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ABSTRACT

Average salary increases for 3,841 faculty in the field of political science and government 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 170 private colleges reported on political science and government faculty salaries, while 173 public and 180 private colleges reported in 1987. In 1987-88, the faculty salary factor in this field was approximately 1% above the overall average faculty salary of the other 44 disciplines/major fields in the public colleges and equal in the private colleges. The average salary for the field in the private colleges was 2% lower than in the public colleges in 1984-85. In 1987-88, the average salary in the private colleges was 6% higher 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 POLITICAL SCIENCE AND GOVERNMENT
FOR THE YEARS

1984-85 AND 1987-88

Richard D. Howe and Roy Jones

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TO THE EDUCATIONAL RESOURCES INFORMATION CENTER (ERIC)

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 political science and government. 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 political science and government in the CIP is as follows:

An instructional program that describes and analyzes political institutions and processes, including the origin, development, geographical units, forms, sources of authority, powers, purposes, functions, and operations of government.*

[*Gerald S. Malitz, A Classification of Instructional Programs (Washington, DC.: National Center for Education Statistics, [1985], p. 140.--45.1001.]

This article presents a summary of the overall average salary increases in the discipline/major of political science and government from the "baseline

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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) 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".

This study lists the average salaries of political science and government faculty for both public and private participati_ institutions by rank, including "new assistant professors," 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 fuels, transportation, medical care, entertainment, and other goods and services that people buy for day-to-day living. In examining trends in faculty salary it is important to consider any changes in the economy. Thus, by comparing changes in faculty salaries with the CPI, a more precise representation of the "real" salary increases is yielded.

The salary is based on a nine- or ten-month academic year salary of full-time faculty only. Full-time faculty members are those who teach no less than 51 percent of the time. Salary for summer academic work, fringe benefits, and perquisites are not included in the salary data. The average salary displayed is computed from all faculty salaries reported for a given rank and discipline.

The "NUM" means the number of faculty members whose salaries were included to compute the average salary. The "N/IN" means the number of institutions that reported salary data for a given academic rank and discipline/major field.

The FAC MIX PCT is the percentage of faculty in a given discipline/major field who hold a given academic rank. For example, a FAC MIX PCT factor of .34 for associate professor of political science and government in the 1984-85 public study means that 34 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 0.96 for assistant professors in the discipline/major field of political science and government 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 political science and government 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 |
| PUBLIC, 1984-85: | | | | | | | | | | | | | | | | | | |
| POLITICAL SCIENCE AND GOVERNMENT | | | | | | | | | | | | | | | | | | |
| AVERAGE | | | | | | | | | | | | | | | | | | |
| SALARY: | 35749 | 462 | 136 | 28501 | 392 | 138 | 23366 | 260 | 115 | 21181 | 41 | 32 | 20321 | 32 | 28 | 30029 | 1146 | 169 |
| FAC MIX | | | | | | | | | | | | | | | | | | |
| PCT: | 0.40 | | | 0.34 | | | 0.23 | | | 0.04 | | | 0.03 | | | 1.00 | | |
| SALARY | | | | | | | | | | | | | | | | | | |
| FACTOR: | 1.00 | | | 0.97 | | | 0.96 | | | 0.90 | | | 1.03 | | | 1.03 | | |
| ALL MAJOR FIELDS | | | | | | | | | | | | | | | | | | |
| AVERAGE | | | | | | | | | | | | | | | | | | |
| SALARY: | 35583 | 16647 | | 29260 | 15785 | | 24372 | 13767 | | 23563 | 1931 | | 19711 | 4112 | | 29234 | 50311 | 216 |
| FAC MIX | | | | | | | | | | | | | | | | | | |
| PCT: | 0.33 | | | 0.31 | | | 0.27 | | | 0.04 | | | 0.08 | | | 1.00 | | |
| PUBLIC, 1987-88: | | | | | | | | | | | | | | | | | | |
| POLITICAL SCIENCE AND GOVERNMENT | | | | | | | | | | | | | | | | | | |
| AVERAGE | | | | | | | | | | | | | | | | | | |
| SALARY: | 41678 | 508 | 152 | 33373 | 354 | 135 | 26666 | 265 | 125 | 25004 | 57 | 45 | 22088 | 42 | 38 | 35055 | 1169 | 173 |
| FAC MIX | | | | | | | | | | | | | | | | | | |
| PCT: | 0.43 | | | 0.30 | | | 0.23 | | | 0.05 | | | 0.04 | | | 1.00 | | |
| SALARY | | | | | | | | | | | | | | | | | | |
| FACTOR: | 0.99 | | | 0.97 | | | 0.93 | | | 0.90 | | | 0.99 | | | 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 | | |
| PRIVATE, 1984-85: | | | | | | | | | | | | | | | | | | |
| POLITICAL SCIENCE AND GOVERNMENT | | | | | | | | | | | | | | | | | | |
| AVERAGE | | | | | | | | | | | | | | | | | | |
| SALARY: | 37699 | 255 | 110 | 28308 | 245 | 116 | 22127 | 211 | 110 | 20488 | 27 | 21 | 18487 | 27 | 24 | 29426 | 738 | 170 |
| FAC MIX | | | | | | | | | | | | | | | | | | |
| PCT: | 0.35 | | | 0.33 | | | 0.29 | | | 0.04 | | | 0.04 | | | 1.00 | | |
| SALARY | | | | | | | | | | | | | | | | | | |
| FACTOR: | 0.98 | | | 0.98 | | | 0.94 | | | 0.89 | | | 0.97 | | | 0.99 | | |
| 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 | | |
| PRIVATE, 1987-88: | | | | | | | | | | | | | | | | | | |
| POLITICAL SCIENCE AND GOVERNMENT | | | | | | | | | | | | | | | | | | |
| AVERAGE | | | | | | | | | | | | | | | | | | |
| SALARY: | 44655 | 298 | 129 | 33287 | 249 | 118 | 26180 | 217 | 105 | 25649 | 40 | 31 | 21427 | 24 | 18 | 35267 | 788 | 180 |
| FAC MIX | | | | | | | | | | | | | | | | | | |
| PCT: | 0.38 | | | 0.32 | | | 0.28 | | | 0.05 | | | 0.03 | | | 1.00 | | |
| SALARY | | | | | | | | | | | | | | | | | | |
| FACTOR: | 0.99 | | | 0.98 | | | 0.94 | | | 0.94 | | | 0.97 | | | 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 political science and government was reported in 169 of the 216 public (AASCU) institutions. The average salary of the 1,146 faculty was \$30,029. This average salary was approximately 3 percent (1.03) 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 political science and government was reported in 173 of the same 216 public (AASCU) institutions. The average salary of the 1,169 faculty was \$35,055. 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 political science and government after three years in the public institutions studied was 16.7 percent (\$35,055 minus \$30,029 equals \$5,026). 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 of political science and government (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 political science and government.

The reader may note that the faculty mix percentage in political science is higher at the professor rank than at the assistant professor rank in both the public studies: 0.40 vs. 0.23 (1984-85) and 0.43 vs. 0.23 (1987-88). 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). In other words ALL MAJOR FIELDS has a lower percentage of professors and a higher percentage of assistant professors compared to political science and government in both of the public studies.

Finally, the hiring rate of new assistant professors in political science and government lagged behind ALL MAJOR FIELDS in the 1984-85 public study, 3.6 percent (41/1,146) vs. 3.8 percent (1,931/50,311). However, the hiring rate exceeded ALL MAJOR FIELDS in the 1987-88 public study, 4.9 percent (57/1,169) vs. 4.4 percent (2,245/51,570). In other words the hiring rate in the discipline/major field of political science and government was less than for ALL MAJOR FIELDS in 1984-85, but greater in the current study.

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 political science and government was reported in 170 of the 266 private institutions. The average salary of the 738 faculty was \$29,426. This average salary was approximately 1 percent (0.99) 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 political science and government was reported in 180 of the same 266 private institutions. The average salary of the 788 faculty was \$35,267

This average salary was approximately (1.00) equal to the average salary of 35,269 for a 29,724 faculty in ALL MAJOR FIELDS in the 1987-88 private study.

The increase in average salaries for all faculty in political science and government after three years in the private institutions studied was 19.8 percent (\$35,267 minus \$29,426 equals \$5,841). 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 10.3 percent or 3.4 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 private institutions studied was 18.5 percent (\$35,269 minus \$29,769 equals \$5,500). In comparison to the discipline/major field of political science and government (19.8%), therefore, the faculty in ALL MAJOR FIELDS increased their salaries by 1.3 percent (19.8% minus 18.5% equals 1.3%) less than faculty in the discipline/major field of political science and government.

In the discipline/major field of political science and government, the reader may note that the faculty mix percentage at the professor rank is more than at the assistant professor rank in the private studies: 0.35 vs. 0.29 (1984-85) and 0.38 vs. 0.28 (1987-88). In other words ALL MAJOR FIELDS has a lower percentage of professors and a higher percentage of assistant professors compared to political science and government in both private studies.

Finally, the reader may note that the hiring rate of new assistant professors in political science and government was less than the hiring rate in ALL MAJOR FIELDS in the 1984-85 private study, 3.7 percent (27/738) vs. 4.2 (1,224/28,991). However, in the 1987-88 private study the opposite is true, 5.1 (40/788) vs. 4.4 percent (1,322/29,724). In other words the hiring rate in the discipline/major field of political science and government lagged behind ALL MAJOR FIELDS in 1984-85 and exceeds ALL MAJOR FIELDS in 1987-88.

CONCLUDING REMARKS

This article presented salary-trend information on the academic discipline/major field of political science and government 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) and the other for private institutions were conducted for the "baseline year" and the "trend year"--a total of four studies. A total of 3,841 faculty in the discipline/major field of political science and government participated and were included in the overall 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 can be made, a few of the more important ones are as follows. First, the faculty salary factor of the discipline/major field of political science and government is currently (1987-88) some 1 percent above the overall average faculty salary of the other 44 disciplines/major fields in the public study and equal in the private study. In 1984-85 the average faculty salary for political science and government in the private institutions was 2 percent less in comparison to that in the public institutions. The average faculty salary in the private institutions is now (1987-88) 0.6 percent more in comparison to that for the public institutions.

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

Third, in the discipline/major field of political science and government the full professor rank has a greater percentage compared to the assistant professor rank for both the public and private studies. The full professor rank appears to be increasing at an equal rate in both the public institutions and the private institutions. It seems a higher percentage of new assistant professors are being hired in both types of institutions in 1987-88 in comparison to 1984-85.

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 political science and government, 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) | 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:

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

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) | |