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ABSTRACT

This volume provides comparative data for faculty salaries in public and private colleges, based on an annual survey of over 700 colleges and universities. Data are provided for the following disciplines: education, education administration, engineering, fine arts, foreign languages, geography, geological sciences, history, home economics, letters, library and archival sciences, life sciences, mathematics, multi-interdisciplinary studies, and music. Presented for each discipline is a summary of the overall average salary increases between the baseline year of 1985-86 and the 1980-89 school year, for both state and private institutions. Data from institutions participating in both years are compared with each other and with the consumer price index. Also included are average salaries by rank and the faculty mix percentage, as well as comparisons with other disciplines. The participating institutions are listed. (DB)

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SALARY-TREND STUDIES OF FACULTY FOR THE YEARS 1985-86 AND 1988-89 IN THE FOLLOWING DISCIPLINES/MAJOR FIELDS:

Education; Education Administration; Engineering; Fine Arts; Foreign Languages; Geography; Geological Sciences; History; Home Economics; Letters; Library and Archival Sciences; Life Sciences; Mathematics; Multi-Interdisciplinary Studies; and Music

bу

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TO THE EDUCATIONAL RESOURCES INFORMATION CENTER (ERIC)

Foreword

Since 1982-83 the College and University Personnel Association (CUPA) in Washington, DC, in cooperation with Appalachian State University in Boone, NC, has conducted annual national faculty salary studies by discipline and rank each year through 1988-89. Each year two separate studies are conducted, one for state senior colleges and universities which are members of the American Association of State Colleges and Universities (AASCU) in Washington, DC, and the other for private senior colleges and universities.

Salary data for each study were collected and tabulated for full-time teaching faculty in 45 selected academic disciplines/major fields, 15 of which are included herein in alphabetical order. The disciplines/major fields were chosen from among those defined by the Higher Education General Information Survey (HEGIS) Taxonomy and by A Classification of Instructional Programs (CIP), 1985. Each of the 15 disciplines/major fields presents a summary of the overall average salary increases in that discipline/major field from the "baseline year" of 1985-86 to and including the "trend year" of 1988-89 for both state and private Of the 262 institutions which participated in CUPA'S STATE institutions. (AASCU) study of 1985-86, 202 also participated in 1988-89. Data from those institutions were used in both the baseline year and the trend year. 202 the 440 institutions which participated in CUPA'S PRIVATE study of 1985-86, also participated in 1988-89. Data from those same 259 institutions were used in both the baseline year and the trend year.

In addition to listing the average salaries in the 15 individual disciplines/major fields for both state and private participating institutions by rank, including "new assistant professor," and listing the faculty mix percentage (FAX MIX PCT) and the salary factor, comparisons are made in each of the 15 individual disciplines/major fields between the two studies for each of the two study years (1985-86 and 1988-89) and with the CPI (Consumer Price Index) of changes in cost-of-living.

The list of all 45 selected academic disciplines/major fields studied is found in Appendix A of each discipline/major field included herein, and the list of all participating senior colleges and universities is found in Appendix B of each discipline/major field included herein.

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SALARY-TREND STUDY OF FACULTY IN EDUCATION FOR THE YEARS

1985-86 AND 1988-89

By
Richard D. Howe
and Ben Strickland

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 1988-89. Each year two separate studies are conducted, one for state 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 education. The disciplines were chosen from among those defined by the Higher Education General Information Study (HEGIS) Taxonomy and by <u>A Classification of Instructional Programs</u> (CIP), 1985. The definition of the discipline/major field of education in the CIP is as follows:

A summary of groups of instructional programs that describe the art or processes of imparting knowledge, developing the powers of reasoning and judgement, and preparing others intellectually for a more mature life.

[*Gerald S. Malitz, A Classification of Instructional Programs (Washington, DC.: National Center for Education Statistics, [1985], p. 66.--13.)]

This article presents a summary of the overall average salary increases in the discipline/major field of education from the "baseline year" of 1985-86 to



and including the "trend year" of 1988-89 for both state and private institutions. Of the 262 institutions which participated in CUPA's STATE (AASCU) study of 1985-86, 202 also participated in 1988-89. Data from those same 202 institutions were used in both the baseline year and the trend year. Of the 440 institutions which participated in CUPA'S PRIVATE study of 1985-86, 259 also participated in 1988-89. Data from those same 259 institutions were used in both the baseline year and the trend year.

This study lists the average salaries of education faculty for both state 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 (1985-86 and 1988-89).

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 education in the 1985-86 state 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: STATE 1985-86, STATE 1988-89, PRIVATE 1985-86 and PRIVATE 1988-89. For example, a SALARY FACTOR of 0.99 for associate professors in the discipline/major field of education in the 1985-86 state study means that their salaries are 1 percent lower than the average salary of all associate 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 (1985-86 or 1988-89). 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 stud. It is used to compare, among other things, the discipline/major field of education 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 1985-86 and the "trend year" of 1988-89 will lessen the reliability and validity of any conclusions that one might make based on a simple comparison of averages.



NEW ASS0 ASST ASST PROF INSTRUCTOR ALL RANKS PROF PROF PROF SALARY NUM N/IN STATE, 1985-86: EDUCATION AVERAGE SALARY: 37424 821 98 30833 678 95 25293 452 91 23959 68 40 19085 96 38 31702 2047 104 FAC MIX 0.40 0.03 0.05 1.00 PCT: 0.33 0.22 SALARY FACTOR: 0.98 0.99 0.98 0.96 0.92 1.01 ALL MAJOR FIELDS **AVERAGE** SALARY: 38112 17636 31074 15884 25911 14019 25065 1932 20777 3986 31282 51525 202 FAC MIX PCT: 0.34 0.31 0.27 0.04 0.08 1.00 STATE, 1988-89: EDUCATION AVERAGE SALARY: 43528 816 101 35590 706 100 28904 516 99 27841 101 51 22019 124 43 36212 2162 108 FAC MIX 0.06 1.00 PCT: 0.38 0.33 0.24 0.05 SALARY FACTOR: 0.98 0.94 0.99 0.98 0.95 0.95 ALL MAJOR FIELDS **AVERAGE** SALARY: 44577 18904 29332 2573 36431 16110 30416 15286 23527 4252 36562 54552 202 FAC MIX 0.05 0.08 1.00 PCT: 0.35 0.30 0.28 PRIVATE, 1985-86: EDUCATION AVERAGE 18565 29 27159 782 151 SALARY: 34042 232 94 2719/ 98 22013 237 108 21552 42 36 45 268 FAC MIX PCT: 0.30 0.30 0.05 0.06 1.00 0.34 SALARY FACTOR: 0.39 0.93 0.91 0.92 0.95 0.91 ALL MAJOR FIELDS 417ERAGE SALARY: 38230 8391 29339 8352 24113 8321 23430 1204 19473 1985 29765 27049 259 FAC MIX 0.07 1.00 PCT: 0.310.31 0.31 0.04 PRIVATE, 1988-89: EDUCATION AVERAGE SALARY: 40365 265 105 26063 263 105 55 21099 43 29 32391 840 152 32528 269 111 26179 38 FAC MIX 0.05 1.00 PCT: 0.32 0.32 0.31 0.07 SALARY FACTOR: 0.90 0.94 0.91 0.93 0.93 0.92 ALL MAJOR FIELDS AVERAGE SALARY: 44926 8877 34585 8852 28554 8980 28166 1388 22636 1918 35099 28627 259 FAC MIX 0.07 PCT: 0.31 0.31 0.31 0.05 1.00

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RESULTS OF THE TWO STATE (AASCU) STUDIES, 1985-86 AND 1988-89

In the STATE 1985-86 salary study in the above table, the reader may note that the discipline/major field of education was reported in 104 of the 202 state (AASCU) institutions. The average salary of the 2,047 faculty was \$31,702. This average salary was approximately 1 percent (1.01) higher than the average salary of \$31,282 for all 51,525 faculty in ALL MAJOR FIELDS in the 1985-86 state study.

In the STATE 1988-89 salary study in the above table, the discipline/major field of education was reported in 108 of the same 202 state (AASCU) institutions. The average salary of the 2,162 faculty was \$36,212. This average salary was approximately the same as the average salary of \$36,562 for all 54,552 faculty in ALL MAJOR FIELDS in the 1988-89 state study.

The increase in average salaries for all faculty in education after three years in the state institutions studied was 14.2 percent (\$36,212 minus \$31,702 equals \$4,510). The CPI of increased cost-of-living between October 1985 and October 1988 was 10.6 percent. A more realistic increase, therefore, in average faculty salaries over the three-year time period is 3.6 percent or an average of 1.2 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 state institutions studied was 16.9 percent (\$36,562 minus \$31,282 equals \$5,280). In comparison to the discipline/major field of education (14.2%), therefore, the faculty in ALL MAJOR FIELDS increased their salaries by 2.7 percent (16.9% minus 14.2% equals 2.7%) more than faculty in the discipline/major field of education.

The reader may note that the faculty mix percentages in education are higher at the professor rank than at the assistant professor rank for both of the state studies. The faculty mix percentages of professor and assistant



professor are 0.40 and 0.22 (1985-86) respectively; and 0.38 and 0.24 (1988-89) respectively. The differences in the ranks of professor and assistant professor in ALL MAJOR FIELDS for both state studies are 0.34 vs. 0.27 (1985-86), respectively, and 0.35 vs. 0.28 (1988-89) respectively. In other words ALL MAJOR FIELDS has a lower percentage of full professors and a higher percentage of assistant professors when compared to education in both of the state studies.

Finally, the hiring rate of new assistant professors in education is lower in the 1985-86 state study compared to ALL MAJOR FIELDS: 3.3 percent (68/2,047) vs. 3.7 percent (1,932/51,525), respectively. In 1988-89, however, the hiring rate of new assistant professors in education is equal to that of ALL MAJOR FIELDS: 4.7 percent (101/2,162) vs. 4.7 percent (2,575/54,552), respectively.

RESULTS OF THE TWO PRIVATE STUDIES, 1985-86 AND 1988-89

In the PRIVATE 1985-86 salary study in the above table, the reader may note that the discipline/major field of education was reported in 151 of the 259 private institutions. The average salary of the 782 faculty was \$27,159. This average salary was approximately 9 percent (0.91) lower than the average salary of \$29,765 for all 27,049 faculty in ALL MAJOR FIELDS in the 1985-86 private study.

In the PRIVATE 1988-89 salary study in the above table, the major field of education was reported in 152 of the same 259 private institutions. The average salary of the 840 faculty was \$32,391. This average salary was approximately 8 percent (0.92) lower than the average of \$35,099 for all 28,627 faculty in ALL MAJOR FIELDS in the 1988-89 private study.

The increase in average salaries for all faculty in education after three



years in the private institutions studied was 19.3 percent (\$32,391 minus \$27,159 equals \$5,232). The CPI of increased cost-of-living between Oct ber 1985 and October 1988 was 10.6 percent. A more realistic increase, therefore, in average faculty salaries over the three-year time period is 8.7 percent or 2.9 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 17.9 percent (\$35,099 minus \$29,765 equals \$5,334). In comparison to the discipline/major field of education (19.3%), therefore, the faculty in ALL MAJOR FIELDS increased their salaries by 1.4 percent (19.3% minus 17.9% equals 1.4%) less than faculty in the discipline/major field of education.

The reader may note that in the field of education, the faculty mix percentage is very rearly equal at the professor rank and at the assistant professor rank in the private studies: 0.30 vs. 0.30 (1985-86), respectively; and 0.32 vs. 0.31 (1988-89), respectively. These proportions are very similar to those at the same ranks for ALL MAJOR FIELDS in both private studies: 0.31 vs 0.31 (1985-86), respectively; and 0.31 vs 0.31 (1988-89), respectively.

Finally, the reader may note that the hiring rate of new assistant professors in education was more than the hiring rate in ALL MAJOR FIELDS in both private studies: 1985-86 study: 5.4 percent (42/782) vs. 4.5 percent (1,204/27,049), respectively, and in the 1988-89: 6.5 percent (55/840) vs. 4.8 percent (1,388/28,627), respectively. In other words the hiring rate in the discipline/major field of education is greater than that for ALL MAJOR FIELDS in both private studies.



CONCLUDING REMARKS

This article presented salary-trend information on the academic discipline/major field of education and compared that information with ALL MAJOR FIELDS over a period of three years: the "baseline year" of 1985-86 through the "trend year" of 1988-89. Two studies, one for state (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 5,831 faculty in the discipline/major field of education participated and were included in the overall total of 161,753 faculty in all 45 disciplines/major fields in all four studies. The same 202 state (AASCU) institutions and the same 259 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 average faculty salary in the discipline/major field of education is currently (1988-89) equal to and 8 percent lower in the state and private institutions, respectively, than the overall average faculty salary of ALL MAJOR FIELDS. The average faculty salary for education in the private institutions was lower in comparison to that in the state institutions in 1985-86. The overall faculty salary average in the private institutions is now (1988-89), approximately 12 percent less compared to that for the state institutions.

Second, the CPI of October 1988, in comparison to the CPI of October 1985, indicates that the faculty in education, in oth the state and private institutions, received overall salary increases for three years above the cost-of-living. Education faculty salaries in the state and private institutions lagged behind faculty salaries in ALL MAJOR FIELDS during this same



period. Education faculty in private institutions have some catching up to do in salary in comparison with faculty in ALL MAJOR FIELDS and their colleagues in the state institutions.

Third, in the discipline/major field of education, the assistant professor rank has a much lower percentage of faculty compared to the full professor rank in the state institutions, while in the private institutions this difference is much less pronounced. The full professor rank appears to be increasing at a slightly faster rate in the state than in the private institutions. It seems a smaller percentage of new assistant professors are being hired in the state 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 education, and in other disciplines/major fields, on an annual basis.

Richard D. Howe is the originator and director of the annual CUPA faculty salary studies. He is a professor of leadership and higher education, and history at Appalachian State University, Boone, North Carolina. Co-author Ben Strickland is dean of the College of Education at Appalachian State University, Boone, North Carolina.

APPENDICES:

- A) OVERALL LIST OF SELECTED DISCIPLINES, page 10
- B) LIST OF STATE Participating Institutions, page 11
- C) LIST OF PRIVATE Participating Institutions, page 13



APPENDIX A

OVERALL LIST OF SELECTED DISCIPLINES

ACCOUNTING

HON E 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 ADMINISTRATION AND MANAGEMENT

MUSIC

BUSINESS AND MANAGEMENT

NURSING

BUSINESS ECONOMICS

PHILOSOPHY AND RELIGION

CHEMISTRY

PHYSICAL EDUCATION

COMMUNICATION TECHNOLOGIES

PHYSICAL SCIENCES

COMMUNICATIONS

PHYSICS

COMPUTER & 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

TOTAL: 45

APPENDIX B

CUPA State (AASCU) Faculty Salary-Trend Studies: 1985-86 and 1988-89

Institutions Participating in Both Studies:

Adams State College (CO) Alabama State University (AL) Angelo State University (TX) Appalachian State University (NC) Arkansas State University (AR) Arkansas Technological University (AR) Auburn University at Hontgomery (AL) Augusta Collage (GA) Blackhills State College (SD) Bluefield State College (YV) California State University at Fullerton (CA) California State University at Long Beach (CA) California State University at Stanislaus (CA) California University of Pennsylvania (PA) Castleton State College (VT) Central Connecticut State University (CT) Central Michigan University (MI) Central Hissouri State University (HO) Central State University (OK) Central Washington University (WA) Christopher Newport College (VA) Citadel, The Military College of S.C., The (SC) Clarion University of Pennsylvania (PA) Cleveland State University (OH) Clinch Valley College of Univ. of Virginia (VA) College of Charleston (SC) College of Staten Island - CURY, The (NY) Columbus College (GA) Concord College (WV) Dakota State College (SD) Delta State College (MS) Dickinson State University (SD) East Central State University (OK) East Stroudsburg University (PA) East Texas State University (TX) East Texas State University at Texarkana (TX) Eastern Connecticut State University (CT) Eastern Illinois University (IL) Eastern Kentucky University (KY) Eastern Michigan University (MI) Eastern New Mexico University (NM) Eastern Washington University (WA) Edinsporo University of Pennsylvania (PA) Fitchburg State College (MA) Florida A & H University (FL) Florida Atlantic University (FL) Florida International University (FL)

Fort Hays State University (KS)

Fort Lewis College (CO) Francis Marion College (SC) Frostburg State University (MD) George Mason University (VA) Georgia College (GA) Georgia Southern College (GA) Georgia Southrestern College (GA) Glenville State College (WV) Grand Valley State University (MI) Harris-Stove State College (MO) Humacao University College (PR) Idaho State University (ID) Illinois State University (IL) Indiana State University (IN) Indiana University of Pennsylvania (PA) Jackson State University (MS) Keene State University (NH) Kent State University (OH) Kutztown University (PA) Lake Superior State University (MI) Lander College (SC) Lewis Clark State College (ID) Livingston University (AL) Longwood College (VA) Louisiana State University in Shreveport(LA) Marshall University (WV) Mary Washington College (VA) Mayville State University (ND) McNeese State University (LA) Memphis State University (TN) Mesa State College (CO) Metropolitan State College (CO) Middle Tennessee State University (TN) Millersville University of Pennsylvania (PA) Minot State University (ND) Missouri Southern State College (MO) Missouri Western State College (MO) Morehead State University (KY) Murray State University (KY) New Mexico Highlands University (NM) Nicholls State University (LA) North Carolina A & T State University (NC) Northeast Louisiana University (LA) Northeast Missouri State University (MO) Northeastern Illinois University (IL) Northern Arizona University (AZ) Northern Illinois University (IL) Northern State College (SD)



Participating Institutions, continued:

Northwest Missouri State University (MO) Oakland University (MI Old Dominion Universit, VA) Oregon I stitute of Technology (OR) Pan American University (TX) Peru State College (NB) Pittsburg State University (KS) Plymouth State College (NH) Purdue University Calumet (IN) Radford University (VA) Ramapo College of New Jersey (NJ) Richard Stockton State College (NJ) Saginaw Valley State University (MI) Salem State College (HA) Salisbury State University (MD) Sam Houston State University (TX) San Diego State University (CA) Sangamon State University (IL) Savannah State College (GA) Shippensburg University of Pennsylvania (PA) Sonoma State University (CA) South Dakota School of Mines & Technology (SD) Southeast Nissouri State University (HO) Southeastern Louisiana University (LA) Southern Arkansas University (AR) Southern Connecticut State University (CT) Southern Illinois University at Edwardsville (II.) Southern Illinois University of Carbondale (IL) Southern Orange State College (OR) Southwest Hissouri State University (MO) Southwest State University (HR) Southwest Texas State University (TX) Southwestern Oklahoma State University (OK) St. Cloud State University (HN) State University of New York at Plattsburgh (MY) 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 Fredonia (NY) State University of New York College at Genesco (NY) Stephen F. Austin State University (TX) SUNY College of Technology at Utica/Rome (NY) Tennessee Technological University (TN) Texas A & I University (TX) Texas A & H University at Galveston (TX) Towson State University (MD) Trenton State College (NJ) Troy State University (AL) University of Akron, The (OH) University of Arkansas at Little Rock (AR) University of Baltimore (MD) University of Central Arkansas (AR) University of Colorado at Colorado Springs(CO)

University of the District of Columbia, The (DC) University of Houston at Clear Lake (TX) University of Lowell (MA) University of Maine at Presque Isle (ME) University of Maryland-Baltimore County, The (MD) University of Missouri - St. Louis (MO) University of Montevallo (AL) University of Nebraska at Omaha (NE) University of Nevada at Las Vegas (NV) University of North Carolina at Charlotte (NC) University of North Carolina at Greensboro (NC) University of Northern Colorado (CO) University of Northern Iowa (IA) University of Science & Arts of Oklahoma (OK) University of South Alabama (AL) University of South Carolina at Spartanburg (SC) University of South Florida (FL) University of Southern Colorado (CO) University of Southern Indiana (IN) University of Southern Maine (ME) University of Southwestern Louisiana (LA) University of Tennessee at Chattanooga (TH) University of Tennessee at Hartin (TH) University of Texas at Dallas, The (TX) University of Texas at San Anlonio (TX) University of Wisconsin - Eau Claire (WI) University of Wisconsin - La Crosse (WI) University of Wisconsin - Oshkosh (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) Valdosta State College (GA) Valley City State University (ND) 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) Western Carolina University (NC) Western Illinois University (IL) Western Kentucky University (KY) Western Michigan University (MI) Western Montana College (MT) 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) William Paterson College (NJ) Winthrop College (SC) Youngstown State University (OH)

Total: 202

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APPENDIX C

CUPA Private Faculty Salary-Trend Studies: 1985-86 and 1988-89

Institutions Participating in Both Studies:

College Misericordia (PA) Adelphi University (NY) College of Great Falls (MT) Agnes Scott College (GA) College of Mount St. Joseph (OH) Albertus Hagnus College (CT) College of Notre Dame of Maryland (MD) Alfred University (NY) College of Saint Benedict (MN) Allegheny College (PA) Allentown College of St. Francis de Sales (PA) College of Saint Elizabeth (NJ) College of St. Joseph (VT) Alma College (HI) .. College of Saint Rose, The (NY) Alverno College (WY) American Technological University (TX) College of St. Scholastica (MN) College of the Holy Cross (MA) American University, The (DC) Columbia College (MO) Amherst College (MA) Concordia College (HI) Anna Haria College (HA) Concordia College (MN) Aquinas College (MI) Concordia College (WI) Arkansas College (AR) Cooper Union for the Advancement of Sci. and Art, The (NY) Asbury College (KY) Cornell College (IA) Assumption College (MA) Cornell University (NY) Augustana College (IL) Covenant College (TN) Averett College (VA) Creighton University (NE) Avila College (MO) D'Youville College (NY) Azusa Pacific University (CA) Defiance College, The (Oil) Baldwin-Wallace College (OH) DePaul University (IL) Barnard College (NY) DePauw University (IN) Barry University (FL) Dickinson College (PA) Bellarmine College (KY) Doane College (NE) Belmont Abbey College (NC) Dominican College of Blavelt (NY) Bethany College (WV) Drake University (IA) Bethel College (KS) Drew University (NJ) Bethel College (MN) Eastern Mennonite College and Seminary (VA) Bethune-Cookman College (FL) Eckerd College (FL) Biola University (CA) Elmhurst College (II.) Birmingham-Southern College (AL) Elms College (MA) Bloomfield College (NJ) Emerson College (MA) Boston University (MA) Fairfield University (CT) Bradley University (IL) Fort Wayne Bible College (IN) Briar Cliff College (IA) Franklin and Marshall College (PA) Bridgewater College (VA) Franklin Pierce College (NH) Bryant College (RI) Furman University (SC) Bucknall University (PA) George Fox College (OR) Butler University (IN) George Washington University, The (DC) Cabrini College (PA) Geor, etown College (KY) Carlow College (PA) Catholic University of America, The (DC) Georgetown University (DC) Catholic University of Puerto Rico (PR) Georgian Court College (NJ) Gonzaga University (WA) Cedar Crest College (PA) Grand View College (IA) Central College (IA) Greensboro College (NC) Central Wesleyan College (SC) Hamilton College (NY) Christian Brothers College (TN) Hamline University (MN) Clarkson University (NY)



Participating Institutions, continued:

Missouri Baptist College (MO) Hampton University (VA) Moravian College (PA) Haunibal-LaGrange College (MO) Mount Mary College (WI) Hartwick College (HY) Mount Mercy College (IA) Hastings College (NE) Hount St. Mary's College (CA) Heidelberg College (OH) Mount Vernon College (DC) Holy Family College (PA) Mount Vernon Nazarene College (OH) Houghton College (NY) Muskingum College (OH) Howard University (DC) Nazareth College (HI) Huron College (SD) Neumann College (PA) Illinois Benedictine College (IL) Illinois Institute of Technology (IL) New England College (NH) North Central College (IL) Immaculata College (PA) Northland College (WI) Incarnate Word College (TX) Northwestern College (IA) Ithaca College (NY) Northwestern College (MN) Jarvis Christian College (TX) Norwich University (VT) John Carroll University ((OH) Oakwood College (AL) Johns Hopkins University (HD) Ohio Northern University (OH) Judson College (IL) Ottawa University (KS) Kalarazoo College (HI) Our Lady of Holy Cross College (IA) Kenyon College (OH) Pepperdine University (CA) Keuka College (NY) Piedmont College (GA) LaRoche College (PA) Pikeville College (KY) Lafayette College (PA) Presbyterian College (8C) Lakeland College (HI) Presbyterian School of Christian Education (VA) Lancaster Bible College (PA) Principia College (IL) Lebanon Valley College (PA) Quincy College (IL) LeMoyne College (NY) Randolph-Macon College (VA) Lenoir-Rhyne College (NC) Reed College (OR) Lewis & Clark College (OR) Regis College (CO) Limestone College (SC) Regis College (MA) Linfield College (OR) Rensselaer Polytechnic Institute (NY) Long Island University (NY) Rider College (NJ) Loras College (IA) Rochester Institute of Technology (NY) Loyola College in Haryland (MD) Rockford College (IL) Lubbock Christian University (TX) Rockhurst College (HO) Luther College (IA) Rocky Mountain College (MT) Lynchburg College (VA) Roosevelt University (IL) Lyoming College (PA) Rose-Hulman Institute of Technology (IN) Madonna College (MI) Russell-Sage College (NY) Marist College (NY) Saint Edward's University (TX) Mars Hill College (NC) Saint Joseph College (CT) Mary Baldwin College (VA) Harymount College (NY) Saint Mary College (KS) Marymount Manhattan College (NY) Saint Vincent College (PA) Salem College (NC) Maryville College (TN) Salem College (WV) Harywood College (PA) Salve Regina -- The Newport College (RI) HcPherson College (KS) Samford University (AL) Mercy College of Detroit (MI) Santa Clara University (CA) Mercyhurst College (PA) School of the Ozarks, The (MO) Meredith College (NC) Seattle Pacific University (WA) Hidland Lutheran College (NE) Seattle University (WA) Hillikin University (IL) Seton Hill (PA) Hillsaps Coilege (HS)



Participating Institutions, continued:

Siena Collego (NY) Siena Heights College (MI) Simpson College (IA) Southwestern Assemblies of God Colleges (TX) . Ilding University (NY) Springfield College (MA) St. Bonaventure University (NY) St. Francis College (NY) St. Mary's University (TX) St. Norbert College (WI) Stevens Institute of Technology (NJ) Stillman College (AL) Suffolk University (MA) Susquehanna University (PA) Tabor College (KS) Taylor University (IN) Texas Christian University (TX) Texas Lutheran College (TX) Tiffin University (OH) Tri-State University (IN) 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 Evansville (IN) University of LaVerne (CA)

University of Hiami (FL) University of Portland (OR) University of Richmond (VA) University of San Diego (CA) University of St. Thomas (TX) University of the South, The (TN) University of Tampa, (FL) Ursuline College (OH) Valparaiso University (IN) Villa Haria College (PA) Viterbo College (WI) Walsh College (OH) Warner Southern College (FL) Wartburg College (IA) Washington and Jefferson College (PA) Washington and Lee University (VA) Waynesburg College (PA) West Virginia Wesleyan College (WV) Western Baptist College (OR) Western Maryland College (MD) Westmar College (IA) Westminister College of Salt Lake City (UT) Whitman College (WA) Wilkes College (PA) William Jewell College (HO) William Penn College (IA) Wilmington College (DE) Wingate College (NC) Wittenburg University (OH)

Total: 259



SALARY-TREND STUDY OF FACULTY IN EDUCATION ADMINISTRATION

FOR THE YEARS

1985-86 AND 1988-89

By Richard D. Howe and Braxton Harris

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 1988-89. Each year two separate studies are conducted, one for state 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 education administration. 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 education administration in the CIP is as follows:

A group of instructional programs that describe the principles and techniques of planning, organizing, developing, staffing, coordinating, managing, researching, evaluating, financing, and controlling higher education institutions and agencies.*

[*Gerald S. Malitz, A Classification of Instructional Programs (Washington, DC.: National Center for Education Statistics, [1985], p. 65.--13.)]

This article presents a summary of the overall average salary increases in the discipline/major field of education administration from the "baseline year"



of 1985-86 to and including the "trend year" of 1988-89 for both state and private institutions. Of the 262 institutions of which paricipated in CUPA's STATE (AASCU) study of 1985-86, 202 also participated in 1988-89. Data from those same 202 institutions were used in both the baseline year and the trend year. Of the 440 institutions which participated in CUPA'S PRIVATE study of 1985-86, 259 also participated in 1988-89. Data from those same 259 institutions were used in both the baseline year and the trend year.

This study lists the average salaries of education administration faculty for both state 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 Ind x) of changes in cost-of-living between the two studies for each of the two study years (1985-86 and 1988-89).

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 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 .32 for associate professor of education administration in the 1985-86 state study means that 32 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: STATE 1985-86, STATE 1988-89, PRIVATE 1985-86 and PRIVATE 1988-89. For example, a SALARY FACTOR of 1.01 for associate professors in the discipline/major field of education administration in the 1985-86 state study means that their salaries are 1 percent higher than the average of all associate 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 (1985-86 or 1988-89). 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 education administration 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 1985-86 and the "trend year" of 1988-89 will lessen the reliability and validity of any conclusions that one might make based on a simple comparison of averages.



NEW ASST ASST r.SS0 PROF PROF PROF PROF INSTRUCTOR ALL RANKS SALARY NUM N/IN EDUCATION ADMINISTRATION STATE, 1985-86: AVERAGE 20062 13 7 33963 483 68 23800 14 10 SALARY: 38308 252 60 31258 154 54 26187 64 31 FAC MIX 0.03 1.00 0.03 0.32 0.13 PCT: 0.52 SALARY 1.01 0.95 0.97 1.09 1.01 FACTOR: 1.01 ALL MAJOR FIELDS AVERAGE SALARY: 38112 17636 31074 15884 25911 14019 25065 1932 20777 3986 31282 51525 202 FAC MIX 0.04 0.08 1.00 0.27 PCT: 0.34 0.31 EDUCATION ADMINISTRATION STATE, 1988-89: AVERAGE 20424 2 39637 307 42 29597 50 23 28800 15 12 3 SALARY: 45106 163 37 35993 91 37 FAC MIX 0.05 0.01 1.00 0.30 0.16 PCT: 0.53 SALARY 0.99 0.97 0.98 0.87 1.08 FACTOR: 1.01 ALL MAJOR FIELDS AVERAGE SALARY: 44577 18904 36431 16110 30416 15286 29332 2573 23527 4252 36562 54552 202 FAC MIX 0.08 0.30 0.28 0.05 1.00 PCT: 0.35 PRIVATE, 1985-86: **EDUCATION ADMINISTRATION** AVERAGE 20215 25075 1 1 3 3 28442 31 13 SALARY: 32011 7 29146 14 7 23225 3 FAC MIX 1.00 0.03 0.10 0.13 0.45 PCT: 0.32 SALARY 1.04 0.96 0.99 0.96 1.07 FACTOR: 0.84 ALL MAJOR FIELDS AVERAGE 24113 8321 23430 1204 19473 1985 29765 27049 259 SALARY: 38230 8391 29339 8352 FAC MIX 1.00 0.07 PCT: 0.31 0.31 0.31 0.04 PRIVATE, 1988-89: **EDUCATION ADMINISTRATION** AVERAGE NONE 9 28033 3 3 34184 35 SALARY: 41338 6 33999 16 8 26565 FAC MIX 0.09 1.00 0.26 0.46 PCT: 0.29 SALARY 1.00 0.97 FACTOR: 0.92 0.98 0.93 ALL MAJOR FIELDS AVERAGE 34585 8852 28554 8980 28166 1388 22636 1918 35099 28627 259 SALARY: 44926 8877 FAC MIX 0 05 0.07 1.00 0.31 PCT: 0.31 0.31



RESULTS OF THE TWO STATE (AASCU) STUDIES, 1985-86 AND 1988-89

In the STATE 1985-86 salary study in the above table, the reader may note that the discipline/major field of education administration was reported in 68 of the 202 state (AASCU) institutions. The average salary of the 483 faculty was \$33,963. This average salary was approximately 9 percent (1.09) higher than the average salary of \$31,282 for all 51,525 faculty in ALL MAJOR FIELDS in the 1985-86 state study.

In the STATE 1988-89 salary study in the above table, the discipline/major field of higher education administration was reported in 42 of the same 202 state (AASCU) institutions. The average salary of the 307 faculty was \$39,637. This average salary was about 8 percent higher (1.08) than the average salary of \$36,562 for all 54,552 faculty in ALL MAJOR FIELDS in the 1988-89 state study.

The increase in average salaries for all faculty in education administration after three years in the state institutions studied was 16.7 percent (\$39,637 minus \$33,963 equals \$5,674). The CPI of increased cost-of-living between October 1985 and October 1988 was 10.6 percent. A more realistic increase, therefore, in average faculty salaries over the three-year time period is 6.1 percent or an average of 2.0 percent each year above the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the state institutions studied was 16.9 percent (\$36,562 minus \$31,282 equals \$5,280). In comparison to the discipline/major field of education administration (15.7%), therefore, the faculty in ALL MAJOR FIELDS increased their salaries by 0.2 percent (16.9% minus 16.7% equals 0.2%) more than faculty in the discipline/major field of education administration.

The reader may note that the faculty mix percentages in education



adminstration are much higher at the professor rank than at the assistant professor rank for both of the state studies. The faculty mix percentages in education administration for professor and assistant professor are: 0.52 vs. 0.13 (1985-86), respectively; and 0.53 vs. 0.16 (1988-89), respectively. The differences in the ranks of professor and assistant professor in ALL MAJOR FIELDS for both state studies are: 0.34 vs. 0.27 (1985-86), respectively; and 0.35 vs. 0.28 (1988-89), respectively. In other words ALL MAJOR FIELDS has a lower percentage of full professors and a higher percentage of assistant professors compared to education administration in both of the state studies.

Finally, the hiring rate of rew assistant professors in education administration is lower in the 1985-86 state study compared to ALL MAJOR FIELDS: 2.9 percent (14/483) vs. 3.7 percent (1.932/51,525), respectively. In 1988-89 the hiring rate of new assistant professors in education administration was slightly higher than that of ALL MAJOR FIELDS: 4.9 percent (15/307) vs. 4.7 percent (2,573/54,552), respectively.

RESULTS OF THE TWO PRIVATE STUDIES, 1985-86 AND 1988-89

In the PRIVATE 1985-86 salary study in the above table, the reader may note that the discipline/major field of education administration was reported in 13 of the 259 private institutions. The average salary of the 31 faculty was \$28,442. This average salary was approximately 4 percent (0.96) lower than the average salary of \$29,765 for all 27,049 faculty in ALL MAJOR FIELDS in the 1985-86 private study.

In the PRIVATE 1988-89 salary study in the above table, the major field of education administration was reported in 9 of the same 259 private institutions. The average salary of the 35 faculty was \$34,184. This average salary



was approximately 3 percent (0.97) lower than the average of \$35,099 for all 28,627 faculty in ALL MAJOR FIELDS in the 1988-89 private study.

The increase in average salaries for all faculty in education administration after three years in the private institutions studied was 20.2 percent (\$34,184 minus \$28,442 equals \$5,742). The CPI of increased cost-of-living between October 1985 and October 1988 was 10.6 percent. A more realistic increase, therefore, in average faculty salaries over the three-year time period is 9.6 percent or 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 private institutions studied was 17.9 percent (\$35,099 minus \$29,765 equals \$5,334). In comparison to the discipline/major field of education administration (20.2%), therefore, the faculty in ALL MAJOR FIELDS increased their salaries by 2.3 percent (20.2% minus 17.9% equals 2.3%) less than faculty in the discipline/major field of education administration.

The reader may note in the field of education administration that the faculty mix percentage is higher at the professor rank than at the assistant professor rank in both the private studies: 0.32 vs. 0.13. (1985-86), 0.29 vs. 0.26.(1988-89). In other words, ALL MAJOR FIELDS has nearly the same percentage of professors and a higher percentage of assistant professors than faculty in the discipline/major field of Education Administration: .31 vs. .31 (1985-86), respectively; and .31 vs. .31 (1988-89), respectively.

Finally, the reader may note that the hiring rate of new assistant professors in education administration in the private studies was much lower than the hiring rate in ALL MAJOR FIELDS in 1985-86: 3.2 percent (1/31) vs. 4.5 percent (1,204/27,049), respectively. However in 1988-89, the hiring rate of new assistant professors in education administration was higher than that for ALL MAJOR FIEIDS: 8.6 percent (3/35) vs. 4.8 percent (1,388/28,627), respectively.



CONCLUDING REMARKS

This article presented salary-trend information on the academic discipline/major field of education administration and compared that information with ALL MAJOR FIELDS over a period of three years: the "baseline year" of 1985-86 through the "trend year" of 1988-89. Two studies, one for state (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 856 faculty in the discipline/major field of education administration participated and were included in the overall total of 161,753 faculty in all 45 disciplines/major fields in all four studies. The same 202 state (AASCU) institutions and the same 259 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 education administration is currently (1988-89) 8 percent higher in the state and private institutions, respectively, than the overall average faculty salary factor of ALL MAJOR FIELDS. The faculty salary average for education administration in the private institutions was considerably lower in comparison to that in the state institutions in 1985-86. The overall faculty salary average in the private institutions is now (1988-89), approximately 16 percent less compared to that for the state institutions.

Second, the CPI of October 1988, in comparison to the CPI of October 1985, indicates that the faculty in education administration, in both the state and private institutions. received overall salary increases for three years above the cost-of-living. Higher education administration faculty salaries lagged slightly behind in the state and were slightly ahead of the private institutions faculty salaries in ALL MAJOR FIELDS during this same period. Education administration faculty in the state institutions have some catching up to do in



salary in comparison with their colleagues in the state institutions.

Third, in the discipline/major field of education administration in 1988-89, the assistant professor rank has a much lower percentage of faculty compared to the full professor rank in both the state and private institutions. The full professor rank appears to be increasing more rapidly in the state institutions, ir comparison to the private institutions. 't seems a smaller percentage of new assistant professors are being hired in the state institutions compared to the private 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 education administration and in other disciplines/major fields on an annual basis.

Richard D. Howe is the originator and director of the annual CUPA faculty salary studies. He is a professor of leadership and higher education, and history at Appalachian State University, Boone, North Carolina. Co-author Braxton Harris is chairperson of the department of leadership and higher education at Appalachian State University, Boone, North Carolina.

APPENDICES:



A) OVERALL LIST OF SELECTED DISCIPLINES, page 10

B) LIST OF STATE Participating Institutions, page 11

C) LIST OF PRIVATE Participating Institutions, page 13

APPENDIX A

OVERALL LIST OF SELECTED DISCIPLINES

ACCOUNTING

HOME ECONOMIC:

AGRIBUSINESS AND AGRICULTURAL PRODUCTION

LETTERS

ANTHROPOLOGY

LIBRARY AND ARCHIVAL SCIENCES

ARCHITEC! URE AND ENVIRONMENTAL DESIGN

LIFE SCIENCES

AREA AND ETHNIC STUDIES

MATHEMATICS

AUDIOLOGY AND SPEECH PATHOLOGY

MULTI-INTERDISCIPLINARY STUDIES

BUSINESS ADMINISTRATION AND MANAGEMENT

MUSIC

BUSINESS AND MANAGEMENT

NURSING

BUSINESS ECONOMICS

PHILOSOPHY AND RELIGION

PHYSICAL EDUCATION

COMMUNICATIONS

CHEMISTRY

PHYSICAL SCIENCES

PHYSICS

COMPUTER & INFORMATION SCIENCES

POLITICAL SCIENCE AND GOVERNMENT

CURRICULUM AND INSTRUCTION

COMMUNICATION TECHNOLOGIES

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

TOTAL: 45



APPENDIX B

CUPA State (AASCII) Faculty Salary-Trend Studies: 1985-86 and 1988-89

Institutions Participating in Both Studies:

Adams State College (CO) Alabama State University (AL) Angelo State University (TX) Appalachian State University (NC) Arkansas State University (AR) Arkansas Technological University (AR) Auburn University at Hontgomery (AL) Augusta College (GA) Blackhills State College (SD) Bluefield State College (WV) California State University at Fullerton (CA) California State University at Long Beach (CA) California State University at Stanislaus (CA) California University of Pennsylvania (PA) Castleton State College (VT) Central Connecticut State University (CI) Central Michigan University (HI) Central Hissouri State University (HO) Central State University (OK) Central Washington University (WA) Christopher Newport College (VA) Citadel, The Hilitary College of S.C., The (SC) Clarion University of Pennsylvania (PA) Cleveland State University (OH) Clinch Valley College of Univ. of Virginia (VA) College of Charleston (SC) College of Staten Island - CUNY, The (NY) Columbus College (GA) Concord College (WV) Dakota State College (SD) Delts State College (HS) Dickinson State University (SD) East Central State University (OK) East Stroudsburg University (PA) East Texas State University (TX) East Texas State University at Texarkana (TX) Eastern Connecticut State University (CT) Eastern Illinois University (IL) Eastern Yentucky University (KY) Eastern Hichigan University (NI) Eastern New Hexico University (NH) Eastern Washington University (MA) Edinsboro University of Pennsylvania (PA) Fitchburg State College (MA) Florida A & M University (FL) Plorida Atlantic University (FL) Florida International University (FL) Fort Hays State University (KS)

Fort Lewis College (CO) Francis Marion College (SC) Frostburg State University (MD) George Hason University (VA) Georgia College (GA) Georgia Southern College (GA) Georgia Southwestern College (GA) Glenville State College (WV) Grand Valley State University (HI) Harris-Stove State College (MO) Humacao University College (PR) Idaho State University (ID) Illinois State University (IL) Indiana State University (IN) Indiana University of Pennsylvania (PA) Jackson State University (MS) Keene State University (NII) Kent State University (OH) Kutztoyn University (PA) Lake Superior State University (MI) Lander College (SC) Lewis Clark State College (ID) Livingston University (AL) Longwood College (VA) Louisiana State University in Shreveport(LA) Harshall University (WV) Hary Washington College (YA) Mayville State University (ND) McNeese State University (LA) Hemphis State University (TN) Mesa State College (CO) Metropolitan State College (CO) Middle Tennessee State University (TN) Millersville University of Pennsylvania (PA) Minot State University (ND) Hissorri Southern State College (MO) Mis vri Western State College (MO) horehead State University (KY) Hurray State University (KY) New Mexico Highlands University (NH) Nicholls State University (LA) North Carolina A & T State University (NC) Northeast Louisiana University (LA) Northeast Hissouri State University (HO) Northeastern Illinois University (IL) Northern Arizona University (AZ) Northern Illinois University (IL) Northern State College (SD)



Participating Institutions, continued:

University of the District of Columbia, The (iC) Northwest Missouri State University (HO) University of Houston at Clear Lake (TX) Oakland University (HI) University of Lowell (MA) Old Dominion University (VA) Oregon Institute of Technology (OR) University of Haine at Presque Isle (ME) University of Maryland-Baltimore County. The (MD) Pan American University (TX) University of Missouri - St. Louis (MO) Peru State College (NB) University of Montevallo (AL) Pittsburg State University (KS) University of Nebraska at Omaha (NE) Plymouth State College (Nii) University of Nevada at Las Vegas (NV) Purdue University Calumet (IN) University of North Carolina at Charlotte (NC) Radford University (VA) University of North Carolina at Greensboro (NC) Ramapo College of New Jersey (NJ) Richard Stockton State College (NJ) University of Northern Colorado (CO) University of Northern Iowa (IA) Saginaw Valley State University (HI) University of Science & Arts of Oklahoma (OK) Salem State College (HA) University of South Alabama (AL) Salisbury State University (MD) Sam Houston State University (TX) University of South Carolina at Spartanburg (SC) University of South Florida (FL) San Diego State University (CA) University of Southern Colorado (CO) Sangamon State University (IL) University of Southern Indiana (IN) Savannah State College (GA) Shippensburg University of Pennsylvania (PA) University of Southern Haine (HE) University of Southwestern Louisiana (LA) Sonoma State University (CA) South Dakota School of Kines & Technology (SD) University of Tennessee at Chattanouga (TH) Southeast Hissouri State University (HO) University of Tennessee at Hartin (TN) Southeastern Louisiana University (LA) University of Texas at Dallas, The (TX) University of Texas at San Antonio (TX) Southern Arkansas University (AR) Southern Connecticut State University (CT) University of Wisconsin - Eau Claire (WI) Southern Illinois University at Edwardsville (IL) University of Wisconsin - La Crosse (WI) Southern Illinois University of Carbondale (IL) University of Wisconsin - Oshkosh (WI) University of Wisconsin - Platteville (WI) Southern Orange State College (OR) Southwest Hissouri State University (HO) University of Wisconsin - Stevens Point (WI) University of Wisconsin - Stout (WI) Southwest State University (HN) University of Wisconsin - Superior (WI) Southwest Texas St te University (TX) Southwestern Oklahoma State University (OK) University of Wisconsin - Whitewater (WI) Valdosta State College (GA) St. Cloud State University (HN) State University of New York at Plattsburgh (NY) Yalley City State University (ND) State University of New York College at Brockport (NY) Weber State College (ITT) State University of New York College at Buffalo (NY) West Georgia College (GA) State University of New York College at Cortland (NY) West Liberty State College (WV) State University of New York College at Fredonia (NY) West Texas State University (.X) State University of New York College at Genesco (NY) West Virginia College of Graduate Studies (WV) Stephen F. Austin State University (TX) Western Carolina University (NC) Western Illinois University (IL) SUNY College of Technology at Utica/Rome (NY) Western Kentucky University (KY) Tennessee Technological University (TN) Western Hichigan University (HI) Texas A & I University (TX) Texas A & H University at Galveston (TX) Western Hontana College (HT) Western New Mexico University (NM) Towson State University (MD) Trenton State College (NJ) Western Oregon State College (OR) Troy State University (AL) Western State College of Colorado (CO) Western Washington University (WA) University of Akron, The (OH) University of Arkansas at Little Rock (AR) Wichita State University, The (KS) University of Baltimore (HD) William Paterson College (NJ) Winthrop College (SC) University of Central Arkansas (AR) University of Colorado at Colorado Springs(CO) Youngstown State University (OH)

Total: 202

ERIC

APPENDIX C

CUPA, Private Faculty Salary-Trend Studies: 1985-86 and 1988-89

Institutions Participating in Both Studies:

College Hisericordia (PA) Adelphi University (NY) College of Great Falls (HT) Agnes Scott College (GA) College of Hount St. Joseph (OH) Albertus Hagnus College (CT) College of Notre Dame of Maryland (MD) Alfred University (NY) College of Saint Benedict (HN) Allegheny College (PA) Allentown College of St. Francis de Sales (PA) College of Saint Elizabeth (NJ) College of St. Joseph (VT) Alma College (HI) ! College of Saint Rose, The (NY) Alverno College (WI) College of St. Scholastica (MN) American Technological University (TX) College of the Holy Cross (MA) American University, The (DC) Columbia College (HO) Amherst College (HA) Concordia College (HI) Anna Haria College (HA) Concordia College (MN) Aquinas College (HI) Concordia College (WI) Arkansas College (AR) Cooper Union for the Advancement of Sci. and Art, The (NY) Astury College (KY) Cornell College (IA) Assumption College (MA) Cornell University (NY) Augustana College (IL) Covenant College (TN) Averett College (YA) Creighton University (NE) Avila College (HO) D'Youville College (NY) Azusa Pacific University (CA) Defiance College, The (OH) Baldwin-Wallace College (OH) Depaul University (IL) Barnard College (NY) DePauw University (IN) Barry University (FL) Dickinson College (PA) Bellarmine College (KY) Doane College (NE) Belmont Abbey College (NC) Dominican College of Blavelt (NY) Bethany College (WV) Drake University ((A) Bethel College (KS) Drew University (NJ) Bethel College (HN) Eastern Mennonite College and Seminary (VA) Bethune-Cookman College (FL) Eckerd College (FL) Biola University (CA) Elminist College (IL) Birmingham-Southern College (AL) Elms College (MA) Bloomfield College (NJ) Emarson College (MA) Boston University (MA) Fairfield University (CT) Bradley University (IL) Fort Wayne Bible College (IN) Briar Cliff College (IA) Franklin and Marshall College (FA) Bridgewater College (VA) Franklin Pierce College (NH) Bryant College (RI) Furman University (SC) Bucknall University (PA) George Fox College (OR) Butler University (IN) George Washington University, The (DC) Cabrini College (PA) Georgetown College (KY) Carlow College (PA) Catholic University of America, The (DC) Georgetown University (DC) Catholic University of Puerto Rico (PR) Georgian Court College (NJ) Gonzaga University (WA) Cedar Crest College (PA) Grand View College (IA) Central College (IA) Greensboro College (NC) Central Wesleyan College (SC) Hamilton College (NY) Christian Brothers College (TN) Hamline University (HN) Clarkson University (NY)



Participating Institutions, continued:

Missouri Baptist College (MO) Hampton University (VA) Horavian College (PA) Hannibal-LaGrange College (HO) Mount Mary College (WI) Hartwick College (NY) Hount Mercy College (IA) Hastings College (NE) Mount St. Hary's College (CA) Heidelberg College (OH) Mount Vernon College (DC) Holy Family College (PA) Mount Vernon Nazarene College (OH) Houghton College (HY) Muskingum College (Oli) Howard University (DC) Nazareth College (MI) Huron College (SD) Neumann College (PA) Illinois Benedictine College (IL) New England College (NI) Illinois Institute of Technology (IL) North Central College (IL) Immaculata College (PA) Northland College (WI) Incarnate Word College (TX) Northwestern College (IA) Ithaca College (NY) Northwestern College (MN) Jarvis Christian College (TX) Norwich University (VT) John Carroll University ((OH) Johns Hopkins University (MD) Oakwood College (Al.) Ohio Northern University (OH) Judson College (IL) Ottawa University (KS) Kalamazoo College (HI) Our Lady of Holy Cross College (LA) Kenyon College (OH) Pepperdine University (CA) Keuka College (NY) Piedmont College (GA) LaRoche College (PA) Pikeville College (KY) Lafayette College (PA) Presbyterian College (8C) Lakeland College (WI) Presbyterian School of Christian Education (VA) Lancaster Bible College (PA) Principia College (IL) Lebanon Valley College (PA) Quincy College (IL) LeHoyne College (HY) Randolph-Hacon College (VA) Lanoir-Rhyne College (NC) Reed College (OR) Lewis & Clark College (OR) Regis College (CO) Limestone College (SC) Regis College (MA) Linfield College (OR) Rensselaer Polytechnic Institute (NY) Long Island University (NY) Rider College (NJ) Loras Collego (IA) Rochester Institute of Technology (NY) Loyola College in Haryland (HD) Rockford College (IL) Lubbock Christian University (TX) Rockhurst College (HO) Luther College (IA) Rocky Mountain College (MT) Lynchburg College (VA) Roosevelt University (IL) Lyoming College (PA) Rose-Hulman Institute of Technology (IN) Hadonna College (HI) Russell-Sage College (NY) Harist College (HY) Saint Edward's University (TX) Mars Hill College (NC) Saint Joseph College (CT) Hary Baldwin College (VA) Saint Mary College (KS) Marymount College (HY) Saint Vincent College (PA) Harymount Hanhattan College (NY) Salem College (NC) Haryville College (TN) Salem College (WV) Harywood College (PA) Salve Regina -- The Newport College (RI) HcPherson College (KS) Hercy College of Detroit (HI) Samford University (AL) Santa Clara University (CA) Hercyhurst College (PA) School of the Ozarks, The (MO) Heredith College (NC) Seattle Pacific University (WA) Hidland Lutheran College (NE) Seattle University (WA) Hillikin University (IL) Seton Hill (PA) Hillsaps College (HS)



Participating Institutions, continued:

Siena College (NY) Siena Heights College (MI) Simpson College (IA) Southwestern Assemblies of God Colleges (TX) Spalding University (NY) Springfield College (HA) St. Bonaventure University (NY) St. Francis College (NY) St. Hary's University (TX) St. Norbert College (WI) Stevens Institute of Technology (NJ) Stillman College (AL) Suffolk University (MA) Susquehanna University (PA) Tabor College (KS) Taylor University (IN) Texas Christian University (TX) Texas Lutheran College (TX) Tiffin University (Oil) Tri-State University (IH) Trinity College Inc. (VT) Trinity University (TX) Tulane University (LA) University of Dallas, The (TX) University of Dayton (OH) University of Detroit (HI) University of Evansville (IN) University of LaVerna (CA)

University of Miami (FL) University of Portland (OR) University of Richmond (VA) University of San Diego (CA) University of St. Thomas (TX) University of the South, The (TN) University of Tampa, (FL) Ursuline College (OH) Valparaiso University (IN) Villa Maria College (PA) Viterbo College (WI) Walsh College (Oil) Warner Southern College (FL) Wartburg College (IA) Washington and Jefferson College (PA) Washington and Lee University (VA) Waynesburg College (PA) West Virginia Wesleyan College (HV) Western Baptist College (OR) Western Maryland College (HD) Westmar College (IA) Westminister College of Salt Lake City (UT) Whitman College (WA) Wilkes College (PA) William Jewell College (HO) William Penn College (IA) Wilmington College (DE) Wingate College (NC) Wittenburg University (OH)

Total: 259



SALARY-TREND STUDY OF FACULTY IN ENGINEERING

FOR THE YEARS

1985-86 AND 1988-89

By
Richard D. Howe
and Linda T. Wilson

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 1988-89. Each year two separate studies are conducted, one for state 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 engineering. 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 engineering in the CIP is as follows:

A summary of groups of instructional programs that describe the mathematical and natural sciences gained by study, experience, and practice and applied with judgement to develop ways to economically utilize the materials and force of nature for the benefit of mankind.*

[*Gerald S. Malitz, A <u>Classification of Instructional Programs</u> (Washington, DC.: National Center for Education Statistics, [1985], p. 72.--14.)]

This article presents a summary of the overall average salary increases in



the discipline/major field of engineering from the "baseline year" of 1985-86 to and including the "trend year" of 1988-89 for both state and private institutions. Of the 262 institutions which participated in CUPA's STATE (FASCU) study of 1985-86, 202 also participated in 1988-89. Data from those same 202 institutions were used in both the baseline year and the trend year. Of the 440 institutions which participated in CUPA'S PRIVATE study of 1985-86, 259 also participated in 1988-89. Data from those same 259 institutions were used in both the baseline year and the trend year.

In addition to listing the average salaries in engineering for both state 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 (1985-86 and 1988-89) and with the CPI (Consumer Price Index) of changes in cost-of-living.

The CPI is based on prices of food, clothing, shelter and fuels, transportation, medical care, entertainment, and other goods and services that people buy for day-to-day living. In examining trends in faculty salary it is important to consider any changes in the economy. Thus, by comparing changes in faculty salaries with the CPI, a more precise representation of 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 pe .entage of faculty in a given discipline/major field who hold a given academic rank. For example, a FAC MIX PCT factor of .33 for associate professor of engineering in the 1985-86 state study means that 32 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: STATE 1985-86, STATE 1988-89, PRIVATE 1985-86 and PRIVATE 1988-89. For example, a SALARY FACTOR of 1.18 for assistant professors in the discipline/major field of engineering in the 1985-86 state study means that their salaries are 18 percent higher 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 (1985-86 or 1988-89). 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 engineering 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 1985-86 and the "trend year" of 1988-89



NEW ASST ASSO ASST PROF PROF INSTRUCTOR ALL RANKS PROF PROF SALARY NUM N/IN ENGINEERING STATE, 1985-86: AVERAGE 31031 ⁻⁹ 36 23830 55 23 36410 1625 67 SALARY: 43518 553 62 35496 544 63 30617 473 60 FAC MIX 0.29 0.05 0.03 1.00 PCT: 0.34 0.33 SALARY 1.24 1.15 FACTOR: 1.14 1.14 1.18 1.16 ALL MAJOR FIELDS AVERAGE 25911 14019 25065 1932 31282 51525 202 SALARY: 38112 17636 31074 15884 20771 3986 FAC MIX 0.27 0.04 0.08 1.00 PCT: 0.34 0.31 ENGINEERING STATE, 1988-89: AVERAGE 44467 1594 57 36887 468 53 36615 78 37 27439 41 22 SALARY: 53203 553 48 43368 532 53 FAC MIX 0.29 0.05 0.03 1.00 0.33 PCT: 0.35 SALARY 1.17 1.22 1.21 1.25 FACTOR: 1.19 1.19 ALL MAJOR FIELDS AVERAGE 30416 15286 29332 2573 23527 4252 36562 54552 202 SALARY: 44577 18904 36431 16110 FAC MIX 0.30 0.28 0.05 0.08 1.00 PCT: 0.35 PRIVATE, 1985-86: ENGINEERING AVERAGE 57 24 21948 45 17 40407 1487 46 SALARY: 48664 655 41 36782 438 43 31842 349 41 31365 FAC MIX 0.44 0.29 0.23 0.04 0.03 1.00 PCT: SALARY FACTOR: 1.27 1.25 1.32 1.34 1.13 3 36 ALL MAJOR FIELDS AVERAGE 29765 27049 259 24113 8321 23430 1204 19473 1985 SALARY: 38230 8391 29339 8352 FAC MIX 0.04 0.07 1.00 0.310.31 PCT: 0.31 PRIVATE, 1988-89: ENGINEERING AVERAGE 43279 418 40 37223 56 26 28666 28 10 48072 1490 44 SALARY: 57672 662 39 38103 382 40 FAC MIX 0.26 0.04 0.02 1.00 0.28 0.44 PCT: SALARY 1.25 1.33 1.32 1.27 1.37 FACTOR: 1.28 ALL MAJOR FIELDS AVERAGE SALARY: 44926 8877 34585 8852 28554 8980 28166 1388 22636 1918 35099 28627 259 FAC MIX 0.05 0.07 1.00 0.31 0.31 PCT: 0.31



will lessen the reliability and validity of any conclusions that one might make based on a simple comparison of averages.

RESULTS OF THE TWO STATE (AASCU) STUDIES, 1985-86 AND 1988-89

In the STATE 1985-86 salary study in the above table, the reader may note that the discipline/major field of engineering was reported in 67 of the 202 state (AASCU) institutions. The average salary of the 1,625 faculty was \$36,410. This average salary was approximately 16 percent (1.16) higher than the average salary of \$31,282 for all 51,525 faculty in ALL MAJOR FIELDS in the 1985-86 state study.

In the STATE 1988-89 salary study in the above table, the discipline/major field of engineering was reported in 57 of the same 202 state (AASCU) institutions. The average salary of the 1,594 faculty was \$44,467. This average salary was approximately 22 percent (1.22) higher than the average salary of \$36,562 for all 54,552 faculty in ALL MAJOR FIELDS in the 1988-89 state study.

The increase in average salaries for all faculty in engineering after three years in the state institutions studied was 22.1 percent (\$44,467 minus \$36,410 equals \$8,057. The CPI of increased cost-of-living between October 1985 and October 1988 was 10.6 percent. A more realistic increase, therefore, in average faculty salaries over the three-year time period is 11.5 percent or an average of 3.8 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 state institutions studied was 16.9 percent (\$36,562 minus \$31,282 equals \$5,280). In comparison to the discipline/major field of engineering (22.1%), therefore, the faculty in ALL MAJOR FIELDS increased their salaries by 5.2 percent (22.1% minus 16.9% equals 5.2%) less than faculty in the discipline/major field of engineering.

Since the discipline/major field of engineering 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 state studies; 0.34 vs. 0.29 (1985-86), respectively; and 0.35 vs. 0.29 (1988-89), respectively. The differences in faculty mix percentage at the ranks of professor and assistant professor in ALL MAJOR FIELDS for both state studies is as follows: 0.34 vs. 0.27 (1985-86) and 0.35 vs. 0.28 (1988-89), respectively. In other words ALL MAJOR FIELDS had the same percentage of professors and a lower percentage of assistant professors in the 1985-86 state study. Currently (1988-89), the percentages for full professor are the same, but lower for ass scant professors in comparison to engineering.

Finally, the hiring rate of new assistant professors in engineering is high in the state studies: 4.9 percent (79/1,625) in 1985-86 vs. 3.7 percent (1,932/51,525) in ALL MAJOR FIELDS in 1985-86. Also, the hiring rate of new assistant professors in engineering in 1988-89 was 4.9 percent (78/1,594) vs. 4.7 percent (2,573/54,552) in ALL MAJOR FIELDS that same year. In other words the hiring rate in the discipline/major field of engineering is more than for ALL MAJOR FIELDS in both the state studies of 1985-86 and 1988-89.

RESULTS OF THE TWO PRIVATE STUDIES, 1985-86 AND 1988-89

In the PRIVATE 1985-86 salary study in the above table, the reader may note that the discipline/major field of engineering was reported in 46 of the 259 private institutions. The average salary of the 1,487 faculty was \$40,407. This average salary was approximately 36 percent (1.36) higher than the average salary of \$29,765 for all 27,049 faculty in ALL MAJOR FIELDS in the 1985-86 private study.

In the PRIVATE 1988-89 salary study in the above table, the discipline/major field of engineering was reported in 44 of the same 259 private insti-



tutions. The average salary of the 1,490 faculty was \$48,072. This average salary was approximately 37 percent (1.37) higher than the average salary of \$35,099 for all 28,627 faculty in ALL MAJOR FIELDS in the 1988-89 private study.

The increase in average salaries for all faculty in engineering after three years in the private institutions studied was 19.0 percent (\$48,072 minus \$40,407 equals \$7,665). The CPI of increased cost-of-living between October 1985 and October 1988 was 10.6 percent. A more realistic increase, therefore, in average faculty salaries over the three-year time period is 8.4 percent or 2.8 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 17.9 percent (\$35,099 minus \$29,765 equals \$5,334). In comparison to the discipline/major field of engineering (19.0%), therefore, the faculty in ALL MAJOR FIELDS increased their salaries by 1.1 percent (19.0% minus 17.9% equals 1.1%) less than faculty in the discipline/major field of engineering.

Because the diripline/major field of engineering 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: 0.44 vs. 0.23 (1985-86), respectively; and 0.44 vs. 0.26 (1988-89), respectively. This is different from ALL MAJOR FIELDS for both private studies: 0.31 vs. 0.31 (1985-86), respectively: and 0.31 vs. 0.31 (1988-89), respectively. ALL MAJOR FIELDS has a lower percentage of professors and a higher percentage of assistant professors than engineering in both private studies.

Finally, the reader may note that the hiring rate of new assistant professors in engineering in the private studies was less than the hiring rate in ALL MAJOR FIELDS both in 1985-86, 3.8 percent (57/1,487) vs. 4.5 percent (1,204/

27,049), respectively; and in 1988-89 it was 3.8 percent (56/1,490) vs. 4.8 percent (1,388/28,627), respectively.

CONCLUDING REMARKS

This article presented salary-trend information on the academic discipline/major field of engineering and compared that information with ALL MAJOR FIELDS over a period of three years: the "aseline year" of 1985-86 and the "trend year" of 1988-89. Two studies, one for state (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 6,196 faculty in the discipline/major field of engineering participated and were included in the overall total of 161,753 faculty in all 45 disciplines/major fields in all four studies. The same 202 state (AASCU) institutions and the same 259 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 engineering is currently (1988-89) some 22 and 37 percent above the overall faculty salary factor of ALL MAJOR FIELDS for both the state and private studies, respectively. The average faculty salary for engineering in the private institutions was approximately 21 percent more in comparison to that in the state institutions in 1985-86. The overall faculty salary average in the private institutions is now (1988-89) 8 percent more compared to that for the state institutions.

Second, the CPI of October 1988, in comparison to the CPI of October 1985, indicates that the faculty in engineering, in both the state and private institutions, received overall salary increases for three years above the cost-of-living. Engineering faculty salaries both in the state and private



institutions exceeded that of faculty in ALL MAJOR FIELDS. Engineering in the private institutions have some catching up to do in salary in comparison with their colleagues in the state institutions.

Third, since the discipline/major field of engineering 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 state and in the private institutions. The full professor rank is already "top heavy" in the private institutions. It seems a somewhat smaller percentage of new assistant professors are being hired both in the state and private 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 engineering, and in other disciplines/major fields, on an annual basis.

Richard D. Howe is the originator and director of the annual CUPA faculty salary studies. He is a professor of leadership and higher education, and history at Appalachian State University, Boone, North Carolina. Linda T. Wilson is a research analyst in the Office of Equal Opportunity Programs, Appalachian State University, Boone, North Carolina.

APPENDICES:



A) OVERALL LIST OF SELECTED DISCIPLINES, page 10

E) LIST OF STATE Participating Institutions, page 11

C) LIST OF PRIVATE Participating Institutions, page 13

APPENDIX A

OVERALL LIST OF SELECTED DISCIPLINES

ACCOUNTING

HOME ECONOMICS

AGRIBUSINESS AND AGRICULTURAL PRODUCTION

LETTERS

ANTHROPOLOGY

LIBRARY AND ARCHIVAL SCIENCES

ARCHITECTURE AND ENVIRONMENTAL DESIG..

LIFE SCIENCES

AREA AND ETHNIC STUDIES

MATHEMATICS

AUDIOLOGY AND SPEECH PATHOLOGY

MULTI-INTERDISCIPLINARY STUDIES

BUSINESS ADMINISTRATION AND MANAGEMENT

MUSIC

BUSINESS AND MANAGEMENT

NURSING

BUSINESS ECONOMICS

PHILOSOPHY AND RELIGION

PHYSICAL EDUCATION

COMMUNICATION TECHNOLOGIES

PHYSICAL SCIENCES

COMMUNICATIONS

CHEMISTRY

PHYSICS

COMPUTER & INFORMATION SCIENCES

POLITICAL SCIENCE AND GOVERNMENT

CURRICULUM AND INSTRUCTION

PSYCHOLOGY

DRAMATIC ARTS

READING EDUCATION

EDUCATION

SECRETARIAL AND RELATED PROGRAMS

EDUCATION ADMINISTRATION

SOCIAL SCIENCES

ENGINEERING

SOCTOLOGY

FINE ARTS

SPECIAL EDUCATION

FOREIGN LANGUAGES

STUDENT COUNSELING AND PERSONNEL

SERVICES

GEOGRAPHY

TEACHER EDUCATION, GENERAL PROGRAMS

GEOLOGICAL SCIENCES

VISUAL AND PERFORMING ARTS

HISTORY

TOTAL: 45



APPENDIX B

CUPA State (AASCU) Faculty Salary-Trend Studies: 1985-86 and 1988-89

Institutions Participating in Both Studies:

Adams State Collage (CO) Alabama State University (AL) Angelo State University (TX) Appalachian State University (NC) Arkansas State University (AR) Arkansas Technological University (AR) Auburn University at Montgomery (AL.) Augusta Collage (GA) Blackhills State College (SD) Bluefield State College (WV) California State University at Fullerton (CA) California State University at Long Beach (CA) California State University at Stanislaus (CA) California University of Pennsylvania (PA) Castleton State College (YT) Central Connecticut State University (CT) Central Hichigan University (HI) Central Hissouri State University (HO) Central State University (OK) Central Washington University (WA) Christopher Newport College (VA) Citadel, The Hilitary College of S.C., Tra (SC) Clarion University of Punnsylvania (PA) Cleveland State University (OH) Clinch Valley College of Univ. of Virginia (VA) College of Charleston (SC) College of Staten Island - CUNY, The (NY) Columbus College (GA) Concord College (WV) Dakota State College (SD) Delta State College (MS) Dickinson State University (SD) East Central State University (OK) East Stroudsburg University (PA) East Texas State University (TX) East Texas State University at Texarkana (TX) Eastern Connecticut State University (CT) Eastern Illinois University (IL) Eastern Kentucky University (KY) Eastern Hichigan University (MI) Eastern New Mexico University (NH) Eastern Washington University (WA) Edinsboro University of Pennsylvania (PA) Fitchburg State College (MA) Florida A & H University (FL) Plorida Atlantic University (FL) Florida International University (FL)

Fort Hays State University (KS)

Fort Lewis College (CG) Francis Marion College (SC) Frostburg State University (MD) George Mason University (VA) Georgia College (GA) Georgia Southern College (GA) Georgia Southwestern College (GA) Glenville State College (WV) Grand Valley State University (HI) Harris-Stove State College (MO) Uhumacao University College (PR) Idaho State University (ID) Illinois State University (IL) Indiana State University (IN) Indiana University of Pennsylvania (PA) Jackson State University (MS) Keene State University (MI) Kent State University (OII) Kutztown University (PA) Lake Superior State University (HI) Lander College (SC) Lewis Clark State College (ID) Livingsten University (AL.) i.ongwood College (VA) Louisiana State University in Shreveport(LA) Marshall University (WV) Mary Washington Collage (VA) Mayville State University (ND) McNeese State University (IA) Memphis State University (TN) Mesa State College (CO) Metropolitan State College (CO) Middle Tennessee State University (TN) Millersville University of Pennsylvania (PA) Minot State University (ND) Missouri Southern State College (MO) Missouri Western State College (HO) Morehead State University (KY) Murray State Univarsity (KY) New Mexico Highlands University (NH) Micholls State University (LA) North Carolina A & T State University (NC) Northeast Louisians University (LA) Northeast Missouri State University (HO) Northeastern Illinois University (IL) Northern Arizona University (AZ) Northern Illinois University (IL) Northern State College (SD)



Participating Institutions, continued:

Northwest Hissouri State University (HO) University of the District of Columbia, The (DC) University of Houston at Clear Lake (TX) Oakland University (HI) 'Iniversity of Lowell (MA) Old Dominion University (VA) Oregon Institute of Technology (OR) University of Maine at Presque Isle (ME) Imiversity of Haryland-Baltimore County, The (HD) Pan American University (TX) University of Hissouri - St. Louis (HO) Peru State College (NB) University of Hontevallo (AL.) Pittsburg State University (KS) University of Nebraska at Omaha (NE) Plymouth State College (NH) University of Nevada at Las Vegas (NV) Purdue University Calumet (IN) University of North Carolina at Charlotte (NC) Radford University (VA) University of North Carolina at Greensboro (NC) Ramapo College of New Jersey (NJ) Richard Stockton State College (NJ) University of Northern Colorado (CO) University of Northern Iowa (IA) Saginaw Valley State University (HI) University of Science & Arts of Oklahoma (OK) Salem State College (MA) University of South Alabama (AL.) Salisbury State University (HD) University of South Carolina at Spartanburg (SC) Sam Houston State University (TX) University of South Florida (FL) San Diego State University (CA) University of Southern Colorado (CO) Sangamon State University (IL) University of Southern Indiana (IN) Savannah State College (GA) Shippensburg University of Pennsylvania (PA) University of Southern Haine (HE) University of Southwestern Louisiana (LA) Sonoma State University (CA) University of Tennessee at Chattanooga (TH) South Dako'a School of Mines & Technology (SD) Southeast Hissouri State University (HO) University of Tennessee at Hartin (TN) University of Texas at Dallas, The (TX) Southeastern Louisianz University (LA) University of Texas at San Antonio (TX) Southern Arkansas University (AR) Southern Connecticut State University (CT) University of Wisconsin - Fau Claire (WI) Southern Illinois University at Edwardsville (IL) University of Wisconsin - La Crosse (WI) Southern Illinois University of Carbondale (IL) University of Wisconsin - Oshkosh (WI) University of Wisconsin - Platteville (WI) Southern Orange State College (OR) Southwest Hissouri Stata University (HO) University of Wisconsin - Stevens Point (WI) University of Wisconsin - Stout (WI) Southwest State University (MN) Southwest Texas State University (TX) University of Misconsin - Superior (MI) Southwestern Oklahoma State University (OK) University of Wisconsin - Whitevator (WI) Valdosta State College (GA) St. Cloud State University (HN) State University of New York at Plattsburgh (NY) Valley City State University (ND) State University of New York College at Brockport (NY) Weber State College (UT) State University of New York College at Buffalo (NY) West Georgia College (GA) State University of New York College at Cortland (NY) West Liberty State College (HV) State University of New York College at Fredonia (NY) West Texas State University (TX) State University of New York College at Cenesco (NY) West Virginia College of Graduate Studies (WV) Stephen F. Austin State University (TX) Western Carolina University (NC) SUNY College of Technology at Utica/Rome (NY) Western Illinois University (II.) Western Kentucky University (KY) Tennesses Technological University (TN) Western Hichigan University (HI) Texas A & I University (TX) Texas A & H University at Galveston (TX) Western Hontana College (MT) Western New Mexico University (NM) Towson State University (HD) Western Oregon State College (OR) Trenton State College (NJ) Western State College of Colorado (CO) Troy State University (AL) Western Washington University (WA) University of Akron, The (OH) University of Arkansas at Little Rock (AR) Wichita State University, The (KS) William Paterson College (NJ) University of Baltimore (HD) University of Central Arkansas (AR) Winthrop College (SC) University of Colorado at Colorado Springs(CO) Youngstown State University (OH)



Total: 202

APPENDIX C

CUPA Private Faculty Salary-Trend Studies: .985-80 and 1988-89

Institutions Participating in Both Studies:

College Misericordia (PA) Adelphi University (NY) College of Great Falls (MT, Agnes Scott College (GA) College of Mount St. Joseph (OH) Albertus Hagnus College (CT) College of Notre Dame of Maryland (MD) Alfred University (NY) College of Saint Benedict (MR) Allegheny College (PA) Allentown College of St. Francis de Sales (PA) College of Saint Elizabeth (NI) College of St. Joseph (VT) Alma College (HI) : College of Saint Rose, The (NY) Alverno College (WI) American Technological University (TX) College of St. Scholastica (MN) College of the Holy Cross (MA) American University, The (DC) Celumbia College (MO) Amherst College (MA) Concordia College (MI) Anna Haria College (HA) Concordia College (MN) Aquinas College (HI) Concordia College (HI) Arkansas College (AR) Cooper Union for the Advancement of Sci. and Art, The (NY) Asbury College (KY) Cornell College (IA) Assumption College (HA) Cornell University (NY) Augustana College (IL) Covenant College (TN) Averett College (VA) Creighton University (NE) Avila College (HO) D'Youville College (NY) Azusa Pacific University (CA) Defiance College, The (Oli) Baldwin-Wallace College (OH) DePaul University (1L) Barnard College (NY) hePauw University (IN) Barry University (FL) Dickinson College (PA) Bellarmine College (KY) Doane College (NE) Belmont Abbey College (NC) Dominican College of Blavelt (NY) Bethany College (WV) brake University (IA) Bethel College (KS) Drew University (NJ) Bethel College (HN) Bb...ung-Cookman College (FL) Eastern Mennonite College and Seminary (VA) Eckerd College (FL) Biola University (CA) Birmingham-Southern College (AL) Elmhurst College (II.) Elms College (MA) Bloomfield College (NJ) Emerson College (MA) Boston University (MA) Fairfield University (CT) Bradley University (IL) Fort Wayne Bible College (IN) Briar Cliff College (IA) Franklin and Marshall College (PA) Bridgewater College (VA) Franklin Pierce College (NH) Bryant College (RI) Furman University (SC) Bucknall University (PA) George Fox College (OR) Butler University (IN) George Washington University, The (DC) Cabrini College (PA) Georgecown College (KY) Carlow College (PA) Catholic University of America, The (DC) Georgetown University (DC) Catholic University of Puerto Rico (PR) Georgian Court College (NJ) Cedar Crest College (PA) Gonzaga University (WA) Grand View College (IA) Central College (IA) Greensboro College (NC) Central Wesleyan College (SC) Christian Brothers College (TH) Hamilton College (NY) Hamline University (MN) Clarkson University (NY)



Participating Institutions, continued:

Missouri Baptist College (MO) Hampton University (VA) Hannibal-LaGrange College (HO) Moravian College (PA) Mount Mary College (WI) Hartwick College (NY) Mount Mercy College (IA) Hastings College (NE) Mount St. Mary's College (CA) Heidelberg College (OH) Mount Vernon College (DC) Holy Family College (PA) Mount Vernon Natarene College (OH) Houghton College (NY) Muskingum College (OH) Howard University (DC) Nazareth College (MI) Huron College (SD) Neumann College (PA) Illinois Benedictine College (IL) New England College (NH) Illinois Institute of Technology (IL) North Central College (IL) Immaculata College (PA) Northland College (WI) Incarnate Word College (TX) Northwestern College (IA) Ithaca College (NY) Northwestern College (MN) Jarvis Christian College (TX) Norwich University (VT) John Carroll University ((OH) Johns Hopkins University (MD) Oakwood College (AL) Ohio Northern University (OH) Judson College (IL) Ottawa University (KS) Kalamazoo College (MI) Our Lady of Holy Cross College (LA) Kenyon College (OH) Pepperdine University (CA) Keuka College (NY) Piedmont College (GA) LaRocha College (PA) Pikuvilia Colluge (KY) Lafayette College (PA) Presbyterian College (8C) Lakeland College (WI) Presbyterian School of Christian Education (VA) Lancaster Bible College (PA) Principia College (II.) Lebanon Valley College (PA) Quincy College (IL) LeHoyne College (NY) Randolph-Macon College (VA) Lenoir-Rhyne College (NC) Reed College (OR) Lewis & Clark College (OR) Regis College (CO) Limestone College (SC) Regis College (MA) Linfield College (OR) Rensselder Polytechnic Institute (NY) Long Island University (NY) Rider College (NI) Loras College (IA) Loyola College in Haryland (HD) Rochester Institute of Technology (NY) Rockford College (IL) Lubbock Christian University (TX) Rockhurst College (MO) Luther College (IA) Rocky Mountain College (MT) Lynchburg College (VA) Roosevelt University (II.) Lyoming College (PA) Rose-Hulman Institute of Technology (IN) Madonna College (MI) Russell-Sage College (NY) Marist College (NY) Saint Edward's University (TX) Mars Hill College (NC) Mary Baldwin College (VA) Saint Joseph College (CT) Saint Mary College (KS) Marymount College (NY) Saint Vincent College (PA) Marymount Hanhattan College (NY) Salem College (NC) Maryville College (TN) Salem College (WV) Harywood College (PA) Salve Regina -- The Newport College (RI) McPherson College (KS) Samford University (AL) Hercy College of Detroit (MI) Santa Clara University (CA) Mercyhurst College (PA) School of the Ozarks, The (HO) Meredith College (NC) Seattle Pacific University (WA) Hidland Lutheran College (NE) Seattle University (WA) Hillikin University (II.) Seton HIII (PA) Hillsaps College (MS)



14

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Participating Institutions, continued:

Siena College (NY) Siena Heights College (HI) Simpson College (IA) Southwestern Assemblies of God Colleges (TX) Spalding University (NY) Springfield College (MA) St. Bonaventure University (NY) St. Francis College (NY) St. Hary's University (TX) St. Norbert College (WI) Stevens Institute of Technology (NJ) Stillman College (AL) Suffolk University (MA) Susquehanna University (PA) Tabor College (KS) Taylor University (IN) Texas Christian University (TX) Texas Lutheran College (TX) Tiffin University (OH) Tri-State University (IN) 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 Evansville (IN)

University of Miami (FL) University of Portland (OR) University of Richmond (VA) University of San Dlego (CA) University of St. Thomas (TX) University of the South, The (TN) University of Tampa, (FL) Ursuline College (OH) Valparaiso University (IK) Villa Maria College (PA) Viterbo College (WI) Walsh College (OH) Warner Southern College (FL) Wartburg College (IA) Washington and Jefferson College (PA) Washington and Lee University (VA) Waynesburg College (PA) West Virginia Wesleyan College (WV) Western Baptist College (OR) Western Maryland College (MD) Westmar College (IA) Westminister College of Salt Lake City (UT) Whitman College (WA) Wilkes College (PA) William Jewell College (MO) William Penn College (IA) Wilmington College (DE) Wingate College (NC) Wittenburg University (OH)

Total: 259

University of LaVerne (CA)



SALARY-TREND STUDY OF FACULTY IN FINE ARTS

FOR THE YEARS

1985-86 AND 1988-89

By Richard D. Howe and Linda A. Miller

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 pear through 1987-88. Each year two separate studies are conducted, one for state 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 taculty in 45 selected academic disciplines including fine arts. 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 fine arts in the CIP is as follows:

A group of instructional programs that describe the organization of materials and media for two- or three-dimensional visual affects that communicate ideas, express emotion, and are considered primarily in relation to aesthetic criteria of judgments of beauty or meaningfulness.*

[*Gerald S. Malitz, A <u>Classification of In ructional Programs</u> (Washington, DC.: National Center for Education Statistics, [1985], p.158.--50.0501.)]

This article presents a summary of the overall average salary increases in



the discipline/major field of fine arts from the "baseline year" of 1985-86 to and including the "trend year" of 1988-89 for both state and private institutions. Of the 262 institutions which participated in CUPA's STATE (AASCU) study of 1985-86, 202 also participated in 1988-89. Data from those same 202 institutions were used in both the baseline year and the trend year. Of the 440 institutions which participated in CUPA'S PRIVATE study of 1985-86, 259 also participated in 1988-89. Data from those same 259 institutions were used in both the baseline year and the trend year.

This study lists the average salaries of fine arts faculty for both state 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 (1985-86 and 1988-89).

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 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 32 for associate professor of fine arts in the 1985-86 state study means that 32 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: STATE 1985-86, STATE 1988-89, PRIVATE 1985-86 and PRIVATE 1988-89. For example, a SALARY FACTOR of .92 for assistant professors in the discipline/major field of fine arts in the 1985-86 state study means that their salaries are 8 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 (1985-86 or 1988-89). 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 fine arts 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 1985-86 and the "trend year" of 1988-89



NEW ASS0 ASST ASST PROF PROF PROF PROF INSTRUCTOR ALL RANKS SALARY NUM N/IN STATE, 1985-86: FINE ARTS AVERAGE 28644 479 135 23823 390 124 52 40 19872 51 42 29800 1474 144 SALARY: 35923 554 118 21642 1.00 PCT: 0.38 0.26 0.04 0.03 0.32 SALARY 0.92 0.92 0.96 0.95 FACTOR: 0.94 0.86 ALL MAJOR FIELDS AVERAGE 25911 14019 31282 51525 202 31074 15884 25065 193 20777 3986 SALARY: 38112 17636 FAC MIX 0.04 0.08 1.00 PCT: 0.27 0.34 0.31 FINE ARTS STATE, 1988-89: AVERAGE 41 40 31 35080 1379 SALARY: 41860 542 116 33346 464 121 28049 333 104 26635 59 21880 FAC MIX 0.24 0.04 0.03 1.00 PCT: 0.39 0.34 SALARY 0.96 FACTOR: 0.94 0.92 0.92 0.31 0.93 ALL MAJOR FIELDS **AVERAGE** 23527 4252 36562 54552 202 SALARY: 44577 18904 36431 16110 30416 15286 29332 2573 FAC MIX 1.00 PCT: 0.30 0.28 0.05 0.08 0.35 PRIVATE, 1985-86: FINE ARTS AVERAGE SALARY: 35229 26531 252 123 22006 186 106 21126 28 18 18177 44 34 27194 672 176 190 FAC MIX 1.00 PCT: 0.28 0.38 0.28 0.04 0.07 SALARY FACTOR: 0.92 0.90 0.91 0.90 0.93 0.91 ALL MAJOR FIELDS AVERAGE 19473 1985 29765 27049 259 SALARY: 38230 8391 29339 8352 24113 8321 23430 1204 FAC MIX 0.04 1.00 0.31 0.07 PCT: 0.31 0.31 PRIVATE, 1988-89: FINE ARTS AVERAGE 96 30980 193 110 25208 170 100 22871 18 16 22328 28 24 31766 576 166 SALARY: 40042 185 FAC MIX PCT: 0.34 0.30 0.03 0.05 1.00 0.32 SALARY 0.90 0.99 0.91 FACTOR: 0.89 0.88 0.81 ALL MAJOR FIELDS AVFRAGE SALARY: 44926 8877 34585 8852 28554 8980 28166 1388 22636 1918 35099 28627 259 FAC MIX PCT: 0.31 0.31 0.31 0.05 0.07 1.00



will lessen the reliability and validity of any conclusions that one might make based on a simple comparison of averages.

RESULTS OF THE TWO STATE (AASCU) STUDIES, 1985-86 AND 1988-89

In the STATE 1985-86 salary study in the above table, the reader may note that the discipline/major field of fine arts was reported in 144 of the 202 state (AASCU) institutions. The average salary of the 1,474 faculty was \$29,800. This average salary was approximately 5 percent (0.95) lower than the average salary of \$31,282 for all 51,525 faculty in ALL MAJOR FIELDS in the 1985-86 state study.

In the STATE 1988-89 salary study in the above table, the discipline/major field of fine arts was reported in 134 of the same 202 state (AASCU) institutions. The average salary of the 1,379 faculty was \$35,080. This average salary was approximately 4 percent (0.96) lower than the average salary of \$36,562 for all 54,552 faculty in ALL MAJOR FIELDS in the 1988-89 state study.

The increase in average salaries for all faculty in fine arts after three years in the state instructions studied was 17.7 percent (\$35,080 minus \$29,800 equals \$5,280). The CPI of increased cost-of-living between October 1985 and October 1988 was 10.6 percent. A more realistic increase, therefore, in average faculty salaries over the three-year time period is 7.1 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 state institutions studied was 16.9 percent (\$36,562 minus \$31,282 equals \$5,280). In comparison to the discipline/major field of fine arts (17.7%), therefore, the faculty in ALL MAJOR FIELDS increased their salaries by 0.8 percent (17.7% minus 16.9% equals 0.8%) more than faculty in the discipline/major field of fine arts.

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



field of fine arts was greater at the professor rank than at the assistant professor rank in the 1985-86 state study; 0.38 vs. 0.26, respectively. In the 1988-89 state study the full professor rank is still higher than the assistant professor rank; 0.39 vs. 0.24, respectively. The differences in faculty mix percentage at the ranks of professor and assistant professor in ALL MAJOR FIELDS for both state studies are as follows: 0.34 vs. 0.27 (1985-86) and 0.35 vs. 0.28 (1988-89), respectively. In other words ALL MAJOR FIELDS has a lower percentage of professors and a higher percentage of assistant professors compared to fine arts in both of the state studies.

Finally, the hiring rate of new assistant professors in fine arts was low in the state studies: 3.5 percent (52/1,474) in 1985-86 vs. 3.7 percent (1,932/51,525) in ALL MAJOR FIELDS in 1985-86. Presently, the hiring rate of new assistant professors in fine arts is 4.3 percent (59/1,379) vs. 4.7 percent (2,573/54,552) in ALL MAJOR FIELDS. In other words the hiring rate in the discipline/major field of fine arts is less than for ALL MAJOR FIELDS in both the state studies of 1985-86 and 1988-89.

RESULTS OF THE TWO PRIVATE STUDIES, 1985-86 AND 1988-89

In the PRIVATE 1985-86 salary study in the above table, the reader may note that the discipline/major field of fine arts was reported in 176 of the 259 private institutions. The average salary of the 672 faculty was \$27,194. This average salary was approximately 9 percent (0.91) lower than the average salary of \$29,765 for all 27,049 faculty in ALL MAJOR FIELDS in the 1985-86 private study.

In the PRIVATE 1988-89 salary study in the above table, the discipline/major field of fine arts was reported in 166 of the same 259 private insti-



tutions. The average salary of the 576 faculty was \$31,766. This average salary was approximately 9 percent (0.91) lower than the average salary of \$35,099 for all 28,627 faculty in ALL MAJOR FIELDS in the 1988-89 private study.

The increase in average salaries for all faculty in fine arts after three years in the private institutions studied was 16.8 percent (\$31,766 minus \$27,194 equals \$4,572). The CPI of increased cost-of-living between October 1985 and October 1988 was 10.6 percent. A more realistic increase, therefore, in average faculty salaries over the three-year time period is 6.2 percent or 2.1 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 17.9 percent (\$35,099 minus \$29,765 equals \$5,334). In comparison to the discipline/major field of fine arts (16.8%), therefore, the faculty in ALL MAJOR FIELDS increased their salaries by 1.6 percent (17.9% minus 16.8% equals 1.1%) more than faculty in the discipline/major field of fine arts.

The reader may note that the faculty mix percentage in the discipline/major field of fine arts is equal at the professor rank and at the assistant professor rank for 1985-86: 0.28 vs. 0.28, respectively. However, for 1988-89, the faculty mix percentange for fine arts is slightly higher at the professor rank than at the assistant professor rank: 0.32 vs. 0.30, respectively. This is similar to ALL MAJOR FIELDS for both private studies: 0.31 vs. 0.31 (1985-86), respectively; and 0.31 vs. 0.31 (1988-89), respectively.

Finally, the reader may note that the hiring rate of new assistant professors in fine arts in the private studies ALL MAJOR FIELDS both in 1985-86, 4.2 percent (28/672) vs. 4.5 percent (1,204/27,049), respectively; and in 1988-89, 3.1 percent (18/576) vs. 4.8 percent (1,388/28,627), respectively. In other words the hiring rate of new assistant professors in fine arts in the private



studies in 1988-89 lagged behind the hiring rate of new assistant professors in ALL MAJOR FIELDS.

CONCLUDING REMARKS

This article presented salary-trend information on the academic discipline/major field of fine arts and compared that information with ALL MAJOR FIELDS over a period of three years: the "baseline year" of 1985-86 through the "trend year" of 1988-89. Two studies, one for state (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 4,101 faculty in the discipline/major field of fine arts participated and were included in the overall total of 161,753 faculty in all 45 disciplines/major fields in all four studies. The same 202 state (AASCU) institutions and the same 259 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 fine arts is currently (1988-89) some 4 and 9 percent below the overall faculty salary factor of ALL MAJOR FIELDS for both the state and private studies, respectively. The average faculty salary for fine arts in the private institutions was approximately 10 percent less in comparison to that in the state institutions in 1985-86. The overall faculty salary average in the private institutions is now (1988-89) approximately 10 percent less compared to that for the state institutions.

Second, the CPI of October 1988, in comparison to the CPI of October 1985, indicates that the faculty in fine arts i. both state and private institutions received overall salary increases for three years above the cost-of-living. Fine arts in the private institutions have some catching up to do in salary in



comparison with ALL MAJOR FIELDS.

Third, currently (1988-89) in the discipline/major field of fine arts the full professor rank is higher than the assistant professor rank in both the state and private institutions. It seems a smaller percentage of new assistant professors are being hired in the private 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 fine arts, and in other disciplines/major fields, on an annual basis.

Richard D. Howe is the originator and director of the annual CUPA faculty salary studies. He is a professor of leadership and higher education, and history at Appalachian State University, Boone, North Carolina. Co-author Linda A. Miller is a research analyst in the Office of Equal Opportunity Programs at Appalachian State University, Boone, North Carolina.

APPENDICES:



A) OVERALL LIST OF SELECTED DISCIPLINES, page 10

B) LIST OF STATE Participating Institutions, page 11

C) LIST OF PRIVATE Participating Institutions, page 13

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 FATHOLOGY

MULTI-INTERDISCIPLINARY STUDIES

BUSINESS ADMINISTRATION AND MANAGEMENT

MUSIC

BUSINESS AND MANAGEMENT

NURSING

BUSINESS ECONOMICS

PHILOSOPHY AND RELIGION

CHEMISTRY

PHYSICAL EDUCATION

COMMUNICATION TECHNOLOGIES

PHYSICAL SCIENCES

COMMUNICATIONS

PHYSICS

COMPUTER & 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

OGICAL SCIENCES

VISUAL AND PERFORMING ARTS

HISTORY

TOTAL: 45



APPENDIX B

CUPA State (AASCU) Faculty Salary-Trend Studies: 1985-86 and 1988-89

Institutions Participating in both Studies:

Adams State College (CO) Alabama State University (AL.) Angelo State University (TA) Appalachian State University (NC) Arkansas State University (AR) Arkansas Technological University (AR) Auburn University at Hontgomery (AL) Augusta College (GA) Blackhills State College (SD) Bluefield State College (WV) California State University at Fullerton (CA) California State University at Long Beach (CA) California State University at Stanislaus (CA) California University of Pennsylvania (PA) Castleton State College (VT) Central Connecticut State University (CT) Central Hichigan University (HI) Central Hissouri State University (HO) Central State University (OK) Central Washington University (WA) Christopher Newport College (VA) Citadel, The Hilitary College of S.C., The (SC) Clarion University of Pennsylvania (PA) Cleveland State University (OH) Clinch Valley College of Univ. of Virginia (VA) College of Charleston (SC) College of Staten Island - CINY, The (NY) Columbus College (GA) Concord College (WV) Dakota State College (SD) Delta State College (MS) Dickinson State University (SD) East Central State University (OK) East Stroudsburg University (PA) East Texas State University (TX) East Texas State University at Texarkana (TX) Eastern Connecticut State University (CT) Eastern Illinois University (IL) Eastern Kentucky University (KY) Eastern Michigan University (HI) Eastern New Mexico University (NH) Eastern Washington University (WA) Edinsboro University of Pennsylvania (PA) Fitchburg State College (HA) Florida A & M University (FL) Florida Atlantic University (FL) Florida International University (FL) ... Hays State University (KS)

Fort lewis College (CO) Francis Marion College (SC) Frostburg State University (MD) George Mason University (VA) Seorgia College (GA) Georgia Southern College (GA) Georgia Southwestern College (GA) Glenville State College (WV) Grand Valley State University (HI) Harris-Stowe State College (HO) Humacao University College (PR) Idaho State University (ID) Illinois State University (IL) Indiana State University (IN) Indiana University of Pennsylvania (PA) Jackson State University (MS) Keene State University (NII) Kent State University (OH) Kutztown University (PA) Lake Superior State University (HI) Lander College (SC) Lewis Clark State College (ID) Livingston University (AL) Longwood College (VA) Louisiana State University in Shreveport(LA) Marshall University (WV) Mary Washington College (VA) Hayville State University (ND) McNeese State University (LA) Hemphis State University (TH) Hesa State College (CO) Hetropolitan State College (CO) Hiddle Tennessee State University (TN) Hillersville University of Pennsylvania (PA) Minot State University (ND) Hissouri Southern State College (HO) Hissouri Western State College (HO) Morehead State University (KY) Murray State University (KY) New Hexico "ighlands University (NM) Nicholls State University (LA) North Carolina A & T State University (NC) Northeast Louisiana University (LA) Northeast Missouri State University (HO) Northeastern Illinois Un. raity (IL) Northern Arizona University (AZ) Herthern Illinois University (IL) Northern State College (SD)



Participating Institutions, continued:

University of the District of Columbia, The (IC) Northwest Hissouri State University (MO) University of Houston at Clear Lake (TX) Oakland University (HI) University of Lowell (MA) Old Dominion University (YA) Oregon Institute of Technology (OR) University of Maine at Presque Isle (ME) University of Maryland-Baltimore County, The (HI) Pan American University (TX) University of Missouri - St. Louis (MO) Peru State College (NB) Pittsburg State University (KS) University of Montevallo (AL) Plymouth State College (Nil) University of Nebraska at Omaha (NE) University of Nevada at Las Vegas (NV) Purdue University Calumet (IN) University of North Carolina at Charlotte (NC) Radford University (VA) University of North Carolina at Greensboro (NC) Ramapo College of New Jersey (NJ) University of Northern Colorado (CO) Richard Stockton State College (NJ) Saginaw Valley State University (HI) University of Northern Iowa (IA) University of Science & Arts of Oklahoma (OK) Salem State College (MA) University of South Alabama (AL) Salisbury State University (HD) University of South Carolina at Spartanburg (SC) Sam Houston State University (TX) University of South Florida (FL) San Diego State University (CA) University of Southern Colorado (CO) Sangamon State University (IL) University of Southern Indiana (IN) Savannah State College (GA) Shi pensburg University of Pennsylvania (PA) University of Southern Haine (HE) University of Southwestern Louisiana (LA) Sonoma State University (CA) South Dakota School of Hines & Technology (SD) University of Tennessee at Chattanooga (TM) Southeast Hissouri State University (HO) University of Tennessee at Hartin (Tm) University of Texas at Dallas, The (TX) Southeastern Louisiana University (LA) Southern Arkansas University (AR) University of Texas at San Antonio (TX) Southern Connecticut State University (CT) University of Wisconsin - Eau Claire (WI) Southern Illinois University at Edwardsville (IL) University of Wisconsin - La Crosse (WI) Southern Illinois University of Carbondale (IL) University of Wisconsin - Oshkosh (WI) University of Wisconsin - Platteville (WI) Southern Orange State College (OR) Southwest Missouri State University (MO) University of Wisconsin - Stevens Point (WI) Southwest State University (HN) University of Wisconsin - Stout (WI) Southwest Texas State University (TX) University of Wisconsin - Superior (WI) Southwestern Oklahoma State University (OK) University of Wisconsin - Whitewater (WI) Valdosta State College (GA) St. Cloud State University (HN) State University of New York at Plattsburgh (NY) Valley City State University (ND) State University of New York College at Brockport (NY) Webei State College (UT) State University of New York College at Buffalo (NY) West Georgia College (GA) State University of New York College at Cortland (NY) West Liberty State College (WV) State University of New York College at Fredomia (NY) West Texas State University (TX) State University of New York College at Genesco (NY) West Virginia College of Graduate Studies (WV) Stephen F. Austin State University (TX) Western Carolina University (NC) SUNY College of Technology at Utics/Rome (NY) Western Illinois University (II.) Western Kentucky University (KY) Tennessee Technological University (TN) Western Hichigan University (MI) Texas A & I University (TX) Texas A & H University at Galveston (TX) Western Hontana College (MI) Western New Mexico University (NM) Towson State University (HD) Western Oregon State College (OR) Trenton State College (NJ) Rastern State College of Colorado (CO) Troy State University (AL) Western Washington University (WA) University of Akron, The (OH) University of Arkansas at Little Rock (AR) Wichita State University, The (KS) University of Baltimore (MD) William Paterson College (NJ) Winthrop College (SC) University of Central Arkansas (AR) University of Colorado at Colorado Springs(CO) Youngstown State University (OII)

Total: 202



APPENDIX C

CUPA Private Faculty Salary-Trend Studies: 1985-86 and 1988-89

Institutions Participating in Both Studies:

College Misericordia (PA) Adelphi University (NY) College of Great Falls (MT) Agnes Scott College (GA) College of Mount St. Joseph (OH) Albertus Magnus College (CT) College of Notre Dama of Maryland (MD) Alfred University (NY) College of Saint Benedict (MN) Allegheny College (PA) Allentown College of St. Francis de Sales (PA) College of Saint Elizabeth (NI) College of St. Joseph (VT) Alma College (HI) .. College of Saint Rose, The (NY) Alverno College (WI) American Technological University (TX) College of St. Scholastica (MN) College of the Holy Cross (MA) American University, The (DC) Columbia College (MO) Amherst College (HA) Concordia College (MI) Anna Haria College (MA) Concordia College (MN) Aquinas College (HI) Concordia College (WI) Arkansas College (AR) Cooper Union for the Advancement of Sci. and Art, The (NY) Asbury College (KY) Cornell College (IA) Assum- 'on College (HA) Cornell University (NY) Augustana College (IL) Covenant College (TN) Averett College (VA) Creighton University (NE) Avila College (HO) D'Youville College (NY) Azusa Pacific University (CA) Defiance College, The (OH) Baldwin-Wallace College (OH) DePaul University (II.) Barnard College (NY) DePauw University (IN) Barry University (FL) Dickinson College (PA) Bellarmine College (KY) Doane College (ME) Belmont Abbey College (NC) Dominican College of Blavelt (NY) Bethany College (WV) Drake University (IA) Bethel College (KS) Drew University (NJ) Bethel College (HN) Eastern Hennonite College and Seminary (VA) Bethune-Cookman College (FL) Eckerd College (FL) Bioia University (CA) Birmingham-Southern College (AL) Elmhurst College (If.) Elms College (MA) Bloomfield College (NJ) Emerson College (MA) Boston University (MA) Fairfield University (CT) Bradley University (IL) Fort Wayne Bible College (IN) Briar Cliff College (IA) Franklin and Harshall College (PA) Bridgewater College (VA) Franklin Pierce College (MI) Bryant College (RI) Furman University (SC) Bucknall University (PA) George Fox College (OR) Butler University (IN) George Washington University, The (DC) Cabrin! College (PA) Georgetown College (KY) Carlow College (PA) Catholic University of America, The (DC) Georgetown University (DC) Catholic University of Puerto Rico (PR) Guorgian Court College (NJ) Gonzaga University (WA) Cedar Crast Collage (PA) Grand View College (JA) Central College (IA) Greensboro College (NC) Central Wesleyan College (SC) Hamilton College (NY) Christian Brothers College (TN) Clarkson University (NY) Hamline University (MN)



Participating Institutions, continued:

Missouri Baptist College (MO) Hampton University (VA) Moravian College (PA) Hannibal-LaGrange College (HO) Hount Mary College (WI) Hartwick Collage (NY) Hount Mercy College (IA) Hastings College (NE) Mount St. Mary's College (CA) Heidelberg College (OH) Mount Vernon College (DC) Holy Family College (PA) Mount Vernon Nazarene College (OH) Houghton College (NY) Muskingum College (OH) Howard University (DC) Nazateth College (MI) Huron College (SD) Neumann College (PA) Illinois Benedictine College (IL) Illinois Institute of Technology (IL) New England College (NH) North Central College (IL) Immaculata College (PA) Incarnate Word College (TX) Northland College (WI) Northwestern College (IA) Ithaca College (NY) Northwestern College (MN) Jarvis Christian College (TX) Norwich University (VT) John Carroll University ((OH) Oakwood College (AL) Johns Hopking University (HD) Ohio Northern University (Oli) Judson College (IL) Ottawa University (KS) Kalamazoo Collega (MI) Our Lady of Holy Cross College (IA) Kenyon College (OH) Pepperdine University (CA) Keuka College (NY) Piedmont College (GA) LaRocha College (PA) Pikuvillu Colluge (KY) Lafayette College (PA) Presbyterian College (SC) Lakeland College (WI) Presbyterian School of Christian Education (VA) Lancaster Bible College (PA) Frincipia College (IL) Lebanon Valley College (PA) Quincy College (II.) LeMoyne College (HY) Randolph-Macon College (VA) Lenoir-Rhyne College (NC) Reed College (OR) Lewis & Clark College (OR) Regis College (CO) Limestone College (SC) Regis College (MA) Linfield College (OR) Rensselaer Polytechnic Institute (NY) Long Island University (NY) Rider College (N1) Loras College (IA) Rochester Institute of Technology (NY) Loyola College in Haryland (日) Rockford College (IL) Lubbock Christian University (TX) Rockhurst College (MO) Luther College (IA) Rocky Mountain College (MT) Lynchburg College (VA) Roosevelt University (IL) Lyoming College (PA) Rose-Hulman Institute of Technology (IN) Madonna College (HI) Russell-Sage College (NY) Harist College (NY) Saint Edward's University (TX) Mars Hill College (NC) Saint Joseph College (CT) Mary Baldwin College (VA) Saint Mary College (KS) Marymount College (NY) Harymount Hanhattan College (NY) Saint Vincent College (PA) Salem College (NC) Maryville College (TN) Salem College (HV) Marywood College (PA) Salve Regina -- The Newport College (RI) McPherson College (KS) Mercy College of Detroit (MI) Samford University (AL) Santa Clara University (CA) Hercyhurst College (PA) School of the Ozarks, The (M)) Mered..h College (NC) Seattle Pacific University (WA) Midland Lutheran College (NE) Seattle University (WA) Hillikin University (II.) Seton Hill (PA) Hillsaps College (MS)

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Participating Institutions, continued:

Siena College (NY) Siena Heights College (MI) Simpson College (IA) Southwestern Assemblies of God Colleges (TX) Spalding University (NY) Springfield College (HA) St. Bonaventure University (NY) St. Francis College (NY) St. Hary's University (TX) St. Norbert College (WI) Stevens Instituțe of Technology (NJ) Stillman College (AL) Suffolk University (MA) Susquehanna University (PA) Tabor College (KS) Taylor University (IN) Texas Christian University (TX) Texas Lutheran College (TX) Tiffin University (OH) Tri-State University (IN) 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 Evansville (IN) University of LaVerne (CA)

University of Miami (FL) University of Portland (OR) University of Richmond (VA) University of San Diego (CA) University of St. Thomas (TX) University of the South, The (TN) University of Tampa, (FL) Ursuline College (OH) Valparaiso University (IN) Villa Maria College (PA) Viterbo College (WI) Walsh College (OH) Warner Southern College (FL) Wartburg College (IA) Washington and Jefferson Coilege (PA) Washington and Lee University (VA) Waynesburg College (PA) West Virginia Wesleyan College (WV) Western Baptist College (OR) Western Maryland College (MD) Westmar College (IA) Westminister College of Salt Lake City (UT) Whitman College (WA) Wilkes Colloge (PA) William Jewell College (MO) William Penn College (IA) Wilmington College (DE) Wingate College (NC) Wittenburg University (OH)

Total: 259



SALARY-TREND STUDY OF FACULTY IN FOREIGN LANGUAGES

FOR THE YEARS

1985-86 AND 1988-89

By Richard D. Howe and Hector Romero

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 1988-89. Each year two separate studies are conducted, one for state 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 foreign languages. 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 foreign languages in the CIP is as follows:

A summary of groups of instructional programs that describe the structure and use of language that is common or indigenous to people of the same community or nation; the same geographical area, or the same cultural traditions; including such features as sounds, literature, syntax, phonology, morphology, semantics, sentences, prose and verse, as well as the development of skills and attitudes used in communicating and evaluating thoughts and feelings through oral and written language.*

[*Gerald S. Malitz, <u>A Classification of Instructional Programs</u> (Washington, DC.: National Center for Education Statistics, [1985], p. 85.--16.)]



This article presents a summary of the overall average salary increases in the discipline/major field of foreign languages from the "baseline year" of 1985-86 to and including the "trend year" of 1988-89 for both state and private institutions. Of the 262 institutions which participated in CUPA's STATE (AASCU) study of 1985-86, 202 also participated in 1988-89. Data from those same 202 institutions were used in both the baseline year and the trend year. Of the 440 institutions which participated in CUPA'S PRIVATE study of 1985-86, 259 also participated in 1988-89. Data from those same 259 institutions were used in both the baseline year and the trend year.

This study lists the average salaries of foreign language faculty for both state 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 (1985-86 and 1988-89).

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 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 the foreign languages in the 1985-86 state 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: STATE 1985-86, STATE 1988-89, PRIVATE 1985-86 and PRIVATE 1988-89. For example, a SALARY FACTOR of .95 for assistant professors in the discipline/major field of foreign languages in the 1985-86 state study means that their salaries are 5 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 (1985-86 or 1988-89). 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 foreign languages 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



PROF SALARY NUM N	ASSO PROF I/IN SAL#RY NUM N/IN	ASST PROF SALARY NUM N/IN	NEW ASST PROF SALARY NUM N/IN	INSTRUCTOR SALARY NUM N/IN	ALL RANKS SALARY NUM N/IN
STATE, 1985-86: FOREIGN LANGUAGES					
AVERAGE SALARY: 37465 471	130 30002 492 146	24526 408 140	22174 51 39	19520 85 48	30269 1456 173
FAC MIX PCT: 0.32	0.34	0.28	0.04	0.06	1.00
SALARY FACTOR: 0.98	0.97	0.95	0.88	0.94	0.97
ALL MAJOR FIELDS					
AVERAGE SALARY: 38112 17636	31074 15884	25911 14019	25065 1932	20777 3986	31282 51525 202
FAC MIX PCT: 0.34	0.31	0.27	0.04	0.08	1.00
STATE, 1988-89: FOREIGN LANGUAGES					
AVERAGE SALARY: 43648 477	136 34652 488 149	27983 428 136	26254 72 51	22090 119 58	34613 1512 170
FAC MIX PCT: 0.32	0.32	0.28	0.05	0.08	1.00
SALARY FACTOR: 0.98	0.95	0.92	0.90	0.94	0.95
ALL MAJOR FIELDS					
AVERAGE SALARY: 44577 18904	36431 16110	30416 15286	29332 2573	23527 4252	36562 54552 202
FAC MIX PCT: 0.35	0.30	0.28	0.05	0.08	1.00
PRIVATE, 1985-86: AVERAGE		FOREIGN L			
SALARY: 35913 361 FAC MIX		22897 396 140	20922 60 41	19546 132 57	27854 1329 208
PCT: 0.27 SALARY	0.33	0.30	0.05	0.10	1.00
FACTOR: 0.94	0.96	0.95	0.89	1.00	0.94
AVERAGE		ALL MAJOR			
SALARY: 38230 8391 FAC MIX		24113 8321	23430 1204	19473 1985	29765 27049 259
PCT: 0.31	0.31	0.31		0.07	1.00
<u>PRIVATE, 1988-89:</u> AVERAGE		FOREIGN L			
SALARY: 41888 345 FAC MIX					322/3 1340 199
PCT: 0.26 SALARY	0.32	0.32	0.05	0.10	1.00
FACTOR: 0.93	0.96	0.94	0.91	0.99	0.92
ALI. MAJOR FIELDS AVERAGE					
SALARY: 44926 8877	34585 8852	28554 8980	28166 1388	22636 1918	35099 28627 259
PCT: 0.31	0.31	0.31	0.05	0.07	1.00



sizes between _he "baseline year" of 1985-86 and the "trend year" of 1988-89 will lessen the reliability and validity of any conclusions that one might make based on a simple comparison of averages.

RESULTS OF THE TWO STATE (AASCU) STUDIES, 1985-86 AND 1988-89

In the STATE 1985-86 salary study in the above table, the reader may note that the discipline/major field of foreign languages was reported in 173 of the 202 state (AASCU) institutions. The average salary of the 1,456 faculty was \$30,269. This average salary was approximately 3 percent (0.97) lower than the average salary of \$31,282 for all 51,525 faculty in ALL MAJOR FIELDS in the 1985-86 state study.

In the STATE 1988-89 salary study in the above table, the discipline/major field of foreign languages was reported in 170 of the same 202 state (AASCU) institutions. The average salary of the 1,512 faculty was \$34,613. This average salary was approximately 5 percent (0.95) lower than the average salary of \$36,562 for all 54,552 faculty in ALL MAJOR FIELDS in the 1988-89 state study.

The increase in average salaries for all faculty in the foreign languages after three years in the state institutions studied was 14.4 percent (\$34,613 minus \$30,269 equals \$4,344). The CPl of increased cost-of-living between October 1985 and October 1988 was 10.6 percent. A more realistic increase, therefore, in average faculty salaries over the three-year time period is 3.8 percent or an average of 1.3 percent each year above the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the state institutions studied was 16.9 percent (\$36,562 minus \$31,282 equals \$5,280). In comparison to the discipline/major field of foreign languages (14.4%), therefore, the faculty in ALL MAJOR FIELDS increased their salaries by 2.5 percent (16.9% minus 14.4% equals 2.5%) more than faculty in the discipline/major field of foreign languages.



The reader may note that the faculty mix percentage in the discipline/major field of foreign languages is greater at the full professor rank than the assistant professor rank in both state studies, 0.32 vs. 0.28 (1985-86) and 0.32 vs. 0.28 (1988-89), respectively. The differences in faculty mix percentage at the ranks of professor and assistant professor in ALI MAJOR FIELDS for both state studies are as follows: 0.34 vs. 0.27 (1985-86) and 0.35 vs. 0.28 (1988-89), respectively. In other words ALL MAJOR FIELDS has a higher percentage of professors and a similar percentage of assistant professors compared to foreign languages in both s ate studies.

Finally, the hiring rate of new assistant professors in foreign languages was lower than that for ALL MAJOR FIELDS in the 1985-86 state study: 3.5 percent (51/1,456) vs. 3.7 percent (1,932/51,525), respectively. In the 1988-89 study, the hiring rate of new absistant professors in foreign languages was higher than that for ALL MAJOR FIELDS: 4.8 percent (72/1,512) vs. 4.7 percent (2,573/54,552), respectively.

RESULTS OF THE TWO PRIVATE STUDIES, 1985-86 AND 1988-89

In the PRIVATE 1985-86 salary study in the above table, the reader may note that the discipline/major field of foreign languages was reported in 208 of the 259 private institutions. The average salary of the 1,329 faculty was \$27,854. This average salary was approximately 6 percent (0.94) lower than the average salary of \$29,765 for all 27,049 faculty in ALL MAJOR FIELDS in the 1985-86 private study.

In the PRIVATE 1988-89 salary study in the above table, the discipline/major field of foreign languages was reported in 199 of the same 259 private institutions. The average salary of the 1,340 faculty was \$32,273. This average salary was approximately 8 percent (0.92) lower than the average salary of



\$35,099 for all 28,627 faculty in ALL MAJOR FIELDS in the 1988-89 private study.

The increase in average salaries for all faculty in the foreign languages after three years in the private institutions studied was 15.9 percent (\$32,273 minus \$27,854 equals \$4,419). The CPI of increased cost-of-living between October 1985 and October 1988 was 10.6 percent. A more realistic increase, therefore, in average faculty salaries over the three-year time period is 5.3 percent or 1.8 percent each year above the cost-of-living.

The increase in average sclaries for all faculty in ALL MAJOR FIELDS after three years in the private institutions studied was 17.9 percent (\$35,099 minus \$29,765 equals \$5,334). In comparison to the discipline/major field of foreign languages (15.9%), therefore, the faculty in ALL MAJOR FIELDS increased their salaries by 2.0 percent (17.9% minus 15.9% equals 2.0%) more than faculty in the discipline/major field of foreign languages.

The reader may note that the faculty mix percentage in the discipline/major field of foreign languages is slightly lower at the professor rank than at the assistant professor rank in the private studies: 0.27 vs. 0.30 (1985-86) and 0.26 vs. 0.32 (1988-89), respectively. In ALL MAJOR FIELDS for the private studies, the faculty mix percentage at the professor rank is equal to the assistant professor rank: 0.31 vs. 0.31 (1985-86) and 0.31 vs. 0.31, respectively.

Finally, the reader may note that the hiring rate of new assistant professors in foreign languages equals the hiring rate for ALL MAJOR FIELDS in the 1985-86 state study, 4.5 percent (60/1,329) vs. 4.5 percent (1,204/27,049), respectively. In 1988-89 the hiring rate of new assistant professors in foreign languages was slightly more than the hiring rate for ALL iAJOR FIELDS, 4.9 percent (65/1,340) vs. 4.8 percent (1,388/28,627), respectively.



CONCLUDING REMARKS

This article presented salary-trend information on the academic discipline/major field of foreign languages and compared that information with ALL MAJOR FIELDS over a period of three years: the "baseline year" of 1985-86 through the "trend year" of 1988-89. Two studies, one for state (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 5,637 faculty in the discipline/major field of foreign languages participated and were included in the overall total of 161,753 faculty in all 45 disciplines/major fields in all four studies. The same 202 state (AASCU) institutions and the same 259 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 factors in the discipline/major field of foreign languages are currently (1988-89) some 5 and 8 percent below the overall faculty salary factors of £.L MAJOR FIELDS for both the state and private studies. Espectively. The average faculty salary for foreign languages in the private institutions was approximately 9 percent less in comparison to that in the state institutions in 1985-86. The overall faculty salary average in the private institutions is now (1988-89) approximately 7 percent less in comparison to that for the state institutions.

Second, the CPI of October 1988, in comparison to the CPI of October 1985, indicates that the faculty in foreign languages, in both the state and private institutions, received overall salary increases for three years above the cost-of-living. However, foreign languages faculty salaries in both the state and private institutions lagged behind faculty in ALL MAJOR FIELDS during this



same period. Foreign languages faculty in both the state and private institutions have some catching up to do in salary in comparison with ALL MAJOR FIELDS.

Third, in the discipline/major field of foreign languages there is not a marked difference between the number of faculty with the rank of full professor and assistant professor in either the state or the private institutions. The full professor rank appears to be increasing slightly more rapidly in the state institutions compared to the private institutions. It seems that a similar percentage of new assistant professors are being hired in both the private and state 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 foreign languages, and in other disciplines/major fields, on an annual basis.

Richard D. Howe is the originator and director of the annual CUPA faculty salary studies. He is a professor of leadership and higher education, and history at Appalachian State University, Boone, North Carolina. Co-author Hector Romero is professor and chairman of the department of foreign languages at Appalachian State University, Boone, North Carolina.

APPENDICES:



A) OVERALL LIST OF SELECTED DISCIPLINES, page 10

B) LIST OF STATE 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 'ND SPEECH PAIHOLOGY

MULTI-INTERDISCIPLINARY STUDIES

BUSINESS ADMINISTRATION AND MANAGEMENT

MUSIC

BUSINESS AND MANAGEMENT

NURSING

BUSINESS ECONOMICS

PHILOSOPHY AND RELIGION

CHEMISTRY

PHYSICAL EDUCATION

COMMUNICATION TECHNOLOGIES

PHYSICAL SCIENCES

COMMUNICATIONS

PHYSICS

COMPUTER & INFORMATION SCIENCES

POLITICAL SCIENCE AND GOVERNMENT

CURPICULUM AND INSTRUCTION

PSYCHOLOGY

DRAMATIC ARTS

PEADING 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

TOTAL: 45



APPENDIX B

CUPA State (AASCU) Faculty Salary-Trend Studies: 1985-86 and 1988-89

Institutions Participating in Both Studies:

Adams State College (CO) Alabama State University (AL) Angelo State University (TX) Appalachian State University (NC) Arkansae State University (AR) Arkansas Technological University (AR) Auburn University at Montgomery (AL) Augusta College (GA) Blackhills State College (SD) Bluefield State College (WV) California State University at Fullerton (CA) California State University at Long Beach (CA) California State University at Stanislaus (CA) California University of Pennsylvania (PA) Castleton State College (VI) Central Connecticut State University (CT) Central Hichigan University (MI) Central Hissouri State University (HO) Central State University (OK) Central Washington University (WA) Christopher Newport College (YA) Citadel, The Hilitary College of S.C., The (SC) Clarion University of Pennsylvania (PA) Cleveland State University (OH) Clinch Valley College of Univ. of Virginia (VA) College of Charleston (SC) College of Staten Island - CUNY, The (NY) Columbus College (GA) Concord College (WV) Dakota State College (SD) Delta State College (MS) Dickinson State University (SD) East Central State University (OK) East Stroudsburg University (PA) East Texas State University (TX) East Texas State University at Texarkana (TX) Eastern Connecticut State University (C1) Eastern Illinois University (IL) Eastern Kentucky University (KY) Eastern Hichigan University (MI) Eastern New Mexico University (NH) Eastern Washington University (WA) Edinsboro University of Pennsylvania (PA) Fitchburg State College (AA) Florida A & H University (FL) Florida Atlantic University (FL) Florida International University (FL)

Fort Hays State University (KS)

Fort Lewis College (CO) Francis Marion College (SC) Frostburg State University (HD) George Mason University (VA) Georgia College (GA) Georgia Southern College (GA) Georgia Southwestern College (GA) Glenville State College (WV) Grand Valley State University (MI) Harris-Stove State College (HO) humacao University College (PR) Idaho State University (ID) Illinois State University (IL) Indiana State University (IN) Indiana University of Pennsylvania (PA) Jackson State University (MS) Keene State University (MI) Kent State University (OH) Kutztown University (PA) Lake Superior State University (MI) Lander College (SC) Lewis Clark State College (ID) Livingaton University (AL) Longwood College (VA) Louisiana State University in Shreveport(LA) Marshall University (HV) Mary Washington College (VA) Mayville State University (ND) McNeese State University (LA) Memphis State University (TN) Mesa State College (CO) Metropolitan State College (CO) Middle Tennessee State University (TN) Millersville University of Pennsylvania (PA) Minot State University (ND) Missouri Southern State College (MO) Missomi Western State College (MO) Morehead State University (KY) Morray State University (KY) New Mexico Highlands University (NH) Nicholls State University (LA) North Carolina A & T State University (NC) Northeast Louisiana University (LA) Northeast Missouri State University (MO) Northeastern Illinois University (IL) Northern Arizona University (AZ) Northern Illinois University (11.) Northern State College (SD)



University of the District of Columbia, The (DC) Northwest Missouri State University (HO) University of Houston at Clear Lake (FX) Oakland University (MI) University of Lowell (MA) Old Dominion University (VA) Oregon Institute of Technology (OR) University of Haine at Presque Isle (ME) University of Haryland-Baltimore County, The (Hh) Pan American University (TX) University of Missouri - St. Louis (HO) Peru State College (NB) University of Montevallo (AL) Pittsburg State University (KS) University of Nebraska at Omaha (NE) Plymouth State College (NH) University of Nevada at Las Vegas (NV) Purdue University Calumet (IX) University of North Carolina at Charlotte (NC) Radford University (VA) University of North Carolina at Greensboro (NC) Ramapo College of New Jersey (NJ) University of Northern Colorado (CO) Richard Stockton State College (NJ) Saginaw Valley State University (MI) University of Northern Iowa (IA) University of Science & Arts of Oklahoma (OK) Salem State College (MA) University of South Alabama (AL) Salisbury State University (HD) University of South Carolina at Spartanburg (SC) Sam Houston State University (TX) San Diego State University (CA) University of South Florida (FL) Sangamon State University (IL) University of Southern Colorado (CO) University of Southern Indiana (IN) Savannah State College (GA) University of Southern Haine (ME) Shippensburg University of Pennsylvania (PA) University of Southwestern Louisiana (LA) Sonoma State University (CA) University of Tennessee at Chattanooga (TM) South Dakota School of Hines & Technology (SD) Southeast Hissouri State University (HO) University of Tennessee at Hartin (TN) University of Texas at Dallas, The (TX) Southeastern Louisiana University (LA) Southern Arkansas University (AR) University of Texas at San Antonio (TX) Southern Connecticut State University (CT) University of Misconsin - Jau Claire (WI) Southern Illinois University at Edwardsv'ile (II.) University of Wisconsin - La Crosse (WI) Southern Illinois University of Cartondale (IL) University of Wisconsin - Oshkosh (WI) Southern Orange State College (OR) University of Wisconsin - Platteville (WI) University of Wisconsin - Stevens Point (WI) Southwest Hissouri State University (HO) University of Wisconsin - Stout (WI) Southwest State University (MN) University of Wisconsin - Superior (WI) Southwest Texas State University (TX) Southwestern Oklahoma State University (OK) University of Wisconsin - Whitewater (WI) Valdosta State College (GA) St. Cloud State University (MN) State University of New York at Plattsburgh (NY) Valley City State University (ND, State University of New York College at Brockport (NY) Weber State College (UT) State University of New York College at Buffalo (NY) West Georgia College (GA) State University of New York College at Cortland (NY) West Liberty State College (WV) State University of New York College at Fredonia (NY) West Texas State University (TX) State University of New York College at Genesco (NY) West Virginia College of Graduate Studies (WV) Stephen F. Austin State University (TX) Western Carolina University (NC) SUNY College of Technology at Utica/Rome (NY) Western Illinois University (IL) Tennessee Tachnological University (TN) Western Kentucky University (KY) Western Michigan University (HI) Texas A & I University (TX) Western Montana College (MT) Texas A & M. University at Galveston (TX) Towson State University (MD) Western New Hexico University (NM) Western Oregon State College (OR) Trenton State College (NJ) mestern State College of Colorado (CO) Troy State University (AL) Hestern Washington University (WA) University of Akron, The (OH) University of Arkansas at Little Rock (AR) Wichita State University, The (KS) University of Baltimore (MD) William Paterson College (NJ) Winthrop College (SC) University of Central Arkansas (AR) University of Colorado at Colorado Springs(CO) Youngstown State University (OH)

Total: 202



APPENDIX C

CUPA Private Faculty Salary-Trend Studies: 1985-86 and 1988-89

Institutions Participating in Both Studies:

College Misericordia (PA) Adelphi University (NY) College of Great Falls (MT) Agnua Scott College (GA) College of Hount St. Joseph (OH) Albertus Magnus College (CT) College of Notre Dame of Maryland (MD) Alfred University (NY) College of Saint Benedict (MN) Allegheny Collage (PA) Allentown College of St. Francis de Sales (PA) College of Saint Elizabeth (NI) College of St. Joseph (VT) Alma College (MI) A College of Saint Rose, The (NY) Alverno College (HI) American Technological University (TX) College of St. Scholastica (MN) College of the Holy Cross (MA) American University, The (DC) Columbia College (MO) Amherst College (HA) Concordia College (MI) Anna Haria College (HA) Concordia College (MN) Aquinas College (HI) Concordia College (WI) Arkansas College (AR) Cooper Union for the Advancement of Sci. and Art, The (NY) Asbury College (KY) Assumption College (MA) Cornell College (IA) Cornell University (NY) Augustana College (IL) Covenant College (TN) Averatt College (VA) Creighton University (NE) Avila College (HO) D'Youville College (NY) Azusa Pacific University (CA) Defiance College, The (OH) Baldwin-Wallace College (OH) DePaul University (II.) Barnard College (NY) DePauw University (IN) Barry University (FL) Dickinson College (PA) Bellarmine College (KY) Doane College (NE) Belmont Abbey College (NC) Dominican College of Blavelt (NY) Bethany College (HV) Drake University (IA) Bethel College (KS) Drew University (NJ) Bethel College (HN) Eastern Mennonite College and Seminary (VA) Bethune-Cookman College (FL) Eckerd College (FL) Bioia University (CA) Elmhurst College (II.) Birmingham-Southern College (/L) Elms College (MA) Bloumfield College (NJ) Emerson College (MA) Boston University (MA) Fairfield University (CT) Bradley University (IL) Fort Wayne Bible College (IN) Briar Cliff College (!A) Franklin and Marshall College (PA) Bridgewater College (VA) Franklin Pierce College (NH) Bryant College (RI) Furman University (SC) Bucknall University (PA) George Fox College (OR) Butler University (IN) George Washington University, The (DC) Cabrini College (PA) Guargetown College (KY) Carlow College (PA) Catholic University of Americs, The (DC) Georgetown University (DC) Catholic University of Puerto Rico (PR) Georgian Court College (NJ) Cedar Crest College (PA) Gonzaga University (NA) Grand View College (IA) Central College (IA) Greensboro College (NC) Central Wesleyan College (SC) Christian Brothers College (TN) Hamilton College (NY) Hamiline University (MN) Clarkson University (NY)



Missouri Baptist College (MO) Hampton University (VA) Moravian College (Ph) Hannibal-LaGrange College (HO) Mount Mary College (WI) Hartwick College (NY) Hount Hercy College (IA) Hastings College (NE) Mount St. Mary' College (CA) Heidelberg College (OH) Mount Vernon College (DC) Holy Family College (PA) Mount Vernon Nazarene College (OH) Houghton College (NY) Muskingum College (OH) Howard University (DC) Nazareth College (MI) Huron College (SD) Neumann College (PA) Illinois Benediccine College (IL) Illinois Instituté of Technology (IL) New England College (NH) North Central College (IL) Immaculata College (PA) Northland College (WI) Incarnate Word College (TX) Northwestern College (IA) Ithaca College (南) Northwestern College (MN) Jarvis Christian College (TX) Norwich University (VT) John Carroll University ((OH) Oakwood College (AL) Johns Hopkins University (MD) Ohio Northern University (OH) Judson College (IL) Ottawa University (KS) Kalamazos College (HI) Our Lady of Holy Cross College (LA) Kenyon College (OH) Pepperdine University (CA) Keuka College (NY) Predmont College (GA) LaRoche College (PA) Pikuville Colluge (KY) Lafayette College (PA) Presbyterian College (8C) Lakeland College (WI) Presbyterian School of Christian Education (VA) Lancaster Bible College (PA) Principia College (IL) Lebanon Valley College (PA) Quincy College (II.) LeMoyne College (NY) Randolph-Macon College (VA) Lenoir-Rhyne College (NC) Lewis & Clark College (OR) Reed College (OR) Regis College (CO) Limestone College (SC) Segis College (MA) Linfield College (OR) Long Island University (NY) Renseelaer Polytechnic Institute (NY) Rider College (NJ) Loras College (1A) Rochester Institute of Technology (NY) Loyola College in Maryland (MD) Rockford College (IL) Lubbock Christian University (TX) Rockhurst College (MO) Luther College (IA) Rocky Mountain College (MT) Lynchburg College (VA) Roosevelt University (II.) Lyoming College (PA) Rose-Hulman Institute of Technology (IN) Madonna College (HI) Russell-Sage College (NY) Harist College (NY) Saint Edward's University (TX) Mars Hill College (NC) Saint Joseph College (CI) Mary Baldwin College (VA) Saint Hary College (KS) Marymount College (NY) Marymount Manhattan College (NY) Saint Vincent College (PA) Salem College (NC) Maryville College (TN) Salem College (WV) Marywood College (PA) Salve Replina -- The Hewport College (RI) McPherson College (KS) Samford University (AL) Hercy College of Detroit (HI) Santa Clara University (CA) Hercyhurst College (PA) School of the Ozarks, The (MO) Heredith College (NC) Seattle Pacific University (WA) Midland Latheran Coilege (NE) Seattle University (WA) Millikin University (IL) Hillsaps College (HS) Seton Hill (PA)



Siena College (NY) Siena Heights College (HI) Simpson College (IA) Southwestern Assemblies of God Colleges (TX) Spalding University (NY) Springfield College (MA) St. Bonaventure University (NY) St. Francis College (NY) St. Mary's University (TX) St. Norbert College (WI) Stevens Institute of Technology (NJ) Stillman College (AL) Suffolk University (MA) Susquehanna University (PA) Tabor College (KS) Taylor University (IN) Texas Christian University (TX) Texas Lutheran College (TX) Tif n University (OH) Tri-State University (IN) Trinity College Inc. (VT) Trinity University (TX) Tulene University (LA) University of Dallas, The (TX) University of Dayton (OH) University of Detroit (MI) University of Evansville (IN) University of LaVerne (CA)

University of Miami (FL) University of Portland (OR) University of Richmond (VA) University of San Diego (CA) University of St. Thomas (TX) University of the South, The (TN) University of Tampa, (FL) Ursuline College (OH) Valparaiso University (IN) Villa Haria College (PA) Viterbo College (WI) Walsh College (Oil) Warner Southern College (FL) Wartburg College (IA) Washington and Jefferson College (PA) Washington and Lee University (VA) Waynesburg College (PA) West Virginia Wesleyan College (WV) Western Baptist College (OR) Western Maryland College (+D) Westmar College (IA) Westminister College of Salt Lake City (UT) Whitman College (WA) Wilkes College (PA) William Jewell College (MO) William Penn College (IA) Wilmington College (DE) Wingata College (NC)

Wittenburg University (OH)

Total: 259



SALARY-TREND STUDY OF FACULTY IN GEOGRAPHY

FOR THE YEARS

1985-86 AND 1988-89

By
Richard D. Howe
and Donald Albert

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 1988-89. Each year two separate studies are conducted, one for state senior colleges and universities whir' 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 geography. 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 geography in the CIP is as follows:

An instructional program that descr as the earth and its life; the land, sea, and air; and the distribution of plant and animal life, human beings, and industries.*

[*Gerald S. Malitz, A <u>Classification of Instructional Programs</u> (Washington, D.C.: National Center for Education Statistics, [1985], p. 140.--45.07.)]

This article presents a summary of the overall average salary increases in the discipline/major field of geography from the "baseline year" of 1985-86 to



and including the "trend year" of 1988-89 for both state and private institutions. Of the 262 institutions which participated in CUPA's STATE (AASCU) study of 1985-86, 202 also participated in 1988-89. Data from those same 202 institutions were used in both the baseline year and the trend year. Of the 440 institutions which participated in CUPA'S PRIVATE study of 1985-86, 259 also participated in 1988-89. Data from those same 259 institutions were used in both the baseline year and the trend year.

This study lists the average salaries of geography faculty for both state 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 (1985-86 and 1988-89).

The CPI is based on prices of food, clothing, snelter 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. Therefore, the CPI was used to yield a more precise representation of "real" salary increases over time.

The salary is based on a nine- or ten-month academic year salary of full-time faculty only. It does not include any faculty members teaching less than 51 percent. Salary for summer academic work, fringe benefits, and perquisites are not included in the salary data. The average salary is based on the study information with the assumption that all employees were full-time. The average salary displayed is an average of all faculty salaries reported for a given rank and discipline.

The "NiM" 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 .35 for associate professor of geography in the 1985-86 state study means that 35 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: STATE 1985-86, STATE 1988-89, PRIVATE 1985-86 and PRIVATE 1988-89. For example, a SALARY FACTOR of 0.97 for assistant professors in the discipline/major field of geography in the 1985-86 state study means that their salaries are 3 percent lower than the average of all assistant professors in all institutions in that study.

NEW ASST PROF is the grouping of assistant professors who were hired for the first time in the fall of the study year (1985-86 or 1988-89). 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 geography 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 1985-86 and the "trend year" of 1988-89

PROF SALARY NUM N/IN	ASSO PROF SALARY NUM N/IN	ASST PROF SALARY NUM N/IN	NEW ASST PROF SALAKY NUM N/IN	INSTRUCTOR SALARY NUM N/IN	ALL RANKS SALARY NUM N/IN								
STATE, 1985-86: GEOGRAPHY													
AVERAGE SALARY: 38208 245 85	29912 208 90	25017 130 69	22397 19 16	20894 16 13	32002 599 109								
FAC MIX PCT: 0.41	0.35	0.22	0.03	0.03	1.00								
SALARY FACTOR: 1.00	0.96	0.97	0.89	1.01	1.02								
ALL MAJOR FIELDS													
AVERAGE SALARY: 38112 17636	31074 15884	25911 14019	25065 1932	20777 3986	31282 51525 202								
FAC MIX PCT: 0.34 '	0.31	0.27	0.04	80.0	1.00								
STATE, 1988-89:		GEOGRA	.РНұ										
AVERAGE SALARY: 44506 272 84	35141 172 79	28825 150 70	27120 23 19	23221 25 19	37244 619 104								
FAC MIX PCT: 0.44	0.28	0.24	0.04	0.04	1.00								
SALARY FACTOR: 1.00	0.96	0.95	0.92	0.99	1.02								
		ALL MAJOR	FIELDS										
AVERAGE SALARY: 44577 18904	36431 16110	30416 15286	29332 2573	23527 4252	36562 54552 202								
FAC MIX PCT: 0.35	0.30	€.28	0.05	0.08	1.00								
PRIVATE, 1985-86:		GEOGRA	.РНҮ										
AVERAGE SALARY: 35852 26 16	30520 22 12	24793 16 12	19500 1 1	1 '700 3 3	30647 67 26								
FAC M1X PCT: 0.39	0.33	0.24	0.01	0.04	1.00								
SALARY FACTOR: 0.94	1.04	1.03	0.83	0.91	1.03								
ALL MAJOR FIELDS													
AVERAGE SALARY: 38230 8391	29339 8352	24113 8321	23430 1204	19473 1985	29765 27049 259								
FAC MIX PCT: 0.31	0.31	0.31	0.04	^.O?	1.00								
PRIVATE, 1988-E9: GEOGRAPHY													
AVERAGE SALARY: 48476 27 15 FAC MIX	33329 28 17	28988 21 12	28983 6 4	22557 3 3	36943 79 25								
PCT: 0.34	0.35	0.27	0.08	0.04	1.00								
SALARY FACTOR: 1.08	0.96	1.0?	1.03	1.00	1.05								
ALL MAJOR FIELDS													
AVERAGE SALARY: 44926 8877	34585 8852	28554 8980	28166 1388	22636 1918	35099 28627 259								
FAC MIX PCT: 0.31	0.31	0.31	0.05	0.07	1.00								



will lessen the reliability and validity of any conclusions that one might make based on a simple comparison of averages.

RESULTS OF THE TWO STATE (AASCU) STUDIES, 1985-86 AND 1038-89

In the STATE 1985-86 salary study in the above table, the reader may note that the discipline/major field of geography was reported in 109 of the 202 state (AASCU) institutions. The average salary of the 599 faculty was \$32,002. This average salary was approximately 2 percent (1.02) higher than the average salary of \$31,282 for all 51,525 faculty in ALL MAJOR FIELDS in the 1985-86 state study.

In the STATE 1988-89 salary study in the above table, the discipline/major field of geography was reported in 104 of the same 202 state (AASCU) institutions. The average salary of the 619 faculty was \$37,244. This average salary was approximately 2 percent (1.02) higher than the average salary of \$36,562 for all 54,552 faculty in ALL MAJOR FIELDS in the 1988-89 state study.

The increase in average salaries for all faculty in geography after three years in the state institutions studied was 16.4 percent (\$37,244 minus \$32,002 equals \$5,242). The CPI of increased cost-of-living between October 1985 and October 1988 was 10.6 percent. A more realistic increase, therefore, in average faculty salaries over the three-year time period is 5.8 percent or an average of 1.9 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 state institutions studied was 16.9 percent (\$36,562 minus \$31,282 equals \$5,280). In comparison to the discipline/major field of geography (16.4%), therefore, the faculty in ALL MAJOR FIELDS increased their salaries by 0.5 percent (16.9% minus 16.4% equals 0.5%) more than faculty in the discipline/major field of geography.

The reader may note that the faculty mix percentage in geography is higher



at the professor rank than at the assistant professor rank in both the stace studies: 0.41 vs 0.22 (1985-86) and 0.44 vs 0.24 (1988-89), respectively. The differences in faculty mix percentage at the ranks of professor and assistant professor in ALL MAJOR FIELDS for both state studies are as follows: 0.34 vs. 0.27 (1985-86) and 0.35 vs. 0.28 (1988-89), respectively. In other words ALL MAJOR FIELDS has a lower percentage of professors and a higher percentage of assistant professors compared to geography in both of the state studies.

Finally, the hiring rate of new assistant professors in geography was less than for ALL MAJOR FIELDS in the both state studies, (1985-86): 3.2 percent (19/599) vs. 3.7 percent (1,932/51,525), respectively; and, (in 1988-89): 3.7 percent (23/619) vs. 4.7 percent (2,573/54,552). In other words the hiring rate of new assistant pr Tessors in geography was less than for ALL MAJOR FIELDS in 1985-86, and in 1988-89.

RESULTS OF THE TWO PRIVATE STUDIES, 1985-86 AND 1988-89

In the PRIVATE 1985-86 salary study in the above table, the reader may note that the discipline/major field of geography was reported in 26 of the 259 private institutions. The average salary of the 67 faculty was \$30,647. This average salary was approximately 3 percent (1.03) higher than the average salary of \$29,765 for all 27,049 faculty in ALL MAJOR FIFLDS in the 1985-86 private study.

In the PRIVATE 1988-89 salary study in the above table, the discipline/major field of geography was reported in 25 of the same 259 private institutions. The average salary of the 79 faculty was \$36,943. This average salary approximately 5 percent (1.05) higher than the average salary of \$35,099 for all 28,627 faculty in ALL MAJOR FIELDS in the 1988-89 private study.



The increase in average salaries for all faculty in geography after three years in the private institutions studied was 20.5 percent (\$36,943 minus \$30,647 equals \$6,296). The CPI of increased cost-of-living between October 1985 and October 1988 was 10.6 percent. A more realistic increase, therefore, in average faculty salaries over the three-year time period is 9.9 percent or 3.3 percent each year above the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the private institutions studied was 17.9 percent (\$35,099 minus \$29,765 equals \$5,334). In comparison to the discipline/major field of geography (20.5%), therefore, the faculty in ALL MAJOR FIELDS increased their salaries by 2.6 percent (20.5% minus 17.9% equals 2.6%) less than faculty in the discipline/major field of geography.

In the discipline/major field of geography, 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: 0.39 vs. 0.24 (1985-86), respectively; and 0.34 vs. 0.27 (1988-89), respectively. This is quite different from ALL MAJOR FIELDS for both private scudies: 0.31 vs. 0.31 (1985-86), respectively; and 0.31 vs. 0.31 (1988-89), respectively. In other words ALL MAJOR FIELDS has a lower percentage of professors and a higher percentage of assistant professors compared to geography in both private studies.

Finally, the reader may note that the hiring rate of new assistant professors in geography in the private studies was less than the hiring rate in ALL MAJOR FIELDS both in 1985-86, 1.5 percent (1/67) vs. 4.5 percent (1,204/27,049), respectively. However, in 1988-89, it was greater than the hiring rate in ALL MAJOR FIELDS: 7.6 percent (6/79) vs. 4.8 percent (1,388/28,627), respectively.



CONCLUDING REMARKS

This article presented salary-trend information on the academic discipline/
major field of geography and compared that information with ALL MAJOR FIELDS
over a period of three years: the "baseline year" of 1985-86 through the "trend
year" of 1988-89. Two studies, one for state (AASCU) institutions, and the
other for private institutions were conducted for the baseline year and for the
trend year—a total of four studies. A total of 1,364 faculty in the
discipline/major field of geography participated and were included in the
overall total of 161,753 faculty in all 45 disciplines/major fields in all four
studies. The same 202 state (AASCU) institutions and the same 259 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 geography is currently (1988-89) some 2 and 5 percent above the overall average faculty salary of ALL MAJOR FIELDS for both the state and private studies, respectively. The average faculty salary for geography in the state institutions was approximately 4 percent more in comparison to that in the private institutions in 1985-86. The average faculty salary in the private institutions is new (1988-89) \$301 less in comparison to that for the state institutions (0.8%).

Second, the CPI of October 1988, in comparison to the CPI of October 1985, indicates that the faculty in geography, in both the state and private institutions, received overall salary increases for three years above the cost-of-living. The salary increases of the geography faculty in the state institutions lagged behind those of the faculty in ALL MAJOR FIELDS during this same period. However, salary increases were ahead in the private



institutions. Geography faculty in the state institutions have a little catching up to do in salary in comparison to their colleagues in the private institutions.

Third, in the discipline/major field of geography the assistant professor rank has a smaller percentage compared to the full professor rank for both the state and private studies. The full professor rank appears to be increasing at a faster, rate in the state institutions, compared to the private institutions. It seems a higher percentage of new assistant professors are being hired in the private institutions in comparison to the state 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 geography, and in other disciplines/major fields, on an annual basis.

Richard D. Hove is the originator and director of the annual CUPA faculty salary studies. He is a professor of leadership and higher education, and history at Appalachian State University, Boone, North Carolina. Co author Donald Albert is a research analyst in the Office of Equal Opportunity Programs at Appalachian State University, Boone, North Carolina.

APPENDICES:



A - OVERALL LIST OF SELECTED DISCIPLINES, page 10

B - LIST OF STATE Participating Institutions, page 11

C - LIST OF PRIVATE Participating Institutions, page 13

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 ADMINISTRATION AND MANAGEMENT

MUSIC

BUSINESS AND MANAGEMENT

NURSING

BUSINESS ECONOMICS

PHILOSOPHY AND RELIGION

CHEMISTRY

PHYSICAL EDUCATION

COMMUNICATION TECHNOLOGILS

PHYSICAL SCIENCES

COMMUNICATIONS

PHYSICS

COMPUTER & INFORMATION SCIENCES

POLITICAL SCIENCE AND GOVERN

CURRICULUM AND INSTRUCTION

PSYCHOLOGY

DRAMATIC ARTS

EDUCATION

READING EDUCATION

EDUCATION ADMINISTRATION

SOCIAL SCIENCES

ENGINEERING

FINE ARTS

SOCIOLOGY

FOREICN LANGUAGES

SPECIAL EDUCATION

GEOGRAPHY

STUDENT COUNSELING AND PERSONNEL

SECRETARIAL AND RELATED PROGRAMS

SERVICES

GEOLOGICAL SCIENCES

TEACHER EDUCATION, GENERAL PROGRAMS

HISTORY

VISUAL AND PERFORMING ARTS

TOTAL: 45



APPENDIX B

CUPA State (AASCU) Faculty Salary-" rend Studies: 1985-86 and 1988-89

Institutions Participating in Both Studies:

Adams State College (CO) Alabama State University (AL.) Angelo State University (TX) Appalachian State University (NC) Arkansas State University (AR) Arkansas Technological University (AR) Auburn University at Hontgomery (AL) Augusta College (GA) Blackhills State College (SD) Bluefield State College (WV) California State University at Fullerton (CA) California State University at Long Beach (CA) California State University at Stanislaus (CA) California University of Pennsylvania (PA) Castleton State College (VT) Central Consecticut State University (CT) Central Hichigan University (HI) Central Hissouri State University (HO) Central State University (OK) Central Mashington University (WA) Christopher Newport College (VA) Citadel, The Military College of S.C., The (SC) Clarion University of Pennsylvania (PA) Cleveland State University (CH) Clinch Valley College of Univ. of Virginia (VA) College of Charleston (SC) College of Staten Island - CUNY, The (NY) Columbus College (GA) Concord College (WV) Dakota State College (SD) Delta State College (MS) Dickinson State University (SD) East Central State University (OK) East Stroudsburg University (PA) East Texas State University (TX) East Texas State University at Texarkana (TX) Eastern Connecticut State University (CT) Eastern Illinois University (IL.) Eastern Kentucky University (KY) Eastern Michigan University (MI) Eastern New Mexico University (NM) Eastern Washington University (WA) Edinaboro University of Pennsylvania (PA) Fitchburg State College (MA) Florida A & H University (FL) Florida Atlantic University (FL) Florida International University (FL) Fort Hays State University (KS)

Fort Lewis College (CO) Francis Marion College (SC) Frostburk State University (MD) George Mason University (VA) Georgia College (GA) Georgia Southern College (GA) Georgia Southwestern College (GA) Glenville State College (WV) Grand Valley State University (MI) Harris-Stowe State College (MO) Ihmacao University College (PR) Idaho State University (ID) Illinois State University (IL) Indiana State University (IN) Indiana University of Pennsylvania (PA) Jackson State University (MS) Keene State University (NII) Kent State University (OH) Kutztown University (PA) Lake Superior State University (M1) Lander College (SC) Leuis Clark State College (ID) Livingston University (AL) Longwood College (VA) Louisiana State University in Shreveport(LA) Marshali University (WV) Mary Washington College (VA) Mayville State University (ND) McNeese State University (LA) Hemphis State University (TN) Mesa State College (CO) Metropolitan State College (CO) Middle Tennessee State University (TN) Millersville University of Pennsylvania (PA) Minot State University (ND) Missouri Southern State College (MO) Missouri Western State College (MO) Morehead State University (KY) Murray State University (KY) New Mexico Highlands University (NH) Nicholls State University (LA) North Carolina A & T State University (NC) Northeast Louisiana University (LA) Northeast Missouri State University (MO) Northeastern Illinois University (II.) Northern Arizona University (AZ) Northern Illinois University (IL) Northern State College (SD)



Northwest Hissouri State University (HO) University of the District of Columbia, The (IC) University of Houston at Clear Lake (TX) Oakland University (MI) University of Lowell (MA) Old Dominion University (VA) Oregon Institute of Technology (OR) University of Maine at Presque Isle (ME) University of Maryland-Baltimore County, The (HD) Pan American University (TX) University of Missouri - St. Louis (MO) Peru State College (NB) University of Montevallo (AL) Pittsburg State University (KS) University of Nebraska at Omaha (NE) Plymouth State College (NH) University of Nevada at Las Vegas (NV) Purdue University Calumet (IN) University of North Carolina at Charlotte (NC) Radford University (VA) University of North Ca. lina at Greensboro (NC) Ramapo College of New Jersey (NJ) Richard Stockton State College (NJ) University of Northern Colorado (CO) Saginaw Yalley State University (MI) University of Northern Iowa (IA) University of Science & Arts of Oklahoma (OK) Salem State College (MA) Salisbury State University (MD) University of South Alabama (AL) University of South Carolina at Spartanburg (SC) Sam Houston State University (TX) University of South Florida (FL) San Diego State University (CA) University of Southern Colorado (CO) Sangamon State University (IL) University of Southern Indiana (IN) Savannah State College (GA) Shippensburg University of Pennsylvania (PA) University of Southern Maine (HE) University of Southwestern Louisiana (LA) Sonoma State University (CA) South Dakota School of Mines & Technology (SD) University of Tennessee at Chattanooga (TN) Southeast Missouri State University (MO) University of Tennessee at Martin (TN) University of Texas at Dallas, The (TX) Southeastern Louisiana University (LA) University Of Texas at San Antonio (TX) Southern Arkansas University (AR) University of Wisconsin - Eau Claire (WI) Southern Connecticut State University (CT) Southern Illinois University at Edwardsville (IL) University of Wisconsin - La Crosse (WI) Southern Illinois University of Carbondale (IL) University of Wisconsin - Oshkosh (WI) University of Wisconsin - Platteville (WI) Southern Orange State College (OR) University of Wisconsin - Stevens Point (WI) Southwest Missouri State University (MO) University of Wisconsin - Stout (WI) Southwest State University (MH) University of Wisconsin - Superior (WI) Southwest Texas State University (TX) University of Wisconsin - Whitewater (WI) Southwestern Oklahoma State University (OK) St. Cloud State University (HN) Valdosta State College (GA) State University of New York at Plattsburgh (NY) Valley City State University (ND) State University of New York College at Brockport (NY) Weber State College (ITT) State University of New York College at Buffalo (NY) West Georgia College (GA) State University of New York College at Cortiand (NY) West Liberty State College (WV) State University of New York College at Fredomia (NY) West Texas State University (TX) State University of New York College at Genesco (NY) West Virginia College of Graduate Studies (WV) Western Carolina University (NC) Stephen F. Austin State University (TX) SUNY College of Technology at Utica/Rome (NY) Western Illinois University (IL) Tennessee Technological University (TN) Western Kentucky University (KY) Texas A & I University (TX) Western Hichigan University (HI) Texas A & M University at Galveston (TX) Western Montana College (MT) Western New Maxico University (NM) Towson State University (MD) Western Oregon State College (OR) Trenton State College (NJ) Western State College of Colorado (CO) Troy State University (AL) Western Washington University (WA) University of Akron, The (OH) University of Arkansas at Little Rock (AR) Wichita State University, The (KS) William Paterson College (NJ) University of Baltimore (MD) University of Central Arkansas (AP) Winthrop College (SC) Youngstown State University (OH) University of Colorado at Colorado Springs(CO)

Total: 202

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APPENDIX C

CUPA Private Faculty Salary-Trend Studies: 1985-86 and 1988-89

Institutions Participating in Both Studies:

College Misericordia (PA) Adelphi University (NY) College of Great Falls (MT) Agnes Scott College (GA) College of Mount St. Joseph (OII) Albertus Magnus College (CT) College of Notre Dame of Maryland (MD) Alfred University (NY) College of Saint Benedict (MN) Allegheny College (PA) Allentown College of St. Francis de Sales (PA) College of Saint Elizabeth (NI) College of St. Joseph (VT) Alma College (HI) : College of Saint Rose, The (NY) Alverno College (WI) American Technological University (TX) College of St. Scholastica (MN) College of the Holy Cross (MA) American University, The (DC) Columbia College (MO) Amherst College (MA) Concordia College (MI) Anna Haria College (MA) Concordia College (MN) Aquinas College (HI) Concordia College (WI) Arkansas College (AR) Cooper Union for the Advancement of Sci. and Art, The (NY) Asbury College (KY) Cornell College (IA) Assumption College (MA) Cornell University (NY) Augustana College (IL) Covenant College (TN) Averett College (VA) Creighten University (NE) Avila College (HO) D'Youville College (NY) Azusa Pacific University (CA) Defiance College, The (OH) Baldwin-Wallace College (OH) f.:Paul University (II.) Barnard College (NY) DePauw University (IN) Barry University (FL) Dickinson College (PA) Bellarmine College (KY) Doane College (NE) Relmont Abbey College (NC) Dominican College of Blavelt (NY) Bethany College (WV) Drake University (IA) Bethel College (KS) Drew University (NI) Bethel College (HN) Eastern Mennonite College and Seminary (VA) Bethune-Cookman College (FL) Eckerd College (FL) Biols University (CA) Birmingham-Southern College (AL) Elminirat College (II.) Elms College (MA) Bloomfield College (NJ) Emerson College (MA) Boston University (MA) Fairfield University (CT) Bradley University IL) Fort Wayne Bible College (IN) Briar Cliff College (IA) Franklin and Marshail College (PA) Bridgewater College (VA) Franklin Pierce College (NH) Bryant College (RI) Formen University (SC) Bucknall University (PA) C. 'ge Fox College (OR) Butler University (IN) George Washington University, The (DC) Cabrini College (PA) Georgetown College (KY) Carlow College (PA) Catholic University of America, The (DC) Georgetown University (DC) Catholic University of Puerto Rico (PR) Georgian Court College (NJ) Cedar Crest College (PA) Gonzaga University (WA) Grand View College (IA) Central College (IA) Greensboro College (NC) Central Wesleyan Coilege (SC) Christian Brothers College (TN) Hamilton College (NY) Hamline University (MR) Clarkson University (NY)



Missouri Baptist College (MO) Hampton University (VA) Moravian College (PA) Hannibal-LaGrange College (HO) Mount Mary College (WI) Hartwick College (NY) Mount Mercy College (IA) Hastings College (NE) Mount St. Mary's College (CA) Heidelberg College (OH) Mount Vernon College (DC) Holy Family College (PA) Mount Vernon Nazarene College (OH) Houghton College (NY) Muskingum College (OH) Howard University (DC) Nazareth College (MI) Huron College (SD) Neumann College (PA) Illinois Benedictine College (IL) New England College (NH) Illinois Instituté of Technology (IL) North Central College (II.) Immaculata College (PA) Northland College (WI) Incarnate Word College (TX) Northwestern College (IA) Ithaca College (NY) Northwestern College (MN) Jarvis Christian College (TX) Notwich University (VT) John Carroll University ((OH) Oakwood College (AL) Johns Hopkins University (MD) Ohio Northern University (OH) Judson College (IL) Ottawa University (KS) Kalamazoo College (HI) Our Lady of Holy Cross College (LA) Kenyon College (OH) Pepperdine University (CA) Keuka College (NY) Piedmont College (GA) LaRoche College (PA) Pikuvilla Colluge (KY) Lafayette College (PA) Presbyterian College (SC) Lakeland College (HI) Presbyterian School of Christian Education (VA) Lancaster Bible College (PA) Principia College (II.) Lebanon Valley College (PA) Quincy College (II.) LeMoyne College (NY) Randolph-Macon College (VA) Lenoir-Rhyne College (NC) Reed College (OR) Levis & Clark College (OR) Regis College (CO) Limestone College (SC) Regis College (MA) Linfield College (OR) Rensselaer Polytechnic Institute (NY) Long Island University (NY) Rider College (NI) Loras College (IA) Rochester Institute of Technology (NY) Loyola College in Haryland (HD) Rockford College (II.) Lubbock Christian University (TX) Rockhurst College (MO) Luther College (IA) Rocky Mountain College (MT) Lynchburg College (VA) Roosevelt University (IL) Lyoming College (PA) Rose-Hulman Institute of Technology (IN) Madonna College (HI) Russell-Sage College (NY) Marist College (NY) Saint Edward's University (TX) Mars Hill College (NC) Saint Joseph College (CI) Mary Baldwin College (VA) Saint Mary College (KS) Marymount College (NY) Saint Vincent College (PA) Marymount Manhattan College (NY) Salem College (NC) Maryville College (TN) Salum College (WV) Marywood College (PA) Salve Regina -- The Newport College (RI) McPherson College (XS) Samford University (AL) Mercy College of Detroit (MI) Santa Clara University (CA) Hercyhurst College (PA) School of the Gzarks, The (MO) Muredith College (NC) Seattle Pacific University (WA) Midland Lutheran College (NE) Seattle University (WA) Miliikin University (IL) Seton Hill (PA) Hilisaps College (HS)



Siena College (NY) Siena Heights College (MI) Simpson College (IA) Southwestern Assemblies of God Colleges (TX) Spalding University (NY) Springfield College (MA) St. Bonaventure University (NY) Ct. Francis College (NY) St. Mary's University (TX) St. Norbert College (WI) Stevens Institute of Technology (NJ) Stillman College (AL) Suffolk University (MA) Susquehama University (PA) Tabor College (KS) Taylor University (IN) Texas Christian University (TX) Texas Lutheran College (TX) Tiffin University (OH) Tri-State University (IN) Trinity College Inc. (VT) Trinity University (TX) Tulane University (LA) University of Dallas, The (TX) University of Dayton (OH) University of Detroit (HI) University of Evansville (IN) University of Laverne (CA)

Total: 259

University of Hiami (FL) University of Portland (OR) University of Richmond (VA) University of San Diego (CA) University of St. Thomas (TX) University of the South, The (TN) University of Tampa, (FL) Ursuline College (O!!) Valparaiso University (IN) Villa Maria Col: 3e (PA) Viterbo College (WI) Walsh College (OH) Warner Southern College (FL) Wartbur College (IA) Washing, n and Jefferson Collage (PA) Washington and Lee University (VA) Waynesh .g College (PA) West Virginia Wesleyan College (WV) Western Baptist College (OR) Western Maryland College (MD) Westmar College (IA) Westminister College of Salt Lake City (UT) Whitman College (WA) Wilker Coilege (PA) William Jewell College (MO) William Penn College (IA) Wilmington College (DE) Wingate College (NC) Wittenburg University (OH)



SALARY-TREND STUDY OF FACULTY IN GEOLOGICAL SCIENCES

FOR THE YEARS

1985-86 AND 1988-89

By Richard D. Howe and Linda A. Miller

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 1988-89. Each year two separate studies are conducted, one for state 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 geological 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 geological sciences in the CIP is as follows:

A group of instructional programs that describe the history of the earth and other celestial bodies; especially as recorded in rocks.*

[*Gerald S. Malitz, A <u>Classification of Instructional Programs</u> (Washington, DC.: National Center for Education Statistics, [1985], p. 130.--40.06.)]

This article presents a summary of the overall average salary increases in the discipline/major field of geological sciences from the "baseline year" of



1985-86 to and including the "trend year" of 1988-89 for both state and private institutions. Of the 262 institutions which participated in CUPA's STATE (AASCU) study of 1985-86, 202 also participated in 1988-89. Data from those same 202 institutions were used in both the baseline year and the trend year. Of the 440 institutions which participated in CUPA'S PRIVATE study of 1985-86, 259 also participated in 1988-89. Data from those same 259 institutions were used in both the "baseline year" and the "trend year".

In addition to listing the average salaries in the geological sciences for both state 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 (1985-86 and 1988-89) and with the CPI (Consumer Price Index) of charges in cost-of-living.

The CPI is based on prices of focu, 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 re not included in the salary data. The average salary displayed is computed from all faculty salaries reported for a given rank and discipline.

The "NUM" means the number of faculty members whose salaries were included to compute the average salary.

The "N/IN" means the number of institutions that reported salary data for a



given academic rank and discipline/major field.

The FAC MIX PCT is the percentage of faculty in a given discipline/major field who hold a given academic rank. For example, a FAC MIX PCT factor of .29 for associate professor of the geological sciences in the 1985-86 state study means that 29 percent of the faculty in that discipline/major field hold the rank of associate professor.

The \$ALARY 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: STATE 1985-86, STATE 1988-89, PRIVATE 1985-86 and PRIVATE 1988-89. For example, a SALARY FACTOR of .99 for assistant professors in the discipline/major field of geological sciences in the 1985-86 state study means that their salaries are 1 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 (1985-86 or 1988-89). 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 geological sciences with the entire data base for each study.

Of particular import to the reader is noting the s.ze 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 1985-86 and the "trend year" of 1988-89 will lessen the reliability and validity of any conclusions that one might make



		ROF NUM 1	n/In	P	SSO ROF NUM N	או/ו	AS: PRO SALARY	0 F	ı/In		ST	1/ IN	INSTI SALARY	RUCTOR NUM N	N1\	ALL SALARY	RANKS NUM 1	S H/IN
STATE, 1985-86: GEOLOGICAL SCIENCES																		
AVERAGE SALARY:	37905	262	94	30867	174	73	25632	145	71	24620	16	16	21683	11	9	32529	592	112
FAC MIX	0.44			0.29			0.24			0.03			0.02			1.00		
SALARY FACTOR:	0.99			0.99			0.99			0.98			1.04			1.04		
ALL MAJOR FIELDS																		
AVERAGE SALARY: FAC MIX	38112	17636	5	31074	15884		25911	14019		25065	1932		20777	3986		31282	51525	202
PCT:	0.34			0.31			0.27			0.04			0.08			1.00		
STATE.		<u>9:</u>					GI	EOLOGI	CAI.	SCI ENCES								
AVERAGE SALARY:	43843	268	90	35329	180	77	29322	122	66	27287	22	21	23709	14	11	37702	581	107
FAC MIX	0.46			0.31			J.21			0.04			0.02			1.00		
SALARY FACTOR:	0.98			0.97			0.96			0.93			1.01			1.03		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	44577	18904		36431	16110		30416	15286		29332	2573		23527	4252		36562	54552	202
FAC MIX	0.35			0.30			0.28			0.05			0.08			1.00		
PRIVATE		86:		-			GE	EOLOGI	CAL	SCI ENCES								
AVERAGE SALARY:	41502	74	35	31353	44	29	25261	45	29	24571	7	7	NONE			34278	163	49
FAC MIX PCT: SALARY	0.45			0.27			0.28			0.04						1.00		
FACTOR:	1.09			1.07			1.05			1.05						1.15		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	38230	8391		2933 9	8352		24113	8321		23430	1204		19473	1985		29765	21049	259
FAC MIX PCT:	0.31			0.31			0.31			0.04			0.07			1.00		
PRIVATE, 1988-89: GEOLOGICAL SCIENCES																		
AVERAGE SALARY:	48191	81	36	35507	40	25	28548	43	28	2/150	Ö	d	25,997	5	5	39534	169	49
FAC MIX	0.48			0.24			0.25			0.0			0.03			1.00		
SALARY FACTOR:	1.07			1.03			1.00			0.99			1.15			1.13		
ALL MAIOR FIELDS																		
AVERAGE SALAKY:	44926	8877		34585	8852		28554	8980		28 1 66 1	1388		22636	1918		35099	2H627	259
FAC MIX PCT:	0.31			0.31			0.31			0.05			0.07			1.00		

based on a simple comparison of averages.

RESULTS OF THE TWO STATE (AASCU) STUDIES, 1985-86 AND 1988-89

In the STATE 1985-86 salary study in the above table, the reader may note that the discipline/major field of geological sciences was reported in 112 of the 202 state (AASCU) institutions. The average salary of the 592 faculty was \$32,529. This average salary was approximately 4 percent (1.04) higher than the average salary of \$31,282 for all 51,525 faculty in ALL MAJOR FIELDS in the 1985-86 state study.

In the STATE 1988-89 salary study in the above table, the discipline/major field of geological sciences was reported in 107 of the same 202 state (AASCU) institutions. The average salary of the 584 faculty was \$37,702. This average salary was approximately 3 percent (1.03) higher than the average salary of \$36,562 for all 54,552 faculty in ALL MAJOR FIELDS in the 1988-89 state study.

The increase in average salaries for all faculty in the geological sciences after three years in the state institutions studied was 15.9 percent (\$37,702 minus (\$32,529 equals \$5,173). The CPI of increased cost-of-living between October 1985 and October 1988 was 10.6 percent. A more realistic increase, therefore, in average faculty salaries over the three-year time period is 5.3 percent or an average of 1.8 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 state institutions studied was 16.9 percent (\$36,562 minus \$31,282 equals \$5,280). In comparison to the discipline/major field of geological sciences (15.9%), therefore, the faculty in ALL MAJOR FIELDS increased their salaries by 1.0 percent (16.9% minus 15.9% equals 1.0%) more than faculty in the discipline/major field of geological sciences.

Since the discipline/major field of geological 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 state studies; 0.44 vs. 0.24 (1985-86), respectively; and 0.46 vs. 0.21 (1988-89), respectively. The differences in faculty mix percentage at the ranks of professor and assistant professor in ALL MAJOR FIELDS for both state studies is as follows: 0.34 vs. 0.27 (1985-86) and 0.35 vs. 0.28 (1988-89), respectively. In other words ALL MAJOR FIELDS has a lower percentage of professors and a higher percentage of assistant professors compared to the geological sciences in both state studies.

Finally, the hiring rate of new assistant professors in the geological sciences is low in the state studies: 2.7 percent (16/592) in 1985-86 vs. 3.7 percent (1,932/51,525) in ALL MAJOR FIELDS in 1985-86. Also, the hiring rate of new assistant professors in the geological sciences in 1988-89 was 3.8 percent (22/584) vs. 4.7 percent (2,573/54,552) in ALL MAJOR FIELDS that same year. In other words the hiring rate in the discipline/major field of geological sciences is lower than for ALL MAJOR FIELDS in both of the state studies.

RESULTS OF THE TWO PRIVATE STUDIES, 1985-86 AND 1988-89

In the PRIVATE 1985-86 salary study in the above table, the reader may note that the discipline/major field of geological sciences was reported in 49 of the 259 private institutions. The average salary of the 163 faculty was \$34,278. This average salary was approximately 15 percent (1.15) higher than the average salary of \$29,765 for all 27,049 faculty in ALL MAJOR FIELDS in the 1985-86 private study.

In the PRIVATE 1988-89 salary study in the above table, the discipline/major field of geological sciences was reported in 49 of the same 259 private institutions. The average salary of the 169 faculty was \$39,534. This average salary was approximately 13 percent (1.13) higher than the average salary of



\$35,099 for all 28,627 faculty in ALL MAJOR FIELDS in the 1988-89 private study.

The increase in average salaries for all faculty in the geological sciences after three years in the private institutions studied was 15.3 percent (\$39,534 minus \$34,278 equals \$5,256). The CPI of increased cost-of-living between October 1985 and October 1988 was 10.6 percent. A more realistic increase, therefore, in average faculty salaries over the three-year time period is 4.7 percent or 1.6 percent each year above the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the private institutions studied was 17.9 percent (\$35,099 minus \$29,765 equals \$5,334). In comparison to the discipline/major field of geological sciences (15.3%), therefore, the faculty in ALL MAJOR FIELDS increased their salaries by 2.6 percent (17.9% minus 15.3% equals 2.6%) more than faculty in the discipline/major field of geological sciences.

Because the discipline/major field of geological 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: 0.45 vs. 0.28 (1985-86), respectively; and 0.48 vs. 0.25 (1988-89), respectively. This differs from ALL MAJOR FIELDS for both private studies: 0.31 vs. 0.31 (1985-86), respectively; and 0.31 vs. 0.31, (1988-89), respectively. In other words ALL MAJOR FIELDS has a much lower percentage of professors and a higher percentage of assistant professors than the geological sciences in both private studies.

Finally, the reader may note that the hiring rate of new assistant professors in the geological sciences in the private studies lagged behind the hiring rate in ALL MAJOR FIELDS both in 1985-86, 4.3 percent (7/163) vs. 4.5 percent (1,204/27,049), respectively; and in 1988-89, 4.7 percent (8/169) vs. 4.8 percent (1,388/28,627), respectively.



CONCLUDING REMARKS

This article presented salary-trend information on the academic discipline/major field of geological sciences and compared that information with ALL MAJOR FIELDS over a period of three years: the "baseline year" of 1985-86 and the "trend year" of 1988-89. Two studies, one for state (AASCU) institutions, and the other for private institutions were conducted for the baseline year and for the trend year—a total of four studies. A total of 1,508 faculty in the discipline/major field of geological sciences participated and were included in the overall total of 161,753 faculty in all 45 disciplines/major fields in all four studies. The same 202 state (AASCU) institutions and the same 259 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 geological sciences is currently (1988-89) some 3 and 13 percent above the overall average faculty salary of ALL MAJOR FIELDS for both the state and private studies, respectively. The average faculty salary for geological sciences in the private institutions was approximately 5 percent more in comparison to that in the state institutions in 1985-86. The overall salary factor in the private institutions still is (1988-89) 5 percent more in comparison to that for the state institutions.

Second, the CPI of October 1988, in comparison to the CPI of October 1985, indicates that the faculty in the geological sciences, in both the state and private institutions, received overall salary increases for three years above the cost-of-living. Geological sciences faculty salaries in both the state and private institutions lagged behind faculty in ALL MAJOR FIELDS during this same period. Geological sciences faculty in both the state and private institutions



have some catching up to do in salary in comparison with faculty in ALL MAJOR FIELDS.

Third, since the discipline/major field of geological 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 state and in the private institutions. The full professor rank is already "top heavy" in the state and private institutions, and appears to be increasing slightly more rapidly in the private institutions. It seems that a smaller percentage of new assistant professors are being hired in the state and private 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 geological sciences, and in other disciplines/major fields, on an annual basis.

Richard D. Howe is the originator and director of the annual CUPA faculty salary studies. He is a professor of leadership and higher education, and history at Appalachian State University, Boone, North Carolina. Co-author Linda A. Miller is a research analyst in the Office of Equal Opportunity Programs at Appalachian State University, Boone, North Carolina.

APPENDICES:



A) OVERALL LIST OF SELECTED DISCIPLINES, page 10

B) LIST OF STATE Participating Institutions, page 11

C) LIST OF PRIVATE Participating Institutions, page 13

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 ADMINISTRATION AND MANAGEMENT

MUSIC

BUSINESS AND MANAGEMENT

NURSING

BUSINESS ECONOMICS

PHILOSOPHY AND RELIGION

CHEMISTRY

PHYSICAL EDUCATION

COMMUNICATION TECHNOLOGIES

PHYSICAL SCIENCES

COMMUNICATIONS

PHYSICS

COMPUTER & INFORMATION SCIENCES

POLITICAL SCIENCE AND GOVERNMENT

CURRICULUM AND INSTRUCTION

PSYCHOLOGY

DRAMATIC ARTS

READING EDUCATION

EDUCATION

SECRETARIAL AND RELATED PROGRAMS

EDUCATION ADMINISTRATION

SOCIAL SCIENCES

ENGINEERINC

SOCIOLOGY

FINE ARTS

SPECIAL EDUCATION

FOREIGN LANGUAGES

STUDENT COUNSELING AND PERSONNEL

SERVICES

GEOGRAPHY

TEACHER EDUCATION, GENERAL PROGRAMS

GEOLOGICAL SCIENCES

VISUAL AND PERFORMING ARTS

HISTORY

TOTAL: 45



APPENDIX B

CUPA State (AAuCU) Faculty Salary-Trend Studies: 1985-86 and 1988-89

Institutions Participating in Both Studies:

Adams State College (CO) Alabama State University (AL) Angelo Stete University (TX) Appalachian State University (NC) Arkansas State University (AR) Arkansas Technological University (AR) Auburn University at Hontgomery (AL) Augusta College (GA) Blackhills State College (SD) Bluefield State College (WV) California State University at Fullerton (CA) California State University at Long Beach (CA) California State University at Stanislaus (CA) California University of Pennsylvania (PA) Castleton State College (VT) Central Connecticut State University (CT) Central Michigan University (MI) Central Hissouri State University (HO) Central State University (OK) Central Washington University (WA) Christopher Newport College (VA) The Hilitary College of S.C., The (SC) Clarion University of Pennsylvania (PA) Cleveland Stare University (Oil) Clinch Valley College of Univ. of Virginia (VA) College of Charleston (SC) College of Staten Island - CUNY, The (NY) Columbus College (GA) Concord College (WV) Dakota State College (SD) Delta State College (MS) Dickinson Stata University (SD) East Central State University (OK) East Stroudsburg University (PA) East Texas State University (TX) East Texas State University at Texarkana (TX) Eastern Connecticut State University (CT) Eastern Illinois University (IL) Eastern Kentucky University (KY) Eastern Michigan University (MI) Eastern New Mexico University (NM) Eastern Washington University (WA) Edinsboro University of Pennsylvania (PA) Fitchburg State College (MA) Florida A & H University (FL) Florida Atlantic University (FL) Florida International University (FL) Fort Hays State University (KS)

Fort Lewis College (CO) Francis Marion College (SC) Frostburg State University (HD) George Mason University (VA) Georgia College (GA) Georgia Southern College (GA) Georgia Southwestern College (GA) Glenville State College (WV) Grand Valley State University (MI) Harris-Stove State College (MO) Humacao University College (PR) Idaho State University (ID) Illinois State University (IL) Indiana State University (IN) Indiana University of Pennsylvania (PA) Jackson State University (MS) Keene State University (NH) Kent State University (4) Kutztown University (PA) Lake Superior State University (HI) Lander College (SC) Lewis Clark State College (ID) Livingston University (AL.) Longwood College (VA) Louisiana State University in Shraveport(LA) Marshall University (WV) Mary Washington College (VA) Mayville State University (ND) McNeese State University (LA) Memphis State University (TN) Mesa State College (CO) Metropolitan State College (CO) Middle Tennessee State University (TN) Millersville University of Pennsylvania (PA) Minot State University (ND) Missouri Southern State College (MO) Missouri Western State College (MO) Morehead State University (KY) Murray State University (KY) New Mexico Highlands University (NM) Nicholls State University (LA) North Carolina A & T State University (NC) Northeast Louisiana University (LA) Northeast Missouri State University (HO) Northeastern Illinois University (IL) Northern Arizona University (AZ) Northern Illinois University (IL) Northern State College (SD)



Northwest Hissouri State University (HO) University of the District of Columbia, The (IX') University of Houston at Clear Lake (IX) Oakland University (MI) University of Lowell (MA) Old Dominion University (VA) Oregon Institute of Technology (OR) University of Haine at Presque Isle (ME) University of Haryland-Baltimore County, The (Mi) Pan American University (TX) University of Missouri - St. Louis (MO) Peru State College (NB) University of Montevallo (AL) Pittsburg State University (KS) University of Nebraska at Omaha (NE) Plymouth State College (NH) University of Nevada at as Vegas (NV) Purdue University Calumet (IN) University of North Carolina at Charlotte (NC) Radford University (VA) Ramapo College of New Jersey (NJ) University of North Carolina at Greensboro (NC) University of Northern Colorado (CO) Richard Stockton State College (NJ) University of Northern Iowa (IA) Saginaw Valley State University (MI) University of Science & Arts of Oklahoma (OK) Salem State College (MA) University of South Alabama (AL) Salisbury State University (MD) University of South Carolina at Spartanburg (SC) Sam Houston State University (TX) University of South Florida (FL) San Diego State University (CA) University of Southern Colorado (CO) Sangamon State University (IL) University of Southern Indiana (IN) Savannah State College (GA) Shippensburg University of Pennsylvania (PA) University of Southern Maine (ME) University of Southwestern Louisiana (LA) Sonoma State University (CA) South Dakota School of Mines & Technology (SD) University of Tennessee at Chattanooga (TN) University of Tennessee at Martin (TN) Southeast Hissouri State University (HO) Southeastern Louisiana University (LA) University of Texas at Dallas, The (TX) Southern Arkaneas University (AR) University of Texas at San Antonio (TX) Southern Connecticut State University (CT) University of Wisconsin - Eau Claire (WI) Southern Illinois University at Edwardsville (IL) University of Wisconsin - La Crosse (WI) Southern Illinois University of Carbondale (II.) University of Wisconsin - Oshkosh (WI) University of Wisconsin - Platteville (WI) Southern Orange State College (OR) Southwest Missouri State University (MO) University of Wisconsin - Stevens Point (WI) Southwest State University (HN) University of Wisconsin - Stout (WI) Southwest Texas State University (TX) University of Wisconsin - Superior (WI) Southwestern Oklahoma State University (OK) University of Wisconsin - Whitewater (WI) Valdosta State College (GA) St. Cloud State University (HN) State University of New York at Plattsburgh (NY) Valley City State University (ND) State University of New York College at Brockport (NY) Weber State College (UT) State University of New York College at Buffalo (NY) West Georgia College (GA) State University of New York College at Cortland (NY) West Liberty State College (WV) State University of New York College at Fredomia (NY) West Texas State University (TX) State University of New York College at Genesco (NY) West Virginia College of Graduate Studies (WV) Stephen F. Austin State University (TX) Western Carolina University (NC) SUNY College of Technology at Utica/Rome (NY) Western Illinois University (IL) Tennessee Technological University (TN) Hestern Kentucky University (KY) Western Michigan University (MI) Texas A & I University (TX) Texas A & H University at Galveston (TX) Western Montana College (MT) Towson State University (HD) Western New Mexico University (NM) Western Oregon State College (OR) Trenton State College (NJ) Western State College of Colorado (CO) Troy State University (AL) Western Washington University (WA) University of Akron, The (OH) University of Arkansas at Little Rock (AR) Wichita State University, The (KS) William Paterson College (NJ) University of Baltimore (HD) Winthrop College (SC) University of Central Arkansas (AR) University of Colorado at Colorado Springs(CO) Youngstown State University (OH)

Total: 202



APPENDIX C

CUPA Private Faculty Salary-Trend Studies: 1985-86 and 1988-89

Institutions Participating in Both Studies:

College Misericordia (PA) Adelphi University (NY) College of Great Falls (MT) Agnes Sco'.t College (GA) Albertur Magnus College (CT) College of Mount St. Joseph (OH) College of Notre Dame of Maryland (MD) Alfred University (NY) College of Saint Benedict (MN) Allegheny College (PA) Allentown College of St. Francis de Sales (PA) College of Saint Elizabeth (NJ) College of St. Joseph (VT) Alma College (HI) ; College of Saint Rose, The (NY) Alverno College (WI) American Technological University (TX) College of St. Scholastica (MN) College of the Holy Cross (MA) American University, The (DC) Columbia College (MO) Amherst College (MA) Concordia College (MI) Anna Maria College (MA) Concordia College (MN) Aquinas College (HI) Concordia College (WI) Arkansas College (AR) Cooper Union for the Advancement of Sci. and Art, The (NY) Asbury College (KY) Cornell College (IA) Assumption College (MA) Cornell University (NY) Augustana College (IL) Covenant College (TN) Averett College (VA) Creighton University (NE) Avila College (HO) D'Youville College (NY) Azusa Pacific University (CA) Defiance College, The (OH) Baldwin-Wallace College (OH) DePaul University (IL) Barnard College (NY) DePauw University (IN) Barry University (FL) Dickinson College (PA) Bellarmine College (KY) Donne College (NE) Belmont Abbey College (NC) Dominican College of Blavelt (NY) Bethany College (WV) Drake University (IA) Bethel College (KS) Drew University (NJ) Bethel College (HN) Eastern Mennonite College and Seminary (VA) Bethune-Cookman College (FL) Eckerd College (FL) Biola University (CA) Birmingham-Southern College (AL) Elmhurst College (IL) Elms College (MA) Bloomfield College (NJ) Emerson College (MA) Boston University (MA) Fairfield University (CT) Bradley University (IL) Fort Wayne Bible College (IN) Briar Cliff College (IA) Franklin and Marshall College (PA) Bridgewater College (VA) Franklin Pierce College (NH) Bryant College (RI) Furman University (SC) Bucknall University (PA) George Fox College (OR) Butler University (IN) George Washington University, The (DC) Cabrini College (PA) Georgetown College (KY) Carlow College (PA) Catholic University of America, The (DC) Georgetown University (DC) Catholic University of Puerto Rico (PR) Georgian Court College (NJ) Conzaga University (WA) Cedar Crest College (PA) Grand View College (IA) Central College (IA) Greensboro College (NC) Central Wesleyan College (SC) Christian Brothers College (TN) Hamilton College (NY) Hamline University (MN) Clarkson University (NY)



Missouri Baptist College (MO) Hampton University (VA) Moravian College (PA) Hannibal-LaGrange College (HO) Mount Mary College (WI) Hartwick College (NY) Mount Mercy College (IA) Hastings College (NE) Mount St. Mary's College (CA) Heidelberg College (OH) Mount Vernon College (DC) Holy Family College (PA) Houghton College (NY) Mount Version Nazarene College (OII) Muskingum College (OH) Howard University (DC) Nazareth College (MI) Huron College (SD) Illinois Benedictine College (IL) Neumann College (PA) Illinois Instituté of Technology (IL) New England College (NII) North Central College (IL) Immaculata College (PA) Northland College (WI) Incarnate Word College (TX) Northwestern College (IA) Ithaca College (NY) Northwestern College (MN) Jarvis Christian College (TX) Norwich University (VT) John Carroll University ((OH) Oakwood College (AL) Johns Hopkins University (MD) Ohio Northern University (OH) Judson College (IL) Ottawa University (KS) Kalamazoo College (HY) Our Lady of Holy Cross College (LA) Kenyon College (OH) Pepperdine University (CA) Keuka College (NY) Predmont College (GA) LaRoche College (PA) Pikuvilla Colluge (KY) Lafayetta College (PA) Presuyterian College (8C) Lakeland College (WI) Presbyterian School of Christian Education (VA) Lancaster Bible College (PA) Principia College (IL) Lebanon Valley College (PA) Quincy College (IL) LeMoyne College (NY) Randolph-Macon College (VA) Lenoir-Rhyne College (NC) Reed College (OR) Lewis & Clark College (OR) Regis College (CO) Limestone College (SC) Regis College (MA) Linfield College (OR) Long Island University (NY) Rensselaer Polytechnic Institute (NY) Rider College (N1) Loras College (IA) Rochester Institute of Technology (NY) Loyola College in Haryland (HD) Rockford College (IL) Lubbock Christian University (TX) Rockhurst College (MO) Luther College (IA) Rocky Mountain College (MT) Lynchburg College (VA) Roosevelt University (IL) Lyoming College (PA) Rose-Hulman Institute of Technology (IN) Madonna College (HI) Russell-Sage College (NY) Marist College (NY) Saint Edward's University (TX) Hars Hill College (NC) Saint Joseph College (CT) Mary Baldwin College (VA) Saint Mary College (KS) Marymount College (NY) Marymount Manhattan College (NY) Saint Vincent College (PA) Salem College (NC) Haryville College (TN) Salem College (WV) Marywood College (PA) Salve Regina -- The Newport College (RI) HcPherson College (KS) Samford University (AL) Hercy College of Detroit (HI) Santa Clara University (CA) Mercyhurst College (PA) School of the Ozarks, The (MO) Heredith College (NC) Seattle Pacific University (WA) Hidland Lutheran College (NE) Seattle University (WA) Hillikin University (IL) Seton HIII (PA) Hillsaps College (MS)

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Siena College (NY) Siena Heights College (HI) Simpson College (IA) Southwestern Assemblies of God Colleges (TX) Spalding University (NY) Springfield College (HA) St. Bonaventure University (NY) St. Francis College (NY) St. Hary's University (TX) St. Norbert College (WI) Stevens Institute of Technology (NJ) Stillman College (AL) Suffolk University (MA) Susquehanna University (PA) Tabor College (KS) Taylor University (IN) Texas Christian University (TX) Texas Lutheran College (TX) Tiffin University (OH) Tri-State University (IN) Trinity College Inc. (VT) Trinity University (TX) Tulane University (IA) University of Dallas, The (TX) University of Dayton (OII) University of Detroit (HI) University of Evansville (IN)

University of Hiami (FL) University of Portland (OR) University of Richmond (VA) University of San Diego (CA) University of St. Thomas (TX) University of the South, The (TN) University of Tampa, (FL) Ursuline College (OH) Valparaiso University (1N) Villa Haria College (PA) Viterbo College (WI) Walsh College (Oii) Warner Southern College (FL) Wartburg College (IA) Washington and Jefferson Coilege (PA) Washington and Lee University (VA) Waynesburg College (PA) West Virginia Wesleyan College (WV) Western Baptist College (OR) Western Maryland College (MD) Westmar College (IA) Westminister College of Salt Lake City (UT) Whitman College (WA) Wilkes College (PA) William Jewell College (MO) William Penn College (IA) Wilmington College (DE) Wingate College (NC) Wittenburg University (OH)

Total: 259

University of LaVerne (CA)



SALARY-TREND STUDY OF FACULTY IN HISTORY

FOR THE YEARS

1985-86 AND 1988-89

By Richard D. Howe and George Antone

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 1988-89. Each year two separate studies are conducted, one for state 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 history. 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 history in the CIP is as follows:

An instructional program that describes the past, including the recording, gathering, criticizing, synthesizing, and interpreting evidence about past events.*

[*Gerald S. Malitz, A Classification of Instructional Programs (Washington, DC.: National Center for Education Statistics, [1985], p. 140.--45.08.)]

This article presents a summary of the overall average salary increases in the discipline/major field of history from the "baseline year" of 1985-86 to



and including the "trend year" of 1988-89 for both state and private institutions. Of the 262 institutions which participated in CUPA's STATE (AASCU) study of 1985-86, 202 also participated in 1988-89. Data from those same 202 institutions were used in both the baseline year and the trend year. Of the 440 institutions which participated in CUPA'S PRIVATE study of 1985-86, 259 also participated in 1988-89. Data from those same 259 institutions were used in both the baseline year and the trend year.

In addition to listing the average salaries in history for both state 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 (1985-86 and 1988-89) and with the CPI (Consumer Price Index) of changes in cost-of-living.

The CPI is based on prices of food, clothing, shelter and fuels, transportation, medical care, entertainment, and other goods and services that people buy for day-to-day living. In examining trends in faculty salary it is important to consider any changes in the economy. Thus, by comparing changes in faculty salaries with the CPI, a more precise representation of 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 .30 for associate professor of history in the 1985-86 state study means that 30 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: STATE 1985-86, STATE 1988-89, PRIVATE 1985-86 and PRIVATE 1988-89. For example, a SALARY FACTOR of .95 for assistant professors in the discipline/major field of history in the 1985-86 state study means that their salaries are 5 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 (1985-86 or 1988-89). 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 history 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 1985-86 and the "trend year" of 1988-89 will lessen the reliability and validity of any conclusions that one might make



	PI SALARY	ROF NUM N/IN	PF	SSO ROF NUM N/IN	ASS PRO SALARY	F	PR	SST OF		CUCTOR		RANKS NUM N/IN
STATE, 1985-86: HISTORY												
AVERAGI SALARY:		1036 168	30473	561 151	24652	267 126	21784	44 34	20265	34 27	33389	1898 174
FAC MIX			0.30		0.14		0.02		0.02		1.00	
SALARY	*****											
FACTOR:	0.39		0.98		0.95		0.87		0.98		1.07	
ALL MAJOR FIFIDS												
AVERAGE	E 38112	17636	31074	15884	25911		25065	1932	20777	3986	31282	51525 202
FAC MIX	7	17030	0.31	15004	0.27	1401)	0.04	1,32	0.08	5700	1.00	
	0.34		0.31		0.21	HISTO			0.00		1.00	
AVERAGE								75 50			20700	1000 175
SALARY: FAC MIX		1083 170	35354	484 144	27960	293 123	25849	75 53	22220	39 28		1899 175
PCT: SALARY	0.57		0.25		0.15		0.04		0.02		1.00	
FACTOR:	0.98		0.97		0.92		0.88		0.94		1.06	
AUCDACE	,				A	ILL MAJOR	FIELDS					
AVERAGE SALARY: FAC MIX PCT:	44577	18904	36431	16110	30416	15286	29332	2573	23527	4252	36562	54552 202
	0.35		0.30		0.28		0.05		0.08		1.00	
											_	
	1985-	<u>-86:</u>				HISTO	RY					
	36937	511 192	28783	327 150	22820	228 127	20810	28 25	19033	28 23	31099	1094 229
FAC MIX	0.47		0.30		0.21		0.03		0.03		1.00	
SALARY FACTOR:	0.97		0.98		0.95		0.89		0.98		1.04	
ALL MAJOR FIELDS												
AVERAGE SALARY: FAC MIX PCT:	38230	8391	29339	8352	24113	8321	23430	1204	19473	1985	29765	27049 259
			0.31		0.31		0.04		0.07		1.00	
PRIVATE	E, 1988-	-89 <u>:</u>				HISTO	RY					
FAC MIX PCT: SALARY		499 193	35108	352 149	26735	257 132	24823	44 37	23070	32 26	36284	1140 235
	0.44		0.31		0.23		0.04		0.03		1.00	
	0.95		1.02		0.94		0.88		1.02		1.03	
					A	ALL MAJOR	FIELDS					
AVERAGE	E : 44926	8877	34585	8852		8980		1388	22636	1918	35099	28627 259
FAC MIX		<i>557,</i>						-				
FAC MIX	0.31		0.31		0.31		0.05		0.07		i.00	



based on a simple comparison of averages.

RESULTS OF THE TWO STATE (AASCU) STUDIES, 1985-86 AND 1988-89

In the STATE 1985-86 salary study in the above table, the reader may note that the discipline/major field of history was reported in 174 of the 202 state (AASCU) institutions. The average salary of the 1,898 faculty was \$33,389. This average salary was approximately 7 percent (1.07) higher than the average salary of \$31,282 for all 51,525 faculty in ALL MAJOR FIELDS in the 1985-86 state study.

In the STATE 1988-89 salary study in the above table, the discipline/major field of history was reported in 175 of the same 202 state (AASCU) institutions. The average salary of the 1,899 faculty was \$38,799. This average salary was approximately 6 percent (1.06) higher than the average salary of \$36,562 for all 54,557 faculty in ALL MAJOR FIELDS in the 1988-89 state study.

The increase in average salaries for all faculty in history after three years in the state institutions studied was 16.2 percent (\$38,799 minus \$33,389 equals \$5,410). The CPI of increased cost-of-living between October 1985 and October 1988 was 10.6 percent. A more realistic increase, therefore, in average faculty salaries over the three-year time period is 5.6 percent or an average of 1.9 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 16.9 percent (\$36,562 minus \$31,282 equals \$5,280). In comparison to the discipline/major field of history (16.2%), therefore, the faculty in ALL MAJOR FIELDS increased their salaries by 0.7 percent (16.9% minus 16.2% equals 0.7%) more than faculty in the discipline/major field of history.

Since the discipline/major field of history 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 state studies; 0.55 vs. 0.14 (1985-86) respectively; and 0.57 vs. 0.15 (1988-89) respectively. The differences in faculty mix percentage at the ranks of professor and assistant professor in ALL MAJOR FIELDS for both state studies is as follows: 0.34 vs. 0.27 (1985-86) and 0.35 vs. 0.28 (1988-89) respectively. In other words ALL MAJOR FIELDS has a lower percentage of professors and a higher percentage of assistant professors compared to history in both state studies.

Finally, the hiring rate of new assistant professors in history is low in the state studies: 2.3 percent (44/1,898) in 1985-86 vs. 3.7 percent (1,932/51,525) in ALL MAJOR FIELDS in 1985-86. Also, the hiring rate of new assistant professors in history in 1988-89 was 3.9 percent (75/1,899) vs. 4.7 percent (2,573/54,552) in ALL MAJOR FIELDS that same year. In other words the hiring rate in the discipline/major field of history is less than for ALL MAJOR FIELDS in both the state studies of 1985-86 and 1988-89.

RESULTS OF THE TWO PRIVATE STUDIES, 1985-86 AND 1988-89

In the PRIVATE 1985-86 salary study in the above table, the reader may note that the discipline/major field of history was reported in 229 of the 259 private institutions. The average salary of the 1,094 faculty was \$31,099. This average salary was 4 percent higher (1.04) than the average salary of \$29,765 for all 27,049 faculty in ALL MAJOR FIELDS in the 1985-86 private study.

In the PRIVATE 1983-89 salary study in the above table, the discipline/major field of history was reported in 235 of the same 259 private institutions. The average salary of the 1,140 faculty was \$36,284. This average salary was approximately 3 percent (1.03) more than the average lary of \$35,099 for all 28,627 faculty in ALL MAJOR FIELDS in the 1988-89 private study.



The increase in average salaries for all faculty in history after three years in the private institutions studied was 16.7 percent (\$36,284 minus \$31,099 equals \$5,185). The CPI of increased cost-of-living between October 1985 and October 1988 was 10.6 percent. A more realistic increase, therefore, in average faculty salaries over the three-year time period is 6.1 percent or 2.0 percent each year above the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the private institutions studied was 17.9 percent (\$35,099 minus \$29,765 equals \$5,334). In comparison to the discipline/major field of history (16.7%), therefore, the faculty in ALL MAJOR FIELDS increased their salaries by 1.2 percent (17.9% minus 16.7% equals 1.2%) more than faculty in the discipline/major field of history.

Because the discipline/major field of history 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: 0.47 vs. 0.21 (1985-86) respectively; and 0.44 vs. 0.23 (1988-89) respectively. This is also true for ALL MAJOR FIELDS for both private studies: 0.31 vs. 0.31 (1985-86) respectively; and 0.31 vs. 0.31 (1988-89) respectively. In other words ALL MAJOR FIELDS has a lower percentage of professors and a higher percentage of assistant professors than history in both private studies.

Finally, the reader may note that the hiring rate of new assistant professors in history in the private studies lagged behind the hiring rate in ALL MAJOR FIELDS both in 1985-86, 2.6 percent (28/1,094) vs. 4.5 percent (1,204/27,049) respectively; and in 1988-89, 3.9 percent (44/1,140) vs. 4.8 percent (1,388/28,627), respectively. In other words the hiring rate in the discipline/major field of history is less than for ALL MAJOR FIELDS in both the private studies of 1985-86 and 1988-89.

CONCLUDING REMARKS

This article presented salary-trend information on the academic discipline/major field of history and compared that information with ALL MAJOR FIELDS over a period of three years: the "baseline year" of 1985-86 and the "trend year" of 1988-89. Two studies, one for state (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 6,031 faculty in the discipline/major field of history participated and were included in the overall total of 161,753 faculty in all 45 disciplines/major fields in all four studies. The same 202 state (AASCU) institutions and the same 259 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 history is currently (1988-89) some 6 and 3 percent above the overall average faculty salary of ALL MAJOR FIELDS in the state and private studies respectively. The average faculty salary for history in the private institutions was approximately 7 percent less in comparison to that in the state institutions in 1985-86. The overall salary factor in the private institutions is still (1988-89) approximately 7 percent less compared to that for the state institutions.

Second, the CPI of October 1988, in comparison to the CPI of October 1985, indicates that the faculty in history, in both the state and private institutions, received overall salary increases for three years above the cost-of-living. However, histor—faculty salaries in both the state and private institutions lagged behind faculty in ALL MAJOR FIELDS during this same period. History faculty in private institutions have a little catching up to do in salary in comparison with their colleagues in the state institutions.



Third, since the discipline/major field of history 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 state and in the private institutions. The full professor rank is already "top heavy" in both the state and private institutions, and appears to be increasing slightly more rapidly in the state institutions. It seems that a similar percentage of new assistant professors are being hired in both the state and private 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 history, and in other disciplines/major fields, on an annual basis.

Richard D. Howe is the originator and director of the annual CUPA faculty salary studies. He is a professor of leadership and higher education, and history at Appalachian State University, Boone, North Carolina. Co-author George Antone is chairperson of the History Department at Appalachian State University, Boone, North Carolina.

APPENDICES:



A - OVERALL LIST OF SELECTED DISCIPLINES, page 10

B - LIST OF STATE Participating Institutions, page 11

C - LIST OF PRIVATE Participating Institutions, page 13

APPENDIX A

OVERALL LIST OF SELECTED DISCIPLINES

ACCOUNTING

HOME ECONOMICS

AGRIBUSINESS AND AGRICULTURAL PRODUCTION

LETTERS

ANTHROPOLOGY

LIBRARY AND ARCHIVAL SCIENCES

ARCHITECTURF AND ENVIRONMENTAL DESIGN

LIFE SCIENCES

AREA AND ETHNIC STUDIES

MATHEMATICS

AUDIOLOGY AND SPEECH PATHOLOGY

MULTI-INTERDISCIPLINARY STUDIES

BUSINESS ADMINISTRATION AND MANAGEMENT

MUSIC

BUSINESS AND MANAGEMENT

NURSING

BUSINESS ECONOMICS

PHILOSOPHY AND RELIGION

CHEMISTRY

PHYSICAL EDUCATION

COMMUNICATION TECHNOLOGIES

PHYSICAL SCIENCES

CCMMUNICATIONS

PHYSICS

COMPUTER & INFORMATION SCIENCES

POLITICAL SCIENCE AND GOVERNMENT

CURRICULUM AND INSTRUCTION

PSYCHOLOGY

DRAMATIC ARTS

EDUCATION

READING 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

TOTAL: 45



APPENDIX B

CUPA State (AASCU) Faculty Salary-Trend Studies: 1985-86 and 1988-89

Institutions Participating in Both Studies:

Adams State College (CO) Alabama State University (AL) Angelo State University (TX) Appalachian State University (NC) Arkansas State University (AR) Arkansas Technological University (AR) Auburn University at Montgomery (AL) Augusta College (GA) Blackhills State College (SD) Bluefield State College (WV) California State University at Fullerton (CA) California State University at Long Beach (CA) California State University at Stanislaus (CA) California University of Pennsylvania (PA) Castleton State College (VT) Central Connecticut State University (CT) Central Hichigan University (HI) Central Missouri State University (MO) Central State University (OK) Central Washington University (WA) Christopher Newport College (VA) Citadel, The Hilitary College of S.C., The (SC) Clarion University of Pennsylvania (PA) Cleveland State University (OH) Clinch Valley College of Univ. of Virginia (VA) College of Charleston (SC) College of Staten Island - CUNY, The (NY) Columbus College (GA) Concord College (WV) Dakota State College (SD) Delta State College (MS) Dickinson State University (SD) East Central State University (OK) East Stroudsburg University (PA) East Texas State University (TX) East Texas State University at Texarkana (TX) Eastern Connecticut State University (CT) Eastern Illinois University (IL) Eastern Kentucky University (KY) Eastern Michigan University (MI) Eastern New Mexico University (NM) Eastern Washington University (WA) Edinsboro University of Pennsylvania (PA) Fitchburg State College (HA) Florida A & H University (FL) Florida Atlantic University (FL) Florida International University (FL)

Fort Lewis College (CO) Francis Marion College (SC) Frostburg State University (MD) George Mason University (VA) Georgia College (GA) Georgia Southern College (GA) Georgia Southwestern College (GA) Glenville State College (WV) Grand Valley State University (MI) Harris-Stove State College (MO) Humacao University College (PR) Idaho State University (ID) Illinois State University (IL) Indiana State University (IN) In 'iana University of Pennsylvania (PA) Jackson State University (MS) Keene State University (NH) Kent State University (OH) Kutztown University (PA) Lake Superior State University (MI) Lander College (SC) Lewis Clark State College (ID) Livingston University (AL) Longwood College (VA) Louisiana State University in Shreveport(LA) Marshall University (WV) May Washington College (VA) Mayville State University (ND) McNeese State University (LA) Memphis State University (TN) Mesa State College (CO) Metropolitan State College (CO) Middle Tennessee State University (TN) Millersville University of Pennsylvania (PA) Minot State University (ND) Missouri Southern State College (MA) Missonri Western State College (MO) Morehead State University (KY) Murray State University (KY) New Mexico Highlands University (NM) Nicholls State University (LA) North Carolina A & T State University (NC) Northeast Louisiana University (LA) Northeast Missouri State University (40) Northeastern Illinois University (IL) Northern Arizona University (AZ) Northern Illinois University (IL) Northern State College (SD)



Fort Hays State University (KS)

Farticipating Institutions, continued:

University of the District of Columbia, The (DC) Northwest Missouri State University (MO) University of Houston at Clear Lake (TX) Oakland University (MI) University of Lowell (MA) Old Dominion University (VA) Oregon Institute of Technology (OR) University of Mains at Presque Isle (ME) University of Maryland-Baltimore County, The (MD) Pan American University (TX) University of Missouri - St. Louis (MO) Peru State College (NB) University of Montevallo (AL) Pittsourg State University (KS) Plymouth State College (NH) University of Nebraska at Omaha (NE) University of Nevada at Las Vegas (NV) Pardue University Calumet (IN) University of North Carolina at Charlotte (NC) Radford University (VA) University of North Carolina at Greensboro (NC) Ramapo College of New Jerscy (NJ) University of Northern Colorado (CO) Richard Stockton State College (NJ) University of Northern lowa (IA) Saginaw Valley State University (MI) University of Science & Arts of Oklahoma (OK) Salem State College (MA) University of South Alabama (AL) Salisbury State University (MD) University of South Carolina at Spartanburg (SC) Sam Houston State University (TX) University of South Florida (FL) San Diego State University (CA) University of Southern Colorado (CO) Sangamon State University (IL) University of Southern Indiana (IN) Savannah State College (GA) Shippensburg University of Pennsylvania (PA) University of Southern Maine (ME) University of Southwestern Louisiana (LA) Sonoma State University (CA) University of Tennessee at Chattanooga (TN) South Dakota School of Mines & Technology (SD) Southeast Missouri State University (MO) University of Tennessee at Hartin (TN) Southeastern Louisiana University (LA) University of Texas at Dallas, The (TX) University of Texas at San Antonio (TX) Southern Arkansas University (AR) Southern Connecticut State University (CT) University of Wisconsin - Eau Claire (WI) Southern Illinois University at Edwardsville (IL) University of Wisconsin - La Crosse (WI) Southern Illinois University of Carbondale (IL) University of Wisconsin - Oshkosh (WI) University of Wisconsin - Platteville (WI) Southern Orang State College (OR) Southwest Hissouri State University (HO) University of Wisconsin - Stevens Point (WI) University of Wisconsin - Stout (WI) Southwest State University (MN) Southwest Texas State University (TX) University of Wisconsin - Superior (WI) Southwestern Oklahoma State University (OK) University of Wisconsin - Whitewater (WI) St. Cloud State University (MN) Valdosta State College (GA) State University of New York at Plattsburgh (NY) Valley City State University (ND) State University of New York College at Brockport (NY) Weber State College (UT) State University of New York College at Buffalo (NY) West Georgia College (GA) State University of New York College at Cortiand (NY) West Liberty State College (WV) West Texas State University (TX) State University of New York College at Fredonia (NY) State University of New York College at Genesco (NY) West Virginia College of Graduate Studies (WV) Western Carolina University (NC) Stephen F. Austin State University (TX) Western Illinois University (IL) SUNY College of Technology at Utica/Rome (NY) Western Kentucky University (KY) Tennessee Technological University (TN) Western Michigan University (MI) Texas A & I University (TX) Western Montana College (MT) Texas A & H University at Galveston (TX) Western New Mexico University (NM) Towson State University (MD) Western Oregon State College (OR) Trenton State College (NJ) Western State College of Colorado (CO) Troy State University (AL) University of Akron, The (Oli) Western Washington University (WA) Wichita State University, The (KS) University of Arkansas at Little Rock (AR) University of Baltimore (MD) William Paterson College (NJ) University of Central Arkansas (AR) Winthrop College (SC) Youngstown State University (OH) University of Colorado at Colorado Springs(CO)

Total: 202



APPENDIX C

CUPA Private Faculty Salary-Trend Studies: 1985-86 and 1988-89

Institutions Participating in Both Studies:

Adelphi University (NY) College Hisericordia (PA) Agnes Scott College (GA) College of Great Falls (MT) College of Mount St. Joseph (OH) Albertus Magnus College (CT) College of Notre Dame of Maryland (MD) Alfred University (NY) College of Saint Benedict (MN) Allegheny College (PA) Allentown College of St. Francis de Sales (PA) College of Saint Elizabeth (NJ) College of St. Joseph (VT) Alma College (MI): College of Saint Rose, The (NY) Alverno College (WI) American Technological University (TX) College of St. Scholastica (MN) College of the Holy Cross (MA) American University, The (DC) Columbia College (MO) Ambierst College (MA) Anna Maria College (MA) Concordia College (MI) Concordia College (MN) Aquinas College (HI) Arkansas College (AR) Concordia College (WI) Cooper Union for the Advancement of Sci. and Art, The (NY) Asbury College (KY) Cornell College (IA) Assumption College (MA) Cornell University (NY) Augustana College (IL) Covenant College (TN) Averatt College (VA) Creighton University (NE) Avila College (MO) D'Youville College (NY) Azusa Pacific University (CA) Defiance College, The (OH) Baldwin-Wallace College (OH) DePaul University (IL) Barnard College (NY) Barry University (FL) DePauw University (IN) Dickinson College (PA) Bellarmine College (KY) Doane College (NE) Belmont Abbey College (NC) Dominican College of Blavelt (NY) Bethany College (WV) Drake University (IA) Bethel College (KS) Drew University (NJ) Bethel College (MN) Eastern Mennonite College and Seminary (VA) Bethune-Cookman College (FL) Eckerd College (FL) Biola University (CA) Birmingham-Southern College (AL) Elmhurst College (II.) Elms College (MA) Bloomfield College (NJ) Emerson College (MA) Boston University (MA) Bradley University (IL) Fairfield University (CT) Fort Wayne Bible College (IN) Briar Cliff College (IA) Franklin and Marshall College (PA) Bridgewater College (VA) Franklin Pierce College (NH) Bryant College (RI) Bucknall University (FA) Furman University (SC) George Fox College (OR) Butler University (IN) George Washington University, The (DC) Cabrini College (PA) Carlow College (PA) Georgetown College (KY) Catholic University of America, The (DC) Georgetown University (DC) Catholic University of Puerto Rico (PR) Georgian Court College (NJ) Cedar Crest College (PA) Gonzaga University (WA) Central College (IA) Grand View College (IA) Cer.tral Wesleyan College (SC) Greensboro College (NC) Hamilton College (NY) Christian Brothers College (TN) Clarkson University (hY) Hamline University (MN)



Participating Institutions, continued:

• 1

Missouri Baptist College (MO) Hampton University (VA) Moravian College (PA) Haunibal-LaGrange College (HO) Mount Mary College (WI) Hartwick College (NY) Mount Mercy College (IA) Hastings College (NE) Mount St. Hary's College (CA) Heidelberg College (OH) Mount Vernon College (DC) Holy Family College (PA) Mount Vernon Nazarene College (OH) Houghton College (NY) Muskingum College (OH) Howard University (DC) Nazareth College (MI) Huron College (SD) Neumann College (PA) Illinois Benedictine College (IL) Illinois Institute of Technology (IL) New England College (NII) North Central College (IL) Immaculata College (PA) Norchland College (WI) Incarnate Word College (TX) Northwestern College (IA) Ithaca College (NY) Northwestern College (MN) Jarvis Christian College (TX) Norwich University (VT) John Carroll University ((OH) Oukwood College (AL) Johns Hopkins University (HD) Ohio Northern University (OH) Judson College (IL) Ottawa University (KS) Kalamazoo College (HI) Our Lady of Holy Cross College (LA) Kenyon College (Oil) Pepperdine University (CA) Keuka College (NY) Piedmont College (GA) LaRoche College (PA) Pikuvilla College (KY) Lafayette College (PA) Presbyterian College (SC) Lakeland College (WI) Presbyterian School of Christian Education (VA) Lancaster Bible College (PA) Lebanon Valley College (PA) Principia College (IL) Quincy College (IL) LeMoyne College (NY) Randolph-Macon College (VA) Lenoir-Rhyne College (NC) Reed College (OR) Lewis & Clark College (OR) Regis College (CO) Limestone College (SC) Regis College (MA) Linfield College (CR) long Island University (NY) Rensselaer Polytechnic Institute (NY) Rider College (NJ) Loras College (IA) Loyola College in Haryland (MD) Rochester Institute of Technology (NY) Rockford College (IL) Lubbock Christian University (TX) Rockhurst College (MO) Luther College (IA) Rocky Mountain College (MT) Lynchburg College (VA) Roosevelt University (IL) Lyoming College (PA) Rose-Hulman Institute of Technology (IN) Madonna College (MI) Russell-Sage College (NY) Marist Coilege (NY) Saint Edward's University (TX) Mars Hill College (NC) Saint Joseph College (CT) Mary Baldwin College (VA) Saint Mary College (KS) Marymount College (NY) Marymount Hanhattan College (NY) Saint Vincent College (PA) Salem College (NC) Maryville College (TN) Salem College (WV) Harywood College (PA) Salve Regina -- The Newport College (RI) HcPherson College (KS) Hercy College of Detroit (MI) Samford University (AL) Santa Clara University (CA) Hercyhurst College (PA) School of the Ozarks, The (HO) Meredith College (NC) Seattle Facific University (WA) Midland Lutheran College (NE) Seattle University (WA) Hillikin University (IL) Seton Hill (PA) Hillsaps College (MS)



Participating Institutions, continued:

Siena College (NY) Siena Heights College (MI) Simpson College (IA) Southwestern Assemblies of God Colleges (TX) Spalding University (NY) Springfield College (HA) St. Bonaventure University (NY) St. Francis College (NY) St. Hary's University (TX) St. Norbert College (WI) Stevens Institute of Technology (NJ) Stillman College (AL) Suffolk University (MA) Susquehanna University (PA) Tabor College (KS) Taylor University (IN) Texas Christian University (TX) Texas Lutheran College (TX) Tiffin University (Oil) Tri-State University (IN) Trinity College Inc. (VT) Trinity University (TX) Tulane University (LA) University of Dallas, The (TX) University of Dayton (OH) University of Detroit (HI) University of Evansville (IN) University of LaVerne (CA)

University of Hiami (FL) University of Portland (OR) University of Richmond (VA) University of San Diego (CA) University of St. Thomas (TX) University of the South, The (TN) University of Tampa, (FL) Ursuline College (OH) Valparaiso University (IN) Villa Maria College (PA) Viterbo College (WI) Walsh College (OH) Warner Southern College (FL) Wartburg College (IA) Washington and Jefferson College (PA) Washington and Lee University (VA) Waynesburg College (PA) West Virginia Wesleyan \lege (WV) Western Baptist College (OR) Western Maryland College (MD) Westmar College (IA) Westminister College of Salt Lake City (UT) Whitman College (WA) Wilkes College (PA) William Jewell College (HO) William Penn College (IA) Wilmington College (DE) Wingate College (NC) Wittenburg University (OH)

Total: 259



SALARY-TREND STUDY OF FACULTY IN HOME ECONOMICS

FOR THE YEARS

1985-86 AND 1988-89

By Richard D. Howe and Sammie Garner

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 1988-89. Each year two separate studies are conducted, one for state senior colleges and universities which are members of the American Association of State Colleges and Universities (AASCU) in Washington, D.C., and the other for private senior colleges and universities. The list of private institutions is provided by the American Council on Education in Washington, D.C.

Salary data for each study were collected and tabulated for full-time teaching faculty in 45 selected academic disciplines including home economics. The disciplines were chosen from among those defined by the Higher Education General Information Study (HEGIS) Taxonomy and by A Classification of Instructional Programs (CIP), 1985 The definition of the discipline/major field of home economics in the CIP is as follows:

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

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



This article presents a summary of the overall average salary increases in the discipline/major field of home economics from the "baseline year" of 1985-86 to and including the "trend year" of 1988-89 for both state and private institutions. Of the 262 institutions which participated in CUPA's STATE (AASCU) study of 1985-86, 202 also participated in 1986-87. Data from those same 202 institutions were used in both the baseline year and the trend year. Of the 440 institutions which participated in CUPA'S PRIVATE study of 1985-86, 259 also participated in 1988-89. Data from those same 259 institutions were used in both the baseline year and the trend year.

This study lists the average salaries of home economics faculty for both state 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 (1985-86 and 1988-89).

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 .27 for associate professor of home economics in the 1985-86 state study means that 27 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: STATE 1985-86, STATE 1988-89, PRIVATE 1985-86 and PRIVATE 1988-89. For example, a SALARY FACTOR of 1.00 for assistant professors in the discipline/major field of home economics in the 1985-86 state study means that their salaries are on an average with 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 (1985-86 or 1988-89). All information for this group was included in the ASST PROF group for reporting purposes. This group is used mainly for new hiring information.

ALL MAJOR FIELDS is the entire data base for all 45 disciplines/major fields in each of the four studies. It is used to compare, among other things, the discipline/major field of home economics with the entire data base for each study.

Of particular import to the reader is noting the size of the sample on which each percentage o dollar value is based. The smalle, he number in



		ROF NUM M	i/IN	P	SSO ROF NUM)	i/In	AS PR SALARY	0F	n/In	A P	EW SST ROF NUM A	√IN	INSTI SALARY	RUCTOF NUM A	R N/IN	ALL SALARY	RANKS NUM N	
STATE, 1985-86: HOME ECONOMICS																		
AVERAGE SALARY:		124	49	30239	192	66	25800	306	75	23446	31	24	20039	97	40	28360	719	80
FAC MIX PCT:	0.17			0.27			0.43			0.04			0.13			1.00		
SALARY FACTOR:	1.00			0.97			1.00			0.94			0.96			0.91		
ALL MAJOR FIELDS																		
SALARY:	38112	17636	ı	31074	15884		25911	14919	,	25065	1932		20777	3986	,	31282	51525	202
FAC MIX PCT:	0.34			0.31			0.27			0.04			0.08			1.00		
STATE, 1988-89: HOME ECONOMICS																		
AVERAGE SALARY: FAC MIX PCT: SALARY FACTOR:	43198	132	50	34455	198	67	28577	258	67	27208	26	16	22507	85	39	32407	673	77
	0.20			0.29			0.38			0.04			0.13			1.00		
	0.97			0.95			0.94			0.93			0.96			0.89		
AVERAGE							A	LL MA	JOR I	FIELDS								
SALARY:		18904		36431	36110		30416	15286	,	29332	2573		2352?	4252		36562	54552	202
FAC MIX PCT:	0.35			0.30			0.28			0.05			. 0.08			1.00		
PRIVATE, 1985-86: HOME ECONOMICS																		
AVERAGE SALARY:	33863	19	12	25642	51	29	21965	84	34	21339	9	6	17800	35	20	23382	189	49
FAC MIX PCT:	0.10			0.27			0.44			0.05			0.19			1.00	107	77
SALARY FACTOR:	0.89			0.87			0.91			0.91			0.91			0.79		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	38230	8391		29339	8352		24113	8321		23430	1204		19473	1985		29765	27049	259
FAC MIX PCT:	0.31			0.31			0.31			0.04			0.07			1.00		
PRIVATE, 1988-89: HOME ECONOMICS																		
AVERAGE SALARY: FAC MIX PCT: SALARY FACTOR:	36765	26	14	30922	58	27	26542	97	32	296ი0	7	4	20826	35	14	28022	216	44
	0.12			0.27			0.45			0.03			0 16			1.00		
	0.82			0.89			0.93			1.05			0.92			0.80		
ALL MAJOR FIELDS																		
AVERAGE SALARY: FAC MIX PCT:	44926	8877		34585	8852		28554	8980		28166	1388		22636	1918		35099	28627	259
	0.31			0.31			0.31			0.05			0.07			1.00		

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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 "baseling year" of 1985-86 and the "trend year" of 1988-89 will lessen the reliability and validity of any conclusions that one might make based on a simple comparison of averages.

RESULTS OF THE TWO STATE (AASCU) STUDIES, 1985-86 AND 1988-89

In the STATE 1985-86 salary study in the above table, the reader may note that the discipline/major field of home economics was reported in 80 of the 202 state (AASCU) institutions. The average salary of the 719 faculty was \$28,360. This average salary was approximately 9 percent (0.91) lower than the average salary of \$31,282 for all 51,525 faculty in ALL MAJOR FIELDS in the 1985-86 state study.

In the STATE 1988-89 salary study in the above table, the discipline/major field of home economics was reported in 77 of the same 202 state (AASCU) institutions. The average salary of the 673 faculty was \$32,407. This average salary was approximately 11 percent (0.89) lower than the average salary of \$36,562 for all 54,552 faculty in ALL MAJOR FIELDS in the 1988-89 state study. The increase in average salaries for all faculty in home economics after three years in the state institutions studied was 14.3 percent (\$32,407 minus \$28,360 equals \$4,047). The CPI of increased cost-of-living between October 1985 and October 1988 was 10.6 percent. A more realistic increase, therefore, in average faculty salaries over the three-year time period is 3.7 percent or an average of 1.2 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 state institutions studied was 16.9 percent (\$36,562 minus \$31,282 equals \$5,280). In comparison to the discipline/major field of home economics (14.3%), therefore, the faculty in ALL MAJOR FIELDS increased their



salaries by 2.6 percent (16.9% minus 14.3% equals 2.6%) more than faculty in the discipline/major field of home economics.

The reader may note that the faculty mix percentage in home economics is lower at the professor rank than at the assistant professor rank in both the state studies: 0.17 vs 0.43 (1985-86) and 0.20 vs 0.38 (1988-89), respectively. The differences in faculty mix percentage at the ranks of professor and assistant professor in ALL MAJOR FIELDS for both state studies are as follows: 0.34 vs. 0.27 (1985-86) and 0.35 vs. 0.28 (1988-89), respectively. In other words ALL MAJOR FIELDS has a higher percentage of professors and a lower percentage of assistant professors compared to home economics in both of the state studies.

Finally, the hiring rate of new assistant professors in home economics was less than for ALL MAJOR FIELDS in the 1985-86 state study, 4.3 percent (31/719) vs. 3.7 percent (1,932/51,525), respectively. However, the hiring rate of new assistant professors in home economics in 1988-89 was 3.9 percent (26/673) vs. 4.7 percent (2,573/54,552) in ALL MAJOR FIELDS that same year. In other words the hiring rate of new assistant professors in home economics was greater than for ALL MAJOR FIELDS in the 1985-86 state study, but currently (1988-89) is slightly less than that for ALL MAJOR FIELDS.

RESULTS OF THE TWO PRIVATE STUDIES, 1985-85 AND 1988-89

In the PRIVATE 1985-86 salary study in the above table, the reader may note that the discipline/major field of home economics was reported in 49 of the 259 private institutions. The average salary of the 189 faculty was \$23,382. This average salary was approximately 21 percent (0.79) lower than the average salary of \$29,765 for all 27,049 faculty in ALL MAJOR FIELDS in the 1985-86 private study.



In the PRIVATE 1988-89 salary study in the above table, the discipline/major field of home economics was reported in 44 of the same 259 private institutions. The average salary of the 216 faculty was \$28,022. This average salary was approximately 20 percent (0.80) lower than the average salary of \$35,099 for all 28,627 faculty in ALL MAJOR FIELDS in the 1988-89 private study.

The increase in average salaries for all faculty in home economics after three years in the private institutions studied was 19.8 percent (\$28,022 minus \$23,382 equals \$4,640). The CPI of increased cost-of-living between October 1985 and October 1988 was 10.6 percent. A more realistic increase, therefore, in average faculty salaries over the three-year time period is 9.2 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 17.9 percent (\$35,099 minus \$29,765 equals \$5,334). In comparison to the discipline/major field of home economics (19.8%), therefore, the faculty in ALL MAJOR FIELDS increased their salaries by 1.9 percent (19.8% minus 17.9% equals 1.9%) less than faculty in the discipline/major field of home economics.

In the discipline/major field of home economics, the reader may note that the faculty mix percentage at the professor rank is less than at the assistant professor rank in the private studies: 0.10 vs. 0.44 (1985-86), respectively; and 0.12 vs. 0.45 (1988-89), respectively. This is quite different from ALL MAJOR FIELDS for both private studies: 0.31 vs. 0.31 (1985-86), respectively; and 0.31 vs. 0.31 (1988-89), respectively. In other words ALL MAJOR FIELDS has a higher percentage of professors and a lower percentage of assistant professors compared to home economics in both private studies.

Finally, the reader may note that the hiring rate of new assistant pro-



fessors in home economics in the private studies was more than the hiring rate in ALL MAJOR FIELDS in 1985-86, 4.8 percent (9/189) vs. 4.5 percent (1,204/27,049), respectively; while presently the opposite is observed, 3.2 percent (7/216) vs. 4.8 percent (1,388/28,627), respectively.

CONCLUDING REMARKS

This article presented salary-trend information on the scademic discipline/major field of home economics and compared that information with ALL MAJOR FIELDS over a period of three years: the "baseline year" of 1985-86 through the "trend year" of 1988-89. Two studies, one for state (AASCU) institutions, and the other for private institutions were conducted for the baseline year and for the trend year—a total of four studies. A total of 1,797 faculty in the discipline/major field of home economics participated and were included in the overall total of 161,753 faculty in all 45 disciplines/major fields in all four studies. The same 202 state (AASCU) institutions and the same 259 private institutions in the United States participated in the baseline year and the trend year.

Although many interpolations and extrapolations of the data may be made, a few of the more important ones are as follows. First, the faculty salary factor in the discipline/major field of home economics is currently (1988-89) some 11 and 20 percent below the overall faculty salary factor of ALL MAJOR FIELDS for both the state and private studies, respectively. The average faculty salary for home economics in the private institutions was approximately 16 percent less in comparison to that in the state institutions in 1985-86. The average faculty salary in the private institutions is now (1988-89) 16.6 percent less in comparison to that for the state institutions.

Second, the CPI of October 1988, in comparison to the CPI of October 1985, indicates that the faculty in home economics, in both the state and private



institutions, received overall salary increases for three years above the cost-of-living. Home economics faculty salaries in both the state and private institutions lagged behind faculty in ALL MAJOR FIELDS but in private institutions the opposite is true during this same period. Home economics faculty were ahead of the faculty in ALL MAJOR FIELDS. Home economics faculty in the state institutions have some catching up to do in salary in comparison to their colleagues in private institutions.

Third, in the discipline/major field of home economics the assistant professor rank has a greater percentage compared to the full professor rank for both the state and private studies. The full professor rank appears to be increasing at a faster rate in the state institutions, compared to the private institutions. It seems a slightly higher percentage of new assistant professors are being hired in the state institutions in comparison to the private institutions.

Now that a rather significant data base on individual faculty member salaries has been developed, it is anticipated that additional salary-trend studies will be effected in home economics, and in other disciplines/major fields, on an annual basis.

Richard D. Howe is the originator and director of the annual CUPA faculty salary studies. He is a professor of leadership and higher education, and history at Appalachian State University, Boone, North Carolina. Cc-author Sammie Garner is professor and chairperson of the department of home economics at Appalachian State University, Loone, North Carolina.

APPENDICES:



9 13:

A - OVERALL LIST OF SELECTED DISCIPLINES, page 10

B - LIST OF STATE Participating Institutions, page 11

C - LIST OF PRIVATE Participating Institutions, page 13

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 ADMINISTRATION AND MANAGEMENT MUSIC

BUSINESS AND MANAGEMENT NURSING

BUSINESS ECONOMICS PHILOSOPHY AND RELIGION

CHEMISTRY PHYSICAL EDUCATION

COMMUNICATION TECHNOLOGIES PHYSICAL SCIENCES

COMMUNICATIONS PHYSICS

COMPUTER & 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

TEACHER EDUCATION, GENERAL PROGRAMS

GEOLOGICAL SCIENCES

VISUAL AND PERFORMING ARTS

HISTORY

TOTAL: 45



GEOGRAPHY

APPENDIX B

CUPA State 'AASCU) Faculty Salary-Trend Studies: 1985-86 and 1988-89

Institutions Participating in Both Studies:

Adams State College (CO) Alabama State University (AL) Angelo State University (TX) Appalachian State University (NC) Arkansas State University (AR) Arkansas Technological University (AR) Auburn University at Montgomery (AL.) Augusta Collage (GA) Blackhills State College (SD) Bluefield State College (WV) California State University at Fullerton (CA) California State University at Long Beach (CA) California State University at Starialaus (CA) California University of Pennsylvania (PA) Castleton State College (VT) Central Connecticut State University (CT) Central Hichigan University (HI) Central Missouri State University (HO) Central State University (OK) Central Washington University (WA) Christopher Newport Callege (VA) Citadel, The Military College of S.C., The (SC) Clarion University of Pennsylvania (PA) Cleveland State University (OH) Clinch Valley College of Univ. of Virginia (VA) College of Charleston (SC) College of Craten Island - CUNY, The (NY) Columbus College (GA) Concord College (WV) Dakota State College (SD) Delta State College (MS) Dickinson State University (SD) East Central State University (OK) East Stroudsburg University (PA) East Texas State University (TX) East Texas State University at Texarkana (TX) Eastern Connecticut State University (CT) Eastern Illinois University (IL) Eastern Kentucky University (KY) Eastern Hichigan University (MI) Eastern New Mexico University (NH) Eastern Washington University (WA) Edinaboro University of Pe maylvania (PA) Fitchburg State College (MA) Florida A & H University (FL) Florida Atlantic University (FL) Florida International University (FL) Fort Hays State University (KS)

Fort Lewis College (CO) Francis Marion College (SC) Frostburg State University (MD) George Mason University (VA) Georgia College (GA) Georgia Southern College (GA) Georgia Southwestern College (GA) Glenville State College (WV) Grand Valley State University (MI) Harris-Stowe State College (MO) Humacao University College (PR) Idaho State University (ID) Illinois State University (IL) Indiana State University (IN) Indiana University of Pennsylvania (PA) Jackson State University (MS) Keene State University (NH) Kent State University (Oll) Kutztown University (PA) Lake Superior State University (MI) Lander College (SC) Lewis Clark State College (ID) Livingston University (AL) Longwood College (VA) Louisiana State University in Shreveport(LA) Marshall University (WV) Mary Washington College (VA) Mayville State University (ND) McNeese State University (LA) Memphis State University (TN) Mesa State College (CO) Metropolitan State College (CO) Middle Tennessee State University (TN) Millersville University of Pennsylvania (PA) Minot State University (ND) Misscuri Southern State College (MO) Missomi Western State College (MO) Morehead State University (KY) Murray State University (KY) New Mexico Highlands University (NH) Nicholls State University (LA) North Carolina A & T State University (NC) Northeast Louisiana University (LA) Northeast Missouri State University (MO) Northeastern Illinois University (IL) Northern Arizona University (AZ) Northern Illinois University (IL) Northern State College (SD)



Participating Institutions, continued:

University of the District of Columbia, The (IX) Northwost Hissouri State University (HO) University of Houston at Clear Lake (TX) Oakland University (MI) University of Lowell (MA) Old Dominion University (VA) University of Haine at Presque Isle (ME) Oregon Institute of Technology (OR) Pan American University (TX) University of Haryland-Baltimore County, The (Hi) University of Missouri - St. Louis (HO) Peru State College (NB) University of Montevallo (AL) Pittsburg State University (KS) University of Nebraska at Omaha (NE) Plymouth State College (NII) University of Nevada at Las Vegas (NV) Purdue University Calumet (IN) University of North Carolina at Charlotte (NC) Radford University (VA) University of North Carolina at Greensboro (NC) Ramapo College of New Jersey (NJ) University of Northern Colorado (CO) Richard Stockton State College (NJ) University of Northern Iowa (IA) Saginaw Valley State University (MI) University of Science & Arts of Oklahoma (OK) Salem State College (MA) University of South Alabama (AL) Salisbury State University (MD) University of South Carolina at Spartanburg (SC) Sam Houston State University (TX) University of South Florida (FL) San Diego State University (CA) University of Southern Colorado (CO) Sangamon State University (IL) University of Southern Indiana (IN) Savannah State College (GA) Shippensburg University of Pennsylvania (PA) University of Southern Haine (HE) University of Southwestern Louisiana (LA) Sonoma State University (CA) University of Tennessee at Chattanooga (TN) South Dakota School of Hines & Technology (SD) University of Tennessee at Martin (TN) Southeast Hissouri State University (HO) University of Texas at Dallas, The (TX) Southeastern Louisiana University (LA) University of Texas at San Antonio (TX) Southern Arkansas University (AR) University of Wisconsin - Eau Claire (WI) Southern Connecticut State University (CT) Southern Illinois University at Edwardsville (IL) University of Wisconsin - La Crosse (WI) Southern Illinois University of Carbondale (IL) University of Wisconsin - Oshkosh (WI) University of Wisconsin - Platteville (WI) Southern Orange State College (OR) Southwest Hissouri State University (HO) University of Wisconsin - Stevens Point (WI) University of Wisconsin - Stout (W1) Southwest State University (HH) University of Wisconsin - Superior (WI) Southwest Texas State University (TX) Southwestern Oklahoma State University (OK) University of Wisconsin - Whitewater (WI) Valdosta State College (GA) St. Cloud State University (MN) State University of New York at Plattsburgh (NY) Valley City State University (ND) State University of New York College at Brockport (NY) Weber State College (UT) State University of New York College at Buffalo (NY) West Georgia College (GA) State University of New York College at Cortland (NY) West Liberty State College (NV) West Texas State University (TX) State University of New York College at Fredonia (NY) State University of New York College at Genesco (NY) West Virginia College of Graduate Studies (WV) Western Carolina University (NC) Stephen F. Austin State University (TX) SUNY College of Tachnology at Utica/Rome (NY) Western Illinois University (IL) Western Kentucky University (KY) Tennessee Technological University (TN) Western Michigan University (MI) Texas A & I University (TX) Texas A & H University at Galveston (TX) Western Montana College (MI) Western New Hexico University (NM) Towson State University (HD) Western Oregon State College (OR) Trenton State College (NJ) Western State College of Colorado (CO) Troy Scate University (AL) Western Washington University (WA) University of Akron, The (OH) University of Arkansas at Little Rock (AR) Wichita State University, The (KS) William Paterson College (NJ) University of Baltimore (MD) Winthrop College (SC) University of Central Arkansas (AR) University of Colorado at Colorado Springs(CO) Youngstown State University (OH)

Total: 202

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APPENDIX C

CUPA Private Faculty Salary-Trend Studies: 1985-86 and 1988-89

Institutions Participating in Both Studies:

Adelphi University (NY)	College Hiser'cordia (PA)
Agnes Scott College (GA)	College of Great Falls (MT)
Albertus Magnus College (CT)	College at Hount St. Joseph (Oll)
Alfred University (NY)	College of Hotra Dame of Haryland (HD)
Allegheny College (PA)	College of Saint Benedict (MN)
Allentown College of St. Francis de Sales (PA)	College of Saint Elizabeth (NJ)
Alma College (HI)	College of St. Joseph (VT)
Alverno College (WI)	College of Saint Rose, The (NY)
American Technological University (TX)	College of St. Scholastica (MN)
American University, The (DC)	College of the Holy Cross (MA)
	Columbia College (MO)
Ambierst College (HA)	Concordia College (HI)
Anna Haria College (HA)	Concordia College (MN)
Aquinas College (HI)	Concordia College (WI)
Arkansas College (AR)	Cooper Union for the Advancement of Sci. and Art, The (NY)
Asbury College (KY)	Cornell College (IA)
Assumption College (HA)	Cornell University (NY)
Augustana College (IL)	Covenant College (TN)
Averatt College (VA)	Creighton University (NE)
Avila College (HO) Azusa Pacific University (CA)	D'Youville College (NY)
Baldwin-Hallace College (Oll)	Defiance College, The (OH)
Barnard College (NY)	DePaul University (IL)
Barry University (FL)	DePauw University (IN)
Barry difference College (KY)	Dickinson College (PA)
Bulmont Abbey College (NC)	Donne College (NE)
Bethany Coilege (WV)	Dominican college of Blavelt (NY)
Bethel College (KS)	Drake University (IA)
Bethel College (KN)	Drew University (N1)
Bethune-Cookman College (FL)	Eastern dennemite College and Seminary (VA)
Biola University (CA)	Eckard Collega (FL)
Birmingham-Southern College (AL)	Elmhurst College (II.)
Bloomfield Collage (NJ)	Elms College (HA)
Boston University (MA)	Emerson College (MA)
Bradley University (IL)	Fairfield University (CT)
	Fort Wayne Bible College (IN)
Briar Cliff College (IA)	Franklin and Harshall College (PA)
Bridgewater College (VA)	Franklin Pierce College (NII)
Bryant College (RI) Bucknall University (PA)	Furman University (SC)
Butler University (IN)	George Fox College (OR)
Cabrini College (PA)	George Washington University, The (DC)
Carlow College (PA)	Georgetown College (KY)
Catholic University of America, The (DC)	Georgetown University (DC)
Catholic University of Puerto Rico (PR)	Georgian Court College (NJ)
Cedar Crest College (PA)	Gonzaga University (WA)
Central College (IA)	Grand Yiew College (IA)
Central Mesleyan College (SC)	Greensboro College (NC)
Christian Brothers College (TM)	Hamilton College (NY)
Clarkson University (NY)	Hamline University (MR)
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Participating Institutions, continued:

Hissouri Baptist College (HO) Hampton University (VA) Moravian College (PA) Hannibal-LaGrange College (HO) Hount Mary College (WI) Hartwick College (NY) Hount Hercy College (IA) Hastings College (NE) Mount St. Hary's College (CA) Heidelberg College (OH) Hount Vernon College (DC) lloly Family College (PA) Mount Vernon Nazarene College (OH) lioughton College (NY) Muskingum College (OH) Howard University (DC) Nazareth College (HI) Huron College (SD) Neumann College (PA) Illinois Benedictine College (IL) New England College (NII) Illinois Institute of Technology (IL) North Central College (IL) Immaculata College (PA) Northland College (WI) Incarnate Word College (TX) Northwestern College (IA) Ithaca College (NY) Northwestern College (MN) Jarvis Christian College (TX) Norwich University (VI) John Carroll University ((OH) Oakwood College (AL) Johns Hopkins University (HD) Ohio Northern University (OH) Judson College (IL) Otiawa University (KS) Kalamazoo College (HI) Our lady of Holy Cross College (IA) Kenyon College (Oil) Pepperdine University (CA) Keuka College (NY) Predmont College (GA) LaRoche College (PA) Pikovilla Colloga (KY) Lafeyetts College (PA) Presbyterian College (8C) Lakeland College (HI) Presbyterian School of Christian Education (VA) Lancaster Bible Collega (PA) Principia College (II.) Lebanon Valley College (PA) Quancy College (IL) LeHoyna College (NY) Randolph-Macon College (VA) Lenoir-Rhyne College (NC) Read College (OR) Lewis & Clark College (OR) Regis College (CO) Limestone College (SC) Regis College (MA) Linfield College (OR) Rensselaer Polytechnic Institute (NY) long Island University (NY) Rider College (H1) Loras College (IA) Rochester Institute of Technology (NY) Loyola College in Maryland (知) Rockford College (IL) Lubbock Christian University (TX) Rockhurst College (MO) Luther College (IA) Rocky Hountain College (MF) Lynchburg College (VA) Roosevelt University (IL) Lyoming College (PA) Rose-Hulman Institute of Technology (IN) Madonna College (MI) Russell-Sage College (NY) Marist College (NY) Saint Edward's University (TX) Mars Hill College (NC) Saint losaph Collage (Cf) Hary Baldwin College (VA) Saint Hary College (KS) Marymount College (NY) Marymount Hanhattan College (NY) Saint Vincent College (PA) Salem College (NC) Maryville College (TN) Salem College (WV) Harywood College (PA) Salve Regina -- The Newport College (RI) HcPherson College (KS) Hercy College of Detroit (HI) Samford University (AL.) Santa Clara University (CA) Marcyhurst College (PA) School of the Ozarks, The (MO) Heredich College (NC) Seattle Pacific University (MA) Hidland Lutheran College (NE) Seattle University (WA) Hillikin University (IL) Seton Hill (PA) Hillsaps College (HS)



Participating Institutions, continued:

Siena Collage (NY) Siena Heights College (HI) Simpson College (IA) Southwestern Assemblies of God Colleges (TX) Spalding University (NY) Springfield College (MA) St. Bonaventure University (NY) St. Francis College (NY) St. Hary's University (TX) St. Norbert College (WI) Stevens Institute of Technology (NJ) Stillman College (AL) Suffolk University (MA) Susquehanna University (PA) Tabor College (KS) Taylor University (IN) Texas Christian University (TX) Texas Lutheran College (TX) Tiffin University (Oli) Tri-State University (IN) Trinity College Inc. (VT) Trinity University (TX) Tulane University (LA) University of Dallas, The (TX) University of Dayton (OH) University of Detroit (HI) University of Evansville (IN) University of LaVerne (CA)

University of Miami (FL) University of Portland (OR) University of Richmond (VA) University of San Diego (CA) University of St. Thomas (TX) "miversity of the South, The (TN) University of Tampa, (FL) Ursuline College (OH) Valparaiso University (IN) Villa Maria College (PA) Viterbo College (WI) Walsh College (OH) Warner Southern College (FL) Wartburg College (IA) Washington and Jefferson College (PA) Washington and Lee University (VA) Waynesburg College (PA) West Virginia Wesleyan College (WV) Western Baptist College (OR) Western Maryland College (MD) Westmar College (IA) Westminister College of Salt Lake City (UT) Whitman College (WA) Wilkes College (PA) William Jewell College (MO) William Penn College (IA) Wilmington College (DE) Wingate College (NC) Wittenburg University (OH)

Total: 259



SALARY-TREND STUDY OF FACULTY IN LETTERS

FOR THE YEARS

1985-86 AND 1988-89

By
Richard D. Howe
and William Linneman

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 1988-89. Each year two separate studies are conducted, one for state senior colleges and universities which are members of the American Association of State Colleges and Universities (AASCU) in Washington, D.C., and the other for private senior colleges and universities. The list of private institutions is provided by the American Council on Education in Washington, D.C.

Salary data for each study were collected and tabulated for full-time teaching faculty in 45 selected academic disciplines including letters. The disciplines were chosen from among those defined by the Higher Education General Information Study (HEGIS) Taxonomy and by A Classification of Instructional Programs (CIP), 1985. The definition of the discipline/major field of letters in the CIP is as follows:

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

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

This article presents a summary of the overall average salary increases in



the discipline/major field of letters from the "baseline year" of 1985-86 to and including the "trend year" of 1988-89 for both state and private institutions. Of the 262 institutions which participated in CUPA's STATE (AASCU) study of 1985-86, 202 also participated in 1988-89. Data from those same 202 institutions were used in both the baseline year and the trend year. Of the 440 institutions which participated in CUPA'S PRINATE study of '985-86, 259 also participated in 1988-89. Data from those same 259 institutions were used in both the "baseline year" and the "trend year".

In addition to listing the average salaries in letters for both state 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 (1985-86 and 1988-89) and with the CPI (Consumer Price Index) of changes in cost-of-living.

The CPI is based on prices of food, clothing, shelter and fuels, transportation, medical care, entertainment, and other goods and services that people buy for day-to-day living. In examining trends in faculty salary it is important to consider any changes in the economy. Thus, by comparing changes in faculty salaries with the CPI, a more precise representation of "real" salary increases is yielded.

The salary is based on a nine- or ten-month academic year salary of full-time faculty only. Full-time faculty members are those who teach no less than 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 .30 for associate professor of letters in the 1985-86 state study means that 30 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: STATE 1985-86, STATE 1988-89, PRIVATE 1985-86 and PRIVATE 1988-89. For example, a SALARY FACTOR of .93 for assistant professors in the discipline/major field of letters in the 1985-86 state study means that their salaries are 7 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 (1985-86 or 1988-89). All information for this group was included in the ASST PROF group for reporting purposes. This group is used mainly for new hiring information.

ALL MAJOR FIELDS is the entire data base for all 45 disciplines/major fields in each of the four studies. It is used to compare, among other things, the discipline/major field of letters with the entire data base for each study.

Of particular import to the reader is noting the size of the sample on which each percentage or dollar value is based. The smaller the number in the group, the greater the effect of extreme scores on a descriptive statistic such as the average. It should be noted also that any large disparity in the sample sizes between the "baseline year" of 1985-86 and the "trend year" of 1988-89



NEW **ASSO** ASST ASST PROF ALL RANKS **PROF PROF** PROF INSTRUCTOR SALARY NUM N/IN STATE, 1985-86: **LETTERS** AVERAGE SALARY: 37069 1321 167 29285 1154 169 24043 1022 161 21638 103 57 18414 412 92 29399 3909 173 FAC MIX PCT: 0.34 0.30 0.26 0.03 0.11 1.00 SALARY FACTOR: 0.97 0.94 0.93 0.86 0.89 0.94 ALL MAJOR FIELDS AVERAGE SALARY: 38112 17636 31074 15884 25911 14019 25065 1932 20777 3986 31282 51525 202 FAC MIX PCT: 0.34 0.04 1.00 0.31 0.27 0.08 STATE, 1988-89: **LETTERS** AVERAGE SALARY: 42819 1477 188 34357 1219 184 27580 1166 186 25268 33659 4423 194 202 171 20665 561 114 FAC MIX PCT: 0.33 0.28 0.26 0.05 1.00 0.13 SALARY FACTOR: 0.96 0.94 0.91 0.92 0.86 0.88 ALL MAJOR FIELDS AVERAGE SALARY: 44577 18904 36431 16110 30416 15286 29332 2573 23527 4252 36562 54552 202 FAC MIX PCT: 0.35 0.28 0.05 0.08 1.00 0.30 PRIVATE, 1985-86: **LETTERS** AVERAGE SALARY: 36028 594 172 27598 515 171 22357 493 160 20642 78 55 18673 156 69 28184 1758 202 FAC MIX FCT: 0.34 0.29 0.28 0.04 0.09 1.00 SALARY FACTOR: 0.94 0.94 0.93 0.88 0.96 0.95 ALL MAJOR FIELDS AVERAGE SALARY: 38230 8391 29339 24113 8321 19473 1985 29765 27049 259 8352 23430 1204 FAC MIX PCT: 0.31 0.31 0.31 0.04 0.07 1.00 PRIVATE, 1988-89: **LETTERS** AVERAGE SALARY: 42898 781 213 32648 o44 202 26032 602 204 24773 122 86 206 89 33403 2233 253 21315 FAC MIX PCT: 0.35 0.29 0.27 0.05 0.09 1.00 SALARY FACTOR: 0.95 0.94 0.91 0.88 0.94 0.95 ALL MAJOR FIELDS AVERAGE SALARY: 44926 8877 34585 8852 28554 8980 28166 1388 35099 28627 259 22636 1918 FAC MIX PCT: 0.31 0.31 0.31 0.05 0.07 1.00



will lessen the reliability and validity of any conclusions that one might make based on a simple comparison of averages.

RESULTS OF THE TWO STATE (AASCU) STUDIES, 1985-86 AND 1988-89

In the STATE 1985-86 salary study in the above table, the reader may note that the discipline/major field of letters was reported in 173 of the 202 state (AFSC") institutions. The average salary of the 3,909 faculty was \$29,399. This average salary was approximately 6 percent (0.94) lower than the average salary of \$31,282 for all 51,525 faculty in ALL MAJOR FIELDS in the 1985-86 state study.

In the STATE 1988-89 salary study in the above table, the discipline/major field of letters was reported in 194 of the same 202 state (AASCU) institutions. The average salary of the 4,423 faculty was \$33,659. This average salary was approximately 8 percent (0.92) lower than the average salary of \$36,562 for all 54,552 faculty in ALL MAJOR FIELDS in the 1988-89 state study.

The increase in average salaries for all faculty in letters after three years in the state institutions studied was 14.5 percent (\$33,659 minus \$29,399 equals \$4,260). The CPI of increased cost-of-living between October 1985 and October 1988 was 10.6 percent. A more realistic increase, therefore, in average faculty salaries over the three-year time period is 3.9 percent or an average of 1.3 percent each year above the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the state institutions studied was 16.9 percent (\$36,562 minus \$31,282 equals \$5,280). In comparison to the discipline/major field of letters (14.5%), therefore, the faculty in ALL MAJOR FIELDS increased their salaries by 2.4 percent (16.9% minus 14.5% equals 2.4%) more than faculty in the discipline/major field of letters.

The reader may note that the factory mix percentage in letters is higher at



the professor rank than at the assistant professor rank in the 1985-86 state study and in the 1988-89 state study. The faculty mix percentage of professor and assistant professor is; 0.34 vs. 0.26 (1985-86) respectively; and 0.33 vs. 0.26 (1988-89) respectively. The differences in faculty mix percentage at the ranks of professor and assistant professor in ALL MAJOR FIELDS for both state studies is as follows: 0.34 vs. 0.27 (1985-86) and 0.35 vs. 0.28 (1988-89) respectively. ALL MAJOR FIELDS had an equal percentage of professors and a slightly higher percentage of assistant professors compared to letters in the 1985-86 state study. Currently, letters has a lower percentage of full and assistant professors than ALL MAJOR FIELDS.

Finally, the hiring rate of new assistant professors in letters is low in the state studies: 2.6 percent (103/3,909) in 1985-86 vs. 3.7 percent (1,932/51,525) in ALL MAJOR FIELDS in 1985-86. Also, the hiring rate of new assistant professors in letters in 1988-89 is 4.6 percent (202/4,423) vs. 4.7 percent (2,573/54,552) in ALL MAJOR FIELDS that same year. In other words the hiring rate in the discipline/major field of letters is less than for ALL MAJOR FIELDS in both the state studies of 1985-86 and 1988-89.

RESULTS OF THE TWO PRIVATE STUDIES, 1985-86 AND 1988-89

In the PRIVATE 1985-86 salary study in the above table, the reader may note that the discipline/major field of letters was reported in 202 of the 259 private institutions. The average salary of the 1,758 faculty was \$28,184. This average salary was approximately 5 percent (0.95) lower than the average salary of \$29,765 for all 27,049 faculty in ALL MAJOR FIELDS in the 1985-86 private study.

In the PRIVATE 1988-89 salary study in the above table, the discipline/major field of letters was reported in 253 of the same 259 private institutions. The average salary of the 2,233 faculty was \$33,403. This average



salary was approximately 5 percent (0.95) lower than the average salary of \$35,099 for all 28,627 faculty in ALL MAJOR FIELDS in the 1988-89 private study.

The increase in average salaries for all faculty in letters after three years in the private institutions studied was 18.5 percent (\$33,403 minus \$28,184 equals \$5,219). The CPI of increased cost-of-living between October 1985 and October 1988 was 10.6 percent. A more realistic increase, therefore, in average faculty salaries over the three-year time period is 7.9 percent or 2.6 percent each year above the cost-of-living.

The i rease in average salaries for all faculty in ALL MAJOR FIELDS after three years in the private institutions studied was 17.9 percent (\$35,099 minus \$29,765 equals \$5,334). In comparison to the discipline/major field of letters (18.5%), therefore, the faculty in ALL MAJOR FIELDS increased their salaries by 0.6 percent (18.5% minus 17.9% equals 0.6%) less than faculty in the discipline/major field of letters.

In the discipline/major field of letters, the reader may note that the faculty mix percentage is similarly spread at the professor rank and the assistant professor rank for both private studies: 0.34 vs. 0.28 (1985 %6) respectively; and 0.35 vs. 0.27 (1988-89) respectively. The faculty mix percentage for ALL MAJOR FIELDS is equal in both private studies: 0.31 vs. 0.31 (1985-85) respectively; and 0.31 vs. 0.31 (1988-89) respectively. In other words ALL MAJOR FIELDS has a lower percentage of professors and a higher percentage of assistant professors compared to letters in both private studies.

Finally, the reader may note that the hiring rate of new assistant professors in letters lagged behind the hiring rate in ALL MAJOR FIELDS for the 1985-86 private study, 4.4 percent (78/1,758) vs. 4.5 percent (1,204/27,049) respectively. The opposite is true for the 1988-89 private study, 5.5 percent



(122/2,233) vs. 4.8 percent (1,388/28,627), respectively. In other words the hiring rate in the discipline/ major field of letters is less than for ALL MAJOR FIELDS in the 1985-86 private studies. Presently, the hiring rate of new assistant professors in letters is greater than ALL MAJOR FIELDS.

CONCLUDING REMARKS

This article presented salary-trend information on the academic discipline/major field of letters and compared that information with ALL MAJOR FIELDS over a period of three years: the "baseline year" of 1985-86 and the "trend year" of 1988-89. Two studies, one for state (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 12,323 faculty in the discipline/major field of letters participated and were included in the overall total of 161,753 faculty in all 45 disciplines/major fields in all four studies. The same 202 state (AASCU) institutions and the same 259 private institutions in the United States participated in the baseline year and the trend year.

Although many interpolations and extrapolations of the data may be made, a few of the more important ones are as follows. First, the faculty salary factor in the discipline/major field of letters is currently (1988-89) some 8 and 5 percent below the overall average faculty salary of ALL MAJOR FIELDS for both the state and private studies, respectively. The average faculty salary for letters in the private institutions was approximately 4 percent less in comparison to that in the state institutions in 1985-86. The average faculty salary in the private institutions in 1988-89 is now approximately 1 percent less compared to that for the state institutions.

Second, the CPI of October 1988, in comparison to the CPI of October 1985, indicates that the faculty in letters, in both the state and private institutions, received overall salary increases for three ,ears above the



cost-of-living. However, letters faculty salaries in the state institutions lagged behind faculty in ALL MAJOR FIELDS during this same period. Letters faculty in both the private and state institutions have some catching up to do in salary in comparison with their colleagues in ALL MAJOR FIELDS.

Third, even though the discipline/major field of letters is one of the older disciplines, there is not a marked difference between those faculty in the state and in the private institutions. The full professor rank appears to be increasing slightly more rapidly in the private institutions, in comparison to the state institutions. It seems a smaller percentage of new assistant professors are being hired in the state institutions.

Now that a rather significant data base on individual faculty member salaries has been developed, it is anticipated that add. nal salary-trend studies will be effected in letters, and in other disciplines/major fields, on an annual basis.

Richard D. Howe is the originator and director of the annual CUPA faculty salary studies. He is a professor of leadership and higher education, and history at Appalachian State University, Boone, North Carolina. Co-author William Linneman is professor of English at Illinois State University, Normal, Illinois.

APPENDICES:



A) OVERALL LIST OF SELECTED DISCIPLINES, page 10

B) LIST OF STATE Participating Institutions, page 11

C) LIST OF PRIVATE Participating Institutions, page 13

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 ADMINISTRATION AND MANAGEMEN'T

MUSIC

BUSINESS AND MANAGEMENT

NURSING

BUSINESS ECONOMICS

PHILOSOPHY AND RELIGION

CHEMISTRY

PHYSICAL EDUCATION

COMMUNICATION TECHNOLOGIES

PHYSICAL SCIENCES

COMMUNICATIONS

PHYSICS

COMPUTER & INFORMATION SCIENCES

POLITICAL SCIENCE AND GOVERNMENT

SECRETARIAL AND RELATED PROGRAMS

CURRICULUM AND INSTRUCTION

EDUCATION ADMINISTRATION

PSYCHOLOGY

DRAMATIC ARTS

READING EDUCATION

SOCIAL SCIENCES

ENGINEERING

EDUCATION

SOCIOLOGY

FINE ARTS

SPECIAL EDUCATION

FOREIGN LANGUAGES

STUDENT COUNSELING AND PERSONNEL

SERVICES

GEOGRAPHY

TEACHER EDUCATION, GENERAL PROGRAMS

GEOLOGICAL SCIENCES

VISUAL AND PERFORMING ARTS

HISTORY

TOTAL: 45



APPENDIX B

CUPA State (AASCU) Faculty Salary-Trend Studies: 1985-86 and 1988-89

Institutions Participating in Both Studies:

Adams State College (CO) Alabama State University (AL) Angelo State University (TX) Appalachian State University (NC) Arkansas State University (AR) Arkansas Technological University (AR) Auburn University at Montgomery (AL) Augusta College (GA) Blackhills State College (SD) Bluefield State College (WV) California State University at Fullerton (CA) California State University at Long Beach (CA) California State University at Stanislaus (CA) California University of Pennsylvania (PA) Castleton State College (VT) Central Connecticut State University (CT) Central Michigan University (MI) Central Missouri State University (HO) Central State University (OK) Central Washington University (WA) Christopher Newport College (VA) Citadel, The Hilitary College of S.C., The (SC) Clarion University of Pennsylvania (PA) Cleveland State University (OH) Clinch Valley College of Univ. of Virginia (VA) College of Charleston (SC) College of Staten Island - CUNY, The (NY) Columbus College (GA) Concord College (WV) Dakota State College (SD) Delta State College (MS) Dickinson State University (SD) East Central State University (OK) East Stroudsburg University (PA) East Texas State University (1%) East Texas State University at Texarkana (TX) Eastern Connecticut State University (CT) Eastern Illinois University (IL) Eastern Kentucky University (KY) Eastorn Michigan University (MI) Eastern New Mexico University (NH) Eastern Washington University (WA) Edinaboro University of Pennsylvania (PA) Fitchburg State College (MA) Florida A & H University (FL) Florida Atlantic University (FL) Florida International University (FL) Fort Mays State University (KS)

Fort Lewis College (CO) Francis Marion College (SC) Frostburg State University (MD) George Mason University (VA) Georgia College (GA) Georgia Southern College (GA) Georgia Southwestern College (GA) Glenville State College (WV) Grand Valley State University (MI) Harris-Stowe State College (MO) Humacao University College (PR) Idaho State University (ID) Illinois State University (IL) Indiana State University (IN) Indiana University of Pennsylvania (PA) Jackson State University (MS) Keene State University (NH) Kent State University (OH) Kutztown University (PA) Lake Superior State University (MI) Lander College (SC) Lewis Clark State College (ID) Livingston University (AL) Longwood College (VA) Louisiana State University in Shraveport(LA) Marshall University (WV) Mary Washington College (VA) Mayville State University (ND) McNeese State University (LA) Memphis State University (TN) Mesa State College (CO) Metropolitan State College (CO) Middle Tennessee State University (TN) Millersville University of Pennsylvania (PA) Minot State University (ND) Missouri Southern State College (MO) Missouri Western State College (MO) Morehead State University (KY) Murray State University (KY) New Mexico Highlands University (NM) Nicholls State University (LA) North Carolina A & T State University (NC) Northeast Louisiana University (LA) Northeast Missouri State University (MO) Northeastern Illinois University (IL) Northern Arizona University (AZ) Northern Illinois University (IL) Northern State College (SD)



Participating Institutions, continued:

Horthwest Missouri State University (MO) University of the District of Columbia, The (DC) University of Houston at Clear Lake (TX) Oakland University (MI) University of Lowell (MA) Old Dominion University (VA) Oregon Institute of Technology (OR) University of Maine at Presque Isle (ME) University of Maryland-Baltimore County, The (MD) Pan American University (TX) University of Missouri - St. Louis (HO) Peru State College (NB) University of Montevallo (AL) Pittsburg State University (KS) University of Nebraska at Omaha (NE) Plymouth State College (NH) University of Nevada at Las Vegas (NV) Furdue University Calumet (IN) University of North Carolina at Charlotta (NC) Radford University (VA) Ramapo College of New Jersey (NJ) University of North Carolina at Greensboro (NC) University of Northern Colorado (CO) Richard Stockton State College (NJ) University of Northern Iowa (IA) Saginaw Valley State University (MI) Salem State College (MA) University of Science & Arts of Oklahoma (CK) University of South Alabama (AL) Salisbury State University (HD) University of South Carolina at Spartanburg (SC) Sam Houston State University (TX) San Diego State University (CA) University of South Florida (FL) University of Southern Colorado (CO) Sangamon State University (IL) University of Scuthern Indiana (IN) Savannah State College (GA) Shippensburg University of Pennsylvania (PA) University of Southern Haine (ME) University of Southwestern Louisiana (LA) Sonoma State University (CA) South Dakota School of Mines & Technology (SD) University of Tennessee at Chattanooga (TN) University of Tennessee at Martin (TN) Southeast Missouri State University (MO) Southeastern Louisiana University (LA) University of Texas at Dallas, The (TX) Southern Arkansas University (AR) University of Texas at San Antonio (TX) Southern Connecticut State University (CT) University of Wisconsin - Eau Claire (WI) University of Wisconsin - La Crosse (WI) Southern Illinois University at Edwardsville (IL) Southern Illinois University of Carbondale (IL) University of Wisconsin - Oshkosh (WI) Southern Orange State College (OR) University of Wisconsin - Platteville (WI) University of Wisconsin - Stevens Point (WI) Southwest Hissouri State University (MO) University of Wisconsin - Stout (WI) Southwest State University (MN) Southwest Texas State University (TX) University of Wisconsin - Superior (WI) University of Wisconsin - Whitewater (WI) Southwestern Oklahoma State University (OK) St. Cloud State University (HN) Valdosta State College (GA) State University of New York at Plattsburgh (NY) Valley City State University (nD) State University of New York College at Brockport (NY) Weber State Colluge (UT) West Georgia college (GA) State University of New York College at Buffalo (NY) State University of New York College at Cortland (NY) West Liberty State College (WV) State University of New York College at Fredonia (NY) West Texas State University (TX) State University of New York College at Genesco (NY) West Virginia College of Graduate Studies (WV) Stephen F. Austin State University (TX) Western Carolina University (NC) Western Illinois University (IL) SUNY College of Technology at Utica/Rome (NY) Tennessee Technological University (TN) Western Kentucky University (KY) Texas A & I University (TX) Western Hichigan University (MI) Texas A & H University at Galveston (TX) Western Montana College (MT) Western New Mexico University (N. Towson State University (MD) Western Oregon State College (OR) Trenton State College (NJ) Western State College of Colorado (CO) Troy State University (AL) Western Washington University (WA) University of Akron, The (GH) University of Arkansas at Little Rock (AR) Wichita State University, The (KS) William Paterson College (NJ) University of Baltimore (MD) University of Central Arkansas (AR) Winthrop College (SC) University of Colorado at Colorado Springs(CO) Youngstown State University (OH)

Total: 202

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APPENDIX C

CUPA Private Faculty Salary-Trend Studies: 1985-86 and 1988-89

Institutions Participating in Both Studies:

College Misericordia (PA) Adelphi University (NY) College of Great Falls (MT) Agnes Scott College (GA) College of Mount S . Joseph (OH) Albertus Magnus College (CT) College of Notre Dame of Maryland (MD) Alfred University (NY) College of Saint Benedict (MN) Allegheny College (PA) Allentown College of St. Francis de Sales (PA) College of Saint Elizabeth (NJ) College of St. Joseph (VT) Alma College (MI) . College of Saint Rose, The (NY) Alverno College (WI) American Technological University (TX) College of St. Scholastica (MN) American University, The (DC) College of the Holy Cross (MA) Columbia College (MO) Amherst College (MA) Concordia College (MI) Anna Haria College (MA) Concordia College (MN) Aquinas College (MI) Concordia College (WI) Arkansas College (NR) Cooper Union for the Advancement of Sci. and Art, The (NY) Asbury College (KY) Cornell College (IA) Assumption College (MA) Augustana College (IL) Cornell University (NY) Covenant College (TN) Averett College (VA) Creighton University (NE) Avila College (HO) Azusa Pacific University (CA) D'Youville College (NY) Defiance College, The (OH) Baldwin-Wallaco College (OH) DePaul University (II.) Barnard College (NY) DePauw University (IN) Barry University (FL) Dickinson College (PA) Bellarmine College (KY) Doane College (NE) Belmont Abbey College (NC) Dominican College of Blavelt (PY) Bethany College (WV) Drake University (IA) Bethel College (KS) Drew University (NJ) Bethel College (MN) Eastern Mennonite College and Seminary (VA) Bethuna-Cookman College (FL) Biola University (CA) Eckerd College (FL) Birmingham-Southern College (AL) Elmhurst College (II.) Elms College (MA) Bloomfield College (NJ) Emerson College (MA) Boston University (MA) Fairfield University (CT) Bradley University (IL) Fort Wayne Bible College (IN) Briar Cliff College (IA) Franklin and Marshall College (PA) Bridgewater College (VA) Franklin Pierce College (NH) Bryant College (RI) Furman University (SC) Buckmall University (PA) Butler University (IN) George Fox College (OR) George Washington University, The (DC) Cabrini College (PA) Georgetown College (KY) Carlow College (PA) Catholic University of America, The (DC) Georgetown University (DC) Catholic University of Puerto Rico (13) Georgian Court College (NJ) Gonzaga University (WA) Cedar Crest College (PA) Grand View College (1A) Central College (IA) Central Wesleyan College (SC) Greensboro Co.lege (NC) Hamilton College (NY) Christian Brothers College (TN) Hamline University (MN) Clarkson University (NY)



Participating Institutions, continued:

Missouri Baptist College (MO) Hampton University (VA) Moravian College (PA) Hannibal-LaGrange College (HO) Mount Mary College (WI) Hartwick College (NY) Mount Mercy College (IA) Hastings College (NE) Mount St. Mary's C. lege (CA) Heidelberg College (OH) Mount Vernon College (DC) Holy Family College (PA) Mount Vernon Nazarene College (OH) Houghton College (NY) Muskingum College (OH) Howard University (DC) Nazareth College (MI) Huron College (SD) Neumann College (PA) Illinois Benedictine College (IL) New England College (NH) Illinois Institute of Technology (IL) North Central College (IL) Immaculata College (PA) Northland College (WI) Incarnate Word College (TX) Northwestern College (IA) Ithaca College (NY) Northwestern College (MN) Jarvis Christian College (TX) Norwich University (VT) John Carroll University ((OH) Johns Hopkins University (MD) Oakwood College (AL) Ohio Northern University (OH) Judson College (IL) Ottawa University (KS) Kalamazoo College (HI) Our Lady of Holy Cross College (LA) Kenyon College (OH) Pepperdine University (CA) Keuka College (NY) Piedmont College (GA) LaRoche College (PA) Pikeville College (KY) Lafayette College (PA) Presbyterian College (SC) Lakeland College (WI) Lancaster Bible College (PA) Presbyterian School of Christian Education (VA) Lebanon Valley College (PA) Principia College (IL) Quincy College (IL) LeMoyne College (NY) Randolph-Macon College (VA) Lenoir-Rhyne College (NC) Reed College (OR) Lewis & Clark College (OR) Regis College (CO) Limestone College (SC) Regis College (MA) Linfield College (OR) Rensselaer Polytechnic Institute (NY) Long Island University (NY) Rider College (NJ) Loras College (IA) Rochester Institute of Technology (NY) Loyola College in Haryland (MD) Lubbock Christian University (TX) Rockford College (IL) Rockhurst College (MO) Luther College (IA) Rocky Mountain College (MT) Lynchburg College (VA) Roosevelt University (IL) Lyoming College (PA) Rose-Hulman Institute of Technology (IN) Madonna College (MI) Russell-Sage College (NY) Marist College (NY) Saint Edward's University (TX) Mars Hill College (NC) Saint Joseph College (CT) Mary Baldwin College (VA) Saint Mary College (KS) Marymount College (NY) Saint Vincent College (PA) Marymount Hanhattan College (NY) Salem College (NC) Maryville College (TN) Salem College (WV) Harywood College (PA) Salva Regina -- The Newport College (RI) McPherson College (KS) Mercy College of Detroit (MI) Samford University (AL) Santa Clara University (CA) Mercyhurst College (PA) School of the Ozarks, The (MO) Meredith College. (NC) Hidland Lutheran College (NE) Seattle Pacific University (WA) Seattle University (WA) Millikin University (IL) Seton Hill (PA) Hillsaps College (MS)

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Participating Institutions, continued:

Siena College (NY) Siena Heights College (HI) Simpson College (IA) Southwestern Assemblies of God Colleges (TX) Spalding University (NY) Springfield College (MA) St. Bonaventure University (NY) St. Francis College (NY) St. Hary's University (TX) St. horbert College (WI) Stevens Institute of Technology (NJ) Stillman College (AL) Suffolk University (MA) Susquehanna University (PA) Tabor College (KS) Taylor University (IH) Texas Christian University (TX) Texas Lutheran College (TX) Tiffin University (OH) Tri-State University (IN) 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 Evansville (IN) University of LaVerne (CA)

University of Hiami (FL) University of Portland (OR) University of Richmond (VA) University of San Diego (CA) University of St. Thomas (TX) University of the South, The (TH) University of Tampa, (FL) Ursuline College (OH) Valparaiso University (IN) Villa Maria College (PA) Viterbo College (WI) Walsh College (OH) Warner Southern College (FL) Wartburg College (IA) Washington and Jefferson College (PA) Washington and Lee University (VA) Waynesburg College (PA) West Virginia Wasleyan College (WV) Western Baptist College (OR) Western Maryland College (MD) Westmar College (IA) Westminister College of Salt Lake City (UT) Whitman College (WA) Wilkes College (PA) William Jewell College (MO) William Penn College (IA) Wilmington College (DE) Wingate College (NC)

Wittenburg University (OH)

Total: 259



SALARY-TREND STUDY OF FACULTY IN LIBRARY AND ARCHIVAL SCIENCES

FOR THE YEARS

1985-86 AND 1988-89

By Richard D. Howe and Allen Antone

Since 1982-83 the College and University Personnel Association (CUFA) 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 1988-89. Each year two separate studies are conducted, one for state 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 library and archival 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 library and archival sciences in the CIP is as follows:

A summary of groups of instructional programs that describe he knowledge and skills required to develop, organize, store, retrieve, administer, and facilitate the use of collections of information in such formats as books, documents, manuscripts, machine-readable data bases, filmed and recorded materials, specimens, and artifacts.*

[*Gerald S. Malitz, A <u>Classification of Instructional Programs</u> (Washington, DC.: National Center for Education Statistics, [1985], p. 117.--25.)]



This article presents a summary of the overall average salary increases in the discipline/major field of library and archival sciences from the "baseline year" of 1985-86 to and including the "trend year" of 1988-89 for both state and private institutions. Of the 262 institutions which participated in CUPA's STATE (AASCU) study of 1985-86, 202 also participated in 1988-89. Data from those same 259 institutions were used in both the baseline year and the trend year. Of the 440 institutions which participated in CUPA'S PRIVATE study of 1985-86, 259 also participated in 1988-89. Data from those same 259 institutions were used in both the baseline year and the trend year.

This study lists the average salaries of library and archival sciences faculty for both state 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 (1985-86 and 1988-89).

The CPI is based on prices of food, clothing, shelter and fuels, transportation, medical care, entertainment, and other goods and services that people buy for day-to-day living. In examining trends in faculty salary it is important to consider any changes in the economy. Thus, by comparing changes in faculty salaries with the CPI, a more precise representation of "real" salary increases is yielded.

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

The "NUM" means the number of faculty members whose salaries were included



to compute the average salary.

The "N/IN" means the number of institutions that reported salary data for a given academic rank and discipline/major field.

The FAC MIX PCT is the percentage of faculty in a given discipline/major field who hold a given academic rank. For example, a FAC MIX PCT factor of .29 for associate professor of library and archival sciences in the 1985-86 state study means that 29 percent of the faculty in that discipline/major field hold the rank of associate professor.

The SALARY FACTOR for a given rank of a given discipline/major field is the ratio of the average salary to the total average salary of all institutions in each of the four studies: STATE 1985-86, STATE 1988-89, PRIVATE 1985-86 and PRIVATE 1988-89. For example, a SALARY FACTOR of 0.92 for assistant professors in the discipline/major field of library and archival sciences in the 1985-86 state study means that their salaries are 8 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 (1985-86 or 1988-89). 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 library and archival 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



NEW ASS0 ASST ASST PROF PROF PROF INSTRUCTOR ALL RANKS PROF SALARY NUM N/IN STATE, 1985-86: LIBRARY AND ARCHIVAL SCIENCES AVERAGE SALARY: 38123 40 22 30278 . 9 30 23745 121 38 22884 14 10 19412 30 12 27304 270 45 FAC MIX PCT: 0.15 0.29 0.05 0.11 1.00 0.45 SALARY FACTOR: 1.00 0.97 0.92 0.91 0.93 0.87 ALL MAJOR FIELDS AVERAGE SALARY: 38112 17636 31074 15884 25911 14019 25065 1932 20777 3986 31282 51525 202 FAC MIX PCT: 0.34 0.31 0.27 0.04 0.08 1.00 STATE, LIBRARY AND ARCHIVAL SCIENCES 1988-89: AVERAGE SALARY: 44946 22 34704 72 32 28196 122 33 25046 12 8 21741 56 19 31207 44 FAC MIX PCT: 0.16 0.24 0.41 0.04 0.19 1.00 SALARY FACTOR: 1.01 0.95 0.93 0.85 0.85 0.92 ALL MAJOR FIELDS **AVERAGE** SALARY: 44577 18904 36431 16110 30416 15286 29332 2573 23527 4252 36562 54552 202 FAC MIX PCT: 0.35 0.30 0.28 0.05 0.08 1.00 PRIVATE, 1985-86: LIBRARY AND ARCHIVAL SCIENCES AVERAGE SALARY: 35825 18 11 27108 33 20 21860 35 20 23438 3 18037 18 15 25280 104 30 FAC MIX PCT: 0.17 0.32 0.34 0.04 0.17 1.00 SALARY FACTOR: 0.94 0.92 0.91 1.00 0.93 0.85 ALL MAJOR FIELDS AVERAGE SALARY: 38230 8391 29339 8352 19473 1985 29765 27049 259 24113 8321 23430 1204 FAC MIX 0.04 1.00 PCT: 0.31 0.31 0.31 0.07 PRIVATE, 1988-89: LIBRARY AND ARCHIVAL SCIENCES AVERAGE SALARY: 40106 11 32210 17 26215 28762 3 2 20957 15 10 29389 105 27 41 20 FAC MIX PCT: 0.14 0.32 0.39 0.03 0.14 1.00 SALARY FACTOR: 0.89 0.93 0.92 1.02 0.93 0.84 ALL MAJOR FIELDS AVERAGE 28554 8980 35099 28627 259 SALARY: 44926 8877 34585 8852 28166 1388 22636 1918 FAC MIX PCT: 0.31 0.31 0.31 0.05 0.07 1.00



sizes between the "baseline year" of 1985-86 and the "trend year" of 1988-89 will lessen the reliability and validity of any conclusions that one might make based on a simple comparison of averages.

RESULTS OF THE TWO STATE (AASCU) STUDIES, 1985-86 AND 1988-89

In the STATE 1985-86 salary study in the above table, the reader may note that the discipline/major field of library and archival sciences was reported in 45 of the 202 state (AASCU) institutions. The average salary of the 270 faculty was \$27,304. This average salary was approximately 13 percent (0.87) lower than the average salary of \$31,282 for all 51,525 faculty in ALL MAJOR FIELDS in the 1985-86 state study.

In the STATE 1988-89 salary study in the above table, the discipline/major field of library and archival sciences was reported in 44 of the same 202 state (AASCU) institutions. The average salary of the 297 faculty was \$31,207. This average salary was approximately 15 percent (0.85) lower than the average salary of \$36,562 for all 54,552 faculty in ALL MAJOR FIELDS in the 1988-89 state study.

The increase in average salaries for all faculty in library and archival sciences after three years in the state institutions studied was 14.3 percent (\$31,207 minus \$27,304 equals \$3,903). The CPI of increased cost-of-living between October 1985 and October 1988 was 10.6 percent. A more realistic increase, therefore, in average faculty salaries over the three-year time period is 3.7 percent or an average of 1.2 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 state institutions studied was 16.9 percent (\$36,562 minus \$31,282 equals \$5,280). In comparison to the discipline/major field of library and archival sciences (14.3%), therefore, the faculty in ALL MAJOR FIELDS



increased their salaries by 2.6 percent (16.9% minus 14.3% equals 2.6%) more than faculty in the discipline/major field of library and archival sciences.

The reader may note that the faculty mix percentage in library and archival sciences is lower at the professor rank than at the assistant professor rank in both the state studies: 0.15 vs. 0.45 (1985-86) and 0.16 vs. 0.41 (1988-89), respectively. The differences in faculty mix percentage at the ranks of professor and assistant professor in ALL MAJOR FIELDS for both state studies are as follows: 0.34 vs. 0.27 (1985-86) and 0.35 vs. 0.28 (1988-89), respectively. In other words ALL MAJOR FIELDS has a higher percentage of professors and a lower percentage of assistant professors compared to library and archival sciences in both of the state studies.

Finally, the hiring rate of new assistant professors in library and archival sciences in the state studies was greater than for ALL MAJOR FIELDS in 1985-86, 5.2 percent (14/270) vs. 3.7 percent (1,932/51,525), respectively, and the hiring rate of new assistant professors in library and archival sciences in the state studies was less than for ALL MAJOR FIELDS in 1988-89, 4.0 percent (12/297) vs. 4.7 percent (2,573/54,552), respectively.

RESULTS OF THE TWO PRIVATE STUDIES, 1985-86 AND 1988-89

In the PRIVATE 1985-86 salary study in the above table, the reader may note that the discipline/major field of library and archival sciences was reported in 30 of the 259 private institutions. The average salary of the 104 faculty was \$25,280. This average salary was approximately 15 percent (0.85) lower than the average salary of \$29,765 for all 27,049 faculty in ALL MAJOR FIELDS in the 1985-86 private study.

In the PRIVATE 1988-89 salary study in the above table, the discipline/major field of library and archival sciences was reported in 27 of the same 259



private institutions. The average salary of the 105 faculty was \$29,389. This average salary was approximately 16 percent (0.84) lower than the average salary of \$35,099 for all 28,627 faculty in ALL MAJOR FIELDS in the 1988-89 private study.

The increase in average salaries for all faculty in library and archival sciences after three years in the private institutions studied was 16.3 percent (\$29,389 minus \$25,280 equals \$4,109). The CPI of increased cost-of-living between October 1985 and October 1988 was 10.6 percent. A more realistic increase, therefore, in average faculty salaries over the three-year time period is 5.7 percent or 1.9 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 17.9 percent (\$35,099 minus \$29,765 equals \$5,334). In comparison to the discipline/major field of library and archival sciences (16.3%), therefore, the faculty in ALL MAJOR FIELDS increased their salaries by 1.6 percent (17.9% minus 16.3% equals 1.6%) more than faculty in the discipline/major field of library and archival sciences.

In the discipline/major field of library and archival sciences, the reader may note that the faculty mix percentage at the professor rank is less than at the assistant professor rank in the private studies: 0.17 vs. 0.34 (1985-86), respectively; and 0.14 vs. 0.39 (1988-89), respectively. This is quite different from ALL MAJOR FIELDS for both private studies: 0.31 vs. 0.31 (1985-86), respectively; and 0.31 vs. 0.31 (1988-89), respectively. In other words ALL MAJOR FIELDS has a higher percentage of professors and a lower percentage of assistant professors compared to library and archival sciences in both private studies.

Finally. the reader may note that the hiring rate of new assistant professors in library and archival sciences in the 1985-86 private study was less



than the hiring rate in ALL MAJOR FIELDS, 3.8 percent (4/104) vs. 4.5 percent (1,204/27,049), respectively. In 1988-89 the hiring rate was less for new assistant professors in library and archival sciences compared to that for ALL MAJOR FIELDS, 2.9 percent (3/105) vs. 4.8 percent (1,388/28,627), respectively.

CONCLUDING REMARKS

This article presented salary-trend information on the academic discipline/major field of library and archival sciences and compared that information with ALL MAJOR FIELDS over a period of three years: the "baseline year" of 1985-86 through the "trend year" of 1988-89. Two studies, one for state (ASSCU) 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 776 faculty in the discipline/major field of library and archival sciences participated and were included in the overall total of 161,753 faculty in all 45 disciplines/major fields in all four studies. The same 202 state (AASCU) institutions and the same 259 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 library and archival sciences is currently (1988-89) some 15 and 16 percent below the overall faculty salary factor of ALL MAJOR FIELDS for both the state and private studies, respectively. The average faculty salary for library and archival sciences in the private institutions was 8 percent less in comparison to that in the state institutions in 1985-86. The average faculty salary in the private institutions is now (1988-89) 6 percent less in comparison to that for the state institutions.

Second, the CPI of October 1988, in comparison to the CPI of October 1985, indicates that the faculty in library and archival sciences, in both the state



and private institutions, received overall salary increases for three years above the cost-of-living. However, library and archival sciences faculty salary increases in both the state and private institutions lagged behind faculty in ALL MAJOR FIELDS. Library and archival sciences faculty in both the state and private institutions have some catching up to do in salary in comparison to ALL MAJOR FIELDS.

Third, in the discipline/major field of library and archival sciences the assistant professor rank has a greater percentage compared to the full professor rank for both the state and private studies. The full professor rank appears to be increasing at a slightly faster rate in the state institutions, compared to the private institutions. It seems a higher percentage of new assistant professors are being hired in the state institutions in comparison to the private 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 library and archival sciences, and in other disciplines/major fields, on an annual basis.

Richard D. Howe is the originator and director of the annual CUPA faculty salary studies. He is a professor of leadership and higher education, and history at Appalachian State University, Boone, North Carolina. Co-author Allen Antone is head reference libra at Appalachian State University, Boone, North Carolina.

APPENDICES:

- A) OVERALL LIST OF SELECTED DISCIPLINES, page 10
- B) LIST OF STATE Participating Institutions, page 11
- C) LIST OF PRIVATE Participating Institutions, page 13



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 ADMINISTRATION AND MANAGEMENT MUSIC

BUSINESS AND MANAGEMENT NURSING

BUSINESS ECONOMICS PHILOSOPHY AND RELIGION

CHEMISTRY PHYSICAL EDUCATION

COMMUNICATION TECHNOLOGIES PHYSICAL SCIENCES

COMMUNICATIONS PHYSICS

COMPUTER & 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

TEACHER EDUCATION, GENERAL PROGRAMS

GEOLOGICAL SCIENCES

VISUAL AND PERFORMING ARTS

TOTAL: 45



GEOGRAPHY

HISTORY

Institutions Participating in Both Studies:

Adams State College (CO) Fort Lewis College (CO) Alabama State University (AL) Angelo State University (TX) Appalachian State University (NC) Arkansas State University (AR) Arkansas Technological University (AR) Auburn University at Montgomery (AL) Augusta College (GA) Blackhills State College (SD) Bluefield State College (WV) California State University at Fullerton (CA) California State University at Long Beach (CA) California State University at Stanislaus (CA) California University of Pennsylvania (PA) Castleton State College (VT) Central Connecticut State University (CT) Central Michigan University (MI) Central Missouri State University (HO) Central State University (OK) Central Washington University (WA) Christopher Newport College (VA) Citadel, The Hilitary College of S.C., The (SC) Clarion University of Pennsylvania (PA) Cleveland State University (OH) Clinch Valley College of Univ. of Virginia (VA) College of Charleston (SC) College of Staten Island - CUNY, The (NY) Columbus College (GA) Concord College (WV) Dakota State College (SD) Delta State College (MS) Dickinson State University (SD) East Central State University (OK) East Stroudsburg University (PA) East Texas State University (TX) East Texas State University at Texarkana (TX) Eastern Connecticut State University (CT) Eastern Illinois University (IL) Eastern Kentucky University (KY) Eastern Michigan University (MI) Eastern New Mexico University (NM) Eastern Washington University (WA) Edinsboro University of Pennsylvania (PA) Fitchburg State Collage (MA) Florida A & M University (FL) Florida Atlantic University (FL) Florida International University (FL) Fort Hays State University (KS)

Francis Marion College (SC) Frostburg State University (MD) George Kason University (VA) Georgia College (GA) Georgia Southern College (GA) Georgia Southwestern College (GA) Glenville State College (WV) Grand Valley State University (MI) Harris-Stowe State College (MO) Humacao University College (PR) Idaho State University (ID) Illinois State University (IL) Indiana State University (IN) Indiana University of Pennsylvania (PA) Jackson State University (MS) Keene State University (NII) Kent State University (OH) Kutztown University (PA) Lake Superior State University (MI) Lander College (SC) Lewis Clark State College (ID) Livingston University (AL) Longwood College (VA) Louisiana State University in Shreveport(LA) Marshall University (WV) Mary Washington College (VA) Mayville State University (ND) McNeese State University (LA) Memphis State University (TN) Mesa State College (CO) Metropolitan State College (CO) Middle Tennessee State University (TN) Hillersville University of Pennsylvania (PA) Minot State University (ND) Missouri Southern State College (MO) Missouri Western State Collage (MO) Morehead State University (KY) Murray State University (KY) New Mexico Highlands University (NH) Nicholls State University (LA) North Carolina A & T State University (NC) Northeast Louisiana University (LA) Northeast Missouri State University (MO) Northeastern Illinois University (IL) Northern Arizona University (AZ) Northern Illinois University (IL) Northern State College (SD)



Participating Institutions, continued:

Northwest Hissouri State University (HO) University of the District of Columbia, The (DC) University of Houston at Clear Lake (TX) Oakland University (MI) Old Dominion University (VA) University of Lovell (MA) Oregon Institute of Technology (OR) University of Maine at Presque Isle (HE) University of Maryland-Baltimore County, The (MD) Pan American University (TX) University of Missouri - St. Louis (MO) Peru State College (NB) University of Montevallo (AL) Pittsburg State University (KS) University of Nebraska at Omaha (NE) Plymouth State College (NH) Purdue University Calumet (IN) University of Nevada at Las Vegas (NV) University of North Carolina at Charlotte (NC) Radford University (VA) University of North Carolina at Greensboro (NC) Ramano College of New Jersey (NJ) Richard Stockton State College (NJ) University of Northern Colorado (CO) University of Northern Iowa (IA) Saginaw Valley State University (MI) University of Science & Arts of Oklahoma (OK) Salem State College (HA) University of South Alabama (AL) Salisbury State University (HD) University of South Caroling at Spartanburg (SC) Sam Houston State University (TX) San Diego State University (CA) University of South Florida (FL) University of Southern Colorado (CO) Sangamon State University (IL) University of Southern Indiana (IN) Savannah State College (GA) Shippensburg University of Pennsylvania (PA) University of Southern Haine (ME) University of Southwestern Louisiana (LA) Sonoma State University (CA) South Dakota School of Mines & Technology (SD) University of Tennessee at Chattanocga (TN) Southeast Missouri State University (MO) University of Tennessee at Martin (TN) University of Texas at Dallas, The (TX) Southeastern Louisiana University (LA) University of Texas at San Antonio (TX) Southern Arkansas University (Ak; Southern Connecticut State University (CT) University of Wisconsin - Eau Claire (WI) Southern Illinois University at Edwardsville (IL) University of Wisconsin - La Crosse (WI) University of Wisconsin - Oshkosh (WI) Southern Illinois University of Carbondale (IL) University of Wisconsin - Platteville (WI) Southern Orange State College (OR) Southwest Hissouri State University (HO) University of Wirronsin - Stevens Point (WI) University of Wisconsin - Stout (WI) Scuthwest State University (MN) Southwest Texas State University (TX) University of Wisconsin - Superior (WI) Southwestern Oklahoma State University (OK) University of Wisconsin - Whitewater (WI) St. Cloud State University (MN) Valdosta State College (GA) State University of New York at Plattsburgh (NY) Valley City State University (ND) State University of New York College at Brockport (NY) Weber State College (UT) State University of New York College at Buffalo (NY) West Georgia College (GA) State University of New York College at Cortland (NY) West Liberty State College (WV) State University of New York College at Fredoria (NY) West Texas State University (TX) State University of New York College at Genesco (NY) West Virginia College of Graduate Studies (WV) Western Carolina University (NC) Stephen F. Austin State University (TX) Western Illinois University (IL) SUNY College of Technology at Utica/Rome (NY) Western Kentucky University (KY) Tennessee Technological University (TN) Western Hichigan University (HI) Texas A & I University (TX) Texas A & H University at Galveston (TX) Western Hontana College (MT) Western New Mexico University (NH) Towson State University (MD) Trenton State College (NJ) Western Oregon State College (OR) Troy State University (AL) Western State College of Colorado (CO) Western Washington University (WA) University of Akron, The (OII) University of Arkansas at Little Rock (AR) Wichita State University, The (KS) William Paterson College (NJ) University of Baltimore (MD) University of Central Arkansas (AR) Winthrop College (SC) University of Colorado at Colorado Springs(CO) Youngstown State University (OII)

Total: 202



APPENDIX C

CUPA Private Faculty Salary-Trend Studies: 1985-86 and 1988-89

Institutions Participating in Both Studies:

College Misericordia (PA) Adelphi University (NY) College of Great Falls (MT) Agnes Scott College (GA) College of Mount St. Joseph (OH) Albertus Magnus College (CT) College of Notre Dame of Maryland (MD) Alfred University (NY) College of Saint Benedict (MN) Allegheny College (FA) Allentown College of St. Francis de Sales (PA) College of Saint Elizabeth (NJ) College of St. Joseph (VT) Alma College (MI) . College of Saint Rose, The (NY) Alverno College (WI) American Technological University (TX) College of St. Scholastica (MN) College of the Holy Cross (MA) American University, The (DC) Columbia College (MO) Amherst College (MA) Concordia College (MI) Anna Haria College (MA) Concordia College (MN) Aquinas College (MI) Concordia College (WI) Arkansas College (AR) Cooper Union for the Advancement of Sci. and Art, The (NY) Asbury College (KY) Cornell College (IA) Assumption College (MA) Cornell University (NY) Augustana College (IL) Covenant College (TN) Averatt College (VA) Creighton University (NE) Avila College (MO) D'Youville College (NY) Azusa Pacific University (CA) Defiance College, The (OH) Baldwin-Wallace Coilege (OH) DePaul University (IL) Barnard College (NY) DePauw University (IN) Barry University (FL) Dickinson College (PA) Bellarmine College (KY) Doane College (NE) Belmont Abbey College (NC) Dominican College of Blavelt (NY) Bethany College (WV) Drake University (IA) Bethel College (KS) Drew University (NJ) Bethel College (HN) Eastern Mennonite College and Seminary (VA) Bethune-Cookman College (FL) Eckerd College (FL) Biola University (CA) Elmhurst College (IL) Birmingham-Southern College (AL) Elms College (MA) Bloomfield College (NJ) Emerson College (MA) Boston University (MA) Fairfield University (CT) Bradley University (IL) Fort Wayne Bible College (IN) Briar Cliff College (IA) Bridgewater College (VA) Franklin and Marshall College (PA) Franklin Pierce College (NH) Bryant College (RI) Furman University (SC) Bucknall University (PA) George Fox College (OR) Butler University (IN) George Washington University, The (DC) Cabrini College (PA) Georgetown College (KY) Carlow College (FA) Catholic University of America, The (DC) Georgetown University (DC) Catholic University of Puerto Rico (PR) Georgian Court College (NJ) Cedar Crest College (PA) Gonzaga University (WA) Grand View College (IA) Central College (IA) Central Wesleyan College (SC) Greensboro College (NC) Christian Brothers College (TN) Hamilton College (NY) Clarkson University (NY) Hamline University (MN)



Participating Institutions, continued:

Missouri Baptist College (MO) Hampton University (VA) Moravian College (PA) Hannibal-LaGrange College (MO) Mount Mary College (WI) Hartwick College (NY) Mount Mercy College (IA) Hastings College (NE) Mount St. Mary's Coilege (CA) Heidelberg College (OH) Mount Vernon College (DC) Holy Family College (PA) Mount Vernon Nazarene College (Oli) Houghton College (NY) Muskingum College (OH) Howard University (DC) Nazareth College (MI) Huron College (SD) Illinois Benedictine Collega (IL) Neumann College (PA) New England College (NH) Illinois Institute of Technology (IL) North Central College (IL) Immaculata College (PA) Northland College (WI) Incarnate Word College (TX) Northwestern College (IA) Ithaca College (NY) Northwestern College (. Y) Jarvis Christian College (TX) Norwich University (VT) John Carroll University ((OH) Oakwood College (AL) Johns Hopkins University (HD) Ohio Northern University (OH) Judson College (IL) Ottawa University (KS) Kalamazoo College (MI) Our Lady of Holy Cross College (LA) Kenyon College (OH) Pepperdine University (CA) Keuka College (NY) Piedmont College (GA) LaRoche College (PA) Pikeville College (KY) Lafayette College (PA) Presbyterian College (SC) Lakeland College (WI) Presbyterian School of Christian Education (VA) Lancaster Bible College (PA) Principia College (IL) Lebanon Valley College (PA) Quincy College (IL) LeMoyne College (NY) Randolph-Macon College (VA) Lenoir-Rhyne College (NC) Reed College (OR) Lewis & Clark College (OR) Regis College (CO) Limestone College (SC) Reals College (MA) Linfield College (OR) Rensselaer Polytechnic Institute (NY) Long Island University (NY) Rider College (NJ) Loras College (IA) Loyola College in Maryland (MD) Rochester Institute of Technology (NY) Lubbock Christian University (TX) Rockford College (IL) Rockhurst College (HO) Luther College (IA) Rocky Mountain College (MT) Lynchburg College (VA) Roosevelt University (IL) Lyoming College (PA) Rose-Hulman Institute of Technology (IN) Madonna College (MI) Russell-Sage College (NY) Marist College (NY) Saint Edward's University (TX) Mars Hill College (NC) Saint Joseph College (CT) Mary Baldwin College (VA) Saint Mary College (KS) Marymount College (NY) Saint Vincent College (PA) Marymount Manhattan College (NY) Salem College (NC) Maryvilla College (TN) Salem College (WV) Marywood College (PA) Salve Regina -- The Newport College (RI) McPherson College (KS) Samford University (AL) Mercy College of Detroit (MI) Santa Clara University (CA) Mercyhurst College (PA) School of the Ozarks, The (MO) Meredith College (NC) Seattle Pacific University (WA) Midland Lutheran College (NE) Seattle University (WA) Millikin University (IL) Seton Hill (PA) Millsaps College (MS)



Participating Institutions, continued:

Siena College (NY) Siena Heights College (MI) Simpson College (IA) Southwestern Assemblies of God Colleges (TX) Spalding University (NY) Springfield College (MA) St. Bonaventure University (NY) St. Francis College (NY) St. Mary's University (TX) St. Norbert College (WI) Stevens Institute of Technology (NJ) Stillman College (AL) Suffolk University (MA) Susquehanna University (PA) Tabor College (KS) Taylor University (IN) Texas Christian University (TX) Texas Lutheran College (TX) Tiffin University (OH) Tri-State University (IN) 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 Evansville (IN) University of LaVerne (CA)

Total: 259

University of Hiami (FL) University of Portland (OR) University of Richmond (VA) University of San Diego (CA) University of St. Thomas (IX) University of the South, The (TN) University of Tampa, (FL) Ursuline College (OH) Valparaiso University (IN) Villa Maria College (PA) Viterbo College (WI) Walsh College (OH) Warner Southern College (FL) Wartburg College (IA) Washington and Jefferson College (PA) Washington and Lee University (VA) Waynesburg College (PA) West Virginia Wesleyan College (WV) Western Baptist College (OR) Western Maryland College (HD) Westmar College (IA) Westminister College of Salt Lake City (UT) Whitman College (WA) Wilkes College (PA) William Jewell College (HO) William Penn College (IA) Wilmington College (DE) Wingate College (NC) Wittenburg University (OH)



SALARY-TREND STUDY OF FACULTY IN LIFE SCIENCES

FOR THE YEARS

1985-86 AND 1988-89

By Richard D. Howe and Roy Jones

Since 1982-83 the College and University Personnel Association (CUPA) in Washington, D.C., in cooperation with Appalachian State University in Boone, orth Carolina, has conducted annual national faculty salary studies by discipline and rank each year through 1988-89. Each year two separate studies are conducted, one for state 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 1985-86 to and including the "trend year" of 1988-89 for both state and private insti-



tutions. Of the 262 institutions which participated in CUPA's STATE (AASCU) study of 1985-86, 202 also participated in 1988-89. Data from those same 202 institutions were used in both the baseline year and the trend year. Of the 440 institutions which participated in CUPA'S PRIVATE study of 1985-86, 259 also participated in 1988-89. Data from those same 259 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 state and private participating institutions by rank, including "new assistant professor," and listing the faculty mix percentage (FAC MTX PCT) and the salary factor, comparisons are made between the two studies for each of the two study years (1985-86 and 1988-89) and with the CPI (Consumer Frice Index) of changes in cost-of-living.

The CPI is based on prices of food, crothing, shelter and fuels, transportation, medical care, entertainment, and other goods and services that people buy for day-to-day living. In examining trands 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 .30 for associate professor of the life sciences in the 1985-86 state study means that 30 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: STATE 1985-86, STATE 1988-89, PRIVATE 1985-86 and PRIVATE 1988-89. For example, a SALARY FACTOR of .96 for assistant professors in the discipline/major field of life sciences in the 1985-86 state 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 (1985-86 or 1988-89). 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 1985-86 and the "trend year" of 1988-89 will lessen the reliability and validity of any conclusions that one might make based on a simple comparison of averages.



NEW ASS0 ASST ASST PROF INSTRUCTOR PROF PROF PROF ALL RANKS SALARY NUM N/IN LIFE SCIENCES STATE, 1985-86: AVERAGE 24845 455 140 23651 79 53 19389 36 32350 2478 184 30097 738 165 SALARY: 37242 1218 179 FAC MIX 0.30 0.18 0.03 0.03 1,00 0.49 PCT: SALARY FACTOR: 0.98 0.97 0.96 0.94 0.93 1.03 ALL MAJOR FIELDS AVERAGE SALARY: 38112 17636 31074 15884 25911 14019 25065 1932 20777 3986 31282 51525 202 FAC MIX 0.34 0.31 0.27 0.04 0.08 1.00 PCT: LIFE SCIENCES STATE, 1988-89: AVERAGE SALARY: 43488 1287 186 34916 700 169 28939 504 149 27552 100 69 21856 65 38 37721 2556 193 FAC MIX 0.50 0.27 0.20 0.04 0.03 1.00 PCT: SALARY 0.93 FACTOR: 0.98 0.96 0.95 0.94 1.03 ALL MAJOR FIELDS AVERAGE SALARY: 44577 18904 36431 16110 30416 15286 29332 2573 23527 4252 36562 54552 _ J2 FAC MIX 0.30 0.28 0.05 0.08 1.00 PCT: 0.35 LIFE SCIENCES PRIVATE, 1985-86: AVERAGE SALARY: 38134 512 179 28974 430 175 23508 333 158 21873 56 50 18632 23 30944 1304 228 FAC MIX PCT: 0.39 0.33 0.26 0.04 0.02 1.00 SALARY 0.96 0.99 0.97 0.93 1.04 FACTOR: 1.00 ALL MAJOR FIELDS AVERAGE 23430 1204 19473 1985 29765 27049 259 SALARY: 38230 8391 29339 8352 24113 8321 FAC MIX 0.31 0.31 0.04 0.07 1.00 0.31 PCT: PRIVATE, 1988-89: LIFE SCIENCES AVERAGE SALARY: 42367 540 195 32417 431 186 27369 30/ 166 26577 56 47 21723 45 32 34943 1323 245 FAC MIX 0.23 0.04 1.00 PCT: 0.41 0.33 0.03 SALARY 0.96 0.94 5.96 1.00 0.94 0.94 FACTOR: ALL MAJOR FIELDS AVERAGE 226:6 1918 35099 28621 259 SALARY: 44926 8877 34585 8852 28554 8980 28166 1388 FAC MIX 0.07 0.31 0.31 0.05 1.00 PCT: 0.31



RESULTS OF THE TWO STATE (AASCU) STUDIES, 1985-86 AND 1988-89

In the STATE 1985-86 salary study in the above table, the reader may note that the discipline/major field of life sciences was reported in 184 of the 202 state (AASCU) institutions. The average salary of the 2,478 faculty was \$32,350. This average salary was approximately 3 percent (1.03) higher than the average salary of \$31,282 for all 51,525 faculty in ALL MAJOR FIELDS in the 1985-86 state study.

In the STATE 1988-89 salary study in the above table, the discipline/major field of life sciences was reported in 193 of the same 202 state (AASCU) institutions. The average salary of the 2,556 faculty was \$37,721. This average salary was approximately 3 percent (1.03) higher than the average salary of \$36,562 for all 54,552 faculty in ALL MAJOR FIELDS in the 1988-89 state study.

The increase in average salaries for all faculty in the life sciences after three years in the state institutions studied was 16.6 percent (\$37,721 minus \$32,350 equals \$5,371). The CPI of increased cost-of-living between October 1985 and October 1988 was 10.6 percent. A more realistic increase, therefore, in average faculty salaries over the three-year time period is 6.0 percent or an average of 2.0 percent each year above the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the state institutions studied was 16.9 percent (\$36,562 minus \$31.782 equals \$5,280). In comparison to the discipline/major field of life sciences (16.6%), therefore, the faculty in ALL MAJOR FIELDS increased their salaries by 0.3 percent (16.9% minus 16.6% equals 0.3%) 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 state studies;



0.49 vs. 0.18 (1985-86), respectively; and 0.50 vs. 0.20 (1988-89), respectively. The differences in faculty mix percentage at the ranks of professor and assistant professor in ALL MAJOR FIELDS for both state studies is as follows: 0.34 vs. 0.27 (1985-86) and 0.35 vs. 0.28 (1988-89), 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 state studies.

Finally, the hiring rate of new assistant professors in the life sciences is low in the state studies: 3.2 percent (79/2,478) in 1985-86 vs. 3.7 percent (1932/51,525) in ALL MAJOR FIELDS in 1985-86. Also, the hiring rate of new assistant professors in the life sciences in 1988-89 was 3.9 percent (100/2,556) vs. 4.7 percent (2,573/54,552) 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 the state studies.

RESULTS OF THE TWO PRIVATE STUDIES, 1985-86 AND 1988-89

In the PRIVATE 1985-86 salary study in the above table, the reader may note that the discipline/major field of life sciences was reported in 228 of the 259 private institutions. The average salary of the 1,304 faculty was \$30,944. This average salary was 4 percent higher (1.04) than the average salary of \$29,765 for all 27,049 faculty in ALL MAJOR FIELDS in the 1985-86 private study.

In the PRIVATE 1988-89 salary study in the above table, the discipline/major field of life sciences was reported in 245 of the same 259 private institutions. The average salary of the 1,323 faculty was \$34,943. This average salary was approximately the same (1.00) as the average salary of \$35,099 for all 28,627 faculty in ALL MAJOR FIELDS in the 1988-89 private study.



The increase in average salaries for all faculty in the life sciences after three years in the private institutions studied was 12.9 percent (\$34,943 minus \$30,944 equals \$3,999). The CPI of increased cost-of-living between October 1985 and October 1988 was 10.6 percent. A more realistic increase, therefore, in average faculty salaries over the three-year time period is 2.3 percent or 0.8 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 17.9 percent (\$35,099 minus \$29,765 equals \$5,334). In comparison to the discipline/major field of life sciences (12.9%), therefore, the faculty in ALL MAJOR FIELDS increased their salaries by 5.0 percent (17.9% minus 12.9% equals 5.0%) more than 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: 0.39 vs 0.26 (1985-86), respectively; and 0.41 vs. 0.23 (1988-89), respectively. This difference is less for ALL MAJOR FIELDS for both private studies: 0.31 vs. 0.31 (1985-86), respectively; and 0.31 vs. 0.31, (1988-89), 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 1985-86, 4.3 percent (56/1,304) vs. 4.5 percent (1,204/27,049), respectively: and in 1988-89, 4.2 percent (56/1,323) vs. 4.8 percent (1,388/28,627), respectively.

CONCLUDING REMARKS

This article presented salary-trend information on the academic discipline/ major field of life sciences and compared that information with ALL MAJOR FIELDS over a period of three years: the "baseline year" of 1985-86 and the "trend year" of 1988-89. Two studies, one for state (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 7,661 faculty in the discipline/major field of life sciences participated and were included in the overall total of 161,753 faculty in all 45 disciplines/ major fields in all four studies. The same 202 state (AASCU) institutions and the same 259 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 (1988-89) some 3 percent above the overall faculty salary factor of ALL MAJOR FIELDS in the state study and the same in the private study. The average faculty salary for life sciences in the state institutions was approximately 5 percent more in comparison to that in the private institutions in 1985-86. The average faculty salary in the privat institutions is now (1988-89) nearly 8 percent less in comparison to that for the state institutions.

Second, the CPI of October 1988, in comparison to the CPI of October 1985, indicates that the faculty in the life sciences, in both the state and private institutions, received overall salary increases for three years above the cost-of-living. Life sciences faculty salaries in the private institutions lagged behind faculty in ALL MAJOR FIELDS during this same period, whereas life sciences faculty salaries in the state institutions exceeded the faculty 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 state 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 state and in the private institutions. The full professor rank is already "top heavy" in the state and private institutions. It appears that the full professor rank is increasing at about the same rate in both the state and private institutions. It seems that fewer new assistant professors are being hired in the state institutions in comparison to the private 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.

Richard D. Howe is the originator and director of the annual CUPA faculty salary studies. He is a professor of leadership and higher education, and history at Appalachian State University, Boone, North Carolina. Co-author Roy Jones is an assistant professor in the Extension Division of Virginia Polytechnic Institute and State University, Blacksburg, Virginia.

APPENDICES:



A - OVERALL LIST OF SELECTED DISCIPLINES, page 10

B - LIST OF STATE Participating Institutions, page 11

C - LIST OF PRIVATE Participating Institutions, page 13

APPENDIX A

OVERALL LIST OF SELECTED DISCIPLINES

ACCOUNTING

HOME ECONOMICS

AGRIBUSINESS AND AGRICULTURAL PRODUCTION

LETTERS

AN'THROPOLOGY

LIBRARY AND ARCHIVAL SCIENCES

ARCHITECTURE AND ENVIRONMENTAL DESIGN

LIFE SCIENCES

AREA AND ETHNIC STUDIES

MATHEMATICS

AUDIOLOGY AND SPEECH PATHOLOGY

MULTI-INTERDISCIPLINARY STUDIES

BUSINESS ADMINISTRATION AND MANAGEMENT

MUSIC

BUSINESS AND MANAGEMENT

NURSING

BUSINESS ECONOMICS

PHILOSOPHY AND RELIGION

BOSTIVE CONTRACTOR

PHYSICAL EDUCATION

CHEMISTRY

PHYSICAL SCIENCES

COMMUNICATIONS

PHYSICS

COMPUTER & INFORMATION SCIENCES

POLITICAL SCIENCE AND GOVERNMENT

CURRICULUM AND INSTRUCTION

COMMUNICATION TECHNOLOGIES

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

TOTAL: 45



APPENDIX B

CUPA State (AASCU) Paculty Salary-Trend Studies: 1985-86 and 1988-89

Institutions Participating in Both Studies:

Adams State College (CO) Alabama State University (AL.) Angelo State University (TX) Appalachian State University (NC) Arkansas State University (AR) Arkansas Technological University (AR) Auborn University at Hontgomery (AL.) Augusta College (GA) Blackhills State College (SN) Bluefield State College (WV) California State University at Fullerton (CA) California State University at Long Beach (CA) California State University at Stanislaus (CA) California University of Pennsylvania (PA) Castleton State College (YT) Central Connecticut State University (CT) Central Hichigan "niversity (HI) Central Hissouri State University (HO) Central State University (OK) Central Washington University (WA) Christopher Newport College (VA) Citadel, The Hilitary College of S.C., The (SC) Clarion University of Pennsylvania (PA) Cleveland State University (OH) Clinch Valley College of Univ. of Virginia (VA) College of Charleston (SC) College of Staten Island - CUNY, The (NY) Columbus College (GA) Concord College (WV) Dakon State College (SD) Delta State College (MS) Dickinson State University (SD) East Central State University (OK) East Stroudsburg University (PA) East Texas State University (TX) East Texas State University at Texarkana (TX) Eastern Connecticut State University (CT) Eastern Illinois University (IL) Eastern Kentucky University (KY) Eastern Hichigan University (HI) Eastern New Hexico University (NH) Eastern Washington University (WA) Edinaboro University of Pennaylvania (PA) Fitchburg State College (MA) Florida A & H University (Fi.) Florida Atlantic University (FL) Florida International University (FL)

Fort Lewis College (CO) Francis Harion College (SC) Frostburg State University (MD) George Mason University (VA) Georgia College (GA) Georgia Southern College (GA) Georgia Southwestern College (GA) Glenville State College (WV) Grand Valley State University (HI) Harris-Stowe State College (MO) Humacao University College (PR) Idaho State University (IP) Illinois State University (II.) Indiana State University (IN) Indiana University of Pennsylvania (PA) Jackson State University (MS) Keene State University (NH) Kent State University (OH) Kutztown University (PA) Lake Superior State University (HI) Lander College (SC) Lewis Clark State College (ID) Livingston University (AL) Longwood College (VA) louisiana State University in Shreveport(LA) Marshall University (WV) Mary Washington College (VA) Mayville State University (ND) McNeese State University (LA) Memphis State University (TN) Mesa State College (CO) Metropolitan State College (CO) Middle Tennessee State University (TN) Millersville University of Pennsylvania (PA) Minot State University (ND) Missouri Southern State College (MO) Missouri Western State College (MO) McJehead State University (K1) Murray State University (KY) New Mexico Highlands University (NH) Nicholls State University (LA) North Carolina A & T State University (NC) Northeast louisians University (LA) Northeast Missouri State University (MO) Northeastern Illinois University (IL) Northern Arizona University (AZ) Northern Illinois University (11.) Northern State College (SD)



Fort Hays State University (KS)

Participating Institutions, continued:

University of the District of Columbia, The (DC) Northwest Missour! State University (MO) University of Houston at Clear Lake (FX) Oakland University (MI) University of Lowell (MA) Old Dominion University (VA) University of Maine at Presque Isle (ME) Oregon Institute of Technology (OR) University of Maryland-Baltimore County, The (MI) Pan American University (TX) University of Missouri - St. Louis (MO) Peru State College (NB) University of Montevallo (AL) Pittsburg State University (KS) University of Nebraska at Omaha (NE) Plymouth State College (NH) University of Nevada at Las Yegas (NV) Purdue University Calumet (IN) University of North Carolina at Charlotte (NC) Radford University (VA) University of North Carolina at Greensboro (NC) Ramapo College of New Jersey (NJ) University of Northern Colorado (CO) Richard Stockton State College (NJ) University of Northern Iowa (IA) Saginaw Valley State University (MI) University of Science & Arts of Oklahoma (OK) Salem State College (MA) Laiversity of South Alabama (AL) Salisbury State University (MD) Sam Houston State University (TX) University of South Carolina at Spartanburg (SC) University of South Florida (FL) San Diego State University (CA) Sangamon State University (I!.) University of Southern Colorado (CO) University of Southern Indiana (IN) Savannah State College (GA) Shippensburg University of Pennsylvania (PA) University of Southern Kaine (ME) University of Southwestern Louisiana (LA) Sonoma State University (CA) University of Tennessee at Chattanooga (TN) South Dakota School of ! .es & Technology (SD) University of Tennessee at Martin (TN) Southeast Missouri State University (MO) University of Texas at Dallas, The (TX) Southeastern Louisiana University (IA) University of Yexas at San Antonio (TX) Southern Arkansas University (AH) University of Wisconsin - Eau Claire (WI) Southern Connecticut State University (CT) Southern Illinois University at Edwardsville (IL) University of Wisconsin - La Crosse (WI) Southern Illinois University of Carbondale (IL) University of Wisconsin - Oshkosh (WI) University of Risconsin - Platteville (WI) Southern Orange State College (OR) University of Wisconsin - Stevens Point (WI) Southwest Hissouri State University (HO) University of Wisconsin - Stout (WI) Southwest State University (MN) University of Wisconsin - Superior (WI) Southwest Texas State University (TX) Southwestern Oklahoma State University (OK) University of Wisconsin - Whitewater (WI) St. Cloud State University (HN) Valdosta State College (GA) State University of New York at Plattsburgh (NY) Valley City State University (ND) State University of New York College at Brockport (NY) Weber State College (UT) State University of New York College at Buffalo (NY) West Georgia College (GA) State University of New York College at Cortland (NY) West Liberty State College (WV) State University of New York College at Fredonia (NY) West Texas State University (TX) State University of New York College at Genesco (NY) West Virginia College of Graduate Studies (WV) Stephen F. Austin State University (TX) Western Carolina University (NC) SUNY College of Technology at Utica/Rome (NY) Western Illinois University (IL) Western Kentucky University (KY) Tonnessee Technological University (TN) Western Michigan University (HI) Texas A & I University (TX) Texas A & M University at Galveston (TX) Western Hontana College (MI) Western New Mexico University (NM) Towson State University (MD) Western Oregon State College (DR) Trenton State College (NJ) Troy State University (AL) Western State College of Colorado (CO) University of Akron, The (OH) Western Washington University (WA) Wichita State University, The (KS) University of Arkansas at Little Rock (AR) William Paterson College (NJ) University of Baltimore (MD) University of Central Arkansas (AR) Winthrop College (SC) University of Colorado at Colorado Springs (CO) Youngstown State University (OH)

Total: 202



APPENDIX C

CUPA Private Faculty Salary-Trend Studies: 1985-86 and 1988-89

Institutions Participating in Both Studies:

Adelphi University (NI) Appens Scot College (GA) Albertus Hagnus College (GT) Allege of Great Falls (MT) Allegeny College (FA) Allegeny College (MI) Alverno College (MI) Anner College (MI) Anner College (MI) Anner College (MA) Anner College (MI) Assumption College (MA) Anner College (MI) Assumption College (MA) Anner College (MI) Averent College (MI) Barnard College (MI) Comercial College (MI) Barnard Colleg		College Hisericordia (PA)
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Missouri Baptist College (MO) Moravian College (PA) Mount Mary College (WI) Mount Mercy College (IA) Mount St. Mary's College (CA) Mount Vernon College (DC) Mount Vernon Nazarene College (OH) Muskingum College (OH) Nazareth College (MI) Neumann College (PA) New England College (NH) North Central College (IL) Northland College (WI) Northwestern College (IA) Northwestern College (MN) Norwich University (VT) Oak.ood College (AL) Ohio Northern University (OH) Ottawa University (KS) Our Lady of Holy Cross College (IA) Pepperdine University (CA) Predmont College (GA) Pikavilla Colluge (KY) Presbyterian College (8C) Presbyterian School of Christian Education (VA) Principla College (IL) Quincy College (IL) Randolph-Macon College (VA) Reed College (OR) Regis College (CO) Regis College (MA) Rensselaer Polytechnic Institute (NY) Rider College (NI) Rochester Institute of Technology (NY) Rockford College (IL) Rockhurst College (MO) Rocky Mountain College (MT) Roosevelt University (IL) Rose-Hulman Institute of Technology (IN) Russell-Sage College (NY) Saint Edward's University (TX) Saint Joseph College (CT) Saint Mary College (KS) Saint Vincent College (PA) Salem College (NC) Salem College (WV) Salve Regina -- The Newport College (RI) Samford University (AL) Santa Clara University (CA) School of the Ozarks, The (MC) Seattle Pacific University (WA) Scattle University (WA)



Siena College (NY) Siena Heights College (HI) Simpson College (IA) Southwestern Assemblies of God Colleges (TX) Spalding University (NY) Springfield College (MA) St. Bonaventure University (NY) St. Francis College (NY) St. Hary's University (TX) St. Norbert College (HI) Stevens Institute of Technology (NJ) Stillman College (AL) Suffolk University (MA) Susquehanna University (PA) Tabor College (KS) Taylor University (IN) Texas Christian University (TX) Texas Lutheran College (TX) Tiffin University (Oii) Tri-State University (IN) Trinity College Inc. (VT) Trinity University (TX) Tulane University (LA) University of Dallas, The (TX) University of Dayton (Oil) University of Detroit (MI) University of Evansville (IN) University of LaVerne (CA)

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Total: 259



SALARY-TREND STUDY OF FACULTY IN MATHEMATICS

FOR THE YEARS

1985-86 AND 1988-8°

By Richard D. Howe and William Paul

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 1988-89. Each year two separate studies are conducted, one for state 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 mathematics. The disciplines were chosen from among those defined by the Higher Education General Information Study (HEGIS) Taxonomy and by <u>A Classification of Instructional Programs</u> (CIP), 1985. The definition of the discipline/major field of mathematics in the CIP is as follows:

A summary of groups of instructional programs that describe the sciences of logical symbolic language and their applications.*

[*Gerald S. Malitz, A Classification of Instructional Programs (Washington, DC.: National Center for Education Statistics, [1985], p. 120.--27.)]

This article presents a summary of the over_ll average salary increases in the discipline/major field of mathematics from the "baseline year" of 1985-86 to and including the "trend year" of 1988-89 for both state and private insti-



tutions. Of the 762 institutions which participated in CUPA's STATE (AASCU) study of 1985-86, 202 also participated in 1988-89. Data from those same 202 institutions were used in both the baseline year and the trend year. Of the 440 institutions which participated in CUPA'S PRIVATE study of 1985-86, 259 also participated in 1988-89. Data from those same 259 institutions were used in both the baseline year and the trend year.

This study lists the average salaries in mathematics for both state and private participating institutions by rank, including "new assistant professor," and lists 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 (1985-86 and 1988-89).

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 institucions that reported salary data for a given academic rank and discipline/major field.



The FAC MIX PCT is the percentage of faculty in a given discipline/major field who hold a given academic rank. For example, a FAC MIX PCT factor of .29 for associate professor of mathematics in the 1985-86 state study means that 29 percent of the faculty in that aiscipline/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: STATE 1985-86, STATE 1988-89, PRIVATE 1985-86 and PRIVATE 1988-89. For example, a SALARY FACTOR of 1.01 for assistant professors in the discipline/major field of mathematics in the 1985-86 state study means that their salaries were I percent above the average salary 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 (1985-86 or 1988-89). 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 mathematics 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 1985-86 and the "trend year" of 1988-99 will lessen the reliability and validity of any conclusions that one might make based on a simple comparison of averages.



NEW ASS0 ASST ASST PROF PROF **PROF** PROF INSTRUCTOR ALL RANKS SALARY NUM N/IN STATE, 1985-86: MATHEMATICS AVERAGE SALARY: 38686 960 184 31457 915 176 26087 893 174 25219 145 83 19270 372 118 30696 3140 196 FAC MIX PCT: 0.31 0.29 0.28 0.050.12 1.00 SALARY FACTOR: 1.02 1.01 1.01 1.01 0.93 0.98 ALL MAJOR FIELDS AVERAGE SALARY: 38112 17636 31074 15884 25911 14019 25065 1932 20777 3986 31282 51525 202 FAC MIX PCT: 0.34 0.31 0.27 0.04 0.08 1.00 STATE, 1988-89: **MATHEMATICS** AVERAGE SALARY: 45138 980 177 36428 941 176 30228 957 178 29888 150 92 21723 365 118 35575 3243 194 FAC MIX PCT: 0.30 0.29 0.30 0.05 0.11 1.00 SALARY FACTOR: 1.01 1.00 0.99 1.02 0.92 0.97 ALL MAJOR FIELDS AVERAGE SALARY: 44577 18904 36431 16110 30416 15286 20332 2573 23527 4252 36562 54552 202 FAC MIX PCT: 0.35 0.30 0.28 0.05 0.08 1.00 PRIVATE, 1985-86: MATHEMATICS AVERAGE SALARY: 38981 482 163 29517 429 165 24255 423 167 24313 68 45 18913 145 97 30057 1475 247 FAC MIX PCT: 0.33 0.29 0.29 0.05 0.10 1.00 SALARY FACTOR: 1.02 1.01 1.01 1.04 0.97 1.01 ALL MAJOR FIELDS AVERAGE SALARY: 38230 8391 29339 8352 24113 8321 23430 1204 19473 1985 29765 27049 259 FAC MIX PCT: 0.31 0.31 0.31 0.04 0.07 1.00 PRIVATE, 1988-89: MATHEMATICS AVERAGE SALARY: 45839 472 164 34224 460 170 28225 430 178 28876 66 52 22593 135 88 35114 1497 245 FAC MIX PCT: 0.32 0.31 0.29 0.04 0.09 1.00 SALARY FACTOR: 1.02 0.99 0.99 1.03 1.00 1.00 ALL MAJOR FIELDS AVERAGE SALARY: 44926 8877 34585 8852 28554 8980 28166 1388 22636 1913 35099 28627 259 FAC MIX 0.31 PCT: 0.3 0.31 0.05 0.07 1.00



RESULTS OF THE TWO STATE (AASCU) STUDIES, 1985-86 AND 1988-89

In the STATE 1985-86 salary study in the above table, the reader may note that the discipline/major field of mathematics was reported in 196 of the 202 state (AASCU) institutions. The average salary of the 3,140 faculty was \$30,696. This average salary was approximately 2 percent (0.98) lower than the average salary of \$31,282 for all 51,525 faculty in ALL MAJOR FIELDS in the 1985-86 state study.

In the STATE 1988-89 salary study in the above table, the discipline/major field of mathematics was reported in 194 of the same 202 state (AASCU) institutions. The average salary of the 3,243 faculty was \$35,575. This average salary was 3 percent lower (0.97) than the average salary of \$36,562 for all 54,552 faculty in ALL MAJOR FIELDS in the 1988-89 state study.

The increase in average salaries for all faculty in mathematics after three years in the state institutions studied was 15.9 percent (\$35,575 minus \$30,696 equals \$4,870°). The CPI of increased cost-of-living between October 1985 and October 1988 was 10.6 percent. A more realistic increase, therefore, in average faculty salaries over the three-year time period is 5.3 percent or an average of 1.8 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 state institutions studied was 16.9 percent (\$36,562 minus \$31,282 equals *5,280). In comparison to the discipline/major field of mathematics (15.9%), therefore, the faculty in ALL MAJOR FIELDS increased their salaries by 1.0 percent (16.9% minus 15.9% equals 1.0%) more than faculty in the discipline/major field of mathematics.

The reader may note that the faculty mix percentages in mathematics are about the same at the professor rank as at the assistant professor rank for both of the state studies. The faculty mix percentages of professor and



assistant professor in mathematics are 0.31 and 0.28 (1985-86) respectively; and 0.30 and 0.30 (1988-89) respectively. The differences in the ranks of professor and assistant professor in ALL MAJOR FIELDS for both state studies are 0.34 and 0.27 (1985-86) and 0.35 and 0.28 (1988-89) respectively. In other words ALL MAJOR FIELDS has a higher percentage of full professors and a lower percentage of assistant professors when compared to mathematics faculty in both state studies.

Finally, the hiring rate of new assistant professors in mathematics is higher in the 1985-86 state study compared to ALL MAJOR FIELDS: 4.6 percent (145/3,140) vs. 3.7 p.rcent (1,932/51,525), respectively. However, the hiring rate of new assistant professors in mathematics in 1988-89 was 4.6 percent (150/3,243) vs. 4.7 percent (2,573/54,552) in ALL MAJOR FIELDS. In other words the hiring rate of new assistant professors in mathematics was greater than for ALL MAJOR FIELDS in the 1985-86 state study, but currently (1988-89) is just slightly less (0.1%) than that for ALL MAJOR FIELDS.

RESULTS OF THE TWO PRIVATE STUDIES, 1985-86 AND 1988-89

In the PRIVATE 1985-86 salary study in the above table, the reader may note that the discipline/major field of mathematics was reported in 247 of the 259 private institutions. The average salary of the 1,479 faculty was \$30,057. This average salary was approximately 1 percent (1.01) higher than the average salary of \$29,765 for all 27,049 faculty in ALL MAJOR FIELDS in the 1985-86 private study.

In the PRIVATE 1988-89 salary study in the above table, the major field of mathematics was reported in 245 of the same 259 private institutions. The average salary of the 1,497 faculty was \$35,114. This average salary was approximately the same (1.00) as the average of \$35,099 for all 28,627 faculty in ALL MAJOR FIELDS in the 1988-89 private study.



The increase in average salaries for all faculty in mathematics after three years in the private institutions studied was 16.8 percent (\$35,114 minus \$30,057 equals \$5,057). The CPI of increased cost-of-living between October 1985 and October 1988 was 10.6 percent. A more realistic increase, therefore, in average faculty salaries over the three-year time period is 6.2 percent or 2.1 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 17.9 percent (\$35,099 minus \$29,765 equals \$5,334). In comparison to the discipline/major field of mathematics (16.8%), therefore, the faculty in ALL MAJOR FIELDS increased their salaries by 1.1 percent (17.9% minus 16.8% equals 1.1%) more than faculty in the discipline/major field of mathematics.

The faculty mix percentage rate at the professor rank is higher than the assistant professor rank in the private studies: 0.33 vs. 0.29 (1985-86), and 0.32 vs. 0.29 (1988-89), respectively. The faculty mix percentage rate at the respective rank is the same as at the assistant professor rank for ALL MAJOR FIELDS: 0.31 vs. 0.31 (1985-86) and 0.31 vs. 0.31 (1988-89), respectively.

Finally, the reader may note that the hiring rate of new assistant professors in mathematics in the 1985-86 private study was somewhat greater than the hiring rate in ALL MAJOR FIELDS: 4.6 percent (68/1,479) vs. 4.5 percent (1,204/27,049), respectively; whereas in 1988-89, it was lower: 4.4 percent (66/1,497) vs. 4.8 percent (1,388/28,627), respectively. In other words, in the private institutions the hiring rate in the discipline/major field of mathematics was greater than for ALL MAJOR FIELDS in 1985-86, but by 1988-89, it was less.



CONCLUDING REMARKS

This article presented salary-trend information on the academic discipline/major field of mathematics and compared that information with ALL MAJOR FTELDS over a period of three years: the "baseline year" of 1985-86 through the "trend year" of 1988-89. Two studies, one for state (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 9,359 faculty in the discipline/major field of mathematics participated and were included in the overall total of 161,753 faculty in all 45 disciplines/major fields in all four studies. The same 202 state (AASCU) institutions and the same 259 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 facul y salary factor in the discipline/major field of mathematics is currently (1988-89) some 2 percent below the overall average faculty salary of ALL MAJOR FIELDS in the state study and 1 percent above in the private study. The average faculty salary for mathematics in the private institutions was 5.3 percent higher in comparison to that in the state institutions in 1985-86. The average faculty salary in the private institutions is now (1988-89) 48 percent above that for the state institutions.

Second, the CPI of October 1988, in comparison to the CPI of October 1985, indicates that the faculty in mathematics, in both the state and private institutions, received overall salary increases for three years above the cost-of-living. Mathematics faculty salary increases in the state and private institutions lagged behind faculty salaries in ALL MAJOR FIELDS during this same period. Mathematics faculty in the state institutions have some catching up



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

Third, in the discipline/major field of mathematics, the assistant professor rank has a lower percentage of faculty compared to the full professor rank in the institutions. The full professor rank appears to be increasing at a similar rate in both the private and the state institutions. It seems a slightly smaller percentage of new assistant professors are being hired in the private institutions compared to the state 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 mathematics, and in other disciplines/major fields, on an annual basis.

Richard D. Howe is the originator and director of the annual CUPA faculty salary studies. He is a professor of leadership and higher education, and history at Appalachian State University, Boone, North Carolina. Co-author William Paul is professor and chairperson of the department of mathematical sciences at Appalachian State University, Boone, North Carolina.

APPENDICES:

- A OVERALL LIST OF SELECTED DISCIPLINES, page 10
- B LIST OF STATE Participating Institutions, page 11
- C LIST OF PRIVATE Participating Institutions, page 13



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 ADMINISTRATION AND MANAGEMENT

MUSIC

BUSINESS AND MANAGEMENT

NURSING

BUSINESS ECONOMICS

PHILOSOPHY AND RELIGIOUS

BOSINESS ECONOMIA

PHYSICAL EDUCATION

COMMUNICATION TECHNOLOGIES

PHYSICAL SCIENCES

COMMUNICATIONS

CHEMISTRY

PHYSICS

COMPUTER & INFORMATION SCIFNCES

POLITICAL SCIENCE AND GOVERNMENT

CURRICULUM AND INSTRUCTION

PSYCHOLOGY

DRAMATIC ARTS

READING EDUCATION

EDUCATION

EDUCATION ADMINISTRATION

SECRETARIAL AND RELATED PROGRAMS

. ENGINEERING

SOCIOLOGY

FINE ARTS

SPECIAL EDUCATION

SOCIAL SCIENCES

FOREIGN LANGUAGES

STUDENT COUNSELING AND PERSONNEL

SERVICES

GEOGRAPHY

TEACHER EDUCATION, GENERAL PROGRAMS

GEOLOGICAI SCIENCES

VISUAL AND PERFORMING ARTS

HISTORY

TOTAL: 45



APPENDIX B

CUPA State (AASCU) Faculty Salary-Trend Studies: 1985-86 and 1988-89

Institutions Participating in Both Studies:

Adams State College (CO) Alabama State University (AL) Angelo State University (TX) Appalachian State University (NC) Arkansas State University (AR) Arkansas Technological University (AR) Auburn University at Hontgomery (AL) Augusta College (GA) Blackhills State College (SD) Bluefield State College (WV) California State University at Fullerton (CA) California State University at Long Beach (CA) California State University at Stanislaus (CA) California University of Pennsylvania (PA) Castleton State College (VT) Central Connecticut State University (CT) Central Michigan University (MI) Central Missouri State University (MO) Central State University (OK) Central Washington University (WA) Christopher Newport College (VA) Citadel, The Military College of S.C., The (SC) Clarion University of Pennsylvania (PA) Cleveland State University (Oh) Clinch Valley College of Univ. of Virginia (VA) College of Charleston (SC) College of Staten Island - CUNY, The (NY) Columbus College (GA) Concord College (WV) Dakota State College (SD) Delta State College (MS) Dickinson State University (SD) East Central State University (OK) East Stroudsburg University (PA) East Texas State University (TX) East Texas Scate University at Texarkana (TX) Eastern Connecticut State University (CT) Eastern Illinois University (IL) Eastern Kentucky University (KY) Eastern Michigan University (MI) Eastern New Hexico University (NH) Eastern Washington University (WA) Edinsboro University of Pennsylvania (PA) Fitchburg State College (MA) Florida A & H University (FL) Florida Atlantic University (FL) Florida International University (FL) Fort Hays State University (KS)

Fort Lewis College (CO) Francis Marion Collego (SC) Frostburg State University (MD) George Mason University (VA) Georgia College (GA) Georgia Southern College (GA) Georgia Southwestern College (GA) Glenville State College (WV) Grand Valley State University (MI) Harris-Stowe State College (MO) Humacao University College (PR) Idaho State University (ID) Illinois State University (IL) Indiana State University (IN) Indiana University of Pennsylvania (PA) Jackson State University (MS) Keene State University (NH) Kent State University (OH) Kutztown University (PA) Lake Superior State University (MI) Lander College (SC) Lewis Clark State College (ID) Livingston University (AL.) Longwood College (VA) Louisiana State University in Shreveport(LA) Marshall University (WV) Mary Washington College (VA) Mayville State University (ND) McNeese State University (LA) Memphis State University (TN) Mesa State College (CO) Metropolitan State College (CO) Middle Tennessee State University (TN) Millersville University of Pennsylvania (PA) Minot State University (ND) Missouri Southern State College (MO) Missouri Western State College (MO) Morehead State University (KY) Murray State University (KY) New Mexico Highlands University (NM) Nicholls State University (LA) North Carolina A & T State University (NC) Northeast Louisiana University (LA) Northeast Missouri State University (MO) Northeastern Illinois University (IL) Northern Arizona University (AZ) Northern Illinois University (IL) Northern State College (SD)



Northwest Missouri State University (MO) University of the District of Columbia, The (DC) Oakland University (MI) University of liouston at Clear Lake (TX) University of Lowell (MA) Old Dominion University (VA) University of Maine at Presque Isle (ME) Oregon Institute of Technology (OR) University of Maryland-Baltimore County, The (MD) Pan American University (TX) University of Missouri - St. Louis (MO) Peru State College (NB) University of Montevallo (AL) Pittsburg State University (KS) University of Nebraska at Omaha (NE) Plymouth State College (NH) Purdue University Calumet (IN) University of Nevada at Las Vegas (NV) University of North Carolina at Charlotte (NC) Radford University (VA) University of North Carolina at Greensboro (NC) Ramapo College of New Jersey (NJ) University of Northern Colorado (CO) Richard Stockton State College (NJ) Saginaw Valley State University (MI) University of Northern Iowa (IA) University of Science & Arts of Oklahoma (OK) Salem State College (MA) University of South Alabama (AL) Salisbury State University (HD) University of South Carolina at Spartanburg (SC) Sam Houston State University (TX) San Diego State University (CA) University of South Florida (FL) University of Southern Colorado (CO) Sangamon State University (IL) Savannah State College (GA) University of Southern Indiana (IN) University of Southern Haine (ME) Shippensburg University of Pennsylvania (PA) University of Southwestern Louisiana (LA) Sonoma State University (CA) South Dakota School of Mines & Technology (SD) University of Tennessee at Chattanooga (TN) Southeast Missouri State University (MO) University of Tennessee at Martin (TN) Southeastern Louisiana University (LA) University of Texas at Dailas, The (TX) Southern Arkansas University (AR) University of Texas at San Antonio (TX) Southern Connecticut State University (CT) University of Wisconsin - Eau Claire (WI) Southern Illinois University at Edwardsville (IL) University of Wisconsin - La Crosse (WI) Southern Illinois University of Carbondale (IL) University of Wisconsin - Oshkosh (WI) University of Wisconsin - Plattevilla (WI) Southern Orange State College (OR) University of Wisconsin - Stevens Point (WI) Southwest Missouri State University (MO) University of Wisconsin - Stout (WI) Southwest State University (MN) University of Wisconsin - Superior (WI) Southwest Texas State University (TX) Southwestern Oklahoma State University (OK) University of Wisconsin - Whitewater (WI) Valdosta State College (GA) St. Cloud State University (HN) State University of New York at Plattsburgh (NY) Valley City State University (ND) State University of New York College at Brockport (NY) Weber State College (UT) State University of New York College at Buffalo (NY) West Georgia College (GA) State University of New York College at Cortland (NY) West Liberty State College (WV) State University of New York College at Fredonia (NY) West Texas State University (TX) State University of New York College at Genesco (NY) West Virginia College of Graduate Studies (WV) Stephen F. Austin State University (TX) Western Carolina Univercity (NC) Western Illinois University (IL) SINY College of Technology at Utica/Rome (NY) Tennessee Technological University (TN) Western Kentucky University (KY) Western Michigan University (MI) Texas A & I University (TX) Texas A & H University at Galveston (TX) Western Montana College (MT) Western New Mexico University (NM) Towson State University (MD) Western Oregon State College (OR) Trenton State College (NJ) Troy State University (AL) Western State College of Colorado (CO) Western Washington University (WA) University of Akron, The (OH) Wichita State University, The (KS) University of Arkansas at Little Rock (AR) University of Baltimore (MD) William Paterson College (NJ) University of Central Arkansas (AR) Winthrop College (SC) University of Colorado at Colorado Springs(CO) Youngstown State University (OH)

Total: 202



APPENDIX C

CUPA Private Faculty Salary-Trend Studies: 1985-86 and 1988-89

Institutions Participating in Both Studies:

College Misericordia (PA) Adelphi University (NY) College of Great Falls (MT) Agnes Scott College (GA) College of Mount St. Joseph (OH) Albertus Magnus College (CT) College of Notre Dame of Maryland (MD) Alfred University (NY) College of Saint Benedict (MN) Allegheny College (PA) Allentown College of St. Francis de Sales (PA) College of Saint Elizabeth (NJ) College of St. Joseph (VT) Alma College (HI) .. College of Saint Rose, The (NY) Alverno College (WI) College of St. Scholastica (MN) American Technological University (TX) College of the Holy Cross (MA) American University, The (DC) Columbia College (MO) Anterst College (MA) Concordia College (MI) Anna Maria College (MA) Concordia College (MN) Aquinas College (HI) Concordia Cc?lege (WI) Arkansas College (AR) Cooper Union for the Advancement of Sci. and Art, The (NY) Asbury College (XY) Cornell College (IA) Assumption College (MA) Cornell University (NY) Augustanz College (IL) Covenant College (TN) Averett College (VA) Creighton University (NE) Avila College (HO) Azusa Pacific University (CA) D'Youville College (NY) Defiance College, The (OH) Baldwin-Wallace College (Oli) DePaul University (IL) Barnard College (NY) DePauw University (IN) Barry University (FL) Dickinson College (PA) Bellarmine College (KY) Doane College (NE) Belmont Abbey College (NC) Dominican College of Biavelt (NY) Bethany College (WV) Drake University (IA) Bethel College (KS) Drew University (NJ) Bethel College (MN) Eastern Mennonite College and Seminary (VA) Bethune-Cookman College (FL) Eckerd College (FL) Biola University (CA) Birmingham-Southern College (AL) Elmhurst College (IL) Elms College (MA) Bloomfield College (NJ) Emerson College (MA) Boston University (MA) Fairfield University (CT) Bradley University (IL) Briar Cliff College (IA) Fort Wayne Bible College (IN) Bridgewater College (VA) Franklin and Marshall College (PA) Franklin Pierce College (NI) Bryant College (RI) Furman University (SC) Bucknall University (PA) George Fox College (OR) Butler University (IN) Cabrini College (PA) George Washington University, The (DC) Georgetown College (KY) Carlow College (PA) Catholic University of America, The (DC) Georgetown University (DC) Catholic University of Puerto Rico (PR) Georgian Court College (NJ) Gonzaga University (WA) Cedar Crest College (PA) Grand View College (IA) Central College (IA) Central Wesleyan College (SC) Greensboro College (NC) Christian Brothers College (TN) Hamilton College (NY) Clarkson University (NY) Hamline University (MN)



Missouri Baptist College (MO) Hampton University (VA) Moravian College (PA) Hannibal-LaGrange College (HO) Mount Mary College (WI) Hartwick College (NY) Mount Mercy College (IA) Hastings College (NE) Mount St. Mary's College (CA) Heidelberg College (OH) Mount Vernon College (DC) Holy Family College (PA) Mount Vernon Nazarene College (OH) Houghton College (NY) Muskingum College (OH) Howard University (DC) Nazareth College (HI) Huron College (SD) Neumann College (PA) Illinois Benedictine College (IL) New England College (NH) Illinois Institute of Technology (IL) North Central College (IL) Immaculata College (PA) Northland College (WI) Incarnate Word College (TX) Northwestern College (IA) Ithaca College (NY) Northwestern College (MN) Jarvis Christian College (TX) Norwich University (VT) John Carroll University ((OH) Oakwood College (AL) Johns Hopkins University (MD) Ohio Northern University (OH) Judson College (IL) Ottawa University (KS) Kalamazoo College (HI) Our Lady of Holy Cross College (LA) Kenyon College (OH) Pepperdine University (CA) Keuka College (NY) Piedmont College (GA) LaRoche College (PA) Pikeville College (KY) Lafayette College (PA) Presbyterian Collage (SC) Lakeland College (WI) Presbyterian School of Christian Education (VA) Lancaster Bible College (PA) Principia College (IL) Lebanon Valley College (PA) Quincy College (IL) LeHoyne College (NY) Randolph-Macon College (VA) Lenoir-Rhyme College (NC) Reed College (OR) Lewis & Clark College (OR) Regis College (CO) Limestone College (SC) Regis College (MA) Linfield College (OR) Rensselaer Polytechnic Institute (NY) Long Island University (NY) Rider College (NJ) Loras College (IA) Rochester Institute of Technology (NY) Loyola College in Maryland (HD) Lubbock Christian University (TX) Rockford College (IL) Rockhurst College (MO) Luther College (IA) Rocky Mountain College (MT) Lynchburg College (VA) Roosevelt University (IL) Lyoming College (PA) Rose-Hulman Institute of Technology (IN) Madonna College (MI) Russell-Sage College (NY) Marist College (NY) Saint Edward's University (TX) Mars Hill College (NC) Saint Joseph College (CT) Mary Baldwin College (VA) Saint Mary College (KS) Marymount College (NY) Saint Vincent College (PA) Marymount Hanhattan College (NY) Salem College (NC) Maryville College (TH) Salem College (WV) Marywood Coilage (PA) Salve Regina -- The Newport College (RI) HcPherson College (KS) Samford University (AL) Mercy College of Detroit (MI) Santa Ciara University (CA) Marcyhurst College (PA) School of the Ozarks, The (MO) Meredith College (NC) Seattle Pacific University (WA) Midland Lutheran College (NE) Seattle University (WA) Hillikin University (IL) Seton Hill (PA) Millsaps College (MS)



Siena College (NY) Siena Heights College (MI) Simpson College (IA) Southwestern Assemblies of God Colleges (TX) Spalding University (NY) Springfield College (MA) St. Bonaventure University (NY) St. Francis College (NY) St. Mary's University (TX) St. Norbert College (WI) Stevens Institute of Technology (NJ) Stillman College (AL) Suffolk University (MA) Susquehanna University (PA) Tabor College (KS) Taylor University (IN) Texas Christian University (TX) Texas Lutheran College (1X) Tiffin University (OH) Tri-State University (IN) Trinity College Inc. (VT) Trinity University (TX) Tulane University (LA) University of Dallas, The (TX) University of Dayton (OH) University of Detroit (HI) University of Evansville (IN) University of LaVerne (CA)

University of Hiami (FL) University of Portland (OR) University of Richmond (VA) University of San Diego (CA) University of St. Thomas (TX) University of the South, The (TN) University of Tampa, (FL) Ursuline College (OH) Valparaiso University (IN) Villa Maria College (PA) Viterbo College (WI) Walsh College (OH) Warner Southern College (FL) Wartburg College (IA) Washington and Jefferson College (PA) Washington and Lee University (VA) Waynesburg College (PA) West Virginia Wesleyan College (WV) Western Baptist College (OR) Western Maryland College (MD) Westmar College (IA) Westminister College of Salt Lake City (UT) Whitman College (WA) Wilkes College (PA) William Jewell College (MO) William Penn College (IA) Wilmington College (DE) Wingate College (NC)

Wittenburg University (OH)

Total: 259



SALARY-TREND STUDY OF FACULTY IN MULTI-INTERDISCIPLINARY STUDIES

FOR THE YEARS

1985-86 AND 1988-89

By Richard D. Howe and Marvin Williamsen

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 1988-89. Each year two separate studies are conducted, one for state 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-inter-disciplinary 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 <u>Classification of Instructional Programs</u> (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 "base-



line year" of 1985-86 to and including the "trend year" of 1988-89 for both state and private institutions. Of the 262 institutions which participated in CUPA's STATE (AASCU) study of 1985-86, 202 also participated in 1988-89. Data from those same 202 institutions were used in both the baseline year and the trend year. Of the 440 institutions which participated in CUPA'S PRIVATE study of 1985-86, 259 also participated in 1988-89. Data from those same 259 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 state 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 (1985-86 and 1988-89).

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 .39 for associate professor of multi-interdisciplinary studies in the 1985-86 state study means that 39 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: STATE 1085-86, STATE 1988-89, PRIVATE 1985-86 and PRIVATE 1988-89. For example, a SALARY FACTOR of 0.91 for assistant professors in the discipline/major field of multi-interdisciplinary studies in the 1985-86 state study means that their salaries are 9 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 (1985-86 or 1988-89). 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 1985-86 and the "trend year" of 1988-89 will lessen the reliability and validity of any conclusions that one might make



NEW ACS0 ASST ASST **PROF** PROF PROF **PROF** INSTRUCTOR ALL RANKS SALARY NUM N/IN STATE, 1985-86: MULTI-INTERDISCIPLINARY STUDIES **AVERAGE** SALARY: 36241 53 16 29397 96 17 23647 92 NONE 21504 8 2 28476 249 23 FAC MIX PCT: 0.21 0.39 0.37 0.03 1.00 SALARY FACTOR: 0.95 0.95 0.91 1.03 0.91 ALL MAJOR FIELDS **AVERAGE** SALARY: 38112 17636 31074 15884 25911 14019 25065 1932 20777 3986 31282 51525 202 FAC MIX PCT: 0.34 0.31 0.27 0.04 0.08 1.00 STATE, 1988-89: MULTI-INTERDISCIPLINARY STUDIES AVERAGE SALARY: 43930 80 21 35703 95 17 27558 103 13 24967 13 5 25338 30 5 34106 308 27 FAC MIX PCT: 0.26 0.31 0.33 0.04 0.10 1.00 SALARY FACTOR: 0.99 0.98 0.91 0.85 1.08 0.93 ALL MAJOR FIELDS **AVERAGE** SALARY: 44577 18904 36431 16110 30416 15286 29332 2573 23527 4252 36562 54552 202 FAC MIX PCT: 0.35 0.30 0.28 0.05 0.08 1.00 PRIVATE, 1985-86: MULTI-INTERDISCIPLINARY STUDIES AVERAGE SALARY: 43505 18 9 30659 20 9 22045 23 14 22675 4 17276 30146 66 22 FAC MIX PCT: 0.27 0.30 0.35 0.06 0.08 1.00 SALARY FACTOR: 1.14 1.04 0.91 0.97 0.89 1.01 ALL MAJOR FIELDS **AVERAGE** SALARY: 38230 8391 29339 24113 8321 8352 23430 1204 19473 1985 29765 27049 259 FAC MIX PCT: 0.31 0.31 0.31 0.04 0.07 1.00 PRIVATE, 1988-89: MULTI-INTERDISCIPLINARY STUDIES AVERAGE SALARY: 42629 33 11 33024 26 11 26409 30 19 29333 3 3 20963 3 2 33918 92 24 FAC MIX PCT: 0.36 0.28 0.33 0.03 0.03 1.00 SALARY FACTOR: 0.95 0.95 0.92 1.04 0.93 0.97 ALL MAJOR FIELDS **AVERAGE** SALARY: 44926 8877 34585 8852 28554 8980 28166 1388 22636 1918 35099 28627 259 FAC MIX PCT: 0.31 0.31 0.310.05 0.07 1.00



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based on a simple comparison of averages.

RESULTS OF THE TWO STATE (AASCU) STUDIES, 1985-86 AND 1988-89

In the STATE 1985-86 salary study in the above table, the reader may note that the discipline/major field of multi-interdisciplinary studies was reported in 23 of the 202 state (AASCU) institutions. The average salary of the 249 faculty was \$28,476. This average salary was 9 percent less (0.91) than the average salary of \$31,282 for all 51,525 faculty in ALL MAJOR FIELDS in the 1985-86 state study.

In the STATE 1988-89 salary study in the above table, the discipline/major field of multi-interdisciplinary studies was reported in 27 of the same 202 state (AASCU) institutions. The average salary of the 308 faculty was \$34,106. This average salary was approximately 7 percent (0.93) higher than the average salary of \$36,562 for all 54,552 faculty in ALL MAJOR FIELDS in the 1988-89 state study.

The increase in average salaries for all faculty in multi-interdisciplinary studies after three years in the state institutions studied was 19.8 percent (\$34,106 minus \$28,476 equals \$5,630). The CPI of increased cost-of-living between October 1985 and October 1988 was 10.6 percent. A more realistic increase, therefore, in average faculty salaries over the three-year time period is 9.2 percent or an average of 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 state institutions studied was 16.9 percent (\$36,562 minus \$31,282 equals \$5,280). In comparison to the discipline/major field of multi-interdisciplinary studies (19.8%), therefore, the faculty in ALL MAJOR FIELDS increased their salaries by 2.9 percent (19.8% minus 16.9% equals 2.9%) 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 1985-86 state studies: 0.21 vs 0.37 and in the 1988-89 study: 0.26 vs 0.33. The differences in faculty mix percentage at the ranks of professor and assistant professor in ALL MAJOR FIELDS for both state studies are as follows: 0.34 vs. 0.27 (1985-86) and 0.35 vs. 0.28 (1988-89), respectively. In other words ALL MAJOR FIELDS had a higher percentage in the professor rank and a lower percentage in the assistant professor rank compared to multi-interdisciplinary studies in both the 1985-86 state study and the 1988-89 study.

Finally, the hiring rate of new assistant professors in the discipline/major field of multi-interdisciplinary studies in the state studies was less than for ALL MAJOR FIELDS both in 1985-86, 0.0 percent (0/249) vs. 3.7 percent (1,932/51,525), respectively; and in 1988-89, 4.2 percent (13/308) vs. 4.7 percent (2,573/54,552), respectively.

RESULTS OF THE TWO PRIVATE STUDIES, 1985-86 AND 1988-89

In the PRIVATE 1985-86 salary study in the above table, the reader may note that the discipline/major field of multi-interdisciplinary studies was reported in 22 of the 259 private institutions. The average salary of the 66 faculty was \$30,146. This average salary was approximately 1 percent (1.01) more than the average salary of \$29,765 for all 27,049 faculty in ALL MAJOR FIELDS in the 1985-86 private study.

In the PRIVATE 1988-89 salary study in the above table, the discipline/major field of multi-interdisciplinary studies was reported in 24 of the same 259 private institutions. The average salary of the 92 faculty was \$33,918. This average salary was approximately 3 percent (0.97) lower than the average salary of \$35,099 for all 28,627 faculty in ALL MAJOR FIELDS in the 1988-89 private study.



The increase in average salaries for all faculty in multi-interdisciplinary studies after three years in the private institutions studied was 12.5 percent (\$33,918 minus \$30,146 equals \$3,772). The CPI of increased cost-of-living between October 1983 and October 1988 vis 10.6 percent. A more realistic increase, therefore, in average faculty salaries over the three-year time period is 1.9 percent or 0.6 percent each year above the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the private institutions studied was 17.9 percent (\$35,099 minus \$29,765 equals \$5,334). In comparison to the discipline/major field of multi-interdisciplinary studies (12.5%), the faculty in ALL MAJOR FIELDS increased their salaries by 5.4 percent (17.9% minus 12.5% equals 5.4%) more 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 (1985-86) the private study: 0.27 vs. 0.35, respectively; and higher in the 1988-89 study: 0.36 vs. 0.33. This is different from ALL MAJOR FIELDS for both private studies: 0.31 vs. 0.31 (1985-86),; and 0.31 vs. 0.31 (1988-89), respectively. In other words, ALL MAJOR FIELDS has a greater percentage of professors, and a lower percentage of assistant professors as compared with the discipline/major field of multi-interdisciplinary studies in 1985-86, but a lower percentage of both professors and assistant professors compared to the discipline/major field of multi-interdisciplinary studies in the 1988-89 private study.

Finally, the reader may note that the hiring rate of new assistant professors in multi-interdisciplinary studies was higher than the hiring rate in ALL MAJOR FIELDS in 1985-86, but was lower than the hiring rate in ALL MAJOR FIELDS in 1988-89, 6.1 percent (4/66) vs. 4.5 percent (1,204/27,049) respectively; and

in 1988-89, 3.3 percent (3/92) vs. 4.8 percent (1,388/28,627), respectively. In other words the hiring rate in the discipline/major field of multi-interdisciplinary studies is more than for ALL MAJOR FIELDS in the 1985-86 study, but less than for ALL MAJOR FIELDS in the 1988-89 study.

CONCLUDING REMARKS

This article presented salary-trend information on the academic discipline/
mejor field of multi-interdisciplinary studies and compared that information
with ALL MAJOR FIELDS over a period of three years: the "baseline year" of
1985-86 through the "trend year" of 1988-89. Two studies, one for state (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 715
faculty in the discipline/major field of multi-interdisciplinary studies participated and were included in the overall total of 161,753 faculty in all 45
disciplines/major fields in all four studies. The same 202 state (AASCU) institutions and the same 259 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 some 7 percent above (1988-89), and 3 percent below the overall faculty salary factor of ALL MAJOR FIELDS for toth the state and private studies, respectively. The average faculty salary for multi-interdisciplinary studies in the state institutions was approximately 6 percent less in comparison to that in the private institutions in 1985-86. The average faculty salary in the private institutions is now (1988-89) approximately one half of a percent less in comparison to that for the state institutions.

Second, the CPI of October 1988, in comparison to the CPI of October 1985,



indicates that the faculty in multi-interdisciplinary studies, in both the sta and private institutions, received overall salary increases for three years above the cost-of-living. Multi-interdisciplinary faculty salaries are higher in the state institutions and lower in the private institutions in comparison to 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 state institutions and ALL MAJOR FIELDS.

Third, in the discipline/major field of multi-interdisciplinary studies the full professor rank now (1988-89) has a smaller percentage compared to the assistant professor rank in the state study. In the private studies, the full professor rank has a greater percentage in the current (1988-89) study than the assistant professor rank but the opposite was true in the 1985-86 state study. The full professor lagged . ind the assistant professor rank in the 1985-86 state study. It seems an approximately equal percentage of new assistant professors are now (1988-89) being hired in both the private and state institutions.

Now that a rather significant data base on individual faculty member salaries has been developed, is anticipated that additional salary-trend studies will be effected in multi-interdisciplinary studies, and in other disciplines/major fields, on an annual basis.

Richard D. Howe is the originator and director of the annual CUPA faculty salary studies. He is a professor of leadership and higher education, and history at Appalachian State University Boone North Carolina. Co-author Marvin Williamsen is professor and chairperson of the department of multi-interdisciplinary studies at Appalachian State University, Boone, North Carolina.

APPENDICES:



A - OVERALL LIST OF SELECTED DISCIPLINES, page 10

B - LIST OF STATE Participating Institutions, page 11

C - LIST OF PRIVATE Participating Institutions, page 13

APPENDIX A

OVERALL LIST OF SELECTED DISCIPIINES

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 ADMINISTRATION AND MANAGEMENT

MUSIC

BUSINESS AND MANAGEMENT

NURSING

BUSINESS ECONOMICS

PHILOSOPHY AND RELIGION

BOSINESS ECONOMY

PHYSICAL EDUCATION

CHEMISTRY

PHYSICAL SCIENCES

COMMUNICATION TECHNOLOGIES

PHYSICS

COMMUNICATIONS

POLITICAL SCIENCE AND GOVERNMENT

COMPUTER & INFORMATION SCIENCES

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

TOTAL: 45



APPENDIX B

CUPA State (AASCU) Faculty Salary-Trend Studies: 1985-86 and 1988-89

Institutions Participating in Both Studies:

Adams State College (CO) Alabama State University (AL) Angelo State University (TX) Appalachian State University (NC) Arkansas State University (AR) Arkansas Technological University (AR) Auburn University at Montgomery (AL) Augusta College (GA) Blackhills State College (SD) Bluefield State College (WV) California State University at Fuilerton (CA) California State University at Long Beach (CA) California State University at Stanislaus (CA) California University of Pennsylvania (PA) Castleton State College (VT) Central Connecticut State University (CT) Central Michigan University (MI) Central Hissouri State University (HO) Central State University (OK) Central Washington University (WA) Christophar Newport College (VA) Citadel, The Military College of S.C., The (SC) Clarion University of Pennsylvania (PA) Cleveland State University (OH) Clinch Vallay College of Univ. of Virginia (VA) College of Charleston (SC) College of Staten Island - CUNY, The (NY) Columbus College (GA) Concord College (WV) Dakota State College (SD) Delta State College (MS) Dickinson State University (SD) East Central State University (OK) East Stroudsburg University (PA) East Texas State University (TX) East Texas State University at Texarkana (TX) Eastern Connecticut State University (CT) Eastern Illinois University (IL) Eastern Kentucky University (KY) Eastern Michigan University (MI) Eastern New Mexico University (NM) L tern Washington University (WA) Edinsboro University of Pennsylvania (PA) Fitchburg State College (MA) Florida A & H University (FL) Florida Atlantic University (FL) Florida International University (FL) Fort Hays State University (KS)

Fort Lewis College (CO) Francis Marion College (SC) Frostburg State University (MD) George Mason University (VA) Georgia College (GA) Georgia Southern College (GA) Georgia Southwestern College (GA) Glenville State College (WV) Grand Valley State University (MI) Harris-Stowe State College (MO) Humacao University College (PR) Idaho State University (ID) Illinois State University (IL) Indiana State University (IN) Indiana University of Pennsylvania (PA) Jackson State University (MS) Keene State University (NI) Kent State University (OH) Kutztown University (PA) Lake Superior State University (HI) Lander College (SC) Lewis Clark State College (ID) Livingston University (AL) Longwood College (VA) Louisiana State University in Shreveport(LA) Marshall University (WV) Mary Washington College (VA) Mayville State University (ND) McNeese State University (LA) Memphis State University (TN) Mesa State College (CO) Metropolitan State College (CO) Middle Tennessee State University (TN) Millersville University of Pennsylvania (PA) Minot State University (ND) Missouri Southern State College (MO) Missouri Western State College (MO) Morehead Stace University (KY) Mu_ray State university (KY) New Mexico Highlands University (NM) Nicholls State University (LA) North Carolina A & T State University (NC) Northeast Louisiana University (LA) Northeast Hissouri State University (HO) Northeastern Illinois University (IL) Northern Arizona University (AZ) Northern Illinois University (IL) Northern State College (SD)



Northwest Hissouri State University (MO) University of the District of Columbia, The (DC) University of Houston at Clear Lake (TX) Oakland University (MI) University of Lowell (MA) Old Dominion University (VA) University of Maine at Presque Isle (ME) Oregon Institute of Technology (OR) University of Maryland-Baltimore County. The (MD) Pan American University (TX) University of Missouri - St. Louis (MO) Peru State College (NB) University of Montevallo (AL) Pittsburg State University (KS) University of Nebraska at Omaha (NE) Plymouth State College (NH) University of Nevada at Las Vegas (NV) Purdue University Calumet (IN) Radford University (VA) University of North Carolina at Charlotte (NC) Ramapo College of New Jersey (NJ) University of North Carolina at Greensboro (NC) University of Northern Colorado (CO) Richard Stockton State College (NJ) University of Northern Iowa (IA) Saginaw Valley State University (HI) University of Science & Arts of Uklahoma (OK) Salem State College (HA) University of South Alabama (AL) Salisbury State University (MD) Sam Houston State University (TX) University of South Carolina at Spartanburg (SC) University of South Florida (FL) San Diego State University (CA) University of Southern Colorado (CO) Sangamon State University (IL) University of Southern Indiana (IN) Savannah State College (GA) University of Southern Maine (ME) Shippensburg University of Pennsylvania (PA) University of Southwestern Louisiana (LA) Sonoma State University (CA) South Dakota School of Mines & Technology (SD) University of Tennessee at Chattanooga (TN) Southeast Missouri State University (MO) University of Tennessee at Martin (TN) Southeastern Louisiana University (LA) University of Texas at Dallas, The (TX) Southern Arkensas University (AR) University of Texas at San Antonio (TX) Southern Connacticut State University (CT) University of Wisconsin - Eau Claire (WI) Southern Illinois University at Edwardsville (IL) University of Wisconsin - La Crosse (WI) Southern Illinois University of Carbondale (IL) University of Wisconsin - Oshkosh (WI) Southern Orange State College (OR) University of Wisconsin - Platteville (WI) Southwest Missouri State University (MO) University of Wisconsin - Stevens Point (WI) Southwest State University (in) University of Misconsin - Stout (WI) University of Wisconsin - Superior (WI) Southwest Texas State University (TX) Southwestern Oklahoma State University (OK) University of Wisconsin - Whitewater (WI) Valdosta State College (GA) St. Cloud State University (HN) State University of New York at Plattsburgh (NY) Valley City State University (ND) State University of New York College at Brockport (NY) Weber State College (UT) State University of New York College at Buffalo (NY) West Georgia College (GA) State University of New York College at Cortland (NY) West Liberty State College (WV) West Texas State University (TX) State University of New York College at Fredonia (NY) State University of New York College at Genesco (NY) West Virginia College of Graduate Studies (WV) Western Carolina University (NC) Stephen F. Austin State University (TX) SURY College of Technology at Utica/Rome (NY) Western Illinois University (IL) Western Kentucky University (KY) Tennessee Technological University (TN) Western Michigan University (HI) Texas A & I University (TX) Texas A & H University at Galveston (TX) Western Montana College (MT) Western New Hexico University (NM) Towson State University (MD) Trenton State College (NJ) Western Oregon State College (OR) Western State College of Colorado (C.) Troy State University (AL) Western Washington University (WA) University of Akron, The (OH) University of Arkansas at Little Rock (AR) Wichita State University, The (KS) University of Baltimore (HD) William Paterson College (NJ) University of Central Arkansas (AR) Winthrop College (SC) University of Colorado at Colorado Springs(CO) Youngstown State University (OH)

Total: 202



APPENDIX C

CUPA Private Faculty Salary-Trend Studies: 1985-86 and 1988-89

Institutions Participating in Both Studies:

College Misericordia (PA) Adelphi University (EY) College of Great Falls (MT) Agnes Scott College (GA) College of Mount St. Joseph (OH) Albertus Magnus College (CT College of Notre Dame of Maryland (MD) Alfred University (NY) College of Saint Benedict (MN) Allegheny College (PA) Allentown College of St. Francis de Sales (PA) College of Saint Elizabeth (NJ) College of St. Joseph (VT) Alma College (HI) College of Saint Rose, The (NY) Alverno College (WI) College of St. Scholastica (MN) American Technological University (TX) College of the Holy Cross (MA) American University, The (DC) Columbia College (MO) Amherst College (KA) Concordia College (HI) Anna Haria College (HA) Concordia College (HN) Aquinas College (HT) Concordia College (WI) Arkansas College (AR) Cooper Union for the Advancement of Sci. and Art, The (NY) Asbury College (KY) Cornell College (IA) Assumption College (MA) Cornell University (NY) Augustana College (IL) Covenant College (TN) Averett College (VA) Creighton University (NE) Avila College (HO) D'Youville College (NY) Azusa Pacific University (CA) Defiance College, The (OH) Baldwin-Wallace College (OH) DePaul University (IL) Barnard College (NY) DePauw University (IN) Barry University (FL) Dickinson College (PA) Bellarmine College (KY) Doane College (NE) Belmont Abbey College (NC) Dominican College of Blavelt (NY) Bethany College (WV) Drake University (IA) Bethel College (KS) Drew University (NJ) Bethel College (MN) Eastern Mennonite College and Seminary (VA) Bethune-Cookman College (FL) Eckerd College (FL) Biola University (CA) Birmingham-Southern College (AL) Elmhurst College (IL) Elms College (MA) Bloomfield College (KJ) Emerson College (MA) Boston University (MA) Fairfield University (CT) Bradley University (IL) Fort Wayne Bible College (IN) Briar Cliff College (IA) Franklin and Marshall College (PA) Bridgewater College (VA) Franklin Pierce College (NH) Bryant College (RI) Furman University (SC) Buckmall University (PA) George Fox College (OR) Butler University (IN) George Washington University, The (DC) Cabrini College (PA) Georgetown College (KY) Carlow College (PA) Catholic University of America, The (DC) Georgetown University (DC) Catholic University of Puerto Rico (PR) Georgian Court College (NJ) Gonzaga University (WA) Cedar Crest College (PA) Grand View College (IA) Central College (IA) Greensboro College (NC) Central Wesleyan College (SC) Christian Brothers College (TN) Hamilton College (NY) Hamline University (MN) Clarkson University (NY)



Missouri Baptist Coilege (MO) Hampton University (VA) Moravian College (PA) Hannibal-LaGrange College (HO) Mount Mary College (WI) Hartwick College (NY) Mount Mercy College (IA) Hastings College (NE) Mount St. Hary's College (CA) Heidelberg College (OH) Mount Vernon College (DC) Holy Family College (PA) Mount Vernon Nazarene College (OH) Houghton College (NY) Muskingum College (OH) Howard University (DC) Nazareth College (MI) Huron College (SD) Neumann College (PA) Illinois Benedictine Collega (IL) Illinois Institute of Technology (IL) New England College (Nil) North Central College (IL) Immaculata College (PA) Northland College (WI) Incarnate Word College (TX) Northwestern College (IA) Ithaca College (NY) Northwestern College (MN) Jarvis Christian College (TX) Norwich University (VT) John Carroll University ((OH) Oakwood College (AL) Johns Hopkins University (HD) Ohio Northern University (OH) Judson College (IL) Ottawa University (KS) Kalamazoo College (HI) Our Lady of Holy Cross College (IA) Kenyon College (Oii) Pepperdine University (CA) Keuka College (NY) Piedmont College (GA) LaRoche College (PA) Pikuville College (KY) Lafayetta College (PA) Presbyterian College (SC) Lakeland College (WI) Presbyterian School of Christian Education (VA) Lancaster Bible College (PA) Principia College (IL) Lebanon Valley College (PA) Quincy College (IL) LeMoyne College (NY) Randolph-Macon College (VA) Lenoir-Rhyne College (NC) Reed College (Ok) Lewis & Clark College (OR) Regis College (CO) Limestone College (SC) Regis College (MA) Linfield College (OR) Rensselaer Polytechnic Institute (NY) Long Island University (NY) Rider College (NJ) Loras College (IA) Rochester Institute of Technology (NY) Loyola College in Maryland (HD) Lubbock Christian University (TX) Rockford College (IL) Rockhurst College (MO) Luther College (IA) Rocky Mountain College (MT) Lynchburg College (VA) Roosevelt University (IL) Lyoming College (PA) Rose-Hulman Institute of Technology (IN) Hadonna College (HI) Russell-Sage College (NY) Marist College (NY) Saint Edward's University (TX) Mars Hill College (NC) Saint Joseph College (CT) Mary Baldwin College (VA) Saint Mary College (XS) Marymount College (NY) Saint Vincent College (PA) Marymount Manhattan College (NY) Salem College (NC) Haryville College (TN) Salem College (WV) Harywood College (PA) Salve Regina -- The Newport College (RI) McPherson College (KS) Samford University (AL) Mercy College of Detroit (MI) Mercyhurst College (PA) Santa Clara University (CA) School of the Ozarks, The (MO) Meredith College (NC) Seattle Pacific University (WA) Midland Lutheran College (NE) Seattle University (WA) Millikin University (IL) Millsaps College (MS) Seton Hill (PA)



Siena College (NY) Siena Heights College (MI) Simpson College (IA) Southwestern Assemblies of God Colleges (TX) Spalding University (NY) Springfield College (MA) St. Bonaventure University (NY) St. Francis College (NY) St. Mary's University (TX) St. Norbert College (WI) Stevens Institute of Technology (NJ) Stillman College (AL) Suffolk University (MA) Susquehanna University (PA) Tabor College (KS) Taylor University (IN) Texas Christian University (TX) Texas Lutheran College (TX) Tiffin University (OH) Tri-State University (IN) Trinity College Inc. ("T) Trinity University (TX) Tulane University (LA) University of Dallas, The (TX) University of Dayton (OH) University of Detroit (HI) University of Evansville (IN) University of LaVerne (CA)

University of Miami (FL) University of Portland (OR) University of Richmond (VA) University of San Diego (CA) University of St. Thomas (TX) University of the South, The (TN) University of Tampa, (FL) Ursuline College (OH) Valparaiso University (IN) Villa Maria College (PA) Viterbo College (WI) Walsh College (OH) Warner Southern College (FL) Wartburg College (IA) Washington and Jefferson College (PA) Washington and Lee University (VA) Waynesburg College (PA) West Virginia Wesleyan College (WV) Western Baptist College (OR) Western Maryland College (MD) Westmar College (IA) Westminister College of Salt Lake City (UT) Whitman College (WA) Wilkes College (PA) William Jewell College (MO) William Penn College (IA) Wilmington College (DE) Wingate College (NC)

Wittenburg University (OH)

Total: 259



SALARY-TREND STUDY OF FACULTY IN MUSIC

FOR THE YEARS

1985-86 AND 1988-89

By
Richard D. Howe
and Clinton Parker

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 1988-89. Each year two separate studies are conducted, one for state 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 music. 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 music in the CIP is as follows:

A group of instructional prorams that describe the art and science of combining sounds of various timbre in harmonic, rhythmic, or melodic forms which are artistically expressive.*

[*Gerald S. Malitz, <u>A Classification of Instructional Programs</u> (Washington, D.C.: National Center for Education Statistics, [1985]), p. 160.--50.09)]

This article presents a summary of the overall average salary increases in the discipline/major field of music from the "baseline year" of 1985-86 to and including the "trend year" of 1988-89 for both state and private institutions.



Of the 262 institutions which participated in CUPA's STATE (AASCU) study of 1985-86, 202 also participated in 1988-89. Data from those same 202 institutions were used in both the baseline year and the trend year. Of the 440 institutions which participated in CUPA'S PRIVATE study of 1985-86, 259 also participated in 1988-89. Data from those same 259 institutions were used in both the baseline year and the trend year.

This study lists the average salaries of music faculty for both state 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 (1985-86 and 1988-89).

The CPI is based on prices of food, clothing, shelter and fuels, transportation, medical care, entertainment, and other goods and services that people buy for day-to-day living. In examining trends in faculty salary it is important to consider any changes in the economy. Thus, by comparing changes in faculty salaries with the CPI, a more precise representation of "real" salary increases is yielded.

The salary is based on a regular academic year of two semesters or three quarters of full-time faculty only. Full-time faculty 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 .32 for associa e professor of music in the 1985-86 state study means that 32 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: STATE 1985-86, STATE 1988-89, PRIVATE 1985-86 and PRIVATE 1988-89. For example, a SALARY FACTOR of .94 for assistant professors in the discipline/major field of music in the 1985-86 state study means that their salaries are 6 percent lower than the average of all assistant professors in all institutions in that study.

NEW ASST PROF is the grouping of assistant professors who were hired for the first time in the fall of the study year (1985-86 or 1988-89). 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 music 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 1985-86 and the "trend year" of 1988-89 will lessen the reliability and validity of any conclusions that one might make based on a simple comparison of averages.



NEW ASS0 ASST ASST PROF PROF PROF PROF INSTRUCTOR ALL RANKS SALARY NUM N/IN STATE, 1985-86: AVERAGE MUSIC SALARY: 36492 713 148 29385 713 158 24365 616 148 22770 60 45 20287 164 85 29603 2206 169 FAC MIX PCT: 0.32 0.32 0.28 0.03 0.07 1.00 SALARY FACTOR: 0.96 0.95 0.94 0.91 0.98 0.95 ALL MAJOR FIELDS **AVERAGE** SALARY: 38112 17636 31074 15884 25911 14019 25065 1932 20777 3986 31282 51525 202 FAC MIX PCT: 0.34 0.31 0.27 0.04 0.08 1.00 STATE, 1988-89: AVERAGE MUSIC SALARY: 43157 875 147 36820 799 145 694 132 32851 27602 112 58 23546 193 67 36909 2561 160 FAC MIX PCT: 0.34 0.31 0.27 0.04 0.08 1.00 SALARY FACTOR: 0.97 1.01 1.08 0.94 1.00 1.01 ALL MAJOR FIELDS **AVERAGE** SALARY: 44577 18904 36431 16110 30416 15286 29332 2573 23527 4252 36562 54552 202 FAC MIX PCT: 0.35 0.30 0.28 0.05 0.08 1.00 PRIVATE, 1985-86: MUSIC AVERAGE SALARY: 33227 370 136 26278 374 147 22052 364 154 29 21181 24 18543 83 55 26606 1191 200 FAC MIX PCT: 0.31 0.31 0.31 0.02 0.07 1.00 SALARY FACTOR: 0.87 0.90 0.91 0.90 0.95 0.89 ALL MAJOR FIELDS AVERAGE SALARY: 38230 8391 29339 8352 24112 8321 23430 1204 19473 1985 29765 27049 259 FAC MIX PCT: 0.31 0.31 0.31 0.04 0.07 1.00 PRIVATE, 1988-89: AVERAGE MUSIC SALARY: 38833 349 128 30797 380 142 25668 330 141 24996 32 27 21005 71 51 31165 1130 196 FAC MIX PCT: 0.31 0.34 0.29 0.03 0.06 1.00 SALARY 0.89 FACTOR: 0.86 0.90 0.89 0.93 0.89 ALL MAJOR FIELDS **AVERAGE** SALARY: 44926 8877 34585 8852 28554 8980 28166 1388 22636 1918 35099 28627 259 FAC MI. PCT: 0.31 0.31 0.31 0.05 0.07 1.00



RESULTS OF THE TWO STATE (AASCU) STUDIES, 1985-86 AND 1988-89

In the STATE 1985-86 salary study in the above table, the reader may note that the discipline/major field of music was reported in 169 of the 202 state (AASCU) institutions. The average salary of the 2,206 faculty was \$29,603. This average salary was approximately 5 percent (0.95) lower than the average salary of \$31,282 for all 51,525 faculty in ALL MAJOR FIELDS in the 1985-86 state study.

In the STATE 1988-89 salary study in the above table, the discipline/major field of music was reported in 160 of the same 202 state (AASCU) institutions. The average salary of the 2,561 faculty was \$36,909. This average salary was approximately 1 percent (1.01) higher than the average salary of \$36,562 for all 54,552 faculty in ALL MAJOR FIELDS in the 1988-89 state study.

The increase in average sataries for all faculty in music after three years in the state institutions studied was 24.7 percent (\$36,909 minus \$29,603 equals \$7,306). The CPI of increased cost-of-living between October 1985 and October 1988 was 10.6 percent. A more realistic increase, therefore, in average faculty salaries over the three-year time period is 14.1 percent or an average of 4.7 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 state institutions studied was 16.9 percent (\$36,562 minus \$31,282 equals \$5,280). In comparison to the discipline/major field of music (24.7%), therefore, the faculty in ALL MAJOR FIELDS increased their salaries by 7.8 percent (24.7% minus 16.9% equals 7.8%) less than faculty in the discipline/major field of music.

The reader may note that the faculty mix percentage in the discipline/major field of music is slightly greater at the professor rank compared to the assistant professor rank in both of the state studies: 0.32 vs. 0.28



(1985-86), respectively; and 0.34 vs. 0.27 (1988-89), respectively. The differences in the faculty mix percentage at the ranks of professor and assistant professor in ALL MAJOR FIELDS for both state studies are as follows: 0.34 vs. 0.27 (1985-86) and 0.35 vs. 0.28 (1988-89), respectively. In other words both the discipline/major field of music and ALL MAJOR FIELDS have a higher percentage of professors and a lower percentage of assistant professors.

Finally, the hiring rate of new assistant professors in music is low in the state studies: 2.7 percent (60/2,206) in 1985-86 vs. 3.7 percent (1,932/51,525) in ALL MAJOR FIELDS in 1985-86. Also, the hiring rate of ne assistant professors in music in 1988-89 was 4.4 percent (112/2,561) vs. 4.7 percent (2,573/54,552) in ALL MAJOR FIELDS that same year. In other words the hiring rate in the discipline/major field of music is less than for ALL MAJOR FIELDS in both the state studies of 1985-86 and 1988-89.

RESULTS OF THE "WO PRIVATE STUDIES, 1985-86 AND 1988-89

In the PRIVATE 1985-86 salary study in the above table, the reader may note that the discipline/major field of music was reported in 200 of the 259 private institutions. The average salary of the 1,191 faculty was \$26,606. This average salary was approximately 11 percent (0.89) lower than the average salary of \$29,765 for all 27,049 faculty in ALL MAJOR FIELDS in the 1985-86 private study.

In the PRIVATE 1988-89 salary study in the above table, the discipline/major field of music was reported in 196 of the same 259 private institutions. The average salary of the 1,130 faculty was \$31,165. This average salary was approximately 11 percent (0.89) lower than the average salary of \$35,099 for all 28,627 faculty in ALL MAJOR FIELDS in the 1988-89 private study.



The increase in average salaries for all faculty in music after three years in the private institutions studied was 17.1 percent (\$31,165 minus \$26,606 equals \$4,559). The CPI of incressed cost-of-living between October 1985 and October 1988 was 10.6 percent. A more realistic increase, therefore, in average faculty salaries over the three-year time period is 6.5 percent or 2.2 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 private institutions studied was 17.9 percent (\$35,099 minus \$29,765 equals \$5,334). In comparison to the discipline/major field of music (17.1%), therefore, the faculty in ALL MAJOR FIELDS increased their salaries by 0.8 percent (17.9% minus 17.1% equals 0.8%) more than faculty in the discipline/major field of music.

The reader may note that the faculty mix percentage in the discipline/major field of music is approximately the same at the professor rank as at the assistant professor rank in the 1985-86 private studies: 0.31 vs. 0.31 (1985-86), respectively, while it is somewhat higher at the professor rank in the 1988-89 private study:).31 vs. 0.29, respectively. The faculty mix percentage is equal at the professor rank and at the assistant professor rank for ALL MAJOR FIELDS for both private studies: 0.31 vs. 0.31 (1985-86), respectively; and 0.31 vs. 0.31 (1988-89), respectively.

Finally, the reader may note that the hiring rate of new assistant professors in music in the private studies lagged behind the hiring rate in ALL MAJOR FIELDS both in 1985-86, 2.4 percent (29/1,191) vs. 4.5 percent (1,204/27,049) respectively; and in 1988-89, 2.8 percent (32/1,130) vs. 4.8 percent (1,388/28,627), respectively. In other words the hiring rate in the discipline/major field of music is less than for ALL MAJOR FIELDS in both the private studies of 1985-86 and 1988-89.



CONCLUDING REMARKS

This article presented salary-trend information on the academic discipline/major field of music and compared that information with ALL MAJOR FIELDS over a period of three years: the "baseline year" of 1985-86 through the "trend year" of 1988-89. Two studies, one for state (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 7,088 faculty in the discipline/major field of music participated and were included in the overall total of 161,753 faculty in all 45 disciplines/major fields in all four studies. The same 202 state (AASCU) institutions and the same 259 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 salaries factors in the discipline/major field of music are currently (1988-89) at 1 above and 11 percent below the state and private studies, respectively, of the overall faculty salary factor of ALL MAJOR FIELDS. The average faculty salary for music in the private institutions was 11 percent less in comparison to that in the state institutions in 1985-86. The average faculty salary in the private institutions is now (1988-89) 18 percent less compared to that for the state institutions.

Second, the CPI of October 1988, in comparison to the CPI of October 1985, indicates that the faculty in music, in both the state and private institutions, received overall salary increases for three years above the cost-of-living. Music faculty salary increases in the private institutions lagged behind faculty in ALL MAJOR FIELDS during this same period. Conversely, in state institutions music faculty salaries were slightly ahead of faculty in ALL MAJOR FIELDS. Music faculty in the private institutions have some catching up



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to do in salary in comparison with their colleagues in state institutions.

Third, in the discipline/major field of music, there is not a marked difference between the number of faculty with the rank of full professor and assistant professor in the state or private institutions. The full professor rank appears to be increasing at approximately the same rate in both the state and private institutions. It seems a smaller percentage of new assistant professors are being hired in the private institutions in comparison to the state 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 music, and in other disciplines/major fields, on an annual basis.

Richard D. Howe is the originator and director of the annual CUPA faculty salary studies. He is a professor of leadership and higher education, and history at Appalachian State University, Boone, North Carolina. Co-author R. Clinton Parker is professor of music and associate vice chuncellor for academic affairs at Appalachian State University, Boone, North Carolina.

APPENDICES:



A - OVERALL LIST OF SELECTED DISCIPLINES, page 10

B - LIST OF STATE Participating Institutions, page 11

C - LIST OF PRIVATE Participating Institutions, page 13

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 ADMINISTRATION AND MANAGEMENT

MUSIC

BUSINESS AND MANAGEMENT

NURSING

BUSINESS ECONOMICS

PHILOSOPHY AND RELIGION

_

PHYSICAL EDUCATION

COMMUNICATION TECHNOLOGIES

PHYSICAL SCIENCES

COMMUNICATIONS

CHEMISTRY

PHYSICS

COMPUTER & INFORMATION SCIENCES

POLITICAL SCIENCE AND GOVERNMENT

CURRICULUM AND INSTRUCTION

EDUCATION ADMINISTRATION

PSYCHOLOGY

DRAMATIC ARTS

EDUCATION

READING EDUCATION

SOCIAL SCIENCES

SECRETARIAL AND RELATED PROGRAMS

. ENGINEERING

SOCIOLOGY

FINE ARTS

FOREIGN LANGUAGES

SPECIAL EDUCATION
STUDENT COUNSELING AND PERSONNEL

GEOGRAPHY

SERVICES

GEOLOGICAL SCIENCES

TEACHER EDUCATION, GENERAL PROGRAMS

VISUAL AND PERFORMING ARTS

HISTORY

TOTAL: 45



APPENDIX B

CUPA State (AASCU) Faculty Salary-Trend Studies: 1935-86 and 1988-89

Institutions Participating in Both Studies:

Adams State College (CO) Alabama State University (AL) Angelo State University (TX) Appalachian State University (NC) Arkansas State University (AR) Arkansas Technological University (AR) Auburn University at Hontgomery (AL) Augusta College (GA) Blackhills State College (SD) Bluefield State College (WV) California State University at Fullerton (CA) California State University at Long Beach (CA) California State University at Stanislaus (CA) California University of Pennsylvania (PA) Castleton State College (VT) Central Connecticut State University (CT) Central Hichigan University (MI) Central Hissouri State University (HO) Central State University (OK) Central Washington University (WA) Christopher Newport College (VA) Citadei, The Hilitary College of S.C., The (SC) Clarion University of Pennsylvania (PA) Cleveland State University (OH) Clinch Valley College of Univ. of Virginia (VA) College of Charleston (SC) College of Staten Island - CUNY, The (NY) Columbus College (GA) Concord College (HV) Dakota State College (SD) Delta State College (MS) Dickinson State University (Sa) East Central State University (OK) East Stroudsburg University (PA) East Texas State University (TX) East Texas State University at Texarkana (TX) Eastern Connecticut State University (CT) Eastern Illinois University (IL) Eastern Kentucky University (KY) Eastern Hichigan University (HI) Eastern New Mexico University (NH) Eastern Washington University (WA) Edinsboro University of Pennsylvania (PA) Fitchburg State College (MA) Florida A & H University (FL) Florida Atlantic University (FL) Florida International University (FL)

Fort Hays State University (KS)

Fort Lewis College (CO) Francis Marion College (SC) Frostburg State University (MD) George Hason University (VA) Georgia College (GA) Georgia Southern College (GA) Georgia Southwestern College (GA) Glenville State College (WV) Grand Valley State University (HI) Harris-Stowe State College (MO) Ihimacao University College (PR) Idaho State University (ID) Illinois State University (IL) Indiana State University (IN) Indiana University of Pennsylvania (PA) Jackson State University (MS) Keene State University (MI) Kent State University (OII) Kutztown University (PA) Lake Superior State University (HI) Lander College (SC) Lewis Clark State College (ID) Livingston University (AL) Longwood College (VA) Louisiana State University in Shreveport(LA) Marshall University (KV) Mary Washington College (VA) Mayville State University (ND) McNeese Stat. University (LA) Memphis State University (TN) Mesa State College (CO) Metropolitan State College (CO) Middle Tennessee State University (TN) Millersville University of Pennsylvania (PA) Minot State University (ND) Hissouri Southern State College (HO) Missonii Western State College (MO) Morehead State University (KY) Murray State University (KY) New Mexico Ilighlands University (NH) Nicholls State University (IA) North Carolina A & T State University (NC) Northeast Louisiana University (LA) Northeast Missouri State University (MO) Northeastern Illinois University (IL) Northern Arizona University (A2) Northern Illinois University (IL) Northern State College (SD)



Northwest Hissouri State University (MO) University of the District of Columbia, The (DC) University of Houston at Clear Lake (IX) Oakland University (MI) University of Lovell (MA) Old Dominion University (VA) University of Haine at Presque Isle (ME) Oregon Institute of Technology (OR) University of Haryland-Baltimore County, The (HD) Pan American University (TX) University of Missouri - St. Louis (MO) Peru State College (NB) University of Montevallo (AL) Pittsburg State University (KS) University of Nebraska at Omaha (NE) Plymouth State College (NH) University of Nevada at Las Vegas (NV) Purdue University Calumet (IN) University of North Carolina at Charlotte (NC) Radford University (VA) University of North Carolina at Greensboro (NC) Ramapo College of New Jersey (NJ) University of Northern Colorado (CO) Richard Stockton State College (NJ) Saginaw Valley State University (HI) University of Northern Iowa (IA) University of Science & Alts of Oklahoma (OK) Salem State College (HA) Salisbury State University (MD) University of South Alabama (AL) University of South Carolina at Spartanburg (SC) Sam Houston State University (TX) University of South Florida (FL) San Diego State University (CA) University of Southern Colorado (CO) Sangamon State University (IL) University of Southern Indiana (IN) Savannah State College (GA) Shippensburg University of Pennsylvania (PA) University of Southern Haine (ME) University of Southwestern Louisiana (LA) Sonoma State University (CA) South Dakota School of Mines & Technology (SD) University of Tennessee at Chattanooga (TN) University of Tennessee at Hartin (TN) Southeast Hissouri State University (HO) imiversity of Texas at Dallas, The (TX) Southeastern Louisiana University (LA) University of Toxas at San Antonio (TX) Southern Arkansas University (AR) Southern Connecticut State University (CT) University of Wisconsin - Eau Clairs (WI) Southern Illinois University at Edwardsville (II.) University of Wisconsin - La Crosse (WI) Southern Illinois University of Carbondale (IL) University of Wisconsin - Oshkosh (WI) University of Wisconsin - Platteville (WI) Southern Orange State College (OR) University of Wisconsin - Stevens Point (WI) Southwest Hissouri State University (HO) University of Wisconsin - Stout (WI) Southwest State University (HN) University of Wisconsin - Superior (WI) Southwest Texas State University (TX) Southwestern Oklahoma State University (OK) University of Wisconsin - Whitewater (WI) St. Cloud State University (HN) Valdosta State College (GA) State University of New York at Plattsburgh (NY) Valley City State University (ND) State University of New York College at Brockport (NY) Weber State College (UT) State University of New York College at Buffalo (NY) West Georgia College (GA) State University of New York College at Cortland (NY) West Liberty State College (WV) State University of New York College at Fredonia (NY) West Texas State University (TX) State University of New York College at Genesco (NY) West Virginia College of Graduate Studies (WV) Stephen F. Austin State University (TX) Western Carolina University (NC) SUNY College of Technology at Utica/Rome (NY) Western Illinois University (IL.) Western Kentucky University (KY) Tennessea Technological University (TN) Western Michigan University (HI) Texas A & I University (TX) Western Montann College (MT) Texas A & H University at Galveston (TX) Western New Mexico University (NM) Towson State University (HD) Western Oregon State College (OR) Trenton State College (NJ) Western State College of Colorado (CO) Troy State University (AL) Western Washington University (WA) University of Akron, The (OH) University of Arkansas at Little Rock (AR) Wichita State University, The (KS) William Paterson College (NJ) University of Baltimore (MD) University of Central Arkansas (AR) Winthrop College (SC) University of Colorado at Colorado Springs(CO) Youngstown State University (OII)

Total: 202



APPENDIX C

CUPA Private Faculty Salary-Trend Studies: 1985-86 and 1988-89

Institutions Participating in Both Studies:

College Misericordia (PA) Adelphi University (NY) College of Great Falls (MT) Agnes Scott College (GA) College of Mount St. Joseph (OII) Albertus Magnus College (CT) College of Notre Dame of Maryland (MD) Alfred University (NY) College of Saint Benedict (MN) Allegheny College (PA) College of Saint Elizabeth (NI) Allentown College of St. Francis de Sales (PA) College of St. Joseph (VT) Alma College (HI) ; College of Saint Rose, The (NY) Alverno College (WI) College of St. Scholastica (MN) American Technological University (TX) College of the Holy Cross (MA) American University, The (DC) Columbia College (HO) Amherst College (MA) Concordia College (MI) Anna Haria College (HA) Concordia College (MN) Aquinas College (MI) Concordia College (WI) Arkansas College (AR) Cooper Union for the Advancement of Sci. and Art, The (NY) Asbury College (KY) Cornell College (IA) Assumption College (MA) Cornell University (NY) Augustana College (IL) Covenant College (TH) Averatt College (VA) Creighton University (NE) Avila College (HO) D'Youville College (NY) Azusa Pacific University (CA) Defiance College, The (OH) Baldwin-Wallace College (OH) DePaul University (IL) Barnard College (NY) DePauw University (IN) Barry University (FL) Dickinson College (PA) Bellarmine College (KY) Doane College (NE) Belmont Abbey College (NC) Dominican College of Blavelt (NY) F hany College (HV) Drake University (IA) Bethel College (KS) Drew University (NJ) Bethel College (HN) Eastern Mennonite College and Seminary (VA) Bethune-Cookman College (FL) Eckerd College (FL) Biola University (CA) Elmhurst College (II.) Birmingham-Sout .ern College (AL) Elms College (MA) Bloomfield College (NJ) Emerson College (MA) Boston University (MA) Fairfield University (CT) Bradley University (IL) Fort Wayne Bible College (IN) Briar Cliff College (IA) Franklin and Marshall College (PA) Bridgewater College (VA) Franklin Pierce College (NH) Bryant College (RI) Furnan University (SC) Bucknall University (PA) George Fox College (OR) Butler University (IN) George Washington University, The (DC) Cabrini College (PA) Georgetown College (KY) Carlow College (PA) Catholic University of America, The (DC) Georgetown University (DC) Catholic University of Puerto Rico (PR) Georgian Court College (NJ) Gonzaga University (HA) Cedar Crest College (PA) Grand View College (IA) Central College (IA) Central Wesleyan College (SC) Greensboro College (NC) Christian Brothers College (TN) Hamilton College (NY) Clarkson University (NY) Hamline University (MN)



	Missouri Baptist College (MO)
Hampton University (VA)	· · · · · · · · · · · · · · · · · · ·
Hannibal-LaGrange College (HO)	Horavian College (PA)
Hartwick College (NY)	Mount Mary College (WI)
Hastings College (NE)	Hount Mercy College (IA)
Heidelberg College (OH)	Mount St. Mary's College (CA)
Holy Family College (PA)	Mount Vernon College (DC)
Houghton College (NY)	Mount Vernon Nazarene College (OH)
Howaru University (DC)	Muckingum College (OH)
Huron College (SD)	Nazareth College (MI)
Illinois Benedictine College (IL)	Neumann College (PA)
Illinois Institute of Technology (IL)	New England College (NH)
Tuxnaculata College (PA)	North Central College (IL)
Incarnate Word College (TX)	Northland College (WI)
Ithaca College (NY)	Northwestern College (IA)
Jarvis Christian College (TX)	Northwestern College (MN)
John Carroll University ((OH)	Norwich University (VT)
Johns Hopkins University (MD)	Oakwood College (AL)
	Ohio Northern University (OH)
Judson College (IL)	Ottawa University (KS)
Kalamazoo College (HI)	Our Lady of Holy Cross College (LA)
Kenyon College (Oil)	Pepperdine University (CA)
Keuka College (NY)	Piedmont College (GA)
LaRoche College (P/)	Pikuvilla Colluga (KY)
Lafeyette College (PA)	Presbyterian College (SC)
Lakeland College (WI)	Presbyterian School of Christian Education (VA)
Lancaster Bible College (PA)	Principia College (II.)
Lebanon Valley College (PA)	Quincy College (II.)
LeMoyne College (NY)	Randolph-Macon College (VA)
Lenoir-Rhyne College (NC)	Reed College (OR)
Lewis & Clark College (OR)	Regis College (CO)
Limestone College (SC)	Regis College (MA)
Linfield College (OR)	Rensselaer Polytechnic Institute (NY)
Long Island University (NY)	Rider College (NI)
Loras College (IA)	Rochester Institute of Technology (NY)
Loyola College in Haryland (HD)	
Lubbock Christian University (TX)	Rockford College (II.)
Luther College (IA)	Rockhurst College (MO)
Lynchburg College (VA)	Rocky Mountain College (KT)
Lyoming College (PA)	Roosevelt University (IL)
Madonna College (MI)	Rose-Hulman Institute of Technology (IM)
Harist College (NY)	Russell-Sage College (NY)
Mars Hill College (NC)	Saint Edward's University (TX)
Hary Baldwin College (VA)	Saint Joseph College (CT)
Marymount College (NY)	Saint Mary College (KS)
Harymount Manhattan College (NY)	Saint Vincent College (PA)
Haryville College (TN)	Salem College (NC)
Harywood College (PA)	Salem College (WV)
McPherson College (KS)	Salve Regina The Newport College (RI)
Hercy College of Detroit (HI)	Samford University (AL.)
Hercyhurst College (PA)	Santa Clara University (CA)
Heredith College (NC)	School of the Ozarks, The (MO)
Midland Lutheran College (NE)	Seattle Pacific University (WA)
Hillikin University (IL)	Seattle University (WA)
Hillsaps College (HS)	Seton Hill (PA)
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Siena College (NY) Siena Heights College (MI) Simpson College (IA) Southwestern Assemblies of God Colleges (TX) Spalding University (NY) Springfield College (MA) St. Bonaventure University (NY) St. Francis College (NY) St. Mary's University (TX) St. Norbert College (WI) Stevens Institute of Technology (NJ) Stillman College (AL) Suffolk University (HA) Susquehanna University (PA) Tabor College (KS) Taylor University (IN) Texas Christian University (TX) Texas Lutheran College (TX) Tiffin University (OH) Tri-State University (IN) Trinity College Inc. (VT) Trinity University (TX) Tulane University (LA) University of Dallas, The (TX) University of Dayton (OH) University of Detroit (HI) University of Evansville (IN) University of LaVerne (CA)

University of Hiami (FL) University of Portland (OR) University of Richmond (VA) University of San Diego (CA) University of St. Thomas (TX) University of the South, The (TN) University of Tampa, (FL) Ursuline College (OH) Valparaiso University (IN) Villa Maria College (PA) Viterbo College (WI) Walsh College (OH) Warner Southern College (FL) Wartburg College (IA) Washington and Jefferson College (PA) Washington and Lee University (VA) Waynesburg College (PA) West Virginia Wesleyan College (WV) Western Baptist College (OR) Western Haryland College (MD) Westmar College (IA) Westminister College of Salt Lake City (UT) Whitman College (WA) Wilkes College (PA) William Jewell College (MO) William Penn College (IA) Wilmington College (DE) Wingate College (NC) Wittenburg University (OH)

Total: 259

