	North Central College (IL)
High Point College (NC)	North Park College (IL)
Hope College (MI)	Northeastern University (MA)
Husson College (ME)	Northrop University (CA)
Illinois Benedictine College (IL)	Northwestern College (IA)
Illinois College (IL)	Notre Dame College (OH)
Illinois Institute of Technology (IL)	Oakwood College (AL)
Immaculata College (PA)	Oklahoma Baptist University (OK)
Inter American University of Puerto Rico	Otterbein College (OH)
--at San German (PR)	Pepperdine University (CA)
Iona College (NY)	Phillips University (OK)
Ithaca College (NY)	Pikeville College (KY)
John Carroll University (OH)	Point Loma Nazarene College (CA)
Judson College (IL)	Polytechnic University (NY)
Kalamazoo College (MI)	Principia College (IL)
Kenyon College (OH)	Quinnipiac College (CT)
King's College (PA)	Randolph-Macon Woman's College (VA)
La Roche College (PA)	Reed College (OR)
Lancaster Bible College (PA)	Reformed Bible College (MI)
Le Moyne College (NY)	Rensselaer Polytechnic Institute (NY)
Le Tourneau College (TX)	Rider College (NJ)
Lebanon Valley College (PA)	Rio Grande College/Community College (OH)
Lewis & Clark College (OR)	Rockford College (IL)
Linfield College (OR)	Rockhurst College (MO)
Long Island University (NY)	Rose-Hulman Institute of Technology (IN)
Loras College (IA)	Saint Edward's University (TX)
Loyola College in Maryland (MD)	Saint Joseph College (CT)
Luther College (IA)	Saint Mary College (KS)

Participating Institutions, continued:

Saint Michael's College (VT)	Utica College of Syracuse University (NY)
Saint Peter's College (NJ)	Villa Maria College (PA)
Saint Vincent College (PA)	Viterbo College (WI)
Salem College (NC)	Walsh College (OH)
School of the Ozarks, The (MO)	Wartburg College (IA)
Seattle Pacific University (WA)	Washington and Jefferson College (PA)
Seattle University (WA)	Wesleyan University (CT)
Seton Hill College (PA)	Western Maryland College (MD)
Siena College (NY)	Western New England College (MA)
Siena Heights College (MI)	Westmar College (IA)
Simpson College (IA)	Westminster College of Salt Lake City (UT)
Skidmore College (NY)	Wheeling College, Inc. (WV)
Southern California College (CA)	Whitman College (WA)
Southern Methodist University (TX)	Whittier College (CA)
Southwestern Assemblies of God College (TX)	Widener University (PA)
Southwestern College (KS)	William Jewell College (MO)
Spalding University (NY)	William Marsh Rice University (TX)
Springfield College (MA)	William Penn College (IA)
St. Francis College (NY)	Wilmington College (OH)
St. Mary's University (TX)	Wittenburg University (OH)
St. Norbert College (WI)	Worcester Polytechnic Institute (MA)
Stevens Institute of Technology (NJ)	Xavier University (OH)
Suffolk University (MA)	York College of Pennsylvania (PA)
Susquehanna University (PA)	
Syracuse University (NY)	
Tabor College (KS)	TOTAL: 266
Taylor University (IN)	
Texas Christian University (TX)	
Thomas College (ME)	
Transylvania University (KY)	
Trinity Christian College (IL)	
Trinity College Inc. (VT)	
Trinity University (TX)	
Tulane University (LA)	
University of Dallas, The (TX)	
University of Dayton (OH)	
University of Detroit (MI)	
University of Dubuque, The (IA)	
University of Hartford (CT)	
University of Judaism (CA)	
University of La Verne (CA)	
University of Portland (OR)	
University of Redlands (CA)	
University of Richmond (VA)	
University of San Diego (CA)	
University of St. Thomas (TX)	
University of the South, The (TN)	
University of Tampa (FL)	
Upsala College (NJ)	
Urbana University (OH)	
Ursuline College (OH)	