

**Missouri State University Faculty Senate
Committee on University Budget & Priorities
Salary Report Card Fall 2026**

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Charge: To present a report card to the Faculty Senate. The report card should summarize pertinent data including faculty salaries compared to CUPA averages and medians. The report card should also summarize the number of equity adjustments given in the previous year, by count and by total value, for faculty, staff, and administrators, respectively.

Introduction

The Faculty Senate Committee on University Budget & Priorities is pleased to present our report on faculty salary and equity adjustments at Missouri State University. The following pages report available salary data for the previous six years (Fall 2019-Spring 2026). 2024-25 CUPA Salary Survey data were unavailable at the time of analysis. Equity adjustment data is presented for the previous year. We present a summary of trends and observations for all these items.

Sources

2025-2026 CUPA Four-Year Faculty in Higher Education Salary Survey (accessed 10/4/2026)
[2025-2026 CUPA Four-Year Faculty in Higher Education Salary Surveys](#)
2023-2024 CUPA Four-Year Faculty in Higher Education Salary Survey (historical data)

Terminology

Missouri State University and CUPA use different terminology to identify similar faculty groups. This difference primarily affects non-tenure track faculty. Beginning in 2024–2025, CUPA discontinued rank-based reporting for non-tenure track faculty and transitioned to comparisons based on years in the faculty member's current position.

Note

For 2023–2024, Missouri State University reclassified the University as a Public Doctoral/Professional and Master's: Larger Programs institution for CUPA purposes. At the beginning of 2019–2020, Missouri State University administration had previously chosen to classify the University as a Public Doctoral/Professional institution for CUPA purposes. Prior to that year, the University was classified as a Public Master's institution. For 2019–2020, CUPA data were provided using both benchmarks, and the committee at the time chose to continue using the Public Master's benchmark data for that year before switching to the new designation for 2020–2021. These changes altered the CUPA comparison groups of peer institutions, making direct comparisons across years difficult.

For 2025–2026, the CUPA comparison group changed again and is based on Award Level Focus, including Undergraduate/Graduate-Master's and Undergraduate/Graduate-Doctorate institutions. Because different CUPA comparison classifications have been used over the period represented in this report, year-to-year comparisons should be interpreted with caution. Changes in the reported ratios may reflect changes in Missouri State University salaries relative to its comparison institutions, changes in the institutions included in the CUPA comparison group, or both.

See Appendix A for the list of benchmark institutions for the 2025–2026 report. Appendices B through E provide the benchmark institutions available from previous reports: Appendix B for 2023–2024, Appendix C for 2022–2023, Appendix D for 2021–2022, and Appendix E for 2019–2020. The benchmark institution list for 2024–2025 was not available for inclusion in this report.

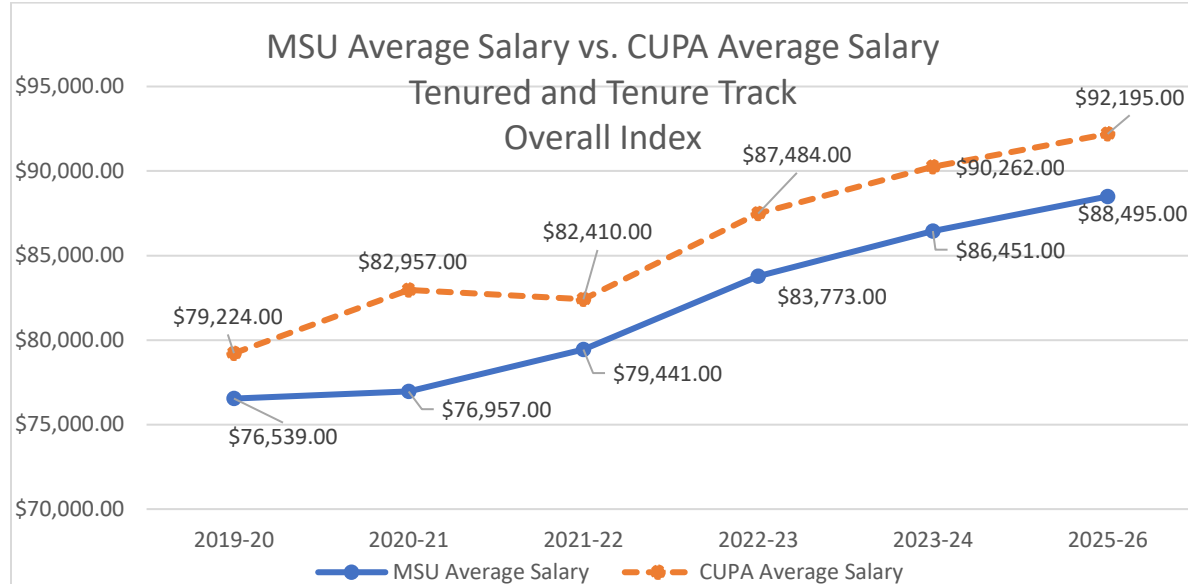
The smaller comparison group noted in the 2021–2022 report, which resulted from the change in CUPA classification, was reduced further in 2022–2023. In 2020–2021, there were 111 benchmark institutions. Following the classification change, the number of benchmark institutions decreased to 28 in 2021–2022 and to 22 in 2022–2023. Further, only half (14) of the benchmark institutions included in the 2021–2022 report were also included in the 2022–2023 report. Given the relatively small number of institutions classified as Public Doctoral/Professional institutions, the effect of any individual institution choosing not to provide data to CUPA in a year was greater than it had been prior to 2020–2021. This contributed to greater year-to-year variability in the CUPA comparisons. Generally, larger comparison groups produce more stable and statistically reliable estimates and reduce the influence of any single institution on the resulting benchmark. However, the size of the comparison group is only one consideration; the degree to which the institutions are comparable to Missouri State University is also important when evaluating the appropriateness of the benchmark.

In 2023–2024, the CUPA comparison classification used for Missouri State University changed to Public Doctoral/Professional and Master's: Larger Programs institutions. Beginning in 2025–2026, the comparison group changed again and is based on Award Level Focus, including Undergraduate/Graduate-Master's and Undergraduate/Graduate-Doctorate institutions. Because different CUPA comparison classifications have been used during the period represented in this report, year-to-year comparisons should be interpreted with caution. Changes in the reported ratios may reflect changes in Missouri State University salaries relative to its comparison institutions, changes in the institutions comprising the CUPA comparison group, or both.

The state of pay for tenured and tenure-track faculty

Throughout the seven-year period of examination, salaries of tenured and tenure-track faculty at Missouri State have consistently been lower than the CUPA average (Figure 1a).

Figure 1a.

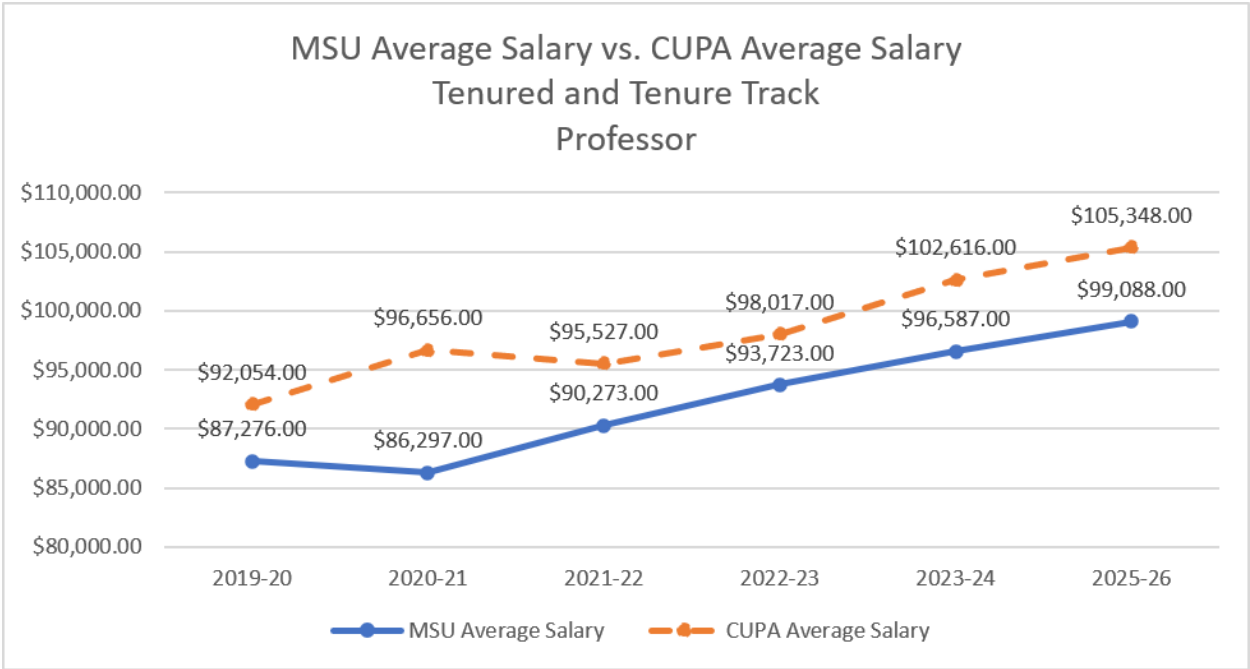


Source: 2025-2026 CUPA Faculty 4-digit Index Report; historical data from the 2023-2024 CUPA Faculty 4-digit Index Report

Overall, the average salary for Missouri State University tenured and tenure-track faculty continues to fall below the CUPA comparison-group average. In 2025–2026, the MSU average salary was \$88,495, compared with the CUPA average of \$92,195, a difference of \$3,700 (Figure 1a). The salary difference continues to be largest among Professors, whose average salary was \$6,260 below the CUPA average (Figure 1b). For Associate Professors, the MSU average was \$3,804 below the CUPA average (Figure 1c). In contrast, the average salary for Assistant Professors remained approximately aligned with the CUPA average in 2025–2026, although it was slightly below the benchmark. The MSU average salary for Assistant Professors was \$78,937, compared with the CUPA average of \$79,024, a difference of \$87 (Figure 1d).

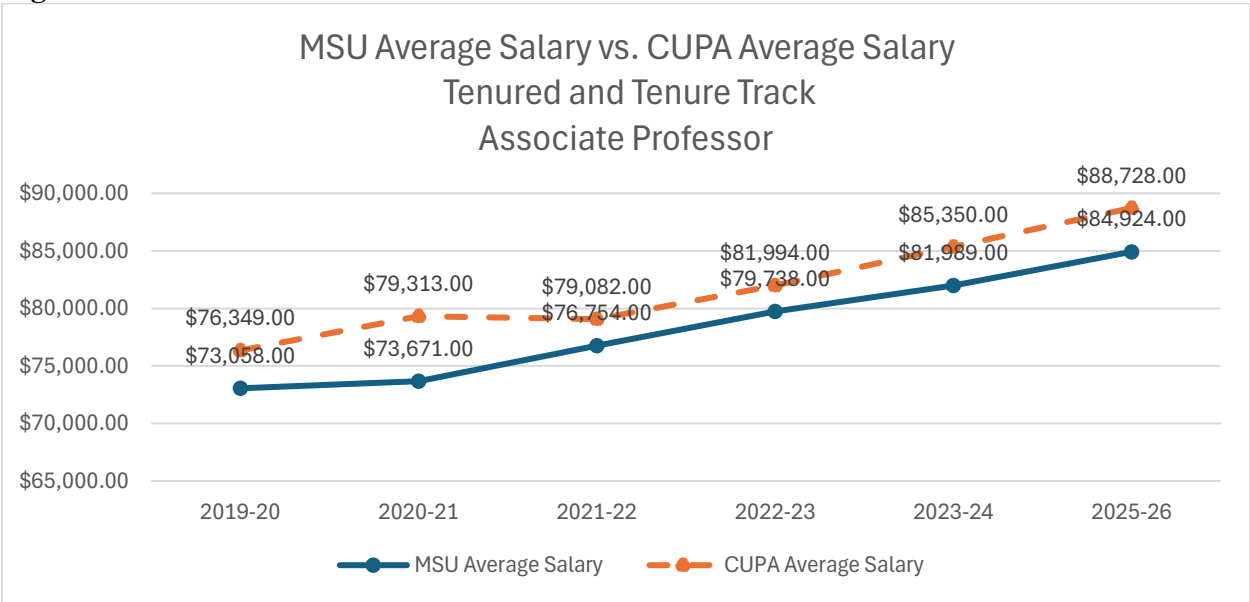
The 2025–2026 data show a clear pattern across faculty ranks. Assistant Professor salaries are approximately aligned with the CUPA benchmark, while larger salary differences are evident at the Associate Professor and Professor ranks. This pattern is consistent with the concern identified in previous committee reports that salary competitiveness may become more difficult to maintain as faculty advance through the academic ranks.

Figure 1b.



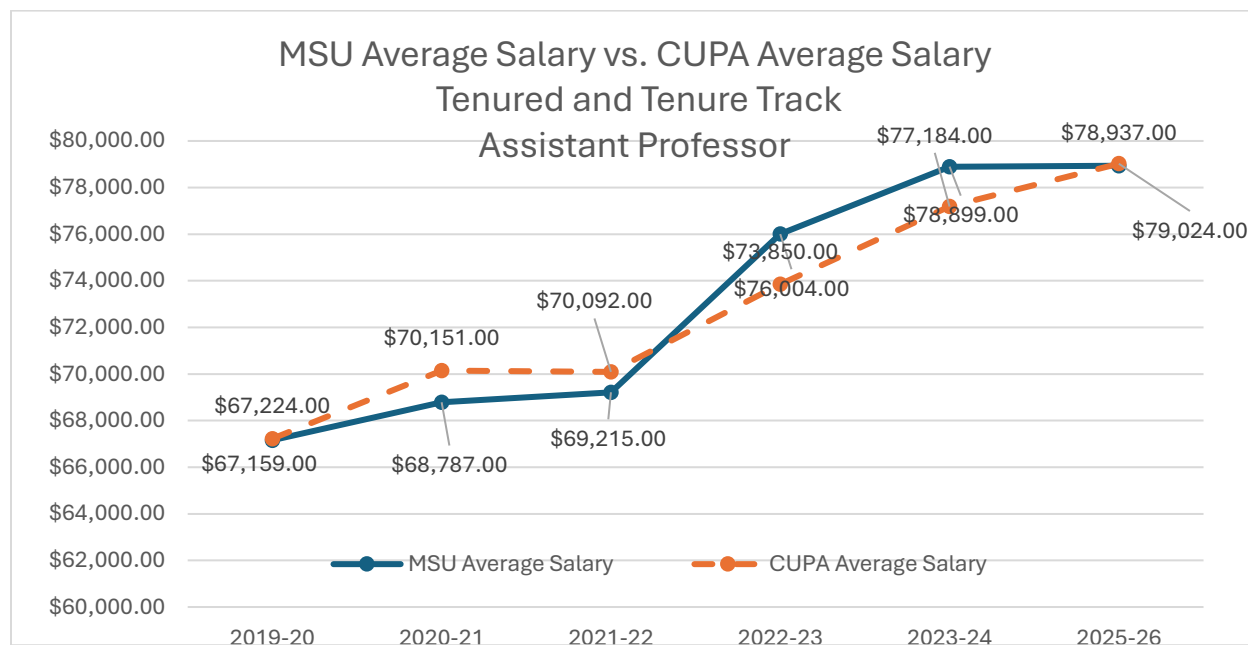
Source: 2025-2026 CUPA Faculty 4-digit Index Report; historical data from 2023-2024 CUPA Faculty 4-digit Index Report

Figure 1c.



Source: 2025-2026 CUPA Faculty 4-digit Index Report; historical data from 2023-2024 CUPA Faculty 4-digit Index Report

Figure 1d.



Source: 2025-2026 CUPA Faculty 4-digit Index Report; historical data from the 2023-2024 CUPA Faculty 4-digit Index Report

It is difficult to predict whether pay gaps will continue to widen, narrow or remain relatively stable due to the volatility of the MSU averages and more importantly, the CUPA averages. MSU has been compared against three different sets of benchmark institutions since 2018. Three data points are required to identify a trend, and currently there are not three data points to utilize. Regardless, it appears that MSU has made strides in addressing the pay gap for Assistant Professors; however, the pay gaps observed for Associate and Full Professors in prior CUPA reports continue.

The state of pay for non-tenure-track faculty

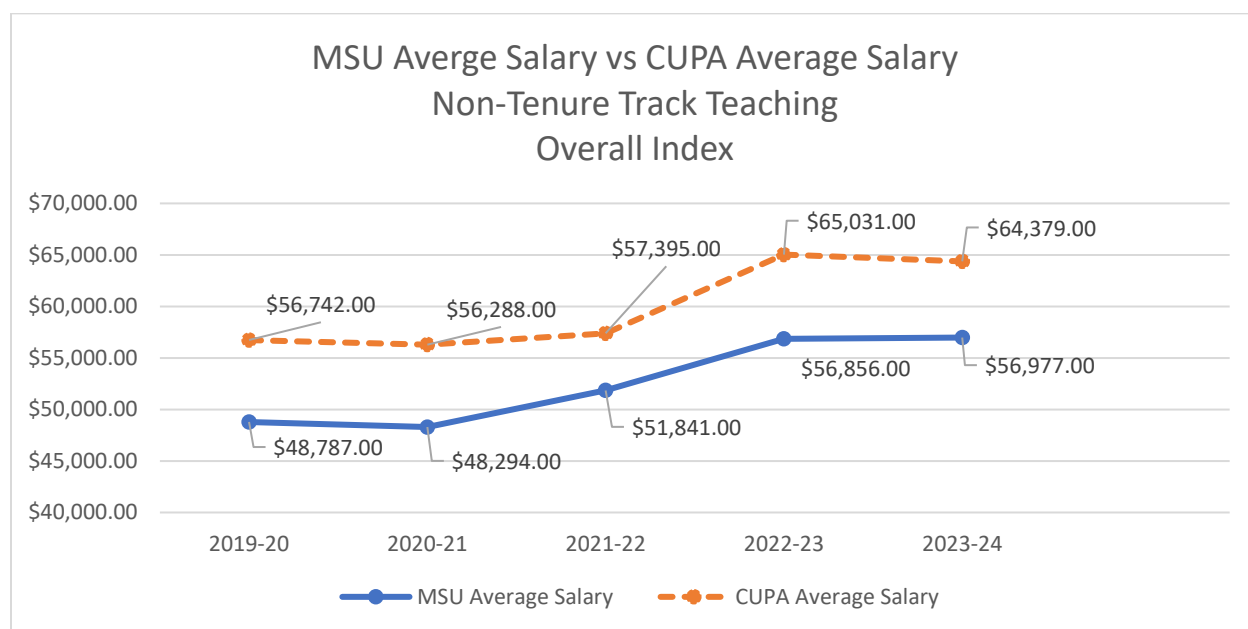
Previous committee reports identified persistent pay gaps for Missouri State University non-tenure track faculty compared with CUPA benchmarks. Under the CUPA methodology used through 2023–2024, non-tenure track faculty were compared overall and by rank classifications, including Teaching Professor, Teaching Associate Professor, Teaching Assistant Professor, and Teaching Instructor/Lecturer. As shown in Figures 2a–2e and 3a–3e, Missouri State non-tenure-track faculty generally trailed CUPA comparison salaries during this period.

Previous reports also noted substantial changes in the number of Missouri State faculty reported within individual rank classifications. Between 2022–2023 and 2023–2024, the number of faculty reported as Teaching Professors increased from 3 to 27, Teaching Associate Professors increased from 17 to 51, and Teaching Assistant Professors increased from 34 to 69, while Teaching Instructors/Lecturers decreased from 112 to 33. These changes complicated the interpretation of year-to-year differences within the individual rank classifications.

Beginning in 2024–2025, CUPA discontinued rank-based reporting for non-tenure-track faculty and transitioned to comparisons based on years in the faculty member's current position. As a result, the rank-based comparisons presented in previous reports cannot be directly extended using the current CUPA methodology. Detailed 2024–2025 Years in Position data were not available to the committee. Therefore, the historical rank-based findings through 2023–2024 are retained for context, while the 2025–2026 Years in Position Report establishes a new baseline for evaluating non-tenure-track faculty compensation under the revised methodology.

For 2025–2026, the median salary for Missouri State University non-tenure-track faculty was \$56,196, compared with a CUPA comparison-group median of \$65,152, a difference of \$8,956. The Missouri State median represents approximately 86.3% of the CUPA comparison-group median. Although the change in CUPA methodology prevents a direct comparison of the magnitude of the current gap with the rank-based gaps reported in previous years, the 2025–2026 data continue to show that non-tenure track faculty salaries at Missouri State fall below the CUPA benchmark.

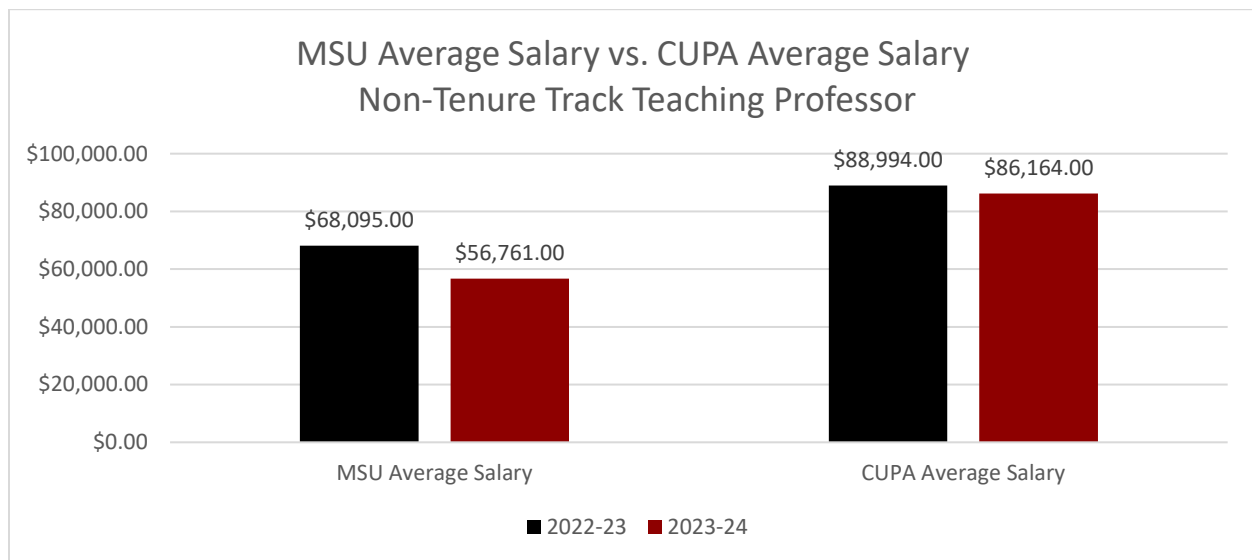
Figure 2a.



Note: Beginning in 2024-2025, CUPA changed its methodology for Non-Tenure Track faculty and discontinued rank-based weighting. This historical series ends in 2023-2024. The 2025-2026 Non-Tenure Track comparison is presented separately using CUPA's Years in Position Report.

Source: 2023-2024 CUPA Faculty 4-digit Index Report

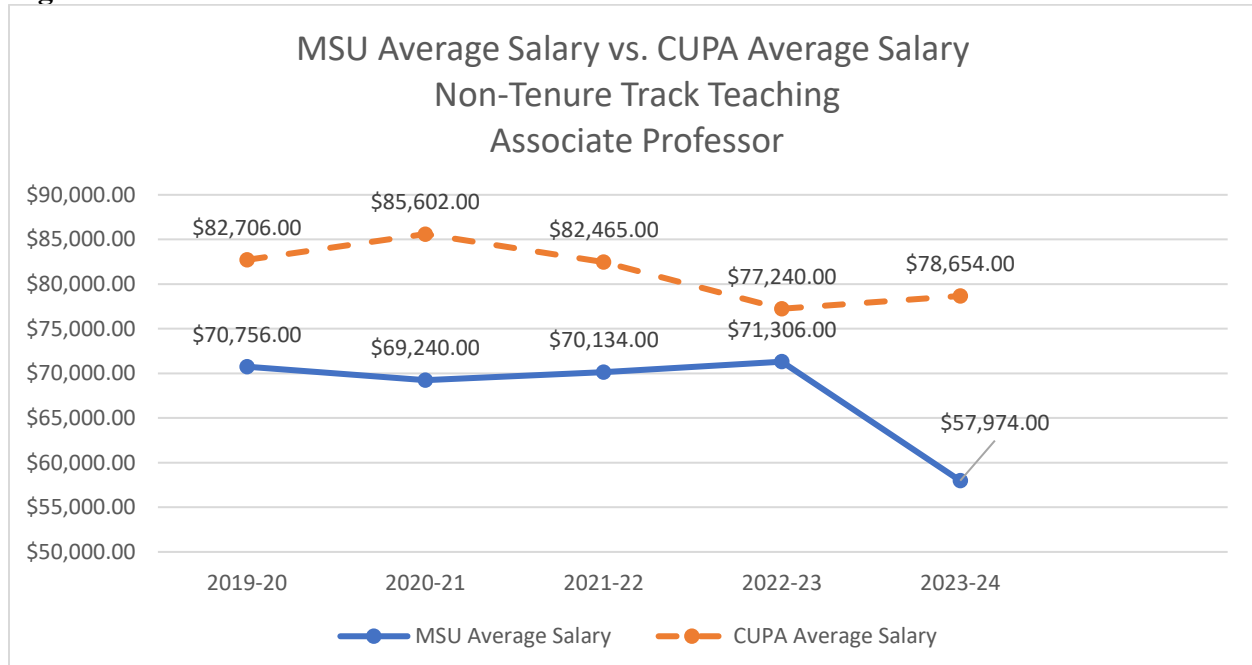
Figure 2b.



Note: Beginning in 2024-2025, CUPA discontinued rank-based reporting for Non-Tenure Track faculty. This historical series ends in 2023-2024.

Source: 2023-2024 CUPA Faculty 4-digit Index Report

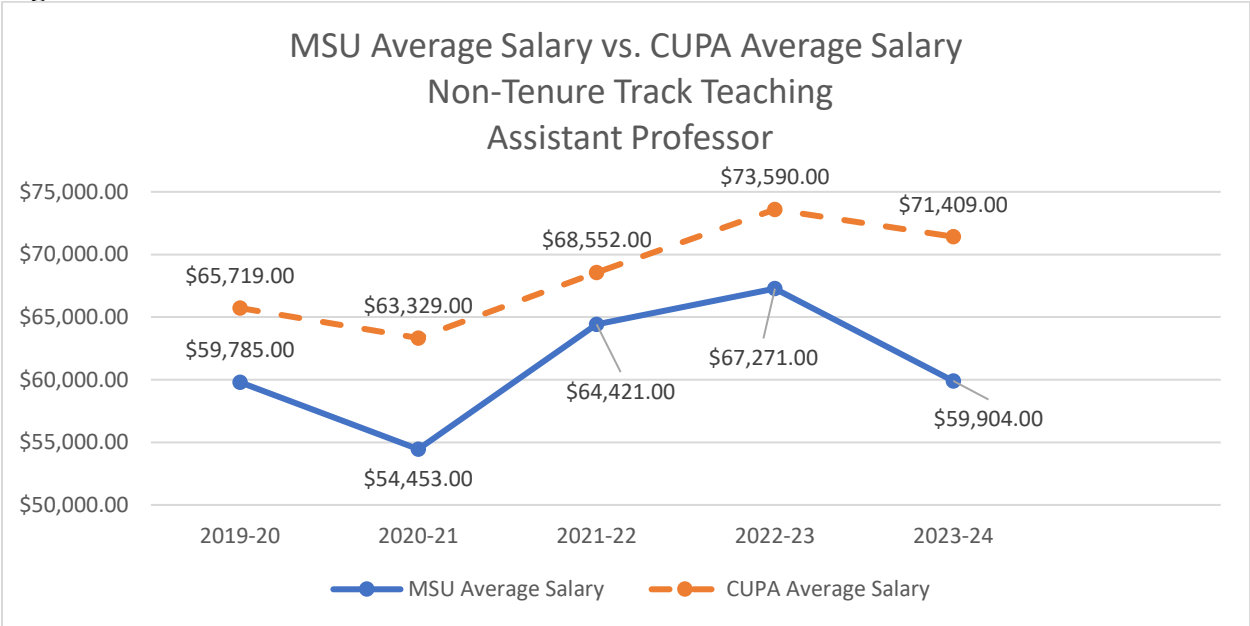
Figure 2c.



Note: Beginning in 2024-2025, CUPA discontinued rank-based reporting for Non-Tenure Track faculty. This historical series ends in 2023-2024.

Source: 2023-2024 CUPA Faculty 4-digit Index Report

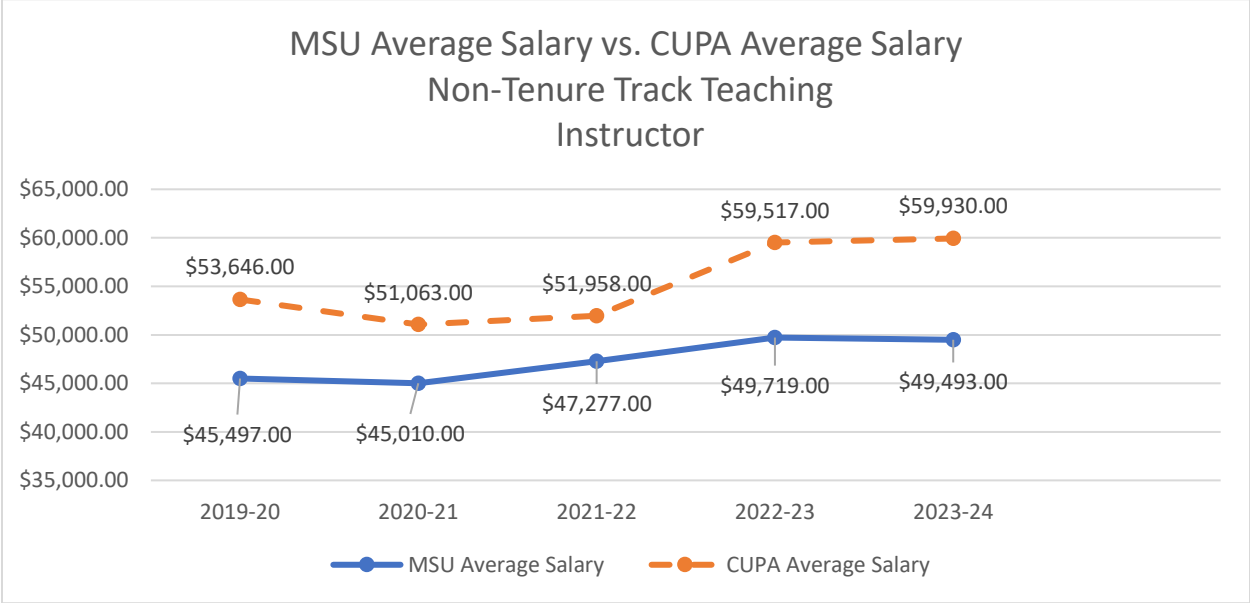
Figure 2d.



Note: Beginning in 2024-2025, CUPA discontinued rank-based reporting for Non-Tenure Track faculty. This historical series ends in 2023-2024.

Source: 2023-2024 CUPA Faculty 4-digit Index Report

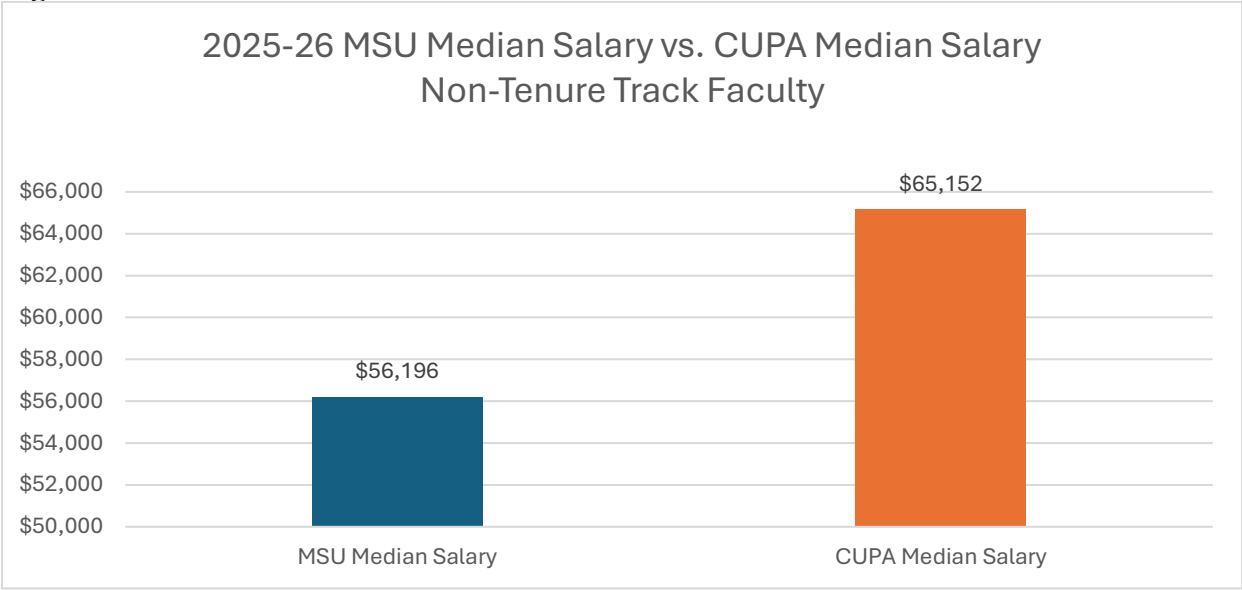
Figure 2e.



Note: Beginning in 2024-2025, CUPA discontinued rank-based reporting for Non-Tenure Track faculty. This historical series ends in 2023-2024.

Source: 2023-2024 CUPA Faculty 4-digit Index Report

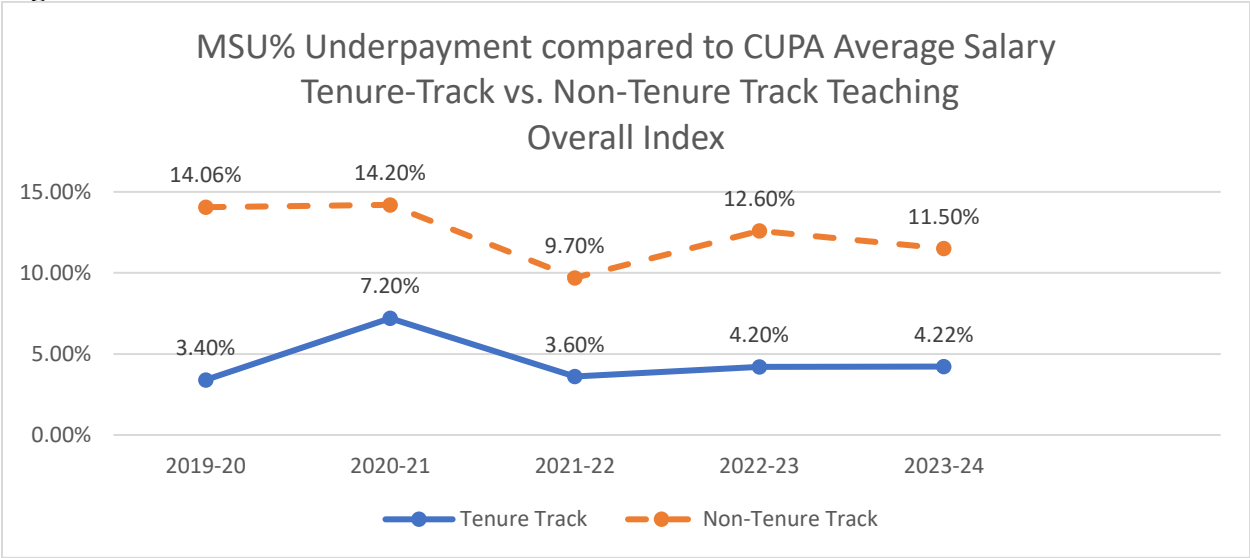
Figure 2f.



Source: 2025-2026 CUPA Faculty: Years In Position Report for Non-Tenure Track Faculty

Figures 3a through 3e display the historical percentage differences between Missouri State University salaries and CUPA comparison salaries for the different faculty groups. Due to changes in how CUPA collects and reports data for non-tenure track faculty, these historical comparisons end with the 2023–2024 academic year.

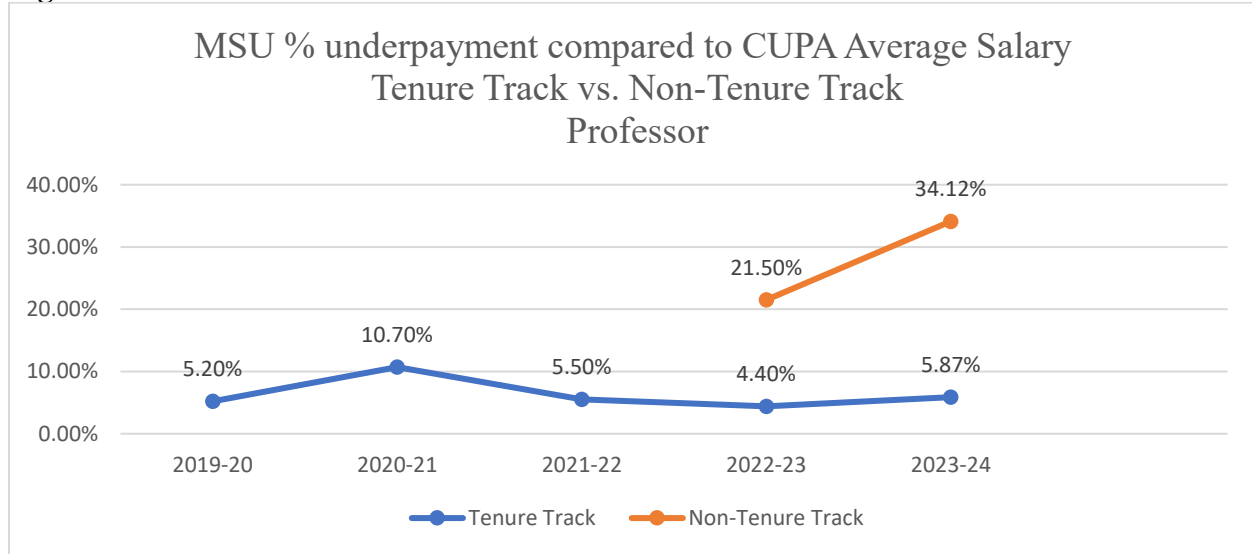
Figure 3a.



Note: Beginning in 2024-2025, CUPA discontinued rank-based reporting for Non-Tenure Track faculty. This historical series ends in 2023-2024.

Source: 2032-2024 CUPA Faculty 4-digit Index Report

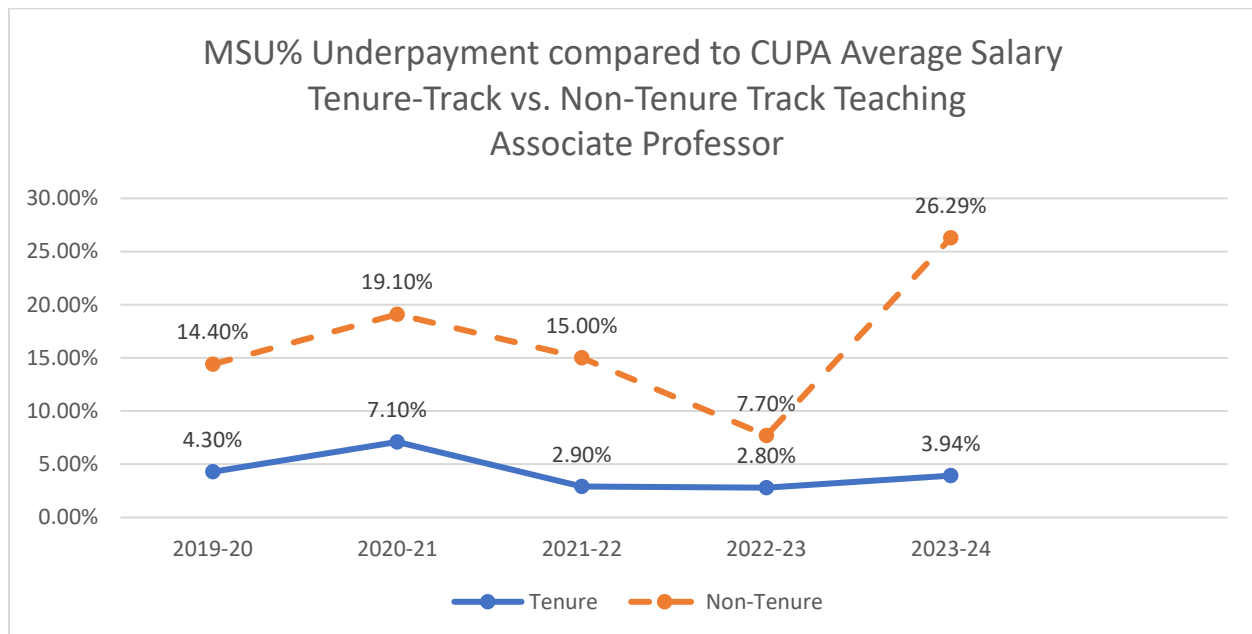
Figure 3b.



Note: Beginning in 2024-2025, CUPA discontinued rank-based reporting for Non-Tenure Track faculty. This historical series ends in 2023-2024.

Source: 2023-2024 CUPA Faculty 4-digit Index Report

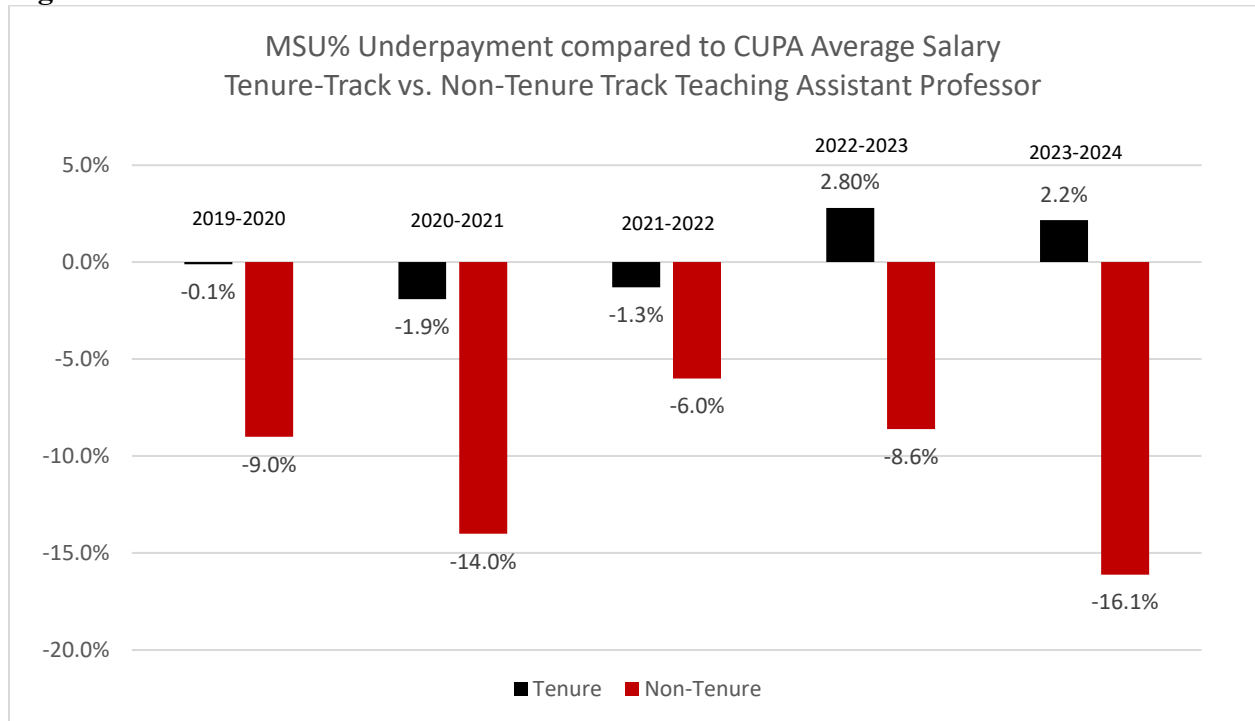
Figure 3c.



Note: Beginning in 2024-2025, CUPA discontinued rank-based reporting for Non-Tenure Track faculty. This historical series ends in 2023-2024.

Source: 2023-2024 CUPA Faculty 4-digit Index Report

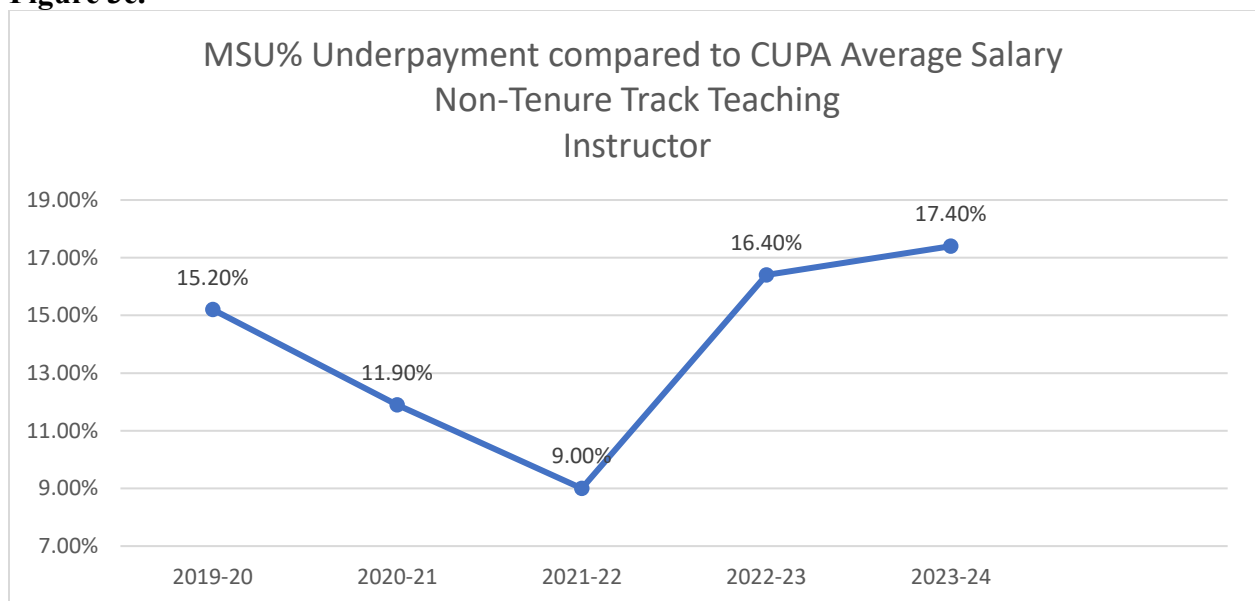
Figure 3d.



Note: Beginning in 2024-2025, CUPA discontinued rank-based reporting for Non-Tenure Track faculty. This historical series ends in 2023-2024.

Source: 2023-2024 CUPA Faculty 4-digit Index Report

Figure 3e.



Note: Beginning in 2024-2025, CUPA discontinued rank-based reporting for Non-Tenure Track faculty. This historical series ends in 2023-2024.

Source: 2023-2024 CUPA Faculty 4-digit Index Report

Library Faculty

Missouri State University Library faculty are expected to meet both the professional expectations associated with positions benchmarked through the CUPA Professional Survey and the expectations of tenure-track faculty appointments. Library faculty are considered faculty by Missouri State University but are classified as staff by CUPA. Consequently, they are not included in the faculty data presented in this report. Given the small number of library faculty, individual salary comparisons are not presented separately. Review of the 2025–2026 CUPA data indicates that library faculty salaries vary in relation to CUPA benchmarks, with most of the comparable MSU salaries exceeding the corresponding CUPA averages. One MSU salary included in the CUPA data was not annualized appropriately for reporting purposes.

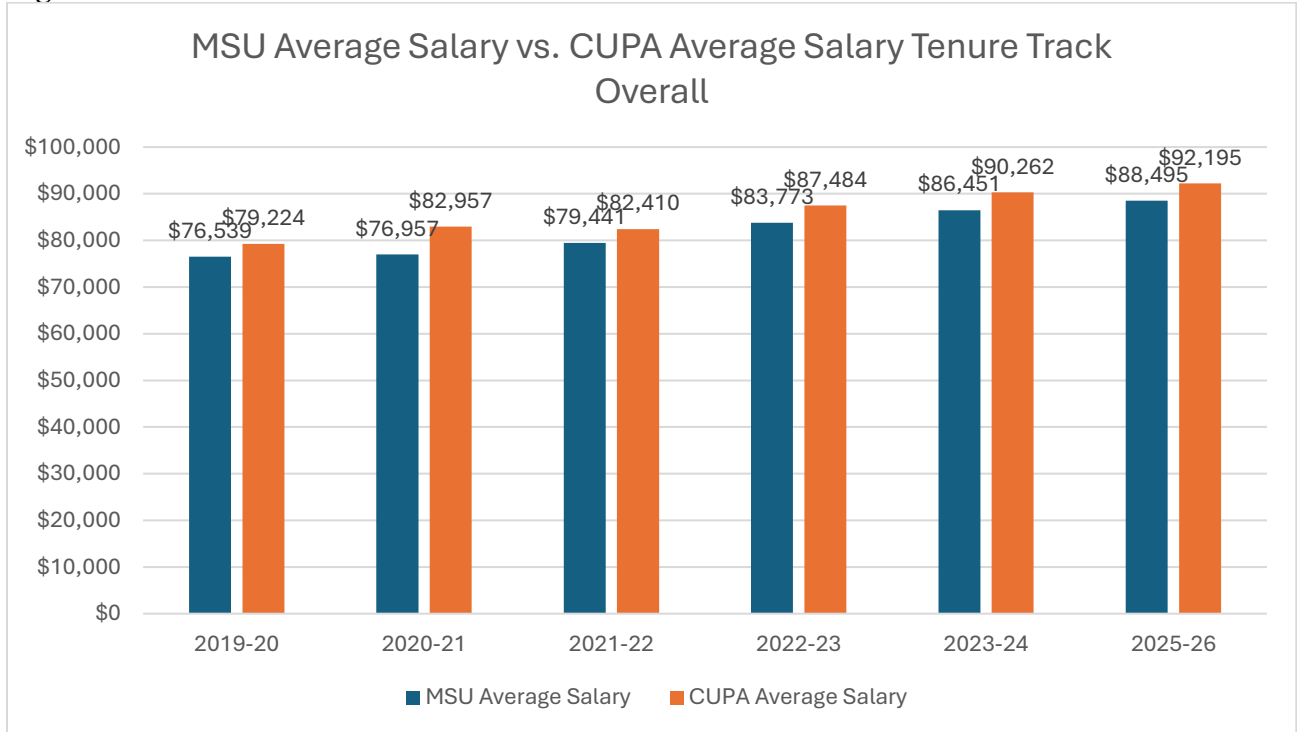
Means versus medians

Previous reports have examined both average (mean) and median salaries when comparing Missouri State University faculty salaries with CUPA benchmarks. An average is calculated using all salaries in a group and can be affected by particularly high or low salaries. The median is the midpoint of the salaries in a group, meaning that half of the salaries fall above it and half fall below it. Looking at both provides a more complete picture of faculty compensation.

Figures 4a through 4d present comparisons using both measures for tenure-track and non-tenure track faculty. For 2025–2026, both the average and median comparisons show that Missouri State faculty salaries remain below the CUPA comparison group.

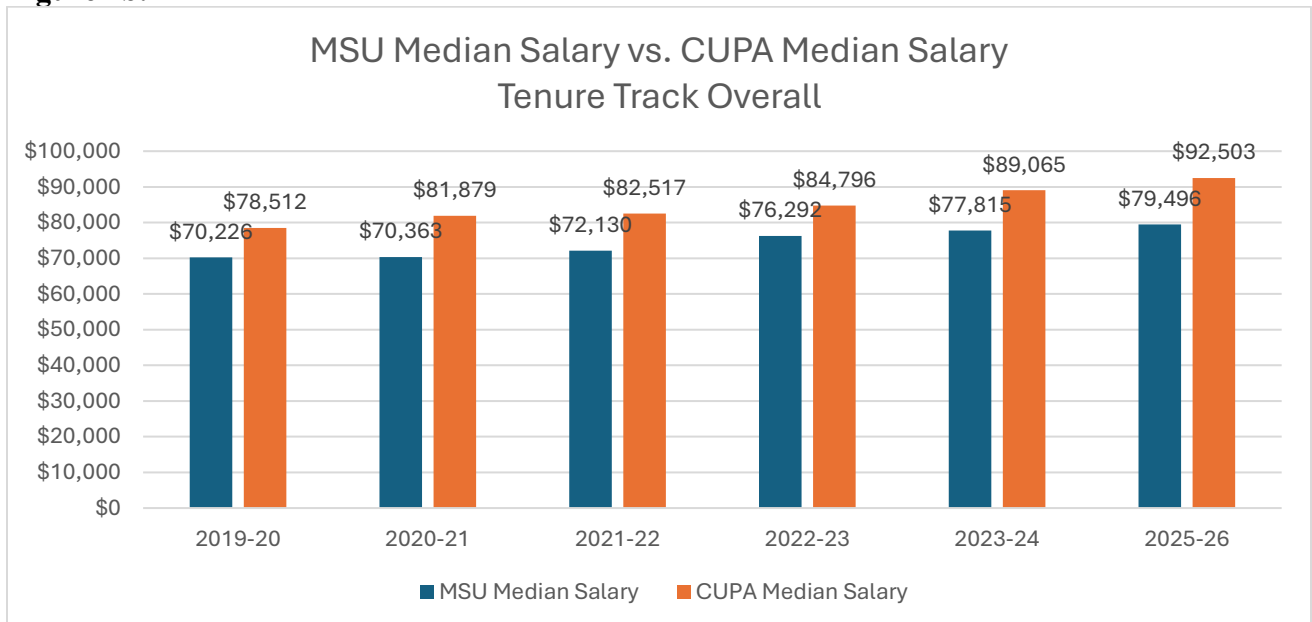
For non-tenure track faculty, additional caution is needed when comparing 2025–2026 with earlier years. As discussed previously, CUPA changed how it collects and reports non-tenure track faculty data beginning in 2024–2025. The 2025–2026 average salary shown in this section comes from the CUPA Faculty Multi-Discipline Report, while the median comes from the CUPA Years in Position Report. Because these reports use the current CUPA methodology, the 2025–2026 non-tenure track results should not be treated as directly comparable with the earlier years shown in the figures. They do, however, provide a clear picture of how Missouri State non-tenure track salaries compare with the current CUPA benchmark.

Figure 4a.



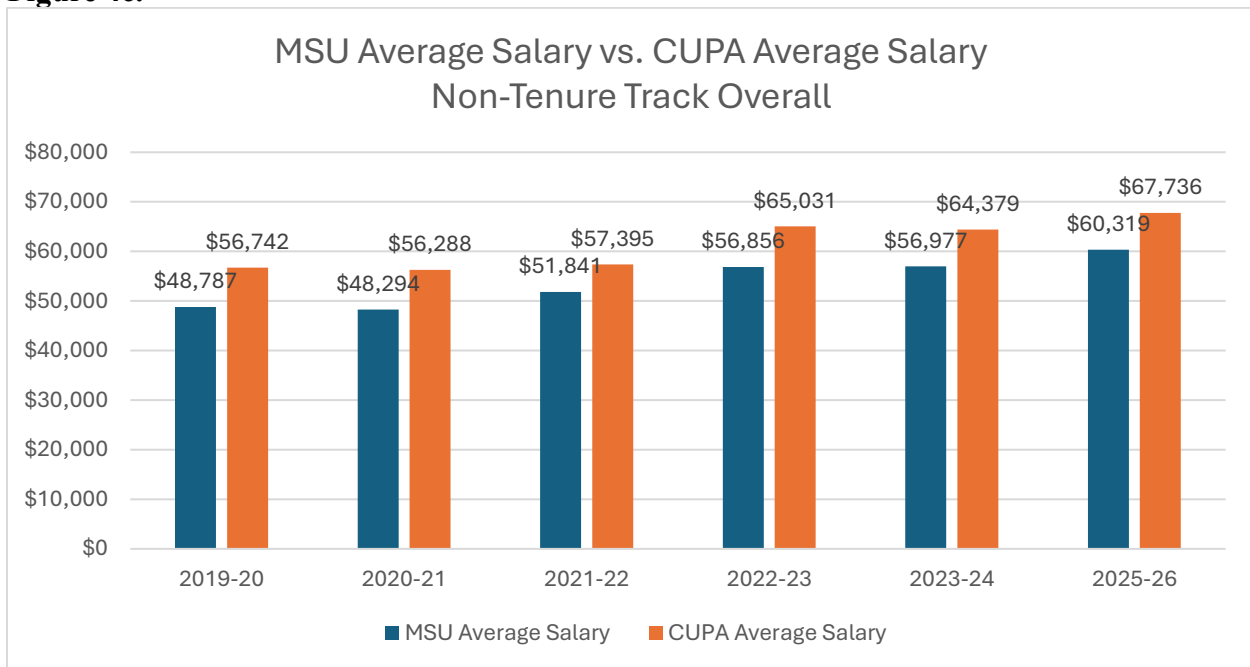
Source: 2025-2026 CUPA Faculty 4-digit Index Report; historical data from the 2023-2024 CUPA Faculty 4-digit Index Report

Figure 4b.



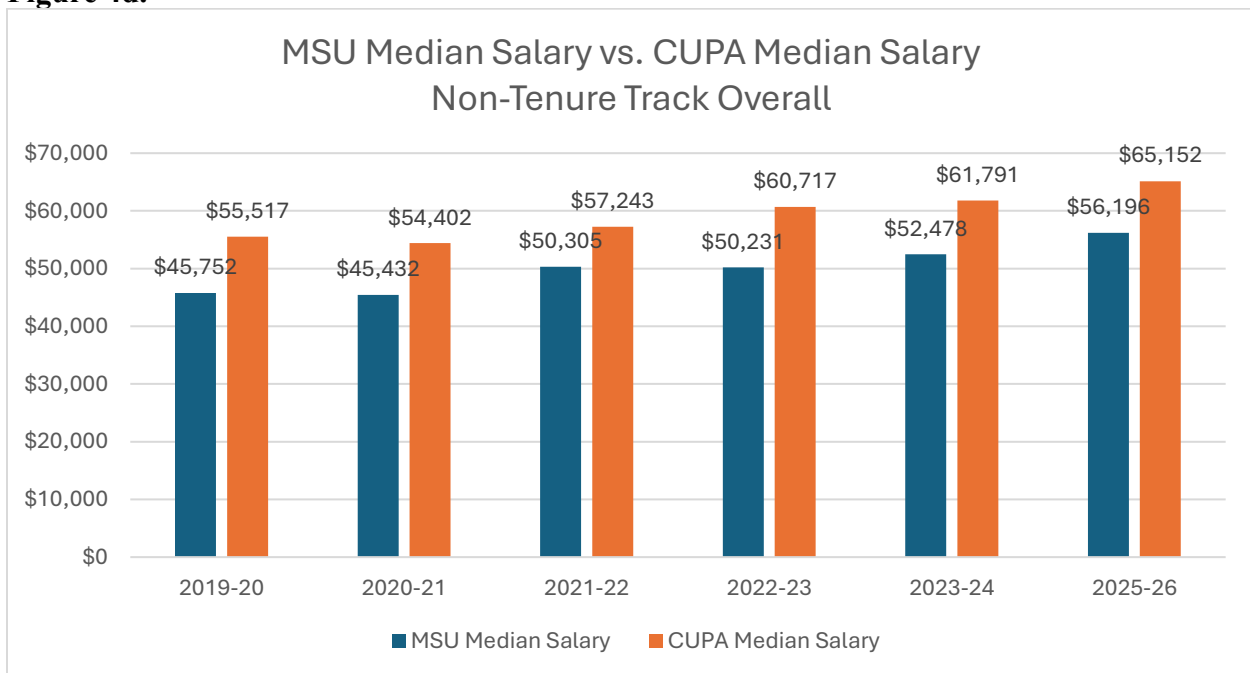
Source: 2025-2026 CUPA Faculty 4-digit Index Report; historical data from the 2023-2024 CUPA Faculty 4-digit Index Report

Figure 4c.



Source: 2025-2026 CUPA Faculty 4-digit Index Report; historical data from the 2023-2024 CUPA Faculty 4-digit Index Report

Figure 4d.



Source: 2025-2026 CUPA Faculty 4-digit Index Report; historical data from the 2023-2024 CUPA Faculty 4-digit Index Report

Equity Adjustments

No equity adjustments were awarded during the 2025–2026 academic year. The previous committee summarized trends in equity adjustments from fall 2019 through spring 2025. Equity adjustments are awarded as funding is available.

Inflation, faculty purchasing power, and cumulative salary gaps

The CUPA comparisons measure faculty salary competitiveness relative to other institutions. Inflation provides a complementary measure: whether faculty salaries have kept pace with changes in consumer prices. An increase in nominal salary does not necessarily represent an increase in purchasing power.

Inflation and purchasing power

This analysis uses December-to-December changes in the national Consumer Price Index for All Urban Consumers (CPI-U), all items, U.S. city average, not seasonally adjusted (series CUUR0000SA0; 1982–84 = 100). December-to-December inflation measures the percentage change in consumer prices over the preceding 12 months. The CPI-U rose from 256.974 in December 2019 to 324.054 in December 2025, a cumulative increase of 26.1%. These December endpoints correspond to the starting calendar years of the 2019–2020 and 2025–2026 academic-year salary observations. Cumulative inflation is calculated using the ratio of published CPI index levels, which avoids rounding differences from compounding annual inflation rates reported to one decimal place.

For each faculty group, the salary needed in 2025–2026 to preserve the purchasing power of its 2019–2020 average is calculated as: 2019–2020 MSU average salary $\times$ (324.054 $\div$ 256.974). The real percentage change is calculated as: [(2025–2026 salary $\div$ 2019–2020 salary) $\div$ (324.054 $\div$ 256.974) – 1] $\times$ 100.

Table 1. MSU average salaries and purchasing power, 2019–2020 to 2025–2026

Faculty group	2019–20 salary	2025–26 salary	Salary needed to match inflation	Real change
All tenured / tenure-track	\$76,539	\$88,495	\$96,519	-8.3%
Professor	\$87,276	\$99,088	\$110,058	-10.0%
Associate Professor	\$73,058	\$84,924	\$92,129	-7.8%
Assistant Professor	\$67,159	\$78,937	\$84,690	-6.8%

The overall tenured and tenure-track average salary increased by 15.6%, from \$76,539 to \$88,495. Preserving its 2019–2020 purchasing power would have required approximately \$96,519 in 2025–2026, leaving a shortfall of \$8,024. The resulting real decline is 8.3%. Professor and Associate Professor average salaries also show declines in purchasing power, of approximately 10.0% and 7.8%, respectively.

These results describe changes in group averages, not the salary history of the same faculty members. Hiring, departures, promotions, and changes in discipline or rank composition can affect the averages. The national CPI is a broad inflation benchmark and does not measure Springfield-specific inflation or any individual household expenses.

Cumulative salary gaps relative to CUPA

To illustrate the recurring nature of the CUPA salary differences, Table 2 sums the annual CUPA average minus the MSU average for each group in the six academic years with reported data: 2019–2020, 2020–2021, 2021–2022, 2022–2023, 2023–2024, and 2025–2026. No value is estimated for the missing 2024–2025 year. Positive values indicate that the CUPA benchmark exceeds the MSU average; negative values indicate that the MSU average exceeds CUPA. These are signed gaps, so years above the benchmark offset years below it.

Table 2. Annual and cumulative CUPA-minus-MSU average salary gaps

Academic year	All tenured / tenure-track	Professor	Associate Professor	Assistant Professor
2019–20	\$2,685	\$4,778	\$3,291	\$65
2020–21	\$6,000	\$10,359	\$5,642	\$1,364
2021–22	\$2,969	\$5,254	\$2,328	\$877
2022–23	\$3,711	\$4,294	\$2,256	\$-2,154
2023–24	\$3,811	\$6,029	\$3,361	\$-1,715
2025–26	\$3,700	\$6,260	\$3,804	\$87
Six-year sum	\$22,876	\$36,974	\$20,682	\$-1,476

The cumulative benchmark difference is \$22,876 for the overall tenured and tenure-track average, \$36,974 for Professors, and \$20,682 for Associate Professors. For Assistant Professors, the signed sum is –\$1,476, meaning that salaries above CUPA in 2022–2023 and 2023–2024 more than offset earlier shortfalls. This contrasts with the purchasing-power result: alignment with a peer salary benchmark does not necessarily mean that salaries have kept pace with inflation.

These sums are illustrative comparisons of annual group averages, not estimates of lost wages for a particular faculty member or total university payroll obligations. They are expressed in nominal dollars and are not inflation-adjusted. CUPA comparison groups changed during the reporting period, and the faculty composing each MSU rank also changed. The rows for all tenured and tenure-track faculty, and for individual ranks overlap and should not be added together. The CUPA gaps and inflation shortfalls measure different comparisons and should not be added together either.

Interpreting geographic cost-of-living comparisons

Inflation measures changes in prices over time; geographic cost-of-living comparisons measure differences in price levels across locations. A lower local price level can improve the purchasing power of a given salary, but does not by itself establish that compensation is competitive for every faculty rank or discipline. Any geographic adjustment should identify the index, reference

year, locations, weighting method, and salary groups compared. Aggregate results for tenured/tenure-track faculty, non-tenure-track faculty, or staff can conceal differences within those groups. The committee should request rank- and discipline-level results where available before drawing conclusions from the cost-of-living comparison discussed in committee correspondence.

Sources and calculation notes

Salary inputs: Figures 1a–1d of this report. The 2025–2026 tenure-track values were verified against page 1 of the CUPA Tenure-Track 2- and 4-Digit Index Report; Assistant Professor averages include new hires. CPI levels: U.S. Bureau of Labor Statistics, Consumer Price Index releases for December 2019 (January 14, 2020) and December 2025 (January 13, 2026), Table 1. Accessed October 6, 2026. Dollar results are rounded to the nearest dollar; percentages to one decimal place.

https://www.bls.gov/news.release/archives/cpi_01142020.htm

https://www.bls.gov/news.release/archives/cpi_01132026.htm

<https://www.cupahr.org/research-data/about-our-surveys/faculty-methodology/>

Conclusions and recommendations

The data presented in this report continue to show that Missouri State University faculty salaries generally fall below those of the institutions used for comparison by CUPA. In 2025–2026, the average salary for tenured and tenure-track faculty at Missouri State University was \$88,495, compared with \$92,195 for the CUPA comparison group, a difference of \$3,700.

The size of the salary difference varies by faculty rank. Professors at MSU earned an average of \$6,260 less than the CUPA average, while Associate Professors earned an average of \$3,804 less. Assistant Professor salaries were much closer to the CUPA benchmark. The average salary for MSU Assistant Professors was \$78,937, compared with \$79,024 for the CUPA comparison group, a difference of only \$87 below the benchmark. In other words, Assistant Professor salaries are currently approximately in line with the CUPA comparison group, while larger salary differences remain at the Associate Professor and Professor ranks.

No equity adjustments were awarded during the 2025–2026 academic year. Previous committee reports have documented equity adjustments awarded in prior years. Because no adjustments were awarded during the current reporting period, there is no distribution of equity adjustments to evaluate for 2025–2026. However, salary differences relative to CUPA benchmarks remain, particularly at the Associate Professor and Professor ranks.

The differences across faculty ranks warrant continued attention. While Assistant Professor salaries are currently close to the CUPA average, salaries at the Associate Professor and Professor ranks are further below their respective CUPA averages. This pattern does not, by itself, explain why these differences exist, but it indicates that salary competitiveness may become more difficult to maintain at the higher academic ranks. Continued monitoring will help determine whether this pattern persists over time.

The inflation analysis adds further concern: increases in average faculty salaries have not kept pace with consumer prices. Using December-to-December national CPI-U inflation, the overall tenured and tenure-track average salary declined by approximately 8.3% in purchasing power between 2019–2020 and 2025–2026. Real declines occurred at all three faculty ranks, including Assistant Professors, whose salaries were approximately aligned with the CUPA benchmark. The committee therefore recommends considering both competitiveness relative to appropriate CUPA peers and changes in purchasing power when evaluating future salary adjustments.

Overall, the 2025–2026 data indicate that faculty salary competitiveness remains an area of concern, particularly for Associate Professors and Professors. The committee recommends continued review of faculty salaries in relation to appropriate CUPA benchmarks and a clear and consistent process for addressing salary equity when funding for adjustments is available.

**Appendix A. CUPA Award Level Focus: Undergraduate/Graduate – Master’s,
Undergraduate/Graduate – Doctorate, 2025-2026**

Arkansas Tech University (Russellville, AR)
Austin Peay State University (Clarksville, TN)
Bowie State University (Bowie, MD)
Bridgewater State University (Bridgewater, MA)
Buffalo State College, State University of New York (Buffalo, NY)
Central Connecticut State University (New Britain, CT)
Central Washington University (Ellensburg, WA)
Clayton State University (Morrow, GA)
Coastal Carolina University (Conway, SC)
College of Charleston (Charleston, SC)
Columbus State University (Columbus, GA)
Dakota State University (Madison, SD)
Eastern Illinois University (Charleston, IL)
Eastern Kentucky University (Richmond, KY)
Eastern Washington University (Cheney, WA)
Emporia State University (Emporia, KS)
Ferris State University (Big Rapids, MI)
Fitchburg State University (Fitchburg, MA)
Florida Gulf Coast University (Fort Myers, FL)
Fort Hays State University (Hays, KS)
Framingham State University (Framingham, MA)
Frostburg State University (Frostburg, MD)
Governors State University (University Park, IL)
Grand Valley State University (Allendale, MI)
Indiana State University (Terre Haute, IN)
Metropolitan State University (Saint Paul, MN)
Metropolitan State University of Denver (Denver, CO)
Midwestern State University (Wichita Falls, TX)
Minnesota State University Moorhead (Moorhead, MN)
Minnesota State University, Mankato (Mankato, MN)
Murray State University (Murray, KY)
New Jersey City University (Jersey City, NJ)
Northeastern Illinois University (Chicago, IL)
Northeastern State University (Tahlequah, OK)
Northern Kentucky University (Highland Heights, KY)
Northwest Missouri State University (Maryville, MO)
Pittsburg State University (Pittsburg, KS)
Plymouth State University (Plymouth, NH)
Purdue University Fort Wayne (Fort Wayne, IN)
Purdue University Northwest- Hammond (Hammond, IN)
Radford University (Radford, VA)
Ramapo College of New Jersey (Mahwah, NJ)
Rhode Island College (Providence, RI)

SUNY Brockport (Brockport, NY)
Salem State University (Salem, MA)
Salisbury University (Salisbury, MD)
Southeast Missouri State University (Cape Girardeau, MO)
Southeastern Louisiana University (Hammond, LA)
Southern Illinois University Edwardsville (Edwardsville, IL)
Southern Oregon University (Ashland, OR)
Southern Utah University (Cedar City, UT)
Southwest Minnesota State University (Marshall, MN)
Southwestern Oklahoma State University (Weatherford, OK)
St. Cloud State University (Saint Cloud, MN)
State University of New York At Oswego (Oswego, NY)
State University of New York College at Cortland (Cortland, NY)
State University of New York at Oneonta (Oneonta, NY)
Stephen F. Austin State University (Nacogdoches, TX)
Stockton University (Galloway, NJ)
Texas A&M International University (Laredo, TX)
The Citadel, the Military College of South Carolina (Charleston, SC)
Towson University (Baltimore, MD)
Troy University (Troy, AL)
University of Baltimore (Baltimore, MD)
University of Central Arkansas (Conway, AR)
University of Central Missouri (Warrensburg, MO)
University of Central Oklahoma (Edmond, OK)
University of Houston - Downtown (Houston, TX)
University of Maryland Global Campus (Adelphi, MD)
University of Michigan-Flint (Flint, MI)
University of Minnesota-Duluth (Duluth, MN)
University of Nebraska at Kearney (Kearney, NE)
University of North Alabama (Florence, AL)
University of North Carolina at Pembroke (Pembroke, NC)
University of North Georgia (Dahlonega, GA)
University of North Texas At Dallas (Dallas, TX)
University of Northern Iowa (Cedar Falls, IA)
University of South Carolina Aiken (Aiken, SC)
University of Southern Indiana (Evansville, IN)
University of Tennessee at Chattanooga (Chattanooga, TN)
University of Tennessee at Martin (Martin, TN)
University of Texas Permian Basin (Odessa, TX)
University of West Georgia (Carrollton, GA)
University of Wisconsin-Oshkosh (Oshkosh, WI)
University of Wisconsin-Stout (Menomonie, WI)
University of Wisconsin-Whitewater (Whitewater, WI)
Utah Valley University (Orem, UT)
Valdosta State University (Valdosta, GA)
Washburn University (Topeka, KS)

Wayne State College (Wayne, NE)
Weber State University (Ogden, UT)
Western Carolina University (Cullowhee, NC)
Western Colorado University (Gunnison, CO)
Western Illinois University (Macomb, IL)
Western Kentucky University (Bowling Green, KY)
Western Washington University (Bellingham, WA)
William Paterson University of New Jersey (Wayne, NJ)
Winona State University (Winona, MN)
Winthrop University (Rock Hill, SC)
Youngstown State University (Youngstown, OH)

Appendix B. CUPA Public Doctoral/Professional Institutions/ Public Masters Institutions 2023-2024

Adams State University (Alamosa, CO)
Appalachian State University (Boone, NC)
Arkansas Tech University (Russellville, AR)
Austin Peay State University (Clarksville, TN)
Bowie State University (Bowie, MD)
Bridgewater State University (Bridgewater, MA)
Buffalo State College, State University of New York (Buffalo, NY)
Central Connecticut State University (New Britain, CT)
Central Washington University (Ellensburg, WA)
Coastal Carolina University (Conway, SC)
Columbus State University (Columbus, GA)
Delta State University (Cleveland, MS)
Eastern Illinois University (Charleston, IL)
Eastern Kentucky University (Richmond, KY)
Eastern Washington University (Cheney, WA)
Emporia State University (Emporia, KS)
Ferris State University (Big Rapids, MI)
Fitchburg State University (Fitchburg, MA)
Florida Gulf Coast University (Fort Myers, FL)
Fort Hays State University (Hays, KS)
Framingham State University (Framingham, MA)
Frostburg State University (Frostburg, MD)
Georgia College & State University (Milledgeville, GA)
Governors State University (University Park, IL)
Grand Valley State University (Allendale, MI)
Indiana State University (Terre Haute, IN)
McNeese State University (Lake Charles, LA)
Metropolitan State University of Denver (Denver, CO)
Midwestern State University (Wichita Falls, TX)
Minnesota State University Moorhead (Moorhead, MN)
Minnesota State University, Mankato (Mankato, MN)
Missouri State University (Springfield, MO)
Morehead State University (Morehead, KY)
Murray State University (Murray, KY)
New Jersey City University (Jersey City, NJ)
Northeastern State University (Tahlequah, OK)
Northern Kentucky University (Highland Heights, KY)
Northwest Missouri State University (Maryville, MO)
Plymouth State University (Plymouth, NH)
Purdue University Northwest- Hammond (Hammond, IN)
Radford University (Radford, VA)
Ramapo College of New Jersey (Mahwah, NJ)
Rhode Island College (Providence, RI)

SUNY Brockport (Brockport, NY)
Salem State University (Salem, MA)
Salisbury University (Salisbury, MD)
Southeast Missouri State University (Cape Girardeau, MO)
Southeastern Louisiana University (Hammond, LA)
Southern Illinois University Edwardsville (Edwardsville, IL)
Southern Oregon University (Ashland, OR)
Southern Utah University (Cedar City, UT)
Southwest Minnesota State University (Marshall, MN)
Southwestern Oklahoma State University (Weatherford, OK)
St. Cloud State University (Saint Cloud, MN)
State University of New York at Oswego (Oswego, NY)
Stephen F. Austin State University (Nacogdoches, TX)
Texas A&M International University (Laredo, TX)
Texas Woman's University (Denton, TX)
The Citadel, the Military College of South Carolina (Charleston, SC)
Towson University (Baltimore, MD)
Troy University (Troy, AL)
University of Alaska Anchorage (Anchorage, AK)
University of Baltimore (Baltimore, MD)
University of Central Arkansas (Conway, AR)
University of Central Missouri (Warrensburg, MO)
University of Central Oklahoma (Edmond, OK)
University of Houston - Clear Lake (Houston, TX)
University of Houston - Downtown (Houston, TX)
University of Illinois at Springfield (Springfield, IL)
University of Maryland University College (Adelphi, MD)
University of Michigan-Dearborn (Dearborn, MI)
University of Michigan-Flint (Flint, MI)
University of Minnesota Duluth (Duluth, MN)
University of Nebraska at Kearney (Kearney, NE)
University of North Alabama (Florence, AL)
University of North Carolina at Pembroke (Pembroke, NC)
University of North Georgia (Dahlonega, GA)
University of North Texas at Dallas (Dallas, TX)
University of Northern Colorado (Greeley, CO)
University of Northern Iowa (Cedar Falls, IA)
University of Tennessee at Chattanooga (Chattanooga, TN)
University of Texas of the Permian Basin (Odessa, TX)
University of West Florida (Pensacola, FL)
University of West Georgia (Carrollton, GA)
University of Wisconsin-Oshkosh (Oshkosh, WI)
University of Wisconsin-Stout (Menomonie, WI)
Utah Valley University (Orem, UT)
Valdosta State University (Valdosta, GA)
Wayne State College (Wayne, NE)

Weber State University (Ogden, UT)
West Texas A&M University (Canyon, TX)
Western Carolina University (Cullowhee, NC)
Western Illinois University (Macomb, IL)
Western Kentucky University (Bowling Green, KY)
Western New Mexico University (Silver City, NM)
Western Washington University (Bellingham, WA)
Winthrop University (Rock Hill, SC)
Worcester State University (Worcester, MA)
Youngstown State University (Youngstown, OH)

Appendix C. CUPA Public Doctoral/Professional Institutions, 2022-2023

Eastern Kentucky University (Richmond, KY)
Ferris State University (Big Rapids, MI)
Florida Gulf Coast University (Fort Myers, FL)
Grand Valley State University (Allendale, MI)
Indiana State University (Terre Haute, IN)
Lamar University (Beaumont, TX)
Northern Kentucky University (Highland Heights, KY)
Radford University (Radford, VA)
Southern Illinois University Edwardsville (Edwardsville, IL)
Texas Woman's University (Denton, TX)
University of Central Arkansas (Conway, AR)
University of Houston - Clear Lake (Houston, TX)
University of Michigan-Flint (Flint, MI)
University of Northern Colorado (Greeley, CO)
University of Tennessee at Chattanooga (Chattanooga, TN)
University of West Georgia (Carrollton, GA)
University of Wisconsin-La Crosse (La Crosse, WI)
University of Wisconsin-Oshkosh (Oshkosh, WI)
Valdosta State University (Valdosta, GA)
Western Carolina University (Cullowhee, NC)
Western Kentucky University (Bowling Green, KY)
Winston-Salem State University (Winston-Salem, NC)

Appendix D. CUPA Public Doctoral/Professional Institutions, 2021-2022

Augusta University (Augusta, GA)
California State University-Fresno (Fresno, CA)
Ferris State University (Big Rapids, MI)
Grand Valley State University (Allendale, MI)
Indiana State University (Terre Haute, IN)
Indiana University of Pennsylvania (Indiana, PA)
Lamar University (Beaumont, TX)
Metropolitan State University (Saint Paul, MN)
Middle Tennessee State University (Murfreesboro, TN)
Northern Kentucky University (Highland Heights, KY)
Sam Houston State University (Huntsville, TX)
Southern Illinois University Edwardsville (Edwardsville, IL)
Stephen F. Austin State University (Nacogdoches, TX)
Texas A&M University - Commerce (Commerce, TX)
Texas Woman's University (Denton, TX)
Towson University (Baltimore, MD)
University of Central Arkansas (Conway, AR)
University of Hawaii at Hilo (Hilo, HI)
University of Louisiana at Monroe (Monroe, LA)
University of Michigan-Flint (Flint, MI)
University of Northern Colorado (Greeley, CO)
University of North Florida (Jacksonville, FL)
University of Tennessee at Chattanooga (Chattanooga, TN)
University of Texas at Tyler (Tyler, TX)
University of West Georgia (Carrollton, GA)
Valdosta State University (Valdosta, GA)
Washburn University (Topeka, KS)
Western Kentucky University (Bowling Green, KY)

Appendix E. CUPA Public Masters Institutions, 2019-2020

Adams State University (Alamosa, CO)
Arkansas Tech University (Russellville, AR)
Auburn University at Montgomery (Montgomery, AL)
Austin Peay State University (Clarksville, TN)
Bemidji State University (Bemidji, MN)
Black Hills State University (Spearfish, SD)
Bowie State University (Bowie, MD)
Bridgewater State University (Bridgewater, MA)
Chadron State College (Chadron, NE)
Christopher Newport University (Newport News, VA)
Coastal Carolina University (Conway, SC)
College of Charleston (Charleston, SC)
Coppin State University (Baltimore, MD)
Dakota State University (Madison, SD)
Delta State University (Cleveland, MS)
East Central University (Ada, OK)
Eastern Kentucky University (Richmond, KY)
Eastern Oregon University (La Grande, OR)
Eastern Washington University (Cheney, WA)
Emporia State University (Emporia, KS)
Fitchburg State University (Fitchburg, MA)
Florida Gulf Coast University (Fort Myers, FL)
Fort Hays State University (Hays, KS)
Frostburg State University (Frostburg, MD)
Georgia College & State University (Milledgeville, GA)
Governors State University (University Park, IL)
Henderson State University (Arkadelphia, AR)
Jacksonville State University (Jacksonville, AL)
James Madison University (Harrisonburg, VA)
McNeese State University (Lake Charles, LA)
Minnesota State University, Mankato (Mankato, MN)
Minnesota State University Moorhead (Moorhead, MN)
Minot State University (Minot, ND)
Mississippi University for Women (Columbus, MS)
Montana State University - Billings (Billings, MT)
Montana Tech of The University of Montana (Butte, MT)
Morehead State University (Morehead, KY)
Murray State University (Murray, KY)
New Jersey City University (Jersey City, NJ)
Nicholls State University (Thibodaux, LA)
Northeastern Illinois University (Chicago, IL)
Northeastern State University (Tahlequah, OK)
Northern Michigan University (Marquette, MI)
Northern State University (Aberdeen, SD)

Northwest Missouri State University (Maryville, MO)
 Peru State College (Peru, NE)
 Pittsburg State University (Pittsburg, KS)
 Plymouth State University (Plymouth, NH)
 Prairie View A & M University (Prairie View, TX)
 Purdue University Fort Wayne (Fort Wayne, IN)
 Radford University (Radford, VA)
 Ramapo College of New Jersey (Mahwah, NJ)
 Rhode Island College (Providence, RI)
 Saginaw Valley State University (University Center, MI)
 Salisbury University (Salisbury, MD)
 Southeastern Louisiana University (Hammond, LA)
 Southeast Missouri State University (Cape Girardeau, MO)
 Southern Oregon University (Ashland, OR)
 Southern Utah University (Cedar City, UT)
 Southwestern Oklahoma State University (Weatherford, OK)
 Southwest Minnesota State University (Marshall, MN)
 State University of New York at Oneonta (Oneonta, NY)
 State University of New York College at Brockport (Brockport, NY)
 State University of New York College at Cortland (Cortland, NY)
 State University of New York College at Oswego (Oswego, NY)
 State University of New York Empire State College (Saratoga Springs, NY)
 St. Cloud State University (Saint Cloud, MN)
 Tarleton State University (Stephenville, TX)
 Texas A & M International University (Laredo, TX)
 The Citadel, the Military College of South Carolina (Charleston, SC)
 Troy University (Troy, AL)
 University of Alaska Anchorage (Anchorage, AK)
 University of Alaska Southeast (Juneau, AK)
 University of Baltimore (Baltimore, MD)
 University of Central Missouri (Warrensburg, MO)
 University of Central Oklahoma (Edmond, OK)
 University of Houston - Clear Lake (Houston, TX)
 University of Houston - Victoria (Victoria, TX)
 University of Illinois at Springfield (Springfield, IL)
 University of Maryland University College (Adelphi, MD)
 University of Michigan-Dearborn (Dearborn, MI)
 University of Minnesota Duluth (Duluth, MN)
 University of Montevallo (Montevallo, AL)
 University of Nebraska at Kearney (Kearney, NE)
 University of North Alabama (Florence, AL)
 University of North Carolina at Pembroke (Pembroke, NC)
 University of Northern Iowa (Cedar Falls, IA)
 University of North Georgia (Dahlonega, GA)
 University of South Florida Manatee-Sarasota (Sarasota, FL)
 University of South Florida St. Petersburg (St. Petersburg, FL)

University of Tennessee at Martin (Martin, TN)
University of West Florida (Pensacola, FL)
University of Wisconsin-Eau Claire (Eau Claire, WI)
University of Wisconsin-Green Bay (Green Bay, WI)
University of Wisconsin-La Crosse (La Crosse, WI)
University of Wisconsin-Stevens Point (Stevens Point, WI)
University of Wisconsin-Stout (Menomonie, WI)
Wayne State College (Wayne, NE)
Weber State University (Ogden, UT)
Western Carolina University (Cullowhee, NC)
Western Illinois University (Macomb, IL)
Western New Mexico University (Silver City, NM)
Western Oregon University (Monmouth, OR)
Western Washington University (Bellingham, WA)
Westfield State University (Westfield, MA)
West Texas A & M University (Canyon, TX)
Winona State University (Winona, MN)
Winston-Salem State University (Winston-Salem, NC)
Winthrop University (Rock Hill, SC)
Worcester State University (Worcester, MA)
Youngstown State University (Youngstown, OH)