

# NATIONAL FACULTY SALARY SURVEY

| For the 2007–08 |  
Academic Year |

by Discipline and Rank in  
Four-Year Colleges and Universities

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## ACKNOWLEDGMENTS

Publication of the *2007–08 National Faculty Salary Survey by Discipline and Rank in Four-Year Colleges and Universities* marks the survey's twenty-seventh year. This year's report reflects salary data by discipline and rank for 211,424 faculty members and 3,627 researchers at 838 institutions nationwide, making it a key resource for salary-related decision making in the higher education community.

Salaries within each discipline are reported separately for the ranks of Professor, Associate Professor, Assistant Professor, New Assistant Professor, and Instructor. 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.

Andy Brantley  
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## 2007–08 NATIONAL FACULTY SALARY SURVEY BY DISCIPLINE AND RANK IN FOUR-YEAR COLLEGES AND UNIVERSITIES

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## 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 211,424 faculty members in public and private four-year colleges and universities nationwide. Salaries are also reported for 3,627 entry-level and senior-level researchers in ten selected disciplines.

### Important Changes in Reporting of Data Starting in 2006–07

In 2006–07 CUPA-HR changed to reporting “**un-weighted**” rather than “**weighted**” salary data in all survey reports. Un-weighted data more precisely reflects what institutions are paying as 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 since 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 in 2006-07, to comply with Department of Justice (DOJ) Safe Harbor Guidelines, was to increase the minimum number of responding institutions required for reporting salary data **from four to five**. 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 both un-weighted and weighted salary data are available. Un-weighted data is 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 positions with 5 or more responding institutions **and** in which all responding institutions comprise 25.0% or less of the incumbents. If a position 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](mailto: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 B** describes the disciplines covered in the 2007–08 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.

### **Institution-specific data pre-loaded**

- Institution name
- 2000 Carnegie classification
- 2005 Carnegie classification
- 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
- 2007–08 total operating budget
- Total endowment
- Cost of benefits
- Student enrollment for Fall 2007–08
  - 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 2007–08
  - 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.

**01.02 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.

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 5, 2007 and closed in January, 2008. 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. 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 *2007-08 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 *2007–08 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:* 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 the end of January 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 five restrictions in place to protect confidentiality and comply with Department of Justice Safe Harbor Guidelines:

- 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.
- Weighted salary data option provides salary data only for positions with 5 or more responding institutions **and** in which all responding institutions comprise 25.0% or less of the incumbents.
- A comparison group must include a minimum of eight institutions that participated in the survey.
- Each comparison group created and used by your institution must differ by at least three from all other existing and deleted comparison groups created and used by your institution.

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. CUPA-HR's research staff also can produce a *Geographical Statistical Area (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 special studies and the GSA report is the same as DOD standard reports.

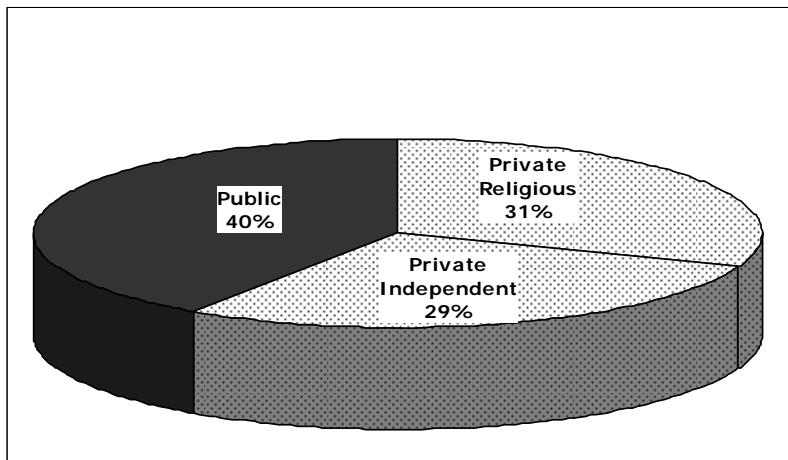
**Go to [www.cupahr.org](http://www.cupahr.org) to order DataOnDemand and Special Studies.**

## PROFILE OF 2007–08 PARTICIPATING INSTITUTIONS

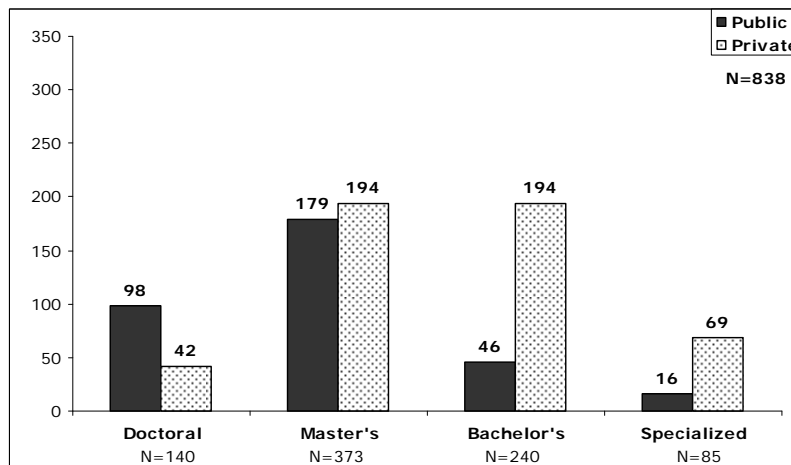
This year's NFS Survey was completed by 838 higher education institutions. Approximately 90% (752) of the responding institutions also completed the 2006–07 survey. **Appendix C** lists survey participants in alphabetical order, along with each institution's Unit ID, 2000 Carnegie classification, state, 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% (339) of the 2007–08 respondents, and private institutions 60.0% (499). The responding private institutions are almost equally split between religiously affiliated (259) and independent institutions (240). In terms of classification, master's colleges and universities are the largest group of participants at 44.5% (373), and are about equally split between public and private institutions. Baccalaureate colleges comprise 28.7% (240) of the respondents. Doctoral institutions comprise 16.7% (140) of the respondents and about two-thirds are public. Specialized institutions are the smallest segment of respondents at 10.1% (85), and almost all are private institutions. About 34% (114) of the responding public institutions report that their faculties are unionized.

**% Distribution of Survey Respondents by Affiliation**  
*CUPA-HR 2007–08 NFS Survey*



**Distribution of 2007–08 Survey Respondents by Affiliation**  
*CUPA-HR 2007–08 NFS Survey*



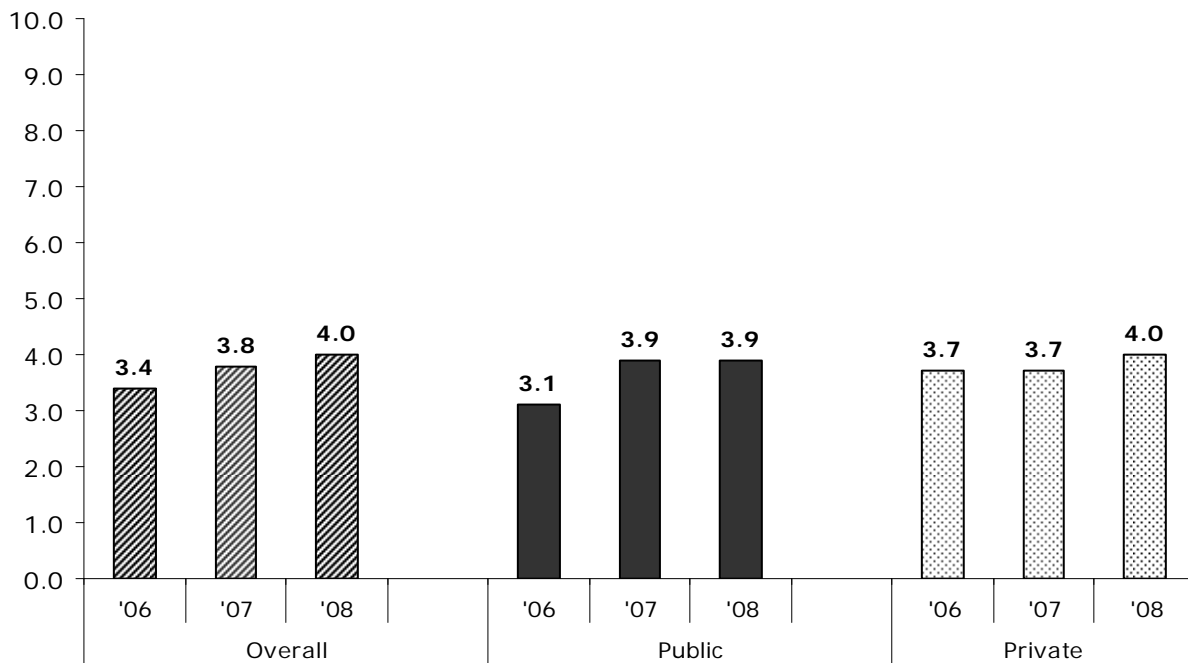
## SALARY INCREASES BY AFFILIATION

This year's survey reflects salary data for 211,424 faculty members at four-year colleges and universities nationwide. Of this number, 141,527 are at public institutions and 69,897 are at private institutions.

The overall median increase in the average salary this year for all institutions participating in the survey both this year and last is 4.0%, up from last year's median increase of 3.8%<sup>1</sup>. Salary increases at private institutions were higher this year at 4.0%. In contrast, the overall increase at public institutions was the same as last year at 3.9%.

### % Increase in Overall Average Salary and by Affiliation

*CUPA-HR 2007-08 NFS Survey\**



\* Survey years reported in table: '05-'06, '06-'07, 07-'08

<sup>1</sup> **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 is calculated.

## SALARY INCREASES BY CLASSIFICATION

In terms of the 2000 Carnegie Classification, the increase in average salary is highest at public baccalaureate institutions (4.5%), of which there are only a few. The smallest increase in salary was 3.0% at private specialized institutions, followed by public master's institutions at 3.7%. All other groups had increases of 3.8% to 4.0%.

### % Increase in Salary by 2000 Carnegie Classification

*CUPA-HR 2007-08 NFS Survey*

<b>Doctoral Institutions</b>	<b>2005-06</b>	<b>2006-07</b>	<b>2007-08</b>
All	3.4	3.9	4.0
Private	4.0	3.8	4.0
Public	3.3	3.9	4.0

<b>Master's Institutions</b>	<b>2005-06</b>	<b>2006-07</b>	<b>2007-08</b>
All	3.3	3.8	3.8
Private	3.7	3.6	3.9
Public	3.0	3.9	3.7

<b>Bachelor's Institutions</b>	<b>2005-06</b>	<b>2006-07</b>	<b>2007-08</b>
All	3.4	4.0	4.0
Private	3.5	3.9	4.0
Public	3.0	4.2	4.5

<b>Specialized Institutions</b>	<b>2005-06</b>	<b>2006-07</b>	<b>2007-08</b>
All	3.2	3.4	3.4
Private	3.2	3.1	3.0
Public	3.1	3.8	4.0

## SALARY INCREASES BY RANK

Increases in average salary by rank ranged from a low of 3.3% for new assistant professors at public institutions to a high of 4.0% for professor and associate professors both at public and private institutions, and for assistant professors at private institutions. Increases for other ranks range from 3.4% to 3.9%. Increases were the same at public and private institutions for professors and associate professors and slightly higher at private institutions for assistant professors, new assistant professors and instructors. Increases last year, in most cases, were greater at public institutions.

### % Increase in Salary by Rank

*CUPA-HR 2007-08 NFS Survey*

<b>Professor</b>	<b>2005-06</b>	<b>2006-07</b>	<b>2007-08</b>
All	3.4	4.0	4.0
Private	3.7	3.7	4.0
Public	3.1	4.1	4.0

<b>Associate Professor</b>	<b>2005-06</b>	<b>2006-07</b>	<b>2007-08</b>
All	3.4	3.9	4.0
Private	3.7	3.8	4.0
Public	3.1	3.9	4.0

<b>Assistant Professor</b>	<b>2005-06</b>	<b>2006-07</b>	<b>2007-08</b>
All	3.4	3.8	3.9
Private	3.7	3.7	4.0
Public	3.1	3.8	3.8

<b>New Assistant Professor</b>	<b>2005-06</b>	<b>2006-07</b>	<b>2007-08</b>
All	3.0	3.6	3.3
Private	3.8	4.2	3.4
Public	2.9	3.4	3.3

<b>Instructor</b>	<b>2005-06</b>	<b>2006-07</b>	<b>2007-08</b>
All	3.2	3.7	3.8
Private	3.4	3.6	3.9
Public	3.0	3.8	3.8

## DISCIPLINES WITH HIGHEST AND LOWEST AVERAGE SALARIES

The three disciplines with the highest average salaries are the same for all institutions across all ranks – [22.] Legal Profession and Studies, [14.] Engineering and [52] Business, Management, Marketing and Related Support Services. These are also the three highest paid disciplines for both private and public institutions. The one exception is for instructors at private institutions where [05.] Area, Ethnic, Cultural And Gender Studies is among the top three.

### 2-Digit Disciplines with Highest Average Salaries– Private and Public Un-Weighted by Rank

*CUPA-HR 2007–08 NFS Survey*

All	Private	Public	All Ranks Combined
\$97,469	\$100,018	\$94,281	[22.] Legal Professions And Studies
\$86,560	\$85,842	\$86,843	[14.] Engineering
\$85,871	\$82,871	\$82,871	[52.] Business, Management, Marketing, & Related Support Services
			<b>Professor</b>
\$129,527	\$133,970	\$124,257	[22.] Legal Professions And Studies
\$107,134	\$102,568	\$109,073	[14.] Engineering
\$102,965	\$99,556	#105,498	[52.] Business, Management, Marketing, & Related Support Services
			<b>Associate Professor</b>
\$94,444	\$97,512	\$90,476	[22.] Legal Professions And Studies
\$86,633	\$82,797	\$89,807	[52.] Business, Management, Marketing, & Related Support Services
\$82,857	\$81,976	\$83,235	[14.] Engineering
			<b>Assistant Professor</b>
\$79,910	\$73,919	\$84,704	[52.] Business, Management, Marketing, & Related Support Services
\$79,684	\$82,465	\$76,479	[22.] Legal Professions And Studies
\$72,734	\$72,760	\$72,724	[14.] Engineering
		\$72,929	[11.] Computer and Information Sciences and Support Services
			<b>Instructor</b>
\$63,174	\$63,166	\$63,187	[22.] Legal Professions And Studies
\$55,364		\$55,688	[14.] Engineering
\$53,937	\$56,426	\$52,825	[52.] Business, Management, Marketing, & Related Support Services
	\$54,539		[05.] Area, Ethnic, Cultural, and Gender Studies

For all ranks combined, the three disciplines with the lowest average salaries across all institutions are [50] Visual and Performing Arts, [23] English Language and Literature/Letters and [31] Parks, Recreation, Leisure and Fitness Studies. For all ranks combined, and at each rank, the lowest paid disciplines are mostly different for private and public institutions. At private institutions, [39] Theology and Religious Vocations is always one of the lowest paid disciplines but is not included in these comparisons since it is not found at public institutions.

**2-Digit Disciplines with Lowest Average Salaries – Private and Public  
Un-Weighted by Rank**

*CUPA-HR 2007–08 NFS Survey*

All	Private	Public	All Ranks Combined
\$59,764		\$59,063	[50.] Visual And Performing Arts
\$59,050		\$57,822	[23.] English Language And Literature/Letters
\$58,921	\$56,936		[31.] Parks, Recreation, Leisure And Fitness Studies
	\$57,213		[10.] Communications Technologies/Technicians, Support Services
	\$58,452		[43.] Security and Protective Services
		\$59,664	[16.] Foreign Languages, Literatures, and Linguistics
--	\$57,786	--	[39.] Theology and Religious Vocations
All	Private	Public	Professor
\$76,793		\$76,011	[23.] English Language And Literature/Letters
\$76,293		\$76,071	[50.] Visual And Performing Arts
\$76,038	\$71,233	\$78,668	[31.] Parks, Recreation, Leisure And Fitness Studies
	\$74,212		[25.] Library Science
	\$71,319		[01.] Agriculture, Agriculture Operations, and Related Sciences
--	\$69,855	--	[39.] Theology and Religious Vocations
All	Private	Public	Associate Professor
\$60,523		\$60,094	[54.] History
\$60,204		\$59,643	[50.] Visual and Performing Arts
\$59,949		\$59,202	[23.] English Language and Literature/Letters
	\$59,713		[25.] Library Science
	\$59,648		[10.] Communications Technologies/Technicians, Support Services
	\$59,482		[24.] Liberal Arts and Sciences, General Studies and Humanities
--	\$57,790	--	[39.] Theology and Religious Vocations
All	Private	Public	Assistant Professor
\$49,821		\$49,154	[50.] Visual and Performing Arts
\$49,528	\$49,906	\$49,120	[23.] English Language and Literature/Letters
\$48,876			[24.] Liberal Arts and Sciences, General Studies and Humanities
		\$49,347	[54.] History
	\$49,631		[31.] Parks, Recreation, Leisure And Fitness Studies
	\$49,262		[01.] Agriculture, Agriculture Operations, And Related Sciences
--	\$49,168	--	[39.] Theology and Religious Vocations
All	Private	Public	Instructor
\$40,228		\$37,220	[38.] Philosophy and Religious Studies
\$39,948	\$40,600		[30.] Multi/Interdisciplinary Studies
\$39,834	\$42,305	\$38,183	[23.] English Language and Literature/Letters
	\$42,313		[10.] Communications Technologies/Technicians, Support Services
		\$38,037	[16.] Foreign Languages, Literatures, and Linguistics
--	\$42,361	--	[39.] Theology and Religious Vocations

## DISTRIBUTION OF FULL PROFESSORS

There are significant differences among disciplines in the distribution of faculty by rank. The table below shows those with the highest and lowest percentage of full professors. As in salary, the legal profession tops the highest percentage list for both private and public institutions. At the other end of the spectrum, two of the three disciplines with the lowest percentage of full professors are the same for private and public institutions – [51.] Health Professions and Related Clinical Sciences and [25.] Library Science.

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

*CUPA-HR 2007–08 NFS Survey*

All	Private	Public	Highest
56.5%	56.8%	56.0%	[22.] Legal Professions And Studies
43.8%	42.9%	44.1%	[14.] Engineering
43.3%		45.1%	[01.] Agriculture, Agriculture Operations, and Related Sciences
	38.3%		[38.] Philosophy and Religious Studies

All	Private	Public	Lowest
20.4%	14.4%		[10.] Communications Technologies/Technicians and Support Services
19.3%	14.0%	21.4%	[51.] Health Professions and Related Clinical Sciences
16.1%	15.3%	16.3%	[25.] Library Science
		22.5%	[31.] Parks, Recreation, Leisure and Fitness Studies
		22.5%	[44.] Public Administration and Social Service Professions

## DISTRIBUTION AND SALARIES OF NEW ASSISTANT PROFESSORS

The disciplines with the highest and lowest percentage of new assistant professors are listed below. Physical Sciences at public institutions have the overall highest percentage of new assistant professors at 12.5%; it also had the highest percentage last year. The Legal Profession at private institutions has the overall lowest percentage of new assistant professors at 1.9%. The four disciplines in the lowest percentage group are the same as last year for both private and public institutions.

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

*CUPA-HR 2007–08 NFS Survey*

All	Private	Public	Highest
7.2%	7.0%	7.3%	[43.] Security and Protective Services
5.9%			[13.] Education
5.9%	6.3%		[09.] Communication, Journalism and Related Programs
5.5%		6.3%	[44.] Public Administration and Social Service Professions
	7.0%		[19.] Family and Consumer Sciences
		12.5%	[40.] Physical Sciences

All	Private	Public	Lowest
3.8%	1.4%	4.0%	[01.] Agriculture, Agriculture Operations, and Related Services
3.6%	3.0%	3.8%	[11.] Computer and Information Sciences and Support Services
2.5%	1.9%	3.4%	[22.] Legal Professions and Studies
	3.0%		[15.] Engineering Technologies/Technicians

The new assistant professors with the highest average salaries are in the same disciplines that have the highest average salaries at the other ranks. In contrast, and as was the case with the other ranks, the lowest paid disciplines are mostly different in 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 2007–08 NFS Survey*

<b>All</b>	<b>Private</b>	<b>Public</b>	<b>Highest Average Salary</b>
\$86,640	\$81,779	\$84,704	[52.] Business, Management, Marketing, And Related Support Services
\$78,901	\$81,750	\$76,479	[22.] Legal Professions And Studies
\$71,889	\$67,005	\$72,929	[11.] Computer and Information Sciences and Support Services
\$71,802	\$70,720	\$72,724	[14.] Engineering

<b>All</b>	<b>Private</b>	<b>Public</b>	<b>Lowest Average Salary</b>
\$49,314		\$49,347	[54.] History
\$48,289	\$48,586	\$49,120	[23.] English Language and Literature/Letters
\$48,004		\$49,154	[50.] Visual and Performing Arts
	\$48,674		[25.] Library Science
	\$48,424		[30.] Multi/Interdisciplinary Studies

## DATA SPECIFICATIONS

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

- Salaries are those in effect as of October 15, 2007.
- 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 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 **fifty percent or more 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 2007 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)

**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.
- **High of the Highs:** Highest full-time 9–10 month salary.
- **Low of the Lows:** 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

## Seven Selected 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 2007-08 National Faculty Salary Survey  
All Institutions**

Discipline and Rank	UN-WEIGHTED AVERAGE
<b>[01.] AGRICULTURE, AGRICULTURE OPERATIONS, AND RELATED SCIENCES</b>	
Professor	86,062
Associate Professor	68,259
Assistant Professor	58,360
New Assistant Professor	57,963
Instructor	43,527
<b>[03.] NATURAL RESOURCES AND CONSERVATION</b>	
Professor	87,676
Associate Professor	67,417
Assistant Professor	56,735
New Assistant Professor	56,809
Instructor	46,053
<b>[04.] ARCHITECTURE AND RELATED SERVICES</b>	
Professor	93,591
Associate Professor	72,024
Assistant Professor	58,808
New Assistant Professor	56,695
Instructor	46,345
<b>[05.] AREA, ETHNIC, CULTURAL, AND GENDER STUDIES</b>	
Professor	94,700
Associate Professor	71,014
Assistant Professor	56,271
New Assistant Professor	56,035
Instructor	45,311
<b>[09.] COMMUNICATION, JOURNALISM AND RELATED PROGRAMS</b>	
Professor	80,514
Associate Professor	61,745
Assistant Professor	51,401
New Assistant Professor	50,469
Instructor	42,420
<b>[10.] COMMUNICATIONS TECHNOLOGIES/TECHNICIANS AND SUPPORT SERVICES</b>	
Professor	85,704
Associate Professor	63,950
Assistant Professor	52,317
New Assistant Professor	42,519
Instructor	43,571
<b>[11.] COMPUTER AND INFORMATION SCIENCES AND SUPPORT SERVICES</b>	
Professor	96,180
Associate Professor	78,784
Assistant Professor	68,954
New Assistant Professor	71,889
Instructor	48,859
<b>[13.] EDUCATION</b>	
Professor	79,281
Associate Professor	62,672
Assistant Professor	53,075
New Assistant Professor	52,128
Instructor	43,639
<b>[14.] ENGINEERING</b>	
Professor	107,134
Associate Professor	82,857
Assistant Professor	72,734
New Assistant Professor	71,802
Instructor	55,364

**CUPA-HR 2007-08 National Faculty Salary Survey  
All Institutions**

Discipline and Rank	UN-WEIGHTED AVERAGE
<b>[15.] ENGINEERING TECHNOLOGIES/TECHNICIANS</b>	
Professor	82,525
Associate Professor	68,513
Assistant Professor	59,710
New Assistant Professor	59,335
Instructor	46,190
<b>[16.] FOREIGN LANGUAGES, LITERATURES, AND LINGUISTICS</b>	
Professor	82,094
Associate Professor	62,564
Assistant Professor	51,621
New Assistant Professor	49,802
Instructor	40,638
<b>[19.] FAMILY AND CONSUMER SCIENCES/HUMAN SCIENCES</b>	
Professor	81,482
Associate Professor	64,400
Assistant Professor	53,667
New Assistant Professor	53,646
Instructor	42,709
<b>[22.] LEGAL PROFESSIONS AND STUDIES</b>	
Professor	129,527
Associate Professor	94,444
Assistant Professor	79,684
New Assistant Professor	78,901
Instructor	63,174
<b>[23.] ENGLISH LANGUAGE AND LITERATURE/LETTERS</b>	
Professor	76,793
Associate Professor	59,949
Assistant Professor	49,528
New Assistant Professor	48,289
Instructor	39,834
<b>[24.] LIBERAL ARTS AND SCIENCES, GENERAL STUDIES AND HUMANITIES</b>	
Professor	81,626
Associate Professor	61,707
Assistant Professor	49,876
New Assistant Professor	49,832
Instructor	41,788
<b>[25.] LIBRARY SCIENCE</b>	
Professor	82,225
Associate Professor	65,266
Assistant Professor	52,553
New Assistant Professor	54,108
Instructor	47,491
<b>[26.] BIOLOGICAL AND BIOMEDICAL SCIENCES</b>	
Professor	86,146
Associate Professor	64,836
Assistant Professor	54,610
New Assistant Professor	54,209
Instructor	41,938
<b>[27.] MATHEMATICS AND STATISTICS</b>	
Professor	81,818
Associate Professor	63,728
Assistant Professor	53,800
New Assistant Professor	53,787
Instructor	40,971

**CUPA-HR 2007-08 National Faculty Salary Survey  
All Institutions**

Discipline and Rank	UN-WEIGHTED AVERAGE
<b>[30.] MULTI/INTERDISCIPLINARY STUDIES</b>	
Professor	87,674
Associate Professor	66,784
Assistant Professor	54,166
New Assistant Professor	51,338
Instructor	39,948
<b>[31.] PARKS, RECREATION, LEISURE AND FITNESS STUDIES</b>	
Professor	76,038
Associate Professor	62,002
Assistant Professor	50,894
New Assistant Professor	50,628
Instructor	42,702
<b>[38.] PHILOSOPHY AND RELIGIOUS STUDIES</b>	
Professor	81,464
Associate Professor	61,686
Assistant Professor	51,183
New Assistant Professor	50,059
Instructor	40,228
<b>[39.] THEOLOGY AND RELIGIOUS VOCATIONS</b>	
Professor	69,855
Associate Professor	57,790
Assistant Professor	49,214
New Assistant Professor	51,105
Instructor	42,687
<b>[40.] PHYSICAL SCIENCES</b>	
Professor	85,294
Associate Professor	64,835
Assistant Professor	54,782
New Assistant Professor	54,359
Instructor	42,403
<b>[41.] SCIENCE TECHNOLOGIES/TECHNICIANS</b>	
Professor	101,406
Associate Professor	69,155
Assistant Professor	58,278
New Assistant Professor	
Instructor	
<b>[42.] PSYCHOLOGY</b>	
Professor	80,546
Associate Professor	62,491
Assistant Professor	52,825
New Assistant Professor	52,153
Instructor	42,896
<b>[43.] SECURITY AND PROTECTIVE SERVICES</b>	
Professor	80,766
Associate Professor	63,683
Assistant Professor	52,340
New Assistant Professor	52,417
Instructor	43,618
<b>[44.] PUBLIC ADMINISTRATION AND SOCIAL SERVICE PROFESSIONS</b>	
Professor	85,477
Associate Professor	66,152
Assistant Professor	54,268
New Assistant Professor	53,619
Instructor	44,677

**CUPA-HR 2007-08 National Faculty Salary Survey  
All Institutions**

Discipline and Rank	UN-WEIGHTED AVERAGE
<b>[45.] SOCIAL SCIENCES</b>	
Professor	85,729
Associate Professor	65,680
Assistant Professor	55,052
New Assistant Professor	55,243
Instructor	43,667
<b>[50.] VISUAL AND PERFORMING ARTS</b>	
Professor	76,293
Associate Professor	60,204
Assistant Professor	49,821
New Assistant Professor	48,004
Instructor	41,608
<b>[51.] HEALTH PROFESSIONS AND RELATED CLINICAL SCIENCES</b>	
Professor	88,748
Associate Professor	70,801
Assistant Professor	59,091
New Assistant Professor	60,088
Instructor	50,015
<b>[52.] BUSINESS, MANAGEMENT, MARKETING, AND RELATED SUPPORT SERVICES</b>	
Professor	102,965
Associate Professor	86,633
Assistant Professor	79,910
New Assistant Professor	86,640
Instructor	53,937
<b>[54.] HISTORY GENERAL</b>	
Professor	79,409
Associate Professor	60,523
Assistant Professor	50,076
New Assistant Professor	49,314
Instructor	41,103

**CUPA-HR 2007-08 National Faculty Salary Survey  
All Institutions**

Salaries by Rank for Selected 4-Digit CIP Code Disciplines	UN-WEIGHTED AVERAGE
<b>16.09 Romance</b>	
Professor	79,650
Associate Professor	61,151
Assistant Professor	50,220
New Assistant Professor	49,015
Instructor	40,209
<b>27.01 Mathematics</b>	
Professor	80,853
Associate Professor	63,012
Assistant Professor	52,922
New Assistant Professor	52,372
Instructor	40,882
<b>38.01 Philosophy</b>	
Professor	83,249
Associate Professor	61,768
Assistant Professor	51,267
New Assistant Professor	50,186
Instructor	39,105
<b>45.06 Economics</b>	
Professor	93,616
Associate Professor	75,533
Assistant Professor	66,948
New Assistant Professor	69,577
Instructor	50,414
<b>50.07 Fine &amp; Studio Art</b>	
Professor	76,029
Associate Professor	59,938
Assistant Professor	49,625
New Assistant Professor	48,020
Instructor	40,324
<b>51.16 Nursing</b>	
Professor	81,573
Associate Professor	67,550
Assistant Professor	56,717
New Assistant Professor	55,527
Instructor	49,822
<b>52.03 Accounting &amp; Related Svcs</b>	
Professor	104,292
Associate Professor	89,504
Assistant Professor	83,271
New Assistant Professor	98,141
Instructor	55,856

**Responding Institutions  
PUBLIC**

INSTITUTION NAME	UNITID	CLASS	STATE	COLLECTIVE BARGAINING
Adams State College	126182	Master's	CO	No
Alabama Agricultural and Mechanical University	100654	Doctoral	AL	No
Appalachian State University	197869	Master's	NC	No
Arizona State University	104151	Doctoral	AZ	No
Arkansas State University	106458	Master's	AR	No
Arkansas Tech University	106467	Master's	AR	No
Armstrong Atlantic State University	138789	Master's	GA	No
Auburn University at Montgomery	100830	Master's	AL	No
Augusta State University	138983	Master's	GA	No
Austin Peay State University	219602	Master's	TN	No
Ball State University	150136	Doctoral	IN	No
Bemidji State University	173124	Master's	MN	Yes
Black Hills State University	219046	Baccalaureate	SD	Yes
Bloomsburg University of Pennsylvania	211158	Master's	PA	Yes
Boise State University	142115	Master's	ID	No
Bowie State University	162007	Master's	MD	No
Bowling Green State University	201441	Doctoral	OH	No
Bridgewater State College	165024	Master's	MA	Yes
California Polytechnic State University-San Luis Obispo	110422	Master's	CA	Yes
Central Connecticut State University	128771	Master's	CT	Yes
Central Michigan University	169248	Doctoral	MI	Yes
Central State University	201690	Baccalaureate	OH	Yes
Central Washington University	234827	Master's	WA	Yes
Chadron State College	180948	Master's	NE	Yes
Christopher Newport University	231712	Baccalaureate	VA	No
City University of New York John Jay College of Criminal Justice	190600	Specialized	NY	Yes
Clayton State University	139311	Baccalaureate	GA	No
Clemson University	217882	Doctoral	SC	No
Cleveland State University	202134	Doctoral	OH	Yes
Coastal Carolina University	218724	Baccalaureate	SC	No
College of Charleston	217819	Master's	SC	No
Colorado School of Mines	126775	Specialized	CO	No
Colorado State University	126818	Doctoral	CO	No
Colorado State University-Pueblo	128106	Master's	CO	No
Columbus State University	139366	Master's	GA	No
Coppin State University	162283	Master's	MD	No
Dakota State University	219082	Baccalaureate	SD	Yes
Desert Research Institute		Specialized	NV	No
Dixie State College of Utah	230171	Baccalaureate	UT	No
East Carolina University	198464	Doctoral	NC	No
East Central University	207041	Master's	OK	No
East Tennessee State University	220075	Doctoral	TN	No
Eastern Connecticut State University	129215	Master's	CT	Yes
Eastern Illinois University	144892	Master's	IL	Yes
Eastern Kentucky University	156620	Master's	KY	No
Eastern New Mexico University Main Campus	187648	Master's	NM	No
Eastern Oregon University	208646	Master's	OR	Yes
Elizabeth City State University	198507	Baccalaureate	NC	No
Emporia State University	155025	Master's	KS	No
Fairmont State University	237367	Baccalaureate	WV	No
Farmingdale State University of New York	196042	Baccalaureate	NY	Yes
Fayetteville State University	198543	Master's	NC	No
Ferris State University	169910	Master's	MI	Yes
Fitchburg State College	165820	Master's	MA	Yes
Florida Atlantic University	133669	Doctoral	FL	Yes
Florida Gulf Coast University	433660	Master's	FL	Yes
Florida International University	133951	Doctoral	FL	Yes
Fort Hays State University	155061	Master's	KS	Yes
Fort Lewis College	127185	Baccalaureate	CO	No
Framingham State College	165866	Master's	MA	Yes
Francis Marion University	218061	Master's	SC	No
Frostburg State University	162584	Master's	MD	No
George Mason University	232186	Doctoral	VA	No
Georgia College & State University	139861	Master's	GA	No
Georgia Gwinnett College		Baccalaureate	GA	No
Georgia Institute of Technology	139755	Doctoral	GA	No
Georgia Southern University	139931	Master's	GA	No
Georgia Southwestern State University	139764	Master's	GA	No
Georgia State University	139940	Doctoral	GA	No
Glenville State College	237385	Baccalaureate	WV	No
Governors State University	145336	Master's	IL	Yes
Grambling State University	159009	Master's	LA	No
Grand Valley State University	170082	Master's	MI	No
Harris-Stowe State University	177551	Specialized	MO	No
Henderson State University	107071	Master's	AR	No

**Responding Institutions  
PUBLIC**

INSTITUTION NAME	UNITID	CLASS	STATE	COLLECTIVE BARGAINING
Idaho State University	142276	Doctoral	ID	No
Illinois State University	145813	Doctoral	IL	No
Indiana State University	151324	Doctoral	IN	No
Indiana University Kokomo	151333	Baccalaureate	IN	No
Indiana University of Pennsylvania	213020	Doctoral	PA	Yes
Indiana University-Purdue University Fort Wayne	151102	Master's	IN	No
Jacksonville State University	101480	Master's	AL	No
James Madison University	232423	Master's	VA	No
Kean University	185262	Master's	NJ	Yes
Keene State College	183062	Master's	NH	Yes
Kennesaw State University	140164	Master's	GA	No
Kent State University Main Campus	203517	Doctoral	OH	Yes
Kentucky State University	157058	Master's	KY	No
Lamar University	226091	Master's	TX	No
Lander University	218229	Master's	SC	No
Lewis-Clark State College	142328	Baccalaureate	ID	No
Lincoln University	177940	Master's	MO	No
Lincoln University	213598	Master's	PA	Yes
Long Island University Administration	192457	Specialized	NY	Yes
Longwood University	232566	Master's	VA	No
Louisiana State University and Agricultural and Mechanical College	159391	Doctoral	LA	No
Louisiana Tech University	159647	Doctoral	LA	No
Marshall University	237525	Master's	WV	No
Massachusetts College of Art	166674	Specialized	MA	Yes
Massachusetts College of Liberal Arts	167288	Baccalaureate	MA	Yes
Massachusetts Maritime Academy	166692	Specialized	MA	Yes
McNeese State University	159717	Master's	LA	No
Medical College of Georgia	140401	Specialized	GA	No
Medical University of South Carolina	218335	Specialized	SC	No
Metropolitan State College of Denver	127565	Baccalaureate	CO	No
Metropolitan State University	174020	Master's	MN	Yes
Miami University	204024	Doctoral	OH	No
Michigan Technological University	171128	Doctoral	MI	Yes
Middle Tennessee State University	220978	Doctoral	TN	No
Minnesota State University Moorhead	174358	Master's	MN	Yes
Minnesota State University, Mankato	173920	Master's	MN	Yes
Minot State University	200253	Master's	ND	No
Mississippi University for Women	176035	Master's	MS	No
Mississippi Valley State University	176044	Baccalaureate	MS	No
Missouri State University	179566	Master's	MO	No
Missouri University of Science and Technology	178411	Doctoral	MO	No
Missouri Western State University	178387	Baccalaureate	MO	No
Montana State University - Billings	180179	Master's	MT	Yes
Montana State University - Bozeman	180461	Doctoral	MT	No
Montana Tech of The University of Montana	180416	Specialized	MT	Yes
Montclair State University	185590	Master's	NJ	Yes
Morehead State University	157386	Master's	KY	No
Murray State University	157401	Master's	KY	No
New Jersey City University	185129	Master's	NJ	Yes
New Jersey Institute of Technology	185828	Doctoral	NJ	Yes
Nicholls State University	159966	Master's	LA	No
North Carolina Central University	199157	Master's	NC	No
North Carolina State University	199193	Doctoral	NC	No
North Dakota State University Main Campus	200332	Doctoral	ND	No
North Georgia College & State University	140669	Master's	GA	No
Northeastern Illinois University	147776	Master's	IL	Yes
Northeastern State University	207263	Master's	OK	No
Northern Arizona University	105330	Doctoral	AZ	No
Northern Illinois University	147703	Doctoral	IL	No
Northern Kentucky University	157447	Master's	KY	No
Northern Michigan University	171456	Master's	MI	Yes
Northern State University	219259	Master's	SD	Yes
Northwest Missouri State University	178624	Master's	MO	No
Northwestern State University	160038	Master's	LA	No
Oakland University	171571	Doctoral	MI	Yes
Ohio University Main Campus	204857	Doctoral	OH	No
Old Dominion University	232982	Doctoral	VA	No
Oregon Institute of Technology	209506	Specialized	OR	No
Oregon State University	209542	Doctoral	OR	No
Pittsburg State University	155681	Master's	KS	Yes
Plymouth State University	183080	Master's	NH	No
Portland State University	209807	Doctoral	OR	Yes
Prairie View A & M University	227526	Master's	TX	No
Purdue University Calumet	152248	Master's	IN	No
Purdue University North Central Campus	152266	Baccalaureate	IN	No

**Responding Institutions  
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INSTITUTION NAME	UNITID	CLASS	STATE	COLLECTIVE BARGAINING
Radford University	233277	Master's	VA	No
Ramapo College of New Jersey	186201	Baccalaureate	NJ	Yes
Rhode Island College	217420	Master's	RI	Yes
Rowan University	184782	Master's	NJ	Yes
Rutgers the State University of New Jersey New Brunswick Campus	186380	Doctoral	NJ	Yes
Salem State College	167729	Master's	MA	Yes
Salisbury University	163851	Master's	MD	No
Sam Houston State University	227881	Master's	TX	No
San Diego State University	122409	Doctoral	CA	Yes
Shawnee State University	205443	Baccalaureate	OH	Yes
South Dakota School of Mines and Technology	219347	Specialized	SD	Yes
South Dakota State University	219356	Doctoral	SD	Yes
Southeast Missouri State University	179557	Master's	MO	No
Southeastern Louisiana University	160612	Master's	LA	No
Southeastern Oklahoma State University	207847	Master's	OK	No
Southern Arkansas University	107983	Master's	AR	No
Southern Illinois University Carbondale	149222	Doctoral	IL	Yes
Southern Illinois University Edwardsville	149231	Master's	IL	No
Southern Oregon University	210146	Master's	OR	Yes
Southern University and Agricultural and Mechanical College at Baton Rouge	160621	Master's	LA	No
Southern Utah University	230603	Master's	UT	No
Southwest Minnesota State University	175078	Baccalaureate	MN	Yes
Southwestern Oklahoma State University	207865	Master's	OK	No
St. Cloud State University	174783	Master's	MN	Yes
St. Mary's College of Maryland	163912	Baccalaureate	MD	No
State University of New York at New Paltz	196176	Master's	NY	Yes
State University of New York College at Brockport	196121	Master's	NY	Yes
State University of New York College at Cortland	196149	Master's	NY	Yes
State University of New York College at Geneseo	196167	Master's	NY	Yes
State University of New York College at Oswego	196194	Master's	NY	Yes
State University of New York College at Plattsburgh	196246	Master's	NY	Yes
State University of New York College at Potsdam	196200	Master's	NY	Yes
State University of New York College of Environmental Science and Forestry	196103	Doctoral	NY	Yes
State University of New York College of Technology at Alfred	196006	Baccalaureate	NY	Yes
State University of New York Institute of Technology at Utica-Rome	196112	Master's	NY	Yes
Stephen F. Austin State University	228431	Master's	TX	No
Tarleton State University	228529	Master's	TX	No
Temple University	216339	Doctoral	PA	Yes
Tennessee Technological University	221847	Master's	TN	No
Texas A & M International University	226152	Master's	TX	No
Texas A & M University - Commerce	224554	Doctoral	TX	No
Texas A & M University - Corpus Christi	224147	Master's	TX	No
Texas A & M University - Kingsville	228705	Doctoral	TX	No
Texas A & M University at Galveston	228714	Baccalaureate	TX	No
Texas A&M University - Texarkana	224545	Master's	TX	No
Texas State University-San Marcos	228459	Master's	TX	No
Texas Tech University	229115	Doctoral	TX	No
Texas Woman's University	229179	Doctoral	TX	No
The Citadel, The Military College of South Carolina	217864	Master's	SC	No
The College of New Jersey	187134	Master's	NJ	Yes
The Ohio State University at Marion	204699	Baccalaureate	OH	No
The Ohio State University Main Campus	204796	Doctoral	OH	No
The Ohio State University Mansfield Campus	204680	Baccalaureate	OH	No
The Richard Stockton College of New Jersey	186876	Baccalaureate	NJ	Yes
The University of Akron, Main Campus	200800	Doctoral	OH	Yes
The University of Alabama	100751	Doctoral	AL	No
The University of Maine at Augusta	161217	Baccalaureate	ME	Yes
The University of Memphis	220862	Doctoral	TN	No
The University of Montana - Missoula	180489	Doctoral	MT	Yes
The University of Montana-Western	180692	Baccalaureate	MT	Yes
The University of South Dakota	219471	Doctoral	SD	Yes
The University of Virginia's College at Wise	233897	Baccalaureate	VA	No
The University of West Alabama	101587	Master's	AL	No
Towson University	164076	Master's	MD	No
Troy University	102368	Master's	AL	No
Truman State University	178615	Master's	MO	No
University of Alabama in Huntsville	100706	Doctoral	AL	No
University of Alaska Anchorage	102553	Master's	AK	Yes
University of Alaska Southeast	102632	Master's	AK	Yes
University of Arkansas at Little Rock	106245	Doctoral	AR	No
University of Baltimore	161873	Master's	MD	No
University of California-Santa Cruz	110714	Doctoral	CA	Yes
University of Central Arkansas	106704	Master's	AR	No
University of Central Florida	132903	Doctoral	FL	Yes
University of Central Missouri	176965	Master's	MO	No

**Responding Institutions  
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INSTITUTION NAME	UNITID	CLASS	STATE	COLLECTIVE BARGAINING
University of Central Oklahoma	206941	Master's	OK	No
University of Colorado at Colorado Springs	126580	Master's	CO	No
University of Colorado at Denver and Health Science Center	126571	Specialized	CO	No
University of Connecticut	129020	Doctoral	CT	Yes
University of Delaware	130943	Doctoral	DE	Yes
University of Georgia	139959	Doctoral	GA	No
University of Hawaii at Manoa	141574	Doctoral	HI	Yes
University of Houston - Clear Lake	225414	Master's	TX	No
University of Houston - Downtown	225432	Baccalaureate	TX	No
University of Houston - Victoria	225502	Master's	TX	No
University of Houston	225511	Doctoral	TX	No
University of Idaho	142285	Doctoral	ID	No
University of Illinois at Chicago	145600	Doctoral	IL	No
University of Illinois at Springfield	148654	Master's	IL	No
University of Illinois at Urbana-Champaign	145637	Doctoral	IL	No
University of Louisiana at Lafayette	160658	Doctoral	LA	No
University of Louisiana at Monroe	159993	Master's	LA	No
University of Louisville	157289	Doctoral	KY	No
University of Maine at Fort Kent	161235	Baccalaureate	ME	Yes
University of Maine at Presque Isle	161341	Baccalaureate	ME	Yes
University of Maryland Baltimore	163259	Doctoral	MD	No
University of Maryland Baltimore County	163268	Doctoral	MD	No
University of Maryland Biotechnology Institute		Specialized	MD	No
University of Maryland College Park	163286	Doctoral	MD	No
University of Maryland Eastern Shore	163338	Master's	MD	No
University of Massachusetts	166629	Doctoral	MA	Yes
University of Massachusetts Boston	166638	Doctoral	MA	Yes
University of Massachusetts Dartmouth	167987	Master's	MA	Yes
University of Massachusetts Lowell	166513	Doctoral	MA	Yes
University of Michigan-Ann Arbor	170976	Doctoral	MI	No
University of Michigan-Dearborn	171137	Master's	MI	No
University of Michigan-Flint	171146	Master's	MI	No
University of Minnesota-Morris	174251	Baccalaureate	MN	No
University of Missouri - Kansas City	178402	Doctoral	MO	No
University of Missouri - Saint Louis	178420	Doctoral	MO	No
University of Montevallo	101709	Master's	AL	No
University of Nebraska at Kearney	181215	Master's	NE	Yes
University of Nebraska at Omaha	181394	Master's	NE	Yes
University of Nevada, Reno	182290	Doctoral	NV	No
University of Nevada-Las Vegas	182281	Doctoral	NV	No
University of New Orleans	159939	Doctoral	LA	Yes
University of North Alabama	101879	Master's	AL	No
University of North Carolina at Asheville	199111	Baccalaureate	NC	No
University of North Carolina at Charlotte	199139	Master's	NC	No
University of North Carolina at Greensboro	199148	Doctoral	NC	No
University of North Carolina at Pembroke	199281	Master's	NC	No
University of North Carolina at Wilmington	199218	Master's	NC	No
University of North Dakota Main Campus	200280	Doctoral	ND	No
University of North Florida	136172	Master's	FL	Yes
University of North Texas	227216	Doctoral	TX	No
University of Northern Colorado	127741	Doctoral	CO	No
University of Northern Iowa	154095	Master's	IA	Yes
University of Oklahoma Health Sciences Center	207342	Specialized	OK	No
University of Oklahoma Norman Campus	207500	Doctoral	OK	No
University of Science and Arts of Oklahoma	207722	Baccalaureate	OK	No
University of South Alabama	102094	Doctoral	AL	No
University of South Carolina - Aiken	218645	Baccalaureate	SC	No
University of South Carolina - Beaufort	218654	Baccalaureate	SC	No
University of South Carolina - Columbia	218663	Doctoral	SC	No
University of South Carolina - Upstate	218742	Baccalaureate	SC	No
University of South Florida	137351	Doctoral	FL	Yes
University of Southern Indiana	151306	Master's	IN	No
University of Southern Mississippi	176372	Doctoral	MS	No
University of Tennessee at Chattanooga	221740	Master's	TN	No
University of Tennessee at Martin	221768	Master's	TN	No
University of Tennessee Health Science Center	221704	Specialized	TN	No
University of Texas - Pan American	227368	Master's	TX	No
University of Texas at Dallas	228787	Doctoral	TX	No
University of Texas at El Paso	228796	Doctoral	TX	No
University of Texas at San Antonio	229027	Master's	TX	No
University of Texas at Tyler	228802	Master's	TX	No
University of the District of Columbia	131399	Master's	DC	Yes
University of Toledo - Main Campus	206084	Doctoral	OH	Yes
University of Virginia	234076	Doctoral	VA	No
University of West Florida	138354	Master's	FL	Yes

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INSTITUTION NAME	UNITID	CLASS	STATE	COLLECTIVE BARGAINING
University of West Georgia	141334	Master's	GA	No
University of Wisconsin-Eau Claire	240268	Master's	WI	No
University of Wisconsin-Green Bay	240277	Master's	WI	No
University of Wisconsin-La Crosse	240329	Master's	WI	No
University of Wisconsin-Milwaukee	240453	Doctoral	WI	No
University of Wisconsin-Oshkosh	240365	Master's	WI	No
University of Wisconsin-Platteville	240462	Master's	WI	No
University of Wisconsin-Stout	240417	Master's	WI	No
University of Wisconsin-Superior	240426	Master's	WI	No
University of Wisconsin-Whitewater	240189	Master's	WI	No
University of Wyoming	240727	Doctoral	WY	No
Utah State University	230728	Doctoral	UT	No
Utah Valley State College	230737	Baccalaureate	UT	No
Valdosta State University	141264	Master's	GA	No
Valley City State University	200572	Baccalaureate	ND	No
Virginia Military Institute	234085	Baccalaureate	VA	No
Virginia State University	234155	Master's	VA	No
Washburn University	156082	Master's	KS	No
Wayne State College	181783	Master's	NE	Yes
Wayne State University	172644	Doctoral	MI	Yes
Weber State University	230782	Master's	UT	No
West Texas A&M University	229814	Master's	TX	No
Western Carolina University	200004	Master's	NC	No
Western Connecticut State University	130776	Master's	CT	Yes
Western Illinois University	149772	Master's	IL	Yes
Western Kentucky University	157951	Master's	KY	No
Western New Mexico University	188304	Master's	NM	No
Western Oregon University	210429	Master's	OR	Yes
Western State College	128391	Baccalaureate	CO	No
Western Washington University	237011	Master's	WA	Yes
Westfield State College	168263	Master's	MA	Yes
Wichita State University	156125	Doctoral	KS	No
William Paterson University of New Jersey	187444	Master's	NJ	Yes
Winona State University	175272	Master's	MN	Yes
Winston-Salem State University	199999	Baccalaureate	NC	No
Winthrop University	218964	Master's	SC	No
Worcester State College	168430	Master's	MA	Yes
Wright State University Main Campus	206604	Doctoral	OH	Yes
Youngstown State University	206695	Master's	OH	Yes

**Responding Institutions  
PRIVATE**

INSTITUTION NAME	UNITID	CLASS	STATE	COLLECTIVE BARGAINING
A. T. Still University of Health Sciences	177834	Specialized	MO	No
Abilene Christian University	222178	Master's	TX	No
Adelphi University	188429	Doctoral	NY	Yes
Agnes Scott College	138600	Baccalaureate	GA	No
Albertus Magnus College	128498	Baccalaureate	CT	No
Albright College	210571	Baccalaureate	PA	No
Alderson Broaddus College	237118	Baccalaureate	WV	No
Alfred University	188641	Master's	NY	No
Alice Lloyd College	156189	Baccalaureate	KY	No
Allegheny College	210669	Baccalaureate	PA	No
Allen College	152798	Specialized	IA	No
Alliant International University	124885	Specialized	CA	Yes
Alma College	168591	Baccalaureate	MI	No
Alvernia College	210775	Baccalaureate	PA	No
Alverno College	238193	Baccalaureate	WI	No
American University	131159	Doctoral	DC	No
Amherst College	164465	Baccalaureate	MA	No
Anderson University	150066	Master's	IN	No
Antioch University	245838	Master's	CA	No
Aquinas College	168786	Master's	MI	No
Arcadia University	211088	Master's	PA	No
Assumption College	164562	Master's	MA	No
Augsburg College	173045	Master's	MN	No
Augustana College	219000	Baccalaureate	SD	No
Aultman College of Nursing and Health Sciences		Specialized	OH	No
Aurora University	143118	Master's	IL	No
Austin Presbyterian Theological Seminary	223001	Specialized	TX	No
Averett University	231420	Master's	VA	No
Avila University	176628	Master's	MO	No
Babson College	164580	Specialized	MA	No
Baker University	154688	Master's	KS	No
Baldwin-Wallace College	201195	Master's	OH	No
Bard College	189088	Baccalaureate	NY	Yes
Barnard College	189097	Baccalaureate	NY	No
Barry University	132471	Master's	FL	No
Barton College	197911	Baccalaureate	NC	No
Bastyr University	235547	Specialized	WA	No
Baylor University	223232	Doctoral	TX	No
Bellarmine University	156286	Master's	KY	No
Bellevue University	180814	Specialized	NE	No
Bellin College of Nursing	238324	Specialized	WI	No
Belmont University	219709	Master's	TN	No
Benedict College	217721	Baccalaureate	SC	No
Benedictine University	145619	Master's	IL	No
Bentley College	164739	Master's	MA	No
Berea College	156295	Baccalaureate	KY	No
Berklee College of Music	164748	Specialized	MA	Yes
Berry College	139144	Baccalaureate	GA	No
Bethany College	237181	Baccalaureate	WV	No
Bethany Lutheran College	173142	Baccalaureate	MN	No
Bethel University	173160	Master's	MN	No
Birmingham-Southern College	100937	Baccalaureate	AL	No
Blackburn College	143288	Baccalaureate	IL	No
Blessing-Rieman College of Nursing	143297	Specialized	IL	No
Bloomfield College	183822	Baccalaureate	NJ	Yes
Boston University	164988	Doctoral	MA	No
Bradley University	143358	Master's	IL	Yes
Bridgewater College	231581	Baccalaureate	VA	No
Brigham Young University Hawaii Campus	230047	Baccalaureate	HI	No
Bryan College	219790	Baccalaureate	TN	No
BryanLGH College of Health Sciences		Specialized	NE	No
Bryant University	217165	Master's	RI	Yes
Bucknell University	211291	Baccalaureate	PA	No
Buena Vista University	153001	Baccalaureate	IA	No
Butler University	150163	Master's	IN	No
Cabrini College	211352	Master's	PA	No
Caldwell College	183910	Baccalaureate	NJ	No
California Lutheran University	110413	Master's	CA	No
Calvin College	169080	Baccalaureate	MI	No
Campbellsville University	156365	Master's	KY	No
Canisius College	189705	Master's	NY	No
Cardinal Stritch University	238430	Master's	WI	No
Carroll College	238458	Baccalaureate	WI	No
Catawba College	198215	Baccalaureate	NC	No
Cazenovia College	189848	Baccalaureate	NY	No

**Responding Institutions  
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INSTITUTION NAME	UNITID	CLASS	STATE	COLLECTIVE BARGAINING
Cedar Crest College	211468	Baccalaureate	PA	No
Cedarville University	201654	Baccalaureate	OH	No
Centenary College	183974	Baccalaureate	NJ	No
Central College	153108	Baccalaureate	IA	No
Central Methodist University	176947	Baccalaureate	MO	No
Chapman University	111948	Master's	CA	No
Christian Brothers University	219833	Master's	TN	No
Claremont Graduate University	112251	Doctoral	CA	No
Claremont McKenna College	112260	Baccalaureate	CA	No
Clarke College	153126	Baccalaureate	IA	No
Clarkson College	180832	Specialized	NE	No
Clarkson University	190044	Doctoral	NY	No
Cleary University	169327	Specialized	MI	No
Cleveland Institute of Art	202046	Specialized	OH	No
Colgate University	190099	Baccalaureate	NY	No
College for Creative Studies	169442	Specialized	MI	No
College of Mount Saint Joseph	204200	Master's	OH	No
College of Mount Saint Vincent	193399	Master's	NY	No
College of Notre Dame of Maryland	163578	Master's	MD	No
College of Saint Benedict	174747	Baccalaureate	MN	No
College of Saint Catherine	175005	Master's	MN	No
College of Saint Mary	181604	Baccalaureate	NE	No
College of Saint Rose	195234	Master's	NY	No
College of the Southwest	188182	Master's	NM	No
Colorado Christian University	126669	Master's	CO	No
Colorado College	126678	Baccalaureate	CO	Yes
Columbia College	177065	Baccalaureate	MO	No
Concordia College-Moorhead	173300	Baccalaureate	MN	No
Concordia Seminary	177092	Specialized	MO	No
Concordia University at Austin	224004	Baccalaureate	TX	No
Concordia University Wisconsin	238616	Master's	WI	No
Converse College	217961	Master's	SC	No
Cooper Union	190372	Specialized	NY	Yes
Covenant College	139393	Baccalaureate	GA	No
Covenant Theological Seminary	177126	Specialized	MO	No
Cox College of Nursing and Health Sciences	176770	Specialized	MO	No
Creighton University	181002	Master's	NE	No
Culinary Institute of America	190503	Specialized	NY	Yes
Culver-Stockton College	177144	Baccalaureate	MO	No
Cumberland College	156541	Master's	KY	No
Cumberland University	219949	Master's	TN	No
Daemen College	190725	Baccalaureate	NY	No
Daniel Webster College	182661	Baccalaureate	NH	No
Davenport University	169479	Specialized	MI	No
Davidson College	198385	Baccalaureate	NC	No
Delaware Valley College	211981	Baccalaureate	PA	Yes
DePaul University	144740	Doctoral	IL	No
Des Moines University	154156	Specialized	IA	No
DeSales University	210739	Master's	PA	No
Dickinson College	212009	Baccalaureate	PA	No
Dominican College of Blauvelt	190761	Baccalaureate	NY	No
Dominican University	148496	Master's	IL	No
Dominican University of California	113698	Master's	CA	No
Dordt College	153250	Baccalaureate	IA	No
Drake University	153269	Master's	IA	No
Drew University	184348	Baccalaureate	NJ	No
Drexel University	212054	Doctoral	PA	No
Drury University	177214	Master's	MO	No
East Texas Baptist University	224527	Baccalaureate	TX	No
Eastern Nazarene College	165644	Master's	MA	No
Eastern University	212133	Master's	PA	No
Eckerd College	133492	Baccalaureate	FL	No
Edgewood College	238661	Master's	WI	No
Elizabethtown College	212197	Baccalaureate	PA	No
Elmhurst College	144962	Baccalaureate	IL	No
Elmira College	190983	Baccalaureate	NY	No
Elon University	198516	Master's	NC	No
Embry-Riddle Aeronautical University	133553	Master's	FL	No
Emerson College	165662	Master's	MA	Yes
Emmanuel College	165671	Master's	MA	No
Emory University	139658	Doctoral	GA	No
Episcopal Divinity School	165705	Specialized	MA	No
Erskine College	217998	Baccalaureate	SC	No
Eureka College	144971	Baccalaureate	IL	No
Fairleigh Dickinson University	184603	Master's	NJ	No

**Responding Institutions  
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INSTITUTION NAME	UNITID	CLASS	STATE	COLLECTIVE BARGAINING
Florida Institute of Technology	133881	Doctoral	FL	No
Florida Southern College	134079	Baccalaureate	FL	No
Fordham University	191241	Doctoral	NY	No
Franciscan University of Steubenville	205957	Master's	OH	No
Franklin Pierce University	182795	Baccalaureate	NH	Yes
Franklin University	202806	Specialized	OH	No
Franklin W. Olin College of Engineering		Specialized	MA	No
Freed-Hardeman University	220215	Master's	TN	No
Friends University	155089	Master's	KS	No
Gannon University	212601	Master's	PA	No
Geneva College	212656	Master's	PA	No
George Washington University	131469	Doctoral	DC	No
Georgetown College	156745	Baccalaureate	KY	No
Georgian Court University	184773	Master's	NJ	No
Goldey-Beacom College	130989	Specialized	DE	No
Gonzaga University	235316	Master's	WA	No
Goodwin College		Specialized	CT	No
Gordon College	165936	Baccalaureate	MA	No
Goshen College	150668	Baccalaureate	IN	No
Graceland University	153366	Baccalaureate	IA	No
Greenville College	145372	Baccalaureate	IL	No
Grinnell College	153384	Baccalaureate	IA	No
Gustavus Adolphus College	173647	Baccalaureate	MN	No
Gwynedd-Mercy College	212832	Master's	PA	No
Hamilton College	191515	Baccalaureate	NY	No
Hamline University	173665	Master's	MN	No
Hampshire College	166018	Baccalaureate	MA	No
Hanover College	150756	Baccalaureate	IN	No
Harrisburg University of Science & Technology		Baccalaureate	PA	No
Hartwick College	191533	Baccalaureate	NY	No
Hastings College	181127	Baccalaureate	NE	No
Hawaii Pacific University	141644	Master's	HI	No
Heidelberg College	203085	Master's	OH	No
Hellenic College-Holy Cross Greek Orthodox School of Theology	166054	Specialized	MA	No
Hilbert College	191621	Baccalaureate	NY	No
Hiram College	203128	Baccalaureate	OH	No
Hofstra University	191649	Doctoral	NY	Yes
Holy Family University	212984	Master's	PA	No
Holy Names University	115728	Master's	CA	No
Hope College	170301	Baccalaureate	MI	No
Huntingdon College	101435	Baccalaureate	AL	No
Illinois Institute of Technology	145725	Doctoral	IL	No
Immaculata University	213011	Master's	PA	No
Indiana Wesleyan University	151801	Master's	IN	No
Iona College	191931	Master's	NY	No
Ithaca College	191968	Master's	NY	No
Jacksonville University	134945	Master's	FL	No
Jamestown College	200156	Baccalaureate	ND	No
Jefferson College of Health Sciences	231837	Specialized	VA	No
John Brown University	107141	Baccalaureate	AR	No
John Carroll University	203368	Master's	OH	No
Judson College	101541	Baccalaureate	AL	No
Juniata College	213251	Baccalaureate	PA	No
Kansas Wesleyan University	155414	Baccalaureate	KS	No
Kentucky Christian University	157100	Baccalaureate	KY	No
Kenyon College	203535	Baccalaureate	OH	No
Kettering College of Medical Arts	203544	Specialized	OH	No
King's College	213321	Master's	PA	No
La Salle University	213367	Master's	PA	No
La Sierra University	117627	Master's	CA	No
LaGrange College	140234	Baccalaureate	GA	No
Lake Erie College	203580	Master's	OH	No
Le Moyne College	192323	Master's	NY	No
Lebanon Valley College	213507	Master's	PA	No
Lee University	220613	Baccalaureate	TN	No
Lees-McRae College	198808	Baccalaureate	NC	No
Lehigh University	213543	Doctoral	PA	No
LeTourneau University	226231	Master's	TX	No
Lipscomb University	219976	Master's	TN	No
Logan College of Chiropractic	177986	Specialized	MO	No
Logos Evangelical Seminary	397553	Specialized	CA	No
Loras College	153825	Baccalaureate	IA	No
Louisiana College	159568	Baccalaureate	LA	No
Loyola College in Maryland	163046	Master's	MD	No
Loyola Marymount University	117946	Master's	CA	No

**Responding Institutions  
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INSTITUTION NAME	UNITID	CLASS	STATE	COLLECTIVE BARGAINING
Loyola University Chicago	146719	Doctoral	IL	No
Loyola University New Orleans	159656	Master's	LA	No
Luther College	153834	Baccalaureate	IA	No
Lycoming College	213668	Baccalaureate	PA	No
Lynchburg College	232609	Master's	VA	No
Lynn University	132657	Master's	FL	No
Lyon College	106342	Baccalaureate	AR	No
MacMurray College	146825	Baccalaureate	IL	No
Madonna University	170806	Master's	MI	No
Malone College	203775	Master's	OH	No
Manchester College	151777	Baccalaureate	IN	No
Manhattanville College	192749	Master's	NY	No
Marian College of Fond Du Lac	239080	Master's	WI	No
Marietta College	203845	Baccalaureate	OH	No
Marist College	192819	Master's	NY	No
Mars Hill College	198899	Baccalaureate	NC	No
Mary Baldwin College	232672	Master's	VA	No
Marymount Manhattan College	192864	Baccalaureate	NY	No
Marymount University	232706	Master's	VA	No
Maryville College	220710	Baccalaureate	TN	No
Maryville University of Saint Louis	178059	Master's	MO	No
Marywood University	213826	Master's	PA	No
Massachusetts College of Pharmacy and Health Sciences	166656	Specialized	MA	No
McDaniel College	164270	Baccalaureate	MD	No
McKendree University	147013	Baccalaureate	IL	No
McMurry University	226587	Baccalaureate	TX	No
Medaille College	192925	Baccalaureate	NY	No
MedCentral College of Nursing		Specialized	OH	No
Mercer University	140447	Master's	GA	No
Mercy College of Health Sciences	153977	Specialized	IA	No
Mercyhurst College	213987	Master's	PA	No
Methodist College of Nursing		Specialized	IL	No
MGH Institute of Health Professions	166869	Specialized	MA	No
Millikin University	147244	Baccalaureate	IL	No
Minneapolis College of Art Design	174127	Specialized	MN	No
Misericordia University	214069	Master's	PA	No
Missouri Baptist University	178244	Baccalaureate	MO	No
Mitchell College	129774	Baccalaureate	CT	Yes
Monmouth University	185572	Master's	NJ	Yes
Moravian College	214157	Baccalaureate	PA	No
Morehouse College	140553	Baccalaureate	GA	No
Mount Aloysius College	214166	Baccalaureate	PA	No
Mount Carmel College of Nursing	204176	Specialized	OH	No
Mount Marty College	219198	Master's	SD	No
Mount Mercy College	154013	Baccalaureate	IA	No
Mount Union College	204185	Baccalaureate	OH	No
Muhlenberg College	214175	Baccalaureate	PA	No
Muskingum College	204264	Baccalaureate	OH	No
Naropa University	127653	Specialized	CO	No
National University	119605	Master's	CA	No
Nebraska Methodist College	181297	Specialized	NE	No
Nebraska Wesleyan University	181446	Baccalaureate	NE	No
Neumann College	214272	Baccalaureate	PA	No
Niagara University	193973	Master's	NY	Yes
Nichols College	167260	Specialized	MA	No
North Central College	147660	Master's	IL	No
Northeastern University	167358	Doctoral	MA	No
Northland College	239512	Baccalaureate	WI	No
Northwestern College	154101	Baccalaureate	IA	No
Northwestern College	174491	Baccalaureate	MN	No
Northwestern Health Sciences University	174507	Specialized	MN	No
Norwich University	230995	Master's	VT	No
Notre Dame de Namur University	120184	Master's	CA	No
Nova Southeastern University	136215	Doctoral	FL	No
Oakland City University	152099	Master's	IN	No
Oakwood College	101912	Baccalaureate	AL	No
Oberlin College	204501	Baccalaureate	OH	No
Occidental College	120254	Baccalaureate	CA	No
Ohio Northern University	204635	Baccalaureate	OH	No
Oklahoma Christian University	207324	Baccalaureate	OK	No
Oklahoma City University	207458	Master's	OK	No
Olivet College	171599	Baccalaureate	MI	No
Olivet Nazarene University	147828	Master's	IL	No
Oral Roberts University	207582	Master's	OK	No
Otterbein College	204936	Baccalaureate	OH	No

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INSTITUTION NAME	UNITID	CLASS	STATE	COLLECTIVE BARGAINING
Our Lady of the Lake College	160074	Specialized	LA	No
Our Lady of the Lake University	227331	Master's	TX	No
Pacific Lutheran University	236230	Master's	WA	No
Pacific Union College	120865	Baccalaureate	CA	No
Pacific University	209612	Master's	OR	No
Palm Beach Atlantic University	136330	Master's	FL	No
Patrick Henry College		Specialized	VA	No
Peace College	199272	Baccalaureate	NC	No
Pepperdine University	121150	Doctoral	CA	No
Philadelphia University	215099	Master's	PA	No
Phillips Graduate Institute	110307	Specialized	CA	No
Pikeville College	157535	Baccalaureate	KY	No
Pitzer College	121257	Baccalaureate	CA	No
Point Park University	215442	Master's	PA	No
Pratt Institute	194578	Specialized	NY	Yes
Prescott College	105589	Master's	AZ	No
Principia College	148016	Baccalaureate	IL	No
Providence College	217402	Master's	RI	No
Queens University of Charlotte	199412	Master's	NC	No
Quinnipiac University	130226	Master's	CT	No
Randolph-Macon College	233295	Baccalaureate	VA	No
Reconstructionist Rabbinical College	215619	Specialized	PA	No
Reed College	209922	Baccalaureate	OR	No
Regent University	231651	Master's	VA	No
Regis College	167598	Master's	MA	No
Regis University	127918	Master's	CO	No
Rensselaer Polytechnic Institute	194824	Doctoral	NY	No
Rhode Island School of Design	217493	Specialized	RI	Yes
Rhodes College	221351	Baccalaureate	TN	No
Rider University	186283	Master's	NJ	Yes
Rivier College	183211	Master's	NH	No
Roanoke College	233426	Baccalaureate	VA	No
Robert Morris University	215655	Master's	PA	Yes
Rochester Institute of Technology	195003	Master's	NY	No
Rockford College	148405	Master's	IL	No
Rockhurst University	179043	Master's	MO	No
Rocky Mountain College	180595	Baccalaureate	MT	No
Rocky Mountain College of Art & Design	127945	Specialized	CO	No
Roger Williams University	217518	Baccalaureate	RI	Yes
Rollins College	136950	Master's	FL	No
Roosevelt University	148487	Master's	IL	No
Rose-Hulman Institute of Technology	152318	Specialized	IN	No
Sacred Heart University	130253	Master's	CT	No
Sage Colleges, The		Master's	NY	No
Saint Anselm College	183239	Baccalaureate	NH	No
Saint Francis University	215743	Master's	PA	No
Saint John's University	174792	Baccalaureate	MN	No
Saint Joseph's College	152363	Baccalaureate	IN	No
Saint Joseph's University	215770	Master's	PA	No
Saint Louis University	179159	Doctoral	MO	No
Saint Martin's University	236452	Master's	WA	No
Saint Mary-of-the-Woods College	152381	Baccalaureate	IN	No
Saint Mary's College of California	123554	Master's	CA	No
Saint Mary's University of Minnesota	174817	Master's	MN	No
Saint Michael's College	231059	Master's	VT	No
Saint Norbert College	239716	Baccalaureate	WI	No
Saint Olaf College	174844	Baccalaureate	MN	No
Saint Xavier University	148627	Master's	IL	Yes
Salem Academy and College	199607	Baccalaureate	NC	No
Salve Regina University	217536	Master's	RI	No
Samford University	102049	Master's	AL	No
Samuel Merritt College	122296	Specialized	CA	No
Santa Clara University	122931	Master's	CA	No
Saybrook Graduate School Research Center	123095	Specialized	CA	No
Schreiner University	228042	Baccalaureate	TX	No
Scripps College	123165	Baccalaureate	CA	No
Seattle Pacific University	236577	Master's	WA	No
Seattle University	236595	Master's	WA	No
Seton Hill University	215947	Baccalaureate	PA	No
Sewanee: The University of the South	221519	Baccalaureate	TN	No
Shenandoah University	233541	Master's	VA	No
Shorter College	140988	Baccalaureate	GA	No
Siena College	195474	Baccalaureate	NY	No
Siena Heights University	172264	Master's	MI	No
Silver Lake College	239743	Master's	WI	No

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INSTITUTION NAME	UNITID	CLASS	STATE	COLLECTIVE BARGAINING
Simpson University	123457	Master's	CA	No
Smith College	167835	Baccalaureate	MA	No
Southeastern Baptist Theological Seminary	199759	Specialized	NC	No
Southeastern University of the Assemblies of God	137564	Baccalaureate	FL	No
Southern Methodist University	228246	Doctoral	TX	No
Southern New Hampshire University	183026	Specialized	NH	No
Southern Vermont College	231086	Baccalaureate	VT	No
Southwestern Assemblies of God University	228325	Specialized	TX	No
Spring Hill College	102234	Master's	AL	No
Springfield College	167899	Master's	MA	No
St. Ambrose University	154235	Master's	IA	No
St. Bonaventure University	195164	Master's	NY	No
St. Edward's University	227845	Master's	TX	No
St. Francis College	195173	Baccalaureate	NY	No
St. John's College	245652	Baccalaureate	NM	No
St. John's University	195809	Doctoral	NY	Yes
St. Mary's University	228149	Master's	TX	No
St. Thomas University	137476	Master's	FL	No
Stetson University	137546	Master's	FL	No
Stonehill College	167996	Baccalaureate	MA	No
Susquehanna University	216278	Baccalaureate	PA	No
Sweet Briar College	233718	Baccalaureate	VA	No
Tabor College	155973	Baccalaureate	KS	No
Texas Chiropractic College	228866	Specialized	TX	No
Texas Christian University	228875	Doctoral	TX	No
Texas Lutheran University	228981	Baccalaureate	TX	No
The Catholic University of America	131283	Doctoral	DC	No
The College of New Rochelle	193645	Master's	NY	No
The College of Saint Scholastica	174899	Master's	MN	No
The Defiance College	202514	Baccalaureate	OH	No
The New School	193654	Doctoral	NY	Yes
The University of Findlay	202763	Master's	OH	No
The University of Scranton	215929	Master's	PA	Yes
Thiel College	216357	Baccalaureate	PA	No
Thomas Aquinas College	124292	Baccalaureate	CA	No
Thomas College	161563	Specialized	ME	No
Thomas M. Cooley Law School	172477	Specialized	MI	No
Thomas More College	157809	Baccalaureate	KY	No
Thunderbird School of Global Management	103778	Specialized	AZ	No
Toccoa Falls College	141185	Baccalaureate	GA	No
Transylvania University	157818	Baccalaureate	KY	No
Trevecca Nazarene University	221892	Master's	TN	No
Trinity Christian College	149505	Baccalaureate	IL	No
Trinity College	130590	Baccalaureate	CT	No
Trinity College	131876	Master's	DC	No
Trinity College of Nursing & Health Sciences		Specialized	IL	No
Trinity University	229267	Master's	TX	No
Tri-State University	152567	Baccalaureate	IN	No
Tufts University	168148	Doctoral	MA	No
Tusculum College	221953	Master's	TN	No
Tuskegee University	102377	Master's	AL	No
Union College	181738	Baccalaureate	NE	No
United States Sports Academy	102395	Specialized	AL	No
University of Charleston	237312	Baccalaureate	WV	No
University of Dallas	224323	Baccalaureate	TX	No
University of Dayton	202480	Doctoral	OH	No
University of Denver	127060	Doctoral	CO	No
University of Detroit Mercy	169716	Master's	MI	Yes
University of Evansville	150534	Master's	IN	No
University of Hartford	129525	Doctoral	CT	No
University of Indianapolis	151263	Master's	IN	No
University of LaVerne	117140	Doctoral	CA	No
University of Miami	135726	Doctoral	FL	No
University of New England	161457	Master's	ME	No
University of New Haven	129941	Master's	CT	No
University of Notre Dame	152080	Doctoral	IN	No
University of Portland	209825	Master's	OR	No
University of Redlands	121691	Master's	CA	No
University of Richmond	233374	Master's	VA	No
University of Saint Francis	152336	Master's	IN	No
University of Saint Francis	148584	Master's	IL	No
University of Saint Thomas	174914	Doctoral	MN	No
University of San Diego	122436	Doctoral	CA	No
University of San Francisco	122612	Doctoral	CA	Yes
University of Sioux Falls	219383	Master's	SD	No

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INSTITUTION NAME	UNITID	CLASS	STATE	COLLECTIVE BARGAINING
University of St. Thomas	227863	Master's	TX	No
University of Tampa	137847	Master's	FL	No
University of the Arts	215105	Specialized	PA	No
University of the Incarnate Word	225627	Master's	TX	No
University of the Ozarks	107558	Baccalaureate	AR	No
University of the Pacific	120883	Doctoral	CA	No
University of the Sciences in Philadelphia	215132	Specialized	PA	No
University of Tulsa	207971	Doctoral	OK	No
Urbana University	206330	Baccalaureate	OH	No
Ursinus College	216524	Baccalaureate	PA	No
Ursuline College	206349	Master's	OH	No
Utica College	197045	Baccalaureate	NY	Yes
Valparaiso University	152600	Master's	IN	No
Vanguard University of Southern California	123651	Baccalaureate	CA	No
Villa Julie College	164173	Baccalaureate	MD	No
Villanova University	216597	Master's	PA	No
Virginia Wesleyan College	234173	Baccalaureate	VA	No
Viterbo University	240107	Master's	WI	No
Wake Forest University	199847	Doctoral	NC	No
Walla Walla University	236896	Master's	WA	No
Walsh College of Accountancy and Business Administration	172608	Specialized	MI	No
Warren Wilson College	199865	Master's	NC	No
Washington and Jefferson College	216667	Baccalaureate	PA	No
Washington and Lee University	234207	Baccalaureate	VA	No
Webster University	179894	Master's	MO	No
West Suburban College of Nursing	149763	Specialized	IL	No
Western New England College	168254	Master's	MA	No
Western University of Health Sciences	112525	Specialized	CA	No
Westminster College	179946	Baccalaureate	MO	No
Westminster College	216807	Baccalaureate	PA	No
Westminster College	230807	Master's	UT	No
Wheaton College	168281	Baccalaureate	MA	No
Wheaton College	149781	Baccalaureate	IL	No
Wheeling Jesuit University	238078	Master's	WV	No
Whitworth College	237066	Master's	WA	No
Widener University	216852	Doctoral	PA	No
Wilkes University	216931	Master's	PA	No
Willamette University	210401	Baccalaureate	OR	No
William Mitchell College of Law	175281	Specialized	MN	No
William Penn University	154590	Baccalaureate	IA	No
Wilmington University	131113	Doctoral	DE	No
Wilmington College	206507	Baccalaureate	OH	No
Wisconsin Lutheran College	240338	Baccalaureate	WI	No
Wittenberg University	206525	Baccalaureate	OH	No
Wofford College	218973	Baccalaureate	SC	No
Woodbury University	125897	Master's	CA	No
Worcester Polytechnic Institute	168421	Doctoral	MA	No
Xavier University	206622	Master's	OH	No
York College of Pennsylvania	217059	Master's	PA	No