

**CUPA-HR**  
**National Faculty Salary Survey**  
**Responding Public and Private Institutions as of February 5, 2004 \***

Institution Name
Abilene Christian University (Abilene, TX) Adelphi University (Garden City, NY) Adrian College (Adrian, MI) Agnes Scott College (Decatur, GA) Albany Law School (Albany, NY)
Albany State University (Albany, GA) Albertus Magnus College (New Haven, CT) Albright College (Reading, PA) Alderson Broaddus College (Philippi, WV) Alfred University (Alfred, NY)
Alice Lloyd College (Pippa Passes, KY) Allegheny College (Meadville, PA) Allen College (Waterloo, IA) Alma College (Alma, MI) Alvernia College (Reading, PA)
Alverno College (Milwaukee, WI) American College, The (Bryn Mawr, PA) American University (Washington, DC) Amherst College (Amherst, MA) Anderson University (Anderson, IN)
Andrews University (Berrien Springs, MI) Appalachian State University (Boone, NC) Arcadia University (Glenside, PA) Arizona State University-East (Mesa, AZ) Arizona State University-West (Phoenix, AZ)
Arkansas State University (State University, AR) Arkansas Tech University (Russellville, AR) Asbury College (Wilmore, KY) Assumption College (Worcester, MA) Atlanta College of Art (Atlanta, GA)
Auburn University-Montgomery (Montgomery, AL) Augsburg College (Minneapolis, MN) Augusta State University (Augusta, GA) Aurora University (Aurora, IL) Austin Peay State University (Clarksville, TN)
Averett University (Danville, VA) Avila University (was Avila College) (Kansas City, MO) Babson College (Babson Park, MA) Baker College of Flint (Flint, MI) Baker College of Muskegon (Muskegon, MI)
Baker College of Owosso (Owosso, MI) Baker University (Baldwin City, KS) Baldwin-Wallace College (Berea, OH) Ball State University (Muncie, IN) Barnard College (New York, NY)
Barry University (Miami Shores, FL) Barton College (Wilson, NC)

**CUPA-HR**  
**National Faculty Salary Survey**  
**Responding Public and Private Institutions as of February 5, 2004 \***

Institution Name
Bastyr University (Kenmore, WA) Bates College (Lewiston, ME) Baylor University (Waco, TX)
Bellarmino University (Louisville, KY) Bellevue University (Bellevue, NE) Belmont University (Nashville, TN) Bemidji State University (Bemidji, MN) Benedictine University (Lisle, IL)
Bennett College (Greensboro, NC) Berea College (Berea, KY) Berklee College of Music (Boston, MA) Bethany College (Lindsborg, KS) Bethany College (Bethany, WV)
Bethel College (Saint Paul, MN) Biola University (La Mirada, CA) Birmingham-Southern College (Birmingham, AL) Black Hills State University (Spearfish, SD) Blessing-Rieman College of Nursing (Quincy, IL)
Bloomfield College (Bloomfield, NJ) Bloomsburg University of Pennsylvania (Bloomsburg, PA) Bluefield College (Bluefield, VA) Bluefield State College (Bluefield, WV) Boise State University (Boise, ID)
Boston University (Boston, MA) Bowie State University (Bowie, MD) Bowling Green State University (Bowling Green, OH) Bradley University (Peoria, IL) Brandeis University (Waltham, MA)
Bridgewater College (Bridgewater, VA) Bridgewater State College (Bridgewater, MA) Brigham Young University Hawaii Campus (Laie, HI) Brown University (Providence, RI) Bryan College (Dayton, TN)
Bryant College (Smithfield, RI) Bryn Mawr College (Bryn Mawr, PA) Buena Vista University (Storm Lake, IA) Butler University (Indianapolis, IN) Caldwell College (Caldwell, NJ)
California College of the Arts (Oakland, CA) California Lutheran University (Thousand Oaks, CA) California Polytechnic State University-San Luis Obispo (San Luis Obispo, CA) California University of Pennsylvania (California, PA) Calvin College (Grand Rapids, MI)
Campbellsville University (Campbellsville, KY) Canadian College of Naturopathic Medicine (Toronto, Ontario) Canisius College (Buffalo, NY) Capitol College (Laurel, MD)

**CUPA-HR**  
**National Faculty Salary Survey**  
**Responding Public and Private Institutions as of February 5, 2004 \***

Institution Name
Cardinal Stritch University (Milwaukee, WI)
Carroll College (Waukesha, WI)
Carroll College (Helena, MT)
Catawba College (Salisbury, NC)
Catholic University of America, The (Washington, DC)
Cazenovia College (Cazenovia, NY)
Cedar Crest College (Allentown, PA)
Cedarville University (Cedarville, OH)
Central College (Pella, IA)
Central Methodist College (Fayette, MO)
Central Michigan University (Mount Pleasant, MI)
Central State University (Wilberforce, OH)
Central Washington University (Ellensburg, WA)
Chadron State College (Chadron, NE)
Champlain College (Burlington, VT)
Chapman University (Orange, CA)
Charleston Southern University (Charleston, SC)
Chicago School of Professional Psychology (Chicago, IL)
Christian Brothers University (Memphis, TN)
Christopher Newport University (Newport News, VA)
Citadel, the Military College of South Carolina, The (Charleston, SC)
Claremont Graduate University (Claremont, CA)
Clarion University of Pennsylvania (Clarion, PA)
Clarkson College (Omaha, NE)
Clarkson University (Potsdam, NY)
Cleary University (was Cleary College) (Ann Arbor, MI)
Clemson University (Clemson, SC)
Cleveland Institute of Art (Cleveland, OH)
Cleveland State University (Cleveland, OH)
Coastal Carolina University (Conway, SC)
Colby-Sawyer College (New London, NH)
Colgate University (Hamilton, NY)
College Misericordia (Dallas, PA)
College of Charleston (Charleston, SC)
College of Mount Saint Joseph (Cincinnati, OH)
College of New Jersey, The (Ewing, NJ)
College of New Rochelle, The (New Rochelle, NY)
College of Notre Dame of Maryland (Baltimore, MD)
College of Saint Benedict (Saint Joseph, MN)
College of Saint Elizabeth (Morristown, NJ)
College of Saint Mary (Omaha, NE)
College of Saint Rose (Albany, NY)
College of Saint Scholastica, The (Duluth, MN)
College of the Southwest (Hobbs, NM)
Colorado College (Colorado Springs, CO)
Colorado State University (Fort Collins, CO)
Colorado State University, Pueblo (Pueblo, CO)

**CUPA-HR**  
**National Faculty Salary Survey**  
**Responding Public and Private Institutions as of February 5, 2004 \***

Institution Name
Columbia College (Columbia, MO)
Columbia College of Nursing (Milwaukee, WI)
Columbia International University (Columbia, SC)
Columbus State University (Columbus, GA)
Concordia College-Moorhead (Moorhead, MN)
Concordia Seminary (Saint Louis, MO)
Concordia University (Portland, OR)
Concordia University Wisconsin (Mequon, WI)
Concordia University-Austin (Austin, TX)
Converse College (Spartanburg, SC)
Cooper Union (New York, NY)
Coppin State College (Baltimore, MD)
Covenant College (Lookout Mountain, GA)
Culver-Stockton College (Canton, MO)
D'Youville College (Buffalo, NY)
Daemen College (Amherst, NY)
Dakota State University (Madison, SD)
Davenport University (Grand Rapids, MI)
Davidson College (Davidson, NC)
De Sales University (Center Valley, PA)
Delaware Valley College (Doylestown, PA)
Delta State University (Cleveland, MS)
DePaul University (Chicago, IL)
Des Moines University-Osteopathic Medical Center (Des Moines, IA)
Dickinson College (Carlisle, PA)
Dickinson State University (Dickinson, ND)
Dominican University (River Forest, IL)
Dominican University of California (San Rafael, CA)
Dordt College (Sioux Center, IA)
Drake University (Des Moines, IA)
Drew University (Madison, NJ)
Drury University (Springfield, MO)
Duquesne University (Pittsburgh, PA)
East Carolina University (Greenville, NC)
East Central University (Ada, OK)
East Tennessee State University (Johnson City, TN)
East Texas Baptist University (Marshall, TX)
Eastern Connecticut State University (Willimantic, CT)
Eastern Illinois University (Charleston, IL)
Eastern Kentucky University (Richmond, KY)
Eastern New Mexico University-Main Campus (Portales, NM)
Eastern Oregon University (La Grande, OR)
Eastern University (St Davids, PA)
Eastern Washington University (Cheney, WA)
Eckerd College (Saint Petersburg, FL)
Edinboro University of Pennsylvania (Edinboro, PA)
Elizabeth City State University (Elizabeth City, NC)

**CUPA-HR**  
**National Faculty Salary Survey**  
**Responding Public and Private Institutions as of February 5, 2004 \***

<b>Institution Name</b>
Elmhurst College (Elmhurst, IL) Elmira College (Elmira, NY)
Elon University (Elon, NC) Embry-Riddle Aeronautical University (Daytona Beach, FL) Emerson College (Boston, MA) Emporia State University (Emporia, KS) Erskine College (Due West, SC)
Fairfield University (Fairfield, CT) Fairmont State College (Fairmont, WV) Fayetteville State University (Fayetteville, NC) Ferris State University (Big Rapids, MI) Florida Atlantic University (Boca Raton, FL)
Florida Gulf Coast University (Fort Myers, FL) Florida Institute of Technology (Melbourne, FL) Florida International University (Miami, FL) Florida Southern College (Lakeland, FL) Fordham University (Bronx, NY)
Fort Hays State University (Hays, KS) Fort Lewis College (Durango, CO) Francis Marion University (Florence, SC) Franciscan University of Steubenville (Steubenville, OH) Franklin Pierce College (Rindge, NH)
Franklin University (Columbus, OH) Franklin W. Olin College of Engineering (Needham, MA) Freed-Hardeman University (Henderson, TN) Friends University (Wichita, KS) Frostburg State University (Frostburg, MD)
Gallaudet University (Washington, DC) Gannon University (Erie, PA) George Washington University (Washington, DC) Georgetown College (Georgetown, KY) Georgia College & State University (Milledgeville, GA)
Georgia Institute of Technology (Atlanta, GA) Georgia Perimeter College (Decatur, GA) Georgia Southern University (Statesboro, GA) Georgia Southwestern State University (Americus, GA) Georgia State University (Atlanta, GA)
Georgian Court College (Lakewood, NJ) Glennville State College (Glennville, WV) Gonzaga University (Spokane, WA) Gordon College (Wenham, MA) Goshen College (Goshen, IN)
Grace College and Seminary (Winona Lake, IN) Graceland University (Lamoni, IA) Grambling State University (Grambling, LA) Grand Valley State University (Allendale, MI) Grinnell College (Grinnell, IA)

**CUPA-HR**  
**National Faculty Salary Survey**  
**Responding Public and Private Institutions as of February 5, 2004 \***

Institution Name
Gustavus Adolphus College (Saint Peter, MN) Gwynedd-Mercy College (Gwynedd Valley, PA) Hamline University (Saint Paul, MN) Hampden-Sydney College (Hampden-Sydney, VA) Hampshire College (Amherst, MA)
Hanover College (Hanover, IN) Harris-Stowe State College (Saint Louis, MO) Hartwick College (Oneonta, NY) Hastings College (Hastings, NE) Hawaii Pacific University (Honolulu, HI)
Heidelberg College (Tiffin, OH) Henderson State University (Arkadelphia, AR) Hesston College (Hesston, KS) Hilbert College (Hamburg, NY) Hofstra University (Hempstead, NY)
Holy Family College (Philadelphia, PA) Holy Names College (Oakland, CA) Hope College (Holland, MI) Houston Baptist University (Houston, TX) Howard University (Washington, DC)
Husson College (Bangor, ME) Idaho State University (Pocatello, ID) Illinois State University (Normal, IL) Illinois Wesleyan University (Bloomington, IL) Immaculata University (was Immaculata College) (Immaculata, PA)
Indiana State University (Terre Haute, IN) Indiana University of Pennsylvania (Indiana, PA) Indiana University-Purdue University Fort Wayne (Fort Wayne, IN) Iona College (New Rochelle, NY) Ithaca College (Ithaca, NY)
Jacksonville State University (Jacksonville, AL) Jacksonville University (Jacksonville, FL) James Madison University (Harrisonburg, VA) Jamestown College (Jamestown, ND) Jefferson College of Health Sciences (Roanoke, VA)
John Brown University (Siloam Springs, AR) John Carroll University (Cleveland, OH) Judson College (Marion, AL) Kansas Wesleyan University (Salina, KS) Kean University (Union, NJ)
Keene State College (Keene, NH) Kennesaw State University (Kennesaw, GA) Kent State University-Main Campus (Kent, OH) Kentucky Christian College (Grayson, KY) Kentucky State University (Frankfort, KY)
Kentucky Wesleyan College (Owensboro, KY) Kenyon College (Gambier, OH)

**CUPA-HR**  
**National Faculty Salary Survey**  
**Responding Public and Private Institutions as of February 5, 2004 \***

<b>Institution Name</b>
Kettering University (Flint, MI)
King's College (Wilkes-Barre, PA)
La Roche College (Pittsburgh, PA)
La Salle University (Philadelphia, PA)
La Sierra University (Riverside, CA)
LaGrange College (La Grange, GA)
Lake Erie College (Painesville, OH)
Lamar University (Beaumont, TX)
Lander University (Greenwood, SC)
Lane College (Jackson, TN)
Le Moyne College (Syracuse, NY)
Lebanon Valley College (Annville, PA)
Lee University (Cleveland, TN)
Lees-McRae College (Banner Elk, NC)
Lehigh University (Bethlehem, PA)
LeTourneau University (Longview, TX)
Lewis-Clark State College (Lewiston, ID)
Lincoln University (Lincoln University, PA)
Lindsey Wilson College (Columbia, KY)
Lipscomb University (Nashville, TN)
Long Island University (Brookville, NY)
Longwood University (was Longwood College) (Farmville, VA)
Loras College (Dubuque, IA)
Louisiana College (Pineville, LA)
Louisiana State University and A & M College (Baton Rouge, LA)
Louisiana State University-Alexandria (Alexandria, LA)
Louisiana State University-Shreveport (Shreveport, LA)
Louisiana Tech University (Ruston, LA)
Loyola College in Maryland (Baltimore, MD)
Loyola Marymount University (Los Angeles, CA)
Loyola University New Orleans (New Orleans, LA)
Loyola University of Chicago (Chicago, IL)
Luther College (Decorah, IA)
Lycoming College (Williamsport, PA)
Lynchburg College (Lynchburg, VA)
Lyon College (Batesville, AR)
Madonna University (Livonia, MI)
Malone College (Canton, OH)
Manchester College (North Manchester, IN)
Manhattanville College (Purchase, NY)
Marian College of Fond Du Lac (Fond Du Lac, WI)
Marietta College (Marietta, OH)
Marist College (Poughkeepsie, NY)
Mars Hill College (Mars Hill, NC)
Marshall University (Huntington, WV)
Mary Baldwin College (Staunton, VA)
Marygrove College (Detroit, MI)

**CUPA-HR**  
**National Faculty Salary Survey**  
**Responding Public and Private Institutions as of February 5, 2004 \***

Institution Name
Marymount Manhattan College (New York, NY)
Marymount University (Arlington, VA)
Maryville College (Maryville, TN)
Maryville University of Saint Louis (St. Louis, MO)
Marywood University (Scranton, PA)
Massachusetts College of Liberal Arts (North Adams, MA)
Massachusetts Institute of Technology (Cambridge, MA)
McKendree College (Lebanon, IL)
McMurry University (Abilene, TX)
McNeese State University (Lake Charles, LA)
Medaille College (Buffalo, NY)
Medical University of South Carolina (Charleston, SC)
Mercer University (Macon, GA)
Merrimack College (North Andover, MA)
Mesa State College (Grand Junction, CO)
Messiah College (Grantham, PA)
Methodist Theological School in Ohio (Delaware, OH)
Metropolitan State College of Denver (Denver, CO)
Metropolitan State University (Saint Paul, MN)
MGH Institute of Health Professions (Boston, MA)
Miami University (Oxford, OH)
Middle Tennessee State University (Murfreesboro, TN)
Midway College (Midway, KY)
Midwestern State University (Wichita Falls, TX)
Midwestern University (Glendale, AZ)
Milligan College (Milligan College, TN)
Millikin University (Decatur, IL)
Millsaps College (Jackson, MS)
Minneapolis College of Art and Design (Minneapolis, MN)
Minnesota State University-Mankato (Mankato, MN)
Minnesota State University-Moorhead (Moorhead, MN)
Minot State University (Minot, ND)
Mississippi University for Women (Columbus, MS)
Mississippi Valley State University (Itta Bena, MS)
Missouri Baptist University (was Missouri Baptist College) (Saint Louis, MO)
Missouri Southern State College (Joplin, MO)
Missouri Western State College (St. Joseph, MO)
Molloy College (Rockville Centre, NY)
Montana State University-Billings (Billings, MT)
Montana Tech of The University of Montana (Butte, MT)
Montclair State University (Upper Montclair, NJ)
Morehead State University (Morehead, KY)
Morehouse College (Atlanta, GA)
Morgan State University (Baltimore, MD)
Morningside College (Sioux City, IA)
Mount Aloysius College (Cresson, PA)
Mount Marty College (Yankton, SD)

**CUPA-HR**  
**National Faculty Salary Survey**  
**Responding Public and Private Institutions as of February 5, 2004 \***

Institution Name
Mount Mary College (Milwaukee, WI)
Mount Mercy College (Cedar Rapids, IA)
Mount Olive College (Mount Olive, NC)
Mount Saint Mary's College (Los Angeles, CA)
Mount Saint Mary's College and Seminary (Emmitsburg, MD)
Mount Union College (Alliance, OH)
Muhlenberg College (Allentown, PA)
Murray State University (Murray, KY)
National University (La Jolla, CA)
Nebraska Wesleyan University (Lincoln, NE)
Neumann College (Aston, PA)
New Jersey City University (Jersey City, NJ)
New Jersey Institute of Technology (Newark, NJ)
New School University (New York, NY)
Niagara University (Niagara University, NY)
Nicholls State University (Thibodaux, LA)
Nichols College (Dudley, MA)
Norfolk State University (Norfolk, VA)
North Carolina Central University (Durham, NC)
North Carolina State University-Raleigh (Raleigh, NC)
North Carolina Wesleyan College (Rocky Mount, NC)
North Central College (Naperville, IL)
North Dakota State University-Main Campus (Fargo, ND)
Northeastern Illinois University (Chicago, IL)
Northeastern State University (Tahlequah, OK)
Northeastern University (Boston, MA)
Northern Arizona University (Flagstaff, AZ)
Northern Kentucky University (Highland Heights, KY)
Northern Michigan University (Marquette, MI)
Northern State University (Aberdeen, SD)
Northland College (Ashland, WI)
Northwest Missouri State University (Maryville, MO)
Northwestern College (St. Paul, MN)
Northwestern College (Orange City, IA)
Norwich University (Northfield, VT)
Notre Dame de Namur University (Belmont, CA)
Nova Southeastern University (Fort Lauderdale, FL)
Oakland University (Rochester, MI)
Oakwood College (Huntsville, AL)
Oberlin College (Oberlin, OH)
Occidental College (Los Angeles, CA)
Oglethorpe University (Atlanta, GA)
Ohio Northern University (Ada, OH)
Ohio State University-Main Campus, The (Columbus, OH)
Ohio State University-Marion, The (Marion, OH)
Ohio University-Main Campus (Athens, OH)
Oklahoma Baptist University (Shawnee, OK)

**CUPA-HR**  
**National Faculty Salary Survey**  
**Responding Public and Private Institutions as of February 5, 2004 \***

Institution Name
Oklahoma City University (Oklahoma City, OK) Oklahoma Wesleyan University (Bartlesville, OK)
Old Dominion University (Norfolk, VA) Olivet Nazarene University (Bourbonnais, IL) Oregon Institute of Technology (Klamath Falls, OR) Oregon State University (Corvallis, OR) Our Lady of the Lake College (Baton Rouge, LA)
Our Lady of the Lake University (San Antonio, TX) Pace University (Briarcliff Manor, NY) Pacific Lutheran University (Tacoma, WA) Pacific Northwest College of Art (Portland, OR) Pacific University (Forest Grove, OR)
Palm Beach Atlantic University (was Palm Beach Atlantic College) (West Palm Beach, FL) Parker College of Chiropractic (Dallas, TX) Peace College (Raleigh, NC) Pepperdine University (Malibu, CA) Peru State College (Peru, NE)
Philadelphia College of Osteopathic Medicine (Philadelphia, PA) Philadelphia University (Philadelphia, PA) Pikeville College (Pikeville, KY) Pittsburg State University (Pittsburg, KS) Pitzer College (Claremont, CA)
Plymouth State University (formerly Plymouth State College) (Plymouth, NH) Portland State University (Portland, OR) Prairie View A & M University (Prairie View, TX) Presbyterian College (Clinton, SC) Principia College (Elsah, IL)
Providence College (Providence, RI) Purdue University-Calumet (Hammond, IN) Purdue University-North Central Campus (Westville, IN) Queens University of Charlotte (was Queens College) (Charlotte, NC) Quinnipiac University (Hamden, CT)
Radford University (Radford, VA) Ramapo College of New Jersey (Mahwah, NJ) Randolph-Macon College (Ashland, VA) Reconstructionist Rabbinical College (Wyncote, PA) Reed College (Portland, OR)
Regent University (Virginia Beach, VA) Reinhardt College (Waleska, GA) Rensselaer Polytechnic Institute (Troy, NY) Rhode Island School of Design (Providence, RI) Rhodes College (Memphis, TN)
Richard Stockton College of New Jersey, The (Pomona, NJ) Rider University (Lawrenceville, NJ) Rivier College (Nashua, NH) Roanoke College (Salem, VA) Robert Morris University (Moon Township, PA)

**CUPA-HR**  
**National Faculty Salary Survey**  
**Responding Public and Private Institutions as of February 5, 2004 \***

<b>Institution Name</b>
Rochester Institute of Technology (Rochester, NY)
Rockhurst University (Kansas City, MO)
Rocky Mountain College (Billings, MT)
Roger Williams University (Bristol, RI)
Rollins College (Winter Park, FL)
Rose-Hulman Institute of Technology (Terre Haute, IN)
Rowan University (Glassboro, NJ)
Rutgers, The State University of New Jersey-New Brunswick (New Brunswick, NJ)
Sacred Heart University (Fairfield, CT)
Sage Colleges, The (Troy, NY)
Saint Anthony College of Nursing (Rockford, IL)
Saint Augustine's College (Raleigh, NC)
Saint Bonaventure University (St. Bonaventure, NY)
Saint Cloud State University (Saint Cloud, MN)
Saint Edward's University (Austin, TX)
Saint Francis College (Brooklyn, NY)
Saint Francis University (Loretto, PA)
Saint John Fisher College (Rochester, NY)
Saint John's College (Annapolis, MD)
Saint John's Seminary (Camarillo, CA)
Saint John's University (Jamaica, NY)
Saint John's University (Collegeville, MN)
Saint Joseph's College (Rensselaer, IN)
Saint Joseph's University (Philadelphia, PA)
Saint Louis University (Saint Louis, MO)
Saint Martin's College (Lacey, WA)
Saint Mary's College (Notre Dame, IN)
Saint Mary's College of California (Moraga, CA)
Saint Mary's College of Maryland (Saint Mary's City, MD)
Saint Mary's University (San Antonio, TX)
Saint Michael's College (Colchester, VT)
Saint Norbert College (De Pere, WI)
Saint Olaf College (Northfield, MN)
Saint Thomas University (Miami, FL)
Salem College (Winston-Salem, NC)
Salisbury University (Salisbury, MD)
Salve Regina University (Newport, RI)
Sam Houston State University (Huntsville, TX)
Samford University (Birmingham, AL)
Samuel Merritt College (Oakland, CA)
San Diego State University (San Diego, CA)
San Francisco Art Institute (San Francisco, CA)
San Francisco State University (San Francisco, CA)
Santa Clara University (Santa Clara, CA)
Schreiner University (Kerrville, TX)
Scripps College (Claremont, CA)
Seattle Pacific University (Seattle, WA)

**CUPA-HR**  
**National Faculty Salary Survey**  
**Responding Public and Private Institutions as of February 5, 2004 \***

<b>Institution Name</b>
Seattle University (Seattle, WA)
Seton Hill University (was Seton Hill College) (Greensburg, PA)
Shawnee State University (Portsmouth, OH)
Shenandoah University (Winchester, VA)
Siena College (Loudonville, NY)
Siena Heights University (Adrian, MI)
Simpson College (Redding, CA)
Smith College (Northampton, MA)
Sonoma State University (Rohnert Park, CA)
South Carolina State University (Orangeburg, SC)
South Dakota School of Mines and Technology (Rapid City, SD)
South Dakota State University (Brookings, SD)
Southeast Missouri State University (Cape Girardeau, MO)
Southeastern College of the Assemblies of God (Lakeland, FL)
Southeastern Louisiana University (Hammond, LA)
Southeastern Oklahoma State University (Durant, OK)
Southern Arkansas University (Magnolia, AR)
Southern California College of Optometry (Fullerton, CA)
Southern Illinois University-Carbondale (Carbondale, IL)
Southern Illinois University-Edwardsville (Edwardsville, IL)
Southern Methodist University (Dallas, TX)
Southern New Hampshire University (Manchester, NH)
Southern Oregon University (Ashland, OR)
Southern Polytechnic State University (Marietta, GA)
Southern University and A & M College-Baton Rouge (Baton Rouge, LA)
Southern Utah University (Cedar City, UT)
Southwest Baptist University (Bolivar, MO)
Southwest Minnesota State University (Marshall, MN)
Southwest Missouri State University-Springfield (Springfield, MO)
Southwestern Oklahoma State University (Weatherford, OK)
Spelman College (Atlanta, GA)
Spring Hill College (Mobile, AL)
Springfield College (Springfield, MA)
Stanford University (Stanford, CA)
State University of New York College of Environmental Science and Forestry (Syracuse, NY)
State University of New York College-Brockport (Brockport, NY)
State University of New York College-Geneseo (Geneseo, NY)
State University of New York College-Oneonta (Oneonta, NY)
State University of New York College-Oswego (Oswego, NY)
State University of New York College-Potsdam (Potsdam, NY)
State University of New York Institute of Technology-Utica-Rome (Utica, NY)
State University of New York-Binghamton (Binghamton, NY)
State University of West Georgia (Carrollton, GA)
Stephen F. Austin State University (Nacogdoches, TX)
Stetson University (DeLand, FL)
Susquehanna University (Selinsgrove, PA)
Syracuse University (Syracuse, NY)

**CUPA-HR**  
**National Faculty Salary Survey**  
**Responding Public and Private Institutions as of February 5, 2004 \***

Institution Name
Tabor College (Hillsboro, KS)
Tarleton State University (Stephenville, TX)
Taylor University (Upland, IN)
Teikyo Post University (Waterbury, CT)
Temple University (Philadelphia, PA)
Tennessee Technological University (Cookeville, TN)
Tennessee Temple University (Chattanooga, TN)
Texas A & M International University (Laredo, TX)
Texas A & M University-College Station (College Station, TX)
Texas A & M University-Commerce (Commerce, TX)
Texas A & M University-Corpus Christi (Corpus Christi, TX)
Texas A & M University-Kingsville (Kingsville, TX)
Texas Chiropractic College (Pasadena, TX)
Texas Christian University (Fort Worth, TX)
Texas Lutheran University (Seguin, TX)
Texas State University - San Marcos (San Marcos, TX)
Texas Tech University (Lubbock, TX)
Texas Woman's University (Denton, TX)
Thiel College (Greenville, PA)
Thomas Aquinas College (Santa Paula, CA)
Thomas College (Waterville, ME)
Thomas More College (Crestview Hills, KY)
Thunderbird, The American Graduate School of International Management (Glendale, AZ)
Tiffin University (Tiffin, OH)
Toccoa Falls College (Toccoa Falls, GA)
Touro University College of Osteopathic Medicine (Vallejo, CA)
Towson University (Baltimore, MD)
Trevecca Nazarene University (Nashville, TN)
Tri-State University (Angola, IN)
Trinity Christian College (Palos Heights, IL)
Trinity College (Washington, DC)
Trinity University (San Antonio, TX)
Troy State University (Troy, AL)
Troy State University-Dothan (Dothan, AL)
Troy State University-Montgomery (Montgomery, AL)
Truman State University (Kirksville, MO)
Tufts University (Somerville, MA)
Tulane University (New Orleans, LA)
Tuskegee University (Tuskegee, AL)
Uniformed Services University of the Health Sciences (Bethesda, MD)
Union College (Lincoln, NE)
Union Institute & University (was Union Institute) (Cincinnati, OH)
Union University (Jackson, TN)
United States Air Force Academy (USAF Academy, CO)
Unity College (Unity, ME)
University of Akron, The (Akron, OH)
University of Alabama-Huntsville (Huntsville, AL)

**CUPA-HR**  
**National Faculty Salary Survey**  
**Responding Public and Private Institutions as of February 5, 2004 \***

Institution Name
University of Alaska-Anchorage (Anchorage, AK)
University of Alaska-Fairbanks (Fairbanks, AK)
University of Alaska-Southeast (Juneau, AK)
University of Arkansas-Fort Smith (was Westark College) (Fort Smith, AR)
University of Arkansas-Little Rock (Little Rock, AR)
University of Central Arkansas (Conway, AR)
University of Central Florida (Orlando, FL)
University of Central Oklahoma (Edmond, OK)
University of Colorado-Colorado Springs (Colorado Springs, CO)
University of Colorado-Denver (Denver, CO)
University of Connecticut-Storrs (Storrs, CT)
University of Dallas (Irving, TX)
University of Dayton (Dayton, OH)
University of Delaware (Newark, DE)
University of Detroit Mercy (Detroit, MI)
University of Dubuque (Dubuque, IA)
University of Evansville (Evansville, IN)
University of Findlay, The (Findlay, OH)
University of Georgia (Athens, GA)
University of Hartford (West Hartford, CT)
University of Hawaii-Manoa (Honolulu, HI)
University of Houston-Clear Lake (Houston, TX)
University of Houston-Downtown (Houston, TX)
University of Houston-Victoria (Victoria, TX)
University of Idaho (Moscow, ID)
University of Illinois-Chicago (Chicago, IL)
University of Illinois-Springfield (Springfield, IL)
University of Illinois-Urbana-Champaign (Urbana, IL)
University of Indianapolis (Indianapolis, IN)
University of LaVerne (La Verne, CA)
University of Louisiana-Lafayette (Lafayette, LA)
University of Louisiana-Monroe (Monroe, LA)
University of Louisville (Louisville, KY)
University of Maine-Augusta, The (Augusta, ME)
University of Maine-Farmington (Farmington, ME)
University of Maine-Fort Kent (Fort Kent, ME)
University of Maine-Presque Isle (Presque Isle, ME)
University of Mary Hardin-Baylor (Belton, TX)
University of Maryland-Baltimore County (Baltimore, MD)
University of Maryland-College Park (College Park, MD)
University of Massachusetts-Amherst (Amherst, MA)
University of Massachusetts-Boston (Boston, MA)
University of Massachusetts-Dartmouth (North Dartmouth, MA)
University of Massachusetts-Lowell (Lowell, MA)
University of Memphis, The (Memphis, TN)
University of Miami (Coral Gables, FL)
University of Michigan-Dearborn (Dearborn, MI)

**CUPA-HR**  
**National Faculty Salary Survey**  
**Responding Public and Private Institutions as of February 5, 2004 \***

<b>Institution Name</b>
University of Michigan-Flint (Flint, MI)
University of Minnesota-Duluth (Duluth, MN)
University of Minnesota-Morris (Morris, MN)
University of Missouri-Saint Louis (Saint Louis, MO)
University of Montana-Missoula, The (Missoula, MT)
University of Montana-Western, The (was Western Montana College) (Dillon, MT)
University of Montevallo (Montevallo, AL)
University of Nebraska-Kearney (Kearney, NE)
University of Nebraska-Omaha (Omaha, NE)
University of Nevada-Reno (Reno, NV)
University of New England (Biddeford, ME)
University of New Hampshire (Durham, NH)
University of New Haven (West Haven, CT)
University of New Mexico-Valencia (Los Lunas, NM)
University of New Orleans (New Orleans, LA)
University of North Alabama (Florence, AL)
University of North Carolina-Asheville (Asheville, NC)
University of North Carolina-Charlotte (Charlotte, NC)
University of North Carolina-Greensboro (Greensboro, NC)
University of North Carolina-Pembroke (Pembroke, NC)
University of North Carolina-Wilmington (Wilmington, NC)
University of North Dakota-Main Campus (Grand Forks, ND)
University of North Florida (Jacksonville, FL)
University of North Texas (Denton, TX)
University of Northern Colorado (Greeley, CO)
University of Northern Iowa (Cedar Falls, IA)
University of Oklahoma Health Sciences Center (Oklahoma City, OK)
University of Oklahoma-Norman (Norman, OK)
University of Portland (Portland, OR)
University of Redlands (Redlands, CA)
University of Richmond (Richmond, VA)
University of Saint Francis (Fort Wayne, IN)
University of Saint Thomas (St. Paul, MN)
University of Saint Thomas (Houston, TX)
University of San Francisco (San Francisco, CA)
University of South Alabama (Mobile, AL)
University of South Carolina-Aiken (Aiken, SC)
University of South Carolina-Beaufort (Beaufort, SC)
University of South Dakota, The (Vermillion, SD)
University of Southern Indiana (Evansville, IN)
University of Tampa (Tampa, FL)
University of Tennessee Health Science Center (Memphis, TN)
University of Tennessee-Chattanooga (Chattanooga, TN)
University of Tennessee-Martin (Martin, TN)
University of Texas-Arlington (Arlington, TX)
University of Texas-Dallas (Richardson, TX)
University of Texas-El Paso (El Paso, TX)

**CUPA-HR**  
**National Faculty Salary Survey**  
**Responding Public and Private Institutions as of February 5, 2004 \***

Institution Name
University of Texas-Pan American (Edinburg, TX)
University of Texas-San Antonio (San Antonio, TX)
University of Texas-Tyler (Tyler, TX)
University of the District of Columbia (Washington, DC)
University of the Incarnate Word (San Antonio, TX)
University of the Ozarks (Clarksville, AR)
University of the Pacific-Stockton (Stockton, CA)
University of the South (Sewanee, TN)
University of Toledo (Toledo, OH)
University of Tulsa (Tulsa, OK)
University of Virginia (Charlottesville, VA)
University of West Alabama, The (Livingston, AL)
University of West Florida (Pensacola, FL)
University of Wisconsin-Eau Claire (Eau Claire, WI)
University of Wisconsin-Green Bay (Green Bay, WI)
University of Wisconsin-La Crosse (La Crosse, WI)
University of Wisconsin-Milwaukee (Milwaukee, WI)
University of Wisconsin-Oshkosh (Oshkosh, WI)
University of Wisconsin-Stevens Point (Stevens Point, WI)
University of Wisconsin-Stout (Menomonie, WI)
University of Wisconsin-Superior (Superior, WI)
University of Wisconsin-Whitewater (Whitewater, WI)
University of Wyoming (Laramie, WY)
Ursinus College (Collegeville, PA)
Ursuline College (Pepper Pike, OH)
Utah Valley State College (Orem, UT)
Valdosta State University (Valdosta, GA)
Valley City State University (Valley City, ND)
Valparaiso University (Valparaiso, IN)
Vanguard University of Southern California (Costa Mesa, CA)
Villa Julie College (Stevenson, MD)
Villanova University (Villanova, PA)
Virginia Wesleyan College (Norfolk, VA)
Viterbo University (La Crosse, WI)
Warner Southern College (Lake Wales, FL)
Warren Wilson College (Asheville, NC)
Washburn University of Topeka (Topeka, KS)
Washington and Jefferson College (Washington, PA)
Washington College (Chestertown, MD)
Wayne State College (Wayne, NE)
Webb Institute (Glen Cove, NY)
Weber State University (Ogden, UT)
Webster University (Webster Groves, MO)
West Texas A & M University (Canyon, TX)
West Virginia University Institute of Technology (Montgomery, WV)
Western Carolina University (Cullowhee, NC)
Western Connecticut State University (Danbury, CT)

**CUPA-HR**  
**National Faculty Salary Survey**  
**Responding Public and Private Institutions as of February 5, 2004 \***

Institution Name
Western Illinois University (Macomb, IL)
Western Kentucky University (Bowling Green, KY)
Western New England College (Springfield, MA)
Western New Mexico University (Silver City, NM)
Western State College (Gunnison, CO)
Western Washington University (Bellingham, WA)
Westminster College (Fulton, MO)
Westminster College (New Wilmington, PA)
Wheaton College (Norton, MA)
Wheaton College (Wheaton, IL)
Wheeling Jesuit University (Wheeling, WV)
Whittier College (Whittier, CA)
Whitworth College (Spokane, WA)
Wichita State University (Wichita, KS)
Widener University (Chester, PA)
Wilkes University (Wilkes-Barre, PA)
Willamette University (Salem, OR)
William Paterson University of New Jersey (Wayne, NJ)
William Penn University (Oskaloosa, IA)
Wilmington College (Wilmington, OH)
Winona State University (Winona, MN)
Winston-Salem State University (Winston-Salem, NC)
Winthrop University (Rock Hill, SC)
Wisconsin Lutheran College (Milwaukee, WI)
Wittenberg University (Springfield, OH)
Woodbury University (Burbank, CA)
Worcester Polytechnic Institute (Worcester, MA)
Wright State University-Main Campus (Dayton, OH)
Xavier University (Cincinnati, OH)
Xavier University of Louisiana (New Orleans, LA)
York College of Pennsylvania (York, PA)
Youngstown State University (Youngstown, OH)

\* There are 8 Institution still completing data