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ABSTRACT

Average salary increases for 783 faculty in the field of multi-interdisciplinary studies 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, 31 public colleges and 21 private colleges reported on multi-interdisciplinary studies faculty salaries, while 32 public and 27 private colleges reported in 1987. In 1987-88, the faculty salary factor in this field was approximately 1% above the overall average faculty salary factor of the other 44 disciplines/major fields in the public colleges and 4% below in the private colleges. The average salary for the field in the public colleges was 5.4% higher than in the private colleges in 1984-85. In 1987-88, the average salary in the private colleges was 3% 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 Multi-Interdisciplinary
Studies for the Years 1984-85 and 1987-88

Richard Howe and Maryon Urquhart

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SALARY-TREND STUDY OF FACULTY IN MULTI-INTERDISCIPLINARY STUDIES

FOR THE YEARS

1984-85 AND 1987-88

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 multi-interdisciplinary studies. 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 multi-interdisciplinary studies in the CIP is as follows:

A summary of groups of instructional programs, the components of which derive from two or more separate conventional academic instructional programs.*

[*Gerald S. Malitz, A Classification of Instructional Programs (Washington, D.C.: National Center for Education Statistics, [1985], p. 122.--30.)

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

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public and private 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 451 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 multi-interdisciplinary studies faculty for both public and private participating institutions by rank, including "new assistant professor," the FAC MIX PCT (faculty mix percentage) and the salary factor. In addition, comparisons are made with the CPI (Consumer Price Index) of changes in cost-of-living between the two studies for each of the two study years (1984-85 and 1987-88).

The CPI is based on prices of food, clothing, shelter and fuel's, 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 .43 for associate professor of multi-interdisciplinary studies in the 1984-85 public study means that 43 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 multi-interdisciplinary studies in the 1984-85 public study means that their salaries are 3 percent less 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 multi-interdisciplinary studies 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>																		
MULTI-INTERDISCIPLINARY STUDIES																		
AVERAGE																		
SALARY:	36017	64	22	29607	106	19	23601	69	22	21751	8	6	19008	6	4	29330	245	31
FAC MIX																		
PCT:	0.26			0.43			0.28			0.03			0.02			1.00		
SALARY																		
FACTOR:	1.01			1.01			0.97			0.92			0.96			1.00		
ALL MAJOR FIELDS																		
AVERAGE																		
SALARY:	35583	16647		29260	15785		24372	13767		23563	1931		19711	4112		29234	50311	216
FAC MIX																		
PCT:	0.53			0.31			0.27			0.04			0.08			1.00		
<u>PUBLIC, 1987-88:</u>																		
MULTI-INTERDISCIPLINARY STUDIES																		
AVERAGE																		
SALARY:	41300	76	22	34826	95	21	27798	51	20	29448	8	5	22029	8	5	34961	230	32
FAC MIX																		
PCT:	0.33			0.41			0.22			0.03			0.03			1.00		
SALARY																		
FACTOR:	0.98			1.01			0.97			1.06			0.98			1.01		
ALL MAJOR FIELDS																		
AVERAGE																		
SALARY:	42078	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		
<hr/>																		
<u>PRIVATE, 1984-85:</u>																		
MULTI-INTERDISCIPLINARY STUDIES																		
AVERAGE																		
SALARY:	34982	50	10	28255	55	13	22917	57	16	20000	1	1	18784	11	6	27838	173	21
FAC MIX																		
PCT:	0.29			0.32			0.33			0.01			0.06			1.00		
SALARY																		
FACTOR:	0.91			0.97			0.97			0.87			0.99			0.94		
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>																		
MULTI-INTERDISCIPLINARY STUDIES																		
AVERAGE																		
SALARY:	41313	41	11	36458	37	11	28057	50	18	22068	8	6	19458	7	5	33939	135	27
FAC MIX																		
PCT:	0.30			0.27			0.37			0.06			0.05			1.00		
SALARY																		
FACTOR:	0.91			1.08			1.00			0.81			0.88			0.96		
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 multi-interdisciplinary studies was reported in 31 of the 216 public (AASCU) institutions. The average salary of the 245 faculty was \$29,330. This average salary was approximately the same (1.00) as 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 multi-interdisciplinary studies was reported in 32 of the same 216 public (AASCU) institutions. The average salary of the 230 faculty was \$34,961. This average salary was approximately 1 percent (1.01) 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 multi-interdisciplinary studies after three years in the public institutions studied was 19.2 percent (\$34,961 minus \$29,330 equals \$5,631). 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 9.7 percent or an average of 3.2 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 multi-interdisciplinary studies (19.2%), therefore, the faculty in ALL MAJOR FIELDS increased their salaries by .9 percent (19.2% minus 18.3% equals .9%) less than faculty in the discipline/major field of multi-interdisciplinary studies.

The reader may note that the faculty mix percentage in the discipline/major

field of multi-interdisciplinary studies is lower at the professor rank than at the assistant professor rank in the 1984-85 public studies: 0.26 vs 0.28 and higher in the 1987-88 study: 0.33 vs 0.22. 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 had a higher percentage in the professor rank compared to multi-interdisciplinary studies in both the 1984-85 public study and the 1987-88 study.

Finally, the hiring rate of new assistant professors in the discipline/major field of multi-interdisciplinary studies in the public studies was less than for ALL MAJOR FIELDS both in 1984-85, 3.3 percent (8/245) vs. 3.8 percent (1,931/50,311), respectively; and in 1987-88, 3.5 percent (8/230) vs. 4.4 percent (2,245/51,570), respectively.

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 multi-interdisciplinary studies was reported in 21 of the 266 private institutions. The average salary of the 173 faculty was \$27,838. This average salary was approximately 6 percent (0.94) less 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 multi-interdisciplinary studies was reported in 27 of the same 266 private institutions. The average salary of the 135 faculty was \$33,939. This average salary was approximately 4 percent (0.96) 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 multi-interdisciplinary studies after three years in the private institutions studied was 21.9 percent (\$33,939 minus \$27,838 equals \$6,101). The CPI of increased cost-of-living between October 1983 and October 1987 was 9.5 percent. A more realistic increase, therefore, in average faculty salaries over the three-year time period is 12.4 percent or 4.1 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 multi-interdisciplinary studies (21.9%), therefore, the faculty in ALL MAJOR FIELDS increased their salaries by 3.4 percent (21.9% minus 18.5% equals 3.4%) less than faculty in the discipline/major field of multi-interdisciplinary studies.

In the discipline/major field of multi-interdisciplinary studies, the reader may note that the faculty mix percentage at the professor rank was less than at the assistant professor rank in both private studies: 0.29 vs. 0.33, respectively; and 0.30 vs. 0.37 (1987-88), respectively. This is 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 greater percentage of professors and a lower percentage of assistant professors compared to the discipline major field of multi-interdisciplinary studies in both private studies.

CONCLUDING REMARKS

This article presented salary-trend information on the academic discipline/major field of multi-interdisciplinary studies 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 783 faculty in the discipline/major field of multi-interdisciplinary studies 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 multi-interdisciplinary studies is currently (1987-88) some 1 percent above, and 4 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 multi-interdisciplinary studies in the public institutions was 5.4 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) 3 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 multi-interdisciplinary studies, in both the public and private institutions, received overall salary increases for three years above the cost-of-living. Multi-interdisciplinary studies faculty salary

increases in both the public and private institutions exceeded faculty in ALL MAJOR FIELDS during this same period. Multi-interdisciplinary studies faculty in the private institutions have some catching up to do in salary in comparison with their colleagues in the public institutions and ALL MAJOR FIELDS.

Third, in the discipline/major field of multi-interdisciplinary studies the full professor rank now (1987-88) has a greater percentage compared to the assistant professor rank in the public study. In the private studies, the full professor rank was less than the assistant professor rank both in the 1984-85 private study and in the 1986-87 private study. 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 now (1987-88) 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 multi-interdisciplinary studies, 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
Brookport (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)
Everett 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)	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)	