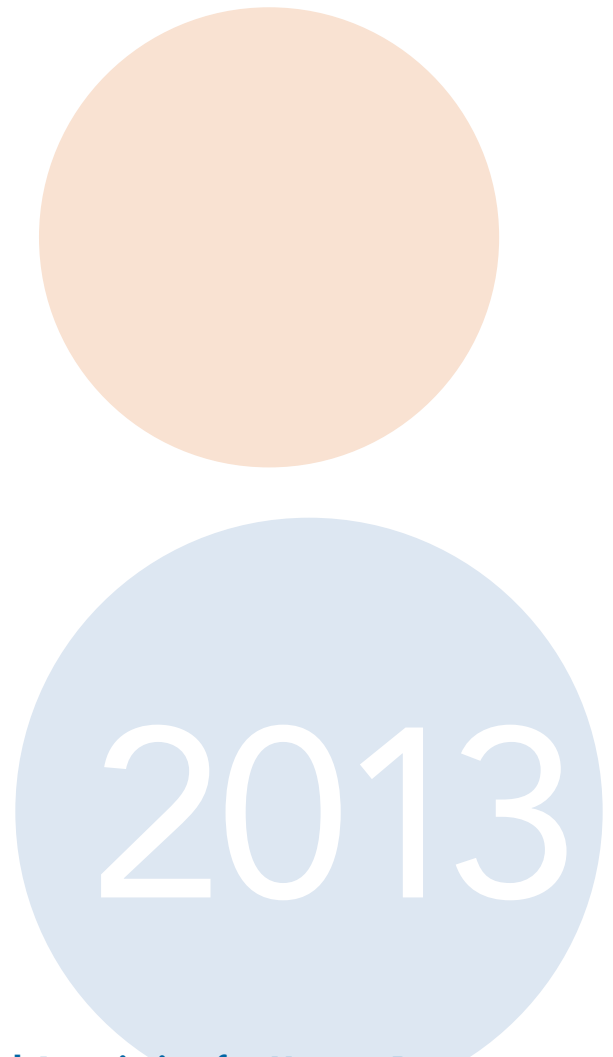


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FACULTY IN HIGHER EDUCATION SALARY SURVEY | For the 2012-13 Academic Year |

By Discipline, Rank and Tenure Status in Four-Year Colleges and Universities



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Acknowledgments

Publication of the *2012-13 Faculty in Higher Education Salary Survey by Discipline, Rank and Tenure Status in Four-Year Colleges and Universities* marks the 32nd year for this survey, previously known as the National Faculty Salary Survey.

Results for this year's redesigned survey reflect salary data by discipline and rank for 184,924 tenured and tenure-track faculty at 794 institutions nationwide, making it a key resource for salary-related decision making in the higher education community. In addition, and for the first time, the survey also provides salaries separately for 40,961 non tenure-track teaching faculty and 3,575 non tenure-track research faculty.

Special thanks are owed to Barbara Carroll, associate vice chancellor for human resources at North Carolina State University, for the expertise, resources and extensive hands-on support she provided in the redesign of the salary surveys. Her participation made a very difficult effort far less so. We also wish to thank the many members of CUPA-HR whose advice and input to the redesign was invaluable. And we want to thank Peerfocus, Inc., our partner and collaborator in SurveysOnLine, for reprogramming the online surveys and reports.

In the CUPA-HR association 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 resources and institutional research professionals responsible for completing the survey. The efforts of these individuals are greatly appreciated.

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2012-13 FACULTY IN HIGHER EDUCATION SALARY SURVEY

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This Executive Summary shows Average Salaries for Tenured/Tenure-Track Faculty by 2-Digit CIP Codes, and for Non-Tenure Track Faculty and Researchers for Selected Disciplines.

To purchase access to all tables listed, please visit <http://www.cupahr.org/surveys/pricing.aspx>

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2013

Introduction

CUPA-HR's *Faculty in Higher Education Salary Survey by Discipline, Rank and Tenure Status in Four-Year Colleges and Universities* provides comprehensive and up-to-date salary data for full-time faculty.

This survey has been conducted on an annual basis since 1982 and is designed to help administrators effectively manage their HR costs by providing a broad range of salary data with which to evaluate current faculty pay levels and plan compensation budgets.

For the first time, salary data by discipline and rank are reported separately for full-time tenured/tenure-track and non tenure-track faculty. This year's survey provides salaries for 184,924 tenured/tenure-track faculty, 40,961 non tenure-track teaching faculty and 3,575 non tenure-track research faculty at 794 institutions nationwide. Salary data for adjunct faculty are collected and reported in the Adjunct Faculty Salary Survey.

Survey Content

The Faculty survey collects both institution- and position-specific data. Institutional data are used primarily to create comparison groups for reports and DataOnDemand, our real-time data analysis tool. The following information is available for each institution.

Pre-loaded	Reported by Participants
<ul style="list-style-type: none">• Institution Name• Institution Type – single unit, campus within a system, system office• Carnegie Classification 2010• Affiliation – public, private, private religious, independent, for profit• Level of Instruction – undergraduate, graduate, both• NCAA Division• Metropolitan Statistical Area (MSA)	<ul style="list-style-type: none">• Operating Budget for 2012-13• Student Enrollment Fall 2012-13 – full-time, part-time, FTE• Faculty Size Fall 2012-13 – full-time, part-time, FTE• Faculty Number by Tenure Status• Staff Size Fall 2012-13 – full-time, part-time, FTE• Union Representation of Faculty or Staff

Salary data for full-time tenured/tenure-track faculty are collected by discipline for the ranks of Professor, Associate Professor, Assistant Professor, New Assistant Professor and Instructor. Data for Assistant Professors also include the salaries of New Assistant Professors.

The same ranks are used for non tenure-track faculty, however data are not collected separately for New Assistant Professors and the Instructor category is expanded to include Lecturers. For each discipline/rank, respondents are asked to provide the following information:

- **Number of faculty**
- **Average 9/10-month salary**
- **Lowest 9/10-month salary**
- **Highest 9/10-month salary**

Disciplines Covered

Disciplines used in the survey are based on the Classification of Instructional Programs: 2010 Edition, published by the U.S. Department of Education's National Center for Education Statistics (NCES). 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.

Institutions can manually enter or upload their salary data in any of 345 4-digit codes. Alternatively, they also have the option of uploading their data in any of 1,333 6-digit CIP codes.

Data for non tenure-track faculty can be reported in any of 41 2-digit codes. However, CIPS [49.] and [51.] are hybrids. CIP [49] only collects data for [49.01] Air Transportation, and for CIP [51.] Health Professions and Clinical Sciences, data are collected in several aggregated 4-digit subgroups as differences in salary are likely to be substantial among the disciplines in this category.

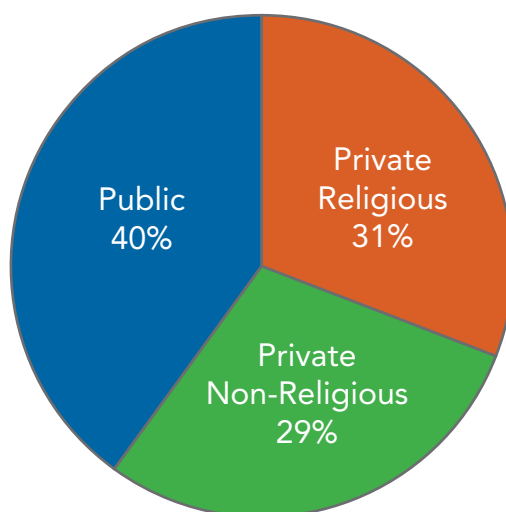
Go to www.cupahr.org/surveys/worksheets.aspx to download the discipline descriptions document. For more information on CIP 2010, go to <http://nces.ed.gov/ipeds/cipcode/crosswalk.aspx?y=55>.

Profile Of 2012-13 Participating Institutions

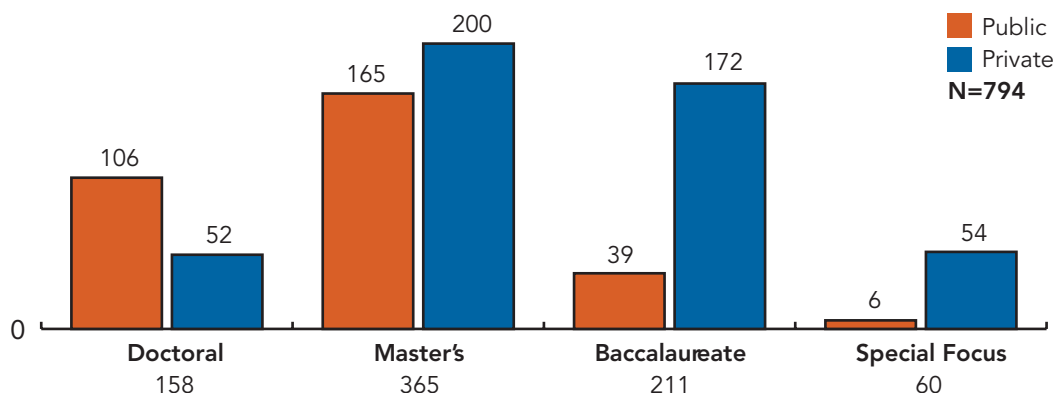
This year's *Faculty in Higher Education Salary Survey for Four-Year Institutions* (FHESS4) was completed by 794 higher education institutions. Appendix A lists survey participants in alphabetical order, along with each institution's Unit ID, 2010 Carnegie Classification, state and whether the institution's faculty is unionized. Public and private institutions are listed separately.

The charts below describe this year's respondents. Public institutions comprise **40%** (316) of the 2012-13 respondents and private institutions **60%** (478). The responding private institutions include slightly more religiously affiliated (249) than private independent and for-profit (non-religious) institutions (229). In terms of classification, Master's colleges and universities are the largest group of participants at **46.0%** (365) and includes more private than public institutions. Baccalaureate colleges comprise **26.6%** (211) of respondents. Doctorate-Granting (Doctoral) institutions comprise **19.9%** (158) of respondents, and two-thirds are public. Special Focus institutions are the smallest segment of respondents at **7.6%** (60), and almost all are private institutions. About **36%** (113) of the responding public institutions report that their faculties are unionized.

% Distribution of Survey Respondents by Affiliation
CUPA-HR 2012-13 FHESS4



Distribution of 2012-13 Survey Respondents by Affiliation
CUPA-HR 2012-13 FHESS4



2012-13 Salary Increases for Tenured/Tenure-Track Faculty: Overall and By Affiliation

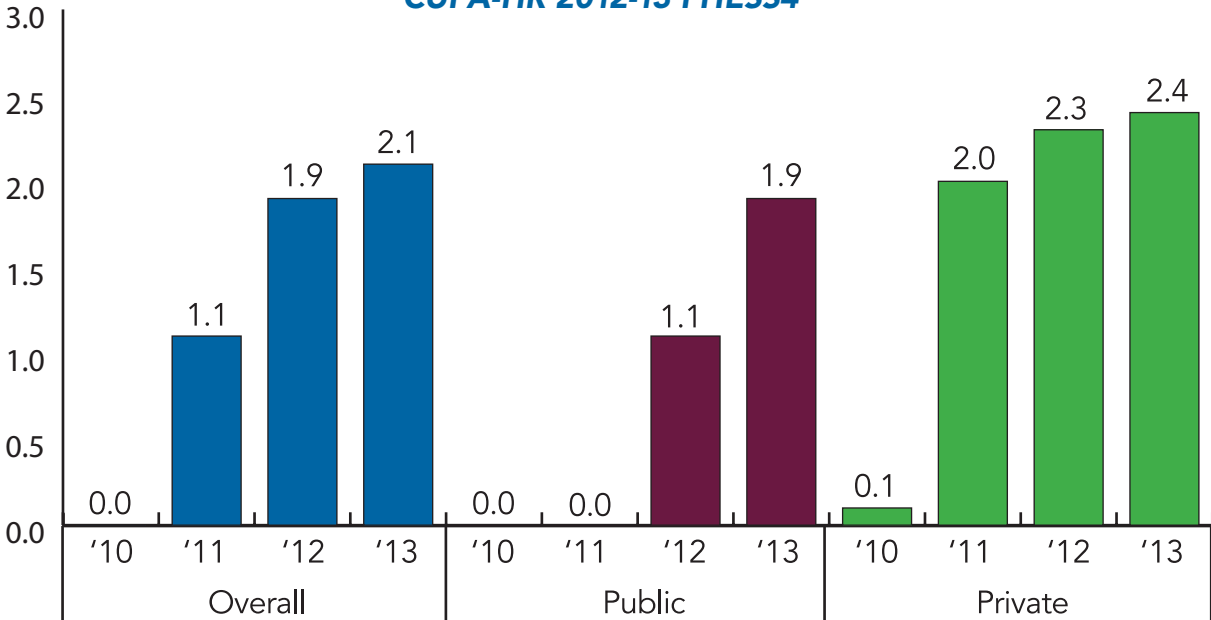
This year's survey reflects salary data for **184,924** full-time tenured and tenure-track faculty members at four-year colleges and universities nationwide. Of this number, **124,249** are at public institutions and **60,675** are at private institutions.

Approximately **92%** (728) of the institutions participating in the 2012-13 survey also completed the 2011-12 survey. A discipline-rank-by-discipline-rank analysis of salaries reported by these institutions in both years show that the **median salary increases was 2.1%**¹. While the median increase continues to be greater at private than at public institutions (**2.4%** vs. **1.9%**), the gap is less than it has been in recent years.

It is important to keep in mind the changes that were made this year in how salaries were reported. For the first time, salaries were reported separately for tenured/tenure-track faculty and non tenure-track faculty; in past years this distinction was not made. As such, the composition of the data for these two years is not exactly the same. This difference may have some impact on the percentage increases, although it is not likely to be significant as non tenure-track faculty comprise less than 20% of the incumbents reported in the survey.

According to the Bureau of Labor Statistics, the **annual** Consumer Price Index for all urban consumers [CPI-U] in 2012 was **2.1%** higher than in 2011. As such, the median salary increase for faculty this year was the same as inflation for all institutions combined, slightly less than inflation for the public institutions, and better than inflation for the private institutions.

% Increase in Average Salary Overall and by Affiliation for Tenured/Tenure-Track Faculty CUPA-HR 2012-13 FHES4*



*Data prior to 2013 include full-time, non tenure-track faculty.
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.

2012-13 Salary Increases for Tenured/Tenure-Track Faculty by Carnegie Class

In terms of Carnegie Classification, median increases in faculty salary continue to be greater at private than at public institutions across all categories, although the gaps have decreased this year.

% Increase in Salary by Carnegie Classification for Tenured/Tenured-Track Faculty CUPA-HR 2012-13 FHESS4*

Classification	2008-09	2009-10	2010-11	2011-12	2012-13
Doctorate-Granting					
All	3.5	0.4	1.2	1.7	2.5
Private	4.1	1.7	2.2	2.4	3.0
Public	3.3	0.1	0.4	1.2	2.2
Master's					
All	3.8	0.1	1.0	2.0	2.0
Private	3.9	0.2	2.0	2.3	2.2
Public	3.6	0.1	0.0	1.3	1.5
Baccalaureate					
All	4.0	0.0	1.3	2.0	2.1
Private	4.0	0.0	1.9	2.0	2.2
Public	3.7	0.0	0.0	0.2	1.8
Special Focus					
All	4.0	0.2	2.0	1.2	2.5
Private	3.9	0.4	2.0	2.0	2.5
Public**	—	—	—	—	—

*2012-13 data are based on the 2010 Carnegie Classifications; earlier years use 2005. Data for earlier years also include full-time, non tenure-track faculty.

**N too small to use

Tenured/Tenure-Track Faculty Salary Increases by Rank

Median increases by rank were greater at private institutions than at public institutions across all ranks, except for Instructors.

% Increase in Salary by Rank for Tenured/Tenure-Track Faculty CUPA-HR 2012-13 FHESS4*

Rank	2008-09	2009-10	2010-11	2011-12	2012-13
Professor					
All	3.9	0.0	1.2	1.9	2.0
Private	4.0	0.0	2.0	2.3	2.4
Public	3.7	0.0	0.0	1.0	1.6
Associate Professor					
All	3.8	0.0	1.1	1.8	2.0
Private	4.0	0.0	2.0	2.3	2.4
Public	3.6	0.0	0.0	1.0	1.6
Assistant Professor					
All	3.6	0.2	1.1	1.9	2.3
Private	3.9	0.4	2.0	2.2	2.5
Public	3.3	0.1	0.2	1.3	2.2
New Assistant Professor					
All	3.2	1.1	1.1	1.7	2.1
Private	3.4	1.4	1.0	1.6	2.4
Public	3.2	1.0	1.4	1.7	2.0
Instructor					
All	3.4	0.0	0.7	1.8	2.5
Private	3.7	0.7	2.0	2.3	2.3
Public	3.0	0.0	0.0	1.3	2.8

*Data prior to 2013 include full-time, non tenure-track faculty.

Tenured/Tenure-Track Faculty: 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, except for Instructor. For Instructors, Social Sciences [45.] is new this year for privates while Computer and Information Sciences and Support Services [11.] is new for publics. Engineering [14.] had the fourth highest average salary for Instructors in both groups. Legal Profession and Studies [22] was not among the top three this year for publics; most of their Instructors were non tenure-track.

2-Digit Disciplines With Highest Average Salaries for Tenured/Tenure-Track Faculty Un-Weighted by Rank In Descending Order CUPA-HR 2012-13 FHESS4

Private	Public	All Ranks Combined
\$117,938	\$108,853	[22.] Legal Professions and Studies
\$99,137	\$106,397	[52.] Business, Management, Marketing, & Related Support Services
\$97,328	\$97,474	[14.] Engineering
Private	Public	Professor
\$144,529	\$138,837	[22.] Legal Professions and Studies
\$117,690	\$120,847	[14.] Engineering
\$116,023	\$119,902	[52.] Business, Management, Marketing, & Related Support Services
Private	Public	Associate Professor
	\$103,054	[52.] Business, Management, Marketing, & Related Support Services
\$111,489	\$99,788	[22.] Legal Professions and Studies
\$95,976		[52.] Business, Management, Marketing, & Related Support Services
\$92,338	\$91,456	[14.] Engineering
Private	Public	Assistant Professor
	\$99,742	[52.] Business, Management, Marketing, & Related Support Services
\$94,024	\$88,993	[22.] Legal Professions and Studies
\$89,078		[52.] Business, Management, Marketing, & Related Support Services
\$80,922	\$79,770	[14.] Engineering
Private	Public	Instructor
\$92,739		[22.] Legal Professions and Studies
	\$64,583	[11.] Computer and Information Sciences and Support Services
\$64,519	\$63,831	[52.] Business, Management, Marketing, & Related Support Services
	\$59,254	[51.] Health Professions and Related Programs
\$58,139		[45.] Social Sciences

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. This has always been the case. The disciplines with the lowest average salaries also tend to be similar from year to year.

2-Digit Disciplines With Lowest Average Salaries for Tenured/Tenure-Track Faculty Un-Weighted by Rank In Ascending Order CUPA-HR 2012-13 FHES4

Private	Public	All Ranks Combined
\$63,062		[39.] Theology and Religious Vocations
	\$65,122	[50.] Visual and Performing Arts
	\$65,367	[23.] English Language and Literature/Letters
\$65,636		[31.] Parks, Recreation, Leisure and Fitness Studies
	\$67,846	[54.] History
\$68,856		[43.] Homeland Security, Law Enforcement, Firefighting and Related Protective Services
Private	Public	Professor
\$79,656		[31.] Parks, Recreation, Leisure and Fitness Studies
\$73,942		[39.] Theology and Religious Vocations
\$82,955		[43.] Homeland Security, Law Enforcement, Firefighting and Related Protective Services
	\$81,441	[50.] Visual and Performing Arts
	\$82,191	[23.] English Language and Literature/Letters
	\$84,319	[10.] Communication Technologies/Technicians and Support Services
Private	Public	Associate Professor
\$60,753		[39.] Theology and Religious Vocations
	\$63,023	[50.] Visual and Performing Arts
\$64,912	\$63,066	[23.] English Language and Literature/Letters
\$65,687	\$63,960	[54.] History
Private	Public	Assistant Professor
	\$53,027	[50.] Visual and Performing Arts
	\$53,635	[23.] English Language and Literature/Letters
\$53,802		[39.] Theology and Religious Vocations
	\$54,226	[54.] History
\$54,524		[23.] English Language and Literature/Letters
\$55,298		[31.] Parks, Recreation, Leisure and Fitness Studies
Private	Public	Instructor
	\$42,792	[23.] English Language and Literature/Letters
	\$44,008	[54.] History
\$44,942	\$44,610	[27.] Mathematics and Statistics
\$45,783		[39.] Theology and Religious Vocations
\$45,816		[40.] Physical Sciences
\$45,840		[31.] Parks, Recreation, Leisure and Fitness Studies

Tenured/Tenure-Track Faculty: 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. The disciplines tend to be similar from year to year for both categories. As in salary, the legal profession continues to top the highest percentage list for both private and public institutions.

2-Digit Disciplines With Highest and Lowest Percentage of Full Professors CUPA-HR 2012-13 FHESS4

Private	Public	Highest
67.9%	62.9%	[22.] Legal Professions and Studies
	48.3%	[01.] Agriculture, Agriculture Operations, and Related Sciences
42.6%		[39.] Theology and Religious Vocations
42.4%	46.1%	[14.] Engineering
Private	Public	Lowest
13.5%	18.6%	[25.] Library Science
19.1%		[51.] Health Professions and Related Programs
21.4%	26.6%	[43.] Homeland Security, Law Enforcement, Firefighting and Related Protective Services
	26.9%	[44.] Public Administration and Social Service Profession

Tenured/Tenure-Track Faculty: 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, the lowest paid disciplines are mostly different for private and public institutions. The one exception continues to be English Language and Literature/Letters.

2-Digit Disciplines With Highest and Lowest Average Salaries for Tenured/Tenure-Track “New” Assistant Professors Un-Weighted by Rank CUPA-HR 2012-13 FHESS4 Survey

Private	Public	Highest Average Salary – In Descending Order	
	\$106,079	[52.]	Business, Management, Marketing, and Related Support Services
\$100,436	\$100,363	[22.]	Legal Professions and Studies
\$95,345		[52.]	Business, Management, Marketing, and Related Support Services
\$79,643	\$80,392	[14.]	Engineering
	\$80,287	[11.]	Computer and Information Sciences and Support Services
Private	Public	Lowest Average Salary – In Ascending Order	
\$52,783		[10.]	Communication Technologies/Technicians and Support Services
\$53,536		[24.]	Liberal Arts and Sciences, General Studies and Humanities
\$54,855	\$53,464	[23.]	English Language and Literature/Letters
\$54,885		[31.]	Parks, Recreation, Leisure and Fitness Studies
	\$54,349	[54.]	History
	\$52,437	[50.]	Visual and Performing Arts

Tenured/Tenure-Track Faculty: Distribution of New Assistant Professors

The disciplines with the highest and lowest percentage of new assistant professors in this year’s survey are shown below. The disciplines in both categories are mostly different for public and private institutions.

2-Digit Disciplines With Highest and Lowest Percentage of Tenured/Tenure-Track “New” Assistant Professors CUPA-HR 2012-13 FHESS4

Private	Public	Highest (5% or more)
10.5%		[10.] Communication Technologies/Technicians and Support Services
	9.9%	[40.] Physical Sciences
	9.3%	[43.] Homeland Security, Law Enforcement, Firefighting and Related Protective Services
7.4%		[05.] Area, Ethnic, Cultural, Gender and Group Studies
	6.5%	[31.] Parks, Recreation, Leisure and Fitness Studies
5.9%		[43.] Homeland Security, Law Enforcement, Firefighting and Related Protective Services
5.6%		[15.] Engineering Technologies and Engineering Related Fields
	6.4%	[44.] Public Administration and Social Service Professions
Private	Public	Lowest (3% or less)
1.3%		[04.] Architecture and Related Services
	1.4%	[10.] Communications Technologies/Technicians and Support Services
	2.7%	[01.] Agriculture, Agriculture Operations, and Related Sciences
1.5%	2.7%	[22.] Legal Professions and Studies
1.8%		[24.] Liberal Arts and Sciences, General Studies and Humanities

Non Tenure-Track Teaching Faculty – Disciplines With Highest and Lowest Average Salaries

Highest Average Salaries

The disciplines with the highest average salaries for non tenure-track faculty are the health-related disciplines, along with legal, engineering and business. This is the case across all ranks.

2-Digit Disciplines With Highest Average Salaries for Non Tenure-Track Faculty Un-Weighted by Rank in Descending Order CUPA-HR 2012-13 FHESS4

	Professor
\$132,400	[51.B] Medicine, Medical Clinical Sciences, Graduate Medical Studies
\$114,581	[51.A] Dentistry, Advanced/Graduate Dentistry, Oral Sciences
\$114,521	[51.F] Veterinary Medicine; Veterinary Biomedical and Clinical Sciences
\$110,642	[51.C] Pharmacy, Pharmaceutical Sciences, and Administration
\$105,807	[22.] Legal Professions and Studies
\$102,195	[51.D] Public Health
\$100,402	[51.E] Rehabilitation and Therapeutic Professions
\$99,781	[14.] Engineering
\$97,371	[52.] Business, Management, Marketing, & Related Support Services
\$95,627	[51.H] All Other Public Health Professions and Related Programs
	Associate Professor
\$115,300	[51.B] Medicine, Medical Clinical Sciences, Graduate Medical Studies
\$103,279	[51.A] Dentistry, Advanced/Graduate Dentistry, Oral Sciences
\$100,838	[51.F] Veterinary Medicine; Veterinary Biomedical and Clinical Sciences
\$86,401	[51.C] Pharmacy, Pharmaceutical Sciences, and Administration
\$89,715	[22.] Legal Professions and Studies
\$83,428	[52.] Business, Management, Marketing, & Related Support Services
	Assistant Professor
\$86,092	[51.B] Medicine, Medical Clinical Sciences, Graduate Medical Studies
\$81,400	[51.A] Dentistry, Advanced/Graduate Dentistry, Oral Sciences
\$78,536	[51.F] Veterinary Medicine; Veterinary Biomedical and Clinical Sciences
\$76,946	[51.C] Pharmacy, Pharmaceutical Sciences, and Administration
\$76,110	[22.] Legal Professions and Studies
\$70,938	[52.] Business, Management, Marketing, & Related Support Services

continued on page 17

continued from page 16

Instructor/Lecturer	
\$67,612	[51.B] Medicine, Medical Clinical Sciences, Graduate Medical Studies
\$65,809	[22.] Legal Professions and Studies
\$65,544	[51.C] Pharmacy, Pharmaceutical Sciences, and Administration
\$59,664	[14.] Engineering
\$58,688	[52.] Business, Management, Marketing, & Related Support Services
\$56,092	[51.F] Veterinary Medicine; Veterinary Biomedical and Clinical Sciences
\$55,077	[55.G] Nursing

Lowest Average Salaries

The disciplines with the lowest average salaries for non tenure-track faculty are shown below. These also tend to be among the lower paid disciplines for tenured/tenure-track faculty. The notable exception is Professor of Architecture which is among the more highly paid disciplines for tenured/tenure-track faculty.

2-Digit Disciplines With Lowest Average Salaries for Non Tenure-Track Faculty Un-Weighted by Rank in Descending Order CUPA-HR 2012-13 FHESS4

Professor	
\$58,874	[04.] Architecture and Related Services
\$59,608	[25.] Library Science
\$63,993	[16.] Foreign Languages, Linguistics
Associate Professor	
\$54,806	[25.] Library Science
\$56,956	[16.] Foreign Languages, Linguistics
\$60,627	[38.] Philosophy and Religious Studies
\$61,471	[54.] History
\$61,880	[50.] Visual and Performing Arts
Assistant Professor	
\$50,206	[16.] Foreign Languages, Linguistics
\$51,106	[38.] Philosophy and Religious Studies
\$51,355	[50.] Visual and Performing Arts
\$51,522	[39.] Theology and Religious Vocations
\$51,535	[54.] History
Instructor	
\$41,498	[23.] English Language and Literature/Letters
\$42,105	[54.] History
\$42,460	[16.] Foreign Languages, Linguistics

Survey Methodology

The *Faculty in Higher Education Salary Survey for Four-Year Institutions* is conducted entirely on the web using SurveysOnLine (SOL), CUPA-HR's Web-based data collection and reporting system. This year's survey opened for data collection on October 2, 2012, and closed on January 25, 2013. An Upload Option was available that allowed respondents to upload a file of 2-, 4- or 6-digit salary data to SOL, saving the effort of manually keying each item.

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 2012-13 survey will be available online for the next five years. After that, the data will be archived, but still accessible upon request.

Definitions

Budget Quartiles: To compute the quartiles, the budgets reported by each institution were ranked from low to high. One-quarter of the institutions were then included in each quartile. The budget ranges for each quartile are listed in the column headings of applicable report tables.

Enrollment Quartiles: To compute the quartiles, the enrollments reported by each institution were ranked from low to high. One-quarter of the institutions were then included in each quartile. The enrollment ranges for each quartile are listed in the column headings of applicable report tables.

Percentile Ranks: To compute percentiles, each institution's average salary is counted once, ranked from low to high, and then split at the following points:

- 20th percentile: 20% of all reported salaries equal or fall below this value.
- 40th percentile: 40% of all reported salaries equal or fall below this value.
- 50th percentile (Median): 50% of all reported salaries equal or fall below this value. The median is considered a more reliable measure than the mean (arithmetic average) in distributions containing a few extremely high or low numbers.
- 60th percentile: 60% of all reported salaries equal or fall below this value.
- 80th percentile: 80% of all reported salaries equal or fall below this value.

Data Specifications

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

- Salaries are those in effect as of November 1, 2012.
- Salary data are reported for full-time faculty only, defined as faculty that are .75 FTE or greater whose teaching/research (including clinical duties) is 50% or more of their duties.
- Salary data are reported separately for tenured/tenure-track faculty, non tenure-track teaching faculty and non tenure-track research faculty.
- Salaries are annualized 9-10 month salaries for a 1.0 FTE. Salaries are base only and do not include any non-salary compensation.
- Salaries for 1.0 FTE 11-12 month faculty are converted to a full-time 9-10 month salary by multiplying the amount by 9/11 or .818. If less than 1.0 FTE, the multiplier has to be adjusted as appropriate.
- Faculty members are reported in one discipline only.
- Enrollment and budget figures are for the operating year 2012-13.
- Enrollment is as of the institution's official fall reporting date or October 15. Faculty and staff size are as of November 1, 2012.
- Enrollment is stated in terms of full-time equivalent students. For the few institutions that did not report this data, other sources were found for this data or last year's survey submission was used, if available.
- Budget figures represent total operating budget for the 2012-13 fiscal year 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. Prior to the 2005-06 survey, unfunded aid was included. Most institutions reported budget information. For those few that did not, other sources were found for this data or last year's survey submission was used, if available.
- The 2010 Carnegie Classification is used in this report to categorize institutions into five groups based on their degree-granting activities. The last group, Special Focus Institutions, is not broken out separately in the Carnegie-related tables, but is included in the final "All Institutions" column. In DataOnDemand, institutions (including Special Focus) 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

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 or disciplines to those of your peer or aspiration institutions and to higher education as a whole, thus providing the basis for informed decisions. Results for the *2012-13 Faculty in Higher Education Salary Survey for Four-Year Institutions* can be accessed in three ways.

- **Survey Report**

The survey report (this document) is published electronically in PDF format only. It 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. Data for 6-digit CIP codes are only available through DataOnDemand. However, 6-digit data are also rolled into the 4- and 2-digit results shown in the report.

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

- 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.
- Each comparison group must include a minimum of eight institutions that participated in the survey.
- Each comparison group created must differ by at least three institutions from all other existing and deleted comparison groups.
- The weighted data option provides salary data only for positions with five or more responding institutions and in which all responding institutions comprise 25.0% or less of position incumbents. If a position has at least five responding institutions but one institution represents more than 25% of the incumbents, salary data are not reported.

Using DOD is easy. In most instances, all you have to do is create your comparison group and run one or more of the FHES4 standard reports we have created to meet your informational needs. Where appropriate, reports can be produced using either un-weighted or weighted data. Output formats are HTML, Excel or PDF.

- **Single Position Report:** Provides the average, median, lowest and highest of reported low and high salaries for one discipline.
- **Multi-Discipline Report:** Provides the average, median, minimum and maximum salary by rank for each 4-digit CIP code discipline.
- **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.
- **FHESS4 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.
- **FHESS4 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.
- **FHESS4 4-Digit CIP Index Report:** Same as above but for 4-digit CIP code disciplines.
- **FHESS4 6-Digit Multi-Discipline Report:** Provides the average, median, minimum and maximum salary by rank for each 6-digit CIP code discipline.
- **Aging Option:** Allows you to run DOD reports and see estimated results had the data been collected at a different point in time (the Aging Date). You can age data from the day after the "report as of" date (i.e. from November 1, 20XX) to as far ahead as January 1, 2014 – roughly the time when a new year's worth of survey data are released. Aging is based on a projected annual rate of increase for the survey year and a portion of the subsequent year. The same rate is used for both years and there is no compounding.

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. For a detailed description of DOD, go to www.cupahr.org/surveys/dod.aspx.

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 DOD. 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. The format for special studies is the same as DOD standard reports. We do not offer discounts for special studies.

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

Go to www.cupahr.org/surveys/order.aspx to order Reports, DataOnDemand and Special Studies.

Salary Tables

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 DataOnDemand (DOD) reports.

Weighted data reports are still available as a user selected option in DOD. However, the weighted data option provides salary data only for positions with five or more responding institutions and in which no responding institution comprises more than 25% of position incumbents. If a position has at least five 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 www.ftc.gov/reports/hlth3s.htm#6 and select Statement 6. These changes were implemented with our 2006-07 survey results.

Go to www.cupahr.org/surveys/worksheets.aspx to download the disciplines descriptions document.

Tables Description

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.

This Executive Summary shows Average Salaries for Tenured/Tenure-Track Faculty by 2-Digit CIP Codes, and for Non-Tenure Track Faculty and Researchers for Selected Disciplines.

To purchase access to all listed tables, please visit <http://www.cupahr.org/surves/pricing.aspx>

Budget and Enrollment Quartiles for 2013

Budget and Enrollment Quartiles for All 2012-13 FHESS4 Participants

	Budget	Enrollment
Quartile 1	<\$43,046,950	<1,788
Quartile 2	\$43,046,950-\$86,505,141	1,788-3,504
Quartile 3	\$86,505,142-\$192,074,325	3,505-8,215
Quartile 4	\$192,074,325	>8,215

Budget Quartiles for 2012-13 FHESS4 Participants by Affiliation

	Public	Private
Quartile 1	<\$87,152,999	<\$32,944,001
Quartile 2	\$87,152,999-\$175,532,544	\$32,944,001-\$59,822,628
Quartile 3	\$175,532,545-\$364,979,159	\$59,822,629-\$112,927,000
Quartile 4	>\$364,979,159	>\$112,927,000

	Private Non-Religious	Private Religious
Quartile 1	>\$34,700,438	<\$32,150,392
Quartile 2	\$34,700,438-\$75,868,754	\$32,150,392-\$53,000,000
Quartile 3	\$75,868,755-\$142,918,771	\$53,000,001-\$81,863,000
Quartile 4	>\$142,918,771	>\$81,863,000

Budget Quartiles for 2012-13 FHESS4 Participants by Carnegie Classification

	Doctorate-Granting	Master's
Quartile 1	<\$208,905,780	<\$58,501,601
Quartile 2	\$208,905,780-\$403,156,050	\$58,501,601-\$98,257,775
Quartile 3	\$403,156,051-\$744,643,164	\$98,257,776-\$163,202,275
Quartile 4	>\$744,643,164	>\$163,202,275

	Baccalaureate
Quartile 1	<\$27,266,426
Quartile 2	\$27,266,426-\$39,926,412
Quartile 3	\$39,926,413-\$62,596,000
Quartile 4	>\$62,596,000

To compute the quartiles, the budget/enrollment numbers reported by each institution were ranked from low to high and one-quarter of the institutions assigned to each quartile. Quartile ranges are listed in the column headings of each applicable table.

Salary Data by Percentile Rank. A number of the tables also report salary data by percentile rank. To compute percentiles, each institution's average salary is counted once, ranked from low to high, and then split at the following points.

- 20th percentile: 20% of all reported salaries are equal to or fall below this value.
- 40th percentile: 40% of all reported salaries are equal to or fall below this value
- 50th percentile: 50% of all reported salaries are equal to or fall below this value.
- 60th percentile: 60% of all reported salaries are equal to or fall below this value.
- 80th percentile: 80% of all reported salaries are equal to or fall below this value.

Tenured/Tenure-Tack Faculty by Carnegie Classification
Un-Weighted Average Salaries

Discipline and Rank	All Institutions	Research Universities*	Other Doctoral*	Master's	Bachelor's
ALL DISCIPLINES COMBINED					
Professor	95,224	115,579	98,564	87,008	82,383
Associate Professor	74,473	85,135	76,868	70,716	66,107
Assistant Professor	64,414	74,064	66,811	61,253	56,619
New Assistant Prof	65,372	74,692	67,419	60,814	56,523
[01.] AGRICULTURE, AGRICULTURE OPERATIONS, AND RELATED SCIENCES					
Professor	94,432	102,626	89,990	81,276	73,484
Associate Professor	74,386	78,067	82,283	66,380	66,271
Assistant Professor	64,868	69,567	67,284	57,972	58,366
New Assistant Prof	64,823	71,567	- - -	56,666	- - -
[03.] NATURAL RESOURCES AND CONSERVATION					
Professor	93,540	101,804	98,495	81,327	84,297
Associate Professor	72,547	76,804	78,452	66,714	66,232
Assistant Professor	61,790	65,725	- - -	57,904	57,453
New Assistant Prof	61,827	67,090	- - -	57,549	53,330
[04.] ARCHITECTURE AND RELATED SERVICES					
Professor	102,902	105,603	- - -	89,519	- - -
Associate Professor	78,077	78,033	78,944	79,692	- - -
Assistant Professor	64,903	65,262	70,434	61,654	- - -
New Assistant Prof	64,352	65,334	- - -	- - -	- - -
[05.] AREA, ETHNIC, CULTURAL, GENDER AND GROUP STUDIES					
Professor	96,312	105,669	94,154	81,883	96,336
Associate Professor	74,437	77,774	69,138	67,989	77,389
Assistant Professor	60,356	61,512	60,738	57,068	62,173
New Assistant Prof	63,075	63,753	- - -	62,968	60,244
[09.] COMMUNICATION, JOURNALISM AND RELATED PROGRAMS					
Professor	87,353	105,011	92,113	82,653	74,380
Associate Professor	67,077	74,347	68,626	66,059	60,355
Assistant Professor	55,995	59,802	57,806	55,161	52,138
New Assistant Prof	56,804	61,063	62,187	54,914	51,247
[10.] COMMUNICATIONS TECHNOLOGIES/TECHNICIANS AND SUPPORT SERVICES					
Professor	85,051	- - -	- - -	88,145	- - -
Associate Professor	70,667	- - -	67,524	75,888	60,965
Assistant Professor	57,819	- - -	- - -	58,267	- - -
New Assistant Prof	52,569	- - -	- - -	- - -	- - -
[11.] COMPUTER AND INFORMATION SCIENCES AND SUPPORT SERVICES					
Professor	106,568	131,036	111,262	99,135	90,467
Associate Professor	88,215	104,153	90,462	84,285	76,807
Assistant Professor	75,294	89,890	78,519	72,689	62,530
New Assistant Prof	78,962	92,047	79,881	72,025	72,685
[13.] EDUCATION					
Professor	86,630	101,744	88,901	82,011	74,139
Associate Professor	67,831	73,487	69,177	66,455	61,769
Assistant Professor	57,617	61,404	59,607	56,832	52,887
New Assistant Prof	56,602	61,052	58,120	54,940	52,807
[14.] ENGINEERING					
Professor	119,951	130,844	119,991	101,675	90,912
Associate Professor	91,707	96,459	93,157	84,543	75,630
Assistant Professor	80,078	83,667	81,287	74,514	68,706
New Assistant Prof	80,183	83,775	83,906	73,541	67,042
[15.] ENGINEERING TECHNOLOGIES AND ENGINEERING RELATED FIELDS					
Professor	94,164	121,999	97,862	88,362	75,876
Associate Professor	77,099	85,065	76,602	76,562	66,563
Assistant Professor	67,053	73,526	69,274	66,461	58,926
New Assistant Prof	66,389	69,771	74,118	64,394	60,828
[16.] FOREIGN LANGUAGES, LITERATURES, AND LINGUISTICS					
Professor	87,952	98,159	87,884	79,569	89,644
Associate Professor	67,745	70,129	65,649	64,677	69,672
Assistant Professor	56,486	59,314	57,332	53,937	56,797
New Assistant Prof	56,081	58,927	57,560	53,247	56,686
[19.] FAMILY AND CONSUMER SCIENCES/HUMAN SCIENCES					
Professor	92,783	104,817	97,052	78,095	67,946
Associate Professor	69,832	76,743	67,766	63,406	59,278
Assistant Professor	59,849	64,495	57,223	55,601	54,090
New Assistant Prof	59,773	62,601	57,849	56,385	- - -
[22.] LEGAL PROFESSIONS AND STUDIES					
Professor	142,033	159,879	153,103	123,501	107,223
Associate Professor	106,016	117,755	115,077	93,163	85,376
Assistant Professor	91,783	104,924	98,231	78,386	87,746
New Assistant Prof	100,396	107,344	- - -	91,226	- - -

Tenured/Tenure-Tack Faculty by Carnegie Classification
Un-Weighted Average Salaries

Discipline and Rank	All Institutions	Research Universities*	Other Doctoral*	Master's	Bachelor's
[23.] ENGLISH LANGUAGE AND LITERATURE/LETTERS					
Professor	82,840	97,253	85,757	80,636	77,288
Associate Professor	64,009	69,181	66,470	63,318	61,158
Assistant Professor	54,084	58,403	57,175	53,119	51,841
New Assistant Prof	53,968	57,625	57,833	51,991	51,982
[24.] LIBERAL ARTS AND SCIENCES, GENERAL STUDIES AND HUMANITIES					
Professor	85,162	95,859	92,918	80,792	86,641
Associate Professor	66,531	72,958	67,791	63,820	67,262
Assistant Professor	57,811	60,672	57,978	56,743	54,362
New Assistant Prof	56,778	63,498	- - -	50,779	- - -
[25.] LIBRARY SCIENCE					
Professor	87,861	98,553	82,325	76,708	- - -
Associate Professor	69,788	77,395	71,112	63,702	- - -
Assistant Professor	57,956	63,148	57,637	53,144	- - -
New Assistant Prof	57,112	62,057	- - -	48,582	- - -
[26.] BIOLOGICAL AND BIOMEDICAL SCIENCES					
Professor	96,241	118,048	104,955	82,378	78,958
Associate Professor	72,104	83,411	80,025	65,054	63,347
Assistant Professor	61,861	72,488	68,027	55,907	54,716
New Assistant Prof	61,464	72,138	69,251	55,396	54,118
[27.] MATHEMATICS AND STATISTICS					
Professor	88,057	106,095	90,696	82,681	78,851
Associate Professor	68,510	77,877	70,583	65,710	63,732
Assistant Professor	58,917	69,874	60,097	56,065	53,976
New Assistant Prof	60,924	71,412	64,569	55,459	53,330
[30.] MULTI/INTERDISCIPLINARY STUDIES					
Professor	97,464	120,029	94,158	84,983	89,464
Associate Professor	73,782	82,365	78,499	71,289	64,027
Assistant Professor	61,646	65,840	64,877	59,952	57,602
New Assistant Prof	62,670	66,276	- - -	56,448	57,954
[31.] PARKS, RECREATION, LEISURE AND FITNESS STUDIES					
Professor	82,996	103,378	89,460	79,810	71,202
Associate Professor	67,754	76,600	69,667	65,935	61,437
Assistant Professor	56,543	64,474	61,088	55,062	50,908
New Assistant Prof	56,051	63,044	55,655	54,221	49,506
[38.] PHILOSOPHY AND RELIGIOUS STUDIES					
Professor	88,711	102,280	96,836	83,838	84,961
Associate Professor	66,239	71,902	69,324	63,653	65,363
Assistant Professor	55,844	59,359	58,180	54,066	55,063
New Assistant Prof	55,644	58,887	55,149	54,795	52,836
[39.] THEOLOGY AND RELIGIOUS VOCATIONS					
Professor	73,942	107,141	79,787	74,593	69,296
Associate Professor	60,804	74,196	60,490	60,211	58,439
Assistant Professor	53,802	65,276	- - -	53,498	51,259
New Assistant Prof	57,857	- - -	- - -	57,817	- - -
[40.] PHYSICAL SCIENCES					
Professor	92,452	113,188	95,328	84,328	83,737
Associate Professor	70,255	80,735	72,336	65,933	65,794
Assistant Professor	60,404	70,466	62,711	56,013	56,353
New Assistant Prof	61,204	72,196	60,326	55,899	57,037
[42.] PSYCHOLOGY					
Professor	87,500	109,012	91,203	82,373	78,841
Associate Professor	67,502	76,717	70,095	65,113	63,252
Assistant Professor	57,695	65,900	59,313	55,819	53,952
New Assistant Prof	59,221	66,816	57,430	55,865	53,513
Instructor	52,105	53,110	- - -	48,109	49,420
[43.] HOMELAND SECURITY,LAW ENFORCEMENT,FIREFIGHTING & RELATED PROTC SERVS					
Professor	88,577	111,652	87,460	84,474	69,532
Associate Professor	67,849	76,945	67,918	66,978	58,238
Assistant Professor	57,299	63,433	57,282	57,328	51,911
New Assistant Prof	56,675	60,929	56,938	57,067	49,501
[44.] PUBLIC ADMINISTRATION AND SOCIAL SERVICE PROFESSIONS					
Professor	93,098	111,405	96,714	82,573	72,645
Associate Professor	71,682	79,122	72,944	69,095	60,535
Assistant Professor	59,650	66,385	61,243	57,276	50,650
New Assistant Prof	59,222	66,663	57,372	56,661	53,620

Tenured/Tenure-Tack Faculty by Carnegie Classification
Un-Weighted Average Salaries

Discipline and Rank	All Institutions	Research Universities*	Other Doctoral*	Master's	Bachelor's
[45.] SOCIAL SCIENCES					
Professor	92,864	110,032	95,338	85,496	87,890
Associate Professor	71,723	79,514	74,197	68,181	69,066
Assistant Professor	61,155	67,731	63,757	58,057	58,556
New Assistant Prof	62,443	69,426	64,636	57,900	58,253
[50.] VISUAL AND PERFORMING ARTS					
Professor	82,601	91,433	86,304	78,701	80,530
Associate Professor	64,506	68,355	66,927	62,737	63,218
Assistant Professor	54,138	56,471	55,710	52,969	53,350
New Assistant Prof	53,624	55,031	55,199	52,762	52,672
[51.] HEALTH PROFESSIONS AND RELATED PROGRAMS					
Professor	100,901	118,693	92,345	89,338	81,378
Associate Professor	78,739	88,399	73,128	74,224	66,722
Assistant Professor	67,160	74,238	64,327	64,002	58,152
New Assistant Prof	68,574	79,073	64,306	64,215	56,592
[52.] BUSINESS, MANAGEMENT, MARKETING, AND RELATED SUPPORT SERVICES					
Professor	118,344	153,267	123,984	106,554	90,115
Associate Professor	100,066	123,768	104,645	92,760	78,447
Assistant Professor	95,268	122,314	100,227	88,638	69,562
New Assistant Prof	102,248	126,212	109,794	91,492	71,947
[54.] HISTORY GENERAL					
Professor	84,805	99,817	86,415	81,609	80,016
Associate Professor	64,844	70,911	66,553	63,307	62,586
Assistant Professor	55,270	59,373	56,966	53,555	54,670
New Assistant Prof	55,109	60,190	52,632	52,835	55,245

*Research Universities are doctorate-granting institutions that Carnegie has classified as having either high or very high research activity (RU/H or RU/VH). Other Doctoral are Doctoral/Research Universities (DRU) that have a lower level of research activity.

**Non-Tenure Teaching Faculty and Researchers
Un-Weighted Average Salaries for Selected Disciplines
All Responding Institutions**

TEACHING NON-TENURE FACULTY	
[13.0] Education	
Teaching Professor	77,310
Teaching Associate Professor	65,477
Teaching Assistant Professor	55,669
[14.0] Engineering	
Teaching Professor	99,781
Teaching Associate Professor	80,988
Teaching Assistant Professor	67,824
[16.0] Foreign Languages, Linguistics	
Teaching Professor	63,993
Teaching Associate Professor	56,956
Teaching Assistant Professor	50,206
[23.0] English Language/Literature/Studies	
Teaching Professor	70,405
Teaching Associate Professor	58,477
Teaching Assistant Professor	49,939
[27.0] Mathematics/Statistics	
Teaching Professor	71,824
Teaching Associate Professor	62,501
Teaching Assistant Professor	53,045
RESEARCH NON-TENURE FACULTY	
[26.0] Biological/Biomedical Sciences	
Research Professor	101,776
Research Associate Professor	74,860
Research Assistant Professor	55,403
Research Scientist	49,454
[40.0] Physical Sciences	
Research Professor	91,746
Research Associate Professor	71,062
Research Assistant Professor	55,167
Research Scientist	46,632
[45.0] Social Sciences	
Research Professor	80,365
Research Associate Professor	67,846
Research Assistant Professor	62,099
Research Scientist	49,284
[51.B] Medicine, Medical Clinical Sciences, Graduate Medical Studies	
Research Professor	116,555
Research Associate Professor	72,346
Research Assistant Professor	57,774
Research Scientist	59,166

RESPONDING INSTITUTIONS

INSTITUTION NAME	UNITID	CLASS	STATE	AFFILIATION	COLLECTIVE BARGAINING
A. T. Still University of Health Sciences	153977	Spec Health	IA	Private	No
Abilene Christian University	222178	Master's	TX	Private	No
Adams State College	126182	Master's	CO	Public	No
Adelphi University	188429	Doctoral	NY	Private	Yes
AIB College of Business	235547	Spec Health	WA	Private	No
Albertus Magnus College	128498	Master's	CT	Private	No
Albion College	168546	Baccalaureate	MI	Private	No
Albright College	210571	Baccalaureate	PA	Private	No
Alfred University	188641	Master's	NY	Private	No
Alice Lloyd College	156189	Baccalaureate	KY	Private	No
Allen College	215105	Spec Art	PA	Private	No
Alliant International University President's Office	192457	Doctoral Sys Office	NY	Public	Yes
Alma College	168591	Baccalaureate	MI	Private	No
Alvernia University	210775	Master's	PA	Private	No
Alverno College	238193	Master's	WI	Private	No
American Public University System (APUS)	409917	Master's	WV	Private	No
Andrews University	168740	Doctoral	MI	Private	No
Angelo State University	222831	Master's	TX	Public	No
Anna Maria College	164492	Master's	MA	Private	No
Antioch University Los Angeles	245838	Master's	CA	Private	No
Antioch University Santa Barbara	245847	Master's	CA	Private	No
Appalachian State University	197869	Master's	NC	Public	No
Arcadia University	211088	Master's	PA	Private	No
Arizona State University Main	104151	Doctoral	AZ	Public	No
Arkansas State University	106458	Master's	AR	Public	No
Arkansas Tech University	106467	Master's	AR	Public	No
Asbury University	156213	Baccalaureate	KY	Private	No
Ashford University	154022	Master's	IA	Private	No
Ashland University	201104	Doctoral	OH	Private	No
Assumption College	164562	Master's	MA	Private	No
Auburn University	100858	Doctoral	AL	Public	No
Auburn University at Montgomery	100830	Master's	AL	Public	No
Augsburg College	173045	Master's	MN	Private	No
Augustana College	219000	Baccalaureate	SD	Private	No
Aultman College of Nursing and Health Sciences	152318	Spec Engineering	IN	Private	No
Aurora University	143118	Master's	IL	Private	No
Austin Peay State University	219602	Master's	TN	Public	No
Austin Presbyterian Theological Seminary	202806	Spec Business	OH	Private	No
Averett University	231420	Baccalaureate	VA	Private	No
Avila University	176628	Master's	MO	Private	No
Babson College	167598	Spec Health	MA	Private	No
Baker University	154688	Master's	KS	Private	No
Baldwin Wallace University	201195	Master's	OH	Private	No
Ball State University	150136	Doctoral	IN	Public	No
Baptist Memorial College of Health Science	103778	Spec Business	AZ	Private	No
Barry University	132471	Doctoral	FL	Private	No
Bastyr University	120403	Spec Art	CA	Private	No
Baylor University	223232	Doctoral	TX	Private	No
Bellarmine University	156286	Master's	KY	Private	No
Bellevue University	180814	Master's	NE	Private	No
Bellin College	201177	Spec Health	OH	Private	No
Belmont University	219709	Master's	TN	Private	No
Bemidji State University	173124	Master's	MN	Public	Yes
Benedict College	217721	Baccalaureate	SC	Private	Yes
Benedictine University	145619	Doctoral	IL	Private	No
Bentley University	164739	Master's	MA	Private	No
Berea College	156295	Baccalaureate	KY	Private	No
Bethany College	237181	Baccalaureate	WV	Private	No
Bethany Lutheran College	173142	Baccalaureate	MN	Private	No
Bethel College	150145	Baccalaureate	IN	Private	No
Bethel University	173160	Master's	MN	Private	No
Birmingham-Southern College	100937	Baccalaureate	AL	Private	No
Black Hills State University	219046	Master's	SD	Public	Yes
Bloomfield College	183822	Baccalaureate	NJ	Private	Yes
Bloomsburg University of Pennsylvania	211158	Master's	PA	Public	Yes
Boise State University	142115	Master's	ID	Public	No
Bowie State University	162007	Doctoral	MD	Public	No
Bowling Green State University	201441	Doctoral	OH	Public	Yes
Bradley University	143358	Master's	IL	Private	No
Bridgewater College	231581	Baccalaureate	VA	Private	No
Bridgewater State University	165024	Master's	MA	Public	No
Brigham Young University Hawaii Campus	230047	Baccalaureate	HI	Private	No
Bryan College of Health Sciences	152822	Spec Business	IA	Private	No
Bryant University	217165	Master's	RI	Private	Yes
Bucknell University	211291	Baccalaureate	PA	Private	No

RESPONDING INSTITUTIONS

INSTITUTION NAME	UNITID	CLASS	STATE	AFFILIATION	COLLECTIVE BARGAINING
Buena Vista University	153001	Baccalaureate	IA	Private	No
Butler University	150163	Master's	IN	Private	No
Cabrini College	211352	Master's	PA	Private	No
Caldwell College	183910	Master's	NJ	Private	No
California Lutheran University	110413	Master's	CA	Private	No
California Polytechnic State University-San Luis Obispo	110422	Master's	CA	Public	Yes
Calvin College	169080	Baccalaureate	MI	Private	No
Campbellsville University	156365	Master's	KY	Private	No
Canisius College	189705	Master's	NY	Private	No
Capella University	413413	Doctoral	MN	Private	Yes
Capital University	201548	Master's	OH	Private	No
Cardinal Stritch University	238430	Doctoral	WI	Private	No
Carroll College	180106	Baccalaureate	MT	Private	No
Carroll University	238458	Master's	WI	Private	No
Case Western Reserve University	201645	Doctoral	OH	Private	No
Cazenovia College	189848	Baccalaureate	NY	Private	No
Cedar Crest College	211468	Baccalaureate	PA	Private	No
Cedarville University	201654	Baccalaureate	OH	Private	No
Centenary College	183974	Master's	NJ	Private	No
Central College	153108	Baccalaureate	IA	Private	No
Central Connecticut State University	128771	Master's	CT	Public	Yes
Central Methodist University	176947	Baccalaureate	MO	Private	No
Central Michigan University	169248	Doctoral	MI	Public	Yes
Central State University	201690	Baccalaureate	OH	Public	Yes
Champlain College	230852	Baccalaureate	VT	Private	No
Chatham University	211556	Master's	PA	Private	No
Chicago State University	144005	Master's	IL	Public	Yes
Christian Brothers University	219833	Master's	TN	Private	No
Christopher Newport University	231712	Master's	VA	Public	No
City University of Seattle	234915	Master's	WA	Private	No
Claremont Graduate University	112251	Doctoral	CA	Private	No
Claremont McKenna College	112260	Baccalaureate	CA	Private	No
Clark Atlanta University	138947	Doctoral	GA	Private	No
Clarkson College	442356	Spec Health	PA	Private	No
Clarkson University	190044	Doctoral	NY	Private	No
Clayton State University	139311	Baccalaureate	GA	Public	No
Clemson University	217882	Doctoral	SC	Public	No
Cleveland Institute of Art	243823	Spec Health	TX	Private	No
Cleveland State University	202134	Doctoral	OH	Public	Yes
Coastal Carolina University	218724	Master's	SC	Public	No
Coker College	217907	Baccalaureate	SC	Private	No
Colby-Sawyer College	182634	Baccalaureate	NH	Private	No
Colgate University	190099	Baccalaureate	NY	Private	No
College of Charleston	217819	Master's	SC	Public	No
College of Mount Saint Joseph	204200	Master's	OH	Private	No
College of Mount Saint Vincent	193399	Master's	NY	Private	No
College of Our Lady of the Elms	167394	Baccalaureate	MA	Private	No
College of Saint Mary	181604	Master's	NE	Private	No
Colorado Christian University	126669	Master's	CO	Private	No
Colorado College	126678	Baccalaureate	CO	Private	No
Colorado School of Mines	126775	Doctoral	CO	Public	No
Colorado State University	126818	Doctoral	CO	Public	No
Colorado State University-Pueblo	128106	Master's	CO	Public	No
Columbia College	177065	Master's	MO	Private	No
Columbia College	217934	Master's	SC	Private	No
Columbia International University	217925	Master's	SC	Private	No
Columbus State University	139366	Master's	GA	Public	No
Concordia College-Moorhead	173300	Baccalaureate	MN	Private	No
Concordia University	180984	Master's	NE	Private	No
Concordia University	208488	Master's	OR	Private	No
Concordia University	112075	Master's	CA	Private	No
Concordia University Wisconsin	238616	Master's	WI	Private	No
Converse College	217961	Master's	SC	Private	No
Cooper Union	190372	Baccalaureate	NY	Private	Yes
Coppin State University	162283	Master's	MD	Public	No
Corinthian Colleges, Inc.	223001	Spec Theological	TX	Private	No
Covenant College	139393	Baccalaureate	GA	Private	No
Cox College of Nursing and Health Sciences	190503	Spec Other	NY	Private	Yes
Creighton University	181002	Master's	NE	Private	No
Culinary Institute of America	443331	Spec Health	CA	Private	No
Culver-Stockton College	177144	Baccalaureate	MO	Private	No
Daemen College	190725	Master's	NY	Private	Yes
Dakota State University	219082	Master's	SD	Public	Yes
Davenport University	169479	Master's	MI	Private	No
Davidson College	198385	Baccalaureate	NC	Private	No

RESPONDING INSTITUTIONS

INSTITUTION NAME	UNITID	CLASS	STATE	AFFILIATION	COLLECTIVE BARGAINING
Dean College	165574	Baccalaureate	MA	Private	No
Delaware Valley College	211981	Baccalaureate	PA	Private	Yes
Delta State University	175616	Master's	MS	Public	No
DePaul University	144740	Doctoral	IL	Private	No
Des Moines University-Osteopathic Medical Center	207342	Spec Medical	OK	Public	No
DeSales University	210739	Master's	PA	Private	No
DeVry University - Corporate Office	177834	Spec Medical	MO	Private	No
Dickinson College	212009	Baccalaureate	PA	Private	No
Dickinson State University	200059	Baccalaureate	ND	Public	No
Dixie State College of Utah	230171	Baccalaureate	UT	Public	No
Dominican College of Blauvelt	190761	Master's	NY	Private	No
Dominican University	148496	Master's	IL	Private	No
Dordt College	153250	Baccalaureate	IA	Private	No
Drake University	153269	Master's	IA	Private	No
Drew University	184348	Baccalaureate	NJ	Private	No
Drexel University	212054	Doctoral	PA	Private	No
Drury University	177214	Master's	MO	Private	No
Duquesne University	212106	Doctoral	PA	Private	No
Earlham College and Earlham School of Religion	150455	Baccalaureate	IN	Private	No
East Carolina University	198464	Doctoral	NC	Public	No
East Central University	207041	Master's	OK	Public	No
East Tennessee State University	220075	Doctoral	TN	Public	No
East Texas Baptist University	224527	Baccalaureate	TX	Private	No
Eastern Connecticut State University	129215	Master's	CT	Public	Yes
Eastern Illinois University	144892	Master's	IL	Public	Yes
Eastern Kentucky University	156620	Master's	KY	Public	No
Eastern Michigan University	169798	Master's	MI	Public	Yes
Eastern Nazarene College	165644	Baccalaureate	MA	Private	No
Eastern New Mexico University Main Campus	187648	Master's	NM	Public	No
Eastern Oregon University	208646	Master's	OR	Public	Yes
Eastern University	212133	Master's	PA	Private	No
Eastern Washington University	235097	Master's	WA	Public	Yes
Edgewood College	238661	Doctoral	WI	Private	No
Elizabeth City State University	198507	Baccalaureate	NC	Public	No
Elizabethtown College	212197	Baccalaureate	PA	Private	No
Elmhurst College	144962	Master's	IL	Private	No
Elon University	198516	Master's	NC	Private	No
Emerson College	165662	Master's	MA	Private	No
Emmanuel College	165671	Master's	MA	Private	No
Emporia State University	155025	Master's	KS	Public	No
Eureka College	144971	Baccalaureate	IL	Private	No
Fairleigh Dickinson University Metropolitan Campus	184603	Master's	NJ	Private	No
Faulkner University	101189	Baccalaureate	AL	Private	No
Fayetteville State University	198543	Master's	NC	Public	No
Ferris State University	169910	Master's	MI	Public	Yes
Ferrum College	232089	Baccalaureate	VA	Private	No
Fitchburg State University	165820	Master's	MA	Public	No
Florida Atlantic University	133669	Doctoral	FL	Public	Yes
Florida Gulf Coast University	433660	Master's	FL	Public	Yes
Florida Institute of Technology	133881	Doctoral	FL	Private	No
Florida International University	133951	Doctoral	FL	Public	Yes
Florida Southern College	134079	Baccalaureate	FL	Private	No
Fort Hays State University	155061	Master's	KS	Public	Yes
Fort Lewis College	127185	Baccalaureate	CO	Public	No
Francis Marion University	218061	Master's	SC	Public	No
Franciscan University of Steubenville	205957	Master's	OH	Private	No
Franklin Pierce University	182795	Master's	NH	Private	Yes
Franklin University	231837	Spec Health	VA	Private	No
Friends University	155089	Master's	KS	Private	No
Frostburg State University	162584	Master's	MD	Public	No
Gannon University	212601	Master's	PA	Private	No
George Mason University	232186	Doctoral	VA	Public	No
Georgetown College	156745	Baccalaureate	KY	Private	No
Georgia College & State University	139861	Master's	GA	Public	No
Georgia Gwinnett College	447689	Baccalaureate	GA	Public	No
Georgia Institute of Technology	139755	Doctoral	GA	Public	No
Georgia Regents University	163259	Spec Medical	MD	Public	No
Georgia Southern University	139931	Doctoral	GA	Public	No
Georgia Southwestern State University	139764	Master's	GA	Public	No
Georgia State University	139940	Doctoral	GA	Public	No
Georgian Court University	184773	Master's	NJ	Private	No
Goldey-Beacom College	154156	Spec Medical	IA	Private	No
Gonzaga University	235316	Master's	WA	Private	No
Gordon College	165936	Baccalaureate	MA	Private	No
Gordon State College	139968	Baccalaureate	GA	Public	No

RESPONDING INSTITUTIONS

INSTITUTION NAME	UNITID	CLASS	STATE	AFFILIATION	COLLECTIVE BARGAINING
Goshen College	150668	Baccalaureate	IN	Private	No
Governors State University	145336	Master's	IL	Public	Yes
Grace College and Seminary	150677	Baccalaureate	IN	Private	No
Grambling State University	159009	Master's	LA	Public	No
Grand Canyon University	104717	Master's	AZ	Private	No
Grand Valley State University	170082	Master's	MI	Public	No
Greenville College	145372	Baccalaureate	IL	Private	No
Grinnell College	153384	Baccalaureate	IA	Private	No
Grove City College	212805	Baccalaureate	PA	Private	No
Gustavus Adolphus College	173647	Baccalaureate	MN	Private	No
Gwynedd-Mercy College	212832	Master's	PA	Private	No
Hamilton College	191515	Baccalaureate	NY	Private	No
Hamline University	173665	Master's	MN	Private	No
Hanover College	150756	Baccalaureate	IN	Private	No
Hartwick College	191533	Baccalaureate	NY	Private	No
Hastings College	181127	Baccalaureate	NE	Private	No
Hawaii Pacific University	141644	Master's	HI	Private	No
Heidelberg University	203085	Master's	OH	Private	No
Henderson State University	107071	Master's	AR	Public	No
Hilbert College	191621	Baccalaureate	NY	Private	No
Hofstra University	191649	Doctoral	NY	Private	Yes
Holy Names University	115728	Master's	CA	Private	No
Hope College	170301	Baccalaureate	MI	Private	No
Huntingdon College	101435	Baccalaureate	AL	Private	No
Idaho State University	142276	Doctoral	ID	Public	No
Illinois Institute of Technology	145725	Doctoral	IL	Private	No
Illinois State University	145813	Doctoral	IL	Public	Yes
Indiana Institute of Technology	215123	Spec Medical	PA	Private	No
Indiana State University	151324	Doctoral	IN	Public	No
Indiana University East	151388	Baccalaureate	IN	Public	No
Indiana University Kokomo	151333	Baccalaureate	IN	Public	No
Indiana University of Pennsylvania	213020	Doctoral	PA	Public	Yes
Indiana University Southeast	151379	Master's	IN	Public	No
Indiana University-Purdue University Fort Wayne	151102	Master's	IN	Public	No
Indiana Wesleyan University	151801	Master's	IN	Private	No
Iona College	191931	Master's	NY	Private	No
Ithaca College	191968	Master's	NY	Private	No
Jacksonville State University	101480	Master's	AL	Public	No
Jacksonville University	134945	Master's	FL	Private	No
James Madison University	232423	Master's	VA	Public	No
Jamestown College	200156	Baccalaureate	ND	Private	No
Jefferson College of Health Sciences	180878	Spec Health	NE	Private	No
John Brown University	107141	Baccalaureate	AR	Private	No
John Carroll University	203368	Master's	OH	Private	No
Johnson University	164580	Spec Business	MA	Private	No
Juniata College	213251	Baccalaureate	PA	Private	No
Kean University	185262	Master's	NJ	Public	Yes
Keck Graduate Institute	440031	Master's	CA	Private	No
Keene State College	183062	Master's	NH	Public	Yes
Kennesaw State University	140164	Master's	GA	Public	No
Kent State University Main Campus	203517	Doctoral	OH	Public	Yes
Kentucky Christian University	157100	Baccalaureate	KY	Private	No
Kentucky State University	157058	Baccalaureate	KY	Public	No
Kentucky Wesleyan College	157076	Baccalaureate	KY	Private	No
Kenyon College	203535	Baccalaureate	OH	Private	No
Kettering College	147129	Spec Health	IL	Private	No
Kettering University	169983	Master's	MI	Private	No
King's College	213321	Master's	PA	Private	No
La Salle University	213367	Master's	PA	Private	No
La Sierra University	117627	Master's	CA	Private	No
LaGrange College	140234	Baccalaureate	GA	Private	No
Lamar University	226091	Doctoral	TX	Public	No
Lancaster General College of Nursing and Health Sciences	199759	Spec Theological	NC	Private	No
Le Moyne College	192323	Master's	NY	Private	No
Lebanon Valley College	213507	Baccalaureate	PA	Private	No
Lee University	220613	Master's	TN	Private	No
Lees-McRae College	198808	Baccalaureate	NC	Private	No
Lehigh University	213543	Doctoral	PA	Private	No
Lewis University	146612	Master's	IL	Private	No
Lewis-Clark State College	142328	Baccalaureate	ID	Public	No
Life University	140252	Baccalaureate	GA	Private	No
Lincoln University	213598	Master's	PA	Public	No
Linfield College	209065	Baccalaureate	OR	Private	No
Long Island University Administration	181297	Spec Health	NE	Private	No
Longwood University	232566	Master's	VA	Public	No

RESPONDING INSTITUTIONS

INSTITUTION NAME	UNITID	CLASS	STATE	AFFILIATION	COLLECTIVE BARGAINING
Loras College	153825	Baccalaureate	IA	Private	No
Louisiana College	159568	Baccalaureate	LA	Private	No
Louisiana State University and Agricultural and Mechanical College	159391	Doctoral	LA	Public	No
Louisiana Tech University	159647	Doctoral	LA	Public	No
Loyola Marymount University	117946	Master's	CA	Private	No
Loyola University Chicago	146719	Doctoral	IL	Private	No
Loyola University Maryland	163046	Master's	MD	Private	No
Loyola University New Orleans	159656	Master's	LA	Private	No
Luther College	153834	Baccalaureate	IA	Private	No
Lycoming College	213668	Baccalaureate	PA	Private	No
Lynchburg College	232609	Master's	VA	Private	No
Lynn University	132657	Doctoral	FL	Private	Yes
MacMurray College	146825	Baccalaureate	IL	Private	No
Madonna University	170806	Master's	MI	Private	No
Malone University	203775	Master's	OH	Private	No
Manchester University	151777	Baccalaureate	IN	Private	No
Manhattanville College	192749	Master's	NY	Private	No
Marietta College	203845	Baccalaureate	OH	Private	No
Marist College	192819	Master's	NY	Private	No
Mars Hill College	198899	Baccalaureate	NC	Private	No
Marshall University	237525	Master's	WV	Public	No
Mary Baldwin College	232672	Master's	VA	Private	No
Maryland Institute College of Art	216366	Spec Medical	PA	Private	No
Marymount Manhattan College	192864	Baccalaureate	NY	Private	No
Marymount University	232706	Master's	VA	Private	No
Maryville College	220710	Baccalaureate	TN	Private	No
Maryville University of Saint Louis	178059	Doctoral	MO	Private	No
Marywood University	213826	Master's	PA	Private	No
McKendree University	147013	Master's	IL	Private	No
McNeese State University	159717	Master's	LA	Public	No
Meadville/Lombard Theological School	130989	Spec Business	DE	Private	No
Medaille College	192925	Master's	NY	Private	No
Medical University of South Carolina	-48186	Spec Health	MO	Private	No
Mercer University	140447	Master's	GA	Private	No
Mercy College	193016	Master's	NY	Private	No
Mercy College of Health Sciences	160074	Spec Health	LA	Private	No
Mercyhurst University	213987	Master's	PA	Private	No
Methodist College of Nursing	219347	Spec Engineering	SD	Public	Yes
Methodist University	198969	Baccalaureate	NC	Private	No
Metropolitan State University	174020	Master's	MN	Public	Yes
Metropolitan State University of Denver	127565	Baccalaureate	CO	Public	No
MGH Institute of Health Professions		Spec Other	CA	Private	No
Miami University	204024	Doctoral	OH	Public	No
Michigan Technological University	171128	Doctoral	MI	Public	No
Middle Tennessee State University	220978	Doctoral	TN	Public	No
Midwestern State University	226833	Master's	TX	Public	No
Millikin University	147244	Baccalaureate	IL	Private	No
Millsaps College	175980	Baccalaureate	MS	Private	No
Minneapolis College of Art Design	228866	Spec Health	TX	Private	No
Minnesota State University Moorhead	174358	Master's	MN	Public	Yes
Minnesota State University, Mankato	173920	Master's	MN	Public	Yes
Minot State University	200253	Master's	ND	Public	No
Misericordia University	214069	Master's	PA	Private	No
Mississippi College	176053	Master's	MS	Private	No
Mississippi State University	176080	Doctoral	MS	Public	No
Mississippi University for Women	176035	Master's	MS	Public	No
Missouri Baptist University	178244	Master's	MO	Private	No
Missouri State University	179566	Master's	MO	Public	No
Missouri University of Science and Technology	178411	Doctoral	MO	Public	No
Missouri Western State University	178387	Baccalaureate	MO	Public	No
Mitchell College	129774	Baccalaureate	CT	Private	Yes
Montana State University - Billings	180179	Master's	MT	Public	No
Montana State University - Bozeman	180461	Doctoral	MT	Public	Yes
Montana Tech of The University of Montana	180416	Baccalaureate	MT	Public	Yes
Montclair State University	185590	Master's	NJ	Public	Yes
Morehead State University	157386	Master's	KY	Public	No
Mount Carmel College of Nursing	217493	Spec Art	RI	Private	Yes
Mount Ida College	166948	Baccalaureate	MA	Private	No
Mount Mary College	239390	Master's	WI	Private	No
Mount Mercy University	154013	Baccalaureate	IA	Private	No
Muhlenberg College	214175	Baccalaureate	PA	Private	No
Murray State University	157401	Master's	KY	Public	No
Muskingum University	204264	Master's	OH	Private	No
Naropa University	127653	Master's	CO	Private	No
National-Louis University	147536	Doctoral	IL	Private	No

RESPONDING INSTITUTIONS

INSTITUTION NAME	UNITID	CLASS	STATE	AFFILIATION	COLLECTIVE BARGAINING
Nebraska Methodist College	219639	Spec Health	TN	Private	No
Nebraska Wesleyan University	181446	Baccalaureate	NE	Private	No
Neumann University	214272	Master's	PA	Private	No
Nevada State College	441900	Baccalaureate	NV	Public	No
New England College	182980	Master's	NH	Private	No
New Jersey City University	185129	Master's	NJ	Public	Yes
Newbury College	167251	Baccalaureate	MA	Private	No
Newman University	155335	Master's	KS	Private	No
Niagara University	193973	Master's	NY	Private	Yes
Nicholls State University	159966	Master's	LA	Public	No
Nichols College	167260	Baccalaureate	MA	Private	No
North Carolina Agricultural and Technical State University	199102	Doctoral	NC	Public	No
North Carolina State University	199193	Doctoral	NC	Public	No
North Carolina Wesleyan College	199209	Baccalaureate	NC	Private	No
North Central College	147660	Master's	IL	Private	No
Northeastern Illinois University	147776	Master's	IL	Public	Yes
Northeastern State University	207263	Master's	OK	Public	No
Northeastern University	167358	Doctoral	MA	Private	No
Northern Arizona University	105330	Doctoral	AZ	Public	No
Northern Illinois University	147703	Doctoral	IL	Public	Yes
Northern Kentucky University	157447	Master's	KY	Public	No
Northern Michigan University	171456	Master's	MI	Public	Yes
Northern State University	219259	Baccalaureate	SD	Public	Yes
Northland College	239512	Baccalaureate	WI	Private	No
Northwest Missouri State University	178624	Master's	MO	Public	No
Northwestern College	154101	Baccalaureate	IA	Private	No
Northwestern Health Sciences University	441308	Spec Health	CO	Private	No
Northwestern State University	160038	Master's	LA	Public	No
Norwich University	230995	Master's	VT	Private	No
Notre Dame de Namur University	120184	Master's	CA	Private	No
Notre Dame of Maryland University	163578	Master's	MD	Private	No
Nova Southeastern University	136215	Doctoral	FL	Private	No
Oakland University	171571	Doctoral	MI	Public	Yes
Oakwood University	101912	Baccalaureate	AL	Private	No
Oberlin College	204501	Baccalaureate	OH	Private	No
Occidental College	120254	Baccalaureate	CA	Private	No
Oglethorpe University	140696	Baccalaureate	GA	Private	No
Ohio Dominican University	204617	Master's	OH	Private	No
Ohio Northern University	204635	Baccalaureate	OH	Private	No
Ohio University	204857	Doctoral	OH	Public	No
Ohio Wesleyan University	204909	Baccalaureate	OH	Private	No
Oklahoma Christian University	207324	Master's	OK	Private	No
Oklahoma City University	207458	Master's	OK	Private	No
Old Dominion University	232982	Doctoral	VA	Public	No
Olivet Nazarene University	147828	Master's	IL	Private	No
Oral Roberts University	207582	Master's	OK	Private	No
Oregon Institute of Technology	209506	Baccalaureate	OR	Public	No
Oregon State University	209542	Doctoral	OR	Public	No
Otis College of Art & Design	140401	Spec Medical	GA	Public	No
Otterbein University	204936	Master's	OH	Private	No
Ouachita Baptist University	107512	Baccalaureate	AR	Private	No
Our Lady of the Lake College	202046	Spec Art	OH	Private	No
Our Lady of the Lake University	227331	Doctoral	TX	Private	No
Pacific Lutheran University	236230	Master's	WA	Private	No
Pacific Union College	120865	Baccalaureate	CA	Private	No
Pacific University	209612	Master's	OR	Private	No
Palm Beach Atlantic University	136330	Master's	FL	Private	No
Park University	178721	Master's	MO	Private	Yes
Parker University	163295	Spec Art	MD	Private	No
Patrick Henry College	-49820	Baccalaureate	VA	Private	No
Pepperdine University	121150	Doctoral	CA	Private	No
Philadelphia College of Osteopathic Medicine	203544	Spec Health	OH	Private	No
Philadelphia University	215099	Master's	PA	Private	No
Philander Smith College	107600	Baccalaureate	AR	Private	No
Pittsburg State University	155681	Master's	KS	Public	Yes
Plymouth State University	183080	Master's	NH	Public	No
Point Park University	215442	Master's	PA	Private	No
Pomona College	121345	Baccalaureate	CA	Private	No
Portland State University	209807	Doctoral	OR	Public	Yes
Prairie View A & M University	227526	Master's	TX	Public	No
Pratt Institute	194578	Master's	NY	Private	Yes
Presbyterian College	218539	Baccalaureate	SC	Private	No
Providence College	217402	Master's	RI	Private	No
Purdue University Calumet	152248	Master's	IN	Public	No
Purdue University North Central Campus	152266	Baccalaureate	IN	Public	No

RESPONDING INSTITUTIONS

INSTITUTION NAME	UNITID	CLASS	STATE	AFFILIATION	COLLECTIVE BARGAINING
Quincy University	148131	Master's	IL	Private	No
Quinnipiac University	130226	Master's	CT	Private	No
Radford University	233277	Master's	VA	Public	No
Randolph-Macon College	233295	Baccalaureate	VA	Private	No
Reed College	209922	Baccalaureate	OR	Private	No
Regent University	231651	Doctoral	VA	Private	No
Regis College	215132	Spec Health	PA	Private	No
Regis University	127918	Master's	CO	Private	No
Rensselaer Polytechnic Institute	194824	Doctoral	NY	Private	Yes
Rhode Island College	217420	Master's	RI	Public	Yes
Rhode Island School of Design	174507	Spec Health	MN	Private	No
Rhodes College	221351	Baccalaureate	TN	Private	No
Rider University	186283	Master's	NJ	Private	Yes
Rivier University	183211	Master's	NH	Private	No
Roanoke College	233426	Baccalaureate	VA	Private	No
Robert Morris University	215655	Master's	PA	Private	Yes
Rochester College	170967	Baccalaureate	MI	Private	No
Rochester Institute of Technology	195003	Master's	NY	Private	Yes
Rockhurst University	179043	Master's	MO	Private	No
Rocky Mountain College	180595	Baccalaureate	MT	Private	No
Roger Williams University	217518	Master's	RI	Private	Yes
Rollins College	136950	Master's	FL	Private	No
Roosevelt University	148487	Master's	IL	Private	No
Rose-Hulman Institute of Technology	218335	Spec Medical	SC	Public	No
Rowan University	184782	Master's	NJ	Public	Yes
Rutgers the State University of New Jersey System Summary	186380	Doctoral	NJ	Public	Yes
Sacred Heart University	130253	Master's	CT	Private	No
Saint Ambrose University	154235	Master's	IA	Private	No
Saint Anselm College	183239	Baccalaureate	NH	Private	No
Saint Catherine University	175005	Master's	MN	Private	No
Saint Francis University	215743	Master's	PA	Private	No
Saint Gregory's University	207689	Baccalaureate	OK	Private	No
Saint Joseph's College	152363	Baccalaureate	IN	Private	No
Saint Joseph's University	215770	Master's	PA	Private	No
Saint Leo University	137032	Master's	FL	Private	Yes
Saint Louis University	179159	Doctoral	MO	Private	No
Saint Martin's University	236452	Master's	WA	Private	No
Saint Mary's College of California	123554	Master's	CA	Private	No
Saint Mary's University of Minnesota	174817	Doctoral	MN	Private	No
Saint Norbert College	239716	Baccalaureate	WI	Private	No
Saint Vincent College	215798	Baccalaureate	PA	Private	No
Saint Xavier University	148627	Master's	IL	Private	No
Salem Academy and College	199607	Baccalaureate	NC	Private	No
Salem State University	167729	Master's	MA	Public	No
Salve Regina University	217536	Master's	RI	Private	No
Sam Houston State University	227881	Doctoral	TX	Public	No
Samford University	102049	Master's	AL	Private	No
Santa Clara University	122931	Master's	CA	Private	No
Saybrook University	102395	Spec Other	AL	Private	No
Schreiner University	228042	Baccalaureate	TX	Private	No
Scripps College	123165	Baccalaureate	CA	Private	No
Seattle Pacific University	236577	Master's	WA	Private	No
Seattle University	236595	Master's	WA	Private	No
Seton Hill University	215947	Baccalaureate	PA	Private	No
Sewanee: The University of the South	221519	Baccalaureate	TN	Private	No
Shawnee State University	205443	Baccalaureate	OH	Public	Yes
Shenandoah University	233541	Master's	VA	Private	No
Shepherd University	237792	Master's	WV	Public	No
Siena College	195474	Baccalaureate	NY	Private	Yes
Siena Heights University	172264	Master's	MI	Private	Yes
Simpson University	123457	Baccalaureate	CA	Private	No
Smith College	167835	Baccalaureate	MA	Private	No
Sonoma State University	123572	Master's	CA	Public	Yes
South Dakota School of Mines and Technology	123095	Spec Health	CA	Private	No
South Dakota State University	219356	Doctoral	SD	Public	Yes
Southeast Missouri State University	179557	Master's	MO	Public	No
Southeastern Baptist Theological Seminary	151290	Spec Business	IN	Private	No
Southeastern Louisiana University	160612	Master's	LA	Public	No
Southeastern Oklahoma State University	207847	Master's	OK	Public	No
Southeastern University	137564	Baccalaureate	FL	Private	No
Southern Illinois University at Edwardsville	149231	Master's	IL	Public	Yes
Southern Methodist University	228246	Doctoral	TX	Private	No
Southern New Hampshire University	183026	Master's	NH	Private	No
Southern Utah University	230603	Master's	UT	Public	No
Southern Vermont College	231086	Baccalaureate	VT	Private	No

RESPONDING INSTITUTIONS

INSTITUTION NAME	UNITID	CLASS	STATE	AFFILIATION	COLLECTIVE BARGAINING
Southern Virginia University	233611	Baccalaureate	VA	Private	No
Southwest Minnesota State University	175078	Master's	MN	Public	Yes
Southwestern Assemblies of God University	228325	Master's	TX	Private	No
Southwestern Oklahoma State University	207865	Master's	OK	Public	No
Southwestern University	228343	Baccalaureate	TX	Private	No
Spring Hill College	102234	Master's	AL	Private	No
Springfield College	167899	Master's	MA	Private	No
St. Cloud State University	174783	Master's	MN	Public	Yes
St. Edward's University	227845	Master's	TX	Private	No
St. John Fisher College	195720	Doctoral	NY	Private	No
St. John's University	195809	Doctoral	NY	Private	Yes
St. Mary's College of Maryland	163912	Baccalaureate	MD	Public	No
St. Mary's University	228149	Master's	TX	Private	No
St. Olaf College	174844	Baccalaureate	MN	Private	No
St. Thomas University	137476	Master's	FL	Private	No
State University of New York at Buffalo	196088	Doctoral	NY	Public	Yes
State University of New York College at Cortland	196149	Master's	NY	Public	Yes
State University of New York College at Geneseo	196167	Master's	NY	Public	Yes
State University of New York College at Oswego	196194	Master's	NY	Public	Yes
State University of New York College at Plattsburgh	196246	Master's	NY	Public	Yes
State University of New York College of Environmental Science and Forestry	196103	Doctoral	NY	Public	Yes
State University of New York Institute of Technology	196112	Master's	NY	Public	Yes
State University of New York, The College at Brock	196121	Master's	NY	Public	Yes
Stephen F. Austin State University	228431	Master's	TX	Public	No
Stetson University	137546	Master's	FL	Private	No
Stevenson University	164173	Master's	MD	Private	No
Stonehill College	167996	Baccalaureate	MA	Private	No
Susquehanna University	216278	Baccalaureate	PA	Private	No
Sweet Briar College	233718	Baccalaureate	VA	Private	No
Tabor College	155973	Baccalaureate	KS	Private	No
Tarleton State University	228529	Master's	TX	Public	No
Temple University	216339	Doctoral	PA	Public	Yes
Tennessee Technological University	221847	Master's	TN	Public	No
Texas A & M University - Commerce	224554	Doctoral	TX	Public	No
Texas A&M International University	226152	Master's	TX	Public	No
Texas A&M University - Corpus Christi	224147	Doctoral	TX	Public	No
Texas Chiropractic College	166869	Spec Health	MA	Private	No
Texas Lutheran University	228981	Baccalaureate	TX	Private	No
Texas Southern University	229063	Doctoral	TX	Public	No
Texas State University - San Marcos	228459	Master's	TX	Public	No
Texas Tech University	229115	Doctoral	TX	Public	No
Texas Woman's University	229179	Doctoral	TX	Public	No
The Catholic University of America	131283	Doctoral	DC	Private	No
The Citadel, the Military College of South Carolina	217864	Master's	SC	Public	No
The College of New Jersey	187134	Master's	NJ	Public	Yes
The College of Saint Scholastica	174899	Master's	MN	Private	No
The College of Wooster	206589	Baccalaureate	OH	Private	No
The Defiance College	202514	Baccalaureate	OH	Private	No
The George Washington University	131469	Doctoral	DC	Private	No
The New School	193654	Doctoral	NY	Private	No
The Ohio State University at Marion	204699	Baccalaureate	OH	Public	No
The Ohio State University Main Campus	204796	Doctoral	OH	Public	No
The Principia	148016	Baccalaureate	MO	Private	No
The Richard Stockton College of New Jersey	186876	Master's	NJ	Public	Yes
The Sage Colleges	195128	Master's	NY	Private	No
The Scripps Research Institute	435338	Doctoral	CA	Private	No
The University of Akron, Main Campus	200800	Doctoral	OH	Public	Yes
The University of Findlay	202763	Master's	OH	Private	No
The University of Memphis	220862	Doctoral	TN	Public	No
The University of Montana - Missoula	180489	Doctoral	MT	Public	Yes
The University of Montana - Western	180692	Baccalaureate	MT	Public	Yes
The University of Scranton	215929	Master's	PA	Private	Yes
The University of South Dakota	219471	Doctoral	SD	Public	Yes
The University of Tampa	137847	Master's	FL	Private	No
The University of Texas At El Paso	228796	Doctoral	TX	Public	No
The University of Virginia's College at Wise	233897	Baccalaureate	VA	Public	No
Thomas Aquinas College	124292	Baccalaureate	CA	Private	No
Thomas College	161563	Baccalaureate	ME	Private	No
Thomas Jefferson University	144777	Spec Other	IL	Private	No
Thomas More College	157809	Master's	KY	Private	No
Thunderbird School of Global Management	110431	Doctoral Sys Office	CA	Private	Yes
Towson University	164076	Master's	MD	Public	No
Transylvania University	157818	Baccalaureate	KY	Private	No
Trevecca Nazarene University	221892	Doctoral	TN	Private	No
Trine University	152567	Baccalaureate	IN	Private	No

RESPONDING INSTITUTIONS

INSTITUTION NAME	UNITID	CLASS	STATE	AFFILIATION	COLLECTIVE BARGAINING
Trinity Christian College	149505	Baccalaureate	IL	Private	No
Trinity University	229267	Master's	TX	Private	No
Trinity Washington University	131876	Master's	DC	Private	No
Troy University	102368	Master's	AL	Public	No
Truman State University	178615	Master's	MO	Public	No
Tufts University	168148	Doctoral	MA	Private	No
Tusculum College	221953	Master's	TN	Private	No
Tuskegee University	102377	Baccalaureate	AL	Private	No
Union College	181738	Baccalaureate	NE	Private	Yes
United States Sports Academy	166610	Spec Other	MA	Private	No
University of Alabama	100751	Doctoral	AL	Public	No
University of Alabama in Huntsville	100706	Doctoral	AL	Public	No
University of Alaska Anchorage	102553	Master's	AK	Public	Yes
University of Alaska Fairbanks	102614	Doctoral	AK	Public	Yes
University of Alaska Southeast	102632	Master's	AK	Public	Yes
University of Arkansas at Little Rock	106245	Doctoral	AR	Public	No
University of Baltimore	161873	Master's	MD	Public	No
University of Central Arkansas	106704	Master's	AR	Public	No
University of Central Florida	132903	Doctoral	FL	Public	Yes
University of Central Missouri	176965	Master's	MO	Public	No
University of Central Oklahoma	206941	Master's	OK	Public	No
University of Charleston	237312	Baccalaureate	WV	Private	No
University of Colorado Colorado Springs	126580	Master's	CO	Public	No
University of Colorado Denver	126562	Doctoral	CO	Public	No
University of Connecticut	129020	Doctoral	CT	Public	Yes
University of Dayton	202480	Doctoral	OH	Private	No
University of Denver	127060	Doctoral	CO	Private	No
University of Evansville	150534	Master's	IN	Private	No
University of Georgia	139959	Doctoral	GA	Public	No
University of Hartford	129525	Master's	CT	Private	No
University of Hawaii at Manoa	141574	Doctoral	HI	Public	Yes
University of Houston	225511	Doctoral	TX	Public	No
University of Houston - Clear Lake	225414	Master's	TX	Public	No
University of Houston - Downtown	225432	Baccalaureate	TX	Public	No
University of Idaho	142285	Doctoral	ID	Public	No
University of Illinois at Chicago	145600	Doctoral	IL	Public	Yes
University of Illinois at Springfield	148654	Master's	IL	Public	No
University of Illinois at Urbana-Champaign	145637	Doctoral	IL	Public	No
University of Indianapolis	151263	Master's	IN	Private	No
University of La Verne	117140	Doctoral	CA	Private	No
University of Louisiana at Lafayette	160658	Doctoral	LA	Public	No
University of Louisville	157289	Doctoral	KY	Public	No
University of Maine at Augusta	161217	Baccalaureate	ME	Public	Yes
University of Maine at Farmington	161226	Baccalaureate	ME	Public	Yes
University of Maine at Fort Kent	161235	Baccalaureate	ME	Public	Yes
University of Maine at Presque Isle	161341	Baccalaureate	ME	Public	Yes
University of Mary Hardin-Baylor	226471	Master's	TX	Private	No
University of Maryland Baltimore	112525	Spec Medical	CA	Private	No
University of Maryland Baltimore County	163268	Doctoral	MD	Public	No
University of Maryland College Park	163286	Doctoral	MD	Public	No
University of Maryland Eastern Shore	163338	Master's	MD	Public	No
University of Massachusetts	166629	Doctoral	MA	Public	No
University of Massachusetts Boston	166638	Doctoral	MA	Public	No
University of Massachusetts Dartmouth	167987	Master's	MA	Public	No
University of Massachusetts Lowell	166513	Doctoral	MA	Public	No
University of Miami	135726	Doctoral	FL	Private	No
University of Michigan-Ann Arbor	170976	Doctoral	MI	Public	Yes
University of Michigan-Dearborn	171137	Master's	MI	Public	Yes
University of Michigan-Flint	171146	Master's	MI	Public	Yes
University of Minnesota	174066	Doctoral	MN	Public	No
University of Minnesota Duluth	174233	Master's	MN	Public	Yes
University of Minnesota-Crookston	174075	Baccalaureate	MN	Public	Yes
University of Minnesota-Morris	174251	Baccalaureate	MN	Public	No
University of Missouri - Kansas City	178402	Doctoral	MO	Public	No
University of Missouri - Saint Louis	178420	Doctoral	MO	Public	No
University of Montevallo	101709	Master's	AL	Public	No
University of Mount Union	204185	Baccalaureate	OH	Private	No
University of Nebraska at Kearney	181215	Master's	NE	Public	Yes
University of Nebraska at Omaha	181394	Doctoral	NE	Public	Yes
University of Nevada, Reno	182290	Doctoral	NV	Public	No
University of Nevada-Las Vegas	182281	Doctoral	NV	Public	No
University of New England	161457	Master's	ME	Private	No
University of New Hampshire	183044	Doctoral	NH	Public	Yes
University of New Haven	129941	Master's	CT	Private	No
University of North Alabama	101879	Master's	AL	Public	No

RESPONDING INSTITUTIONS

INSTITUTION NAME	UNITID	CLASS	STATE	AFFILIATION	COLLECTIVE BARGAINING
University of North Carolina at Asheville	199111	Baccalaureate	NC	Public	No
University of North Carolina at Charlotte	199139	Doctoral	NC	Public	No
University of North Carolina at Greensboro	199148	Doctoral	NC	Public	No
University of North Carolina at Pembroke	199281	Master's	NC	Public	No
University of North Carolina at Wilmington	199218	Master's	NC	Public	No
University of North Dakota Main Campus	200280	Doctoral	ND	Public	No
University of North Florida	136172	Master's	FL	Public	Yes
University of North Georgia	140669	Master's	GA	Public	No
University of North Texas	227216	Doctoral	TX	Public	No
University of North Texas at Dallas		Baccalaureate	TX	Public	No
University of Northern Colorado	127741	Doctoral	CO	Public	No
University of Northern Iowa	154095	Master's	IA	Public	Yes
University of Oklahoma Health Sciences Center	204176	Spec Health	OH	Private	No
University of Oklahoma Norman Campus	207500	Doctoral	OK	Public	No
University of Portland	209825	Master's	OR	Private	No
University of Redlands	121691	Master's	CA	Private	No
University of Richmond	233374	Baccalaureate	VA	Private	No
University of Saint Francis	152336	Master's	IN	Private	No
University of Saint Joseph	130314	Master's	CT	Private	No
University of Saint Thomas	174914	Doctoral	MN	Private	No
University of San Diego	122436	Doctoral	CA	Private	No
University of San Francisco	122612	Doctoral	CA	Private	Yes
University of Sioux Falls	219383	Baccalaureate	SD	Private	No
University of South Alabama	102094	Doctoral	AL	Public	No
University of South Carolina - Aiken	218645	Baccalaureate	SC	Public	No
University of South Carolina - Columbia	218663	Doctoral	SC	Public	No
University of South Carolina Upstate	218742	Baccalaureate	SC	Public	Yes
University of South Florida	137351	Doctoral	FL	Public	Yes
University of Southern Indiana	151306	Master's	IN	Public	No
University of Southern Mississippi	176372	Doctoral	MS	Public	No
University of St. Francis	148584	Master's	IL	Private	No
University of Tennessee at Chattanooga	221740	Master's	TN	Public	No
University of Tennessee at Martin	221768	Master's	TN	Public	No
University of Texas - Pan American	227368	Master's	TX	Public	No
University of Texas at Dallas	228787	Doctoral	TX	Public	Yes
University of Texas at San Antonio	229027	Doctoral	TX	Public	No
University of Texas at Tyler	228802	Master's	TX	Public	No
University of Texas of the Permian Basin	229018	Master's	TX	Public	No
University of the Arts	238324	Spec Health	WI	Private	No
University of the Cumberland	156541	Master's	KY	Private	No
University of the Incarnate Word	225627	Master's	TX	Private	No
University of the Ozarks	107558	Baccalaureate	AR	Private	No
University of the Rockies	220473	Spec Theological	TN	Private	No
University of the Sciences in Philadelphia	180832	Spec Health	NE	Private	Yes
University of the Southwest	188182	Baccalaureate	NM	Private	No
University of Toledo	206084	Doctoral	OH	Public	Yes
University of Tulsa	207971	Doctoral	OK	Private	No
University of Virginia	234076	Doctoral	VA	Public	No
University of West Florida	138354	Doctoral	FL	Public	Yes
University of West Georgia	141334	Master's	GA	Public	No
University of Wisconsin-Eau Claire	240268	Master's	WI	Public	No
University of Wisconsin-Green Bay	240277	Master's	WI	Public	No
University of Wisconsin-La Crosse	240329	Master's	WI	Public	No
University of Wisconsin-Milwaukee	240453	Doctoral	WI	Public	No
University of Wisconsin-Platteville	240462	Master's	WI	Public	No
University of Wisconsin-Stout	240417	Master's	WI	Public	No
University of Wisconsin-Superior	240426	Master's	WI	Public	No
University of Wisconsin-Whitewater	240189	Master's	WI	Public	No
Urbana University	206330	Baccalaureate	OH	Private	No
Ursuline College	206349	Master's	OH	Private	No
Utah Valley University	230737	Baccalaureate	UT	Public	No
Utica College	197045	Master's	NY	Private	Yes
Valdosta State University	141264	Master's	GA	Public	No
Valley City State University	200572	Baccalaureate	ND	Public	No
Valparaiso University	152600	Master's	IN	Private	No
Vanguard University of Southern California	123651	Baccalaureate	CA	Private	No
Vaughn College of Aeronautics and Technology	188340	Baccalaureate	NY	Private	No
Villanova University	216597	Master's	PA	Private	No
Virginia Military Institute	234085	Baccalaureate	VA	Public	No
Virginia State University	234155	Master's	VA	Public	No
Virginia Wesleyan College	234173	Baccalaureate	VA	Private	No
Viterbo University	240107	Master's	WI	Private	No
Walsh College of Accountancy and Business Administration	152798	Spec Health	IA	Private	No
Warren Wilson College	199865	Baccalaureate	NC	Private	No
Washburn University	156082	Master's	KS	Public	No

RESPONDING INSTITUTIONS

INSTITUTION NAME	UNITID	CLASS	STATE	AFFILIATION	COLLECTIVE BARGAINING
Washington and Jefferson College	216667	Baccalaureate	PA	Private	No
Washington and Lee University	234207	Baccalaureate	VA	Private	No
Wayne State College	181783	Master's	NE	Public	Yes
Wayne State University	172644	Doctoral	MI	Public	Yes
Weber State University	230782	Master's	UT	Public	No
Webster University	179894	Master's	MO	Private	No
West Coast University	147031	Spec Theological	IL	Private	No
West Texas A & M University	229814	Master's	TX	Public	No
Western Connecticut State University	130776	Master's	CT	Public	Yes
Western Illinois University	149772	Master's	IL	Public	Yes
Western Kentucky University	157951	Master's	KY	Public	No
Western Michigan University	172699	Doctoral	MI	Public	Yes
Western New England University	168254	Master's	MA	Private	No
Western New Mexico University	188304	Master's	NM	Public	No
Western Oregon University	210429	Master's	OR	Public	Yes
Western State Colorado University	128391	Baccalaureate	CO	Public	No
Western University of Health Sciences	174127	Spec Art	MN	Private	No
Western Washington University	237011	Master's	WA	Public	Yes
Westfield State University	168263	Master's	MA	Public	No
Westminster College	216807	Baccalaureate	PA	Private	No
Wheaton College	149781	Baccalaureate	IL	Private	No
Wheaton College	168281	Baccalaureate	MA	Private	No
Wheeling Jesuit University	238078	Baccalaureate	WV	Private	No
Whitworth University	237066	Master's	WA	Private	No
Wichita State University	156125	Doctoral	KS	Public	No
Widener University	216852	Doctoral	PA	Private	No
Wilkes University	216931	Master's	PA	Private	No
Willamette University	210401	Baccalaureate	OR	Private	No
William Paterson University of New Jersey	187444	Master's	NJ	Public	Yes
William Peace University	199272	Baccalaureate	NC	Private	No
Wilmington College	206507	Baccalaureate	OH	Private	No
Wilmington University	131113	Doctoral	DE	Private	No
Winona State University	175272	Master's	MN	Public	Yes
Winston-Salem State University	199999	Master's	NC	Public	No
Winthrop University	218964	Master's	SC	Public	No
Wofford College	218973	Baccalaureate	SC	Private	No
Woods Hole Oceanographic Institution	172608	Spec Business	MI	Private	No
Worcester Polytechnic Institute	168421	Doctoral	MA	Private	No
Worcester State University	168430	Master's	MA	Public	No
Wright State University Main Campus	206604	Doctoral	OH	Public	Yes
Xavier University	206622	Master's	OH	Private	No
York College of Pennsylvania	217059	Master's	PA	Private	No
Young Harris College	141361	Baccalaureate	GA	Private	No
Youngstown State University	206695	Master's	OH	Public	Yes