

NATIONAL FACULTY SALARY SURVEY

| For the 2006–07 |
Academic Year |

by Discipline and Rank in
Four-Year Colleges and Universities

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ACKNOWLEDGMENTS

Publication of the *2006–07 National Faculty Salary Survey by Discipline and Rank in Four-Year Colleges and Universities* marks the survey's twenty-sixth year (See Appendix B for a brief history of the survey). This year's survey reflects salary data for 205,208 faculty members and researchers at 824 institutions nationwide.

Salaries within each discipline are reported separately for the ranks of Professor, Associate Professor, Assistant Professor, New Assistant Professor, and Instructor. New this year, salaries are also reported for entry-level and senior-level researchers in ten selected disciplines.

We wish to thank our members for their support relative to survey design and content. CUPA-HR would not be able to offer a tool so central to the needs of higher education administrators without their continuing insight and advice.

In the CUPA-HR National Office, our research department staff coordinated and reviewed all aspects of survey analysis and report production. To ensure the accuracy of data, the research staff worked closely with the many human resource and institutional research professionals responsible for completing the survey. The efforts of these individuals are greatly appreciated. As always, we also want to thank Peerfocus, Inc., our partner and collaborator in Surveys Online.

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2006–07 NATIONAL FACULTY SALARY SURVEY BY DISCIPLINE AND RANK IN FOUR-YEAR COLLEGES AND UNIVERSITIES

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CONTENTS

Acknowledgments	ii
List of Tables	iv
Introduction	v
Survey Content	v
Survey Methodology	vii
Accessing Survey Results	viii
Profile of 2006–07 Participating Institutions	x
Salary Increases by Affiliation	xi
Salary Increases by Classification	xii
Salary Increases by Rank	xiii
Disciplines with Highest and Lowest Average Salaries	xiv
Distribution of Full Professors	xv
Distribution and Salaries of New Assistant Professors	xvi
Data Specifications	xvii
Description of Report Tables	xx
Appendices	
Appendix A: Pay Practices	A-1
Appendix B: Survey Questionnaire Sample	B-1
Appendix C: Survey Discipline Descriptions	C-1
Appendix D: Salary Comparison Worksheet	D-1
Appendix E: Responding Institutions	E-1

TABLES

2-Digit CIP Code Disciplines *	Page
[01.] Agriculture, Agriculture Operations, And Related Sciences	2
[03.] Natural Resources And Conservation	3
[04.] Architecture And Related Services	4
[05.] Area, Ethnic, Cultural, And Gender Studies	5
[09.] Communication, Journalism And Related Programs	6
[10.] Communications Technologies/Technicians And Support Services	7
[11.] Computer And Information Sciences And Support Services	8
[13.] Education	9
[14.] Engineering	10
[15.] Engineering Technologies/Technicians	11
[16.] Foreign Languages, Literatures, And Linguistics	12
[19.] Family And Consumer Sciences/Human Sciences	13
[22.] Legal Professions And Studies	14
[23.] English Language And Literature/Letters	15
[24.] Liberal Arts And Sciences, General Studies And Humanities	16
[25.] Library Science	17
[26.] Biological And Biomedical Sciences	18
[27.] Mathematics And Statistics	19
[30.] Multi/Interdisciplinary Studies	20
[31.] Parks, Recreation, Leisure And Fitness Studies	21
[38.] Philosophy And Religious Studies	22
[39.] Theology And Religious Vocations	23
[40.] Physical Sciences	24
[41.] Science Technologies/Technicians (no salary data reported)	25
[42.] Psychology	26
[43.] Security And Protective Services	27
[44.] Public Administration And Social Service Professions	28
[45.] Social Sciences	29
[50.] Visual And Performing Arts	30
[51.] Health Professions and Related Clinical Sciences	31
[52.] Business, Management, Marketing, And Related Support Services	32
[54.] History General	33
All Disciplines Combined (Excluding CIP 51.)	34
All Disciplines Combined (Including CIP 51.)	35
Entry-Level and Senior Level Researchers for Selected Disciplines	36
4-Digit CIP Code Disciplines	43
All Institutions	44
Public Institutions	90
Private Institutions	136

INTRODUCTION

CUPA-HR's *National Faculty Salary Survey by Discipline and Rank in Four-Year Colleges and Universities* (NFS Survey) provides comprehensive and up-to-date salary data. The survey has been conducted on an annual basis since 1982 (1981–82 academic year) and is designed to help college and university administrators effectively manage their human resource costs by providing a broad range of salary data with which to evaluate current faculty pay levels and plan compensation budgets.

This year's survey reflects salary data for 205,208 faculty members in public and private four-year colleges and universities nationwide.* New this year, salaries are also reported for entry-level and senior-level researchers in ten selected disciplines.

Important Changes in Reporting of Data

The 2006–07 survey gave institutions the option of reporting salaries in any of 332 4-digit CIP codes.

Starting this year, CUPA-HR is reporting **“un-weighted” rather than “weighted”** salary data in all survey reports. Un-weighted data more precisely reflects what institutions are paying, in that the average or median salary for a position is included only once for each participant school. Weighted data, in contrast, is more an indicator of what incumbents are earning, in that the average or median salary for a position is included once for each incumbent, thereby giving more weight to salaries paid by institutions with large numbers of incumbents. Another change made this year to comply with Department of Justice (DOJ) Safe Harbor Guidelines, is that salary data are reported only for 4-digit and 2-digit discipline ranks having at least **five responding institutions**; in the past the minimum number was four. Reporting un-weighted data also ensures our ability to provide results for the greatest number of positions, given Safe Harbor's 25% rule for weighted data (see below).

In DataOnDemand un-weighted data is now the default for reports and weighted data is a user selected option. To comply with DOJ Safe Harbor Guidelines the weighted data option provides salary data only for discipline ranks with 5 or more responding institutions **and** in which all responding institutions comprise 25.0% or less of the incumbents. If a discipline rank has at least 5 responding institutions but one institution represents more than 25% of the incumbents, salary data is not reported. To read a summary of the Safe Harbor Guidelines go to <http://www.ftc.gov/reports/hlth3s.htm#6> and select Statement 6.

If you believe we should cover additional disciplines, collect additional data, or make other improvements in our survey process, we welcome your suggestions. Our only objective is to meet the informational needs of CUPA-HR members in particular and of higher education institutions in general. Please send your suggestions to rsizemore@cupahr.org, and specify “NFS Survey Suggestions” in the subject line.

SURVEY CONTENT

The NFS Survey collects salary data for full-time faculty by discipline and rank. **Appendix C** describes the disciplines covered in the 2006–07 survey.

The survey collects both institution-specific and discipline-specific data. Institutional data are used primarily to create appropriate comparison groups and include whether a collective bargaining unit represents the faculty. Data collected as part of the survey process are summarized below. **Appendix B** describes the survey in greater detail.

* In the 2005–06 survey “new” assistant professors were mistakenly counted twice. As such, the correct number of faculty members reflected in last year's survey should have been 204,258 rather than 225,805.

Institution-specific data pre-loaded

- Institution name
- 2000 Carnegie classification
- 2005 Carnegie classification (**new**)
- Affiliation
 - Public
 - Private-independent
 - Private-religious
 - Private-for-profit
- Level of instruction
 - Undergraduate only
 - Graduate only
 - Both undergraduate and graduate
- NCAA Division

Institution-specific data collected by survey

- Structure type
 - Single unit institution, with one or multiple sites
 - Institution within a College or University System
 - System Office
- 2006–07 total operating budget
- Total endowment
- Cost of benefits
- Student enrollment for Fall 2006–07
 - Number of full-time students
 - Number of part-time students
 - Fall credit hours taken by part-time students
 - Full-time equivalent (FTE) student total
- Faculty size for Fall 2006–07
 - Number of full-time faculty
 - Number of part-time faculty
 - Fall course hours taught by part-time faculty
 - Full-time equivalent (FTE) faculty total
- Faculty represented by a union for the purpose of collective bargaining

Position-specific data collected by survey

The following information is collected separately within each discipline for the ranks of professor, associate professor, assistant professor, new assistant professor and instructor.

Assistant professor data also include new assistant professors.

- Number of faculty
- Average salary
- Lowest salary
- Highest salary

Delineation Of Disciplines

The NFS Survey defines disciplines based on the *Classification of Instructional Programs: 2000 Edition* published by the U.S. Department of Education's National Center for Education Statistics (NCES). Appendix C describes these disciplines and also includes a cross-walk of CIP-1990 codes.

The CIP taxonomy is a hierarchy organized on three levels:

- 2-digit codes define the most general groupings of related programs (XX)
- 4-digit codes define intermediate groupings of programs that have comparable content and objectives (XX.XX)
- 6-digit codes define specific instructional programs (XX.XXXX)

For example:

01. AGRICULTURE, AGRICULTURE OPERATIONS, AND RELATED SCIENCES.

Instructional programs that focus on agriculture and related sciences and that prepare individuals to apply specific knowledge, methods, and techniques to the management and performance of agricultural operations.

01.01 Agricultural Business and Management. Instructional content for this group of programs is defined in codes 01.0101 - 01.0199

01.0102 Agribusiness/Agricultural Business Operations. A program that prepares individuals to manage agricultural businesses and agriculturally related operations within diversified corporations. Includes instruction in agriculture, agricultural specialization, business management, accounting, finance, marketing, planning, human resources management, and other managerial responsibilities.

The NFS Survey reports data for both 2-digit and 4-digit code disciplines. Go to <http://nces.ed.gov/pubs2002/2002165.pdf> for more information on CIP-2000.

SURVEY METHODOLOGY

The *National Faculty Salary Survey By Discipline and Rank in Four-Year Colleges and Universities* is conducted entirely on the Web using Surveys Online, CUPA-HR's Web-based data collection and reporting system. This year's survey opened for data collection on September 7, 2006 and closed in January, 2007. An **Upload Option** was available that allowed respondents to upload a file of salary data to SurveysOnLine (SOL), saving the effort of manually keying each item.

Institutional identification information, including name, Carnegie classification 2000 and 2005, affiliation, level of instruction and NCAA division are preloaded and need to be updated only if they have changed. Other institutional information shown above is collected once for use with all salary surveys.

Thousands of real-time and server-side validation checks are built into the questionnaire. These checks flag data that are significantly different from data reported last year by an institution, or that are extremely low or high. A final validation check flags computational and other potential errors. In order to submit its survey, an institution has to correct all "fatal" errors and correct or annotate all "serious" errors. The validation checks streamline the data cleaning process and allow significantly faster turnaround time for results.

All data submitted by institutions for the *2006-07 NFS Survey* will be available online for the next five years. After that, the data will be archived, but still accessible upon request.

ACCESSING SURVEY RESULTS

CUPA-HR's salary surveys are excellent support tools for your benchmarking and planning processes. Each of our surveys affords you the ability to compare your institution's salaries for specific positions to those of your peer or aspiration institutions and to higher education as a whole, thus providing the basis for informed decisions. Results from the *2006–07 NFS Survey* can be accessed in three ways.

- **Survey Report**

This document provides an easy-to-read, national-level summary of salaries by discipline and rank for all institutions and for public and private institutions separately. For public institutions, data also are reported separately for faculty represented and not represented by a collective bargaining unit.

Salary Comparison Worksheet: **Appendix D** contains a worksheet for calculating percentage ratios that you can use to compare salaries for specific disciplines and ranks at your institution to those reported by survey participants, overall and by groups of institutions most closely resembling yours in type and size. Dividing your institution's salaries by those reported in the survey will give you a good indication of how much more or less you are paying for the same discipline and rank than other institutions.

- **DataOnDemand (DOD)**

DOD is a hands-on application that gives institutions and specified users direct access to survey data—from the date of purchase until January 31 of the following year. Users also have access to results for that survey from the prior four years. DOD is a great value as you can conduct your own analyses any time you want and as often as you want, using peer comparison groups that you create. Use of DOD is limited only by the four restrictions in place to protect confidentiality:

- No salary data are linked to a given institution (other than where a user has permission to see his or her institution's data).
- No salary data are reported for positions with fewer than five responding institutions.
- A comparison group must include a minimum of eight institutions that participated in the survey.
- Each comparison group created must differ by at least three institutions from all other existing and deleted comparison groups.

Using DOD is easy. In most instances, all you have to do is create your comparison group and run one of the *Faculty Survey* standard reports we have created to meet your informational needs.

- **Single Discipline Report:** Provides the average, median, lowest and highest of reported low and high salaries for one discipline, N of incumbents, N of institutions and your institution's salaries as a percentage of the comparison group's salaries. Report can be produced using un-weighted or weighted data. Output format: HTML.
- **Multi-Discipline Report:** Provides the average, median, minimum and maximum salary by rank for each 4-digit CIP code discipline, N of incumbents, N of institutions, your institution's salaries as a percentage of the comparison group's and salary percentile ranks 20, 25, 33, 40, 60, 67, 75, 80 **or** 10, 20, 30, 40, 60, 70, 80, 90. Report can be produced using un-weighted or weighted data. Output format: HTML, Excel or PDF.
- **Ordinal Rank Report:** Provides an anonymous listing of the average salary reported for each discipline rank by each responding institution, and the un-weighted or weighted average salary by position. Output format: HTML, PDF or Excel.

- **NFSS Aggregate Report:** Provides a rollup of 4-digit CIP Code data to the 2-digit level. The report shows the average, median, minimum and maximum salary by rank for each 2-digit CIP code discipline, your institution's salaries as a percentage of the comparison group's and salary percentile ranks 20, 25, 33, 40, 60, 67, 75, 80 **or** 10, 20, 30, 40, 60, 70, 80, 90. The report includes all 4-digit CIPS, even those with fewer than five responding institutions. Report can be produced using un-weighted or weighted data. Output format: HTML, Excel or PDF.
- **NFSS 2-Digit CIP Index Report:** Calculates overall and 2-digit CIP discipline-specific salary statistics for your comparison group based on a distribution of faculty that is the same as your own institution. The report shows the average and median salary and N of incumbents by rank for all disciplines combined and for each discipline rank, and also your institution's salaries as a percentage of the comparison group's. Report can be produced using un-weighted or weighted data. Output format: HTML.
- **NFSS 4-Digit CIP Index Report:** Same as above but for 4-digit CIP code disciplines. Output format: HTML.
- **Researchers Report:** Provides average, median, minimum and maximum salary data for faculty researchers by discipline, N of incumbents, N of institutions, your institution's salaries as a percentage of the comparison group's and salary percentile ranks 20, 25, 33, 40, 60, 67, 75, 80 **or** 10, 20, 30, 40, 60, 70, 80, 90. Report can be produced using un-weighted or weighted data. Output format: HTML, Excel or PDF.

In addition to the above, you also can create slide shows and presentations, and even conduct your own informal *Geographical Statistical Area (GSA)* analyses by using the New Group Wizard to create comparison groups based on Metropolitan Statistical Areas.

DOD is available to all higher education institutions, regardless of survey participation. Institutions may have multiple users for each DOD subscription. For maximum value, we recommend purchasing a survey report *and* access to DataOnDemand. We offer discount pricing for purchases of multiple reports and multiple subscriptions to DataOnDemand. Whether you are part of an institution, system, or consortium, you can use these discounts to reduce your overall costs.

- **Special Studies**

Special studies are custom reports produced by the CUPA-HR research staff, based upon selection criteria specified by you, but subject to the same restrictions noted above. Prior to DOD, custom analyses could only be done through special studies. We still conduct special studies upon request, but DOD provides a far greater value for the money. The format for special studies is the same as DOD standard reports. We do not offer discounts for special studies.

Geographical Statistical Area (GSA) Report: CUPA-HR's research staff also can produce a GSA Report upon request. This report presents higher education-specific, geographically-based salary data as weighted averages within Metropolitan Statistical Areas (MSA) as defined by the U.S. Government. GSA reports are used by compensation administrators to review salary data pertinent to the local labor market and by international educators to determine prevailing wages for specific job codes as part of the H-1B Visa process. The format for the GSA report is the same as DOD standard reports.

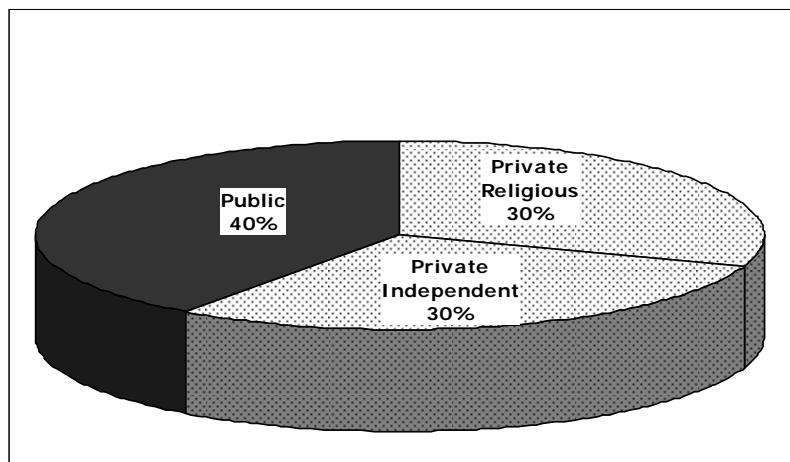
Go to www.cupahr.org to order DataOnDemand and Special Studies.

PROFILE OF 2006–07 PARTICIPATING INSTITUTIONS

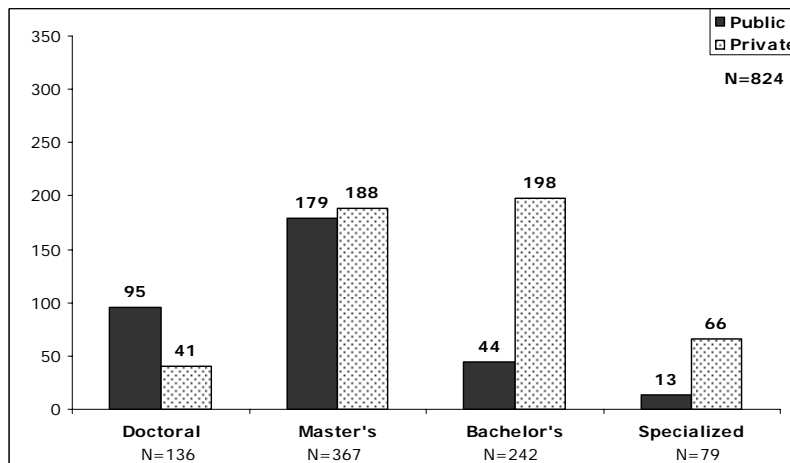
This year's NFS Survey was completed by 824 higher education institutions. Approximately 92% (758) of the responding institutions also completed the 2005–06 survey. **Appendix E** lists survey participants in alphabetical order, along with each institution's FICE Code, Carnegie classification, state, and whether the institution's faculty is unionized. Public and private institutions are listed separately.

The charts below describe this year's respondents. Public institutions comprise 40.0% (331) of the 2006–07 respondents, and private institutions 60.0% (493). The responding private institutions are almost equally split between religiously affiliated (250) and independent institutions (243). In terms of classification, master's colleges and universities are the largest group of participants at 44.5% (367), and are about equally split between public and private institutions. Baccalaureate colleges comprise 29.3% (242) of the respondents. Doctoral institutions comprise 16.5% (136) of the respondents and about two-thirds are public. Specialized institutions are the smallest segment of respondents at 9.7% (79), and almost all are private institutions. About 33% (109) of the responding public institutions report that their faculties are unionized.

% Distribution of Survey Respondents by Affiliation
CUPA-HR 2006–07 NFS Survey



N Distribution of 2006–07 Survey Respondents by Affiliation
CUPA-HR 2006–07 NFS Survey



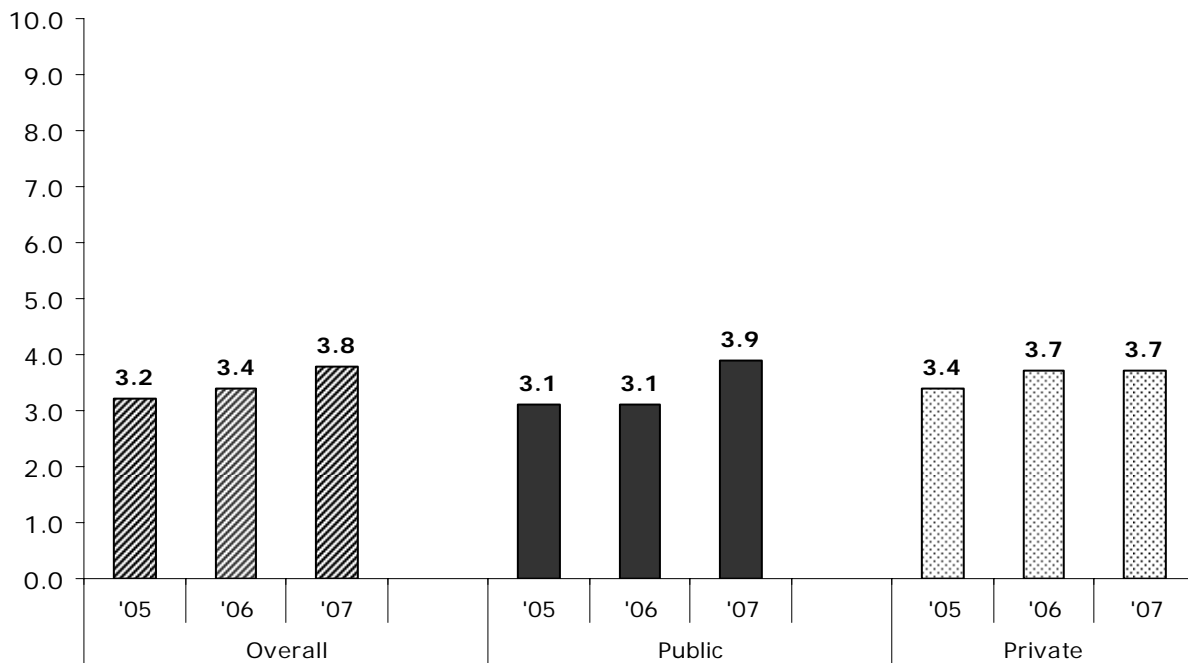
SALARY INCREASES BY AFFILIATION

This year's survey reflects salary data for 205,208 faculty members (including researchers) at four-year colleges and universities nationwide. Of this number, 137,523 are at public institutions and 67,685 are at private institutions.

The overall increase in the average salary this year for all institutions participating in the survey both this year and last is 3.8%, up from last year's average of 3.4%¹. Salary increases at public institutions are higher this year at 3.9%. In contrast, the overall increase at private institutions was the same as last year at 3.7%.

% Increase in Overall Average Salary and by Affiliation

CUPA-HR 2006-07 NFS Survey



* Survey years reported in table: '03-'04, '04-'05, '05-'06, '06-'07

¹ **Method of Calculating Median Salary Increase:** Percent change is determined for each pair of salaries reported by institutions for the current and prior year, and the median of the percent change calculated.

SALARY INCREASES BY CLASSIFICATION

In terms of the 2000 Carnegie Classification, the increase in average salary is highest at public baccalaureate institutions (4.2%), of which there are only a few. The smallest increase in salary was 3.1% at private specialized institutions, followed by private master's institutions at 3.6%. All other groups had increases of 3.8% or 3.9%.

% Increase in Salary by 2000 Carnegie Classification

CUPA-HR 2006-07 NFS Survey

Doctoral Institutions	2004-05	2005-06	2006-07
All	3.3	3.4	3.9
Private	3.1	4.0	3.8
Public	3.4	3.3	3.9

Master's Institutions	2004-05	2005-06	2006-07
All	3.1	3.3	3.8
Private	3.5	3.7	3.6
Public	3.0	3.0	3.9

Bachelor's Institutions	2004-05	2005-06	2006-07
All	3.2	3.4	4.0
Private	3.2	3.5	3.9
Public	3.0	3.0	4.2

Specialized Institutions	2004-05	2005-06	2006-07
All	3.7	3.2	3.4
Private	3.7	3.2	3.1
Public	3.7	3.1	3.8

SALARY INCREASES BY RANK

Increases in average salary by rank ranged from a low of 3.4% for new assistant professors at public institutions to a high of 4.2% for this same group at private institutions. Increases for all other ranks ranges from 3.6% to 4.1%. Increases were slightly greater at public than at private institutions for all but new assistant professors; increases last year were greater at private institutions.

% Increase in Salary by Rank

CUPA-HR 2006-07 NFS Survey

Professor	2004-05	2005-06	2006-07
All	3.3	3.4	4.0
Private	3.5	3.7	3.7
Public	3.1	3.1	4.1

Associate Professor	2004-05	2005-06	2006-07
All	3.2	3.4	3.9
Private	3.4	3.7	3.8
Public	3.1	3.1	3.9

Assistant Professor	2004-05	2005-06	2006-07
All	3.2	3.4	3.8
Private	3.4	3.7	3.7
Public	3.1	3.1	3.8

New Assistant Professor	2004-05	2005-06	2006-07
All	2.9	3.0	3.6
Private	3.2	3.8	4.2
Public	2.8	2.9	3.4

Instructor	2004-05	2005-06	2006-07
All	3.0	3.2	3.7
Private	3.1	3.4	3.6
Public	3.0	3.0	3.8

DISCIPLINES WITH HIGHEST AND LOWEST AVERAGE SALARIES

The same three disciplines have the highest average salary at all ranks in both private and public institutions, and the legal profession continues to be the highest paid discipline across all ranks. In contrast, the lowest paid disciplines at all ranks tend to be different for private and public institutions.

2-Digit Disciplines with Highest Average Salaries– Private and Public Un-Weighted by Rank *CUPA-HR 2006–07 NFS Survey*

Private	Public	Professor
\$122,627	\$119,557	[22.] Legal Professions And Studies
\$98,400	\$104,854	[14.] Engineering
\$94,810	\$101,039	[52.] Business, Management, Marketing, And Related Support Services

Private	Public	Associate Professor
\$93,408	\$88,989	[22.] Legal Professions And Studies
\$78,502	\$85,663	[52.] Business, Management, Marketing, And Related Support Services
\$78,430	\$80,369	[14.] Engineering

Private	Public	Assistant Professor
\$79,487	\$76,780	[22.] Legal Professions And Studies
\$69,829	\$80,757	[52.] Business, Management, Marketing, And Related Support Services
\$68,995	\$70,270	[14.] Engineering

Private	Public	Instructor
\$59,857	\$63,569	[22.] Legal Professions And Studies
\$53,057	\$51,437	[52.] Business, Management, Marketing, And Related Support Services
\$50,927	\$51,697	[14.] Engineering

2-Digit Disciplines with Lowest Average Salaries – Private and Public Un-Weighted by Rank *CUPA-HR 2006–07 NFS Survey*

Private	Public	Professor
\$69,727		[19.] Family and Consumer Sciences/Human Sciences
\$69,511	\$75,675	[31.] Parks, Recreation, Leisure And Fitness Studies
\$66,706		[39.] Theology and Religious Vocations
	\$74,557	[23.] English Language And Literature/Letters
	\$73,106	[50.] Visual And Performing Arts

Private	Public	Associate Professor
\$56,495		[25.] Library Science
\$55,703		[24.] Liberal Arts and Sciences, General Studies and Humanities
\$55,518		[39.] Theology and Religious Vocations
	\$57,987	[54.] History
	\$57,612	[50.] Visual and Performing Arts
	\$57,437	[23.] English Language and Literature/Letters

Private	Public	Assistant Professor
\$47,187		[24.] Liberal Arts and Sciences, General Studies and Humanities
\$46,599		[01.] Agriculture, Agriculture Operations, And Related Sciences
\$45,953		[25.] Library Science
	\$47,741	[54.] History
	\$47,559	[23.] English Language and Literature/Letters
	\$47,524	[50.] Visual and Performing Arts

Private	Public	Instructor
\$39,324	\$36,565	[23.] English Language and Literature/Letters
\$39,297		[39.] Theology and Religious Vocations
\$37,006		[10.] Communications Technologies/Technicians and Support Services
	\$37,271	[38] Philosophy and Religious Studies
	\$36,902	[16.] Foreign Languages, Literatures, and Linguistics

DISTRIBUTION OF FULL PROFESSORS

There are significant differences among disciplines in the distribution of faculty by rank. The tables below show those with the highest and lowest percentage of full professors at private and public institutions. As in salary, the legal profession tops the highest percentage list for both private and public institutions.

2-Digit Disciplines with Highest and Lowest Percentage of Full Professors - Private and Public

CUPA-HR 2006–07 NFS Survey

Private	Public	Highest
58.6%	58.2%	[22.] Legal Professions And Studies
53.2%	47.1%	[01.] Agriculture, Agriculture Operations, and Related Sciences
42.1%	45.1%	[14.] Engineering

Private	Public	Lowest
15.3%	21.8%	[51.] Health Professions and Related Clinical Sciences
17.7%		[09.] Communication, Journalism and Related Programs
18.4%	17.9%	[25.] Library Science
	21.8%	[31.] Parks, Recreation, Leisure and Fitness Studies

DISTRIBUTION AND SALARIES OF NEW ASSISTANT PROFESSORS

The disciplines with the highest and lowest percentage of new assistant professors are listed below. At private institutions, percentages range from a high of 8.9% for Area, Ethnic, Cultural and Gender Services to a low of 2.8% for Computer and Information Sciences and Engineering. At public institutions, the percentage is highest for Physical Sciences (11.7%) and lowest for Legal Profession and Studies and Agriculture, Agriculture Operations, and Related Sciences (3.5%).

2-Digit Disciplines with Highest and Lowest Percentage of "New" Assistant Professors - Private and Public

CUPA-HR 2006–07 NFS Survey

Private	Public	Highest
8.9%	7.8%	[05.] Area, Ethnic, Cultural and Gender Studies
8.0%		[15.] Library Sciences
6.3%	6.9%	[43.] Security and Protective Services
	11.7%	[40.] Physical Sciences

Private	Public	Lowest
2.8%	4.0%	[11.] Computer and Information Sciences and Support Services
2.8%		[14.] Engineering
3.0%	3.5%	[22.] Legal Professions and Studies
	3.5%	[01.] Agriculture, Agriculture Operations, and Related Services

For new assistant professors, the disciplines with the highest average salary are the same as those for all other ranks. The one exception is in public institutions where Computer and Information Sciences is one of the three top paid disciplines for new assistant professors. In contrast, and as was the case for the other ranks, the lowest paid disciplines are mostly different for private and public institutions.

2-Digit Disciplines with Highest and Lowest Average Salaries for "New" Assistant Professors - Un-Weighted by Rank; Private and Public

CUPA-HR 2006–07 NFS Survey

Private	Public	Highest Average Salary
\$82,517	\$79,018	[22.] Legal Professions And Studies
\$74,572	\$86,200	[52.] Business, Management, Marketing, And Related Support Services
\$66,774		[14.] Engineering
	\$70,937	[11.] Computer and Information Sciences and Support Services

Private	Public	Lowest Average Salary
\$47,217		[38] Philosophy and Religious Studies
\$45,665		[39.] Theology and Religious Vocations
\$44,689		[25.] Library Science
	\$47,084	[54.] History
	\$46,309	[23.] English Language and Literature/Letters
	\$44,976	[24.] Liberal Arts and Sciences, General Studies and Humanities

DATA SPECIFICATIONS

Respondents were asked to observe the following specifications in reporting data:

- Salaries are those in effect as of October 15, 2006.
- Salaries are for full-time faculty only (see **Full-Time Faculty** below).
- Salaries are base salary only, and do not include non-salary compensation such as housing allowances or stipends.
- Salaries are reported in terms of full-time, 9–10 month contracts only (see **Contract Length** below).
- Faculty members are reported in one discipline only (see **Assignment of Faculty to Disciplines** below).
- Enrollment is stated in terms of full-time equivalent students. Most institutions reported enrollment information. For those few that did not, last year's enrollment information was used (if available) or the most recent IPEDs data.
- Budget figures represent total operating budget for educational and general operations and auxiliary enterprises, including research funds and **funded** student aid. It does not include unfunded student aid (discounts) or capital funds. Previously unfunded aid was included. Most institutions reported budget information. For those few that did not, last year's budget information was used (if available) or the most recent IPEDs data.
- The 2000 Carnegie Classification is used in this report to classify institutions based on their degree-granting activities into the following four groups. A fifth group, Specialized Institutions, are not broken out separately in the Carnegie-related tables, but are included in the final "All Institutions" column. In DataOnDemand, institutions (including specialized) are classified by both group and sub-group.
 - **Doctorate-granting institutions**
 - > Doctoral/Research Universities–Extensive [DR EXT]: These institutions typically offer a wide range of baccalaureate programs, and they are committed to graduate education through the doctorate. During the period studied, they awarded 50 or more doctoral degrees per year across at least 15 disciplines.
 - > Doctoral/Research Universities–Intensive [DR INT]: These institutions typically offer a wide range of baccalaureate programs, and they are committed to graduate education through the doctorate. During the period studied, they awarded at least ten doctoral degrees per year across three or more disciplines, or at least 20 doctoral degrees per year overall.
 - **Master's Colleges and Universities**
 - > Master's Colleges and Universities I [MA I]: These institutions typically offer a wide range of baccalaureate programs, and they are committed to graduate education through the master's degree. During the period studied, they awarded 40 or more master's degrees per year across three or more disciplines.
 - > Master's Colleges and Universities II [MA II]: These institutions typically offer a wide range of baccalaureate programs, and they are committed to graduate education through the master's degree. During the period studied, they awarded 20 or more master's degrees per year.

- **Baccalaureate Colleges**

- > Baccalaureate Colleges–Liberal Arts [BA LA]: These institutions are primarily undergraduate colleges with major emphasis on baccalaureate programs. During the period studied, they awarded at least half of their baccalaureate degrees in liberal arts fields.
- > Baccalaureate Colleges–General [BA GEN]: These institutions are primarily undergraduate colleges with major emphasis on baccalaureate programs. During the period studied, they awarded less than half of their baccalaureate degrees in liberal arts fields.
- > Baccalaureate/Associate’s Colleges [BA AA]: These institutions are undergraduate colleges where the majority of conferrals are at the sub-baccalaureate level (associate’s degrees and certificates). During the period studied, bachelor’s degrees accounted for at least ten percent but less than half of all undergraduate awards.

Full-Time Faculty

Salary data are reported for full-time faculty only. Full-time faculty is defined as faculty on annual contracts of at least nine months, and whose teaching/research represents **more than half of their duties**.

Survey includes:

- Professors, associate professors, assistant professors, new assistant professors, and instructors.
 - Include positions regardless of whether they are tenured, tenure-track, or nontenure-track appointments.
 - Equate clinical duties with teaching/research duties when determining whether teaching/research represents more than half of a faculty member’s duties.
 - Report salaries for new assistant professors twice: once with all assistant professors and once separately. New assistant professors are all Fall 2006 external or internal hires to this position.
 - Report salaries for the position immediately below the rank of assistant professor as instructors. Do not include data for adjunct faculty ranks such as lecturer.
- Department chairs and other administrative staff who hold full-time faculty rank and whose teaching/research represents more than half of their duties.
 - Report the contracted faculty salaries for these positions. Compensation, such as stipends, for administrative, managerial, or other responsibilities should not be reported.
 - Do not adjust the contracted faculty salaries to reflect a reduced teaching load.
- Faculty on sabbatical (report their regular salaries, even though they may receive reduced pay while on leave).
- Coaches with faculty status who teach/research more than half time, independent of their coaching duties.
- Researchers in ten selected disciplines are also reported separately.

Survey excludes:

- Adjunct faculty or others who teach/research full-time (except for researchers in 10-selected disciplines as note above), but on a **temporary** basis (such as a semester);
- Adjunct faculty or others who teach/research **half time or less** on a limited, ad hoc basis;

- Visiting faculty, regardless of whether they have full-time contracts of at least nine months;
- Replacements for faculty on sabbatical;
- Retirees on staff who are paid below or above the market rate for their rank and discipline;
- Individuals on leave without pay;
- Faculty whose services are valued by bookkeeping entries rather than by full cash transactions, such as members of religious orders;
- Teaching/research faculty who, as members of the military, are paid on a salary scale different from that for civilian employees; and
- Administrative officers with titles such as dean of instruction, academic dean, dean of faculty, dean of students, librarian, or registrar.

Assignment of Faculty to Disciplines

Disciplines are defined from the *Classification of Instructional Programs: 2000 Edition* published by the U.S. Department of Education's National Center for Education Statistics (NCES). This publication replaces the previously used CIP-1990. Crosswalk information is provided where needed.

The CIP taxonomy is a hierarchy organized on three levels:

- 2-digit codes define the most general groupings of related programs (XX)
- 4-digit codes define intermediate groupings of programs that have comparable content and objectives (XX.XX)
- 6-digit codes define specific instructional programs (XX.XXXX)

For example:

01. AGRICULTURE, AGRICULTURE OPERATIONS, AND RELATED SCIENCES.

Instructional programs that focus on agriculture and related sciences and that prepare individuals to apply specific knowledge, methods, and techniques to the management and performance of agricultural operations.

01.02 Agricultural Business and Management. Instructional content for this group of programs is defined in codes 01.0101 - 01.0199

01.0102 Agribusiness/Agricultural Business Operations. A program that prepares individuals to manage agricultural businesses and agriculturally related operations within diversified corporations. Includes instruction in agriculture, agricultural specialization, business management, accounting, finance, marketing, planning, human resources management, and other managerial responsibilities.

Go to <http://nces.ed.gov/pubs2002/2002165.pdf> for more information on CIP-2000.

Each faculty member is reported in only one discipline (i.e. CIP code). In most instances, the disciplines reported represent divisions or departments within an institution, such as the History Department or the Chemistry Department.

- If a faculty member has a joint appointment in two or more disciplines (for example, sociology and anthropology), his or her full 9–10 month salary should be reported once in the most appropriate discipline.
- If an institution has an “interdisciplinary” division/department, the salaries for its faculty are reported in this division/department, even though its members may teach/research in several related, but different, discipline groups. For example, if an institution has a Department of Social Sciences (CIP 45.) with faculty that teach/research in Anthropology (CIP 45.02), Economics (CIP 45.06), Political Science and Government (45.10), and

Sociology (45.11), their salary data should have been reported in CIP 45. and not in the other disciplines.

Contract Length

Salaries are reported in terms of full-time 9–10 month contracts.

- A full-time 9–10 month contract covers teaching/researching two semesters, three quarters, two 4-month sessions, or the equivalent.
- Salaries of a full-time 11–12 month contract are converted to a full-time 9–10 month contract by multiplying the 11–12 month salary by 9/11 or .818.

DESCRIPTION OF REPORT TABLES

Results are reported by discipline and faculty rank for all institutions and for public and private institutions separately. For public institutions, data also are reported separately for faculty represented versus not represented by a union for the purposes of collective bargaining. For each faculty rank within a discipline, the following information is reported:

- **Un-Weighted Average Salary:** Sum of the full-time 9–10 month salaries divided by the number of responding institutions.
- **Highest Salary:** Highest full-time 9–10 month salary.
- **Lowest Salary:** Lowest full-time 9–10 month salary.
- **Faculty Mix:** The percent of faculty members in a given discipline that hold a given rank.
- **Salary Factor:** The ratio, for a given rank and discipline, of the average salary to the average salary across all disciplines.
- **Number of Faculty:** The number of faculty members contributing to the Average Salary for a given rank.
- **Number of Institutions:** The number of institutions reporting salary data for a given rank.

SELECTED SALARY TABLES

All 2-Digit CIP Disciplines

Six 4-Digit CIP Disciplines

Important Changes in Reporting of Data

The 2006–07 survey gave institutions the option of reporting salaries in any of 332 4-digit CIP codes.

Starting this year, CUPA-HR is reporting **“un-weighted” rather than “weighted”** salary data in all survey reports. Un-weighted data more precisely reflects what institutions are paying, in that the average or median salary for a position is included only once for each participant school. Weighted data, in contrast, is more an indicator of what incumbents are earning, in that the average or median salary for a position is included once for each incumbent, thereby giving more weight to salaries paid by institutions with large numbers of incumbents. Another change made this year to comply with Department of Justice (DOJ) Safe Harbor Guidelines is that salary data are reported only for 4-digit and 2-digit discipline ranks having at least **five responding institutions**; in the past the minimum number was four. Reporting un-weighted data also ensures our ability to provide results for the greatest number of positions, given Safe Harbor’s 25% rule for weighted data (see below).

In DataOnDemand un-weighted data is now the default for reports and weighted data is a user selected option. To comply with DOJ Safe Harbor Guidelines the weighted data option provides salary data only for discipline ranks with 5 or more responding institutions **and** in which all responding institutions comprise 25.0% or less of the incumbents. If a discipline rank has at least 5 responding institutions but one institution represents more than 25% of the incumbents, salary data is not reported. To read a summary of the Safe Harbor Guidelines go to <http://www.ftc.gov/reports/hlth3s.htm#6> and select Statement 6.

**CUPA-HR National Faculty Salary Survey
All Institutions**

Discipline and Rank	UN-WEIGHTED AVERAGE*		WEIGHTED AVERAGE*	
	2006-07	2005-06	2006-07	2005-06
[01.] AGRICULTURE, AGRICULTURE OPERATIONS, AND RELATED SCIENCES				
Professor	82,089	79,097	88,303	82,974
Associate Professor	65,567	62,709	68,128	64,667
Assistant Professor	55,614	53,942	57,614	55,315
New Assistant Professor	57,329	55,911	57,046	56,288
Instructor	41,656	39,251	43,598	40,998
[03.] NATURAL RESOURCES AND CONSERVATION				
Professor	83,644	81,781	88,658	85,141
Associate Professor	63,094	62,133	66,098	64,326
Assistant Professor	53,726	51,773	54,584	53,200
New Assistant Professor	52,599	51,025	53,020	51,262
Instructor	43,619	41,682	42,757	41,482
[04.] ARCHITECTURE AND RELATED SERVICES				
Professor	88,652	82,903	89,387	85,441
Associate Professor	68,950	65,978	69,912	67,086
Assistant Professor	55,194	53,433	55,466	53,593
New Assistant Professor	55,591	53,688	55,679	54,101
Instructor	45,289	45,664	45,928	44,715
[05.] AREA, ETHNIC, CULTURAL, AND GENDER STUDIES				
Professor	91,065	88,713	95,269	90,973
Associate Professor	67,082	63,707	70,158	66,427
Assistant Professor	54,414	52,457	55,814	53,655
New Assistant Professor	54,625	50,792	55,468	51,099
Instructor	41,783	39,263	40,293	38,548
[09.] COMMUNICATION, JOURNALISM AND RELATED PROGRAMS				
Professor	77,307	74,708	80,523	77,496
Associate Professor	59,549	57,806	62,101	60,411
Assistant Professor	50,027	48,454	51,162	49,515
New Assistant Professor	48,637	47,479	48,969	47,806
Instructor	41,230	38,816	41,044	38,806
[10.] COMMUNICATIONS TECHNOLOGIES/TECHNICIANS AND SUPPORT SERVICES				
Professor	80,400	79,050	79,117	79,178
Associate Professor	60,032	61,886	63,056	66,244
Assistant Professor	49,955	51,150	51,124	52,973
New Assistant Professor	51,721	46,752	54,131	46,959
Instructor	40,144	46,581	45,064	45,942
[11.] COMPUTER AND INFORMATION SCIENCES AND SUPPORT SERVICES				
Professor	91,181	88,734	102,427	98,705
Associate Professor	74,780	73,163	81,622	78,944
Assistant Professor	65,622	64,470	70,701	69,178
New Assistant Professor	68,390	66,124	70,569	68,257
Instructor	47,505	45,827	48,205	46,672
[13.] EDUCATION				
Professor	76,089	73,967	81,244	78,179
Associate Professor	60,276	58,519	62,865	60,615
Assistant Professor	51,086	49,280	52,095	50,296
New Assistant Professor	50,327	48,361	51,032	49,333
Instructor	42,285	40,378	42,118	40,344
[14.] ENGINEERING				
Professor	102,954	99,620	112,530	107,961
Associate Professor	79,759	77,523	82,781	80,206
Assistant Professor	69,896	67,879	72,195	70,019
New Assistant Professor	69,510	68,112	70,397	68,707
Instructor	51,535	49,277	52,041	49,592
[15.] ENGINEERING TECHNOLOGIES/TECHNICIANS				
Professor	78,288	78,859	78,527	79,446
Associate Professor	64,900	64,240	65,630	65,687
Assistant Professor	57,452	56,222	57,435	56,114
New Assistant Professor	57,672	56,210	57,121	56,113
Instructor	44,232	43,633	45,614	43,452
[16.] FOREIGN LANGUAGES, LITERATURES, AND LINGUISTICS				
Professor	78,279	75,962	83,006	79,964
Associate Professor	59,836	58,429	61,737	60,068
Assistant Professor	49,897	48,049	50,533	48,900
New Assistant Professor	48,174	46,604	48,550	47,016
Instructor	39,137	37,938	38,326	37,111
[19.] FAMILY AND CONSUMER SCIENCES/HUMAN SCIENCES				
Professor	78,255	76,346	84,121	79,665
Associate Professor	61,948	60,780	64,457	62,437
Assistant Professor	51,238	50,095	53,083	51,055
New Assistant Professor	50,869	49,634	52,175	49,988
Instructor	40,320	38,699	39,869	38,486

**CUPA-HR National Faculty Salary Survey
All Institutions**

Discipline and Rank	UN-WEIGHTED AVERAGE*		WEIGHTED AVERAGE*	
	2006-07	2005-06	2006-07	2005-06
[22.] LEGAL PROFESSIONS AND STUDIES				
Professor	121,301	115,268	143,012	136,634
Associate Professor	91,509	85,925	103,378	98,530
Assistant Professor	78,294	76,148	84,154	81,005
New Assistant Professor	81,009	77,439	84,040	79,437
Instructor	61,095	56,535	63,282	56,667
[23.] ENGLISH LANGUAGE AND LITERATURE/LETTERS				
Professor	74,040	71,662	79,321	76,413
Associate Professor	57,598	55,676	59,862	57,921
Assistant Professor	47,724	46,362	48,408	47,249
New Assistant Professor	47,357	45,201	47,596	45,882
Instructor	37,573	36,466	35,850	34,712
[24.] LIBERAL ARTS AND SCIENCES, GENERAL STUDIES AND HUMANITIES				
Professor	75,029	74,387	76,624	74,228
Associate Professor	58,144	56,230	61,513	59,982
Assistant Professor	48,137	47,417	47,358	48,635
New Assistant Professor	48,879	47,910	50,645	47,094
Instructor	42,894	39,060	39,737	38,620
[25.] LIBRARY SCIENCE				
Professor	79,309	73,659	81,215	77,583
Associate Professor	60,583	59,094	66,832	65,296
Assistant Professor	49,382	46,415	51,174	47,972
New Assistant Professor	49,044	49,245	50,650	49,783
Instructor	45,195	38,931	47,370	41,059
[26.] BIOLOGICAL AND BIOMEDICAL SCIENCES				
Professor	82,612	80,230	91,382	90,040
Associate Professor	62,677	60,335	65,903	63,929
Assistant Professor	52,510	50,994	55,681	54,101
New Assistant Professor	52,275	50,883	52,913	51,883
Instructor	41,103	39,480	41,750	39,798
[27.] MATHEMATICS AND STATISTICS				
Professor	77,963	75,574	87,281	84,059
Associate Professor	60,723	59,239	63,444	61,647
Assistant Professor	51,677	49,777	53,408	51,547
New Assistant Professor	52,108	49,524	52,335	50,151
Instructor	39,377	38,903	38,706	37,761
[30.] MULTI/INTERDISCIPLINARY STUDIES				
Professor	83,519	82,011	84,891	83,214
Associate Professor	63,231	62,547	63,683	62,098
Assistant Professor	51,524	50,558	52,282	51,710
New Assistant Professor	53,730	45,346	53,581	45,928
Instructor	40,502	39,634	39,816	38,060
[31.] PARKS, RECREATION, LEISURE AND FITNESS STUDIES				
Professor	73,474	71,327	75,574	73,748
Associate Professor	59,352	57,427	61,777	59,905
Assistant Professor	49,617	47,910	51,189	49,618
New Assistant Professor	50,287	48,237	50,509	49,597
Instructor	41,034	39,898	40,792	39,413
[38.] PHILOSOPHY AND RELIGIOUS STUDIES				
Professor	77,577	75,417	84,148	82,030
Associate Professor	59,290	57,272	61,430	59,429
Assistant Professor	49,162	47,342	50,107	48,162
New Assistant Professor	47,894	46,768	48,113	46,785
Instructor	39,405	38,264	38,704	37,906
[39.] THEOLOGY AND RELIGIOUS VOCATIONS				
Professor	66,706	64,185	72,877	68,214
Associate Professor	55,518	53,585	58,682	56,943
Assistant Professor	47,310	45,225	47,960	45,927
New Assistant Professor	45,665	44,374	45,746	44,731
Instructor	39,732	40,078	39,110	41,072
[40.] PHYSICAL SCIENCES				
Professor	81,329	78,671	92,927	89,187
Associate Professor	62,031	60,046	65,030	62,743
Assistant Professor	52,659	50,820	54,557	52,775
New Assistant Professor	52,395	50,926	53,150	51,354
Instructor	40,076	39,206	41,503	40,256
[41.] SCIENCE TECHNOLOGIES/TECHNICIANS				
Professor	76,374	64,554	76,513	68,888
Associate Professor				
Assistant Professor				
New Assistant Professor				
Instructor				

**CUPA-HR National Faculty Salary Survey
All Institutions**

Discipline and Rank	UN-WEIGHTED AVERAGE*		WEIGHTED AVERAGE*	
	2006-07	2005-06	2006-07	2005-06
[42.] PSYCHOLOGY				
Professor	76,949	74,963	86,153	82,554
Associate Professor	60,091	58,015	62,953	60,840
Assistant Professor	50,722	48,679	52,516	50,315
New Assistant Professor	50,406	48,152	51,663	48,698
Instructor	41,179	40,236	41,297	39,546
[43.] SECURITY AND PROTECTIVE SERVICES				
Professor	77,336	74,378	81,537	77,614
Associate Professor	61,360	58,721	64,507	62,000
Assistant Professor	50,901	48,554	51,777	49,711
New Assistant Professor	49,237	46,667	49,767	47,237
Instructor	41,400	40,037	42,268	40,625
[44.] PUBLIC ADMINISTRATION AND SOCIAL SERVICE PROFESSIONS				
Professor	80,073	78,457	87,530	84,902
Associate Professor	62,978	60,599	65,733	63,523
Assistant Professor	52,643	51,014	54,750	52,311
New Assistant Professor	51,928	51,761	52,999	52,389
Instructor	44,102	43,443	45,396	43,747
[45.] SOCIAL SCIENCES				
Professor	81,501	78,924	90,564	87,079
Associate Professor	63,008	60,991	66,114	63,842
Assistant Professor	52,826	51,158	55,066	52,998
New Assistant Professor	52,619	50,416	53,259	51,720
Instructor	42,019	40,557	41,257	39,634
[50.] VISUAL AND PERFORMING ARTS				
Professor	72,940	70,395	76,159	73,177
Associate Professor	57,881	56,103	59,881	57,843
Assistant Professor	47,928	46,198	48,798	47,043
New Assistant Professor	46,917	45,583	47,154	45,382
Instructor	40,148	38,610	39,984	39,102
[51.] HEALTH PROFESSIONS AND RELATED CLINICAL SCIENCES				
Professor	84,923	83,044	106,106	104,393
Associate Professor	67,713	65,776	78,969	75,857
Assistant Professor	56,756	55,357	67,859	66,475
New Assistant Professor	56,429	55,340	62,931	59,957
Instructor	48,143	46,676	52,913	51,398
[52.] BUSINESS, MANAGEMENT, MARKETING, AND RELATED SUPPORT SERVICES				
Professor	98,384	94,630	106,828	102,702
Associate Professor	82,347	79,313	87,805	84,095
Assistant Professor	75,835	73,382	81,431	78,151
New Assistant Professor	81,842	78,497	83,192	80,252
Instructor	51,939	49,296	51,530	49,271
[54.] HISTORY GENERAL				
Professor	76,049	73,831	83,010	80,706
Associate Professor	58,206	56,515	60,723	59,470
Assistant Professor	48,219	46,853	49,490	47,994
New Assistant Professor	47,145	45,528	47,619	45,723
Instructor	39,048	38,578	38,296	38,030

***Important Changes in Reporting of Data**

Starting this year, CUPA-HR is reporting “un-weighted” rather than “weighted” salary data in all survey reports. Un-weighted data more precisely reflects what institutions are paying, in that the average or median salary for a position is included only once for each participant school. Weighted data, in contrast, is more an indicator of what incumbents are earning, in that the average or median salary for a position is included once for each incumbent, thereby giving more weight to salaries paid by institutions with large numbers of incumbents. **Another change** made this year to comply with Department of Justice (DOJ) Safe Harbor Guidelines is that salary data are reported only for 4-digit and 2-digit discipline ranks having at least **five** responding institutions; in the past the minimum number was four. Reporting un-weighted data also ensures our ability to provide results for the greatest number of positions, given Safe Harbor’s 25% rule for weighted data (see below).

In DataOnDemand un-weighted data is now the default for reports and weighted data is a user selected option. To comply with DOJ Safe Harbor Guidelines the weighted data option provides salary data only for discipline ranks with **5 or more** responding institutions **and** in which all responding institutions comprise **25.0% or less of the incumbents**. If a discipline rank has at least 5 responding institutions but one institution represents more than 25% of the incumbents, salary data is not reported. To read a summary of the Safe Harbor Guidelines go to <http://www.ftc.gov/reports/hlth3s.htm#6> and select Statement 6.

CUPA-HR 2006-07 National Faculty Salary Survey
All Institutions

Salaries by Rank for Selected 4-Digit CIP Code Disciplines *	UN-WEIGHTED AVERAGE*		WEIGHTED AVERAGE*	
	2006-07	2005-06	2006-07	2005-06
[23.01] ENGLISH LANGUAGE AND LITERATURE/LETTERS: GENERAL				
Professor	73,693	71,418	79,664	76,611
Associate Professor	56,868	55,140	59,770	57,877
Assistant Professor	47,405	45,989	48,679	46,996
New Assistant Professor	47,006	45,253	47,407	45,949
Instructor	37,612	36,424	35,976	34,678
[40.05] PHYSICAL SCIENCES: CHEMISTRY				
Professor	79,790	76,908	91,132	87,204
Associate Professor	60,386	58,476	63,299	61,144
Assistant Professor	51,293	49,608	53,006	51,236
New Assistant Professor	51,646	49,943	52,193	50,294
Instructor	39,789	39,120	41,947	40,220
[42.01] PSYCHOLOGY: GENERAL				
Professor	76,792	74,366	86,923	82,839
Associate Professor	59,802	57,797	62,925	60,789
Assistant Professor	50,535	48,331	52,609	50,205
New Assistant Professor	50,154	48,238	51,635	48,879
Instructor	40,498	39,721	40,840	39,206
[45.10] SOCIAL SCIENCES: POLITICAL SCIENCE & GOVERNMENT				
Professor	79,648	77,228	88,354	85,453
Associate Professor	61,247	59,370	64,468	62,124
Assistant Professor	50,207	48,722	52,226	50,489
New Assistant Professor	50,207	48,170	50,433	48,898
Instructor	41,591	40,789	40,714	39,803
[45.11] SOCIAL SCIENCES: SOCIOLOGY				
Professor	78,061	75,727	83,708	80,506
Associate Professor	59,919	58,265	61,838	59,903
Assistant Professor	49,935	48,392	51,337	49,519
New Assistant Professor	49,142	47,107	49,735	47,294
Instructor	39,817	38,726	40,015	37,920
[50.09] VISUAL AND PERFORMING ARTS: MUSIC				
Professor	71,853	69,324	75,814	72,682
Associate Professor	56,768	55,148	58,769	56,875
Assistant Professor	47,299	45,599	48,188	46,348
New Assistant Professor	46,212	45,063	46,595	44,846
Instructor	39,716	38,723	39,678	38,101

***Important Changes in Reporting of Data**

Starting this year, CUPA-HR is reporting “un-weighted” rather than “weighted” salary data in all survey reports. Un-weighted data more precisely reflects what institutions are paying, in that the average or median salary for a position is included only once for each participant school. Weighted data, in contrast, is more an indicator of what incumbents are earning, in that the average or median salary for a position is included once for each incumbent, thereby giving more weight to salaries paid by institutions with large numbers of incumbents. **Another change** made this year to comply with Department of Justice (DOJ) Safe Harbor Guidelines is that salary data are reported only for 4-digit and 2-digit discipline ranks having at least **five** responding institutions; in the past the minimum number was four. Reporting un-weighted data also ensures our ability to provide results for the greatest number of positions, given Safe Harbor’s 25% rule for weighted data (see below).

In DataOnDemand un-weighted data is now the default for reports and weighted data is a user selected option. To comply with DOJ Safe Harbor Guidelines the weighted data option provides salary data only for discipline ranks with **5 or more** responding institutions **and** in which all responding institutions comprise **25.0% or less of the incumbents**. If a discipline rank has at least 5 responding institutions but one institution represents more than 25% of the incumbents, salary data is not reported. To read a summary of the Safe Harbor Guidelines go to <http://www.ftc.gov/reports/hlth3s.htm#6> and select Statement 6.

Appendix E

Responding Institutions

Public and Private institutions
listed separately

**PUBLIC
Responding Institutions**

INSTITUTION NAME	FICE	CLASS	STATE	COLLECTIVE BARGAINING
Adams State College	1345	Master's	CO	
Alabama Agricultural and Mechanical University	1002	Doctoral	AL	
Albany State University	1544	Master's	GA	
Appalachian State University	2906	Master's	NC	
Arizona State University at the Polytechnic Campus	666984	Spec Engineering	AZ	
Arizona State University Main	1081	Doctoral	AZ	
Arizona State University West	666935	Master's	AZ	
Arkansas State University	1090	Master's	AR	
Arkansas Tech University	1089	Master's	AR	
Auburn University at Montgomery	8310	Master's	AL	
Augusta State University	1552	Master's	GA	
Austin Peay State University	3478	Master's	TN	
Ball State University	1786	Doctoral	IN	
Bemidji State University	2336	Master's	MN	Yes
Black Hills State University	3459	Baccalaureate	SD	Yes
Bloomsburg University of Pennsylvania	3315	Master's	PA	Yes
Boise State University	1616	Master's	ID	
Bowie State University	2062	Master's	MD	
Bowling Green State University	3018	Doctoral	OH	
Bridgewater State College	2183	Master's	MA	Yes
California Polytechnic State University-San Luis Obispo	1143	Master's	CA	Yes
California State University-Stanislaus	1157	Master's	CA	Yes
Central Michigan University	2243	Doctoral	MI	Yes
Central State University	3026	Baccalaureate	OH	Yes
Central Washington University	3771	Master's	WA	Yes
Chadron State College	2539	Master's	NE	Yes
Chicago State University	1694	Master's	IL	Yes
Christopher Newport University	3706	Baccalaureate	VA	
City University of New York John Jay College of Criminal Justice	2693	Spec Other	NY	Yes
Clayton State University	8976	Baccalaureate	GA	
Clemson University	3425	Doctoral	SC	
Cleveland State University	3032	Doctoral	OH	Yes
Coastal Carolina University	3451	Baccalaureate	SC	
College of Charleston	3428	Master's	SC	
Colorado State University	1350	Doctoral	CO	
Colorado State University-Pueblo	1365	Master's	CO	
Columbus State University	1561	Master's	GA	
Coppin State University	2068	Master's	MD	
Dakota State University	3463	Baccalaureate	SD	Yes
Desert Research Institute	990005	Spec Other	NV	
Dickinson State University	2989	Baccalaureate	ND	
Dixie State College of Utah	3671	Baccalaureate	UT	
East Carolina University	2923	Doctoral	NC	
East Central University	3154	Master's	OK	
East Tennessee State University	3487	Doctoral	TN	
Eastern Connecticut State University	1425	Master's	CT	Yes
Eastern Illinois University	1674	Master's	IL	Yes
Eastern Kentucky University	1963	Master's	KY	
Eastern New Mexico University Main Campus	2651	Master's	NM	
Eastern Oregon University	3193	Master's	OR	Yes
Edinboro University of Pennsylvania	3321	Master's	PA	Yes
Elizabeth City State University	2926	Baccalaureate	NC	
Emporia State University	1927	Master's	KS	
Fairmont State University	3812	Baccalaureate	WV	
Fayetteville State University	2928	Master's	NC	
Ferris State University	2260	Master's	MI	Yes
Florida Atlantic University	1481	Doctoral	FL	Yes
Florida Gulf Coast University	32553	Master's	FL	Yes
Florida International University	9635	Doctoral	FL	Yes
Fort Hays State University	1915	Master's	KS	Yes
Fort Lewis College	1353	Baccalaureate	CO	
Francis Marion University	9226	Master's	SC	
Frostburg State University	2072	Master's	MD	
Georgia College & State University	1602	Master's	GA	
Georgia Gwinnett College		Baccalaureate	GA	
Georgia Institute of Technology	1569	Doctoral	GA	
Georgia Southwestern State University	1573	Master's	GA	
Georgia State University	1574	Doctoral	GA	
Glennville State College	3813	Baccalaureate	WV	
Governors State University	9145	Master's	IL	Yes
Grambling State University	2006	Master's	LA	
Grand Valley State University	2268	Master's	MI	
Harris-Stowe State University	2466	Spec Education	MO	
Henderson State University	1098	Master's	AR	
Idaho State University	1620	Doctoral	ID	

**PUBLIC
Responding Institutions**

INSTITUTION NAME	FICE	CLASS	STATE	COLLECTIVE BARGAINING
Illinois State University	1692	Doctoral	IL	
Indiana State University	1807	Doctoral	IN	
Indiana University Kokomo	1814	Baccalaureate	IN	
Indiana University of Pennsylvania	3277	Doctoral	PA	Yes
Indiana University-Purdue University Fort Wayne	1828	Master's	IN	
Jackson State University	2410	Doctoral	MS	
Jacksonville State University	1020	Master's	AL	
James Madison University	3721	Master's	VA	
Kean University	2622	Master's	NJ	Yes
Keene State College	2590	Master's	NH	Yes
Kennesaw State University	1577	Master's	GA	
Kent State University Main Campus	3051	Doctoral	OH	Yes
Kentucky State University	1968	Master's	KY	
Lamar University	3581	Master's	TX	
Lander University	3435	Master's	SC	
Lewis-Clark State College	1621	Baccalaureate	ID	
Lincoln University	2479	Master's	MO	
Lincoln University	3290	Master's	PA	Yes
Long Island University Administration	2751	Master's	NY	Yes
Longwood University	3719	Master's	VA	
Louisiana State University and Agricultural and Mechanical College	2010	Doctoral	LA	
Louisiana State University at Alexandria	2011	Baccalaureate	LA	
Louisiana State University in Shreveport	2013	Master's	LA	
Louisiana Tech University	2008	Doctoral	LA	
Marshall University	3815	Master's	WV	
Massachusetts College of Liberal Arts	2187	Baccalaureate	MA	Yes
McNeese State University	2017	Master's	LA	
Medical College of Georgia	1579	Spec Medical	GA	
Medical University of South Carolina	3438	Spec Medical	SC	
Metropolitan State College of Denver	1360	Baccalaureate	CO	
Metropolitan State University	10374	Master's	MN	Yes
Miami University	3077	Doctoral	OH	
Michigan Technological University	2292	Doctoral	MI	Yes
Middle Tennessee State University	3510	Doctoral	TN	
Midwestern State University	3592	Master's	TX	
Minnesota State University Moorhead	2367	Master's	MN	Yes
Minnesota State University, Mankato	2360	Master's	MN	Yes
Minot State University	2994	Master's	ND	
Mississippi University for Women	2422	Master's	MS	
Mississippi Valley State University	2424	Baccalaureate	MS	
Missouri State University	2503	Master's	MO	
Missouri Western State University	2490	Baccalaureate	MO	
Montana State University - Billings	2530	Master's	MT	Yes
Montana State University - Bozeman	2532	Doctoral	MT	
Montana Tech of The University of Montana	2531	Spec Engineering	MT	Yes
Montclair State University	2617	Master's	NJ	Yes
Morehead State University	1976	Master's	KY	
Murray State University	1977	Master's	KY	
Nicholls State University	2005	Master's	LA	
Norfolk State University	3765	Master's	VA	
North Carolina Central University	2950	Master's	NC	
North Carolina State University	2972	Doctoral	NC	
North Dakota State University Main Campus	2997	Doctoral	ND	
North Georgia College & State University	1585	Master's	GA	
Northeastern Illinois University	1693	Master's	IL	Yes
Northeastern State University	3161	Master's	OK	
Northern Arizona University	1082	Doctoral	AZ	
Northern Kentucky University	9275	Master's	KY	
Northern Michigan University	2301	Master's	MI	Yes
Northern State University	3466	Master's	SD	Yes
Northwest Missouri State University	2496	Master's	MO	
Northwestern State University	2021	Master's	LA	
Oakland University	2307	Doctoral	MI	Yes
Ohio University Main Campus	3100	Doctoral	OH	
Old Dominion University	3728	Doctoral	VA	
Oregon Institute of Technology	3211	Spec Engineering	OR	
Oregon State University	3210	Doctoral	OR	
Pittsburg State University	1926	Master's	KS	Yes
Plymouth State University	2591	Master's	NH	
Portland State University	3216	Doctoral	OR	Yes
Prairie View A & M University	3630	Master's	TX	
Purdue University Calumet	1827	Master's	IN	
Purdue University North Central Campus	1826	Baccalaureate	IN	
Radford University	3732	Master's	VA	
Ramapo College of New Jersey	9344	Baccalaureate	NJ	Yes

**PUBLIC
Responding Institutions**

INSTITUTION NAME	FICE	CLASS	STATE	COLLECTIVE BARGAINING
Rhode Island College	3407	Master's	RI	Yes
Rowan University	2609	Master's	NJ	Yes
Rutgers the State University of New Jersey New Brunswick Campus	6964	Doctoral	NJ	Yes
Salem State College	2188	Master's	MA	Yes
Salisbury University	2091	Master's	MD	
Sam Houston State University	3606	Master's	TX	
San Diego State University	1151	Doctoral	CA	Yes
Shawnee State University	9942	Baccalaureate	OH	Yes
Sonoma State University	1156	Master's	CA	Yes
South Carolina State University	3446	Doctoral	SC	
South Dakota School of Mines and Technology	3470	Spec Engineering	SD	Yes
South Dakota State University	3471	Doctoral	SD	Yes
Southeast Missouri State University	2501	Master's	MO	
Southeastern Louisiana University	2024	Master's	LA	
Southeastern Oklahoma State University	3179	Master's	OK	
Southern Arkansas University	1107	Master's	AR	
Southern Illinois University Carbondale	1758	Doctoral	IL	Yes
Southern Illinois University Edwardsville	1759	Master's	IL	
Southern Oregon University	3219	Master's	OR	Yes
Southern University and Agricultural and Mechanical College at Baton Rouge	2025	Master's	LA	
Southern Utah University	3678	Master's	UT	
Southwest Minnesota State University	2375	Baccalaureate	MN	Yes
Southwestern Oklahoma State University	3181	Master's	OK	
St. Cloud State University	2377	Master's	MN	Yes
St. Mary's College of Maryland	2095	Baccalaureate	MD	
State University of New York at Binghamton	2836	Doctoral	NY	Yes
State University of New York College at Brockport	2841	Master's	NY	Yes
State University of New York College at Cortland	2843	Master's	NY	Yes
State University of New York College at Geneseo	2845	Master's	NY	Yes
State University of New York College at Oswego	2848	Master's	NY	Yes
State University of New York College at Plattsburgh	2849	Master's	NY	Yes
State University of New York College at Potsdam	2850	Master's	NY	Yes
State University of New York College of Environmental Science and Forestry	2851	Doctoral	NY	Yes
State University of New York Institute of Technology at Utica-Rome	11678	Master's	NY	Yes
Stephen F. Austin State University	3624	Master's	TX	
Tarleton State University	3631	Master's	TX	
Temple University	3371	Doctoral	PA	Yes
Tennessee State University	3522	Doctoral	TN	
Tennessee Technological University	3523	Master's	TN	
Texas A & M International University	9651	Master's	TX	
Texas A & M University - Commerce	3565	Doctoral	TX	
Texas A & M University - Corpus Christi	11161	Master's	TX	
Texas A & M University - Kingsville	3639	Doctoral	TX	
Texas A & M University at Galveston	10298	Baccalaureate	TX	
Texas A&M University - Texarkana	31703	Master's	TX	
Texas Southern University	3642	Doctoral	TX	
Texas State University-San Marcos	3615	Master's	TX	
Texas Tech University	3644	Doctoral	TX	
Texas Woman's University	3646	Doctoral	TX	
The Citadel, The Military College of South Carolina	3423	Master's	SC	
The College of New Jersey	2642	Master's	NJ	Yes
The Ohio State University at Marion	3094	Baccalaureate	OH	
The Ohio State University Main Campus	3090	Doctoral	OH	
The Ohio State University Mansfield Campus	3093	Baccalaureate	OH	
The Richard Stockton College of New Jersey	9345	Baccalaureate	NJ	Yes
The University of Akron, Main Campus	3123	Doctoral	OH	Yes
The University of Alabama	1051	Doctoral	AL	
The University of Maine at Augusta	6760	Baccalaureate	ME	Yes
The University of Memphis	3509	Doctoral	TN	
The University of Montana - Missoula	2536	Doctoral	MT	Yes
The University of Montana-Western	2537	Baccalaureate	MT	Yes
The University of South Dakota	3474	Doctoral	SD	Yes
The University of Virginia's College at Wise	3747	Baccalaureate	VA	
The University of West Alabama	1024	Master's	AL	
Towson University	2099	Master's	MD	
Troy University	1047	Master's	AL	
Truman State University	2495	Master's	MO	
University of Alabama in Huntsville	1055	Doctoral	AL	
University of Alaska Anchorage	11462	Master's	AK	Yes
University of Alaska Southeast	1065	Master's	AK	Yes
University of Arkansas at Little Rock	1101	Doctoral	AR	
University of Baltimore	2102	Master's	MD	
University of California-Hastings College of the Law	3947	Spec Law	CA	
University of Central Arkansas	1092	Master's	AR	
University of Central Florida	3954	Doctoral	FL	Yes

**PUBLIC
Responding Institutions**

INSTITUTION NAME	FICE	CLASS	STATE	COLLECTIVE BARGAINING
University of Central Missouri	2454	Master's	MO	
University of Central Oklahoma	3152	Master's	OK	
University of Colorado at Colorado Springs	4509	Master's	CO	
University of Colorado at Denver and Health Science Center	4508	Spec Medical	CO	
University of Connecticut	1417	Doctoral	CT	Yes
University of Delaware	1431	Doctoral	DE	Yes
University of Georgia	1598	Doctoral	GA	
University of Hawaii at Manoa	1610	Doctoral	HI	Yes
University of Houston	3652	Doctoral	TX	
University of Houston - Downtown	3612	Baccalaureate	TX	
University of Houston - Victoria	13231	Master's	TX	
University of Idaho	1626	Doctoral	ID	
University of Illinois at Chicago	1776	Doctoral	IL	
University of Illinois at Springfield	9333	Master's	IL	
University of Illinois at Urbana-Champaign	1775	Doctoral	IL	
University of Louisiana at Lafayette	2031	Doctoral	LA	
University of Louisiana at Monroe	2020	Master's	LA	
University of Louisville	1999	Doctoral	KY	
University of Maine at Fort Kent	2041	Baccalaureate	ME	Yes
University of Maine at Presque Isle	2033	Baccalaureate	ME	Yes
University of Maryland Baltimore	2104	Doctoral	MD	
University of Maryland Baltimore County	2105	Doctoral	MD	
University of Maryland College Park	2103	Doctoral	MD	
University of Maryland Eastern Shore	2106	Master's	MD	
University of Massachusetts	2221	Doctoral	MA	Yes
University of Massachusetts Boston	2222	Doctoral	MA	Yes
University of Massachusetts Dartmouth	2210	Master's	MA	Yes
University of Massachusetts Lowell	2161	Doctoral	MA	Yes
University of Michigan-Ann Arbor	2325	Doctoral	MI	
University of Michigan-Dearborn	2326	Master's	MI	
University of Michigan-Flint	2327	Master's	MI	
University of Minnesota-Duluth	2388	Master's	MN	Yes
University of Minnesota-Morris	2389	Baccalaureate	MN	
University of Missouri - Rolla	2517	Doctoral	MO	
University of Missouri - Saint Louis	2519	Doctoral	MO	
University of Montevallo	1004	Master's	AL	
University of Nebraska at Kearney	2551	Master's	NE	Yes
University of Nebraska at Omaha	2554	Master's	NE	Yes
University of Nevada, Reno	2568	Doctoral	NV	
University of Nevada-Las Vegas	2569	Doctoral	NV	
University of New Orleans	2015	Doctoral	LA	Yes
University of North Alabama	1016	Master's	AL	
University of North Carolina at Asheville	2907	Baccalaureate	NC	
University of North Carolina at Charlotte	2975	Master's	NC	
University of North Carolina at Greensboro	2976	Doctoral	NC	
University of North Carolina at Pembroke	2954	Master's	NC	
University of North Carolina at Wilmington	2984	Master's	NC	
University of North Dakota Main Campus	3005	Doctoral	ND	
University of North Florida	9841	Master's	FL	Yes
University of North Texas	3594	Doctoral	TX	
University of Northern Colorado	1349	Doctoral	CO	
University of Northern Iowa	1890	Master's	IA	Yes
University of Oklahoma Health Sciences Center	5889	Spec Medical	OK	
University of South Carolina - Aiken	3449	Baccalaureate	SC	
University of South Carolina - Beaufort	3450	Baccalaureate	SC	
University of South Florida	1537	Doctoral	FL	Yes
University of Southern Indiana	1808	Master's	IN	
University of Southern Mississippi	2441	Doctoral	MS	
University of Tennessee at Chattanooga	3529	Master's	TN	
University of Tennessee at Martin	3531	Master's	TN	
University of Tennessee Health Science Center	6725	Spec Medical	TN	
University of Texas at Arlington	3656	Doctoral	TX	
University of Texas at Dallas	9741	Doctoral	TX	
University of Texas at El Paso	3661	Doctoral	TX	
University of Texas at San Antonio	10115	Master's	TX	
University of Texas at Tyler	11163	Master's	TX	
University of the District of Columbia	1441	Master's	DC	Yes
University of Toledo - Main Campus	3131	Doctoral	OH	Yes
University of Virginia	3745	Doctoral	VA	
University of West Florida	3955	Master's	FL	Yes
University of West Georgia	1601	Master's	GA	
University of Wisconsin-Eau Claire	3917	Master's	WI	
University of Wisconsin-Green Bay	3899	Master's	WI	
University of Wisconsin-La Crosse	3919	Master's	WI	
University of Wisconsin-Milwaukee	3896	Doctoral	WI	

**PUBLIC
Responding Institutions**

INSTITUTION NAME	FICE	CLASS	STATE	COLLECTIVE BARGAINING
University of Wisconsin-Oshkosh	3920	Master's	WI	
University of Wisconsin-Stout	3915	Master's	WI	
University of Wisconsin-Superior	3925	Master's	WI	
University of Wisconsin-Whitewater	3926	Master's	WI	
University of Wyoming	3932	Doctoral	WY	
Utah Valley State College	4027	Baccalaureate	UT	
Valdosta State University	1599	Master's	GA	
Valley City State University	3008	Baccalaureate	ND	
Virginia Military Institute	3753	Baccalaureate	VA	
Washburn University	1949	Master's	KS	
Wayne State College	2566	Master's	NE	Yes
Wayne State University	2329	Doctoral	MI	Yes
Weber State University	3680	Master's	UT	
West Chester University of Pennsylvania	3328	Master's	PA	Yes
West Texas A&M University	3665	Master's	TX	
Western Connecticut State University	1380	Master's	CT	Yes
Western Illinois University	1780	Master's	IL	Yes
Western Kentucky University	2002	Master's	KY	
Western New Mexico University	2664	Master's	NM	
Western Oregon University	3209	Master's	OR	Yes
Western State College	1372	Baccalaureate	CO	
Western Washington University	3802	Master's	WA	
Westfield State College	2189	Master's	MA	Yes
Wichita State University	1950	Doctoral	KS	
William Paterson University of New Jersey	2625	Master's	NJ	Yes
Winona State University	2394	Master's	MN	Yes
Winston-Salem State University	2986	Baccalaureate	NC	
Winthrop University	3456	Master's	SC	
Worcester State College	2190	Master's	MA	Yes
Wright State University Main Campus	3078	Doctoral	OH	Yes
Youngstown State University	3145	Master's	OH	Yes

**PRIVATE
Responding Institutions**

INSTITUTION NAME	FICE	CLASS	STATE	COLLECTIVE BARGAINING
A. T. Still University of Health Sciences	2477	Spec Medical	MO	
Abilene Christian University	3537	Master's	TX	
Adelphi University	2666	Doctoral	NY	Yes
Agnes Scott College	1542	Baccalaureate	GA	
Alberson College	1617	Baccalaureate	ID	
Albertus Magnus College	1374	Baccalaureate	CT	
Albright College	3229	Baccalaureate	PA	
Alderson Broaddus College	3806	Baccalaureate	WV	
Alfred University	2668	Master's	NY	
Alice Lloyd College	1951	Baccalaureate	KY	
Allegheny College	3230	Baccalaureate	PA	
Allen College	30691	Spec Health	IA	
Alliant International University	666132	Spec Other	CA	Yes
Alma College	2236	Baccalaureate	MI	
Alvernia College	3233	Baccalaureate	PA	
Alverno College	3832	Baccalaureate	WI	
American University	1434	Doctoral	DC	
Amherst College	2115	Baccalaureate	MA	
Anderson University	1785	Master's	IN	
Andrews University	2238	Doctoral	MI	
Aquinas College	2239	Master's	MI	
Arcadia University	3235	Master's	PA	
Assumption College	2118	Master's	MA	
Augsburg College	2334	Master's	MN	
Augustana College	3458	Baccalaureate	SD	
Aultman College of Nursing and Health Sciences	9993095	Spec Health	OH	
Aurora University	1634	Master's	IL	
Austin Presbyterian Theological Seminary	3544	Spec Theological	TX	
Avila University	2449	Master's	MO	
Azusa Pacific University	1117	Master's	CA	
Babson College	2121	Spec Business	MA	
Baker University	1903	Master's	KS	
Baldwin-Wallace College	3014	Master's	OH	
Barnard College	2708	Baccalaureate	NY	
Barry University	1466	Master's	FL	
Barton College	2908	Baccalaureate	NC	
Bastyr University	22425	Spec Health	WA	
Baylor University	3545	Doctoral	TX	
Bellarmino University	1954	Master's	KY	
Bellevue University	9743	Spec Business	NE	
Bellin College of Nursing	6639	Spec Health	WI	
Belmont Abbey College	2910	Baccalaureate	NC	
Belmont University	3479	Master's	TN	
Benedict College	3420	Baccalaureate	SC	
Benedictine University	1767	Master's	IL	
Berea College	1955	Baccalaureate	KY	
Berklee College of Music	2126	Spec Art	MA	Yes
Berry College	1554	Baccalaureate	GA	
Bethany College	1904	Baccalaureate	KS	
Bethany College	3808	Baccalaureate	WV	
Bethany Lutheran College	2337	Baccalaureate	MN	
Bethel University	9058	Master's	MN	
Birmingham-Southern College	1012	Baccalaureate	AL	
Blackburn College	1639	Baccalaureate	IL	
Blessing-Rieman College of Nursing	6214	Spec Health	IL	
Bloomfield College	2597	Baccalaureate	NJ	Yes
Boston University	2130	Doctoral	MA	
Bradley University	1641	Master's	IL	
Bridgewater College	3704	Baccalaureate	VA	
Brigham Young University Hawaii Campus	1606	Baccalaureate	HI	
Brigham Young University-Idaho	1625	Baccalaureate	ID	
Bryan College	3536	Baccalaureate	TN	
BryanLGH College of Health Sciences		Spec Health	NE	
Bryant University	3402	Master's	RI	Yes
Bucknell University	3238	Baccalaureate	PA	
Buena Vista University	1847	Baccalaureate	IA	
Butler University	1788	Master's	IN	
Cabrini College	3241	Master's	PA	
Caldwell College	2598	Baccalaureate	NJ	
California College of the Arts	1127	Spec Art	CA	
California Lutheran University	1133	Master's	CA	
Calumet College of Saint Joseph	1834	Baccalaureate	IN	
Calvin College	2241	Baccalaureate	MI	
Campbellsville University	1959	Master's	KY	
Canisius College	2681	Master's	NY	

**PRIVATE
Responding Institutions**

INSTITUTION NAME	FICE	CLASS	STATE	COLLECTIVE BARGAINING
Capital University	3023	Master's	OH	
Cardinal Stritch University	3837	Master's	WI	
Carroll College	2526	Baccalaureate	MT	
Carroll College	3838	Baccalaureate	WI	
Catawba College	2914	Baccalaureate	NC	
Cazenovia College	2685	Baccalaureate	NY	
Cedar Crest College	3243	Baccalaureate	PA	
Cedarville University	3025	Baccalaureate	OH	
Centenary College	2599	Baccalaureate	NJ	
Central College	1850	Baccalaureate	IA	
Central Methodist University	2453	Baccalaureate	MO	
Champlain College	3684	Baccalaureate	VT	
Chapman University	1164	Master's	CA	
Christian Brothers University	3482	Master's	TN	
Claremont Graduate University	1169	Doctoral	CA	
Claremont McKenna College	1170	Baccalaureate	CA	
Clarkson College	9862	Spec Health	NE	
Clarkson University	2699	Doctoral	NY	
Cleveland Institute of Art	3982	Spec Art	OH	
Coker College	3427	Baccalaureate	SC	
Colgate University	2701	Baccalaureate	NY	
College for Creative Studies	6771	Spec Art	MI	
College Misericordia	3247	Master's	PA	
College of Mount Saint Joseph	3033	Master's	OH	
College of Mount Saint Vincent	2703	Master's	NY	
College of Notre Dame of Maryland	2065	Master's	MD	
College of Saint Benedict	2341	Baccalaureate	MN	
College of Saint Catherine	2342	Master's	MN	
College of Saint Elizabeth	2600	Baccalaureate	NJ	
College of Saint Mary	2540	Baccalaureate	NE	
College of Saint Rose	2705	Master's	NY	
College of Santa Fe	2649	Master's	NM	
College of the Southwest	2650	Master's	NM	
Colorado College	1347	Baccalaureate	CO	
Columbia College	2456	Baccalaureate	MO	
Concordia College-Moorhead	2346	Baccalaureate	MN	
Concordia Seminary	2457	Spec Theological	MO	
Concordia University at Austin	3557	Baccalaureate	TX	
Concordia University Wisconsin	3842	Master's	WI	
Converse College	3431	Master's	SC	
Cooper Union	2710	Spec Engineering	NY	Yes
Covenant College	3484	Baccalaureate	GA	
Covenant Theological Seminary	4707	Spec Theological	MO	
Cox College of Nursing and Health Sciences	20682	Spec Health	MO	
Creighton University	2542	Master's	NE	
Crichton College	9982	Baccalaureate	TN	
Culinary Institute of America	7304	Spec Other	NY	
Culver-Stockton College	2460	Baccalaureate	MO	
Daemen College	2808	Baccalaureate	NY	
Dakota Wesleyan University	3461	Baccalaureate	SD	
Daniel Webster College	4731	Baccalaureate	NH	
Davenport University	2249	Spec Business	MI	
DePaul University	1671	Doctoral	IL	
Des Moines University	1855	Spec Medical	IA	
DeSales University	3986	Master's	PA	
Dickinson College	3253	Baccalaureate	PA	
Dominican University	1750	Master's	IL	
Dominican University of California	1196	Master's	CA	
Dordt College	1859	Baccalaureate	IA	
Drake University	1860	Master's	IA	
Drew University	2603	Baccalaureate	NJ	
Drexel University	3256	Doctoral	PA	
Drury University	2461	Master's	MO	
D'Youville College	2712	Spec Health	NY	Yes
East Texas Baptist University	3564	Baccalaureate	TX	
Eastern University	3259	Master's	PA	
Eckerd College	1487	Baccalaureate	FL	
Edgewood College	3848	Master's	WI	
Elizabethtown College	3262	Baccalaureate	PA	
Elmhurst College	1676	Baccalaureate	IL	
Elmira College	2718	Baccalaureate	NY	
Elon University	2927	Master's	NC	
Embry-Riddle Aeronautical University	1479	Master's	FL	
Emerson College	2146	Master's	MA	Yes
Emmanuel College	2147	Master's	MA	

**PRIVATE
Responding Institutions**

INSTITUTION NAME	FICE	CLASS	STATE	COLLECTIVE BARGAINING
Erskine College	3432	Baccalaureate	SC	
Fairfield University	1385	Master's	CT	
Fairleigh Dickinson University	2607	Master's	NJ	
Florida Institute of Technology	1469	Doctoral	FL	
Florida Southern College	1488	Baccalaureate	FL	
Fordham University	2722	Doctoral	NY	
Franciscan University of Steubenville	3036	Master's	OH	
Franklin Pierce College	2575	Baccalaureate	NH	Yes
Franklin University	3046	Spec Business	OH	
Franklin W. Olin College of Engineering	666352	Spec Engineering	MA	
Freed-Hardeman University	3492	Master's	TN	
Friends University	1918	Master's	KS	
Gannon University	3266	Master's	PA	
Geneva College	3267	Master's	PA	
George Washington University	1444	Doctoral	DC	
Georgetown College	1964	Baccalaureate	KY	
Georgian Court University	2608	Master's	NJ	
Goldey-Beacom College	1429	Spec Business	DE	
Gonzaga University	3778	Master's	WA	
Gordon College	2153	Baccalaureate	MA	
Goshen College	1799	Baccalaureate	IN	
Grace College and Seminary	1800	Baccalaureate	IN	
Graceland University	1866	Baccalaureate	IA	
Grand Canyon University	1074	Master's	AZ	
Greenville College	1684	Baccalaureate	IL	
Grinnell College	1868	Baccalaureate	IA	
Gustavus Adolphus College	2353	Baccalaureate	MN	
Gwynedd-Mercy College	3270	Master's	PA	
Hamilton College	2728	Baccalaureate	NY	
Hamline University	2354	Master's	MN	
Hampshire College	4661	Baccalaureate	MA	
Hanover College	1801	Baccalaureate	IN	
Harrisburg University of Science & Technology		Baccalaureate	PA	
Hartwick College	2729	Baccalaureate	NY	
Hastings College	2548	Baccalaureate	NE	
Hawaii Pacific University	7279	Master's	HI	
Heidelberg College	3048	Master's	OH	
Hilbert College	2735	Baccalaureate	NY	
Hiram College	3049	Baccalaureate	OH	
Hofstra University	2732	Doctoral	NY	Yes
Holy Family University	3275	Master's	PA	
Holy Names University	1183	Master's	CA	
Hope College	2273	Baccalaureate	MI	
Houston Baptist University	3576	Master's	TX	
Howard University	1448	Doctoral	DC	
Huntingdon College	1019	Baccalaureate	AL	
Husson College	2043	Master's	ME	
Illinois College of Optometry	1689	Spec Health	IL	
Illinois Institute of Technology	1691	Doctoral	IL	
Illinois Wesleyan University	1696	Baccalaureate	IL	
Immaculata University	3276	Master's	PA	
Indiana Wesleyan University	1822	Master's	IN	
Iona College	2737	Master's	NY	
Ithaca College	2739	Master's	NY	
Jacksonville University	1495	Master's	FL	
Jamestown College	2990	Baccalaureate	ND	
Jarvis Christian College	3637	Baccalaureate	TX	
Jefferson College of Health Sciences	6622	Spec Health	VA	
John Brown University	1100	Baccalaureate	AR	
John Carroll University	3050	Master's	OH	
John F. Kennedy University	4484	Master's	CA	
Judson College	1023	Baccalaureate	AL	
Juniata College	3279	Baccalaureate	PA	
Kansas Wesleyan University	1929	Baccalaureate	KS	
Kentucky Christian University	1965	Baccalaureate	KY	
Kentucky Wesleyan College	1969	Baccalaureate	KY	
Kenyon College	3065	Baccalaureate	OH	
Kettering College of Medical Arts	7035	Spec Health	OH	
Kettering University	2262	Spec Engineering	MI	
Keuka College	2744	Baccalaureate	NY	
Keystone College	3280	Baccalaureate	PA	
King's College	3282	Master's	PA	
La Salle University	3287	Master's	PA	
La Sierra University	1215	Master's	CA	
LaGrange College	1578	Baccalaureate	GA	

**PRIVATE
Responding Institutions**

INSTITUTION NAME	FICE	CLASS	STATE	COLLECTIVE BARGAINING
Le Moyne College	2748	Master's	NY	
Lebanon Valley College	3288	Master's	PA	
Lee University	3500	Baccalaureate	TN	
Lees-McRae College	2939	Baccalaureate	NC	
Lehigh University	3289	Doctoral	PA	
LeTourneau University	3584	Master's	TX	
Lewis and Clark College	3197	Baccalaureate	OR	
Life University	20748	Spec Health	GA	
Lipscomb University	3486	Master's	TN	
Loras College	1873	Baccalaureate	IA	
Louisiana College	2007	Baccalaureate	LA	
Loyola College in Maryland	2078	Master's	MD	
Loyola Marymount University	11649	Master's	CA	
Loyola University Chicago	1710	Doctoral	IL	
Loyola University New Orleans	2016	Master's	LA	
Luther College	1874	Baccalaureate	IA	
Lycoming College	3293	Baccalaureate	PA	
Lynchburg College	3720	Master's	VA	
Lynn University	1505	Master's	FL	
Lyon College	1088	Baccalaureate	AR	
Madonna University	2282	Master's	MI	
Malone College	3072	Master's	OH	
Manhattanville College	2760	Master's	NY	
Marian College of Fond Du Lac	3861	Master's	WI	
Marist College	2765	Master's	NY	
Mars Hill College	2944	Baccalaureate	NC	
Mary Baldwin College	3723	Master's	VA	
Marymount Manhattan College	2769	Baccalaureate	NY	
Marymount University	3724	Master's	VA	
Maryville College	3505	Baccalaureate	TN	
Maryville University of Saint Louis	2482	Master's	MO	
Marywood University	3296	Master's	PA	
Massachusetts College of Pharmacy and Health Sciences	2165	Spec Health	MA	
McDaniel College	2109	Baccalaureate	MD	
Medaille College	2777	Baccalaureate	NY	
Mercer University	1580	Master's	GA	
Mercy College of Health Sciences	6273	Spec Health	IA	
Merrimack College	2120	Baccalaureate	MA	
Methodist College of Nursing		Spec Health	IL	
Methodist Theological School in Ohio	3075	Spec Theological	OH	
MGH Institute of Health Professions	22316	Spec Health	MA	
Midway College	1975	Baccalaureate	KY	
Millikin University	1724	Baccalaureate	IL	
Millsaps College	2414	Baccalaureate	MS	
Minneapolis College of Art Design	2365	Spec Art	MN	
Missouri Baptist University	7540	Baccalaureate	MO	
Mitchell College	1393	Baccalaureate	CT	Yes
Monmouth University	2616	Master's	NJ	Yes
Morehouse College	1582	Baccalaureate	GA	
Mount Aloysius College	3302	Baccalaureate	PA	
Mount Carmel College of Nursing	30719	Spec Health	OH	
Mount Ida College	2193	Baccalaureate	MA	
Mount Marty College	3465	Master's	SD	
Mount Mary College	3869	Master's	WI	
Mount Mercy College	1880	Baccalaureate	IA	
Mount Union College	3083	Baccalaureate	OH	
Muhlenberg College	3304	Baccalaureate	PA	
Muskingum College	3084	Baccalaureate	OH	
National University	11460	Master's	CA	
Nebraska Methodist College	6404	Spec Health	NE	
Nebraska Wesleyan University	2555	Baccalaureate	NE	
Neumann College	3988	Baccalaureate	PA	
Niagara University	2788	Master's	NY	Yes
Nichols College	2197	Spec Business	MA	
North Carolina Wesleyan College	2951	Baccalaureate	NC	
North Central College	1734	Master's	IL	
Northeastern University	2199	Doctoral	MA	
Northland College	3875	Baccalaureate	WI	
Northwestern College	2371	Baccalaureate	MN	
Northwestern College	1883	Baccalaureate	IA	
Northwestern Health Sciences University	12328	Spec Health	MN	
Norwich University	3692	Master's	VT	
Notre Dame de Namur University	1179	Master's	CA	
Nova Southeastern University	1509	Doctoral	FL	
Oakwood College	1033	Baccalaureate	AL	

**PRIVATE
Responding Institutions**

INSTITUTION NAME	FICE	CLASS	STATE	COLLECTIVE BARGAINING
Oberlin College	3086	Baccalaureate	OH	
Occidental College	1249	Baccalaureate	CA	
Oglethorpe University	1586	Baccalaureate	GA	
Ohio Northern University	3089	Baccalaureate	OH	
Oklahoma City University	3166	Master's	OK	
Olivet College	2308	Baccalaureate	MI	
Olivet Nazarene University	1741	Master's	IL	
Oral Roberts University	3985	Master's	OK	
Otterbein College	3110	Baccalaureate	OH	
Our Lady of the Lake College	31062	Spec Health	LA	
Our Lady of the Lake University	3598	Master's	TX	
Pacific Lutheran University	3785	Master's	WA	
Pacific Union College	1258	Baccalaureate	CA	
Pacific University	3212	Master's	OR	
Palm Beach Atlantic University	8849	Master's	FL	
Peace College	2953	Baccalaureate	NC	
Peirce College	3309	Spec Business	PA	
Pepperdine University	10149	Doctoral	CA	
Philadelphia University	3354	Master's	PA	
Pikeville College	1980	Baccalaureate	KY	
Pitzer College	1172	Baccalaureate	CA	
Point Park University	3357	Master's	PA	
Pratt Institute	2798	Spec Art	NY	Yes
Prescott College	20653	Master's	AZ	
Principia College	1744	Baccalaureate	IL	
Providence College	3406	Master's	RI	
Queens University of Charlotte	2957	Master's	NC	
Quincy University	1745	Master's	IL	
Quinnipiac University	1402	Master's	CT	
Randolph-Macon College	3733	Baccalaureate	VA	
Reconstructionist Rabbinical College	22734	Spec Theological	PA	
Reed College	3217	Baccalaureate	OR	
Regent University	30913	Master's	VA	
Regis College	2206	Master's	MA	
Rensselaer Polytechnic Institute	2803	Doctoral	NY	
Rhode Island School of Design	3409	Spec Art	RI	Yes
Rhodes College	3519	Baccalaureate	TN	
Rider University	2628	Master's	NJ	Yes
Rivier College	2586	Master's	NH	
Roanoke College	3736	Baccalaureate	VA	
Robert Morris University	3359	Master's	PA	Yes
Rockford College	1748	Master's	IL	
Rockhurst University	2499	Master's	MO	
Rocky Mountain College	2534	Baccalaureate	MT	
Rocky Mountain College of Art & Design	7649	Spec Art	CO	
Roger Williams University	3410	Baccalaureate	RI	Yes
Rollins College	1515	Master's	FL	
Roosevelt University	1749	Master's	IL	Yes
Rose-Hulman Institute of Technology	1830	Spec Engineering	IN	
Sacred Heart University	1403	Master's	CT	
Sage Colleges, The	999947	Master's	NY	
Saint Anselm College	2587	Baccalaureate	NH	
Saint Francis University	3366	Master's	PA	
Saint John's University	2379	Baccalaureate	MN	
Saint Joseph's College	1833	Baccalaureate	IN	
Saint Joseph's University	3367	Master's	PA	
Saint Louis University	2506	Doctoral	MO	
Saint Martin's University	3794	Master's	WA	
Saint Mary's College	1836	Baccalaureate	IN	
Saint Mary's University of Minnesota	2380	Master's	MN	
Saint Michael's College	3694	Master's	VT	
Saint Norbert College	3892	Baccalaureate	WI	
Saint Olaf College	2382	Baccalaureate	MN	
Saint Xavier University	1768	Master's	IL	Yes
Salem Academy and College	2960	Baccalaureate	NC	
Salve Regina University	3411	Master's	RI	
Samford University	1036	Master's	AL	
Samuel Merritt College	7012	Spec Health	CA	
Santa Clara University	1326	Master's	CA	
Saybrook Graduate School Research Center	21206	Spec Other	CA	
Schreiner University	3610	Baccalaureate	TX	
Scripps College	1174	Baccalaureate	CA	
Seattle Pacific University	3788	Master's	WA	
Seattle University	3790	Master's	WA	
Seton Hill University	3362	Baccalaureate	PA	

**PRIVATE
Responding Institutions**

INSTITUTION NAME	FICE	CLASS	STATE	COLLECTIVE BARGAINING
Sewanee: The University of the South	3534	Baccalaureate	TN	
Shenandoah University	3737	Master's	VA	
Shorter College	1591	Baccalaureate	GA	
Siena College	2816	Baccalaureate	NY	
Siena Heights University	2316	Master's	MI	
Silver Lake College	3850	Master's	WI	
Smith College	2209	Baccalaureate	MA	
Southeastern University of the Assemblies of God	1521	Baccalaureate	FL	
Southern California College of Optometry	1230	Spec Health	CA	
Southern Methodist University	3613	Doctoral	TX	
Southern New Hampshire University	2580	Spec Business	NH	Yes
Southwest Baptist University	2502	Master's	MO	
Southwestern Assemblies of God University	3616	Spec Theological	TX	
Spalding University	1960	Master's	KY	
Spring Hill College	1041	Master's	AL	
Springfield College	2211	Master's	MA	
St. Ambrose University	1889	Master's	IA	
St. Bonaventure University	2817	Master's	NY	
St. Edward's University	3621	Master's	TX	
St. Francis College	2820	Baccalaureate	NY	
St. John's University	2823	Doctoral	NY	Yes
St. Mary's University	3623	Master's	TX	
St. Thomas University	1468	Master's	FL	
Stetson University	1531	Master's	FL	
Stonehill College	2217	Baccalaureate	MA	
Suffolk University	2218	Master's	MA	
Susquehanna University	3369	Baccalaureate	PA	
Sweet Briar College	3742	Baccalaureate	VA	
Tabor College	1946	Baccalaureate	KS	
Texas Chiropractic College	3635	Spec Health	TX	
Texas Christian University	3636	Doctoral	TX	
Texas Lutheran University	3641	Baccalaureate	TX	
The Catholic University of America	1437	Doctoral	DC	
The College of New Rochelle	2704	Master's	NY	
The College of Saint Scholastica	2343	Master's	MN	
The Defiance College	3041	Baccalaureate	OH	
The New School	20662	Doctoral	NY	Yes
The University of Findlay	3045	Master's	OH	
The University of Scranton	3384	Master's	PA	Yes
Thiel College	3376	Baccalaureate	PA	
Thomas Aquinas College	23580	Baccalaureate	CA	
Thomas College	2052	Spec Business	ME	
Thomas M. Cooley Law School	12627	Spec Law	MI	
Thomas More College	2001	Baccalaureate	KY	
Thunderbird, The American Graduate School of International Management	1070	Spec Business	AZ	
Transylvania University	1987	Baccalaureate	KY	
Trevecca Nazarene University	3526	Master's	TN	
Trinity Christian College	1771	Baccalaureate	IL	
Trinity College	1460	Master's	DC	
Trinity College of Nursing & Health Sciences	666606	Spec Health	IL	
Trinity University	3647	Master's	TX	
Tri-State University	1839	Baccalaureate	IN	
Tufts University	2219	Doctoral	MA	
Tuskegee University	1050	Master's	AL	
Union College	2563	Baccalaureate	NE	
Union Institute & University	10923	Doctoral	OH	
University of Charleston	3818	Baccalaureate	WV	
University of Dallas	3651	Baccalaureate	TX	
University of Dayton	3127	Doctoral	OH	
University of Denver	1371	Doctoral	CO	
University of Evansville	1795	Master's	IN	
University of Hartford	1422	Doctoral	CT	
University of Indianapolis	1804	Master's	IN	
University of LaVerne	1216	Doctoral	CA	
University of Miami	1536	Doctoral	FL	
University of New England	2050	Master's	ME	
University of New Haven	1397	Master's	CT	
University of Portland	3224	Master's	OR	
University of Redlands	1322	Master's	CA	
University of Richmond	3744	Master's	VA	
University of Saint Francis	1832	Master's	IN	
University of Saint Thomas	2345	Doctoral	MN	
University of San Diego	10395	Doctoral	CA	
University of St. Thomas	3654	Master's	TX	
University of Tampa	1538	Master's	FL	

**PRIVATE
Responding Institutions**

INSTITUTION NAME	FICE	CLASS	STATE	COLLECTIVE BARGAINING
University of the Arts	3350	Spec Art	PA	
University of the Incarnate Word	3578	Master's	TX	
University of the Ozarks	1094	Baccalaureate	AR	
University of the Pacific	1329	Doctoral	CA	
University of the Sciences in Philadelphia	3353	Spec Health	PA	
University of Tulsa	3185	Doctoral	OK	
Urbana University	3133	Baccalaureate	OH	
Ursinus College	3385	Baccalaureate	PA	
Ursuline College	3134	Master's	OH	
Utica College	2883	Baccalaureate	NY	Yes
Valparaiso University	1842	Master's	IN	
Vanguard University of Southern California	1293	Baccalaureate	CA	
Villa Julie College	2107	Baccalaureate	MD	
Villanova University	3388	Master's	PA	
Viterbo University	3911	Master's	WI	
Walsh College of Accountancy and Business Administration	4071	Spec Business	MI	
Warren Wilson College	2979	Master's	NC	
Washington College	2108	Baccalaureate	MD	
Webster University	2521	Master's	MO	
Wentworth Institute of Technology	2225	Spec Engineering	MA	Yes
West Suburban College of Nursing	6250	Spec Health	IL	
Western New England College	2226	Master's	MA	
Western University of Health Sciences	24827	Spec Medical	CA	
Westminster College	2523	Baccalaureate	MO	
Westminster College	3681	Master's	UT	
Westminster College	3392	Baccalaureate	PA	
Wheaton College	1781	Baccalaureate	IL	
Wheaton College	2227	Baccalaureate	MA	
Wheeling Jesuit University	3831	Master's	WV	
Whitworth College	3804	Master's	WA	
Widener University	3313	Doctoral	PA	
Wilkes University	3394	Master's	PA	
Willamette University	3227	Baccalaureate	OR	
William Mitchell College of Law	2391	Spec Law	MN	
William Penn University	1900	Baccalaureate	IA	
Wilmington College	7948	Doctoral	DE	
Wilmington College	3142	Baccalaureate	OH	
Wisconsin Lutheran College	21366	Baccalaureate	WI	
Wittenberg University	3143	Baccalaureate	OH	
Woodbury University	1343	Master's	CA	
Worcester Polytechnic Institute	2233	Doctoral	MA	
Xavier University	3144	Master's	OH	
York College of Pennsylvania	3399	Master's	PA	