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ABSTRACT

Average salary increases for 11,865 faculty in the field of letters 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, 169 public colleges and 199 private colleges reported on letters faculty salaries, while 210 public and 249 private colleges reported in 1987. In 1987-88, the faculty salary factor in this field was approximately 7% and 9% 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 approximately the same as in the public colleges in 1984-85. In 1987-88, the average salary in the private colleges was less than .5% compared to 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 LETTERS

Richard Howe

FOR THE YEARS

1984-85 AND 1987-88

TO THE EDUCATIONAL RESOURCES INFORMATION CENTER (ERIC)

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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 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 letters. 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 letters in the CIP is as follows:

A summary of groups of instructional programs that describe sounds, literature, syntax, phonology, morphology, semantics, sentences, prose and verse, as well as the development of skills and attitudes used in communicating and evaluating thought and feelings through oral and written language.\*

[\*Gerald S. Malitz, A Classification of Instructional Programs (Washington, DC.: National Center for Education Statistics, [1985], p. 115.--23.)

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

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institutions. Of the 272 institutions which participated in CUPA's PUBLIC (AASCU) study of 1984-85, 216 also participated in 1987-88. 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".

In addition to listing the average salaries in letters for both public and private participating institutions by rank, including "new assistant professor," and listing the faculty mix percentage (FAC MIX PCT) and the salary factor, comparisons are made between the two studies for each of the two study years (1984-85 and 1987-88) and with the CPI (Consumer Price Index) of changes in cost-of-living.

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 "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 .29 for associate professor of letters in the 1984-85 public study means that 29 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 .94 for assistant professors in the discipline/major field of letters in the 1984-85 public study means that their salaries are 6 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 letters 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 PROF	ASST PROF	NEW ASST PROF	INSTRUCTOR	ALL RA'
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, 1984-85:

LETTERS

AVERAGE					
SALARY:	34750 1128 158	28020 1035 162	22790 1015 154	20255 116 68	17378 339 95
FAC MIX					
PCT:	0.32	0.29	0.29	0.03	0.10
SALARY					
FACTOR:	0.98	0.96	0.94	0.86	0.88

ALL MAJOR FIELDS

AVERAGE					
SALARY:	35583 16647	29260 15785	24372 13767	23563 1931	19711 4112
FAC MIX					
PCT:	0.33	0.31	0.27	0.04	0.08
SALARY					
FACTOR:					1.00

PUBLIC, 1987-88:

LETTERS

AVERAGE					
SALARY:	40635 1469 203	32620 1269 201	26388 1126 198	24068 164 91	19611 474 110
FAC MIX					
PCT:	0.34	0.29	0.26	0.04	0.11
SALARY					
FACTOR:	0.96	0.95	0.92	0.87	0.88

ALL MAJOR FIELDS

AVERAGE					
SALARY:	42078 18029	34414 15437	28589 14226	27759 2245	22371 3878
FAC MIX					
PCT:	0.35	0.30	0.28	0.04	0.08
SALARY					
FACTOR:					1.00

PRIVATE, 1984-85:

LETTERS

AVERAGE					
SALARY:	34643 622 173	26980 582 167	21737 480 151	19316 71 50	17235 115 59
FAC MIX					
PCT:	0.36	0.32	0.26	0.04	0.06
SALARY					
FACTOR:	0.90	0.93	0.92	0.84	0.91

ALL MAJOR FIELDS

AVERAGE					
SALARY:	38304 9450	29006 8980	23612 8649	23044 1224	19015 1912
FAC MIX					
PCT:	0.33	0.31	0.30	0.04	0.07
SALARY					
FACTOR:					1.00

PRIVATE, 1987-88:

LETTERS

AVERAGE					
SALARY:	40781 762 212	31210 698 207	24460 595 198	23019 115 88	19768 117 68
FAC MIX					
PCT:	0.35	0.32	0.27	0.05	0.05
SALARY					
FACTOR:	0.90	0.92	0.87	0.84	0.89

ALL MAJOR FIELDS

AVERAGE					
SALARY:	45193 9944	33900 9299	27999 8810	27388 1322	22156 1671
FAC MIX					
PCT:	0.33	0.31	0.30	0.04	0.06
SALARY					
FACTOR:					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 letters was reported in 169 of the 216 public (AASCU) institutions. The average salary of the 3,517 faculty was \$27,643. This average salary was approximately 5 percent (0.95) 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 letters was reported in 210 of the same 216 public (AASCU) institutions. The average salary of the 4,338 faculty was \$32,261. This average salary was approximately 7 percent (0.93) 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 letters after three years in the public institutions studied was 16.7 percent (\$32,261 minus \$27,643 equals \$4,618). 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 7.2 percent or an average of 2.4 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 letters (16.7%), therefore, the faculty in ALL MAJOR FIELDS increased their salaries by 1.6 percent (18.3% minus 16.7% equals 1.6%) more than faculty in the discipline/major field of letters.

The reader may note that the faculty mix percentage in letters is higher at the professor rank than at the assistant professor rank in the 1984-85 public study and in the 1987-88 public study. The faculty mix percentage of professor

and associate professor is; 0.32 vs. 0.29 (1984-85) respectively; and 0.34 vs. 0.26 (1987-88) respectively. The differences in faculty mix percentage at the ranks of professor and associate professor in ALL MAJOR FIELDS for both public studies is as follows: 0.33 vs. 0.27 (1984-85) and 0.35 vs. 0.28 (1987-88) respectively. ALL MAJOR FIELDS had a higher percentage of professors and a lower percentage of assistant professors compared to letters in the 1984-85 public study. Currently, letters has a lower percentage of full and assistant professors than ALL MAJOR FIELDS.

Finally, the hiring rate of new assistant professors in letters is low in the public studies: 3.3 percent (116/3,517) in 1984-85 vs. 3.8 percent (1,931/50,311) in ALL MAJOR FIELDS in 1984-85. Also, the hiring rate of new assistant professors in letters in 1987-88 is 3.8 percent (164/4,338) vs. 4.4 percent (2,245/51,570) in ALL MAJOR FIELDS that same year. In other words the hiring rate in the discipline/major field of letters is less than for ALL MAJOR FIELDS in both the public studies of 1984-85 and 1987-88.

#### 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 letters was reported in 199 of the 266 private institutions. The average salary of the 1,839 faculty was \$27,760. This average salary was approximately 7 percent (0.07) 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 letters was reported in 249 of the same 266 private institutions. The average salary of the 2,172 faculty was \$32,102. This average salary was approximately 9 percent (0.09) lower than the average salary of \$35,269 for all 29,724 faculty in ALL MAJOR FIELDS in the 1987-88 private

\$35,269 for all 29,724 faculty in ALL MAJOR FIELDS in the 1987-88 study.

The increase in average salaries for all faculty in letters after three years in the private institutions studied was 15.6 percent (\$32,102 minus \$27,760 equals \$4,342). 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 6.1 percent or 2 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 private institutions studied was 18.5 percent (\$35,269 minus \$29,769 equals \$5,500). In comparison to the discipline/major field of letters (15.6%), therefore, the faculty in ALL MAJOR FIELDS increased their salaries by 2.9 percent (18.5% minus 15.6% equals 2.9%) more than faculty in the discipline/major field of letters.

In the discipline/major field of letters, the reader may note that the faculty mix percentage is rather appropriately spread at the professor rank and the assistant professor rank is similar for both private studies: 0.36 vs. 0.32 (1984-85) respectively; and 0.35 vs. 0.32 (1987-88) respectively. These results are higher than the faculty mix percentage for ALL MAJOR FIELDS in both private studies: 0.33 vs. 0.31 (1984-85) respectively; and 0.33 vs. 0.31 (1987-88) respectively.

Finally, the reader may note that the hiring rate of new assistant professors in letters lagged behind the hiring rate in ALL MAJOR FIELDS for the 1984-85 private study, 3.9 percent (71/1,839) vs. 4.2 percent (1,224/28,991) respectively. The opposite is true for the 1987-88 private study, 5.3 percent (115/2,172) vs. 4.4 percent (1,322/29,724), respectively. In other words the hiring rate in the discipline/ major field of letters is less than for ALL MAJOR FIELDS in the 1983-84 private studies. Presently, the hiring rate of new assistant professor in letters is greater than ALL MAJOR FIELDS.



## CONCLUDING REMARKS

This article presented salary-trend information on the academic discipline/major field of letters and compared that information with 44 other academic disciplines/major fields over a period of three years: the "baseline year" of 1984-85 and 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 11,865 faculty in the discipline/major field of letters 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 letters is currently (1987-88) some 7 and 9 percent below the overall average faculty salary of the other 44 disciplines/major fields for both the public and private studies, respectively. The average faculty salary for letters in the private institutions was approximately the same in comparison to that in the public institutions in 1984-85. The average faculty salary in the private institutions in 1987-88 is now less than one-half percent compared 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 letters, in both the public and private institutions, received overall salary increases for three years above the cost-of-living. However, letters faculty salaries in the public institutions lagged behind faculty in ALL MAJOR FIELDS during this same period. Letters faculty in both the private and public institutions have some catching up to

do in salary in comparison with faculty in ALL MAJOR FIELDS.

Third, even though the discipline/major field of letters is one of the older disciplines, there is not a marked difference between those faculty in the public and in the private institutions. 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 effected in letters, and in other disciplines/major fields, on an annual basis.

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APPFNDICES:

- 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 (M.,  
 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)  
 Pittsburg 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  
 Flattsburgh (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:

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