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ABSTRACT

Average salary increases for 7,200 faculty in the field of life sciences are reported for 1984-85 and 1987-88, 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, 192 public colleges and 216 private colleges reported on life sciences faculty salaries, while 191 public and 221 private colleges reported in 1987. In 1987-88, the faculty salary factor in this field was approximately 3% above the overall average faculty salary factor of the other 44 disciplines/major fields in both the public and the private colleges. The average salary for the field in the public colleges was 2% higher than in the private colleges in 1984-85. In 1987-88, the average salary in the private colleges was approximately the same as 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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Richard Howe

SALARY TREND STUDY OF FACULTY IN LIFE SCIENCES

FOR THE YEARS

1984-85 AND 1987-88

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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 life sciences. 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 life sciences in the CIP is as follows:

A summary of groups of instructional programs that describe the systematic study of living organisms.*

[*Gerald S. Malitz, A Classification of Instructional Programs (Washington DC.: National Center for Education Statistics, [1985], p. 118-26.)

This article presents a summary of the overall average salary increases in the discipline/major field of life sciences from the "baseline year" of 1984-85 to and including the "trend year" of 1987-88 for both public and private institutions. Of the 272 institutions which participated in CUPA's PUBLIC (AASCU)

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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 the life sciences 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 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 .31 for associate professor of the life sciences in the 1984-85 public study means that 31 percent of the faculty in that discipline/major field hold the rank of associate professor.

The SALARY FACTOR for a given rank of a given discipline/major field is the ratio of the average salary to the total average salary of all institutions in each of the four studies: PUBLIC 1984-85, PUBLIC 1987-88, PRIVATE 1984-85 and PRIVATE 1987-88. For example, a SALARY FACTOR of .96 for assistant professors in the discipline/major field of life sciences in the 1984-85 public study means that their salaries are 4 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 life sciences 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 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, 1984-85:</u>																		
LIFE SCIENCES																		
AVERAGE																		
SALARY:	34890	1106	188	28635	720	173	23468	409	145	21640	70	50	19680	55	39	30517	2291	192
FAC MIX																		
PCT:	0.48			0.31			0.18			0.03			0.02					1.00
SALARY																		
FACTOR:	0.98			0.98			0.96			0.92			1.00					1.00
ALL MAJOR FIELDS																		
AVERAGE																		
SALARY:	35583	16647		29260	15785		24377	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>																		
LIFE SCIENCES																		
AVERAGE																		
SALARY:	40709	1146	183	33454	642	161	27627	452	146	25750	73	54	22108	60	38	35628	2300	191
FAC MIX																		
PCT:	0.50			0.28			0.20			0.03			0.03					1.00
SALARY																		
FACTOR:	0.97			0.97			0.97			0.93			0.99					1.03
ALL MAJOR FIELDS																		
AVERAGE																		
SALARY:	47078	18029		34414	15437		28589	14226		27759	2245		22371	3878		34581	51570	216
FAC MIX																		
PCT:	0.35			0.30			0.28			0.04			0.08					1.00
<u>PRIVATE, 1984-85:</u>																		
LIFE SCIENCES																		
AVERAGE																		
SALARY:	36213	516	169	28840	429	167	22059	305	147	20969	47	37	17070	40	30	29892	1290	216
FAC MIX																		
PCT:	0.40			0.33			0.24			0.04			0.03					1.00
SALARY																		
FACTOR:	0.95			0.99			0.95			0.91			0.90					1.00
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>																		
LIFE SCIENCES																		
AVERAGE																		
SALARY:	42475	553	172	32993	457	179	27079	776	145	25006	39	33	20372	33	22	35415	1319	221
FAC MIX																		
PCT:	0.42			0.35			0.21			0.03			0.03					1.00
SALARY																		
FACTOR:	0.94			0.97			0.97			0.91			0.92					1.00
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 life sciences was reported in 192 of the 216 public (AASCU) institutions. The average salary of the 2,291 faculty was \$30,517. This average salary was approximately 4 percent (1.04) higher 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 life sciences was reported in 191 of the same 216 public (AASCU) institutions. The average salary of the 2,300 faculty was \$35,628. This average salary was approximately 3 percent (1.03) higher 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 the life sciences after three years in the public institutions studied was 16.8 percent (\$35,628 minus \$30,517 equals \$5,111). 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 7.3 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 life sciences (16.8%), therefore, the faculty in ALL MAJOR FIELDS increased their salaries by 1.5 percent (18.3% minus 16.8% equals 1.5%) more than faculty in the discipline/major field of life sciences.

Since the discipline/major field of life sciences is one of the "older" disciplines, the reader may note that the faculty mix percentage is higher at the professor rank than at the assistant professor rank in the public studies;

0.48 vs. 0.18 (1984-85), respectively; and 0.50 vs. 0.20 (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 is 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 lower percentage of professors and a higher percentage of assistant professors compared to the life sciences in both public studies.

Finally, the hiring rate of new assistant professors in the life sciences is low in the public studies: 3.2 percent (70/2,291) 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 the life sciences in 1987-88 was 3.2 percent (73/2,300) 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 life sciences is lower than for ALL MAJOR FIELDS in both of the public studies.

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 life sciences was reported in 216 of the 266 private institutions. The average salary of the 1,290 faculty was \$29,892. This average salary was approximately the same (1.00) as 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 life sciences was reported in 221 of the same 266 private institutions. The average salary of the 1,319 faculty was \$35,415. This average salary was approximately the same (1.00) as the average salary of \$35,209 for all 29,724 faculty in ALL MAJOR FIELDS in the 1987-88 private study.

The increase in average salaries for all faculty in the life sciences after three years in the private institutions studied was 18.5 percent (\$35,415 minus \$29,892 equals \$5,523). 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 9.3 percent or 3.1 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 life sciences (18.5%), therefore, the faculty in ALL MAJOR FIELDS increased their salaries by the same amount as the faculty in the discipline/major field of life sciences.

Because the discipline/major field of life sciences is one of the "older" disciplines, the reader may note that the faculty mix percentage is higher at the professor rank than at the assistant professor rank in the private studies: 0.40 vs. 0.24 (1984-85), respectively; and 0.42 vs. 0.21 (1987-88), respectively. This difference is less for 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 lower percentage of professors and a higher percentage of assistant professors than the life sciences in both private studies.

Finally, the reader may note that the hiring rate of new assistant professors in the life sciences in the private studies lagged behind the hiring rate in ALL MAJOR FIELDS both in 1984-85, 3.6 percent (47/1,290) vs. 4.2 percent (1,224/28,991), respectively; and in 1987-88, 3.0 percent (39/1,319) vs. 4.4 percent (1,322/29,724), respectively.

CONCLUDING REMARKS

This article presented salary-trend information on the academic discipline/major field of life sciences 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 7,200 faculty in the discipline/major field of life sciences 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 life sciences is currently (1987-88) some 3 percent above the overall faculty salary factor of the other 44 disciplines/major fields in the public study and the same in the private study. The average faculty salary for life sciences in the public institutions was 2 percent more in comparison to that in the private institutions in 1984-85. The average faculty salary in the private institutions is now (1987-88) approximately the same 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 the life sciences, in both the public and private institutions, received overall salary increases for three years above the cost-of-living. Life sciences faculty salaries in the public institutions lagged behind faculty in ALL MAJOR FIELDS during this same period, whereas life sciences faculty salaries in the private institutions were approximately the

same as in ALL MAJOR FIELDS. Life sciences faculty in the private institutions have some catching up to do in salary in comparison with their colleagues in the public institutions.

Third, since the discipline/major field of life sciences is one of the older disciplines, there is a marked difference between the number of faculty with the rank of full professor and assistant professor in the public and in the private institutions. The full professor rank is already "top heavy" in the public and private institutions. It appears that the full professor rank is increasing at about the same rate in both the public and private institutions. It seems that fewer 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 the life sciences, and in other disciplines/major fields, on an annual basis.

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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)
Alabama State University (AL)
Albany State College (GA)
Angelo State University (TX)
Appalachian State University (NC)
Arkansas State University (AR)
Arkansas Tech University (AR)
Armstrong State College (GA)
Auburn University at Montgomery (AL)
Augusta College (GA)
Black Hills State College (SD)
Bluefield State College (WV)
Boise State University (ID)
Bowling Green State University (OH)
California State College, Bakersfield (CA)
California State University, Dominguez Hills (CA)
California State University, Hayward (CA)
California State University, Long Beach (CA)
California State University, Los Angeles (CA)
California University of Pennsylvania (PA)
Castleton State College (VT)
Central Connecticut State University (CT)
Central Missouri State University (MO)
Central State University (OK)
Central Washington University (WA)
Chadron State College (NE)
Citadel, (The) Military College of South Carolina (SC)
Clarion University of Pennsylvania (PA)
Cleveland State University (OH)
Clinch Valley College of the University
of Virginia (VA)
College of Charleston (SC)
College of Staten Island, The (NY)
College of the Virgin Islands at
St. Thomas (VI)
Columbus College (GA)
Corpus Christi State University (TX)
Dakota State College (SD)
Delta State University (MS)
East Central University (OK)
East Tennessee State University (TN)
East Texas State University (TX)
Eastern Connecticut State University (CT)
Eastern Illinois University (IL)
Eastern Kentucky University (KY)
Eastern Montana College (MT)
Eastern New Mexico University (NM)
Edinboro University of Pennsylvania (PA)
Fitchburg State College (MA)
Florida International University (FL)
Fort Hays State University (KS)
Francis Marion College (SC)
Frostburg State College (MD)
George Mason University (VA)
Georgia College (GA)
Georgia Southern College (GA)
Georgia Southwestern College (GA)
Grambling State University (LA)
Grand Valley State College (MI)
Harris-Stowe State College (MO)
Henderson State University (AR)
Idaho State University (ID)
Illinois State University (IL)
Indiana State University (IN)
Indiana University East (IN)
Indiana University of Pennsylvania (PA)
Jacksonville State University (AL)
James Madison University (VA)
John Jay College of Criminal Justice (NY)
Kearney State College (NE)
Keene State College (NH)
Kennesaw College (GA)
Kutztown University (PA)
Lake Superior State College (MI)
Lander College (SC)
Lewis Clark State College (ID)
Livingston University (AL)
Lock Haven University (PA)
Longwood College (VA)
Louisiana State University in
Shreveport (LA)
Louisiana Tech University (LA)
Lyndon State College (VT)
Mansfield University (PA)
Marshall University (WV)
Mary Washington College (VA)
Mayville State College (ND)
McNeese State University (LA)
Mesa College (CO)
Metropolitan State College (CO)
Metropolitan State University (MN)
Middle Tennessee State University (TN)
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)
 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
 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)
Agnes Scott College (GA)
Albertus Magnus College (CT)
Allentown College of St. Francis de Sales (PA)
Alma College (MI)
Alverno College (WI)
American College, The (PA)
American Graduate School of International Management (AZ)
American Technological University (TX)
American University, The (DC)
Amherst College (MA)
Andover Newton Theological School (MA)
Anna Maria College (MA)
Aquinas College (MI)
Arkansas College (AR)
Asbury College (KY)
Augustana College (IL)
Aurora University (IL)
Austin College (TX)
Averett College (VA)
Avila College (MO)
Azusa Pacific University (CA)
Babson College (MA)
Bard College (NY)
Barry University (FL)
Beaver College (PA)
Benedictine College (KS)
Bennett College (NC)
Bentley College (MA)
Biola University (CA)
Birmingham-Southern College (AL)
Boston College (MA)
Bradley University (IL)
Briar Cliff College (IA)
Bridgewater College (VA)
Brigham Young University (UT)
Bryant College (RI)
Bryn Mawr College (PA)
Bucknell University (PA)
Butler University (IN)
Campbellsville College (KY)
Canisius College (NY)
Capitol Institute of Technology (MD)
Carnegie-Mellon University (PA)
Carroll College (MT)
Carroll College (WI)
Catholic University of America, The (DC)
Catholic University of Puerto Rico (PR)
Cedar Crest College (PA)
Cedarville College (OH)
Central College (IA)
Chaminade University of Honolulu (HI)
Christian Brothers College (TN)
Claremont Graduate School (CA)
Clark University (MA)
Clarke College (IA)
Clarkson University (NY)
Cogswell Polytechnical College (CA)
Coker College (SC)
Colgate University (NY)
College of Great Falls (MT)
College of Mount Saint Vincent (NY)
College of Mount St. Joseph (OH)
College of Saint Benedict (MN)
College of Saint Elizabeth (NJ)
College of Saint Rose, The (NY)
College of St. Joseph (VT)
College of St. Scholastica (MN)
College of the Holy Cross (MA)
College of Wooster, The (OH)
Columbia Bible College (SC)
Columbia College (MO)
Concordia College (MI)
Concordia College (MN)
Concordia College (NY)
Concordia College (OR)
Concordia College Wisconsin (WI)
Converse College (SC)
Cooper Union for the Advancement of
 Science and Art, The (NY)
Cornell College (IA)
Cornell University (NY)
Creighton University (NE)
Curry College (MA)
D'Youville College (NY)
Davis & Elkins College (WV)
Defiance College, The (OH)
DePaul University (IL)
Dickinson College (PA)
Dordt College, Inc. (IA)
Drake University (IA)
Drew University (NJ)

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)	