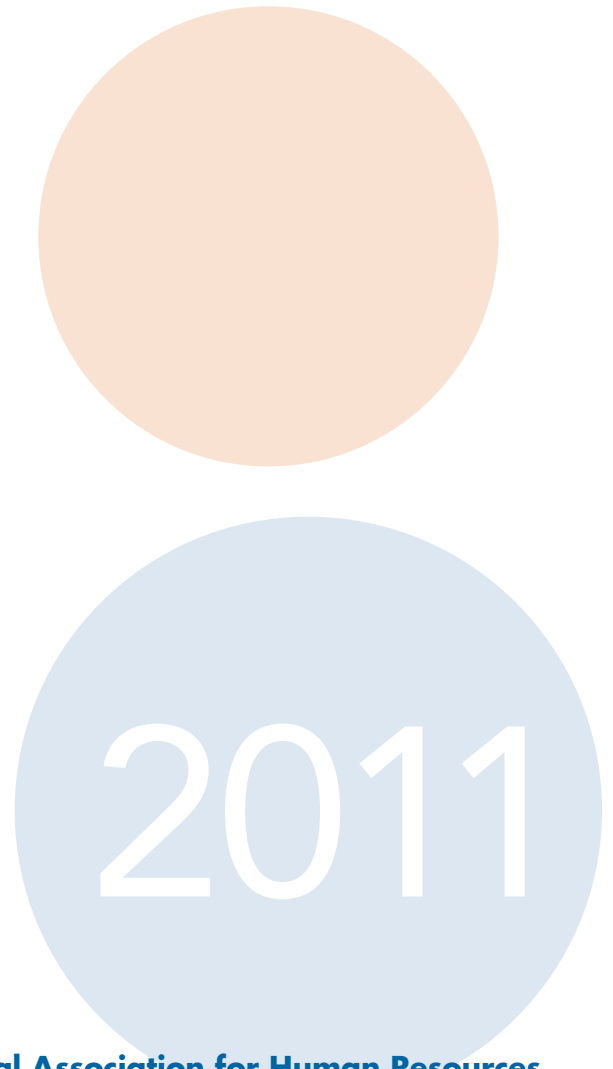


**The Definitive Source for
Higher Education Salaries
Since 1967**

NATIONAL FACULTY SALARY SURVEY | For the 2010-11 | Academic Year |

by Discipline and Rank in Four-Year Colleges and Universities



College and University Professional Association for Human Resources

1811 Commons Point Drive | Knoxville, TN 37932 | 877.287.2474 | research@cupahr.org | www.cupahr.org

ACKNOWLEDGMENTS

Publication of the *2010–11 National Faculty Salary Survey by Discipline and Rank in Four-Year Colleges and Universities* marks the survey's twenty-ninth year. This year's report reflects salary data by discipline and rank for 214,155 faculty members and 5,148 researchers at 812 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. We also want to thank Peerfocus, Inc., our partner and collaborator in Surveys Online.

Andy Brantley
President and Chief Executive Officer

CUPA-HR RESEARCH STAFF

Ray "Chip" Sizemore, Ph.D.
Director of Research

Maria Rodriguez-Calcagno, Ph.D.
Research Manager

Suzi Bowen, M.A.
Research Coordinator



2010–11 NATIONAL FACULTY SALARY SURVEY BY DISCIPLINE AND RANK IN FOUR-YEAR COLLEGES AND UNIVERSITIES

©2011 by the College and University Professional
Association for Human Resources (CUPA-HR)

All rights reserved. No information in this book may be reproduced in any form for any purpose without written consent of the College and University Professional Association for Human Resources. Inquiries may be directed to CUPA-HR Research. The CUPA-HR logo is a registered trademark of the College and University Professional Association for Human Resources.

Centerpoint Commons, 1811 Commons Point Drive, Knoxville, TN 37932

Data Reflect Salaries as of: October 15, 2010
Publication Date: March 2011

CONTENTS

Acknowledgments	2
List of Tables	4
Introduction	5
Survey Content	5
Survey Methodology	7
Accessing Survey Results	7
Profile of 2010–11 Participating Institutions	10
Salary Increases by Affiliation	11
Salary Increases by Classification	12
Salary Increases by Rank	13
Disciplines with Highest and Lowest Average Salaries	14
Distribution of Full Professors	16
Distribution and Salaries of New Assistant Professors	16
Data Specifications	18
Description of Report Tables	21
Salary Tables*	22
Responding Institutions	27

Note: In the full report this additional information can be found: Pay Practices and Survey Discipline Descriptions. The full report can be purchase at <http://portal.cupahr.org/iMISpublic/surveys/surveyrules.aspx>

***Note:** In this executive summary only data for 2-digit disciplines and selected 4-digit disciplines is provided. The full report can be purchased at <http://portal.cupahr.org/iMISpublic/surveys/surveyrules.aspx>

TABLES

2-Digit CIP Code Disciplines	Page
[01.] Agriculture, Agriculture Operations, And Related Sciences	23
[03.] Natural Resources And Conservation	24
[04.] Architecture And Related Services	25
[05.] Area, Ethnic, Cultural, Gender and Group Studies	26
[09.] Communication, Journalism And Related Programs	27
[10.] Communications Technologies/Technicians And Support Services	28
[11.] Computer And Information Sciences And Support Services	29
[13.] Education	30
[14.] Engineering	31
[15.] Engineering Technologies and Engineering Related Fields	32
[16.] Foreign Languages, Literatures, And Linguistics	33
[19.] Family And Consumer Sciences/Human Sciences	34
[22.] Legal Professions And Studies	35
[23.] English Language And Literature/Letters	36
[24.] Liberal Arts And Sciences, General Studies And Humanities	37
[25.] Library Science	38
[26.] Biological And Biomedical Sciences	39
[27.] Mathematics And Statistics	40
[30.] Multi/Interdisciplinary Studies	41
[31.] Parks, Recreation, Leisure And Fitness Studies	42
[38.] Philosophy And Religious Studies	43
[39.] Theology And Religious Vocations	44
[40.] Physical Sciences	45
[41.] Science Technologies/Technicians (no salary data reported)	46
[42.] Psychology	47
[43.] Homeland Security, Law Enforcement, Firefighting and Related Protective Services	48
[44.] Public Administration And Social Service Professions	49
[45.] Social Sciences	50
[50.] Visual And Performing Arts	51
[51.] Health Professions and Related Programs	52
[52.] Business, Management, Marketing, And Related Support Services	53
[54.] History General	54
All Disciplines Combined (Excluding CIP 51.)	55
All Disciplines Combined (Including CIP 51.)	56
Researchers Salaries for Selected 2-digit Disciplines	57
4-Digit CIP Code Disciplines	
All Institutions	69
Public Institutions	115
Private Institutions	161

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 214,155 faculty members in public and private four-year colleges and universities nationwide. Salaries are also reported for 5,148 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 no responding institution accounts for more than 25% 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 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 research@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 2010–11 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
- Metropolitan Statistical Area (MSA)

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
- 2010–11 total operating budget
- Student enrollment for Fall 2010–11
 - 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 2010–11
 - 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.

Data for Assistant professors also includes 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: 2010 Edition* published by the U.S. Department of Education's National Center for Education Statistics (NCES). This is the first year that the survey has used the new 2010 CIP Codes.

Appendix B describes these disciplines and also includes a cross-walk of CIP–2000 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 Report includes data for both 2-digit and 4-digit code disciplines.

Institutions were also given the option of uploading 6-digit program data. These 6-digit data are available through DataOnDemand only, but are also rolled into the 4- and 2-digit data. Salary may be provided in any of 338 4-digit or 1300+ 6-digit CIP codes.

Go to <http://nces.ed.gov/ipeds/cipcode/crosswalk.aspx?y=55> for more information on CIP 2010.

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 21, 2010 and closed in January, 2011. An **Upload Option** was available that allowed respondents to upload a file of 4- or 6-digit 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, NCAA division and Metropolitan Statistical Area 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 *2010–11 NFS Survey* will be available online for the next five years. After that, the data will be archived, but will still be 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 2010–11 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 at the 2- and 4-digit level 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 Comparisons: 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 user's 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 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 an institution must differ by at least three from all other **existing and deleted** comparison groups.

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

- **Single Discipline Report:** Provides the average, median, lowest and highest of reported low and high salaries for one discipline, N of incumbents, N of institutions and your institution's salaries as a percentage of the comparison group's salaries. Report can be produced using un-weighted or weighted data. Output format: HTML or PDF.
- **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 aggregate report includes all 4-digit CIPS (which include all 6-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 or PDF.
- **NFSS 4-Digit CIP Index Report:** Same as above but for 4-digit CIP code disciplines. Output format: HTML or PDF.
- **6-Digit Multi-Discipline Report:** Provides the average, median, minimum and maximum salary by rank for each 6-digit CIP code discipline, N of incumbents and N of institutions. Report can be produced using un-weighted or weighted data. Output format: HTML or PDF.
- **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. We conduct special studies upon request, but DOD provides a far greater value for the money. CUPA-HR's research staff can also 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.

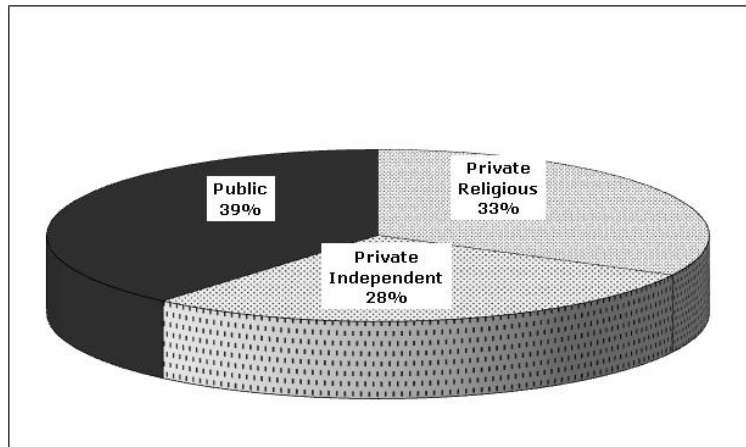
Go to <http://www.cupahr.org/surveys/order.asp> to order reports and DataOnDemand and to <http://www.cupahr.org/surveys/special.asp> to order Special Studies.

PROFILE OF 2010–11 PARTICIPATING INSTITUTIONS

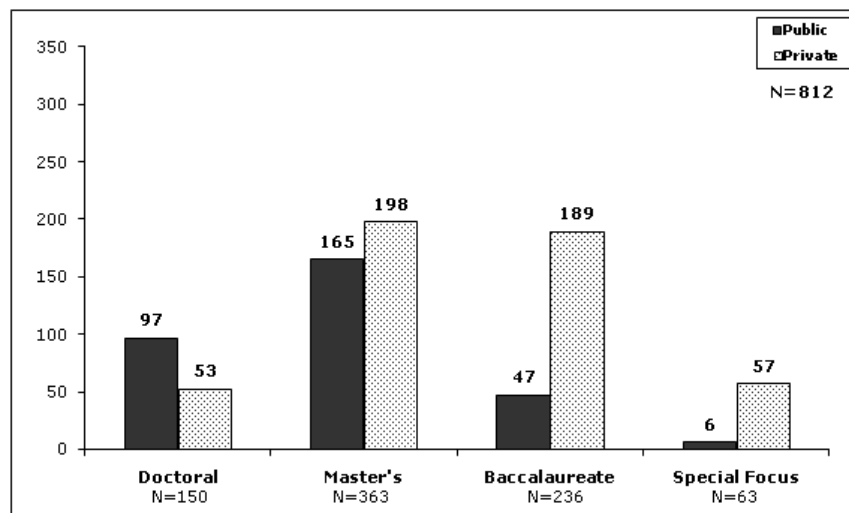
This year's NFS Survey was completed by 812 higher education institutions. Approximately 92% (743) of the responding institutions also completed the 2009-10 survey. **Appendix C** lists survey participants in alphabetical order, along with each institution's Unit ID, 2005 Carnegie classification, state, 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 38.8% (315) of the 2010–11 respondents, and private institutions 61.2% (497). The responding private institutions include slightly more religiously affiliated (265) than independent institutions (232). In terms of classification, Master's colleges and universities are the largest group of participants at 44.7% (363) and includes more private than public institutions. Baccalaureate colleges comprise 29.1% (236) of the respondents. Doctorate-Granting (Doctoral) institutions comprise 18.5% (150) of the respondents and two-thirds are public. Special Focus institutions are the smallest segment of respondents at 7.8% (63), and almost all are private institutions. About 33% (104) of the responding public institutions report that their faculties are unionized.

% Distribution of Survey Respondents by Affiliation
CUPA-HR 2010–11 NFS Survey



Distribution of 2010–11 Survey Respondents by Affiliation
CUPA-HR 2010–11 NFS Survey



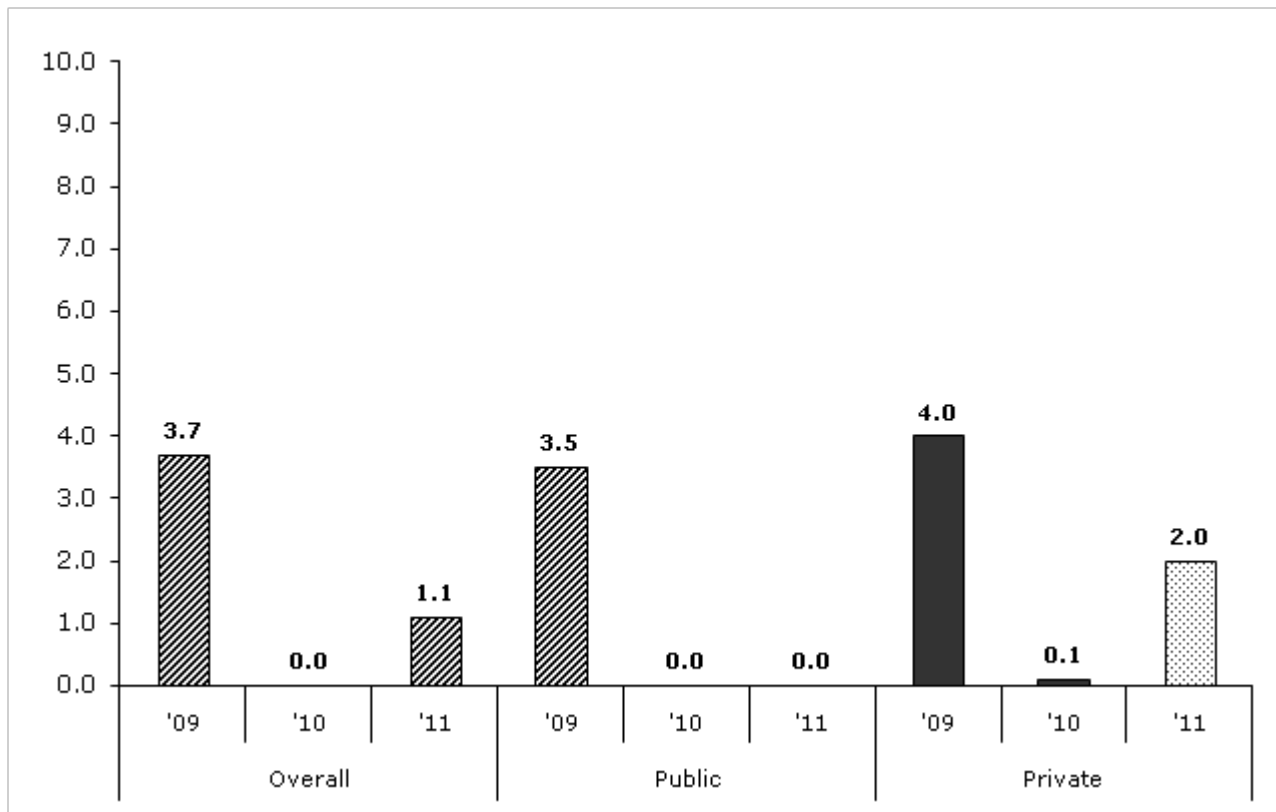
SALARY INCREASES BY AFFILIATION

This year's survey reflects salary data for 214,155 faculty members at four-year colleges and universities nationwide. Of this number, 139,579 are at public institutions and 74,576 are at private institutions.

Approximately 92% (743) of the institutions participating in the 2010-11 National Faculty Salary Survey also completed the 2009-10 survey. A discipline-rank-by-discipline-rank analysis of salaries reported by these institutions in both years, show that the **median salary increase was 1.1%**¹. However, **this percentage is somewhat misleading** in that it obscures a public-private divide. The median increase this year for public institutions continues to be 0% (the same as last year) while for private institutions the median increase was 2%.

According to the Bureau of Labor Statistics, the **annual** Consumer Price Index for all urban consumers [CPI-U] in 2010 was 1.6% higher than in 2009. As such, the median salary increase this year was less than inflation for all institutions combined but substantially less than inflation for the publics and better than inflation for the privates.

% Increase in Overall Average Salary and by Affiliation
*CUPA-HR 2010-11 NFS Survey**



* Survey years reported in table: '08-'09, '09-'10, '10-'11

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

SALARY INCREASES BY CLASSIFICATION

In terms of the 2005 Carnegie Classification, while all private institutions showed a real increase in average salary, the only public category to show a real increase was Special Focus institutions.

% Increase in Salary by 2005 Carnegie Classification

CUPA-HR 2010–11 NFS Survey

Classification	2006-07*	2007-08*	2008-09	2009-10	2010-11
Doctorate-Granting					
All	3.9	4.0	3.5	0.4	1.2
Private	3.8	4.0	4.1	1.7	2.2
Public	3.9	4.0	3.3	0.1	0.4
Master's					
All	3.8	3.8	3.8	0.1	1.0
Private	3.6	3.9	3.9	0.2	2.0
Public	3.9	3.7	3.6	0.1	0.0
Baccalaureate					
All	4.0	4.0	4.0	0.0	1.3
Private	3.9	4.0	4.0	0.0	1.9
Public	4.2	4.5	3.7	0.0	0.0
Special Focus					
All	3.4	3.4	4.0	0.2	2.0
Private	3.1	3.0	3.9	0.4	2.0
Public	3.8	4.0	4.0	0.0	2.0

* The 2006-07 and 2007-08 categories are based on the 2000 Carnegie Classifications.

SALARY INCREASES BY RANK

On the public side only "new" assistant professors showed an increase in average salary this year. In contrast, at private institutions, all ranks showed an increase.

% Increase in Salary by Rank
CUPA-HR 2010–11 NFS Survey

Rank	2006-07	2007-08	2008-09	2009-10	2010-11
Professor					
All	4.0	4.0	3.9	0.0	1.2
Private	3.7	4.0	4.0	0.0	2.0
Public	4.1	4.0	3.7	0.0	0.0
Associate Professor					
All	3.9	4.0	3.8	0.0	1.1
Private	3.8	4.0	4.0	0.0	2.0
Public	3.9	4.0	3.6	0.0	0.0
Assistant Professor					
All	3.8	3.9	3.6	0.2	1.1
Private	3.7	4.0	3.9	0.4	2.0
Public	3.8	3.8	3.3	0.1	0.2
New Assistant Professor					
All	3.6	3.3	3.2	1.1	1.1
Private	4.2	3.4	3.4	1.4	1.0
Public	3.4	3.3	3.2	1.0	1.4
Instructor					
All	3.7	3.8	3.4	0.0	0.7
Private	3.6	3.9	3.7	0.7	2.0
Public	3.8	3.8	3.0	0.0	0.0

DISCIPLINES WITH HIGHEST AND LOWEST AVERAGE SALARIES

Highest Average Salaries

The 2-digit disciplines with the highest average salaries are the same for private and public institutions for all ranks combined and for each rank, and the same as the last three years – [22.] Legal Profession and Studies, [14.] Engineering and [52.] Business, Management, Marketing and Related Support Services.

2-Digit Disciplines with Highest Average Salaries
Un-Weighted by Rank
CUPA-HR 2010–11 NFS Survey

Private	Public	All Ranks Combined
\$105,575	\$96,851	[22.] Legal Professions And Studies
\$91,121	\$91,656	[14.] Engineering
\$90,275	\$95,717	[52.] Business, Management, Marketing, & Related Support Services
Private	Public	Professor
\$138,046	\$128,848	[22.] Legal Professions And Studies
\$110,437	\$116,134	[14.] Engineering
\$108,761	\$113,896	[52.] Business, Management, Marketing, & Related Support Services
Private	Public	Associate Professor
\$104,918	\$92,963	[22.] Legal Professions And Studies
\$89,751	\$97,496	[52.] Business, Management, Marketing, & Related Support Services
\$87,590	\$87,697	[14.] Engineering
Private	Public	Assistant Professor
\$87,846	\$79,902	[22.] Legal Professions And Studies
\$81,341	\$92,621	[52.] Business, Management, Marketing, & Related Support Services
\$76,816	\$75,418	[14.] Engineering
Private	Public	Instructor
\$65,126	\$64,253	[22.] Legal Professions And Studies
\$60,310	\$56,629	[52.] Business, Management, Marketing, & Related Support Services
\$54,747	\$58,486	[14.] Engineering

Lowest Average Salaries

For all ranks combined, and at each rank, the disciplines with the lowest average salaries are mostly different for private and public institutions.

2-Digit Disciplines with Lowest Average Salaries

Un-Weighted by Rank

CUPA-HR 2010–11 NFS Survey

Private	Public	All Ranks Combined
\$61,399		[39.] Theology and Religious Vocations
\$61,278		[43.] Homeland Security, Law Enforcement, Firefighting and Related Protective Services
\$60,842		[31.] Parks, Recreation, Leisure And Fitness Studies
	\$62,277	[16.] Foreign Languages, Literatures, and Linguistics
	\$61,251	[50.] Visual And Performing Arts
	\$60,497	[23.] English Language and Literature/Letters
Private	Public	Professor
\$76,161	\$82,560	[31.] Parks, Recreation, Leisure And Fitness Studies
\$74,267		[39.] Theology and Religious Vocations
\$70,745		[01.] Agriculture, Agriculture Operations, and Related Sciences
	\$80,354	[23.] English Language And Literature/Letters
	\$79,257	[50.] Visual And Performing Arts
Private	Public	Associate Professor
\$63,559		[24.] Liberal Arts and Sciences, General Studies and Humanities
\$62,687	\$61,383	[23.] English Language and Literature/Letters
\$59,593		[39.] Theology and Religious Vocations
	\$62,236	[54.] History
	\$61,645	[50.] Visual And Performing Arts
Private	Public	Assistant Professor
\$52,113		[39.] Theology and Religious Vocations
\$52,054		[01.] Agriculture, Agriculture Operations, and Related Sciences
\$51,918		[24.] Liberal Arts and Sciences, General Studies and Humanities
	\$51,879	[23.] English Language and Literature/Letters
	\$51,774	[54.] History
	\$51,094	[50.] Visual And Performing Arts
Private	Public	Instructor
\$44,601		[31.] Parks, Recreation, Leisure And Fitness Studies
\$44,483		[54.] History
\$44,376	\$39,931	[23.] English Language and Literature/Letters
\$44,272		[19.] Family and Consumer Sciences/Human Sciences
	\$40,609	[05.] Area, Ethnic, Cultural, Gender and Group Studies
	\$39,711	[16.] Foreign Languages, Literatures, and Linguistics

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, and engineering is also among the top three. For private institutions, philosophy and religious studies is also one of the disciplines with the highest percentage of full professors.

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 Programs and [25.] Library Science.

2-Digit Disciplines with Highest and Lowest Percentage of Full Professors CUPA-HR 2010–11 NFS Survey

Private	Public	Highest
59.5%	58.6%	[22.] Legal Professions And Studies
41.1%	45.0%	[14.] Engineering
37.9%		[38.] Philosophy and Religious Studies
	44.0%	[03.] Natural Resources and Conservation

Private	Public	Lowest
15.8%		[43.] Homeland Security, Law Enforcement, Firefighting and Related Protective Services
14.0%	22.0%	[51.] Health Professions and Related Programs
10.2%	15.7%	[25.] Library Science
	22.9%	[19.] Family and Consumer Sciences/Human Sciences

DISTRIBUTION AND SALARIES OF NEW ASSISTANT PROFESSORS

Disciplines with Highest and Lowest Percentages of New Assistant Professors

The disciplines with the highest and lowest percentage of new assistant professors are listed on the next page.

Physical Sciences at public institutions have the overall highest percentage of new assistant professors at 8.6%; this group of disciplines has had the highest percentage for the last three years. For private institutions, Security and Protective Services has the highest percentage at 7.2%; it has had the highest percentage for the last two years and is also one of the highest for publics.

At 1.0% each, Communications Technologies/Technicians and Support Services [10.] and Agriculture, Agriculture Operations, and Related Sciences [01.] have the lowest percentages of new assistant professors at private institutions. The latter is also among the lowest for public institutions, but at 2.2% still higher than the privates.

**2-Digit Disciplines with Highest and Lowest Percentage of
"New" Assistant Professors
CUPA-HR 2010–11 NFS Survey**

Private	Public	Highest
7.8%	6.0%	[43.] Homeland Security, Law Enforcement, Firefighting and Related Protective Services
6.4%		[04.] Architecture and Related Services
5.9%		[05.] Area, Ethnic, Cultural, Gender and Group Studies
	8.6%	[40.] Physical Sciences
	5.6%	[44.] Public Administration and Social Service Professions
Private	Public	Lowest
1.9%		[39.] Theology and Religious Vocations
1.7%		[22.] Legal Professions and Studies
1.0%		[10.] Communications Technologies/Technicians and Support Services
1.0%	2.2%	[01.] Agriculture, Agriculture Operations, and Related Sciences
	2.4%	[14.] Engineering
	2.8%	[03.] Natural Resources and Conservation
	2.8%	[19.] Family and Consumer Sciences/Human Sciences

Disciplines with Highest and Lowest Salaries for New Assistant Professors

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 different in private and public institutions.

**2-Digit Disciplines with Highest and Lowest Average Salaries for
"New" Assistant Professors - Un-Weighted by Rank
CUPA-HR 2010–11 NFS Survey**

Private	Public	Highest Average Salary
\$93,661	\$90,083	[22.] Legal Professions And Studies
\$89,243	\$97,381	[52.] Business, Management, Marketing, And Related Support Services
\$76,175	\$76,697	[14.] Engineering

Private	Public	Lowest Average Salary
\$50,854		[24.] Liberal Arts and Sciences, General Studies and Humanities
\$50,620		[39.] Theology and Religious Vocations
\$49,272		[25.] Library Science
	\$51,944	[23.] English Language and Literature/Letters
	\$51,712	[54.] History
	\$49,879	[50.] Visual and Performing Arts

DATA SPECIFICATIONS

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

- Salaries are those in effect as of October 15, 2010.
- 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. 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 2005 Carnegie Classification is used in this report to classify institutions based on their degree-granting activities into the following five groups. In DataOnDemand, institutions are classified by both group and sub-group.
 - **Doctorate-granting Universities.** Includes institutions that award at least 20 doctoral degrees per year (excluding doctoral-level degrees that qualify recipients for entry into professional practice, such as the JD, MD, PharmD, DPT, etc.). Excludes Special Focus Institutions and Tribal Colleges.
 - > RU/VH: Research Universities (very high research activity)
 - > RU/H: Research Universities (high research activity)
 - > DRU: Doctoral/Research Universities
 - **Master's Colleges and Universities.** Generally includes institutions that award at least 50 master's degrees and fewer than 20 doctoral degrees per year. (Some institutions above the master's degree threshold are included among Baccalaureate Colleges, and some below the threshold are included among Master's Colleges and Universities. Excludes Special Focus Institutions and Tribal Colleges).
 - > Master's/L: Master's Colleges and Universities (larger programs)
 - > Master's/M: Master's Colleges and Universities (medium programs)
 - > Master's/S: Master's Colleges and Universities (smaller programs)
 - **Baccalaureate Colleges.** Includes institutions where baccalaureate degrees represent at least 10 percent of all undergraduate degrees and that award fewer than 50 master's degrees or 20 doctoral degrees per year. (Some institutions above the master's degree threshold are also included. Excludes Special Focus Institutions and Tribal Colleges).
 - > Bac/A&S: Baccalaureate Colleges—Arts & Sciences
 - > Bac/Diverse: Baccalaureate Colleges—Diverse Fields
 - > Bac/Assoc: Baccalaureate/Associate's Colleges

- **Associate's Colleges.** Includes institutions where all degrees are at the associate's level, or where bachelor's degrees account for less than 10 percent of all undergraduate degrees. Excludes institutions eligible for classification as Tribal Colleges or Special Focus Institutions.
 - > Assoc/Pub-R-S: Associate's—Public Rural-serving Small
 - > Assoc/Pub-R-M: Associate's—Public Rural-serving Medium
 - > Assoc/Pub-R-L: Associate's—Public Rural-serving Large
 - > Assoc/Pub-S-SC: Associate's—Public Suburban-serving Single Campus
 - > Assoc/Pub-S-MC: Associate's—Public Suburban-serving Multicampus
 - > Assoc/Pub-U-SC: Associate's—Public Urban-serving Single Campus
 - > Assoc/Pub-U-MC: Associate's—Public Urban-serving Multicampus
 - > Assoc/Pub-Spec: Associate's—Public Special Use
 - > Assoc/PrivNFP: Associate's—Private Not-for-profit
 - > Assoc/PrivFP: Associate's—Private For-profit
 - > Assoc/Pub2in4: Associate's—Public 2-year Colleges under Universities
 - > Assoc/Pub4: Associate's—Public 4-year, Primarily Associate's
 - > Assoc/PrivNFP4: Associate's—Private Not-for-profit 4-year, Primarily Associate's
 - > Assoc/PrivFP4: Associate's—Private For-profit 4-year, Primarily Associate's

- **Special Focus Institutions.** Institutions awarding baccalaureate or higher-level degrees where a high concentration of degrees is in a single field or set of related fields. Excludes Tribal Colleges.
 - > Spec/Faith: Theological seminaries, Bible colleges; other faith-related institutions
 - > Spec/Medical: Medical schools and medical centers
 - > Spec/Health: Other health profession schools
 - > Spec/Eng: Schools of engineering
 - > Spec/Tech: Other technology-related schools
 - > Spec/Bus: Schools of business and management
 - > Spec/Arts: Schools of art, music, and design
 - > Spec/Law: Schools of law
 - > Spec/Other: Other special-focus institutions

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 2010 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 half or more 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, 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: 2010 Edition* published by the U.S. Department of Education's National Center for Education Statistics (NCES). This is the first year that the new 2010 CIP Codes have been used. This publication replaces the previously used CIP–2000. 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 your institution has an "interdisciplinary" division/department, report the salaries for its faculty in this division/department, even though its members may teach/research in several related, but different discipline groups. For example, if your institution has a Department of Social Sciences, General (CIP 45.01) with faculty that teach/research in Anthropology (CIP 45.02), Economics (CIP 45.06), Political Science and Government (45.10), and Sociology (45.11), you should report their salary data in CIP 45.01 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 $\frac{9}{11}$ 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.

SALARY TABLES

2-Digit CIP Code Discipline

Important Changes in Reporting of Data Starting in 2006-07

To ensure compliance with Department of Justice Guidelines for "Safe Harbor" all salary tables included in this document report **un-weighted rather than weighted** salary data and data is reported only for positions having at least five responding institutions. The same is true for DatOnDemand reports. Weighted data reports are still available as a user selected option. However, 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 position 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 guidelines go to <http://www.ftc.gov/reports/hlth3s.htm#6> and select Statement 6.

***Note:** In this executive summary only data for 2-digit disciplines and selected 4-digit disciplines is provided. The full report can be purchased at <http://portal.cupahr.org/iMISpublic/surveys/surveyrules.aspx>

**2-Digit Classification of Instructional Programs (CIP) Disciplines Un-Weighted Average
All Institutions**

Discipline and Rank	UN-WEIGHTED AVERAGE
[01.] AGRICULTURE, AGRICULTURE OPERATIONS, AND RELATED SCIENCES	
Professor	92,716
Associate Professor	72,805
Assistant Professor	62,122
New Assistant Professor	63,343
Instructor	45,057
[03.] NATURAL RESOURCES AND CONSERVATION	
Professor	93,375
Associate Professor	70,470
Assistant Professor	60,102
New Assistant Professor	56,070
Instructor	47,423
[04.] ARCHITECTURE AND RELATED SERVICES	
Professor	97,505
Associate Professor	74,466
Assistant Professor	60,522
New Assistant Professor	57,510
Instructor	50,111
[05.] AREA, ETHNIC, CULTURAL, GENDER AND GROUP STUDIES	
Professor	97,637
Associate Professor	73,457
Assistant Professor	58,282
New Assistant Professor	58,827
Instructor	41,776
[09.] COMMUNICATION, JOURNALISM AND RELATED PROGRAMS	
Professor	85,057
Associate Professor	65,444
Assistant Professor	54,303
New Assistant Professor	53,524
Instructor	45,070
[10.] COMMUNICATIONS TECHNOLOGIES/TECHNICIANS AND SUPPORT SERVICES	
Professor	87,611
Associate Professor	65,162
Assistant Professor	55,474
New Assistant Professor	61,840
Instructor	51,400
[11.] COMPUTER AND INFORMATION SCIENCES AND SUPPORT SERVICES	
Professor	101,985
Associate Professor	83,362
Assistant Professor	71,760
New Assistant Professor	72,199
Instructor	53,356
[13.] EDUCATION	
Professor	83,748
Associate Professor	65,671
Assistant Professor	55,848
New Assistant Professor	55,379
Instructor	46,183
[14.] ENGINEERING	
Professor	114,365
Associate Professor	87,663
Assistant Professor	75,822
New Assistant Professor	76,518
Instructor	57,678
[15.] ENGINEERING TECHNOLOGIES AND ENGINEERING RELATED FIELDS	
Professor	87,583
Associate Professor	72,351
Assistant Professor	62,081
New Assistant Professor	62,516
Instructor	49,994
[16.] FOREIGN LANGUAGES, LITERATURES, AND LINGUISTICS	
Professor	85,139
Associate Professor	65,759
Assistant Professor	54,005
New Assistant Professor	52,968
Instructor	43,126

**2-Digit Classification of Instructional Programs (CIP) Disciplines Un-Weighted Average
All Institutions**

Discipline and Rank	UN-WEIGHTED AVERAGE
[19.] FAMILY AND CONSUMER SCIENCES/HUMAN SCIENCES	
Professor	88,068
Associate Professor	67,934
Assistant Professor	57,484
New Assistant Professor	56,259
Instructor	45,247
[22.] LEGAL PROFESSIONS AND STUDIES	
Professor	134,162
Associate Professor	99,746
Assistant Professor	84,374
New Assistant Professor	91,828
Instructor	64,785
[23.] ENGLISH LANGUAGE AND LITERATURE/LETTERS	
Professor	80,545
Associate Professor	62,077
Assistant Professor	52,081
New Assistant Professor	51,786
Instructor	41,733
[24.] LIBERAL ARTS AND SCIENCES, GENERAL STUDIES AND HUMANITIES	
Professor	83,573
Associate Professor	63,098
Assistant Professor	52,394
New Assistant Professor	51,568
Instructor	42,912
[25.] LIBRARY SCIENCE	
Professor	92,099
Associate Professor	68,213
Assistant Professor	55,015
New Assistant Professor	56,427
Instructor	47,253
[26.] BIOLOGICAL AND BIOMEDICAL SCIENCES	
Professor	92,505
Associate Professor	68,806
Assistant Professor	58,709
New Assistant Professor	57,272
Instructor	45,049
[27.] MATHEMATICS AND STATISTICS	
Professor	84,942
Associate Professor	66,263
Assistant Professor	56,337
New Assistant Professor	56,647
Instructor	42,538
[30.] MULTI/INTERDISCIPLINARY STUDIES	
Professor	92,148
Associate Professor	71,058
Assistant Professor	57,645
New Assistant Professor	56,902
Instructor	47,435
[31.] PARKS, RECREATION, LEISURE AND FITNESS STUDIES	
Professor	80,366
Associate Professor	65,072
Assistant Professor	54,039
New Assistant Professor	54,444
Instructor	43,503
[38.] PHILOSOPHY AND RELIGIOUS STUDIES	
Professor	85,073
Associate Professor	63,998
Assistant Professor	53,598
New Assistant Professor	52,270
Instructor	43,579
[39.] THEOLOGY AND RELIGIOUS VOCATIONS	
Professor	74,267
Associate Professor	59,593
Assistant Professor	52,241
New Assistant Professor	50,620
Instructor	46,042

**2-Digit Classification of Instructional Programs (CIP) Disciplines Un-Weighted Average
All Institutions**

Discipline and Rank	UN-WEIGHTED AVERAGE
[40.] PHYSICAL SCIENCES	
Professor	89,280
Associate Professor	67,590
Assistant Professor	57,447
New Assistant Professor	57,607
Instructor	43,980
[42.] PSYCHOLOGY	
Professor	84,509
Associate Professor	64,892
Assistant Professor	55,133
New Assistant Professor	54,859
Instructor	45,421
[43.] HOMELAND SECURITY, LAW ENFORCEMENT, FIREFIGHTING AND RELATED PROTECTIVE SERVICES	
Professor	85,311
Associate Professor	66,094
Assistant Professor	54,639
New Assistant Professor	53,769
Instructor	44,052
[44.] PUBLIC ADMINISTRATION AND SOCIAL SERVICE PROFESSIONS	
Professor	90,251
Associate Professor	69,791
Assistant Professor	56,952
New Assistant Professor	58,230
Instructor	46,946
[45.] SOCIAL SCIENCES	
Professor	89,858
Associate Professor	69,064
Assistant Professor	58,436
New Assistant Professor	58,946
Instructor	46,158
[50.] VISUAL AND PERFORMING ARTS	
Professor	79,768
Associate Professor	62,686
Assistant Professor	52,127
New Assistant Professor	50,618
Instructor	43,464
[51.] HEALTH PROFESSIONS AND RELATED CLINICAL RELATED PROGRAMS	
Professor	95,437
Associate Professor	75,207
Assistant Professor	63,518
New Assistant Professor	64,943
Instructor	52,720
[52.] BUSINESS, MANAGEMENT, MARKETING, AND RELATED SUPPORT SERVICES	
Professor	111,621
Associate Professor	93,767
Assistant Professor	87,248
New Assistant Professor	93,926
Instructor	57,873
[54.] HISTORY GENERAL	
Professor	82,202
Associate Professor	63,228
Assistant Professor	52,626
New Assistant Professor	52,470
Instructor	42,318

**4-Digit Classification of Instructional Programs (CIP) Selected Disciplines Un-Weighted Average
All Institutions**

Salaries by Rank for FIVE NEW CIP-2010 4-Digit Disciplines	UN-WEIGHTED AVERAGE
23.13 Rhetoric and Composition/Writing Studies	
Professor	80,870
Associate Professor	64,908
Assistant Professor	53,425
New Assistant Professor	54,020
Instructor	42,019
26.15 Neurobiology and Neurosciences	
Professor	110,892
Associate Professor	79,675
Assistant Professor	69,285
New Assistant Professor	
Instructor	
38.00 Philosophy and Religious Studies, General	
Professor	79,936
Associate Professor	62,472
Assistant Professor	51,986
New Assistant Professor	50,378
Instructor	43,081
42.28 Clinical, Counseling and Applied Psychology	
Professor	85,298
Associate Professor	66,948
Assistant Professor	56,097
New Assistant Professor	54,641
Instructor	49,444
51.38 Registered Nursing, Nursing Admin, Nursing Research and Clinical Nursing	
Professor	86,688
Associate Professor	70,657
Assistant Professor	60,153
New Assistant Professor	59,415
Instructor	52,569

RESPONDING INSTITUTIONS

INSTITUTION NAME	UNITID	CLASS	STATE	AFFILIATION	COLLECTIVE BARGAINING
A. T. Still University of Health Sciences (Kirksville, MO)	177834	Spec Medical	MO	Private	No
Abilene Christian University (Abilene, TX)	222178	Master's	TX	Private	No
Adams State College (Alamosa, CO)	126182	Master's	CO	Public	No
Adelphi University (Garden City, NY)	188429	Doctoral	NY	Private	Yes
Albany State University (Albany, GA)	138716	Master's	GA	Public	No
Albertus Magnus College (New Haven, CT)	128498	Baccalaureate	CT	Private	No
Albion College (Albion, MI)	168546	Baccalaureate	MI	Private	No
Albright College (Reading, PA)	210571	Baccalaureate	PA	Private	No
Alfred University (Alfred, NY)	188641	Master's	NY	Private	No
Alice Lloyd College (Pippa Passes, KY)	156189	Baccalaureate	KY	Private	No
Allegheny College (Meadville, PA)	210669	Baccalaureate	PA	Private	No
Allen College (Waterloo, IA)	152798	Spec Health	IA	Private	No
Alliant International University (San Francisco, CA)	110431	Doctoral	CA	Private	Yes
Alma College (Alma, MI)	168591	Baccalaureate	MI	Private	No
Alverno College (Milwaukee, WI)	238193	Master's	WI	Private	No
American University (Washington, DC)	131159	Doctoral	DC	Private	No
Andrews University (Berrien Springs, MI)	168740	Doctoral	MI	Private	No
Anna Maria College (Paxton, MA)	164492	Master's	MA	Private	No
Antioch University Los Angeles (Culver City, CA)	245838	Master's	CA	Private	No
Antioch University McGreggor (Yellow Springs, OH)	245892	Master's	OH	Private	No
Appalachian State University (Boone, NC)	197869	Master's	NC	Public	No
Aquinas College (Grand Rapids, MI)	168786	Master's	MI	Private	No
Arcadia University (Glenside, PA)	211088	Master's	PA	Private	No
Arizona State University Main (Tempe, AZ)	104151	Doctoral	AZ	Public	No
Arkansas State University (State University, AR)	106458	Master's	AR	Public	No
Arkansas Tech University (Russellville, AR)	106467	Master's	AR	Public	No
Armstrong Atlantic State University (Savannah, GA)	138789	Master's	GA	Public	No
Asbury University (Wilmore, KY)	156213	Baccalaureate	KY	Private	No
Ashford University (Clinton, IA)	154022	Baccalaureate	IA	Private	No
Assumption College (Worcester, MA)	164562	Master's	MA	Private	No
Auburn University at Montgomery (Montgomery, AL)	100830	Master's	AL	Public	No
Augsburg College (Minneapolis, MN)	173045	Master's	MN	Private	No
Augustana College (Sioux Falls, SD)	219000	Baccalaureate	SD	Private	No
Aultman College of Nursing and Health Sciences (Canton, OH)		Spec Health	OH	Private	No
Aurora University (Aurora, IL)	143118	Master's	IL	Private	No
Austin Peay State University (Clarksville, TN)	219602	Master's	TN	Public	No
Austin Presbyterian Theological Seminary (Austin, TX)	223001	Spec Theological	TX	Private	No
Avila University (Kansas City, MO)	176628	Master's	MO	Private	No
Babson College (Babson Park, MA)	164580	Spec Business	MA	Private	No
Baker University (Baldwin City, KS)	154688	Baccalaureate	KS	Private	No
Baldwin-Wallace College (Berea, OH)	201195	Master's	OH	Private	No
Ball State University (Muncie, IN)	150136	Doctoral	IN	Public	No
Baptist Memorial College of Health Science (Memphis, TN)	219639	Spec Health	TN	Private	No
Barnard College (New York, NY)	189097	Baccalaureate	NY	Private	No
Barry University (Miami Shores, FL)	132471	Doctoral	FL	Private	No
Bastyr University (Kenmore, WA)	235547	Spec Health	WA	Private	No
Baylor University (Waco, TX)	223232	Doctoral	TX	Private	No
Bellarmino University (Louisville, KY)	156286	Master's	KY	Private	No
Bellevue University (Bellevue, NE)	180814	Master's	NE	Private	No
Bellin College (Green Bay, WI)	238324	Spec Health	WI	Private	No
Belmont Abbey College (Belmont, NC)	197984	Baccalaureate	NC	Private	No
Belmont University (Nashville, TN)	219709	Master's	TN	Private	No
Bemidji State University (Bemidji, MN)	173124	Master's	MN	Public	Yes
Benedictine University (Lisle, IL)	145619	Master's	IL	Private	No
Bentley University (Waltham, MA)	164739	Master's	MA	Private	No
Berea College (Berea, KY)	156295	Baccalaureate	KY	Private	No
Bethany College (Bethany, WV)	237181	Baccalaureate	WV	Private	No
Bethany College (Lindsborg, KS)	154721	Baccalaureate	KS	Private	No
Bethany Lutheran College (Mankato, MN)	173142	Baccalaureate	MN	Private	No
Bethel College (Mishawaka, IN)	150145	Baccalaureate	IN	Private	No
Bethel University (Saint Paul, MN)	173160	Master's	MN	Private	No
Birmingham-Southern College (Birmingham, AL)	100937	Baccalaureate	AL	Private	No
Black Hills State University (Spearfish, SD)	219046	Baccalaureate	SD	Public	Yes
Bloomfield College (Bloomfield, NJ)	183822	Baccalaureate	NJ	Private	Yes
Bloomsburg University of Pennsylvania (Bloomsburg, PA)	211158	Master's	PA	Public	Yes
Bluefield State College (Bluefield, WV)	237215	Baccalaureate	WV	Public	No
Boise State University (Boise, ID)	142115	Master's	ID	Public	No
Boston University (Boston, MA)	164988	Doctoral	MA	Private	No
Bowie State University (Bowie, MD)	162007	Master's	MD	Public	No
Bowling Green State University (Bowling Green, OH)	201441	Doctoral	OH	Public	Yes
Bradley University (Peoria, IL)	143358	Master's	IL	Private	No
Bridgewater College (Bridgewater, VA)	231581	Baccalaureate	VA	Private	No
Bridgewater State College (Bridgewater, MA)	165024	Master's	MA	Public	Yes
Brigham Young University Hawaii Campus (Laie Oahu, HI)	230047	Baccalaureate	HI	Private	No
Bryan LGH College of Health Sciences (Lincoln, NE)	180878	Spec Health	NE	Private	No

RESPONDING INSTITUTIONS

INSTITUTION NAME	UNITID	CLASS	STATE	AFFILIATION	COLLECTIVE BARGAINING
Bryant University (Smithfield, RI)	217165	Master's	RI	Private	Yes
Bucknell University (Lewisburg, PA)	211291	Baccalaureate	PA	Private	No
Buena Vista University (Storm Lake, IA)	153001	Baccalaureate	IA	Private	No
Butler University (Indianapolis, IN)	150163	Master's	IN	Private	No
Caldwell College (Caldwell, NJ)	183910	Master's	NJ	Private	No
California Lutheran University (Thousand Oaks, CA)	110413	Master's	CA	Private	No
Calvin College (Grand Rapids, MI)	169080	Baccalaureate	MI	Private	No
Campbellsville University (Campbellsville, KY)	156365	Baccalaureate	KY	Private	No
Canisius College (Buffalo, NY)	189705	Master's	NY	Private	No
Capitol College (Laurel, MD)	162061	Spec Health	MD	Private	No
Cardinal Stritch University (Milwaukee, WI)	238430	Master's	WI	Private	No
Carroll College (Helena, MT)	180106	Baccalaureate	MT	Private	No
Carroll University (Waukesha, WI)	238458	Master's	WI	Private	No
Case Western Reserve University (Cleveland, OH)	201645	Doctoral	OH	Private	No
Catawba College (Salisbury, NC)	198215	Baccalaureate	NC	Private	No
Cazenovia College (Cazenovia, NY)	189848	Baccalaureate	NY	Private	No
Cedar Crest College (Allentown, PA)	211468	Baccalaureate	PA	Private	No
Cedarville University (Cedarville, OH)	201654	Baccalaureate	OH	Private	No
Centenary College (Hackettstown, NJ)	183974	Master's	NJ	Private	No
Central College (Pella, IA)	153108	Baccalaureate	IA	Private	No
Central Connecticut State University (New Britain, CT)	128771	Master's	CT	Public	Yes
Central Methodist University (Fayette, MO)	176947	Baccalaureate	MO	Private	No
Central Michigan University (Mount Pleasant, MI)	169248	Doctoral	MI	Public	Yes
Central Washington University (Ellensburg, WA)	234827	Master's	WA	Public	Yes
Champlain College (Burlington, VT)	230852	Baccalaureate	VT	Private	No
Chatham University (Pittsburgh, PA)	211556	Master's	PA	Private	No
Christian Brothers University (Memphis, TN)	219833	Master's	TN	Private	No
Christopher Newport University (Newport News, VA)	231712	Baccalaureate	VA	Public	No
Claremont Graduate University (Claremont, CA)	112251	Doctoral	CA	Private	No
Claremont McKenna College (Claremont, CA)	112260	Baccalaureate	CA	Private	No
Clarke University (Dubuque, IA)	153126	Baccalaureate	IA	Private	No
Clarkson University (Potsdam, NY)	190044	Doctoral	NY	Private	No
Clayton State University (Morrow, GA)	139311	Baccalaureate	GA	Public	No
Clemson University (Clemson, SC)	217882	Doctoral	SC	Public	No
Cleveland Institute of Art (Cleveland, OH)	202046	Spec Art	OH	Private	No
Cleveland State University (Cleveland, OH)	202134	Doctoral	OH	Public	Yes
Coastal Carolina University (Conway, SC)	218724	Baccalaureate	SC	Public	No
Colby-Sawyer College (New London, NH)	182634	Baccalaureate	NH	Private	No
Cold Spring Harbor Laboratory (Cold Spring Harbor, NY)	436377	Spec Health	NY	Private	No
Colgate University (Hamilton, NY)	190099	Baccalaureate	NY	Private	No
College of Charleston (Charleston, SC)	217819	Master's	SC	Public	No
College of Mount Saint Joseph (Cincinnati, OH)	204200	Master's	OH	Private	No
College of Notre Dame of Maryland (Baltimore, MD)	163578	Master's	MD	Private	No
College of Saint Benedict (Saint Joseph, MN)	174747	Baccalaureate	MN	Private	No
College of the Atlantic (Bar Harbor, ME)	160959	Baccalaureate	ME	Private	No
Colorado Christian University (Lakewood, CO)	126669	Master's	CO	Private	No
Colorado College (Colorado Springs, CO)	126678	Baccalaureate	CO	Private	No
Colorado School of Mines (Golden, CO)	126775	Doctoral	CO	Public	No
Colorado State University (Fort Collins, CO)	126818	Doctoral	CO	Public	No
Colorado State University-Pueblo (Pueblo, CO)	128106	Baccalaureate	CO	Public	No
Columbia College (Columbia, SC)	217934	Master's	SC	Private	No
Concordia College (Moorhead, MN)	173300	Baccalaureate	MN	Private	No
Concordia University Wisconsin (Mequon, WI)	238616	Master's	WI	Private	No
Converse College (Spartanburg, SC)	217961	Master's	SC	Private	No
Cooper Union (New York, NY)	190372	Baccalaureate	NY	Private	Yes
Coppin State University (Baltimore, MD)	162283	Master's	MD	Public	No
Covenant Theological Seminary (Saint Louis, MO)	177126	Spec Theological	MO	Private	No
Creighton University (Omaha, NE)	181002	Master's	NE	Private	No
Culinary Institute of America (Hyde Park, NY)	190503	Spec Health	NY	Private	Yes
Culver-Stockton College (Canton, MO)	177144	Baccalaureate	MO	Private	No
Daemen College (Amherst, NY)	190725	Master's	NY	Private	No
Dakota State University (Madison, SD)	219082	Baccalaureate	SD	Public	Yes
Dallas Christian College (Dallas, TX)	224244	Spec Theological	TX	Private	No
Davenport University (Grand Rapids, MI)	169479	Master's	MI	Private	No
Davidson College (Davidson, NC)	198385	Baccalaureate	NC	Private	No
Delta State University (Cleveland, MS)	175616	Master's	MS	Public	No
DePaul University (Chicago, IL)	144740	Doctoral	IL	Private	No
Des Moines University-Osteopathic Medical Center (Des Moines, IA)	154156	Spec Medical	IA	Private	No
DeSales University (Center Valley, PA)	210739	Master's	PA	Private	No
Desert Research Institute (Reno, NV)		Spec Health	NV	Public	No
Dickinson College (Carlisle, PA)	212009	Baccalaureate	PA	Private	No
Dickinson State University (Dickinson, ND)	200059	Baccalaureate	ND	Public	No
Dixie State College of Utah (Saint George, UT)	230171	Baccalaureate	UT	Public	No
Dominican College of Blauvelt (Orangeburg, NY)	190761	Master's	NY	Private	No
Dominican University (River Forest, IL)	148496	Master's	IL	Private	No

RESPONDING INSTITUTIONS

INSTITUTION NAME	UNITID	CLASS	STATE	AFFILIATION	COLLECTIVE BARGAINING
Dominican University of California (San Rafael, CA)	113698	Master's	CA	Private	No
Dordt College (Sioux Center, IA)	153250	Baccalaureate	IA	Private	No
Drake University (Des Moines, IA)	153269	Master's	IA	Private	No
Drew University (Madison, NJ)	184348	Baccalaureate	NJ	Private	No
Drexel University (Philadelphia, PA)	212054	Doctoral	PA	Private	No
Drury University (Springfield, MO)	177214	Master's	MO	Private	No
Duquesne University (Pittsburgh, PA)	212106	Doctoral	PA	Private	No
D'Youville College (Buffalo, NY)	190716	Master's	NY	Private	Yes
Earlham College and Earlham School of Religion (Richmond, IN)	150455	Baccalaureate	IN	Private	No
East Carolina University (Greenville, NC)	198464	Doctoral	NC	Public	No
East Central University (Ada, OK)	207041	Master's	OK	Public	No
East Tennessee State University (Johnson City, TN)	220075	Doctoral	TN	Public	No
East Texas Baptist University (Marshall, TX)	224527	Baccalaureate	TX	Private	No
Eastern Connecticut State University (Willimantic, CT)	129215	Master's	CT	Public	Yes
Eastern Illinois University (Charleston, IL)	144892	Master's	IL	Public	Yes
Eastern Kentucky University (Richmond, KY)	156620	Master's	KY	Public	No
Eastern Nazarene College (Quincy, MA)	165644	Baccalaureate	MA	Private	No
Eastern New Mexico University Main Campus (Portales, NM)	187648	Master's	NM	Public	No
Eastern Oregon University (La Grande, OR)	208646	Master's	OR	Public	Yes
Eastern University (Saint Davids, PA)	212133	Master's	PA	Private	No
Eastern Virginia Medical School (Norfolk, VA)	231970	Spec Medical	VA	Private	No
Eastern Washington University (Cheney, WA)	235097	Master's	WA	Public	Yes
Eckerd College (St. Petersburg, FL)	133492	Baccalaureate	FL	Private	No
Edgewood College (Madison, WI)	238661	Master's	WI	Private	No
Elizabeth City State University (Elizabeth City, NC)	198507	Baccalaureate	NC	Public	No
Elizabethtown College (Elizabethtown, PA)	212197	Baccalaureate	PA	Private	No
Elmhurst College (Elmhurst, IL)	144962	Master's	IL	Private	No
Elon University (Elon, NC)	198516	Master's	NC	Private	No
Embry-Riddle Aeronautical University (Daytona Beach, FL)	133553	Master's	FL	Private	No
Emerson College (Boston, MA)	165662	Master's	MA	Private	Yes
Emmanuel College (Boston, MA)	165671	Master's	MA	Private	No
Emporia State University (Emporia, KS)	155025	Master's	KS	Public	No
Episcopal Divinity School (Cambridge, MA)	165705	Spec Theological	MA	Private	No
Erskine College (Due West, SC)	217998	Baccalaureate	SC	Private	No
Eureka College (Eureka, IL)	144971	Baccalaureate	IL	Private	No
Fairleigh Dickinson University Metropolitan Campus (Teaneck, NJ)	184603	Master's	NJ	Private	No
Fairmont State University (Fairmont, WV)	237367	Baccalaureate	WV	Public	No
Fayetteville State University (Fayetteville, NC)	198543	Master's	NC	Public	No
Ferris State University (Big Rapids, MI)	169910	Master's	MI	Public	Yes
Fitchburg State College (Fitchburg, MA)	165820	Master's	MA	Public	Yes
Florida Atlantic University (Boca Raton, FL)	133669	Doctoral	FL	Public	Yes
Florida Gulf Coast University (Fort Myers, FL)	433660	Master's	FL	Public	Yes
Florida Institute of Technology (Melbourne, FL)	133881	Doctoral	FL	Private	No
Florida International University (Miami, FL)	133951	Doctoral	FL	Public	Yes
Florida Southern College (Lakeland, FL)	134079	Baccalaureate	FL	Private	No
Fordham University (Bronx, NY)	191241	Doctoral	NY	Private	No
Fort Hays State University (Hays, KS)	155061	Master's	KS	Public	Yes
Fort Lewis College (Durango, CO)	127185	Baccalaureate	CO	Public	No
Framingham State College (Framingham, MA)	165866	Master's	MA	Public	Yes
Francis Marion University (Florence, SC)	218061	Master's	SC	Public	No
Franciscan University of Steubenville (Steubenville, OH)	205957	Master's	OH	Private	No
Franklin Pierce University (Rindge, NH)	182810	Master's	NH	Private	Yes
Freed-Hardeman University (Henderson, TN)	220215	Master's	TN	Private	No
Friends University (Wichita, KS)	155089	Master's	KS	Private	No
Frostburg State University (Frostburg, MD)	162584	Master's	MD	Public	No
Gannon University (Erie, PA)	212601	Master's	PA	Private	No
Gardner-Webb University (Boiling Springs, NC)	198561	Master's	NC	Private	No
Geneva College (Beaver Falls, PA)	212656	Baccalaureate	PA	Private	No
George Mason University (Fairfax, VA)	232186	Doctoral	VA	Public	No
Georgetown College (Georgetown, KY)	156745	Baccalaureate	KY	Private	No
Georgia College & State University (Milledgeville, GA)	139861	Master's	GA	Public	No
Georgia Gwinnett College (Lawrenceville, GA)		Baccalaureate	GA	Public	No
Georgia Health Sciences University (Augusta, GA)	140401	Spec Medical	GA	Public	No
Georgia Institute of Technology (Atlanta, GA)	139755	Doctoral	GA	Public	No
Georgia Southern University (Statesboro, GA)	139931	Doctoral	GA	Public	No
Georgia Southwestern State University (Americus, GA)	139764	Master's	GA	Public	No
Georgia State University (Atlanta, GA)	139940	Doctoral	GA	Public	No
Georgian Court University (Lakewood, NJ)	184773	Master's	NJ	Private	No
Goldey-Beacom College (Wilmington, DE)	130989	Spec Business	DE	Private	No
Gonzaga University (Spokane, WA)	235316	Master's	WA	Private	No
Gordon College (Wenham, MA)	165936	Baccalaureate	MA	Private	No
Goshen College (Goshen, IN)	150668	Baccalaureate	IN	Private	No
Governors State University (University Park, IL)	145336	Master's	IL	Public	Yes
Grace College and Seminary (Winona Lake, IN)	150677	Baccalaureate	IN	Private	No
Graceland University (Lamoni, IA)	153366	Master's	IA	Private	No

RESPONDING INSTITUTIONS

INSTITUTION NAME	UNITID	CLASS	STATE	AFFILIATION	COLLECTIVE BARGAINING
Grambling State University (Grambling, LA)	159009	Master's	LA	Public	No
Grand Canyon University (Phoenix, AZ)	104717	Master's	AZ	Private	No
Grand Valley State University (Allendale, MI)	170082	Master's	MI	Public	No
Greenville College (Greenville, IL)	145372	Baccalaureate	IL	Private	No
Grinnell College (Grinnell, IA)	153384	Baccalaureate	IA	Private	No
Guilford College (Greensboro, NC)	198613	Baccalaureate	NC	Private	No
Gustavus Adolphus College (Saint Peter, MN)	173647	Baccalaureate	MN	Private	No
Gwynedd-Mercy College (Gwynedd Valley, PA)	212832	Master's	PA	Private	No
Hamilton College (Clinton, NY)	191515	Baccalaureate	NY	Private	No
Hamline University (Saint Paul, MN)	173665	Master's	MN	Private	No
Hanover College (Hanover, IN)	150756	Baccalaureate	IN	Private	No
Harrisburg University of Science & Technology (Harrisburg, PA)	446640	Baccalaureate	PA	Private	No
Hartwick College (Oneonta, NY)	191533	Baccalaureate	NY	Private	No
Hastings College (Hastings, NE)	181127	Baccalaureate	NE	Private	No
Hawaii Pacific University (Honolulu, HI)	141644	Master's	HI	Private	No
Heidelberg University (Tiffin, OH)	203085	Master's	OH	Private	No
Henderson State University (Arkadelphia, AR)	107071	Master's	AR	Public	No
Hilbert College (Hamburg, NY)	191621	Baccalaureate	NY	Private	No
Hiram College (Hiram, OH)	203128	Baccalaureate	OH	Private	No
Hofstra University (Hempstead, NY)	191649	Doctoral	NY	Private	Yes
Holy Family University (Philadelphia, PA)	212984	Master's	PA	Private	No
Holy Names University (Oakland, CA)	115728	Master's	CA	Private	No
Hood College (Frederick, MD)	162760	Master's	MD	Private	No
Hope College (Holland, MI)	170301	Baccalaureate	MI	Private	No
Howard University (Washington, DC)	131520	Doctoral	DC	Private	No
Huntingdon College (Montgomery, AL)	101435	Baccalaureate	AL	Private	No
Idaho State University (Pocatello, ID)	142276	Doctoral	ID	Public	No
Illinois Institute of Technology (Chicago, IL)	145725	Doctoral	IL	Private	No
Illinois State University (Normal, IL)	145813	Doctoral	IL	Public	No
Indiana State University (Terre Haute, IN)	151324	Doctoral	IN	Public	No
Indiana University East (Richmond, IN)	151388	Baccalaureate	IN	Public	No
Indiana University Kokomo (Kokomo, IN)	151333	Baccalaureate	IN	Public	No
Indiana University of Pennsylvania (Indiana, PA)	213020	Doctoral	PA	Public	Yes
Indiana University South Bend (South Bend, IN)	151342	Master's	IN	Public	No
Indiana University Southeast (New Albany, IN)	151379	Master's	IN	Public	No
Indiana University-Purdue University Fort Wayne (Fort Wayne, IN)	151102	Master's	IN	Public	No
Indiana Wesleyan University (Marion, IN)	151801	Master's	IN	Private	No
Iona College (New Rochelle, NY)	191931	Master's	NY	Private	No
Ithaca College (Ithaca, NY)	191968	Master's	NY	Private	No
Jacksonville State University (Jacksonville, AL)	101480	Master's	AL	Public	No
Jacksonville University (Jacksonville, FL)	134945	Master's	FL	Private	No
James Madison University (Harrisonburg, VA)	232423	Master's	VA	Public	No
Jamestown College (Jamestown, ND)	200156	Baccalaureate	ND	Private	No
Jefferson College of Health Sciences (Roanoke, VA)	231837	Spec Health	VA	Private	No
John Brown University (Siloam Springs, AR)	107141	Baccalaureate	AR	Private	No
John Carroll University (Cleveland, OH)	203368	Master's	OH	Private	No
Judson College (Marion, AL)	101541	Baccalaureate	AL	Private	No
Juniata College (Huntingdon, PA)	213251	Baccalaureate	PA	Private	No
Kansas Wesleyan University (Salina, KS)	155414	Baccalaureate	KS	Private	No
Kean University (Union, NJ)	185262	Master's	NJ	Public	Yes
Keene State College (Keene, NH)	183062	Master's	NH	Public	Yes
Kennesaw State University (Kennesaw, GA)	140164	Master's	GA	Public	No
Kent State University Main Campus (Kent, OH)	203517	Doctoral	OH	Public	Yes
Kentucky Christian University (Grayson, KY)	157100	Spec Theological	KY	Private	No
Kentucky State University (Frankfort, KY)	157058	Baccalaureate	KY	Public	No
Kentucky Wesleyan College (Owensboro, KY)	157076	Baccalaureate	KY	Private	No
Kenyon College (Gambier, OH)	203535	Baccalaureate	OH	Private	No
Kettering College of Medical Arts (Kettering, OH)	203544	Spec Health	OH	Private	No
Kettering University (Flint, MI)	169983	Spec Engineering	MI	Private	No
King's College (Wilkes-Barre, PA)	213321	Master's	PA	Private	No
La Salle University (Philadelphia, PA)	213367	Master's	PA	Private	No
La Sierra University (Riverside, CA)	117627	Master's	CA	Private	No
LaGrange College (La Grange, GA)	140234	Baccalaureate	GA	Private	No
Lakeland College (Sheboygan, WI)	238980	Master's	WI	Private	No
Lamar University (Beaumont, TX)	226091	Master's	TX	Public	No
Lancaster General College of Nursing and Health Sciences (Lancaster, PA)	442356	Spec Health	PA	Private	No
Le Moyne College (Syracuse, NY)	192323	Master's	NY	Private	Yes
Lebanon Valley College (Annville, PA)	213507	Baccalaureate	PA	Private	No
Lee University (Cleveland, TN)	220613	Master's	TN	Private	No
Lees-McRae College (Banner Elk, NC)	198808	Baccalaureate	NC	Private	No
Lehigh University (Bethlehem, PA)	213543	Doctoral	PA	Private	No
Lewis University (Romeoville, IL)	146612	Master's	IL	Private	No
Lewis-Clark State College (Lewiston, ID)	142328	Baccalaureate	ID	Public	No
Lincoln University (Lincoln University, PA)	213598	Master's	PA	Public	Yes
Lipscomb University (Nashville, TN)	219976	Master's	TN	Private	No

RESPONDING INSTITUTIONS

INSTITUTION NAME	UNITID	CLASS	STATE	AFFILIATION	COLLECTIVE BARGAINING
Long Island University (Brookville, NY)	192457	Doctoral	NY	Public	Yes
Longwood University (Farmville, VA)	232566	Master's	VA	Public	No
Loras College (Dubuque, IA)	153825	Baccalaureate	IA	Private	No
Louisiana College (Pineville, LA)	159568	Baccalaureate	LA	Private	No
Louisiana State University and Agricultural and Mechanical College (Baton Ro	159391	Doctoral	LA	Public	No
Louisiana State University in Shreveport (Shreveport, LA)	159416	Master's	LA	Public	No
Louisiana Tech University (Ruston, LA)	159647	Doctoral	LA	Public	No
Lourdes College (Sylvania, OH)	203757	Baccalaureate	OH	Private	No
Loyola Marymount University (Los Angeles, CA)	117946	Master's	CA	Private	No
Loyola University Chicago (Chicago, IL)	146719	Doctoral	IL	Private	No
Loyola University Maryland (Baltimore, MD)	163046	Master's	MD	Private	No
Loyola University New Orleans (New Orleans, LA)	159656	Master's	LA	Private	No
Luther College (Decorah, IA)	153834	Baccalaureate	IA	Private	No
Lycoming College (Williamsport, PA)	213668	Baccalaureate	PA	Private	No
Lynchburg College (Lynchburg, VA)	232609	Master's	VA	Private	No
Lynn University (Boca Raton, FL)	132657	Master's	FL	Private	No
MacMurray College (Jacksonville, IL)	146825	Baccalaureate	IL	Private	No
Madonna University (Livonia, MI)	170806	Master's	MI	Private	No
Malone University (Canton, OH)	203775	Master's	OH	Private	No
Manchester College (North Manchester, IN)	151777	Baccalaureate	IN	Private	No
Manhattanville College (Purchase, NY)	192749	Master's	NY	Private	No
Marian University (Fond du Lac, WI)	239080	Master's	WI	Private	No
Marian University (Indianapolis, IN)	151786	Baccalaureate	IN	Private	No
Marietta College (Marietta, OH)	203845	Baccalaureate	OH	Private	No
Marist College (Poughkeepsie, NY)	192819	Master's	NY	Private	No
Mars Hill College (Mars Hill, NC)	198899	Baccalaureate	NC	Private	No
Marshall University (Huntington, WV)	237525	Master's	WV	Public	No
Mary Baldwin College (Staunton, VA)	232672	Master's	VA	Private	No
Marymount Manhattan College (New York, NY)	192864	Baccalaureate	NY	Private	No
Marymount University (Arlington, VA)	232706	Master's	VA	Private	No
Maryville College (Maryville, TN)	220710	Baccalaureate	TN	Private	No
Maryville University of Saint Louis (Saint Louis, MO)	178059	Master's	MO	Private	No
Marywood University (Scranton, PA)	213826	Master's	PA	Private	No
Massachusetts College of Liberal Arts (North Adams, MA)	167288	Baccalaureate	MA	Public	Yes
McKendree University (Lebanon, IL)	147013	Baccalaureate	IL	Private	No
McNeese State University (Lake Charles, LA)	159717	Master's	LA	Public	No
Medaille College (Buffalo, NY)	192925	Master's	NY	Private	No
Medical University of South Carolina (Charleston, SC)	218335	Spec Medical	SC	Public	No
Mercer University (Macon, GA)	140447	Master's	GA	Private	No
Mercy College of Health Sciences (Des Moines, IA)	153977	Spec Health	IA	Private	No
Mercyhurst College (Erie, PA)	213987	Master's	PA	Private	No
Methodist College of Nursing (Peoria, IL)		Spec Health	IL	Private	No
Metropolitan State College of Denver (Denver, CO)	127565	Baccalaureate	CO	Public	No
Metropolitan State University (Saint Paul, MN)	174020	Master's	MN	Public	Yes
MGH Institute of Health Professions (Charlestown, MA)	166869	Spec Health	MA	Private	No
Miami University (Oxford, OH)	204024	Doctoral	OH	Public	No
Michigan Technological University (Houghton, MI)	171128	Doctoral	MI	Public	No
Middle Tennessee State University (Murfreesboro, TN)	220978	Master's	TN	Public	No
Midwestern State University (Wichita Falls, TX)	226833	Master's	TX	Public	No
Millikin University (Decatur, IL)	147244	Baccalaureate	IL	Private	No
Millsaps College (Jackson, MS)	175980	Baccalaureate	MS	Private	No
Minneapolis College of Art Design (Minneapolis, MN)	174127	Spec Art	MN	Private	No
Minnesota State University Moorhead (Moorhead, MN)	174358	Master's	MN	Public	Yes
Minnesota State University, Mankato (Mankato, MN)	173920	Master's	MN	Public	Yes
Minot State University (Minot, ND)	200253	Master's	ND	Public	No
Misericordia University (Dallas, PA)	214069	Master's	PA	Private	No
Mississippi University for Women (Columbus, MS)	176035	Master's	MS	Public	No
Missouri Baptist University (Saint Louis, MO)	178244	Master's	MO	Private	No
Missouri State University (Springfield, MO)	179566	Master's	MO	Public	No
Missouri University of Science and Technology (Rolla, MO)	178411	Doctoral	MO	Public	No
Missouri Western State University (Saint Joseph, MO)	178387	Baccalaureate	MO	Public	No
Mitchell College (New London, CT)	129774	Baccalaureate	CT	Private	Yes
Monmouth University (West Long Branch, NJ)	185572	Master's	NJ	Private	Yes
Montana State University - Billings (Billings, MT)	180179	Master's	MT	Public	Yes
Montana State University - Bozeman (Bozeman, MT)	180461	Doctoral	MT	Public	Yes
Montana Tech of The University of Montana (Butte, MT)	180416	Baccalaureate	MT	Public	Yes
Montclair State University (Upper Montclair, NJ)	185590	Master's	NJ	Public	Yes
Morehead State University (Morehead, KY)	157386	Master's	KY	Public	No
Mount Aloysius College (Cresson, PA)	214166	Baccalaureate	PA	Private	No
Mount Carmel College of Nursing (Columbus, OH)	204176	Spec Health	OH	Private	No
Mount Ida College (Newton Centre, MA)	166948	Baccalaureate	MA	Private	No
Mount Marty College (Yankton, SD)	219198	Master's	SD	Private	No
Mount Mercy College (Cedar Rapids, IA)	154013	Baccalaureate	IA	Private	No
Mount Olive College (Mount Olive, NC)	199069	Baccalaureate	NC	Private	No
Muhlenberg College (Allentown, PA)	214175	Baccalaureate	PA	Private	No

RESPONDING INSTITUTIONS

INSTITUTION NAME	UNITID	CLASS	STATE	AFFILIATION	COLLECTIVE BARGAINING
Murray State University (Murray, KY)	157401	Master's	KY	Public	No
Muskingum University (New Concord, OH)	204264	Master's	OH	Private	No
Naropa University (Boulder, CO)	127653	Master's	CO	Private	No
National University (La Jolla, CA)	119605	Master's	CA	Private	No
National-Louis University (Wheeling, IL)	147536	Doctoral	IL	Private	No
Nazareth College of Rochester (Rochester, NY)	193584	Master's	NY	Private	No
Nebraska Methodist College (Omaha, NE)	181297	Spec Health	NE	Private	No
Nebraska Wesleyan University (Lincoln, NE)	181446	Baccalaureate	NE	Private	No
Neumann University (Aston, PA)	214272	Master's	PA	Private	No
Nevada State College (Henderson, NV)	441900	Baccalaureate	NV	Public	No
New England College (Henniker, NH)	182980	Baccalaureate	NH	Private	No
New Jersey City University (Jersey City, NJ)	185129	Master's	NJ	Public	Yes
Newman University (Wichita, KS)	155335	Master's	KS	Private	No
Nicholls State University (Thibodaux, LA)	159966	Master's	LA	Public	No
Nichols College (Dudley, MA)	167260	Spec Business	MA	Private	No
North Carolina State University (Raleigh, NC)	199193	Doctoral	NC	Public	No
North Carolina Wesleyan College (Rocky Mount, NC)	199209	Baccalaureate	NC	Private	No
North Central College (Naperville, IL)	147660	Master's	IL	Private	No
North Georgia College & State University (Dahlonega, GA)	140669	Master's	GA	Public	No
Northeastern Illinois University (Chicago, IL)	147776	Master's	IL	Public	Yes
Northeastern State University (Tahlequah, OK)	207263	Master's	OK	Public	No
Northeastern University (Boston, MA)	167358	Doctoral	MA	Private	No
Northern Arizona University (Flagstaff, AZ)	105330	Doctoral	AZ	Public	No
Northern Illinois University (De Kalb, IL)	147703	Doctoral	IL	Public	No
Northern Kentucky University (Highland Heights, KY)	157447	Master's	KY	Public	No
Northern Michigan University (Marquette, MI)	171456	Master's	MI	Public	Yes
Northern State University (Aberdeen, SD)	219259	Baccalaureate	SD	Public	Yes
Northland College (Ashland, WI)	239512	Baccalaureate	WI	Private	No
Northwest Missouri State University (Maryville, MO)	178624	Master's	MO	Public	No
Northwestern College (Orange City, IA)	154101	Baccalaureate	IA	Private	No
Northwestern Health Sciences University (Bloomington, MN)	174507	Spec Health	MN	Private	No
Northwestern State University (Natchitoches, LA)	160038	Master's	LA	Public	No
Northwood University (FL) (West Palm Beach, FL)		Spec Business	FL	Private	No
Northwood University (Midland, MI)	171492	Spec Business	MI	Private	No
Northwood University (TX) (Cedar Hill, TX)		Spec Business	TX	Private	No
Norwich University (Northfield, VT)	230995	Master's	VT	Private	No
Notre Dame de Namur University (Belmont, CA)	120184	Master's	CA	Private	No
Nova Southeastern University (Fort Lauderdale, FL)	136215	Doctoral	FL	Private	No
Oakland University (Rochester, MI)	171571	Doctoral	MI	Public	Yes
Oakwood University (Huntsville, AL)	101912	Baccalaureate	AL	Private	No
Oberlin College (Oberlin, OH)	204501	Baccalaureate	OH	Private	No
Occidental College (Los Angeles, CA)	120254	Baccalaureate	CA	Private	No
Oglethorpe University (Atlanta, GA)	140696	Baccalaureate	GA	Private	No
Ohio Dominican University (Columbus, OH)	204617	Master's	OH	Private	No
Ohio Northern University (Ada, OH)	204635	Baccalaureate	OH	Private	No
Ohio University Main Campus (Athens, OH)	204857	Doctoral	OH	Public	No
Oklahoma Christian University (Oklahoma City, OK)	207324	Master's	OK	Private	No
Oklahoma City University (Oklahoma City, OK)	207458	Master's	OK	Private	No
Old Dominion University (Norfolk, VA)	232982	Doctoral	VA	Public	No
Olivet Nazarene University (Bourbonnais, IL)	147828	Master's	IL	Private	No
Oral Roberts University (Tulsa, OK)	207582	Doctoral	OK	Private	No
Oregon Institute of Technology (Klamath Falls, OR)	209506	Baccalaureate	OR	Public	No
Oregon State University (Corvallis, OR)	209542	Doctoral	OR	Public	No
Otterbein College (Westerville, OH)	204936	Master's	OH	Private	No
Ouachita Baptist University (Arkadelphia, AR)	107512	Baccalaureate	AR	Private	No
Our Lady of the Lake College (Baton Rouge, LA)	160074	Spec Health	LA	Private	No
Our Lady of the Lake University (San Antonio, TX)	227331	Master's	TX	Private	No
Pacific Lutheran University (Tacoma, WA)	236230	Master's	WA	Private	No
Pacific Union College (Angwin, CA)	120865	Baccalaureate	CA	Private	No
Palm Beach Atlantic University (West Palm Beach, FL)	136330	Master's	FL	Private	No
Parker College of Chiropractic (Dallas, TX)	243823	Spec Health	TX	Private	No
Patrick Henry College (Purcellville, VA)		Baccalaureate	VA	Private	No
Pepperdine University (Malibu, CA)	121150	Doctoral	CA	Private	No
Philadelphia University (Philadelphia, PA)	215099	Master's	PA	Private	No
Pikeville College (Pikeville, KY)	157535	Baccalaureate	KY	Private	No
Pittsburg State University (Pittsburg, KS)	155681	Master's	KS	Public	Yes
Plymouth State University (Plymouth, NH)	183080	Master's	NH	Public	No
Point Park University (Pittsburgh, PA)	215442	Master's	PA	Private	No
Pomona College (Claremont, CA)	121345	Baccalaureate	CA	Private	No
Portland State University (Portland, OR)	209807	Doctoral	OR	Public	Yes
Prairie View A & M University (Prairie View, TX)	227526	Master's	TX	Public	No
Pratt Institute (Brooklyn, NY)	194578	Spec Art	NY	Private	Yes
Presbyterian College (Clinton, SC)	218539	Baccalaureate	SC	Private	No
Providence College (Providence, RI)	217402	Master's	RI	Private	No
Purdue University Calumet (Hammond, IN)	152248	Master's	IN	Public	No

RESPONDING INSTITUTIONS

INSTITUTION NAME	UNITID	CLASS	STATE	AFFILIATION	COLLECTIVE BARGAINING
Purdue University North Central Campus (Westville, IN)	152266	Baccalaureate	IN	Public	No
Queens University of Charlotte (Charlotte, NC)	199412	Master's	NC	Private	No
Quincy University (Quincy, IL)	148131	Baccalaureate	IL	Private	No
Quinnipiac University (Hamden, CT)	130226	Master's	CT	Private	No
Radford University (Radford, VA)	233277	Master's	VA	Public	No
Randolph College (Lynchburg, VA)	233301	Baccalaureate	VA	Private	No
Randolph-Macon College (Ashland, VA)	233295	Baccalaureate	VA	Private	No
Reconstructionist Rabbinical College (Wyncote, PA)	215619	Spec Theological	PA	Private	No
Reed College (Portland, OR)	209922	Baccalaureate	OR	Private	No
Regent University (Virginia Beach, VA)	231651	Doctoral	VA	Private	No
Regis College (Weston, MA)	167598	Master's	MA	Private	No
Regis University (Denver, CO)	127918	Master's	CO	Private	No
Rensselaer Polytechnic Institute (Troy, NY)	194824	Doctoral	NY	Private	No
Rhode Island College (Providence, RI)	217420	Master's	RI	Public	Yes
Rhode Island School of Design (Providence, RI)	217493	Spec Art	RI	Private	Yes
Rhodes College (Memphis, TN)	221351	Baccalaureate	TN	Private	No
Rider University (Lawrenceville, NJ)	186283	Master's	NJ	Private	Yes
Rivier College (Nashua, NH)	183211	Master's	NH	Private	No
Roanoke College (Salem, VA)	233426	Baccalaureate	VA	Private	No
Robert Morris University (Moon Township, PA)	215655	Master's	PA	Private	Yes
Rochester Institute of Technology (Rochester, NY)	195003	Master's	NY	Private	No
Rockford College (Rockford, IL)	148405	Master's	IL	Private	No
Rockhurst University (Kansas City, MO)	179043	Master's	MO	Private	No
Rocky Mountain College (Billings, MT)	180595	Baccalaureate	MT	Private	No
Roger Williams University (Bristol, RI)	217518	Baccalaureate	RI	Private	Yes
Rollins College (Winter Park, FL)	136950	Master's	FL	Private	No
Roosevelt University (Chicago, IL)	148487	Master's	IL	Private	Yes
Rose-Hulman Institute of Technology (Terre Haute, IN)	152318	Spec Engineering	IN	Private	No
Rosemont College (Rosemont, PA)	215691	Master's	PA	Private	No
Rowan University (Glassboro, NJ)	184782	Master's	NJ	Public	Yes
Rutgers State University System Summary (New Brunswick, NJ)		Doctoral	NJ	Public	Yes
Sacred Heart University (Fairfield, CT)	130253	Master's	CT	Private	No
Saint Ambrose University (Davenport, IA)	154235	Master's	IA	Private	No
Saint Anselm College (Manchester, NH)	183239	Baccalaureate	NH	Private	No
Saint Catherine University (Saint Paul, MN)	175005	Master's	MN	Private	No
Saint Francis University (Loretto, PA)	215743	Master's	PA	Private	No
Saint John's University (Collegeville, MN)	174792	Baccalaureate	MN	Private	No
Saint Joseph College (West Hartford, CT)	130314	Master's	CT	Private	No
Saint Joseph's College (Rensselaer, IN)	152363	Baccalaureate	IN	Private	No
Saint Joseph's University (Philadelphia, PA)	215770	Master's	PA	Private	No
Saint Louis University (Saint Louis, MO)	179159	Doctoral	MO	Private	No
Saint Martin's University (Lacey, WA)	236452	Master's	WA	Private	No
Saint Mary's College (Notre Dame, IN)	152390	Baccalaureate	IN	Private	No
Saint Mary's University of Minnesota (Winona, MN)	174817	Doctoral	MN	Private	No
Saint Michael's College (Colchester, VT)	231059	Baccalaureate	VT	Private	No
Saint Norbert College (De Pere, WI)	239716	Baccalaureate	WI	Private	No
Saint Olaf College (Northfield, MN)	174844	Baccalaureate	MN	Private	No
Saint Xavier University (Chicago, IL)	148627	Master's	IL	Private	Yes
Salem College (Winston-Salem, NC)	199607	Baccalaureate	NC	Private	No
Salem State College (Salem, MA)	167729	Master's	MA	Public	Yes
Salve Regina University (Newport, RI)	217536	Master's	RI	Private	No
Sam Houston State University (Huntsville, TX)	227881	Master's	TX	Public	No
Samford University (Birmingham, AL)	102049	Doctoral	AL	Private	No
Santa Clara University (Santa Clara, CA)	122931	Master's	CA	Private	No
Schreiner University (Kerrville, TX)	228042	Baccalaureate	TX	Private	No
Scripps College (Claremont, CA)	123165	Baccalaureate	CA	Private	No
Seattle Pacific University (Seattle, WA)	236577	Master's	WA	Private	No
Seattle University (Seattle, WA)	236595	Master's	WA	Private	No
Seton Hall University (South Orange, NJ)	186584	Doctoral	NJ	Private	No
Seton Hill University (Greensburg, PA)	215947	Baccalaureate	PA	Private	No
Sewanee: The University of the South (Sewanee, TN)	221519	Baccalaureate	TN	Private	No
Shawnee State University (Portsmouth, OH)	205443	Baccalaureate	OH	Public	Yes
Shenandoah University (Winchester, VA)	233541	Master's	VA	Private	No
Shepherd University (Shepherdstown, WV)	237792	Baccalaureate	WV	Public	No
Shorter College (Rome, GA)	140988	Baccalaureate	GA	Private	No
Siena College (Loudonville, NY)	195474	Baccalaureate	NY	Private	No
Siena Heights University (Adrian, MI)	172264	Master's	MI	Private	No
Simpson University (Redding, CA)	123457	Baccalaureate	CA	Private	No
Smith College (Northampton, MA)	167835	Baccalaureate	MA	Private	No
Soka University of America (Aliso Viejo, CA)	399911	Spec Health	CA	Private	No
Sonoma State University (Rohnert Park, CA)	123572	Master's	CA	Public	Yes
South Dakota School of Mines and Technology (Rapid City, SD)	219347	Spec Engineering	SD	Public	Yes
South Dakota State University (Brookings, SD)	219356	Doctoral	SD	Public	Yes
Southeast Missouri State University (Cape Girardeau, MO)	179557	Master's	MO	Public	No
Southeastern Baptist Theological Seminary (Wake Forest, NC)	199759	Spec Theological	NC	Private	No

RESPONDING INSTITUTIONS

INSTITUTION NAME	UNITID	CLASS	STATE	AFFILIATION	COLLECTIVE BARGAINING
Southeastern Louisiana University (Hammond, LA)	160612	Master's	LA	Public	No
Southeastern University (Lakeland, FL)	137564	Baccalaureate	FL	Private	No
Southern Arkansas University (Magnolia, AR)	107983	Baccalaureate	AR	Public	No
Southern California University of Health Sciences (Whittier, CA)	117672	Spec Health	CA	Private	No
Southern Illinois University at Edwardsville (Edwardsville, IL)	149231	Master's	IL	Public	No
Southern Illinois University Carbondale (Carbondale, IL)	149222	Doctoral	IL	Public	Yes
Southern Methodist University (Dallas, TX)	228246	Doctoral	TX	Private	No
Southern New Hampshire University (Manchester, NH)	183026	Master's	NH	Private	No
Southern Utah University (Cedar City, UT)	230603	Master's	UT	Public	No
Southern Vermont College (Bennington, VT)	231086	Baccalaureate	VT	Private	No
Southwest Minnesota State University (Marshall, MN)	175078	Master's	MN	Public	Yes
Southwestern Oklahoma State University (Weatherford, OK)	207865	Master's	OK	Public	No
Southwestern University (Georgetown, TX)	228343	Baccalaureate	TX	Private	No
Spalding University (Louisville, KY)	157757	Doctoral	KY	Private	No
Spring Hill College (Mobile, AL)	102234	Master's	AL	Private	No
Springfield College (Springfield, MA)	167899	Master's	MA	Private	No
St. Bonaventure University (St. Bonaventure, NY)	195164	Master's	NY	Private	No
St. Cloud State University (St. Cloud, MN)	174783	Master's	MN	Public	Yes
St. Edward's University (Austin, TX)	227845	Master's	TX	Private	No
St. John Fisher College (Rochester, NY)	195720	Master's	NY	Private	No
St. John's College of Nursing		Spec Health	MO	Private	No
St. John's University (Queens, NY)	195809	Doctoral	NY	Private	Yes
St. Mary's College of Maryland (Saint Mary's City, MD)	163912	Baccalaureate	MD	Public	No
St. Mary's University (San Antonio, TX)	228149	Master's	TX	Private	No
St. Thomas University (Miami, FL)	137476	Master's	FL	Private	No
State University of New York College at Cortland (Cortland, NY)	196149	Master's	NY	Public	Yes
State University of New York College at Geneseo (Geneseo, NY)	196167	Master's	NY	Public	Yes
State University of New York College at Oswego (Oswego, NY)	196194	Master's	NY	Public	Yes
State University of New York College at Plattsburgh (Plattsburgh, NY)	196246	Master's	NY	Public	Yes
State University of New York Institute of Technology (Utica, NY)	196112	Master's	NY	Public	Yes
State University of New York, The College at Brock (Brockport, NY)	196121	Master's	NY	Public	Yes
Stephen F. Austin State University (Nacogdoches, TX)	228431	Master's	TX	Public	No
Stetson University (DeLand, FL)	137546	Master's	FL	Private	No
Stevenson University (Stevenson, MD)	164173	Baccalaureate	MD	Private	No
Stonehill College (Easton, MA)	167996	Baccalaureate	MA	Private	No
Susquehanna University (Selinsgrove, PA)	216278	Baccalaureate	PA	Private	No
Tabor College (Hillsboro, KS)	155973	Baccalaureate	KS	Private	No
Temple University (Philadelphia, PA)	216339	Doctoral	PA	Public	Yes
Tennessee Technological University (Cookeville, TN)	221847	Master's	TN	Public	No
Texas A & M University - Commerce (Commerce, TX)	224554	Doctoral	TX	Public	No
Texas A & M University - Corpus Christi (Corpus Christi, TX)	224147	Master's	TX	Public	No
Texas A&M International University (Laredo, TX)	226152	Master's	TX	Public	No
Texas Chiropractic College (Pasadena, TX)	228866	Spec Health	TX	Private	No
Texas Lutheran University (Seguin, TX)	228981	Baccalaureate	TX	Private	No
Texas State University - San Marcos (San Marcos, TX)	228459	Master's	TX	Public	No
Texas Tech University (Lubbock, TX)	229115	Doctoral	TX	Public	No
Texas Woman's University (Denton, TX)	229179	Doctoral	TX	Public	No
The Catholic University of America (Washington, DC)	131283	Doctoral	DC	Private	No
The Citadel, the Military College of South Carolina (Charleston, SC)	217864	Master's	SC	Public	No
The College of New Jersey (Ewing, NJ)	187134	Master's	NJ	Public	Yes
The College of Saint Scholastica (Duluth, MN)	174899	Master's	MN	Private	No
The College of Wooster (Wooster, OH)	206589	Baccalaureate	OH	Private	No
The Defiance College (Defiance, OH)	202514	Baccalaureate	OH	Private	No
The Evergreen State College (Olympia, WA)	235167	Master's	WA	Public	Yes
The George Washington University (Washington, DC)	131469	Doctoral	DC	Private	No
The New School (New York, NY)	193654	Doctoral	NY	Private	Yes
The Ohio State University at Marion (Marion, OH)	204699	Baccalaureate	OH	Public	No
The Ohio State University Main Campus (Columbus, OH)	204796	Doctoral	OH	Public	No
The Principia (Saint Louis, MO)	148016	Baccalaureate	MO	Private	No
The Richard Stockton College of New Jersey (Pomona, NJ)	186876	Master's	NJ	Public	Yes
The Sage Colleges (Troy, NY)		Master's	NY	Private	No
The University of Akron, Main Campus (Akron, OH)	200800	Doctoral	OH	Public	Yes
The University of Arizona (Tucson, AZ)	104179	Doctoral	AZ	Public	No
The University of Findlay (Findlay, OH)	202763	Master's	OH	Private	No
The University of Memphis (Memphis, TN)	220862	Doctoral	TN	Public	No
The University of Montana - Missoula (Missoula, MT)	180489	Doctoral	MT	Public	Yes
The University of Montana - Western (Dillon, MT)	180692	Baccalaureate	MT	Public	Yes
The University of Scranton (Scranton, PA)	215929	Master's	PA	Private	Yes
The University of South Dakota (Vermillion, SD)	219471	Doctoral	SD	Public	Yes
The University of Texas At El Paso (El Paso, TX)	228796	Doctoral	TX	Public	No
The University of Virginia's College at Wise (Wise, VA)	233897	Baccalaureate	VA	Public	No
Thiel College (Greenville, PA)	216357	Baccalaureate	PA	Private	No
Thomas Aquinas College (San Paula, CA)	124292	Baccalaureate	CA	Private	No
Thomas College (Waterville, ME)	161563	Baccalaureate	ME	Private	No
Thomas Jefferson University (Philadelphia, PA)	216366	Spec Medical	PA	Private	No

RESPONDING INSTITUTIONS

INSTITUTION NAME	UNITID	CLASS	STATE	AFFILIATION	COLLECTIVE BARGAINING
Thomas More College (Crestview Hills, KY)	157809	Master's	KY	Private	No
Thunderbird School of Global Management (Glendale, AZ)	103778	Spec Business	AZ	Private	No
Towson University (Towson, MD)	164076	Master's	MD	Public	No
Transylvania University (Lexington, KY)	157818	Baccalaureate	KY	Private	No
Trevecca Nazarene University (Nashville, TN)	221892	Doctoral	TN	Private	No
Trine University (Angola, IN)	152567	Baccalaureate	IN	Private	No
Trinity Christian College (Palos Heights, IL)	149505	Baccalaureate	IL	Private	No
Trinity College (Washington, DC)	131876	Master's	DC	Private	No
Trinity University (San Antonio, TX)	229267	Master's	TX	Private	No
Troy University (Troy, AL)	102368	Master's	AL	Public	No
Truman State University (Kirksville, MO)	178615	Master's	MO	Public	No
Tufts University (Medford, MA)	168148	Doctoral	MA	Private	No
Tusculum College (Greeneville, TN)	221953	Master's	TN	Private	No
Tuskegee University (Tuskegee, AL)	102377	Baccalaureate	AL	Private	No
Union College (Lincoln, NE)	181738	Baccalaureate	NE	Private	No
United States Sports Academy (Daphne, AL)	102395	Spec Health	AL	Private	No
Unity College (Unity, ME)	161572	Baccalaureate	ME	Private	No
University of Alabama (Tuscaloosa, AL)	100751	Doctoral	AL	Public	No
University of Alabama in Huntsville (Huntsville, AL)	100706	Doctoral	AL	Public	No
University of Alaska Anchorage (Anchorage, AK)	102553	Master's	AK	Public	Yes
University of Alaska Fairbanks (Fairbanks, AK)	102614	Doctoral	AK	Public	Yes
University of Alaska Southeast (Juneau, AK)	102632	Master's	AK	Public	Yes
University of Arkansas at Little Rock (Little Rock, AR)	106245	Doctoral	AR	Public	No
University of Baltimore (Baltimore, MD)	161873	Master's	MD	Public	No
University of Central Arkansas (Conway, AR)	106704	Master's	AR	Public	No
University of Central Florida (Orlando, FL)	132903	Doctoral	FL	Public	Yes
University of Central Missouri (Warrensburg, MO)	176965	Master's	MO	Public	No
University of Central Oklahoma (Edmond, OK)	206941	Master's	OK	Public	No
University of Charleston (Charleston, WV)	237312	Baccalaureate	WV	Private	No
University of Colorado at Colorado Springs (Colorado Springs, CO)	126580	Master's	CO	Public	No
University of Colorado Denver (Denver, CO)	126562	Doctoral	CO	Public	No
University of Connecticut (Storrs, CT)	129020	Doctoral	CT	Public	Yes
University of Dallas (Irving, TX)	224323	Master's	TX	Private	No
University of Dayton (Dayton, OH)	202480	Doctoral	OH	Private	No
University of Denver (Denver, CO)	127060	Doctoral	CO	Private	No
University of Detroit Mercy (Detroit, MI)	169716	Master's	MI	Private	Yes
University of Evansville (Evansville, IN)	150534	Master's	IN	Private	No
University of Georgia (Athens, GA)	139959	Doctoral	GA	Public	No
University of Hartford (West Hartford, CT)	129525	Doctoral	CT	Private	No
University of Hawaii at Manoa (Honolulu, HI)	141574	Doctoral	HI	Public	Yes
University of Houston - Clear Lake (Houston, TX)	225414	Master's	TX	Public	No
University of Houston - Downtown (Houston, TX)	225432	Baccalaureate	TX	Public	No
University of Houston - Victoria (Victoria, TX)	225502	Master's	TX	Public	No
University of Houston (Houston, TX)	225511	Doctoral	TX	Public	No
University of Idaho (Moscow, ID)	142285	Doctoral	ID	Public	No
University of Illinois at Chicago (Chicago, IL)	145600	Doctoral	IL	Public	No
University of Illinois at Springfield (Springfield, IL)	148654	Master's	IL	Public	No
University of Illinois at Urbana-Champaign (Champaign, IL)	145637	Doctoral	IL	Public	No
University of Indianapolis (Indianapolis, IN)	151263	Master's	IN	Private	No
University of Kentucky (Lexington, KY)	157085	Doctoral	KY	Public	No
University of La Verne (La Verne, CA)	117140	Doctoral	CA	Private	No
University of Louisiana at Lafayette (Lafayette, LA)	160658	Doctoral	LA	Public	No
University of Louisville (Louisville, KY)	157289	Doctoral	KY	Public	No
University of Maine at Augusta (Augusta, ME)	161217	Baccalaureate	ME	Public	Yes
University of Maine at Farmington (Farmington, ME)	161226	Baccalaureate	ME	Public	Yes
University of Maine at Fort Kent (Fort Kent, ME)	161235	Baccalaureate	ME	Public	Yes
University of Maine at Presque Isle (Presque Isle, ME)	161341	Baccalaureate	ME	Public	Yes
University of Mary Hardin-Baylor (Belton, TX)	226471	Master's	TX	Private	No
University of Maryland Baltimore (Baltimore, MD)	163259	Spec Medical	MD	Public	No
University of Maryland Baltimore County (Baltimore, MD)	163268	Doctoral	MD	Public	No
University of Maryland College Park (College Park, MD)	163286	Doctoral	MD	Public	No
University of Maryland Eastern Shore (Princess Anne, MD)	163338	Master's	MD	Public	No
University of Massachusetts (Amherst, MA)	166629	Doctoral	MA	Public	Yes
University of Massachusetts Boston (Boston, MA)	166638	Doctoral	MA	Public	Yes
University of Massachusetts Dartmouth (North Dartmouth, MA)	167987	Master's	MA	Public	Yes
University of Massachusetts Lowell (Lowell, MA)	166513	Doctoral	MA	Public	Yes
University of Miami (Coral Gables, FL)	135726	Doctoral	FL	Private	No
University of Michigan-Ann Arbor (Ann Arbor, MI)	170976	Doctoral	MI	Public	No
University of Michigan-Dearborn (Dearborn, MI)	171137	Master's	MI	Public	No
University of Michigan-Flint (Flint, MI)	171146	Master's	MI	Public	No
University of Minnesota-Morris (Morris, MN)	174251	Baccalaureate	MN	Public	No
University of Missouri - Kansas City (Kansas City, MO)	178402	Doctoral	MO	Public	No
University of Missouri - Saint Louis (Saint Louis, MO)	178420	Doctoral	MO	Public	No
University of Montevallo (Montevallo, AL)	101709	Master's	AL	Public	No
University of Mount Union (Alliance, OH)	204185	Baccalaureate	OH	Private	No

RESPONDING INSTITUTIONS

INSTITUTION NAME	UNITID	CLASS	STATE	AFFILIATION	COLLECTIVE BARGAINING
University of Nebraska at Kearney (Kearney, NE)	181215	Master's	NE	Public	Yes
University of Nebraska at Omaha (Omaha, NE)	181394	Master's	NE	Public	Yes
University of Nevada, Reno (Reno, NV)	182290	Doctoral	NV	Public	No
University of Nevada-Las Vegas (Las Vegas, NV)	182281	Doctoral	NV	Public	No
University of New England (Biddeford, ME)	161457	Master's	ME	Private	No
University of New Hampshire (Durham, NH)	183044	Doctoral	NH	Public	Yes
University of New Haven (West Haven, CT)	129941	Master's	CT	Private	No
University of New Orleans (New Orleans, LA)	159939	Doctoral	LA	Public	No
University of North Alabama (Florence, AL)	101879	Master's	AL	Public	No
University of North Carolina at Asheville (Asheville, NC)	199111	Baccalaureate	NC	Public	No
University of North Carolina at Charlotte (Charlotte, NC)	199139	Doctoral	NC	Public	No
University of North Carolina at Greensboro (Greensboro, NC)	199148	Doctoral	NC	Public	No
University of North Carolina at Pembroke (Pembroke, NC)	199281	Master's	NC	Public	No
University of North Carolina at Wilmington (Wilmington, NC)	199218	Master's	NC	Public	No
University of North Dakota Main Campus (Grand Forks, ND)	200280	Doctoral	ND	Public	No
University of North Florida (Jacksonville, FL)	136172	Master's	FL	Public	Yes
University of North Texas (Denton, TX)	227216	Doctoral	TX	Public	No
University of Northern Colorado (Greeley, CO)	127741	Doctoral	CO	Public	No
University of Northern Iowa (Cedar Falls, IA)	154095	Master's	IA	Public	Yes
University of Oklahoma Health Sciences Center (Oklahoma City, OK)	207342	Spec Medical	OK	Public	No
University of Oklahoma Norman Campus (Norman, OK)	207500	Doctoral	OK	Public	No
University of Portland (Portland, OR)	209825	Master's	OR	Private	No
University of Redlands (Redlands, CA)	121691	Master's	CA	Private	No
University of Richmond (University of Richmond, VA)	233374	Baccalaureate	VA	Private	No
University of Saint Francis (Fort Wayne, IN)	152336	Master's	IN	Private	No
University of Saint Francis (Joliet, IL)	148584	Master's	IL	Private	No
University of Saint Thomas (Houston, TX)	227863	Master's	TX	Private	No
University of Saint Thomas (Saint Paul, MN)	174914	Doctoral	MN	Private	No
University of San Diego (San Diego, CA)	122436	Doctoral	CA	Private	No
University of San Francisco (San Francisco, CA)	122612	Doctoral	CA	Private	Yes
University of Sioux Falls (Sioux Falls, SD)	219383	Baccalaureate	SD	Private	No
University of South Alabama (Mobile, AL)	102094	Master's	AL	Public	No
University of South Carolina Aiken (Aiken, SC)	218645	Baccalaureate	SC	Public	No
University of South Carolina Upstate (Spartanburg, SC)	218742	Baccalaureate	SC	Public	No
University of South Florida (Tampa, FL)	137351	Doctoral	FL	Public	Yes
University of Southern Indiana (Evansville, IN)	151306	Master's	IN	Public	No
University of Southern Mississippi (Hattiesburg, MS)	176372	Doctoral	MS	Public	No
University of Tampa (Tampa, FL)	137847	Master's	FL	Private	No
University of Tennessee at Chattanooga (Chattanooga, TN)	221740	Master's	TN	Public	No
University of Tennessee at Martin (Martin, TN)	221768	Master's	TN	Public	No
University of Texas - Pan American (Edinburg, TX)	227368	Master's	TX	Public	No
University of Texas at Arlington (Arlington, TX)	228769	Doctoral	TX	Public	No
University of Texas at Dallas (Richardson, TX)	228787	Doctoral	TX	Public	No
University of Texas at San Antonio (San Antonio, TX)	229027	Master's	TX	Public	No
University of Texas at Tyler (Tyler, TX)	228802	Master's	TX	Public	No
University of Texas of the Permian Basin (Odessa, TX)	229018	Master's	TX	Public	No
University of the Arts (Philadelphia, PA)	215105	Spec Art	PA	Private	No
University of the Incarnate Word (San Antonio, TX)	225627	Master's	TX	Private	No
University of the Ozarks (Clarksville, AR)	107558	Baccalaureate	AR	Private	No
University of the Pacific (Stockton, CA)	120883	Doctoral	CA	Private	No
University of the Rockies (Colorado Springs, CO)		Spec Health	CO	Private	No
University of the Southwest (Hobbs, NM)	188182	Master's	NM	Private	No
University of Tulsa (Tulsa, OK)	207971	Doctoral	OK	Private	No
University of Virginia (Charlottesville, VA)	234076	Doctoral	VA	Public	No
University of West Florida (Pensacola, FL)	138354	Doctoral	FL	Public	Yes
University of West Georgia (Carrollton, GA)	141334	Master's	GA	Public	No
University of Wisconsin-Eau Claire (Eau Claire, WI)	240268	Master's	WI	Public	Yes
University of Wisconsin-Green Bay (Green Bay, WI)	240277	Baccalaureate	WI	Public	No
University of Wisconsin-La Crosse (La Crosse, WI)	240329	Master's	WI	Public	No
University of Wisconsin-Milwaukee (Milwaukee, WI)	240453	Doctoral	WI	Public	No
University of Wisconsin-Oshkosh (Oshkosh, WI)	240365	Master's	WI	Public	No
University of Wisconsin-Platteville (Platteville, WI)	240462	Master's	WI	Public	No
University of Wisconsin-Stout (Menomonie, WI)	240417	Master's	WI	Public	No
University of Wisconsin-Superior (Superior, WI)	240426	Master's	WI	Public	Yes
University of Wisconsin-Whitewater (Whitewater, WI)	240189	Master's	WI	Public	No
University of Wyoming (Laramie, WY)	240727	Doctoral	WY	Public	No
Urbana University (Urbana, OH)	206330	Baccalaureate	OH	Private	No
Ursinus College (Collegeville, PA)	216524	Baccalaureate	PA	Private	No
Ursuline College (Cleveland, OH)	206349	Master's	OH	Private	No
Utah State University (Logan, UT)	230728	Doctoral	UT	Public	No
Utah Valley University (Orem, UT)	230737	Baccalaureate	UT	Public	No
Utica College (Utica, NY)	197045	Master's	NY	Private	Yes
Valdosta State University (Valdosta, GA)	141264	Master's	GA	Public	No
Valley City State University (Valley City, ND)	200572	Baccalaureate	ND	Public	No
Valley Forge Christian College (Phoenixville, PA)	216542	Baccalaureate	PA	Private	No

RESPONDING INSTITUTIONS

INSTITUTION NAME	UNITID	CLASS	STATE	AFFILIATION	COLLECTIVE BARGAINING
Valparaiso University (Valparaiso, IN)	152600	Master's	IN	Private	No
Vanguard University of Southern California (Costa Mesa, CA)	123651	Baccalaureate	CA	Private	No
Victory University (Memphis, TN)	220941	Baccalaureate	TN	Private	No
Villanova University (Villanova, PA)	216597	Master's	PA	Private	No
Virginia Military Institute (Lexington, VA)	234085	Baccalaureate	VA	Public	No
Virginia State University (Petersburg, VA)	234155	Master's	VA	Public	No
Virginia Wesleyan College (Norfolk, VA)	234173	Baccalaureate	VA	Private	No
Viterbo University (La Crosse, WI)	240107	Master's	WI	Private	No
Wagner College (Staten Island, NY)	197197	Master's	NY	Private	No
Wake Forest University (Winston-Salem, NC)	199847	Doctoral	NC	Private	No
Walsh College of Accountancy and Business Administration (Troy, MI)	172608	Spec Business	MI	Private	No
Warren Wilson College (Asheville, NC)	199865	Baccalaureate	NC	Private	No
Washburn University (Topeka, KS)	156082	Master's	KS	Public	No
Washington and Jefferson College (Washington, PA)	216667	Baccalaureate	PA	Private	No
Washington and Lee University (Lexington, VA)	234207	Baccalaureate	VA	Private	No
Wayne State College (Wayne, NE)	181783	Master's	NE	Public	Yes
Wayne State University (Detroit, MI)	172644	Doctoral	MI	Public	Yes
Weber State University (Ogden, UT)	230782	Master's	UT	Public	No
Webster University (Webster Groves, MO)	179894	Master's	MO	Private	No
Wentworth Institute of Technology (Boston, MA)	168227	Spec Health	MA	Private	Yes
West Coast University (Costa Mesa, CA)		Spec Health	CA	Private	No
West Texas A & M University (Canyon, TX)	229814	Master's	TX	Public	No
Western Connecticut State University (Danbury, CT)	130776	Master's	CT	Public	Yes
Western Illinois University (Macomb, IL)	149772	Master's	IL	Public	Yes
Western Kentucky University (Bowling Green, KY)	157951	Master's	KY	Public	No
Western Michigan University (Kalamazoo, MI)	172699	Doctoral	MI	Public	Yes
Western New England College (Springfield, MA)	168254	Master's	MA	Private	No
Western New Mexico University (Silver City, NM)	188304	Master's	NM	Public	No
Western Oregon University (Monmouth, OR)	210429	Master's	OR	Public	Yes
Western State College (Gunnison, CO)	128391	Baccalaureate	CO	Public	No
Western Washington University (Bellingham, WA)	237011	Master's	WA	Public	Yes
Westfield State College (Westfield, MA)	168263	Master's	MA	Public	Yes
Westminster College (Fulton, MO)	179946	Baccalaureate	MO	Private	No
Westminster College (New Wilmington, PA)	216807	Baccalaureate	PA	Private	No
Wheaton College (Norton, MA)	168281	Baccalaureate	MA	Private	No
Wheaton College (Wheaton, IL)	149781	Baccalaureate	IL	Private	No
Wheeling Jesuit University (Wheeling, WV)	238078	Master's	WV	Private	No
Whitworth University (Spokane, WA)	237066	Master's	WA	Private	No
Wichita State University (Wichita, KS)	156125	Doctoral	KS	Public	No
Widener University (Chester, PA)	216852	Doctoral	PA	Private	No
Wilkes University (Wilkes-Barre, PA)	216931	Master's	PA	Private	No
Willamette University (Salem, OR)	210401	Baccalaureate	OR	Private	No
William Jessup University (Rocklin, CA)	122728	Spec Theological	CA	Private	No
William Mitchell College of Law (Saint Paul, MN)	175281	Spec Law	MN	Private	No
William Paterson University of New Jersey (Wayne, NJ)	187444	Master's	NJ	Public	Yes
Wilmington College (Wilmington, OH)	206507	Baccalaureate	OH	Private	No
Wilmington University (New Castle, DE)	131113	Doctoral	DE	Private	No
Wingate University (Wingate, NC)	199962	Baccalaureate	NC	Private	No
Winona State University (Winona, MN)	175272	Master's	MN	Public	Yes
Winston-Salem State University (Winston-Salem, NC)	199999	Baccalaureate	NC	Public	No
Wittenberg University (Springfield, OH)	206525	Baccalaureate	OH	Private	No
Wofford College (Spartanburg, SC)	218973	Baccalaureate	SC	Private	No
Woodbury University (Burbank, CA)	125897	Master's	CA	Private	No
Woods Hole Oceanographic Institution (Woods Hole, MA)	166610	Spec Health	MA	Private	No
Worcester Polytechnic Institute (Worcester, MA)	168421	Doctoral	MA	Private	No
Worcester State College (Worcester, MA)	168430	Master's	MA	Public	Yes
Wright State University Main Campus (Dayton, OH)	206604	Doctoral	OH	Public	Yes
Xavier University (Cincinnati, OH)	206622	Master's	OH	Private	No
Xavier University of Louisiana (New Orleans, LA)	160904	Master's	LA	Private	No
York College of Pennsylvania (York, PA)	217059	Baccalaureate	PA	Private	No
Young Harris College (Young Harris, GA)	141361	Baccalaureate	GA	Private	No
Youngstown State University (Youngstown, OH)	206695	Master's	OH	Public	Yes