

Report:

Faculty Salary Study

Fall 2005

Idaho State University

Submitted by:

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ISU 2005 Faculty Salary Study

Introduction

Discussions among senior administration regarding ISU salaries began in early spring 2005. The President asked staff in the Office of Institutional Research (OIR) to look at faculty salaries, and the Office of Human Resources was asked to look at the FY05 CUPA-HR data for non-classified upper and mid-level administrative and professional positions. At the time, the President decided on a target of attaining 85 percent of median salary for administrative peer positions in a subgroup of institutions with similar annual budgets to ISU; this “Ad-Comp” comparison group, which has been used by ISU for several years, includes institutions with operating budgets between \$231M and \$439M. Faculty salaries were to be compared to those of ISU’s 17 peer institutions, as identified by the 2001 Equity Study commissioned by the Idaho State Board of Education (see Appendix A).

To begin the faculty salary study, two national faculty salary surveys, CUPA-HR and the Oklahoma Salary Survey, were examined to determine their utility in making comparisons of ISU faculty salaries with a like subgroup of the institutions included in these surveys. These data were not available until late spring. This report discusses the process of the selection of the comparison group to be used, and reports a summary of the ISU faculty salary data and subsequent distribution of the salary equity funds made available for spring 06.

CUPA-HR Faculty Salary Survey

Each year ISU sends current (Fall semester) faculty salary data to CUPA-HR (College and University Professional Association for Human Resources). For Fall 2004, CUPA-HR received faculty salary data from 813 four-year institutions, both public and private. In mid-spring 2005, the Office of Institutional Research received a comparison of ISU faculty salaries with those of the other institutions that participated in the study. The report is organized by the 2000 CIP Codes (*Classification of Instructional Programs*, produced by the National Center for Education Statistics), and reports average, median, minimum and maximum salaries, and the number of respondents for each discipline or program (CIP Code) by rank for both ISU and the other institutions in the database.

In April 2005, OIR staff requested a comparison of ISU faculty salaries to those of its 17 peer institutions. Data were available for 12 of the 17 peers. Table 1 shows that for each rank, ISU faculty salaries were above 85 percent of its peer institutions, ranging from 88.6 to 91.7 percent of the peer average and 90.1 to 96.0 percent of the peer median salaries.

Table 1. Comparison of ISU Faculty Salaries to Peer Institutions in CUPA-HR Database.

Academic Faculty Rank:	ISU FY05 Faculty Salaries		ISU Peer Institutions* in the CUPA-HR Database			ISU vs. 12 of its 17 Peer Institutions	
	N	Average Salary	N	Average Salary	Median Salary	ISU as % of Peers' Average Salary	ISU as % of Peers' Median Salary
Professor	135	\$66,649	1,312	\$76,924	\$71,702	86.6%	93.0%
Associate Professor	105	\$53,551	1,106	\$59,824	\$56,944	89.5%	94.0%
Assistant Professor	129	\$44,939	954	\$50,604	\$46,806	88.8%	96.0%
New Assistant Professor	30	\$44,437	102	\$48,759	\$47,750	91.1%	93.1%
Instructor	34	\$37,823	105	\$41,245	\$42,000	91.7%	90.1%
All Ranks Combined:	403	\$53,855	3,477	\$61,034	\$56,944	88.2%	94.6%

* Data were available for the following 12 ISU peer institutions: Boise State U., U. of Northern Iowa, Colorado State U., Indiana State U., **Montana State U.**, Northern Arizona U., **Portland State U.**, U. of Colorado-Denver, **U. of Nevada-Reno**, **U. of North Dakota**, U. of Northern Colorado, and **U. of Wyoming** (those in bold were also included in the Oklahoma Salary Survey).

When the CUPA-HR summary report was examined by specific CIP Codes, for many disciplines and/or programs offered by ISU, particularly in the health professions, there were no comparison data. This was due in part to the small comparison group of 12 peer institutions, many of which do not offer all the same programs as are available at ISU. An additional problem in making appropriate comparisons is the fact that CUPA-HR reports the CIP Codes to only two decimal places, although each academic program has been assigned a specific CIP code to four decimal places by the National Center for Education Statistics. Within the CUPA-HR database, however, many similar programs are grouped together. For example, 51.23 is the CIP Code for *Rehabilitation and Therapeutic Professions*, which includes Occupational Therapy (51.2306), Physical Therapy (51.2308), and Vocational Rehabilitation Counseling (51.2310). CIP Code 51.09, *Allied Health Diagnostic, Intervention and Treatment Programs*, includes Paramedic Studies (51.0904), Radiographic Science (51.0907), Respiratory Care Therapy (51.0908), Physician Assistant (51.0912), and Athletic Trainer (51.0913). Comparing salaries for ISU faculty in these individual programs is not possible in the CUPA-HR database, as they are all included under the more general 51.09 CIP Code.

Oklahoma Faculty Salary Survey

For these reasons, it was decided in May that over the summer OIR staff would examine the salary data from other studies, including the Oklahoma Faculty Salary Survey. This national Survey reports data from doctoral institutions only, and uses the older Carnegie Classifications of Research I, Research II, and Other (Doctoral I/Doctoral II). This survey differs from the CUPA-HR Survey in that participation is by invitation. In addition, data are reported by CIP Codes to four decimal places. Comparison data were examined by rank for all doctoral institutions (Table 2) and for Research II institutions (Table 3) in the Oklahoma Survey report.

Table 2. Comparison of ISU Faculty Salaries to All Doctoral Institutions in the Oklahoma Salary Survey.

Faculty Rank:	ISU FY05 Faculty Salaries		Oklahoma Survey All Doctoral Institutions* (N=95)		ISU vs. OKLA Doctoral Institutions
	N	Average Salary	N	Average Salary	ISU as % of Average Salary
Professor	135	\$66,649	37,054	\$99,283	67.1%
Associate Professor	105	\$53,551	23,857	\$68,549	78.1%
Assistant Professor	129	\$44,939	21,725	\$59,270	75.8%
New Assistant Professor	30	\$44,437	2,706	\$58,090	76.5%
Instructor (Academic)	34	\$37,823	40,616	\$40,616	93.1%
All Ranks Combined:	403	\$53,855	86,476	\$78,147	68.9%

* Data were available for 10 of ISU's peer institutions in the Oklahoma database: New Mexico State U., U. of Kansas, U. of Idaho, U. of Oregon, **U. Wyoming**, **Montana State U.**, **Portland State U.**, U. of Montana, **U. of Nevada-Reno**, and **U. of North Dakota** (bolded institutions are also included in the CUPA-HR database).

Table 3. Comparison of ISU Faculty Salaries to Research-II Institutions in the Oklahoma Salary Survey.

Faculty Rank:	ISU FY05 Faculty Salaries		Oklahoma Survey Research-II Institutions* (N=24)		ISU vs. OKLA Res-II Institutions
	N	Average Salary	N	Average Salary	ISU as % of Average Salary
Professor	135	\$66,649	6,612	\$88,897	75.0%
Associate Professor	105	\$53,551	5,208	\$64,387	83.2%
Assistant Professor	129	\$44,939	4,943	\$55,907	80.4%
New Assistant Professor	30	\$44,437	595	\$55,828	79.6%
Instructor (Academic)	34	\$37,823	1,182	\$38,395	98.5%
All Ranks Combined:	403	\$53,855	17,945	\$69,370	77.6%

* Three of ISU's peer institutions were included in the Research-II Institutions subgroup of the Oklahoma Salary Survey: U. of Idaho, U. of Oregon, and **U. of Wyoming** (bolded institutions are also included in the CUPA-HR database).

ISU Faculty Salary Study

After examination of the CUPA-HR and two comparisons from the Oklahoma Salary Surveys (all reporting Fall 2004 data), and discussion with the President and Vice-Presidents, it was decided that using data for Research II institutions from the Oklahoma Survey as a benchmark for comparisons with ISU faculty salary data would be the most appropriate to use. ISU was classified as a Research II institution under the older Carnegie Classifications, and the Oklahoma data are reported by CIP Codes to four decimal places, which allows for comparisons for most of ISU’s academic programs and faculty. Only mean salary data is reported in the Oklahoma Salary Survey (whereas CUPA-HR reports both means and medians). There are no data for professional-technical education programs, and finding suitable comparison data for College of Technology faculty is difficult. For as many PTE programs as possible, state data were used.

As indicated in Table 3, ISU professors (all disciplines combined) were 75 percent of the Research II mean salaries, and associate professors were 83.2 percent, assistant professors were 80.4 percent, new assistant professors (hired as of fall 2002) were 79.6 percent, and academic instructors were 98.5 percent of the means. Comparisons of salary data for ISU and Oklahoma Research II institutions revealed significant differences in mean salaries by department/program (CIP Codes) and by rank (not reported here).

Faculty Salary Data by College, Program and Rank

The original comparisons made during the summer 2005 were between FY05 data for ISU vs. Oklahoma Research II institutions. In the fall, FY06 salary data were available for ISU faculty and were used in the comparisons reported below. FY06 data from the Oklahoma survey will not be available until late spring 2006. Table 4 reports the number of faculty and mean salaries for each college in the ISU database. The database includes full-time faculty and a small number of continuing part-time faculty (faculty who are included in the ISU “Budget Book”). Therefore, the numbers may be different from the actual number of faculty in a college.

Table 4. Faculty Data by College/Unit.

	Mean Salary (all ranks)	Total N	Prof.s N	AOPs N	APs N	Lec/ Instr N
Arts & Sciences	\$53,680	205	90	48	58	9
Business	\$75,615	39	20	5	9	5
Education	\$52,452	35	11	13	11	0
Engineering	\$66,972	22	4	9	5	4
Health Professions	\$55,266	120	23	34	54	9
Pharmacy	\$72,496	36	10	15	10	1
Library	\$46,445	14	2	5	3	4
Technology (academic)	\$53,083	11	3	1	3	4
Subtotal (all academic):	\$57,549	482	163	130	153	36
Technology (PTE*)	\$41,980	92				
Total (all colleges/units):	\$55,053	574				

Table 5 reports the number of full-time (≥ 0.5 fte) continuing faculty by college and rank who are below 85 percent of the Oklahoma means, all ISU college/unit salaries as a percent of the Oklahoma means, the amount of additional funding required to bring all faculty up to 85 percent of the Oklahoma means, and the percent of the total funding required by each college/unit. It was determined that the College of Pharmacy would be able to fund salary equity increases from its professional fees for the doctor of pharmacy program. The College of Technology has funds to provide salary increases for professional-technical education faculty. Table 6 reports the comparison data excluding the salary equity data for these two colleges.

Table 5. ISU Mean Salaries vs. Oklahoma Research-II Mean Salaries by College/Unit.

	Total (all ranks)	ISU Faculty <85% OK Means	ISU Prof.s <85% OK Means	ISU AOPs <85% OK Means	ISU APs <85% OK Means	ISU Lec/ Instr <85% OK Means	ISU Means as pct. of OK Means	Funds to Reach 85% of Okla Means	Pct. of total by College
College/Unit	N	N	N	N	N	N	%	\$	%
Arts & Sciences:									
- Humanities	71	36	23	5	8	0	85.4%	\$181,381	
- Social Sciences	52	33	19	10	4	0	80.3%	\$279,664	
- Natural Sciences	82	66	30	18	17	1	80.0%	\$440,374	
A & S Total:	205	135	72	33	29	1	82.0%	\$901,418	46.35%
Business:	39	23	17	1	4	1	81.7%	\$185,733	9.55%
Education:	35	24	9	11	4	0	82.0%	\$117,579	6.05%
Engineering:	22	9	4	3	2	0	92.5%	\$56,761	2.92%
Health Professions:	120	69	15	24	29	1	83.4%	\$533,897	27.45%
Pharmacy:	36	9	6	3	0	0	92.8%	\$54,791	2.82%
Library:	14						NA	\$31,319	1.61%
Technology (academic)	11	3	2	1	0	0	95.4%	\$17,394	0.89%
Technology (PTE)	92	16	0	0	0	16	NA	\$44,056	2.27%
Other*	5	1	1	0	0	0	98.0%	\$1,980	0.10%
Totals:	579	289	126	76	68	19	81.6%	\$1,944,928	100%

* tenured faculty with primary administrative position outside of a college.

Table 6. ISU Mean Salaries vs. Oklahoma Research-II Mean Salaries by College/Unit, excluding College of Pharmacy and College of Technology (PTE) faculty.

	Total (all ranks)	Faculty <85% OK Means	Prof.s <85% OK Means	AOPs <85% OK Means	APs <85% OK Means	Lec/ Instr <85% OK Means	ISU as pct. of OK Means	Amt. to Reach 85% of Okla Means	Pct. of total by College
College/Unit	N	N	N	N	N	N	%	\$	%
Arts & Sciences:									
- Humanities	71	36	23	5	8	0	85.4%	\$181,381	
- Social Sciences	52	33	19	10	4	0	80.3%	\$279,664	
- Natural Sciences	82	66	30	18	17	1	80.0%	\$440,374	
A & S Total:	205	135	72	33	29	1	82.0%	\$901,418	48.83%
Business:	39	23	17	1	4	1	81.7%	\$185,733	10.06%
Education:	35	24	9	11	4	0	82.0%	\$117,579	6.37%
Engineering:	22	9	4	3	2	0	92.5%	\$56,761	3.07%
Health Professions:	120	69	15	24	29	1	83.4%	\$533,897	28.92%
Library:	14						NA	\$31,319	1.70%
Technology (academic)	11	3	2	1	0	0	95.4%	\$17,394	0.94%
Other *	5	1	1	0	0	0	98.0%	\$1,980	0.11%
Totals:	451	264	120	73	68	3	81.6%	\$1,846,081	100%

Allocation of Salary Equity Money

In November 2005, the interim President discussed with the Vice Presidents and the Deans a plan for allocating a portion of the colleges' "carry forward" funding to begin to address faculty salary issues.

Approximately \$500,000 will be added to the salary budget - \$250,000 of this for Spring 06. These funds were allocated to the deans based on the proportion of the total amount needed to bring faculty up to 85 percent of the Oklahoma means (the percents in the last column of Table 6). The deans were provided an updated list of faculty with current (FY06) salaries and information on the comparisons of the salaries with the Oklahoma FY05 salary data. (The Oklahoma salary data for FY06 will not be available until late spring.) The deans were asked to submit their recommendations for distribution of the salary equity money for their faculty. It is important to recognize that these funds were to be used to address equity issues, and were not to be used for “across the board” salary increases. The deans (in consultation with their chairs) determined how the funds would be distributed in their colleges and what criteria might be considered (e.g., merit, time in rank, percent below Oklahoma means, salary competitiveness, other market factors, etc.). The Colleges of Pharmacy and Technology also were required to submit their recommendations to address salary issues using their internal college funds. Not every faculty member whose salary was below 85 percent of the Oklahoma mean received an increase, and some faculty who were above 85 percent of the mean received an increase. The allocation of equity funding for Spring 06 is presented in Table 7 by college/unit and by rank and sex. Allocation of any additional salary equity or competitiveness funding for FY07 will be determined later this spring by senior administration. It should be noted that President Bowen, in his FY07 budget request submitted to the State Board of Education in late May, included \$1,000,000 for faculty salary competitiveness.

Table 7. Summary of Distribution of Salary Equity Funds for Spring 06.

ANALYSIS OF EQUITY SALARY DATA BY COLLEGE/UNIT							
College/Unit	Total No. of Faculty	No. <85% OK Mean	No. Given Increase	Pct. of Total N Given Increase	Total Amt. of Increases	Avg. % Increase	Increases as Pct. of Total Need*
Arts & Sciences	205	135	121	59.02%	\$243,030	3.69%	26.49%
Business	39	25	33	84.62%	\$46,382	2.03%	24.97%
Education	33	24	25	71.43%	\$29,838	2.26%	25.38%
Engineering	22	9	4	18.18%	\$14,373	5.12%	25.32%
Health Professions	120	72	59	49.17%	\$128,687	4.45%	23.62%
Pharmacy	36	9	16	44.44%	\$51,602	4.51%	94.18%
Library	14	-	4	28.57%	\$7,905	3.87%	25.24%
Other ¹	5	1	0	0%	\$0	0%	0%
Other ²	-	-	-	-	\$11,219	-	-
Technology (Acad)	11	3	3	27.27%	\$4,388	2.49%	25.23%
Subtotal (Acad.)	487	278	265	54.41%	\$537,424	3.59%	27.88%
Technology (PTE) ³	92	16	24	26.09%	\$17,082	1.83%	38.77%
Total (all)	579	294	289	49.91%	\$554,506	3.44%	28.12%
ANALYSIS OF SALARY EQUITY DATA BY RANK AND SEX							
Rank and Sex	Total No. of Faculty	No. <85% OK Mean	No. Given Increase	Pct. of Total N Given Increase	Total Amt. of Increases	Avg. % Increase	Increases as Pct. of Total Need*
Female Professors	33	27	30	90.91%	\$67,087	3.96%	22.99%
Male Professors	131	99	95	72.52%	\$232,517	3.79%	24.57%
Female Assoc. Prof.	66	43	43	65.15%	\$86,786	3.87%	35.89%
Male Assoc. Prof.	67	33	33	49.25%	\$53,556	3.00%	33.53%
Female Asst. Prof.	77	36	29	37.66%	\$44,325	3.61%	40.30%
Male Asst. Prof.	77	37	27	35.06%	\$30,703	2.58%	25.49%
Female Lecturers/Instr	19	2	5	26.32%	\$4,325	2.40%	70.29%
Male Lecturers/Instr	17	1	3	17.65%	\$6,906	5.11%	1973.14%
Other ²	-	-	-	-	\$11,219	-	-
Subtotal (Acad.)	487	278	265	54.41%	\$537,424	3.59%	28.04%
Instructors (PTE) ³	92	16	24	26.09%	\$17,082	1.83%	38.77%
Total (all)	579	294	288	49.91%	\$554,506	3.44%	28.28%

* comparison of funds allocated vs. total funds needed to bring salaries up to 85% of Oklahoma means (from column 9 in Table 5)

Other¹ – tenured faculty with administrative responsibilities outside a college

Other² – includes sabbatical replacements, vacant positions, etc.

Instructors (PTE)³ – salary comparisons with state data provided by COT

Table 7 shows that overall 54.21 percent of academic faculty received equity funding, and the average increase for these 264 faculty members was 3.57 percent. Twenty-six percent of PTE faculty received a salary increase, averaging 1.83 percent. When examined by rank, the majority of professors and associate professors were given a salary increase. Nearly 91 percent of the female professors and 72.5 percent of the male professors received salary increases (averages of 3.98% and 3.79% respectively). Sixty-five percent of female and 49 percent of male associate professors received salary increases. Overall the equity funding allocated reflects about 28 percent of the funding needed to bring faculty up to at least 85 percent of the Oklahoma means. Examination of the data by college reveals that 59 percent of Arts and Sciences faculty received an increase, averaging 3.69 percent. Nearly 85 percent of faculty in Business, 71 percent in Education, 18 percent in Engineering, 48 percent in Health Professions, 44 percent in Pharmacy, and 28.5 percent of Library faculty received salary increases (range: 0.13% to 9.99%). For the College of Technology, 27 percent of academic faculty and 26 percent of PTE faculty received salary increases.

Conclusions

Identification of an appropriate database to use in assessing faculty salaries proved to be a somewhat difficult task, as did identification of all faculty and their current salaries. This is primarily a reflection of the numerous databases on campus that must be consulted to generate a complete listing of current faculty. As indicated by the NWCCU Accreditation Review Team in October 2004, ISU must seriously consider moving to an interactive, integrated computer system. This is currently under review.

The CUPA-HR data is inadequate for comparison of ISU faculty salaries. It does not report the complete CIP codes for programs and does not collect data on many of the programs that are offered at ISU. It does, however, report data from a large number of institutions. The Oklahoma Salary Survey data includes nearly all programs that are offered at ISU, and therefore there is comparison salary data for nearly all ISU faculty. However, only doctoral institutions are invited to submit salary data, and the number of institutions is small compared to the CUPA-HR database. Neither database receives salary data from all of ISU's identified peer institutions. The CUPA-HR reports data from both public and private institutions; the Oklahoma data is from three Carnegie categories: Research-I, Research-II, and Other (Doctoral-I and Doctoral-II). Short of OIR attempting to collect salary data directly from ISU's 17 peer institutions, the use of salary data for Research-II institutions from the Oklahoma study has been deemed the best option. OIR will continue to prepare a spreadsheet comparing ISU salaries with those of Oklahoma each summer for distribution to the deans and senior administration. Unfortunately, both the CUPA-HR and Oklahoma salary data becomes available in late spring, after the deadline for submission of salary increases for the coming contract year. Thus, all comparisons will be with data for the previous fiscal year.

Identification of an appropriate database for comparison of College of Technology PTE faculty has proven to be difficult. The state collects data annually on salaries of faculty in the various PTE programs throughout the state; however in many cases a program is offered by only one state institution so there is no comparison group. The CUPA-HR publishes a Community College Salary report, but this is not broken down by region, size of institution, whether public or private, etc. The staff in OIR and College of Technology administration will continue to work on finding an appropriate comparison study.

The staff of the Office of Institutional Research welcomes any comments or suggestions regarding assessment of faculty salaries in the future. We will continue to refine our procedures and timeframe for provision of salary data to the deans and administration.

APPENDIX A

ISU PEER INSTITUTIONS
AND
INSTITUTIONS INCLUDED
IN THE FY05
CUPA AND
OKLAHOMA DATABASES

SBOE EQUITY STUDY***ISU Peer Institutions:**

Northern Arizona U.
U. Colorado, Denver
U. Northern Colorado
Indiana State U.
U. No. Iowa (Masters 1)
U. Kansas
U. Montana
U. Oregon (Res-Ext)
 U. Nevada, LV
U. Nevada, Reno (Res-Ext)
Portland State U.
U. Wyoming (Res-Ext)
Montana State U., Bozeman
 New Mexico State U. (Res-Ext)
U. North Dakota
Boise State U. (Masters 1)
U. Idaho (Res-Ext)

* all research-intensive unless noted

Note: institutions in **blue type** are ISU peers included in the CUPA and/or Oklahoma databases

INSTITUTIONS INCLUDED IN CUPA DATABASE – PUBLIC, DOCTORAL**Non-Collective Bargaining Institutions:**

Ball State Univ., IN
[Boise State Univ.,]
 Bowling Green State Univ., OH
Clemson Univ., SC
Colorado State Univ., CO
 East Carolina Univ., NC
 East Tennessee State Univ., TN
Georgia Institute of Technology, GA
[Idaho State Univ.]
Indiana State Univ., IN
Louisiana State Univ., LA
 Louisiana Tech Univ., LA
Miami Univ., OH
 Middle Tennessee State Univ., TN
Montana State Univ., MT
North Carolina State Univ., NC
North Dakota State Univ., ND
Northern Arizona Univ., AZ
Ohio Univ. Main Campus, OH
 Old Dominion Univ., VA
Oregon State Univ., OR
 South Carolina State Univ., SC
Texas A&M Commerce, TX
Texas A&M Kingsville, TX
Texas Tech Univ., TX
 Texas Woman's Univ., TX
 The Ohio State Univ. Main Campus, OH
 The Univ. of Akron, OH
The Univ. of Alabama, AL
 The Univ. of Alabama, Huntsville, AL
 The Univ. of Memphis, AL
The Univ. of Arkansas, Little Rock, AR
Univ. of Colorado, Denver, CO
Univ. of Georgia, GA
Univ. of Houston, TX
Univ. of Idaho, ID
Univ. of Illinois, Chicago, IL
Univ. of Illinois, Urbana-Champaign, IL
 Univ. of Louisiana, Lafayette, LA
Univ. of Louisville, KY
Univ. of Maryland, Baltimore, MD
 Univ. of Maryland, Baltimore County, MD
Univ. of Maryland, College Park, MD
Univ. of Michigan, Ann Arbor, MI
Univ. of Missouri, Columbia, MO
 Univ. of Missouri, Rolla, MO
 Univ. of Missouri, Saint Louis, MO
Univ. of Nevada, Reno, NV
 Univ. of New Orleans, LA
Univ. of North Carolina, Greensboro, NC
Univ. of North Dakota Main Campus, ND
 Univ. of North Texas, TX
Univ. of Northern Colorado, CO
 Univ. of Southern Mississippi, MS
Univ. of Texas, Arlington, TX
 Univ. of Texas, Dallas, TX
 Univ. of Texas, El Paso, TX
Univ. of Virginia, VA
Univ. of Wyoming, WY
 Wichita State Univ., KS

INSTITUTIONS INCLUDED IN OKLAHOMA STUDY DATABASE**Research II Institutions:**

Auburn Univ., AL
Clemson Univ., SC
 Kansas State Univ., KS
 Kent State Univ., OH
 Mississippi State Univ., MS
Ohio Univ., OH
 Oklahoma State Univ., OK
Southern Illinois Univ., Carbondale, IL
Texas Tech Univ., TX
Univ. of Arkansas, AR
 Univ. of California, Riverside, CA
 University of California, Santa Cruz, CA
 Univ. of Delaware, DE
Univ. of Houston, TX
Univ. of Idaho, ID
Univ. of Louisville, KY
 Univ. of Mississippi, MS
 Univ. of Oklahoma, OK
Univ. of Oregon, OR
 Univ. of South Carolina, SC
 Univ. of Vermont, VT
 Univ. of Wisconsin, Milwaukee, WI
Univ. of Wyoming, WY
 Washington State Univ., WA

Other (Doctoral I and II) Institutions:

Baylor Univ., TX
 Cleveland State Univ., OH
 Georgia State Univ., GA
Miami Univ., OH
Montana State Univ., MT
North Dakota State Univ., ND
Portland State Univ., OR
South Dakota State Univ., SD
 U.S. Naval Academy
Univ. of Alabama, AL
 Univ. of Alaska, Fairbanks, AK
 Univ. of Maine, ME
Univ. of Maryland, Baltimore, MD
 Univ. of Memphis, TN
Univ. of Montana, MT
Univ. of New Hampshire, NH
Univ. of Nevada, Reno, NV
Univ. North Carolina, Greensboro, NC
Univ. of North Dakota, ND
 Univ. of South Dakota, SD
Univ. of Texas, Arlington, TX
 Western Michigan Univ., MI

Research I Institutions:

Arizona State Univ. AZ
Colorado State Univ., CO
 Cornell Univ., NY
 Florida State Univ., FL
Georgia Institute of Technology, GA
 Indiana Univ., Bloomington, IN
 Iowa State Univ., IA
Louisiana State Univ., LA
New Mexico State Univ., NM
North Carolina State Univ., Raleigh, NC

CUPA, PUBLIC DOCTORAL DATA

OKLAHOMA STATE UNIV. DATA

Collective Bargaining Institutions:

Central Michigan Univ., MI
 Cleveland State Univ., OH
 Florida Atlantic Univ., FL
 Florida International Univ., FL
 Illinois State Univ., IL
 Kent State Univ. Main Campus, OH
 New Jersey Institute of Technology, NJ
 Oakland Univ., MI
Portland State Univ., OR
 Rutgers The State Univ. of NJ, New Brunswick
 San Diego State Univ., CA
South Dakota State Univ., SD
Southern Illinois Univ., Carbondale, IL
 Temple Univ., PA
The Univ. of Montana, MT
 The Univ. of South Dakota, SD
 Univ. of Alaska, Fairbanks, AK
 Univ. of Central Florida, FL
 Univ. of Connecticut, CT
 Univ. of Delaware, DE
Univ. of Hawaii, Manoa, HI
Univ. of Massachusetts, MA
 University of Massachusetts, Boston, MA
 Univ. of Massachusetts, Lowell, MA
Univ. of New Hampshire, NH
 Univ. of Toledo, OH
 Wayne State Univ., MI
 Wright State Univ. Main Campus, OH

**CUPA – 87 doctoral institutions
 (26 with CB, 61 without CB)**

Also Included is:

Univ. of Northern Iowa, IA (Master's)

Research I Institutions (continued):

Ohio State Univ., OH
Oregon State Univ., OR
 Pennsylvania State Univ., PA
 Purdue Univ., IN
 State Univ. of NY, Stony Brook, NY
Texas A&M Univ., TX
Univ. of Alabama, Birmingham, AL
 Univ. of Arizona, AZ
 Univ. of California, Berkeley, CA
 Univ. of California, Davis, CA
 Univ. of California, Irvine, CA
 Univ. of California, Los Angeles, CA
 Univ. of California, San Diego, CA
 Univ. of California, Santa Barbara, CA
 Univ. of Colorado, Boulder CA
 Univ. of Connecticut, CT
 Univ. of Florida, FL
Univ. of Georgia, GA
Univ. of Hawaii, Manoa, HI
Univ. of Illinois, Chicago, IL
Univ. of Illinois, Urbana-Champaign, IL
 Univ. of Iowa, IA
Univ. of Kansas, KS
 Univ. of Kentucky, KY
Univ. of Maryland, College Park, MD
Univ. of Massachusetts, MA
Univ. of Michigan, MI
Univ. of Missouri, Columbia, MO
 Univ. of Nebraska, Lincoln, NE
 Univ. of New Mexico, NM
 Univ. of North Carolina, Chapel Hill, NC
 Univ. of Tennessee, Knoxville, TN
 Univ. of Texas, Austin, TX
Univ. of Virginia, VA
 Univ. of Washington, WA
 Univ. of Wisconsin, Madison, WI
 Utah State Univ., UT
 Virginia Polytechnic Inst. & State U., VA
 West Virginia Univ., WV