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ABSTRACT

Salary trends of university faculty in 41 disciplines between 1991-92 and 1994-95 based on a survey of 223 public and 345 private institutions of higher education are summarized. The article lists the average salaries of all discipline averages by rank, including new assistant professor and the faculty mix percentage. Comparisons are also made using the Consumer Price Index (CPI) changes between the two study years. The figures given are based on a 9- or 10-month academic year salary of fulltime (teaching not less than 51 percent) faculty. The summary shows the overall average salary in public institutions for all disciplines and all ranks increased from \$42,008 in 1991-92 to \$45,850 in 1994-95, an increase of 9.1 percent (slightly more than the CPI increase of 8.8 percent). In private institutions the increase was from \$41,830 to \$46,308, an increase of 10.7 percent. The faculty mix percentage differences in the ranks of professor and assistant professor in all discipline averages for public institutions was 34.1 percent vs 30.0 percent in 1991-92 and 34.3 percent vs. 29.4 percent in 1994-95. For private institutions the faculty mix percentage for professor and assistant professor went from 32 percent vs. 32.3 percent (1991-92) and 32.5 percent vs. 31.5 percent (1994-95). The hiring rate of new assistant professors in public institutions was 4.2 percent (1991-92) and 4.5 percent (1994-95); for private institutions the hiring rate was 4.4 percent for both years. Appendices list the disciplines surveyed and the institutions participating in both studies. (DB)

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SALARY-TREND STUDY OF FACULTY IN
ALL DISCIPLINE AVERAGES
IN THE NATIONAL CUPA
SALARY-TREND SURVEYS OF
1991-92 AND 1994-95

By
Richard D. Howe

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Since 1982-83 the College and University Personnel Association (CUPA) in Washington, D.C., in cooperation with Appalachian State University in Boone, North Carolina, has conducted two annual national faculty salary studies by discipline and rank through 1994-95: one for public senior colleges and universities, and the other for private senior colleges and universities.

Salary data for each study were collected and tabulated for full-time teaching faculty in 41 selected academic disciplines chosen from among those defined by A Classification of Instructional Programs (CIP), 1990.

This article summarizes the overall average salary increases of the 41 disciplines for both public and private institutions from the "baseline year" of 1991-92 to and including the "trend year" of 1994-95. Of the 290 institutions which participated in CUPA's PUBLIC study of 1991-92, 223 also participated in 1994-95. Data from those same 223 institutions were used in both the baseline year and the trend year. Of the 517 institutions which participated in CUPA's PRIVATE study of 1991-92, 345 also participated in 1994-95. Data from those same 345 institutions were used in both the baseline year and the trend year.

This article also lists the average salaries of all discipline averages for both public and private participating institutions by rank, including NEW ASST PROF (new assistant professor), and the FAC MIX PCT (faculty mix percentage). Comparisons are also made using the CPI's (Consumer Price Index) changes in cost-of-living between the two studies for each of the two study years (1991-92 and 1994-95). A total of almost 200,000 faculty members' salaries were included in the four studies: 129,644 from public institutions, and 69,792 from private institutions.

The CPI uses a base period of 1982-84 and measures/tabulates prices of food, clothing, shelter and fuels, transportation, medical care, entertainment, and other goods and services people buy for day-to-day living. When examining trends in faculty salary, it is important to consider any changes in the purchasing power of salaries due to inflation. Comparing changes in the faculty salaries with the CPI gives one a more precise view of what "real" salary increases are, that is, buying power.

The salary is based on a nine- or 10-month academic year salary of fulltime faculty, and does not include any faculty teaching less than 51 percent. Salary for summer academic work, fringe benefits, and perquisites are also not included in the salary data. The average salary is based on the study information with the assumption that all employees are full-time. The average salary displayed is an average of all faculty salaries reported for a given rank and discipline.

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

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

The FAC MIX PCT represents the percentage of faculty in a given discipline/major field who hold a given academic rank. For example, a FAC MIX PCT factor of 28.4 for associate professors in all discipline averages in the 1991-92 public study means that 28.4 percent of the faculty in all discipline averages held the rank of associate professor.

NEW ASST PROF refers to the grouping of assistant professors hired for the first time in the fall of the study year (1991-92 or 1994-95). All information for this group was included in the ASST PROF group for reporting purposes.

ALL MAJOR FIELDS refers to the entire data base for all 41 disciplines in each of the four studies.

PROF SALARY NUM N/IN	ASSO PROF SALARY 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
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PUBLIC 1991-92: DISCIPLINE: ALL DISCIPLINE AVERAGE
 AVERAGE MAJOR FIELD: All Discipline Average
 SALARY: 52287 22182 223 41655 18502 223 34645 19555 223 34091 2739 199 26184 4897 203 42008 65136 223
 FAC MIX
 PCT: 34.1% 28.4% 30.0% 4.2% 7.5% 100.0%

PUBLIC, 1994-95: DISCIPLINE: ALL DISCIPLINE AVERAGE
 AVERAGE MAJOR FIELD: All Discipline Average
 SALARY: 57085 22149 223 45274 18740 223 37623 18958 223 35528 2910 213 28245 4661 197 45850 64508 223
 FAC MIX
 PCT: 34.3% 29.1% 29.4% 4.5% 7.2% 100.0%

PRIVATE, 1991-92: DISCIPLINE: ALL DISCIPLINE AVERAGE
 AVERAGE MAJOR FIELD: All Discipline Average
 SALARY: 53271 10972 337 40828 10319 339 33952 11061 337 32431 1526 277 27392 1943 289 41830 34295 345
 FAC MIX
 PCT: 32.0% 30.1% 32.3% 4.4% 5.7% 100.0%

PRIVATE, 1994-95: DISCIPLINE: ALL DISCIPLINE AVERAGE
 AVERAGE MAJOR FIELD: All Discipline Average
 SALARY: 59153 11524 340 44902 11058 342 37038 11168 339 34890 1577 289 29737 1747 265 46308 35497 345
 FAC MIX
 PCT: 32.5% 31.2% 31.5% 4.4% 4.9% 100.0%

RESULTS OF THE TWO PUBLIC STUDIES: 1991-92 AND 1994-95

The increase in average salaries for all faculty in ALL MAJOR FIELDS over three years in the public institutions studied was 9.1 percent (\$45,850 minus \$42,008 equals \$3,842). In comparison to the CPI increase over this time period of 8.8 percent, all discipline averages increased their salaries .3 percent (9.1% minus 8.8% equals .3%).

The FAC MIX PCT differences in the ranks of professor and assistant professor in all discipline averages are 34.1 percent vs. 30.0 percent (1991-92) and 34.3 percent vs. 29.4 percent (1994-95).

Finally, the hiring rate of new assistant professors in all discipline averages in the 1991-92 public study was 4.2 percent (2,739/65,136) and in 1994-95, it was 4.5 percent (2,910/64,508).

RESULTS OF THE TWO PRIVATE STUDIES: 1991-92 AND 1994-95

The three-year increase in average salaries for all faculty in ALL MAJOR FIELDS in the private institutions studied was 10.7 percent (\$46,308 minus \$41,830 equals \$4,478). In comparison with the CPI increase over this time period of 8.8 percent, all discipline averages increased their salaries 1.9 percent (10.7% minus 8.8% equals 1.9%).

The FAC MIX PCT differences in the ranks of professor and assistant professor in all discipline averages for both private studies are 32 percent vs. 32.3 percent (1991-92) and 32.5 percent vs. 31.5 percent (1994-95).

Finally, the hiring rate of new assistant professors in all discipline averages in the 1991-92 private study was 4.4 percent (1,526/34,295) and in the 1994-95 private study it was also 4.4 percent (1,577/35,497).

CONCLUSION

Compared to the CPI, the public institutions had an average annual salary increase of .1 percent each year above the cost-of-living. The private institutions had an annual average salary increase of .6 percent each year above the cost-of-living.

In three of the four studies the percentages of faculty at the professor rank were higher than in the assistant professor rank. In both the public studies the percentages of professor were ranked higher than at the assistant professor rank: 34.1 percent vs. 30.0 percent (1991-92), and 34.3 percent vs. 29.4 percent (1994-95). In the private 1991-92 study the percentage of faculty at the professor rank was lower than in the assistant professor rank: 32.0 percent vs. 32.3 percent. However, in the private 1994-95 study the percentage of faculty at the professor rank was higher compared to those in the assistant professor rank: 32.5 percent vs. 31.5 percent.

The percentage of faculty with the rank of professor increased over the three-year period in both the public and private institutions. For the public institutions the increase was .2 percent over the three-year period (34.3% minus 34.1% equals .2%). For the private institutions the increase was .5 percent over the three-year period (32.5% minus 32.0% equals .5%) for the percentage of faculty with the rank of professor.

The hiring rate for new assistant professors was lower in the public study than the private study for the year 1991-92: 4.2 percent vs. 4.4 percent. However, the hiring rate for new assistant professors was higher in the public study than the private study for the year 1994-95: 4.5 percent vs. 4.4 percent. The hiring rate for new assistant professors for the public institutions increased over the three-year period by .3 percent (4.5% minus 4.2% equals .3%). However, the hiring rate for new assistant professors for the private

institutions remained the same over the three-year period: 4.4 percent vs. 4.4 percent.

Public institutions had a higher percentage of faculty at the instructor rank than the private institutions. For the 1991-92 study the public institutions had 7.5 percent at the instructor rank compared to the private institutions 5.7 percent. For the 1994-95 study the public institutions had 7.2 percent at the instructor rank compared to the private institutions 4.9 percent.

It is interesting to note that the public institutions are becoming more "top-heavy" regarding the percentage of faculty at the professor rank compared to other ranks. The private institutions are more evenly distributed regarding the percentages of faculty at the professor rank compared to other ranks.

Richard D. Howe is the originator and director of the annual CUPA faculty salary studies. He is a professor of leadership and educational studies at Appalachian State University, Boone, North Carolina.

APPENDICES:

- A - OVERALL LIST OF SELECTED DISCIPLINES, page 7
- B - LIST OF PUBLIC PARTICIPATING INSTITUTIONS, page 8
- C - LIST OF PRIVATE PARTICIPATING INSTITUTIONS, page 11

APPENDIX A

OVERALL LIST OF SELECTED DISCIPLINES

ACCOUNTING	ENGLISH LANGUAGE AND LITERATURE/LETTERS
ADMINISTRATIVE ASSISTANT/ SECRETARIAL SCIENCE, GENERAL	FOREIGN LANGUAGES AND LITERATURES
ANTHROPOLOGY	GEOGRAPHY
AREA, ETHNIC AND CULTURAL STUDIES	GEOLOGY
BIOLOGICAL SCIENCES/LIFE SCIENCES	HISTORY, GENERAL
BUSINESS ADMINISTRATION AND MANAGEMENT, GENERAL	HOME ECONOMICS
BUSINESS MANAGEMENT AND ADMINISTRATIVE SERVICES	LIBRARY SCIENCE
BUSINESS/MANAGERIAL ECONOMICS	MATHEMATICS
BUSINESS MARKETING AND MARKETING MANAGEMENT	MULTI/INTERDISCIPLINARY STUDIES
CHEMISTRY, GENERAL	MUSIC, GENERAL
COMMUNICATIONS	NURSING (R.N. TRAINING)
COMPUTER AND INFORMATION SCIENCES	PHILOSOPHY AND RELIGION
COUNSELOR EDUCATION COUNSELING AND GUIDANCE SERVICES	PHYSICAL SCIENCES
DRAMA/THEATER ARTS, GENERAL	PHYSICS, GENERAL
ECONOMICS, GENERAL	POLITICAL SCIENCE, GENERAL
EDUCATION	PROTECTIVE SERVICES
ENGINEERING	PSYCHOLOGY
ENGINEERING-RELATED TECHNOLOGIES	READING TEACHER EDUCATION
	SOCIOLOGY
	SPECIAL EDUCATION, GENERAL
	SPEECH-LANGUAGE PATHOLOGY AND AUDIOLOGY
	TEACHER EDUCATION
	VISUAL AND PERFORMING ARTS

TOTAL: 41

APPENDIX B

CUFA Public Faculty Salary-Trend Studies: 1991-92 and 1994-95

Institutions Participating in Both Studies:

Adams State College (CO)	Georgia Southern University (GA)
Alabama State University (AL)	Georgia State University (GA)
Angelo State University (TX)	Grand Valley State University (MI)
Appalachian State University (NC)	Harris-Stowe State College (MO)
Arkansas State University (AR)	Henderson State University (AR)
Arkansas Technical University (AR)	Idaho State University (ID)
Auburn University at Montgomery (AL)	Illinois State University (IL)
Augusta College (GA)	Indiana State University (IN)
Austin Peay State University (TN)	Indiana University at South Bend (IN)
Ball State University (IN)	Indiana University Bloomington (IN)
Belmont State University (OH)	Indiana University East (IN)
Black Hills State University (SD)	Indiana University at Kokomo (IN)
Bloomington University of	Indiana University Northwest (IN)
Pennsylvania (PA)	Indiana University Southeast (IN)
Bluefield State College (WV)	Indiana University-Purdue University
Bowie State University (MD)	Fort Wayne (IN)
Bridgewater State College (MA)	Indiana University-Purdue University
California State University	Indianapolis (IN)
Bakersfield (CA)	Jacksonville State University (AL)
California State University Fresno (CA)	James Madison University (VA)
California State University Fullerton	Jersey City State College (NJ)
(CA)	Kennesaw State College (GA)
California State University Los	Kent State University (OH)
Angeles (CA)	Lamar University (TX)
Castleton State College (VT)	Lander College (SC)
Central Michigan University (MI)	Lincoln University (PA)
Central Missouri State University (MO)	Longwood College (VA)
Chadron State College (NE)	Louisiana State University and A&M
Christopher Newport University (VA)	College (LA)
Citadel, The Military College of South	Louisiana State University in
Carolina (SC)	Shreveport (LA)
Clarion University of Pennsylvania (PA)	Louisiana Tech University (LA)
Cleveland State University (OH)	Lyndon State College (VT)
Coppin State College (MD)	Marshall University (WV)
Dakota State University (SD)	Mary Washington College (VA)
Delta State University (MS)	McNeese State University (LA)
East Central University (OK)	Mesa State College (CO)
Eastern Connecticut State University (CT)	Metropolitan State College of Denver (CO)
Eastern Illinois University (IL)	Metropolitan State University (MN)
Eastern New Mexico University (NM)	Middle Tennessee State University (TN)
Edinboro University of Pennsylvania (PA)	Midwestern State University (TX)
Emporia State University (KS)	Millersville University of
Fayetteville State University (NC)	Pennsylvania (PA)
Fort Hays State University (KS)	Minot State University (ND)
Fort Lewis College (CO)	Mississippi University for Women (MS)
Francis Marion University (SC)	Missouri Western State College (MO)
Frontburg State University (MD)	Montclair State College (NJ)
George Mason University (VA)	Morehead State University (MN)
Georgia College (GA)	Morehead State University (KY)

Participating Institutions (continued):

Morgan State University (MD)
 Murray State University (KY)
 New Jersey Institute of Technology (NJ)
 New Mexico Highlands University (NM)
 Nicholls State University (LA)
 North Adams State College (MA)
 Northeast Louisiana University (LA)
 Northeast Missouri State University (MO)
 Northeastern Illinois University (IL)
 Northeastern State University (OK)
 Northern Arizona University (AZ)
 Northern Illinois University (IL)
 Northern Kentucky University (KY)
 Northern Michigan University (MI)
 Northwest Missouri State University (MO)
 Northwestern State University at
 Louisiana (LA)
 Oakland University (MI)
 Old Dominion University (VA)
 Pembroke State University (NC)
 Penn State College (NE)
 Pittsburg State University (KS)
 Plymouth State College of the University
 System of New Hampshire (NH)
 Portland State University (OR)
 Purdue University Calumet (IN)
 Radford University (VA)
 Ramapo College of New Jersey (NJ)
 Rhode Island College (RI)
 Salisbury State University (MD)
 Sam Houston State University (TX)
 San Francisco State University (CA)
 Sangamon State University (IL)
 Shepherd College (WV)
 Shippensburg University of
 Pennsylvania (PA)
 South Dakota School of Mines
 and Technology (SD)
 Southeast Missouri State University (MO)
 Southeastern Louisiana University (LA)
 Southeastern Oklahoma State
 University (OK)
 Southern Arkansas University (AR)
 Southern College of Technology (GA)
 Southern Connecticut State
 University (CT)
 Southern Illinois University at
 Carbondale (IL)
 Southern Illinois University at
 Edwardsville (IL)
 Southern University and A&M
 College (LA)
 Southwest Missouri State University (MO)
 Southwest Texas State University (TX)

Southwestern Oklahoma State
 University (OK)
 St. Mary's College of Maryland (MD)
 State University of New York at Stony
 Brook (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
 Geneseo (NY)
 State University of New York College at
 Potsdam (NY)
 State University of New York-Institute of
 Technology (NY)
 Tarleton State University (TX)
 Temple University (PA)
 Tennessee Technological University (TN)
 Texas A&M University-Corpus Christi (TX)
 Texas Southern University (TX)
 Texas Technological University (TX)
 Towson State University (MD)
 Trenton State College (NJ)
 Troy State University (AL)
 University of Akron (OH)
 University of Arkansas at Little
 Rock (AR)
 University of Central Arkansas (AR)
 University of Central Oklahoma (OK)
 University of Colorado at Denver (CO)
 University of Delaware (DE)
 University of Houston-Clear Lake (TX)
 University of Houston-Downtown (TX)
 University of Maine at Farmington (ME)
 University of Maine at Fort Kent (ME)
 University of Maine at Presque Isle, (ME)
 University of Memphis (TN)
 University of Minnesota, Duluth (MN)
 University of Minnesota, Morris (MN)
 University of Missouri-Kansas City (MO)
 University of Missouri-St. Louis (MO)
 University of Montana (MT)
 University of Montevallo (AL)
 University of Nebraska at Kearney (NE)
 University of Nebraska at Omaha (NE)
 University of Nevada, Las Vegas (NV)
 University of North Carolina at
 Asheville (NC)
 University of North Carolina at
 Greensboro (NC)
 University of North Carolina at
 Wilmington (NC)
 University of North Texas (TX)
 University of Northern Colorado (CO)

Participating Institutions (continued):

University of Pittsburgh at Bradford (PA)
University of Pittsburgh at
Johnstown (PA)
University of Puerto Rico-Humacao
University College (PR)
University of Puerto Rico-Ponce Techno-
logical University College (PR)
University of South Alabama (AL)
University of South Carolina-Aiken (SC)
University of Southern Colorado (CO)
University of Southern Indiana (IN)
University of Southern Mississippi (MS)
University of Southwestern Louisiana (LA)
University of Tennessee at
Chattanooga (TN)
University of Tennessee at Martin (TN)
University of Tennessee, Memphis (TN)
University of Texas at Arlington (TX)
University of Texas at San Antonio (TX)
University of Texas at Tyler (TX)
University of the Virgin Islands (VI)
University of Toledo (OH)
University of Wisconsin-Eau Claire (WI)
University of Wisconsin-Green Bay (WI)
University of Wisconsin-LaCrosse (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)
Valley City State University (ND)
Valdosta State University (GA)
Washburn University (KS)
Wayne State College (NE)
Weber State University (UT)
West Georgia College (GA)
West Virginia Institute of Technology
(WV)
Western Carolina University (NC)
Western Illinois University (IL)
Western Kentucky University (KY)
Western Michigan University (MI)
Western Montana College of University of
Montana (MT)
Western Oregon State College (OR)
Wichita State University (The) (KS)
William Paterson College of New
Jersey (NJ)
Winston-Salem State University (NC)
Winthrop University (SC)
Wright State University (OH)
York College of the City
University of New York (NY)
Youngstown State University (OH)

Total Participating Institutions: 223

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APPENDIX C

CUFA Private Faculty Salary-Trend Studies: 1991-92 and 1994-95

Institutions Participating in Both Studies:

Ablene Christian University (TX)	Cabrini College (PA)
Agnes Scott College (GA)	Caldwell College (NJ)
Albertus Magnus College (CT)	Calvin College (MI)
Albright College (PA)	Canisius College (NY)
Alfred University (NY)	Capitol College (MD)
Allegheny College (PA)	Cardinal Stritch College (WI)
Allentown College of St. Francis de Sales (PA)	Caribbean University College (PR)
Alma College (MI)	Carroll College (WI)
Alverno College (WI)	Catawba College (NC)
American College (PA)	Catholic University of America, The (DC)
Amherst College (MA)	Cazenovia College (NY)
Andover Newton Theological School (MA)	Cedarville College (OH)
Anna Maria College (MA)	Central College (Formerly Central University of Iowa) (IA)
Aquinas College (MI)	Chapman University (CA)
Ashbury College (KY)	Charleston Southern University (SC)
Ashland University (OH)	Christian Brothers University (TN)
Aurora University (IL)	Christian Theological Seminary (IN)
Austin Presbyterian Theological Seminary (TX)	Clarke College (IA)
Avila College (MO)	Clarkson University (NY)
Azusa Pacific University (CA)	Coker College (SC)
Babson College (MA)	College Misericordia (PA)
Baker College of Flint (MI)	College of Mount Saint Vincent (NY)
Baker College of Muskegon (MI)	College of Notre Dame of Maryland (MD)
Baldwin-Wallace College (OH)	College of Saint Elizabeth (NJ)
Barry University (FL)	College of Saint Mary (NE)
Beaver College (PA)	College of Saint Rose (NY)
Bellarmino College (KY)	College of St. Catherine (MN)
Belmont Abbey College (NC)	College of St. Scholastica (MN)
Belmont University (TN)	College of the Southwest (NM)
Benedict College (SC)	Columbia College (MO)
Bennett College (NC)	Columbia College (SC)
Bentley College (MA)	Columbia Theological Seminary (GA)
Bethany College (KS)	Concordia College (MN)
Bethany College (WV)	Concordia College (NY)
Bethel College (IN)	Cornell College (IA)
Bethel College (MN)	Covenant College (GA)
Bethel College (TN)	Creighton University (NE)
Birmingham-Southern College (AL)	D'Youville College (NY)
Blackburn University (IL)	Dakota Wesleyan University (SD)
Bloomfield College (NJ)	Dallas Theological Seminary (TX)
Bluefield College (VA)	Daniel Webster College (NH)
Bradford College (MA)	Davidson College (NC)
Bradley University (IL)	Defiance College (The) (OH)
Brandeis University (MA)	DePaul University (IL)
Brenau University (GA)	Dickinson College (PA)
Briar Cliff College (IA)	Doane College (NE)
Bridgewater College (VA)	Dominican College of Blauvelt (NY)
Bryn Mawr College (PA)	
Butler University (IN)	

Participating Institutions (continued):

Dordt College (IA)	Johns Hopkins University (MD)
Drake University (IA)	Judson College (AL)
Drury College (MO)	Juniata College (PA)
Duquesne University (PA)	Kalamazoo College (MI)
Eastern Baptist Theological Seminary (PA)	Kenyon College (OH)
Eastern Mennonite University (VA)	King's College (PA)
Eckerd College (FL)	La Roche College (PA)
Edgewood College (WI)	LaGrange College (GA)
Elizabethtown College (PA)	LaSalle University (PA)
Elmhurst College (IL)	Le Moyne College (NY)
Elmira College (NY)	Lebanon Valley College of Pennsylvania (PA)
Emory University (GA)	Lees-McRae College (NC)
Eureka College (IL)	Lenoir-Rhyne College (NC)
Fairfield University (CT)	LeTourneau University (TX)
Ferrum College (VA)	Lewis & Clark College (OR)
Franciscan University of Steubenville (OH)	Lexington Theological Seminary (KY)
Franklin College (IN)	Limestone College (SC)
Franklin Pierce College (NH)	Lindsey Wilson College (KY)
Freed-Hardeman University (TN)	Linfield College (OR)
Friends University (KS)	Loras College (IA)
Gannon University (PA)	Louisiana College (IA)
Gardner-Webb University (NC)	Loyola Marymount University (CA)
George Washington University (DC)	Loyola University, New Orleans (LA)
Georgetown College (KY)	Lubbock Christian University (TX)
Georgetown University (DC)	Lycoming College (PA)
Georgian Court College (NJ)	Lynchburg College (VA)
Golden Gate University (CA)	Lyon College (Formerly Arkansas College) (AR)
Gonzaga University (WA)	Madonna University (MI)
Gordon College (MA)	Malone College (OH)
Gordon-Conwell Theological Seminary (MA)	Manchester College (IN)
Goshen College (IN)	Manhattan College (NY)
Grand View College (IA)	Marian College (IN)
Green Mountain College (VT)	Marian College of Fond du Lac (WI)
Grinnell College (IA)	Marietta College (OH)
Guilford College (NC)	Marist College (NY)
Guyenood-Mercy College (PA)	Mars Hill College (NC)
Hampton University (VA)	Marymount College Tarrytown (NY)
Hannibal-LaGrange College (MO)	Maryville University of St. Louis (MO)
Hastings College (NE)	Marywood College (PA)
Hiram College (OH)	Massachusetts Institute of Technology (MA)
Hofstra University (NY)	Medaille College (NY)
Holy Family College (PA)	Memphis Theological Seminary (TN)
Holy Names College (CA)	Mercer University (GA)
Hope College (MI)	Meredith College (NC)
Houghton College (NY)	Merrimack College (MA)
Illinois Benedictine College (IL)	Midland Lutheran College (NE)
Immaculata College (PA)	Midway College (KY)
InterAmerican University (PR)	Milligan College (TN)
InterAmerican University of Puerto Rico-Ponce (PR)	Molloy College (NY)
Iona College (NY)	Moravian College (PA)
Ithaca College (NY)	Morningside College (IA)
John Carroll University (OH)	
John F. Kennedy University (CA)	

Participating Institutions (continued):

Morris Brown College (GA)	Saint Joseph's College (ME)
Mount Angel Seminary (OR)	Saint Joseph's University (PA)
Muhlenberg College (PA)	Saint Leo College (FL)
Muskingum College (OH)	Saint Mary's College of California (CA)
Neumann College (PA)	Saint Mary's College of Minnesota (MN)
New Hampshire College (NH)	Saint Meinrad College (IN)
Niagara University (NY)	Saint Meinrad School of Theology (IN)
North Central College (IL)	Saint Michael's College (VT)
North Park College & Theological Seminary (IL)	Saint Peter's College (NJ)
Northland College (WI)	Saint Vincent College (PA)
Northwestern College (IA)	Salem College (NC)
Norwich University (VT)	Salem-Teikyo University (WV)
Notre Dame College (NH)	Salve Regina University (RI)
Notre Dame College of Ohio (OH)	Santa Clara University (CA)
Occidental College (CA)	Scripps College (CA)
Oglethorpe University (GA)	Seattle Pacific University (WA)
Ohio Northern University (OH)	Seattle University (WA)
Oklahoma Baptist University (OK)	Seton Hill College (PA)
Olivet College (MI)	Shorter College (GA)
Otterbein College (OH)	Stena Heights College (MI)
Our Lady of Holy Cross College (IA)	Simpson College (CA)
Our Lady of the Lake University (TX)	Simpson College (IA)
Pace University (NY)	Sioux Falls College (SD)
Palm Beach Atlantic College (FL)	Skidmore College (NY)
Park College (MO)	Southern California College (CA)
Pepperdine University (CA)	Spring Arbor College (MI)
Pfeiffer College (NC)	St. Ambrose University (IA)
Pikeville College (KY)	St. Bonaventure University (NY)
Pine Manor College (MA)	St. John Fisher College (NY)
Pittsburgh Theological Seminary (PA)	St. Mary's University (TX)
Point Park College (PA)	St. Olaf College (MN)
Presbyterian College (SC)	St. Patrick's Seminary (CA)
Presentation College (SD)	St. Thomas University (FL)
Providence College (RI)	Stanford University (CA)
Quincy College (IL)	Stetson University (FL)
Quinnipiac College (CT)	Susquehanna University (PA)
Randolph-Macon Woman's College (VA)	Tabor College (KS)
Reed College (OR)	Teachers College,
Reformed Bible College (MI)	Columbia University (NY)
Regent University (VA)	Teikyo Post University (CT)
Regis College (MA)	Texas Christian University (TX)
Rhodes College (TN)	The Sage College (NY)
Ripon College (WI)	Transylvania University (KY)
Rivier College (NH)	Tri-State University (IN)
Roanoke College (VA)	Trinity College of Vermont (VT)
Rockford College (IL)	Trinity Lutheran Seminary (OH)
Rockhurst College (MO)	Tufts University (MA)
Rollins College (FL)	Union College (NE)
Roosevelt University (IL)	Union Theological Seminary of
Sacred Heart University (CT)	Virginia (VA)
Saint Francis College (PA)	University of Bridgeport (CT)
Saint Joseph College (CT)	University of Central Texas (TX)

Participating Institutions (continued):

University of Charleston (The) (WV)
University of Dallas (TX)
University of Dayton (OH)
University of Denver (CO)
University of Detroit Mercy (MI)
University of Hartford (CT)
University of La Verne (CA)
University of Miami (FL)
University of New England (ME)
University of Pacific (CA)
University of Portland (OR)
University of Rio Grande/Rio Grande
Community College (OH)
University of San Diego (CA)
University of San Francisco (CA)
University of St. Thomas (MN)
University of St. Thomas (TX)
University of the Ozarks (AR)
University of Tulsa (OK)
Upper Iowa University (IA)
Ursuline College (OH)
Valparaiso University (IN)
Villanova University (PA)

Viterbo College (WI)
Wartburg College (IA)
Washington and Jefferson College (PA)
Washington College (MD)
West Virginia Wesleyan College (WV)
Western Baptist College (OR)
Western Maryland College (MD)
Western New England College (MA)
Westminster College (MO)
Westminster College of Salt Lake City (UT)
Wheaton College (MA)
Wheeling Jesuit College, Inc. (WV)
Whitman College (WA)
Whittier College (CA)
Widener University (PA)
William Jewell College (MO)
William Penn College (IA)
Wisconsin Lutheran College (WI)
Worcester Polytechnic Institute (MA)
Xavier University (OH)
York College of Pennsylvania (PA)

Total Participating Institutions: 345