



**INSTRUCTIONAL OUTPUT
AND FACULTY SALARY COSTS
OF THE STATE-RELATED
AND STATE-OWNED UNIVERSITIES**

**Staff Analysis of 2002-03 Data
Reported Under 2002 Appropriations Acts
and Public School Code
February 2004**



Staff Report
General Assembly of the Commonwealth of Pennsylvania
JOINT STATE GOVERNMENT COMMISSION
108 Finance Building
Harrisburg, Pennsylvania 17120

The release of this report should not be interpreted as an endorsement by the members of the Executive Committee of the Joint State Government Commission of all the findings, recommendations and conclusions contained in this report.

**JOINT STATE GOVERNMENT COMMISSION
ROOM 108 FINANCE BUILDING
HARRISBURG PA 17120-0018**

**717-787-4397
FAX 717-787-7020**

**E-mail: jntst02@legis.state.pa.us
Website: <http://jsg.legis.state.pa.us>**

The Joint State Government Commission was created by act of July 1, 1937 (P.L.2460, No.459) as amended, as a continuing agency for the development of facts and recommendations on all phases of government for the use of the General Assembly.

JOINT STATE GOVERNMENT COMMISSION, 2004

OFFICERS

Senator Roger A. Madigan, Chair

Representative Jeffrey W. Coy, Treasurer

EXECUTIVE COMMITTEE

Senate Members

Robert C. Jubelirer
President Pro Tempore

David J. Brightbill
Majority Leader

Robert J. Mellow
Minority Leader

Jeffrey E. Piccola
Majority Whip

Michael A. O'Pake
Minority Whip

Noah W. Wenger
Chair, Majority Caucus

Jack Wagner
Chair, Minority Caucus

House Members

John M. Perzel
Speaker

Samuel H. Smith
Majority Leader

H. William DeWeese
Minority Leader

Brett O. Feese
Majority Whip

Michael R. Veon
Minority Whip

Elinor Z. Taylor
Chair, Majority Caucus

Mark B. Cohen
Chair, Minority Caucus

MEMBER EX-OFFICIO

Senator Roger A. Madigan, Commission Chair

David L. Hostetter, Executive Director

STATE-RELATED AND STATE-OWNED UNIVERSITIES
AND BRANCH CAMPUSES
(WITH COUNTIES)

State-Related Universities

Lincoln (Chester)

Penn State University Park (Centre)
Abington (Montgomery)
Altoona (Blair)
Beaver (Beaver)
Behrend College (Erie)
Berks (Berks)
Delaware (Delaware)
DuBois (Clearfield)
Fayette (Fayette)
Great Valley (Chester)
Harrisburg (Dauphin)
Hazleton (Luzerne)
Lehigh Valley (Lehigh)
Mont Alto (Franklin)
McKeesport (Allegheny)
New Kensington (Westmoreland)
Schuylkill (Schuylkill)
Shenango (Mercer)
Wilkes-Barre (Luzerne)
Worthington Scranton (Lackawanna)
York (York)

Dickinson School of Law (Cumberland)**
Milton S. Hershey Medical Center (Dauphin)*
Pennsylvania College of Technology (Lycoming)**

Pittsburgh (Allegheny)*
Bradford Campus (McKean)
Greensburg Campus (Westmoreland)
Johnstown Campus (Cambria)
Titusville Campus (Crawford)

Temple (Philadelphia)*
Ambler Campus (Montgomery)
Harrisburg Center (Dauphin)

State-Owned Universities

Bloomsburg (Columbia)

California (Washington)

Cheyney (Delaware)

Clarion (Clarion)
Venango Campus (Venango)

East Stroudsburg (Monroe)

Edinboro (Erie)

Indiana (Indiana)
Armstrong Campus (Armstrong)
Punxsutawney Campus (Jefferson)

Kutztown (Berks)

Lock Haven (Clinton)
Clearfield Campus (Clearfield)

Mansfield (Tioga)

Millersville (Lancaster)

Shippensburg (Cumberland)

Slippery Rock (Butler)

West Chester (Chester)

*Medical School data not included in this report.
**Not included in this report.

FOREWORD

This 31st annual report summarizes the instructional outputs, instructional faculty salary costs, tuition, and Commonwealth instructional appropriations and student aid for Pennsylvania's State-related and State-owned universities--the Commonwealth's public universities.

The report is based primarily on data reported by Pennsylvania's public universities to the Pennsylvania General Assembly, as required by the annual appropriation acts for the State-related universities, and the Public School Code for the State-owned universities. These data include student credit hours and degrees, and faculty salaries and workweek activities. The report includes instructional faculty salaries, but does not include noninstructional faculty salaries. Therefore, ***average faculty salaries in the report cannot be compared to those reported in other places.*** In addition, since the university data do not include nonsalary expenditures, the report does not summarize total instructional costs for the universities. Data on tuition, Commonwealth instructional appropriations, and student aid from other sources supplement the university data.

Levels of data for 2002-03 and data trends for 1997-98 to 2002-03 are presented. ***Readers are cautioned to use the current historical tables for prior years' data, as some previous data have been revised in these tables.***

Student credit-hour and salary data are combined for the computation of a measure of cost efficiency: instructional faculty salary cost per full-time equivalent student. Tuition and instructional appropriation data are combined for the computation of a measure of cost sharing: the percentage of total instructional revenues covered by instructional appropriations.

This report is intended for use by a variety of persons or groups: by legislators for making appropriation decisions; by university administrators for evaluating policies related to faculty outputs, salaries and workloads; and by Pennsylvania citizens, for making informed judgments about the levels and shares of costs related to public higher education in the Commonwealth.

page vi blank

CONTENTS

STATE-RELATED AND STATE-OWNED UNIVERSITIES AND BRANCH CAMPUSES (WITH COUNTIES)	iv
FOREWORD.....	v
CHANGES IN FTE STUDENT ENROLLMENTS IN THE STATE-RELATED AND STATE-OWNED UNIVERSITIES, 1997-98 to 2002-03.....	xi
ESTIMATED ANNUAL COST SAVINGS FROM A DECREASE IN AVERAGE SALARY AND AN INCREASE IN AVERAGE CLASS SIZE FOR THE STATE-RELATED AND STATE-OWNED UNIVERSITIES, 2002-03.....	xii
I. CURRENT-YEAR DATA	
TABLES	
1. Full-Time Equivalent Students by Academic Level	3
2. Full-Time Equivalent Students by Academic Division and Level.....	4
3A. Lincoln University - Number and Percentage Distribution of Full-Time Equivalent Students.....	5
3B. Pennsylvania State University - Number and Percentage Distribution of Full-Time Equivalent Students.....	6
3C. University of Pittsburgh - Number and Percentage Distribution of Full-Time Equivalent Students.....	7

3D.	Temple University - Number and Percentage Distribution of Full-Time Equivalent Students	8
3E.	State-Owned Universities - Number and Percentage Distribution of Full-Time Equivalent Students	9
4.	Degrees Conferred	10
5.	Number and Workweeks of Full-Time Employed Faculty by Type of Activity	11
6.	Number and Average Instructional Salaries of Full-Time Equivalent Instructional Faculty and Percentage Distribution by Rank	12
7.	Average Instructional Faculty Salary Cost Per Full-Time Equivalent Student by Academic Division and Level	13
8A.	Lincoln University - Average Instructional Faculty Salary Cost per Full-Time Equivalent Student	14
8B.	Pennsylvania State University - Average Instructional Faculty Salary Cost per Full-Time Equivalent Student	15
8C.	University of Pittsburgh - Average Instructional Faculty Salary Cost per Full-Time Equivalent Student	16
8D.	Temple University - Average Instructional Faculty Salary Cost per Full-Time Equivalent Student	17
8E.	State-Owned Universities - Average Instructional Faculty Salary Cost per Full-Time Equivalent Student	18
9.	Average Class Sizes in Classroom Instruction by Academic Division and Level	19
10.	Academic Year Tuition and Required Fees for Full-Time Students by Academic Level and Residence	20

11.	Tuition and Fee Revenues Related to Full-Time Equivalent Students.....	21
12.	Commonwealth Instructional Appropriations Related to Full-Time Equivalent Students	22
13.	Tuition and Fee Revenues, Commonwealth Instructional Appropriations and Student Aid Related to Full-Time Equivalent Students.....	23

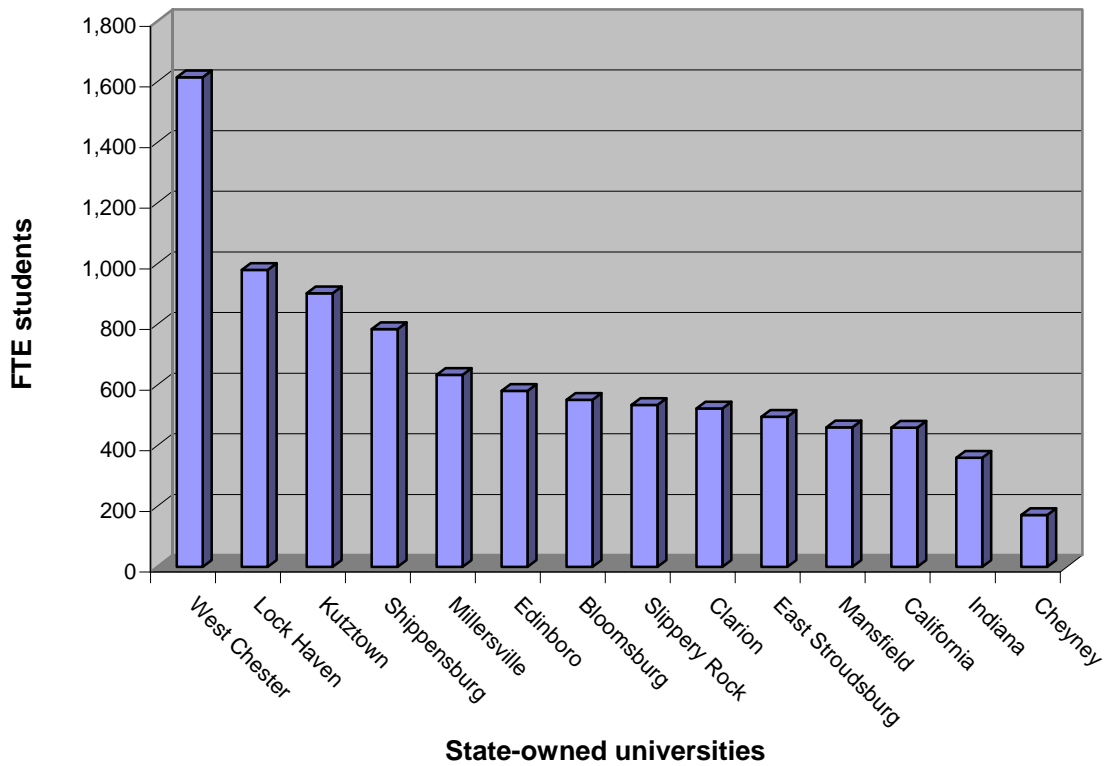
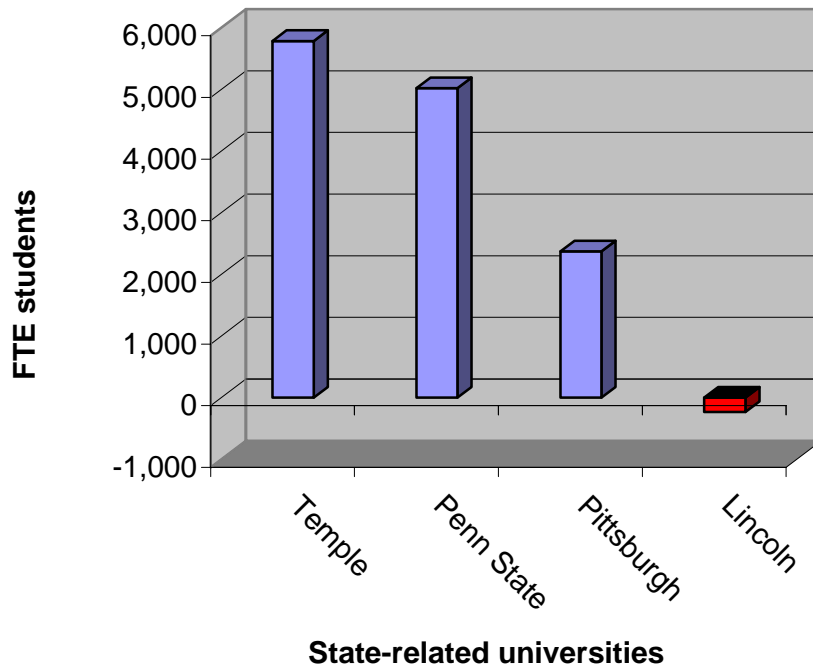
II. HISTORICAL DATA
TABLES

1.	Full-Time Equivalent Students by Academic Level.....	27
2.	Student Credit Hours by Academic Division and Level.....	28
3.	Degrees Conferred	30
4.	Number and Average Weekly Student Contact Hours of Full-Time Employed Faculty by Academic Level	31
5.	Number and Average Instructional Salaries of Full-Time Equivalent Instructional Faculty by Rank.....	32
6.	Average Instructional Faculty Salary Cost Per Full-Time Equivalent Student by Academic Division and Level.....	34
7.	Average Instructional Faculty Salary Cost Per Student Credit Hour by Academic Division and Level.....	35
8.	Average Class Sizes in Classroom Instruction by Academic Division and Level	36
9.	Commonwealth Instructional Appropriations	37
10.	Academic Year Tuition and Required Fees for Full-Time Students	38

APPENDIX: MODEL OF FTE SALARY COST DETERMINATION.....	41
---	----

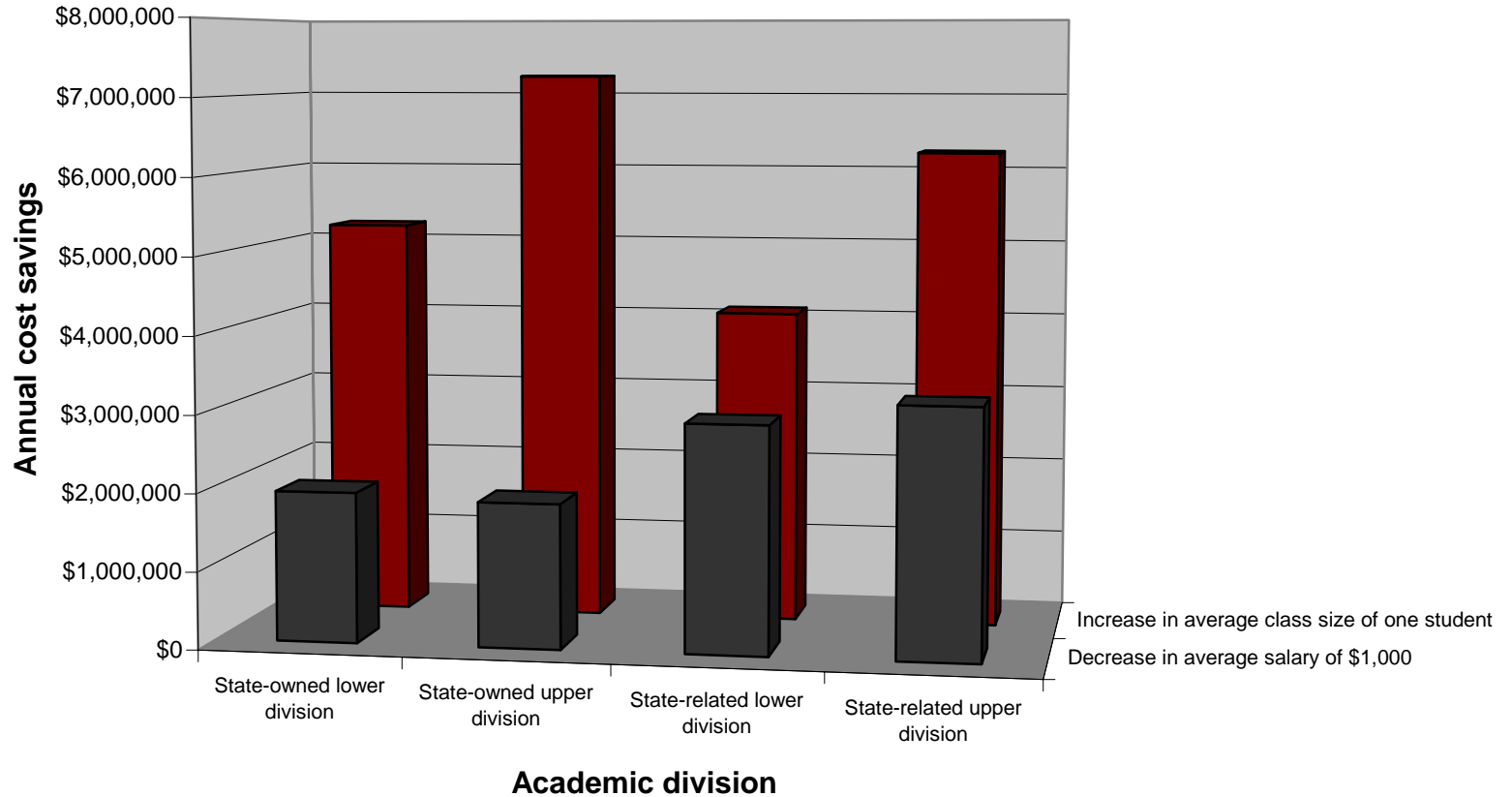
page x blank

**CHANGES IN FTE STUDENT ENROLLMENTS
IN THE STATE-RELATED AND STATE-OWNED UNIVERSITIES
1997-98 to 2002-03**



SOURCE: Data provided by the individual universities, 1998 to 2003.

ESTIMATED ANNUAL COST SAVINGS
FROM A DECREASE IN AVERAGE SALARY AND AN INCREASE IN AVERAGE CLASS SIZE¹
FOR THE STATE-RELATED AND STATE-OWNED UNIVERSITIES
2002-03



1. The estimated total annual cost savings to be expected from *decreasing* average FTE instructional faculty salary by \$1,000 at the State-related and State-owned universities would be about \$10 million, and from *increasing* average class (section) size by one student almost \$23 million. The model on which these estimates are based is given in the Appendix.

SOURCE: Data provided by the individual universities, 2003.

I. CURRENT YEAR DATA

page 2 blank

Table 1

FULL-TIME EQUIVALENT STUDENTS BY ACADEMIC LEVEL¹
 2002-03, CHANGE FROM 2001-02 AND FIVE-YEAR AVERAGE ANNUAL RATE OF CHANGE (1997-98 to 2002-03)

University	Total				Undergraduate				Graduate ²			
	FTE students	One-year change	Percentage change		FTE students	One-year change	Percentage change		FTE students	One-year change	Percentage change	
			One-year	Five-year average			One-year	Five-year average			One-year	Five-year average
State-related												
Lincoln	1,830	-13	-1%	-2%	1,498	5	a	-2%	332	-18	-5%	-4%
Penn State	72,475	819	1	1	65,258	393	1%	1	7,217	426	6	3
Pittsburgh	30,863	437	1	2	22,967	180	1	2	7,896	257	3	a
Temple	28,774	1,839	7	5	20,704	1,264	7	5	8,070	575	8	5
Total	133,942	3,082	2	2	110,427	1,842	2	2	23,515	1,240	6	2
State-owned												
Bloomsburg	7,889	89	1	2	7,326	57	1	1	563	32	6	6
California	5,881	162	3	2	4,960	112	2	1	921	50	6	4
Cheyney	1,484	-34	-2	3	1,146	-105	-8	2	338	71	27	3
Clarion	6,218	187	3	2	5,871	135	2	2	347	52	18	5
East Stroudsburg	6,009	270	5	2	5,222	238	5	2	787	32	4	4
Edinboro	7,106	170	2	2	6,615	159	2	2	491	11	2	5
Indiana	13,314	159	1	1	11,943	72	1	a	1,371	87	7	4
Kutztown	7,795	311	4	3	7,277	308	4	3	518	3	1	4
Lock Haven	4,383	175	4	6	4,106	115	3	5	277	60	28	34
Mansfield	3,217	162	5	3	3,023	139	5	3	194	23	13	8
Millersville	7,578	233	3	2	6,510	196	3	1	1,068	37	4	6
Shippensburg	6,873	263	4	3	6,357	252	4	3	516	11	2	a
Slippery Rock	7,201	262	4	2	6,638	264	4	2	563	-2	a	-1
West Chester	11,670	420	4	3	10,393	299	3	3	1,277	121	10	5
Total	96,618	2,829	3	2	87,387	2,241	3	2	9,231	588	7	4
All universities	230,560	5,911	3	2	197,814	4,083	2	2	32,746	1,828	6	3

1. Data for each year represent the summer term preceding the academic year plus the academic year. Full-time equivalent students are calculated by dividing undergraduate student credit hours by 30 and graduate student credit hours by 24.

2. In addition to master's level, graduate for Penn State, Pittsburgh, Temple, Indiana and Slippery Rock includes first-professional (excluding medical schools) and/or doctor's levels.

a. Rounds to less than 1 percent.

SOURCE: Data provided by the individual universities, 1998 to 2003.

Table 2

FULL-TIME EQUIVALENT STUDENTS BY ACADEMIC DIVISION AND LEVEL¹
2002-03 CHANGE FROM 2001-02 AND FIVE-YEAR AVERAGE ANNUAL RATE OF CHANGE (1997-98 to 2002-03)

University	Lower division			Upper division			Master's			First professional ² and doctor's		
	FTE students	Percentage change		FTE students	Percentage change		FTE students	Percentage change		FTE students	Percentage change	
		One-year	Five-year average		One-year	Five-year average		One-year	Five-year average		One-year	Five-year average
State-related												
Lincoln	1,088	a	-3%	410	1%	3%	332	-5%	-4%	na	na	na
Penn State	39,613	-1%	a	25,645	3	3	3,788	6	1	3,429	7%	5%
Pittsburgh	15,550	a	2	7,417	3	3	4,937	4	-1	2,959	2	1
Temple	9,881	7	7	10,823	6	3	3,572	a	1	4,498	15	11
Total	66,132	a	2	44,295	4	3	12,629	3	a	10,886	9	6
State-owned												
Bloomsburg	5,262	-1	1	2,064	4	1	563	6	6	na	na	na
California	3,369	3	1	1,591	1	1	921	6	4	na	na	na
Cheyney	853	-9	3	293	-6	a	338	27	3	na	na	na
Clarion	4,197	2	2	1,674	3	2	347	18	5	na	na	na
East Stroudsburg	3,658	6	1	1,564	2	2	787	4	4	na	na	na
Edinboro	4,460	2	2	2,155	3	a	491	2	5	na	na	na
Indiana	8,450	2	1	3,493	-4	-1	1,058	6	4	313	8	3
Kutztown	4,808	4	3	2,469	6	2	518	1	4	na	na	na
Lock Haven	2,960	5	6	1,146	-2	3	277	28	34	na	na	na
Mansfield	1,789	-1	2	1,234	15	4	194	13	8	na	na	na
Millersville	4,269	2	2	2,241	6	a	1,068	4	6	na	na	na
Shippensburg	4,459	2	3	1,898	9	4	516	2	a	na	na	na
Slippery Rock	4,717	3	2	1,921	6	1	403	7	2	160	-16	-7
West Chester	6,992	3	3	3,401	2	3	1,277	10	5	na	na	na
Total	60,243	2	2	27,144	3	2	8,758	7	5	473	-1	-2
All universities	126,375	1	2	71,439	4	2	21,387	5	2	11,359	8	5

1. Data for each year represent the summer term preceding the academic year plus the academic year. Full-time equivalent students are calculated by dividing undergraduate student credit hours by 30 and graduate student credit hours by 24.

2. Excludes medical school data.

a. Rounds to less than 1 percent.

na. Not applicable.

SOURCE: Data provided by the individual universities, 1998 to 2003.

Table 3A

LINCOLN UNIVERSITY
NUMBER AND PERCENTAGE DISTRIBUTION OF FULL-TIME EQUIVALENT STUDENTS¹
BY ACADEMIC DIVISION AND LEVEL AND CIP CLASSIFICATION
2002-03

CIP Classification	Total	Percentage of total	Undergraduate				Graduate ²	Percentage of total
			Lower division	Percentage of total	Upper division	Percentage of total		
Agriculture	--	--	--	--	--	--	--	--
Architecture and environmental design	--	--	--	--	--	--	--	--
Area and ethnic studies	--	--	--	--	--	--	--	--
Business	166	9%	36	3%	67	16%	63	19%
Communications	--	--	--	--	--	--	--	--
Computer and information sciences	--	--	--	--	--	--	--	--
Consumer, personal and miscellaneous services	--	--	--	--	--	--	--	--
Education	204	11	140	13	63	15	1	a
Engineering	--	--	--	--	--	--	--	--
Foreign languages	52	3	48	4	4	1	--	--
Health	--	--	--	--	--	--	--	--
Home economics	--	--	--	--	--	--	--	--
Industrial Arts	--	--	--	--	--	--	--	--
Law	--	--	--	--	--	--	--	--
Letters	257	14	229	21	28	7	--	--
Liberal/general studies	--	--	--	--	--	--	--	--
Library and archival sciences	--	--	--	--	--	--	--	--
Life sciences	124	7	107	10	17	4	--	--
Mathematics	175	10	152	14	23	6	--	--
Military sciences	--	--	--	--	--	--	--	--
Multi/interdisciplinary studies	--	--	--	--	--	--	--	--
Parks and recreation	77	4	63	6	14	4	--	--
Personal and social development	--	--	--	--	--	--	--	--
Philosophy, religion and theology	72	4	58	5	14	4	--	--
Physical sciences	67	3	49	5	18	4	--	--
Psychology	62	3	29	3	33	8	--	--
Public affairs and protective services	306	17	--	--	37	9	269	81
Social sciences	175	10	88	8	87	21	--	--
Trade and industrial	--	--	--	--	--	--	--	--
Visual and performing arts	95	5	90	8	5	1	--	--
Other	--	--	--	--	--	--	--	--
Total ³	1,830	100	1,088	100	410	100	332	100

1. Data represent the summer term preceding the academic year plus the academic year. Full-time equivalent students are calculated by dividing undergraduate student credit hours by 30 and graduate student credit hours by 24.

2. Graduate includes master's level only.

3. Because of rounding, CIP detail may not sum to total.

a. Rounds to less than 1 percent.

SOURCE: Data provided by Lincoln University, 2003; CIP classifications - U.S. Department of Education, National Center for Education Statistics, *Classification of Instructional Programs*, 1991.

Table 3B

PENNSYLVANIA STATE UNIVERSITY
NUMBER AND PERCENTAGE DISTRIBUTION OF FULL-TIME EQUIVALENT STUDENTS¹
BY ACADEMIC DIVISION AND LEVEL AND CIP CLASSIFICATION
2002-03

CIP Classification	Total	Percentage of total	Undergraduate				Graduate ²	Percentage of total
			Lower division	Percentage of total	Upper division	Percentage of total		
Agriculture	1,137	2%	310	1%	628	2%	199	3%
Architecture and environmental design	555	1	326	1	212	1	17	a
Area and ethnic studies	906	1	418	1	445	2	43	1
Business	8,548	12	2,303	6	5,201	21	1,044	14
Communications	1,680	2	717	2	916	4	47	1
Computer and information sciences	3,022	4	1,989	5	822	3	211	3
Consumer, personal and miscellaneous services	--	--	--	--	--	--	--	--
Education	3,601	5	724	2	1,218	5	1,659	23
Engineering	5,245	7	1,314	3	2,792	11	1,139	16
Foreign languages	3,151	4	2,304	6	694	3	153	2
Health	1,724	2	416	1	1,117	4	191	3
Home economics	1,992	3	1,063	3	839	3	90	1
Industrial Arts	--	--	--	--	--	--	--	--
Law	--	--	--	--	--	--	--	--
Letters	6,720	9	4,310	11	2,122	8	288	4
Liberal/general studies	261	a	205	a	41	a	15	a
Library and archival sciences	4	a	1	a	3	a	--	--
Life sciences	3,682	5	2,580	6	733	3	369	5
Mathematics	6,324	9	5,645	14	483	2	196	3
Military sciences	108	a	62	a	46	a	--	--
Multi/interdisciplinary studies	2,190	3	772	2	1,318	5	100	1
Parks and recreation	345	1	68	a	248	1	29	a
Personal and social development	--	--	--	--	--	--	--	--
Philosophy, religion and theology	1,190	2	673	2	469	2	48	1
Physical sciences	5,027	7	3,721	9	762	3	544	7
Psychology	2,666	4	1,404	3	1,000	4	262	4
Public affairs and protective services	949	1	263	1	583	2	103	1
Social sciences	7,522	11	5,018	13	2,158	8	346	5
Trade and industrial	230	a	228	1	2	a	--	--
Visual and performing arts	3,694	5	2,777	7	792	3	125	2
Other	--	--	--	--	--	--	--	--
Total ³	72,475	100	39,613	100	25,645	100	7,217	100

1. Data represent the summer term preceding the academic year plus the academic year. Full-time equivalent students are calculated by dividing undergraduate student credit hours by 30 and graduate student credit hours by 24.

2. Graduate includes master's and/or doctor's levels, and excludes medical school data.

3. Because of rounding, CIP detail may not sum to total.

a. Rounds to less than 1 percent.

SOURCE: Data provided by Pennsylvania State University, 2003; CIP classifications - U.S. Department of Education, National Center for Education Statistics, *Classification of Instructional Programs*, 1991.

Table 3C

UNIVERSITY OF PITTSBURGH
NUMBER AND PERCENTAGE DISTRIBUTION OF FULL-TIME EQUIVALENT STUDENTS¹
BY ACADEMIC DIVISION AND LEVEL AND CIP CLASSIFICATION
2002-03

CIP Classification	Total	Percentage of total	Undergraduate				Graduate ²	Percentage of total
			Lower division	Percentage of total	Upper division	Percentage of total		
Agriculture	--	--	--	--	--	--	--	--
Architecture and environmental design	--	--	--	--	--	--	--	--
Area and ethnic studies	107	a	66	a	41	1%	--	--
Business	2,451	8%	441	3%	1,135	15	875	11%
Communications	123	a	29	a	24	a	70	1
Computer and information sciences	1,366	5	852	6	332	5	182	2
Consumer, personal and miscellaneous services	--	--	--	--	--	--	--	--
Education	1,943	6	445	3	405	6	1,093	14
Engineering	1,592	5	459	3	667	9	466	6
Foreign languages	1,746	6	1,256	8	391	5	99	1
Health	3,211	10	290	2	636	9	2,285	29
Home economics	86	a	--	--	70	1	16	a
Industrial Arts	--	--	--	--	--	--	--	--
Law	1,005	3	35	a	29	a	941	12
Letters	3,126	10	2,162	14	842	11	122	1
Liberal/general studies	--	--	--	--	--	--	--	--
Library and archival sciences	254	1	--	--	6	a	248	3
Life sciences	1,103	4	746	5	279	4	78	1
Mathematics	2,085	7	1,669	11	326	4	90	1
Military sciences	17	a	7	a	10	a	--	--
Multi/interdisciplinary studies	85	a	66	a	11	a	8	a
Parks and recreation	--	--	--	--	--	--	--	--
Personal and social development	--	--	--	--	--	--	--	--
Philosophy, religion and theology	860	3	634	4	170	2	56	1
Physical sciences	2,200	7	1,827	12	166	2	207	3
Psychology	1,500	5	1,152	7	276	4	72	1
Public affairs and protective services	1,333	4	121	1	408	6	804	10
Social sciences	3,532	12	2,374	15	1,021	14	137	2
Trade and industrial	--	--	--	--	--	--	--	--
Visual and performing arts	1,139	4	920	6	173	2	46	1
Other	--	--	--	--	--	--	--	--
Total ³	30,863	100	15,550	100	7,417	100	7,896	100

1. Data represent the summer term preceding the academic year plus the academic year. Full-time equivalent students are calculated by dividing undergraduate student credit hours by 30 and graduate student credit hours by 24.

2. Graduate includes master's, first-professional (excluding medical school) and/or doctor's levels.

3. Because of rounding, CIP detail may not sum to total.

a. Rounds to less than 1 percent.

SOURCE: Data provided by University of Pittsburgh, 2003; CIP classifications - U.S. Department of Education, National Center for Education Statistics, *Classification of Instructional Programs*, 1991.

Table 3D

TEMPLE UNIVERSITY
NUMBER AND PERCENTAGE DISTRIBUTION OF FULL-TIME EQUIVALENT STUDENTS¹
BY ACADEMIC DIVISION AND LEVEL AND CIP CLASSIFICATION
2002-03

CIP Classification	Total	Percentage of total	Undergraduate				Graduate ²	Percentage of total
			Lower division	Percentage of total	Upper division	Percentage of total		
Agriculture	140	a	60	1%	79	1%	1	a
Architecture and environmental design	270	1%	106	1	146	1	18	a
Area and ethnic studies	500	2	245	2	214	2	41	1%
Business	3,322	12	796	8	1,811	17	715	9
Communications	858	3	282	3	486	4	90	1
Computer and information sciences	696	2	281	3	353	3	62	1
Consumer, personal and miscellaneous services	--	--	--	--	--	--	--	--
Education	2,154	7	394	4	1,037	10	723	9
Engineering	427	1	105	1	270	2	52	1
Foreign languages	964	3	546	6	378	3	40	1
Health	3,949	14	130	1	476	4	3,343	41
Home economics	--	--	--	--	--	--	--	--
Industrial Arts	--	--	--	--	--	--	--	--
Law	1,718	6	156	2	201	2	1,361	17
Letters	1,542	5	948	10	533	5	61	1
Liberal/general studies	762	3	587	6	170	2	5	a
Library and archival sciences	--	--	--	--	--	--	--	--
Life sciences	452	2	197	2	226	2	29	a
Mathematics	1,332	5	891	9	364	3	77	1
Military sciences	10	a	6	a	4	a	--	--
Multi/interdisciplinary studies	--	--	--	--	--	--	--	--
Parks and recreation	139	a	35	a	67	1	37	a
Personal and social development	--	--	--	--	--	--	--	--
Philosophy, religion and theology	638	2	325	3	275	3	38	a
Physical sciences	1,066	4	597	6	385	4	84	1
Psychology	1,293	5	412	4	503	5	378	5
Public affairs and protective services	1,093	4	217	2	440	4	436	5
Social sciences	3,173	11	1,620	16	1,351	12	202	3
Trade and industrial	--	--	--	--	--	--	--	--
Visual and performing arts	2,278	8	944	10	1,056	10	278	3
Other	--	--	--	--	--	--	--	--
Total ³	28,774	100	9,881	100	10,823	100	8,070	100

1. Data represent the summer term preceding the academic year plus the academic year. Full-time equivalent students are calculated by dividing undergraduate student credit hours by 30 and graduate student credit hours by 24.

2. Graduate includes master's, first-professional (excluding medical school) and/or doctor's levels.

3. Because of rounding, CIP detail may not sum to total.

a. Rounds to less than 1 percent.

SOURCE: Data provided by Temple University, 2003; CIP classifications - U.S. Department of Education, National Center for Education Statistics, *Classification of Instructional Programs*, 1991.

Table 3E

STATE-OWNED UNIVERSITIES
NUMBER AND PERCENTAGE DISTRIBUTION OF FULL-TIME EQUIVALENT STUDENTS¹
BY ACADEMIC DIVISION AND LEVEL AND CIP CLASSIFICATION
2002-03

CIP Classification	Total	Percentage of total	Undergraduate				Graduate ²	Percentage of total
			Lower division	Percentage of total	Upper division	Percentage of total		
Agriculture	122	a	116	a	5	a	1	a
Architecture and environmental design	16	a	5	a	11	a	--	--
Area and ethnic studies	564	1%	333	1%	217	1%	14	a
Business	7,874	8	3,248	5	4,017	15	609	7%
Communications	2,730	3	1,597	3	1,029	4	104	1
Computer and information sciences	2,293	2	1,570	3	602	2	121	1
Consumer, personal and miscellaneous services	517	1	390	1	127	1	--	--
Education	16,949	18	5,271	9	7,002	26	4,676	51
Engineering	328	a	175	a	111	1	42	a
Foreign languages	2,532	3	2,151	4	313	1	68	1
Health	3,229	3	1,023	2	1,412	5	794	9
Home economics	647	1	309	1	315	1	23	a
Industrial arts	704	1	177	a	191	1	336	4
Law	151	a	91	a	54	a	6	a
Letters	9,152	9	7,093	12	1,737	6	322	3
Liberal/general studies	221	a	102	a	4	a	115	1
Library and archival sciences	250	a	37	a	53	a	160	2
Life sciences	3,907	4	3,118	5	659	3	130	1
Mathematics	6,012	6	5,312	9	555	2	145	2
Military sciences	112	a	80	a	32	a	--	--
Multi/interdisciplinary studies	590	1	468	1	87	a	35	a
Parks and recreation	1,498	2	800	1	621	2	77	1
Personal and social development	280	a	204	a	28	a	48	a
Philosophy, religion and theology	1,986	2	1,630	3	337	1	19	a
Physical sciences	4,978	5	4,405	7	523	2	50	1
Psychology	5,689	6	3,451	6	1,651	6	587	6
Public affairs and protective services	1,814	2	791	1	864	3	159	2
Social sciences	13,910	14	10,465	17	3,002	11	443	5
Trade and industrial	43	a	28	a	15	a	--	--
Visual and performing arts	7,377	8	5,681	9	1,551	6	145	2
Other	133	a	126	a	3	a	4	a
Total ³	96,618	100	60,243	100	27,144	100	9,231	100

1. Data represent the summer term preceding the academic year plus the academic year. Full-time equivalent students are calculated by dividing undergraduate student credit hours by 30 and graduate student credit hours by 24.

2. Graduate includes master's level for all universities and doctor's level for Indiana and Slippery Rock.

3. Because of rounding, CIP detail may not sum to total.

a. Rounds to less than 1 percent.

SOURCE: Data provided by the individual State-owned universities, 2003; CIP classifications - U.S. Department of Education, National Center for Education Statistics, *Classification of Instructional Programs*, 1991.

Table 4

DEGREES CONFERRED¹
2002-03, CHANGE FROM 2001-02 AND FIVE-YEAR AVERAGE ANNUAL RATE OF CHANGE (1997-98 to 2002-03)

University	Total				Bachelor's				Graduate ²			
	Degrees	One-year change	Percentage change		Degrees	One-year change	Percentage change		Degrees	One-year change	Percentage change	
			One-year	Five-year average			One-year	Five-year average			One-year	Five-year average
State-related												
Lincoln	355	-46	-11%	2%	210	-33	-14%	3%	145	-13	-8%	2%
Penn State	14,412	697	5	5	11,755	709	6	6	2,657	-12	a	a
Pittsburgh	7,119	80	1	2	4,520	108	2	3	2,599	-28	-1	a
Temple	6,052	199	3	2	3,748	365	11	3	2,304	-166	-7	a
Total	27,938	930	3	3	20,233	1,149	6	5	7,705	-219	-3	a
State-owned												
Bloomsburg	1,629	145	10	2	1,366	121	10	2	263	24	10	3
California	1,360	191	16	2	998	84	9	2	362	107	42	3
Cheyney	294	69	31	2	159	30	23	-2	135	39	41	9
Clarion	1,063	-42	-4	1	897	-23	-3	1	166	-19	-10	1
East Stroudsburg	1,184	74	7	3	906	68	8	2	278	6	2	5
Edinboro	1,316	48	4	1	1,114	59	6	1	202	-11	-5	2
Indiana	2,489	-56	-2	-1	1,922	-86	-4	-1	567	30	6	1
Kutztown	1,563	24	2	4	1,320	5	a	4	243	19	8	4
Lock Haven	757	100	15	6	675	72	12	4	82	28	52	46
Mansfield	668	133	25	5	588	94	19	6	80	39	95	-1
Millersville	1,379	35	3	-1	1,213	74	6	-1	166	-39	-19	-2
Shippensburg	1,500	5	a	2	1,205	1	a	3	295	4	1	-1
Slippery Rock	1,383	10	1	2	1,187	29	3	2	196	-19	-9	4
West Chester	2,290	-20	-1	4	1,815	-1	a	4	475	-19	-4	4
Total	18,875	716	4	2	15,365	527	4	2	3,510	189	6	3
All universities	46,813	1,646	4	3	35,598	1,676	5	3	11,215	-30	a	1

1. Data for each year represent the summer term preceding the academic year plus the academic year.

2. Graduate includes master's at all universities, first professional (excluding medical schools) at Pittsburgh and Temple, and doctor's at Penn State, Pittsburgh, Temple, Indiana and Slippery Rock.

a. Rounds to less than 1 percent.

SOURCE: Data provided by the individual universities, 1998 to 2003.

Table 5

NUMBER AND WORKWEEKS OF FULL-TIME EMPLOYED FACULTY BY TYPE OF ACTIVITY
FALL 2002, AND PERCENTAGE CHANGE FROM FALL 2001

University	Full-time employed faculty ¹	Student contact				Average weekly hours ²				Other university service ⁴	Total work- week	Percentage change	
		Under- graduate	Percentage change	Graduate	Percentage change	Instruc- tional support ³	Percentage change	Research	Percentage change				
State-related													
Lincoln	95	12.5	2%	1.0	67%	19.2	3%	10.1	-8%	11.4	9%	54.2	2%
Penn State	3,439	6.5	0	1.7	6	19.8	2	17.7	1	6.6	-6	52.3	a
Pittsburgh	1,950	4.2	-5	3.4	0	12.2	-2	20.1	1	11.1	-5	51.0	-2
Temple	1,123	5.7	4	3.8	9	17.9	0	13.4	-1	11.2	-3	52.0	a
Total	6,607	5.7	-2	2.5	4	17.2	1	17.6	1	8.8	-4	51.8	a
State-owned													
Bloomsburg	366	11.1	1	0.9	-10	17.8	-1	9.2	2	17.7	2	56.7	1
California	255	9.0	2	1.5	15	17.8	-6	6.6	0	20.0	1	54.9	-1
Cheyney	82	11.0	8	0.3	-73	17.5	17	7.0	-1	16.8	-5	52.6	3
Clarion	323	10.9	1	0.7	17	19.5	3	8.5	0	13.1	-2	52.7	1
East Stroudsburg	273	10.8	3	1.6	23	18.4	4	7.3	-15	17.3	1	55.4	a
Edinboro	347	11.5	-3	1.3	-28	18.4	25	8.0	-1	15.0	-7	54.2	3
Indiana	717	9.4	-2	1.6	7	17.7	5	9.6	-3	19.9	4	58.2	2
Kutztown	375	11.3	1	0.5	-29	16.6	-3	8.0	3	16.8	-3	53.2	-2
Lock Haven	245	10.7	-2	0.4	-33	18.3	-1	6.1	-6	17.8	5	53.3	a
Mansfield	167	8.8	0	0.4	33	20.4	-3	8.3	-10	17.8	-5	55.7	-4
Millersville	312	10.3	-4	0.9	13	16.8	-2	8.2	-7	17.4	4	53.6	-1
Shippensburg	302	10.5	9	1.0	11	18.5	1	8.8	-2	17.9	-5	56.7	0
Slippery Rock	361	10.2	0	1.2	33	17.6	-1	2.5	-7	23.7	-4	55.2	-2
West Chester	591	10.3	5	1.6	-6	17.1	1	11.8	-4	18.1	-5	58.9	-1
Total	4,716	10.4	1	1.1	0	17.9	2	8.3	-2	18.0	-1	55.7	a
All universities	11,323	7.6	0	2.0	5	17.5	1	13.9	0	12.4	-2	53.3	a

1. The number of full-time employed faculty represents those reported by each university for the fall term.

2. Averages calculated for the full-time employed faculty who reported complete workweeks of 100 hours or less for the fall term.

3. Includes course preparation and evaluation.

4. Includes public service, institutional support and student services.

a. Rounds to less than 1 percent.

SOURCE: Data provided by the individual universities, 2002 and 2003.

Table 6

NUMBER AND AVERAGE INSTRUCTIONAL SALARIES OF FULL-TIME EQUIVALENT INSTRUCTIONAL FACULTY AND PERCENTAGE DISTRIBUTION BY RANK¹
2002-03
(Dollars in thousands)

University	FTE instructional faculty		Average instructional salary		Professor		Associate professor		Assistant professor		Instructor		No rank ²	
	Number	Percentage change	Amount	Percentage change	Average instructional salary	Percentage of faculty	Average instructional salary	Percentage of faculty	Average instructional salary	Percentage of faculty	Average instructional salary	Percentage of faculty	Average instructional salary	Percentage of faculty
		2001-02 to 2002-03		2001-02 to 2002-03										
State-related														
Lincoln	122	-20%	\$37.9	3%	\$66.1	20%	\$55.3	14%	\$28.7	29%	\$22.4	21%	\$22.3	16%
Penn State	4,139	1	56.8	5	98.7	16	70.4	17	57.9	21	37.2	18	37.4	28
Pittsburgh	1,872	-1	54.1	4	87.1	18	56.6	20	50.5	20	41.2	17	39.3	25
Temple	1,636	4	52.0	-1	85.7	23	66.0	18	44.0	19	32.2	19	26.3	21
Total	7,769	1	54.9	4	91.7	18	65.5	18	52.8	20	36.7	18	35.8	26
State-owned														
Bloomsburg	399	-1	61.9	5	78.1	31	63.1	30	51.2	28	40.0	11	na	na
California	268	3	59.8	--	77.6	31	53.9	27	59.3	14	46.0	27	41.8	1
Cheyney	102	3	61.8	-9	83.1	20	73.2	21	58.9	25	38.3	34	0	a
Clarion	333	1	60.7	a	81.9	28	66.1	24	53.3	27	36.6	21	na	na
East Stroudsburg	322	8	62.6	2	79.3	32	65.2	27	54.8	21	40.5	20	na	na
Edinboro	411	a	59.2	-1	77.5	21	64.3	25	53.3	39	40.1	15	na	na
Indiana	851	3	54.1	-3	61.4	35	54.4	29	46.4	26	44.3	9	67.2	1
Kutztown	381	1	63.8	3	84.7	27	68.0	30	51.6	30	38.5	13	na	na
Lock Haven	238	8	57.4	1	80.9	20	62.3	22	49.9	42	40.4	16	na	na
Mansfield	191	2	59.2	3	83.3	25	63.0	29	48.0	28	38.8	17	0	1
Millersville	416	1	60.9	3	80.0	30	65.9	24	51.2	29	35.7	17	na	na
Shippensburg	353	4	60.3	-2	74.7	29	64.2	22	51.9	41	38.0	8	60.5	a
Slippery Rock	374	4	62.9	1	79.1	29	64.3	24	54.7	36	45.7	11	na	na
West Chester	656	2	58.5	5	81.2	23	65.9	24	54.9	24	37.7	28	32.6	1
Total	5,295	2	59.6	a	76.1	28	62.6	26	51.9	29	39.8	16	58.4	1
All universities	13,064	2	56.8	2	83.6	22	64.1	21	52.4	24	37.9	17	36.1	16

1. Average instructional salaries are calculated by dividing the total instructional salaries paid to all staff members in the respective ranks by their total full-time equivalency in the instructional function. One full-time equivalent faculty represents one full-time workload for two terms (one academic year). The summer term is treated as one term or one-half of the academic year. Data for each year represent the summer term preceding the academic year plus the academic year.

2. The full-time equivalency of nonranked faculty members is based on the time spent in instruction by all nonranked personnel, including lecturers, administrators, librarians, research staff, graduate assistants and volunteers.

a. Rounds to less than 1 percent.

na. Not applicable.

SOURCE: Data provided by the individual universities, 2002 and 2003.

Table 7

AVERAGE INSTRUCTIONAL FACULTY SALARY COST PER FULL-TIME EQUIVALENT STUDENT BY ACADEMIC DIVISION AND LEVEL¹
2002-03, CHANGE FROM 2001-02 AND FIVE-YEAR AVERAGE ANNUAL RATE OF CHANGE (1997-98 to 2002-03)

University	Undergraduate						Master's					
	Lower division	Percentage change		Upper division	Percentage change		Total undergraduate	Percentage change		Total master's	Percentage change	
		One-year	Five-year average		One-year	Five-year average		One-year	Five-year average		One-year	Five-year average
State-related												
Lincoln	\$2,464	-11%	8%	\$3,817	-15%	a	\$2,834	-13%	6%	\$1,180	-46%	-7%
Penn State	1,850	2	4	3,396	1	4%	2,458	2	5	6,422	8	5
Pittsburgh	1,724	a	0	3,441	-4	a	2,278	-1	a	6,276	2	4
Temple	1,963	-8	a	3,050	-2	3	2,531	-4	2	4,130	6	5
Total	1,846	a	3	3,318	-1	3	2,436	a	3	5,579	5	4
State-owned												
Bloomsburg	2,398	2	2	4,527	1	1	2,994	2	1	4,968	13	1
California	2,198	-5	a	3,621	-6	a	2,655	-5	a	3,572	-10	2
Cheyney	4,096	-6	2	6,118	6	a	4,613	-2	1	2,984	-19	2
Clarion	2,375	-3	1	5,129	a	2	3,160	-2	1	4,853	-10	-2
East Stroudsburg	2,558	1	2	4,834	8	4	3,239	3	3	4,131	12	10
Edinboro	2,451	-7	a	4,840	-2	3	3,229	-5	1	6,139	7	5
Indiana	2,410	-1	3	4,891	2	2	3,137	-1	2	5,523	-7	-2
Kutztown	2,068	-4	a	4,818	1	1	3,001	-1	1	4,723	11	3
Lock Haven	2,353	8	3	4,461	-2	-1	2,941	2	1	5,809	21	27
Mansfield	2,561	a	4	5,103	-6	2	3,599	-1	3	2,097	11	-10
Millersville	3,054	2	2	4,157	-5	3	3,434	a	2	2,749	1	-1
Shippensburg	2,514	-1	2	3,911	-8	a	2,931	-3	1	5,191	10	8
Slippery Rock	2,667	2	1	4,457	-4	a	3,186	a	1	5,160	1	2
West Chester	2,597	5	3	4,269	5	2	3,144	5	2	4,478	-2	2
Total	2,497	-3	2	4,551	-3	1	3,135	-3	2	4,381	-3	2
All universities	2,156	a	2	3,786	-1	2	2,745	a	2	5,088	3	3

1. The average instructional faculty salary cost per full-time equivalent student for each level is calculated as follows: the instructional salary for each rank is assigned by level according to the percentage distribution of the course (assigned) credits within each rank. The salary for each rank is summed by level and divided by total full-time equivalent students for that level. For individual instruction, one course (assigned) credit is attributed to every three student credit hours generated.

a. Rounds to less than 1 percent.

SOURCE: Data provided by the individual universities, 1998 to 2003.

Table 8A

LINCOLN UNIVERSITY
 AVERAGE INSTRUCTIONAL FACULTY SALARY COST PER FULL-TIME EQUIVALENT STUDENT¹
 BY ACADEMIC DIVISION AND LEVEL AND CIP CLASSIFICATION
 2002-03

CIP classification	Undergraduate			Graduate		
	Lower division	Upper division	Total undergraduate	Master's	First professional	Doctor's
Agriculture	--	--	--	--	--	--
Architecture and environmental design	--	--	--	--	--	--
Area and ethnic studies	--	--	--	--	--	--
Business	\$1,904	\$3,081	\$2,669	\$798	--	--
Communications	--	--	--	--	--	--
Computer and information sciences	--	--	--	--	--	--
Consumer, personal and miscellaneous services	--	--	--	--	--	--
Education	1,574	2,096	1,736	9,950	--	--
Engineering	--	--	--	--	--	--
Foreign languages	3,651	5,416	3,800	--	--	--
Health	--	--	--	--	--	--
Home economics	--	--	--	--	--	--
Industrial arts	--	--	--	--	--	--
Law	--	--	--	--	--	--
Letters	1,920	4,081	2,157	--	--	--
Liberal/general studies	--	--	--	--	--	--
Library and archival sciences	--	--	--	--	--	--
Life sciences	1,622	4,599	2,028	--	--	--
Mathematics	2,427	2,694	2,462	--	--	--
Military sciences	--	--	--	--	--	--
Multi/interdisciplinary studies	--	--	--	--	--	--
Parks and recreation	2,581	3,889	2,813	--	--	--
Personal and social development	--	--	--	--	--	--
Philosophy, religion and theology	2,722	4,131	2,995	--	--	--
Physical sciences	5,760	12,297	7,522	--	--	--
Psychology	3,698	5,546	4,684	--	--	--
Public affairs and protective services	--	2,309	2,309	1,244	--	--
Social sciences	2,368	3,592	2,976	--	--	--
Trade and industrial	--	--	--	--	--	--
Visual and performing arts	3,556	7,177	3,740	--	--	--
Other	--	--	--	--	--	--
Total	2,464	3,817	2,834	1,180	--	--

1. The average instructional faculty salary cost per full-time equivalent student for each level is calculated as follows: the instructional salary for each rank is assigned by level according to the percentage distribution of the course (assigned) credits within each rank. The salary for each rank is summed by level and divided by total full-time equivalent students for that level. For individual instruction, one course (assigned) credit is attributed to every three student credit hours generated.

SOURCE: Data provided by Lincoln University, 2003; CIP classifications - U.S. Department of Education, National Center for Education Statistics, *Classification of Instructional Programs*, 1991.

Table 8B

PENNSYLVANIA STATE UNIVERSITY
 AVERAGE INSTRUCTIONAL FACULTY SALARY COST PER FULL-TIME EQUIVALENT STUDENT¹
 BY ACADEMIC DIVISION AND LEVEL AND CIP CLASSIFICATION
 2002-03

CIP classification	Undergraduate			Graduate		
	Lower division	Upper division	Total under-graduate	Master's	First professional ²	Doctor's
Agriculture	\$2,113	\$3,858	\$3,281	\$10,915	--	\$12,937
Architecture and environmental design	1,416	5,867	3,169	33,321	--	28,849
Area and ethnic studies	2,089	3,142	2,632	7,066	--	16,550
Business	1,362	3,189	2,628	4,835	--	8,240
Communications	1,427	2,881	2,243	9,330	--	9,717
Computer and information sciences	3,054	4,133	3,370	5,233	--	19,689
Consumer, personal and miscellaneous services	--	--	--	--	--	--
Education	1,884	3,762	3,062	2,007	--	8,814
Engineering	3,766	4,387	4,188	8,800	--	19,617
Foreign languages	1,995	2,915	2,208	8,371	--	10,485
Health	2,787	3,916	3,610	6,802	--	17,899
Home economics	946	3,324	1,995	4,699	--	18,610
Industrial arts	--	--	--	--	--	--
Law	--	--	--	--	--	--
Letters	2,150	2,905	2,399	5,574	--	14,645
Liberal/general studies	4,778	7,689	5,266	5,716	--	19,583
Library and archival sciences	--	--	--	--	--	--
Life sciences	1,384	2,932	1,726	11,032	--	17,544
Mathematics	1,950	3,811	2,096	5,324	--	22,900
Military sciences	--	--	--	--	--	--
Multi/interdisciplinary studies	2,140	2,938	2,643	5,851	--	10,387
Parks and recreation	841	1,940	1,703	5,120	--	21,491
Personal and social development	--	--	--	--	--	--
Philosophy, religion and theology	1,662	1,853	1,740	7,079	--	15,391
Physical sciences	1,866	3,608	2,162	15,022	--	17,884
Psychology	942	2,811	1,719	5,589	--	13,517
Public affairs and protective services	1,106	2,728	2,224	5,527	--	18,428
Social sciences	1,238	2,945	1,751	7,677	--	22,699
Trade and industrial	4,456	8,547	4,499	--	--	--
Visual and performing arts	1,601	5,061	2,368	10,092	--	13,763
Other	--	--	--	--	--	--
Total	1,850	3,396	2,458	6,422	--	14,823

1. The average instructional faculty salary cost per full-time equivalent student for each level is calculated as follows: the instructional salary for each rank is assigned by level according to the percentage distribution of the course (assigned) credits within each rank. The salary for each rank is summed by level and divided by total full-time equivalent students for that level. For individual instruction, one course (assigned) credit is attributed to every three student credit hours generated.

2. Excludes medical school data.

SOURCE: Data provided by Pennsylvania State University, 2003; CIP classifications - U.S. Department of Education, National Center for Education Statistics, *Classification of Instructional Programs*, 1991.

Table 8C

UNIVERSITY OF PITTSBURGH
 AVERAGE INSTRUCTIONAL FACULTY SALARY COST PER FULL-TIME EQUIVALENT STUDENT¹
 BY ACADEMIC DIVISION AND LEVEL AND CIP CLASSIFICATION
 2002-03

CIP classification	Undergraduate			Graduate		
	Lower division	Upper division	Total under-graduate	Master's	First professional ²	Doctor's
Agriculture	--	--	--	--	--	--
Architecture and environmental design	--	--	--	--	--	--
Area and ethnic studies	\$2,097	\$3,709	\$2,715	--	--	--
Business	2,166	2,696	2,548	\$3,671	--	\$36,484
Communications	2,908	4,591	3,673	4,629	--	17,462
Computer and information sciences	1,775	3,704	2,316	6,690	--	14,338
Consumer, personal and miscellaneous services	--	--	--	--	--	--
Education	2,160	4,276	3,168	2,965	--	9,735
Engineering	2,855	4,055	3,566	8,533	--	19,970
Foreign languages	2,157	2,608	2,264	7,118	--	15,644
Health	2,535	5,430	4,523	9,542	\$2,900	24,278
Home economics	--	1,614	1,614	10,666	--	7,782
Industrial arts	--	--	--	--	--	--
Law	1,879	4,650	3,141	4,406	2,603	--
Letters	1,953	2,679	2,156	7,231	--	11,191
Liberal/general studies	--	--	--	--	--	--
Library and archival sciences	--	4,753	4,753	3,537	--	14,611
Life sciences	1,665	3,937	2,283	14,114	--	21,660
Mathematics	1,486	2,231	1,608	16,910	--	13,968
Military sciences	--	--	--	--	--	--
Multi/interdisciplinary studies	560	3,426	969	--	--	--
Parks and recreation	--	--	--	--	--	--
Personal and social development	--	--	--	--	--	--
Philosophy, religion and theology	1,911	2,916	2,124	15,338	--	24,048
Physical sciences	1,497	7,394	1,988	16,111	--	14,860
Psychology	827	2,938	1,234	9,015	--	13,306
Public affairs and protective services	1,458	2,188	2,021	3,436	--	10,421
Social sciences	1,586	3,360	2,120	12,692	--	15,562
Trade and industrial	--	--	--	--	--	--
Visual and performing arts	1,604	4,473	2,058	11,094	--	17,595
Other	--	--	--	--	--	--
Total	1,724	3,441	2,278	6,276	2,778	16,009

1. The average instructional faculty salary cost per full-time equivalent student for each level is calculated as follows: the instructional salary for each rank is assigned by level according to the percentage distribution of the course (assigned) credits within each rank. The salary for each rank is summed by level and divided by total full-time equivalent students for that level. For individual instruction, one course (assigned) credit is attributed to every three student credit hours generated.

2. Excludes medical school data.

SOURCE: Data provided by University of Pittsburgh, 2003; CIP classifications - U.S. Department of Education, National Center for Education Statistics, *Classification of Instructional Programs*, 1991.

Table 8D

TEMPLE UNIVERSITY
 AVERAGE INSTRUCTIONAL FACULTY SALARY COST PER FULL-TIME EQUIVALENT STUDENT¹
 BY ACADEMIC DIVISION AND LEVEL AND CIP CLASSIFICATION
 2002-03

CIP classification	Undergraduate			Graduate		
	Lower division	Upper division	Total under-graduate	Master's	First professional ²	Doctor's
Agriculture	\$2,713	\$3,670	\$3,257	--	--	--
Architecture and environmental design	2,625	4,174	3,521	\$4,909	--	--
Area and ethnic studies	1,573	2,241	1,884	5,333	--	\$13,128
Business	1,680	2,849	2,492	3,380	--	14,646
Communications	1,441	3,386	2,673	6,448	--	10,167
Computer and information sciences	2,126	4,161	3,258	8,233	--	8,916
Consumer, personal and miscellaneous services	--	--	--	--	--	--
Education	1,993	2,628	2,453	2,647	--	5,574
Engineering	3,645	4,319	4,131	10,289	--	15,974
Foreign languages	2,420	3,130	2,710	4,144	--	10,242
Health	3,155	3,204	3,193	4,386	\$2,255	4,092
Home economics	--	--	--	--	--	--
Industrial arts	--	--	--	--	--	--
Law	1,839	2,558	2,243	4,003	4,217	--
Letters	2,172	2,788	2,394	7,846	--	11,822
Liberal/general studies	1,551	1,755	1,597	3,185	--	5,476
Library and archival sciences	--	--	--	--	--	--
Life sciences	1,207	2,468	1,880	5,600	--	18,126
Mathematics	2,372	3,455	2,686	3,383	--	16,327
Military sciences	--	--	--	--	--	--
Multi/interdisciplinary studies	--	--	--	--	--	--
Parks and recreation	1,774	4,050	3,275	2,180	--	14,165
Personal and social development	--	--	--	--	--	--
Philosophy, religion and theology	1,648	2,685	2,124	6,921	--	13,946
Physical sciences	1,551	2,833	2,053	5,582	--	13,294
Psychology	1,099	3,071	2,183	3,399	--	8,794
Public affairs and protective services	1,945	2,526	2,334	3,208	--	17,003
Social sciences	1,550	2,614	2,034	5,660	--	11,116
Trade and industrial	--	--	--	--	--	--
Visual and performing arts	2,963	4,114	3,570	6,883	--	11,834
Other	--	--	--	--	--	--
Total	1,963	3,050	2,531	4,130	2,904	8,250

1. The average instructional faculty salary cost per full-time equivalent student for each level is calculated as follows: the instructional salary for each rank is assigned by level according to the percentage distribution of the course (assigned) credits within each rank. The salary for each rank is summed by level and divided by total full-time equivalent students for that level. For individual instruction, one course (assigned) credit is attributed to every three student credit hours generated.

2. Excludes medical school data.

SOURCE: Data provided by Temple University, 2003; CIP classifications - U.S. Department of Education, National Center for Education Statistics, *Classification of Instructional Programs*, 1991.

Table 8E

STATE-OWNED UNIVERSITIES
 AVERAGE INSTRUCTIONAL FACULTY SALARY COST PER FULL-TIME EQUIVALENT STUDENT¹
 BY ACADEMIC DIVISION AND LEVEL AND CIP CLASSIFICATION
 2002-03

CIP classification	Undergraduate			Graduate		
	Lower division	Upper division	Total under-graduate	Master's	First professional	Doctor's ²
Agriculture	\$2,433	\$4,780	\$2,530	\$9,433	--	--
Architecture and environmental design	7,274	6,755	6,917	--	--	--
Area and ethnic studies	2,397	3,042	2,652	8,454	--	--
Business	2,366	3,764	3,139	4,233	--	--
Communications	2,651	4,647	3,433	6,256	--	--
Computer and information sciences	3,072	4,537	3,478	4,579	--	--
Consumer, personal and miscellaneous services	1,194	578	1,043	--	--	--
Education	2,042	3,942	3,126	3,548	--	\$6,423
Engineering	3,915	6,277	4,832	5,519	--	--
Foreign languages	3,118	6,333	3,526	3,908	--	--
Health	2,995	6,247	4,881	5,306	--	2,560
Home economics	1,928	3,192	2,566	7,725	--	--
Industrial arts	4,053	5,014	4,552	2,235	--	--
Law	1,975	2,110	2,025	6,289	--	--
Letters	2,690	4,157	2,979	5,072	--	9,987
Liberal/general studies	4,199	4,940	4,227	--	--	--
Library and archival sciences	1,838	4,488	3,398	3,632	--	--
Life sciences	2,761	8,053	3,684	10,695	--	--
Mathematics	2,535	4,687	2,739	5,871	--	--
Military sciences	--	--	--	--	--	--
Multi/interdisciplinary studies	2,171	4,967	2,609	4,183	--	--
Parks and recreation	2,546	4,512	3,405	7,046	--	--
Personal and social development	3,918	5,364	4,093	4,293	--	--
Philosophy, religion and theology	2,337	4,004	2,622	9,259	--	--
Physical sciences	3,254	10,179	3,989	15,739	--	--
Psychology	1,928	3,783	2,528	4,440	--	11,479
Public affairs and protective services	2,070	3,951	3,052	5,550	--	--
Social sciences	2,029	4,162	2,504	6,665	--	8,955
Trade and industrial	2,885	5,491	3,794	--	--	--
Visual and performing arts	2,729	7,142	3,676	12,089	--	--
Other	4,917	15,110	5,154	1,827	--	--
Total	2,497	4,550	3,134	4,380	--	6,896

1. The average instructional faculty salary cost per full-time equivalent student for each level is calculated as follows: the instructional salary for each rank is assigned by level according to the percentage distribution of the course (assigned) credits within each rank. The salary for each rank is summed by level and divided by total full-time equivalent students for that level. For individual instruction, one course (assigned) credit is attributed to every three student credit hours generated.

2. Doctor's level includes only Indiana University and/or Slippery Rock University.

SOURCE: Data provided by the individual State-owned universities, 2003; CIP classifications - U.S. Department of Education, National Center for Education Statistics, *Classification of Instructional Programs*, 1991.

Table 9

AVERAGE CLASS SIZES IN CLASSROOM INSTRUCTION BY ACADEMIC DIVISION AND LEVEL¹
2002-03, CHANGE FROM 2001-02 AND FIVE-YEAR AVERAGE ANNUAL RATE OF CHANGE (1997-98 to 2002-03)

University	Undergraduate									Master's		
	Lower division			Upper division			Total undergraduate			Percentage change		
	Class size	Percentage change		Class size	Percentage change		Class size	Percentage change		Class size	One-year	Five-year average
	One-year	Five-year average		One-year	Five-year average		One-year	Five-year average				
State-related												
Lincoln	23	10%	1%	15	15%	5%	20	11%	1%	14	0%	-1%
Penn State	30	0	-1	27	4	0	29	4	0	15	7	1
Pittsburgh	31	0	1	24	0	2	28	0	1	17	6	-1
Temple	28	4	2	23	5	1	25	4	1	14	0	0
Total	30	3	1	25	4	1	28	4	1	16	7	0
State-owned												
Bloomsburg	30	3	5	19	6	5	26	4	6	12	0	7
California	29	4	0	18	13	1	24	4	0	14	27	0
Cheyney	21	-5	5	15	-12	7	19	-5	5	19	27	4
Clarion	36	6	2	15	7	1	26	8	2	12	20	4
East Stroudsburg	28	4	-1	18	0	-1	24	0	-1	12	0	-5
Eдинboro	28	4	2	17	-11	0	23	-4	1	10	0	2
Indiana	31	0	2	14	-7	2	24	0	3	12	9	10
Kutztown	32	3	2	17	0	1	25	4	3	13	0	0
Lock Haven	32	0	1	21	11	3	29	7	3	14	17	11
Mansfield	26	0	0	17	6	18	22	5	9	20	11	30
Millersville	27	0	2	21	5	1	25	4	2	18	0	1
Shippensburg	30	0	1	24	9	3	28	0	2	15	7	1
Slippery Rock	32	3	1	18	13	3	26	8	2	12	0	0
West Chester	25	0	1	16	7	3	21	5	1	12	9	2
Total	29	0	1	17	0	3	24	0	2	13	8	2
All universities	30	3	1	21	0	2	26	0	2	14	0	0

1. Average class size for each level is calculated by dividing total classroom student credit hours by total classroom course (assigned) credits.

SOURCE: Data provided by the individual universities, 1998 to 2003.

Table 10

ACADEMIC YEAR TUITION AND REQUIRED FEES FOR FULL-TIME STUDENTS BY ACADEMIC LEVEL AND RESIDENCE
2002-03, CHANGE FROM 2001-02 AND FIVE-YEAR AVERAGE ANNUAL RATE OF CHANGE (1997-98 to 2002-03)

University	Undergraduate						Graduate ¹					
	In-State			Out-of-State			In-State			Out-of-State		
	Tuition and required fees	Percentage change		Tuition and required fees	Percentage change		Tuition and required fees	Percentage change		Tuition and required fees	Percentage change	
	One-year	Five-year average		One-year	Five-year average		One-year	Five-year average		One-year	Five-year average	
State-related												
Lincoln	\$5,452	5%	5%	\$8,890	5%	6%	\$6,936	5%	5%	\$11,862	5%	6%
Penn State ²	8,382	13	9	17,610	13	8	9,324	13	9	18,702	13	8
Pittsburgh ²	8,528	14	8	17,336	10	7	11,286	14	8	21,872	10	7
Temple	8,062	10	6	14,316	10	6	10,108	10	6	14,428	10	7
Average	7,606	11	7	14,538	10	7	9,414	11	7	16,716	10	7
State-owned												
Bloomsburg	5,550	11	6	12,168	10	5	6,306	16	11	9,510	13	8
California	5,742	10	6	12,310	10	5	6,581	15	10	9,735	12	7
Cheyney	5,133	10	6	11,701	9	5	5,734	15	10	8,888	12	7
Clarion	5,740	10	6	7,930	10	-4	6,426	15	10	9,580	12	7
East Stroudsburg	5,502	10	5	12,120	10	5	6,209	15	10	9,413	13	7
Edinboro	5,464	11	6	7,704	11	-4	6,690	15	11	9,894	13	8
Indiana	5,541	14	6	12,159	12	5	6,201	16	10	9,405	13	7
Kutztown	5,477	11	6	12,095	10	5	6,279	16	11	9,483	13	8
Lock Haven	5,606	18	8	10,174	11	2	6,832	25	14	9,986	14	9
Mansfield	5,624	10	6	12,192	10	5	6,340	15	12	9,494	12	8
Millersville	5,547	10	5	12,165	10	5	6,423	14	9	9,627	12	7
Shippensburg	5,502	10	5	12,120	10	5	6,138	15	10	9,342	13	7
Slippery Rock	5,548	12	6	12,116	10	5	6,820	17	10	10,496	14	9
West Chester	5,468	12	6	12,036	10	5	6,196	13	11	9,350	11	7
Average	5,532	11	6	11,356	10	4	6,370	16	11	9,586	13	8

1. Excludes first-professional level.

2. Main campus data only.

SOURCE: Pennsylvania Department of Education, *Colleges and Universities-Education Digest*, 1997-98 to 2000-01; Pennsylvania Department of Education, *College and University Student Charges*, <http://www.pdehighered.state.pa.us/higher/cwp/view.asp?a=11&Q=42024&q=150&higherNav=|2933|2971|&higherNav=|2930|> (October 3, 2003).

Table 11

TUITION AND FEE REVENUES RELATED TO FULL-TIME EQUIVALENT STUDENTS¹
 2002-03, CHANGE FROM 2001-02 AND FIVE-YEAR AVERAGE ANNUAL RATE OF CHANGE (1997-98 to 2002-03)

University	Total tuition and fee revenues			Tuition and fee revenues per FTE student			
	Amount (000s)	Percentage change		Amount	One-year change	Percentage change	
		One- year	Five-year average			One- year	Five-year average
State-related							
Lincoln	\$14,779	7%	4%	\$8,080	\$610	8%	7%
Penn State	713,386	15	11	9,840	1,150	13	8
Pittsburgh	343,978	15	9	11,150	1,300	13	6
Temple	311,226	16	14	10,820	830	8	7
Total	1,383,369	15	11	10,330	1,120	12	8
State-owned							
Bloomsburg	46,333	14	8	5,870	650	12	6
California	31,938	13	7	5,430	490	10	5
Cheyney	8,864	7	8	5,970	530	10	5
Clarion	34,459	15	9	5,540	560	11	7
East Stroudsburg	38,770	15	9	6,450	590	10	6
Edinboro	41,620	15	8	5,860	660	13	6
Indiana	78,294	10	5	5,880	450	8	5
Kutztown	46,129	14	10	5,920	530	10	6
Lock Haven	26,001	20	15	5,930	780	15	7
Mansfield	20,096	17	11	6,250	630	11	7
Millersville	44,608	14	7	5,890	560	11	5
Shippensburg	39,628	14	9	5,770	500	9	6
Slippery Rock	42,163	15	9	5,860	580	11	7
West Chester	73,911	15	11	6,330	630	11	7
Total	572,814	14	9	5,930	570	11	6
All universities	1,956,183	15	10	8,480	880	12	7

1. Tuition and fee revenues are based on collections by the individual universities. FTE students include in-State and out-of-State undergraduate and graduate students. Excludes medical school data.

SOURCE: Tuition and fee revenues - data provided by the individual State-related universities and the State System of Higher Education, Commonwealth of Pennsylvania, 1998 to 2003; FTE students - data provided by the individual universities, 1998 to 2003.

Table 12

COMMONWEALTH INSTRUCTIONAL APPROPRIATIONS RELATED TO FULL-TIME EQUIVALENT STUDENTS¹
2002-03, CHANGE FROM 2001-02 AND FIVE-YEAR AVERAGE ANNUAL RATE OF CHANGE (1997-98 to 2002-03)

University	Total instructional appropriations			Instructional appropriations per FTE student			
	Amount (000s)	Percentage change		Amount	One-year change	Percentage change	
		One- year	Five-year average			One- year	Five-year average
State-related							
Lincoln	\$11,910	14%	4%	\$6,510	\$850	15%	7%
Penn State	232,840	-4	1	3,210	-180	-5	a
Pittsburgh	150,224	2	2	4,870	40	1	1
Temple	157,839	2	2	5,490	-240	-4	-2
Total	552,813	a	2	4,130	-110	-3	a
State-owned							
Bloomsburg	32,838	-4	2	4,160	-210	-5	0
California	29,904	-4	1	5,090	-340	-6	a
Cheyney	14,033	1	1	9,460	280	3	-1
Clarion	30,774	-4	1	4,950	-380	-7	a
East Stroudsburg	24,101	-4	3	4,010	-380	-9	1
Edinboro	31,974	-3	2	4,500	-240	-5	a
Indiana	57,149	-6	a	4,290	-330	-7	-1
Kutztown	32,142	-3	2	4,120	-310	-7	-1
Lock Haven	21,401	-1	4	4,880	-260	-5	-1
Mansfield	17,868	-3	2	5,550	-490	-8	-2
Millersville	33,675	-3	2	4,440	-300	-6	a
Shippensburg	32,208	-2	4	4,690	-290	-6	1
Slippery Rock	32,581	-3	1	4,530	-330	-7	-1
West Chester	44,634	-4	3	3,830	-280	-7	a
Total ²	435,282	-3	2	4,510	-300	-6	a
All universities ²	988,095	-2	2	4,290	-190	-4	a

1. Instructional appropriations include educational and general appropriations. FTE students include in-State and out-of-State undergraduate and graduate students. Excludes medical school data.

2. Excludes amount of instructional appropriations allocated to Office of the Chancellor and the System Reserve of the State System of Higher Education.

a. Rounds to less than 1 percent.

SOURCE: Instructional appropriations - *Governor's Executive Budget*, 1999-00 to 2003-04; data provided by the individual State-related universities and the State System of Higher Education, Commonwealth of Pennsylvania, 1998 to 2003. FTE students - data provided by the individual universities, 1998 to 2003.

Table 13

TUITION AND FEE REVENUES, COMMONWEALTH INSTRUCTIONAL APPROPRIATIONS AND STUDENT AID
RELATED TO FULL-TIME EQUIVALENT STUDENTS¹
2002-03, CHANGE FROM 2001-02 AND FIVE-YEAR AVERAGE ANNUAL RATE OF CHANGE (1997-98 to 2002-03)

University	Per FTE student			Ratio of instructional appropriations to total instructional revenues			Student aid per FTE student ²
	Tuition and fee revenues	Instructional appropriations	Total instructional revenues	Percentage	Percentage change One-year	Five-year average	
State-related							
Lincoln	\$8,080	\$6,510	\$14,590	45%	5%	a	\$642
Penn State	9,840	3,210	13,050	25	-11	-4%	685
Pittsburgh	11,150	4,870	16,020	30	-9	-3	696
Temple	10,820	5,490	16,310	34	-6	-5	579
Total	10,330	4,130	14,460	29	-9	-4	664
State-owned							
Bloomsburg	5,870	4,160	10,030	41	-11	-3	766
California	5,430	5,090	10,520	48	-8	-2	810
Cheyney	5,970	9,460	15,430	61	-3	-2	988
Clarion	5,540	4,950	10,490	47	-10	-3	867
East Stroudsburg	6,450	4,010	10,460	38	-12	-3	521
Edinboro	5,860	4,500	10,360	43	-10	-3	809
Indiana	5,880	4,290	10,170	42	-9	-3	827
Kutztown	5,920	4,120	10,040	41	-9	-3	670
Lock Haven	5,930	4,880	10,810	45	-10	-3	872
Mansfield	6,250	5,550	11,800	47	-10	-3	870
Millersville	5,890	4,440	10,330	43	-9	-2	624
Shippensburg	5,770	4,690	10,460	45	-8	-2	617
Slippery Rock	5,860	4,530	10,390	44	-8	-3	750
West Chester	6,330	3,830	10,160	38	-10	-3	507
Total ³	5,930	4,510	10,440	43	-9	-3	721
All universities ³	8,480	4,290	12,770	34	-8	-3	688

1. Tuition and fee revenues are based on collections by the individual universities. Instructional appropriations include educational and general appropriations. FTE students include in-State and out-of-State undergraduate and graduate students. Excludes medical school data.

2. Includes grants and matching funds. Does not include student loans.

3. Instructional appropriations exclude amount allocated to Office of the Chancellor and the System Reserve of the State System of Higher Education.

a. Rounds to less than 1 percent.

SOURCE: Tuition and fee revenues - data provided by the individual State-related universities and the State System of Higher Education, Commonwealth of Pennsylvania, 1998 to 2003; instructional appropriations - *Governor's Executive Budget*, 1999-00 to 2003-04; data provided by the individual State-related universities and the State System of Higher Education, Commonwealth of Pennsylvania, 1998 to 2003; FTE students - data provided by the individual universities, 1998 to 2003; student aid - data provided by the Pennsylvania Higher Education Assistance Agency, August 2003.

page 24 blank

II. HISTORICAL DATA

page 26 blank

Historical Table 1

FULL-TIME EQUIVALENT STUDENTS BY ACADEMIC LEVEL¹
1997-98 to 2002-03

University	1997-98	1998-99	1999-00	2000-01	2001-02	2002-03
State-related						
Lincoln						
Total	2,064	2,075	2,028	1,875	1,843	1,830
Undergraduate	1,641	1,599	1,515	1,408	1,493	1,498
Graduate	423	476	513	467	350	332
Penn State						
Total	67,456	69,061	69,227	70,240	71,656	72,475
Undergraduate	61,110	62,808	62,954	63,787	64,865	65,258
Graduate	6,346	6,253	6,273	6,453	6,791	7,217
Pittsburgh						
Total	28,489	29,222	29,563	29,769	30,426	30,863
Undergraduate	20,457	21,336	21,756	21,983	22,787	22,967
Graduate	8,032	7,886	7,807	7,786	7,639	7,896
Temple						
Total	22,989	23,286	24,162	25,214	26,935	28,774
Undergraduate	16,643	16,326	16,908	18,051	19,440	20,704
Graduate	6,346	6,960	7,254	7,163	7,495	8,070
State-owned						
Bloomsburg						
Total	7,338	7,322	7,408	7,369	7,800	7,889
Undergraduate	6,902	6,851	6,924	6,843	7,269	7,326
Graduate	436	471	484	526	531	563
California						
Total	5,422	5,439	5,468	5,634	5,719	5,881
Undergraduate	4,654	4,646	4,735	4,788	4,848	4,960
Graduate	768	793	733	846	871	921
Cheyney						
Total	1,313	1,293	1,431	1,425	1,518	1,484
Undergraduate	1,025	969	987	1,045	1,251	1,146
Graduate	288	324	444	380	267	338
Clarion						
Total	5,695	5,680	5,803	5,911	6,031	6,218
Undergraduate	5,416	5,425	5,509	5,608	5,736	5,871
Graduate	279	255	294	303	295	347
East Stroudsburg						
Total	5,514	5,608	5,561	5,592	5,739	6,009
Undergraduate	4,857	4,912	4,881	4,844	4,984	5,222
Graduate	657	696	680	748	755	787
Edinboro						
Total	6,525	6,541	6,504	6,754	6,936	7,106
Undergraduate	6,132	6,138	6,092	6,300	6,456	6,615
Graduate	393	403	412	454	480	491
Indiana						
Total	12,954	12,997	12,680	13,019	13,155	13,314
Undergraduate	11,805	11,851	11,583	11,775	11,871	11,943
Graduate	1,149	1,146	1,097	1,244	1,284	1,371
Kutztown						
Total	6,892	6,933	7,162	7,203	7,484	7,795
Undergraduate	6,461	6,489	6,696	6,719	6,969	7,277
Graduate	431	444	466	484	515	518
Lock Haven						
Total	3,403	3,590	3,696	4,158	4,208	4,383
Undergraduate	3,300	3,472	3,529	4,004	3,991	4,106
Graduate	103	118	167	154	217	277
Mansfield						
Total	2,757	2,663	2,808	2,886	3,055	3,217
Undergraduate	2,620	2,556	2,700	2,757	2,884	3,023
Graduate	137	107	108	129	171	194
Millersville						
Total	6,944	6,877	6,866	7,089	7,345	7,578
Undergraduate	6,130	6,042	5,994	6,120	6,314	6,510
Graduate	814	835	872	969	1,031	1,068
Shippensburg						
Total	6,089	6,110	6,038	6,343	6,610	6,873
Undergraduate	5,561	5,580	5,556	5,844	6,105	6,357
Graduate	528	530	482	499	505	516
Slippery Rock						
Total	6,667	6,584	6,646	6,755	6,939	7,201
Undergraduate	6,066	5,946	6,024	6,180	6,374	6,638
Graduate	601	638	622	575	565	563
West Chester						
Total	10,055	10,417	10,771	11,097	11,250	11,670
Undergraduate	9,021	9,420	9,757	9,966	10,094	10,393
Graduate	1,034	997	1,014	1,131	1,156	1,277

1. Data for each year represent the summer term preceding the academic year plus the academic year. Full-time equivalent students are calculated by dividing undergraduate student credit hours by 30 and graduate student credit hours by 24. In addition to master's level, graduate for Penn State, Pittsburgh, Temple, Indiana and Slippery Rock includes first-professional (excluding medical schools) and/or doctor's levels.

SOURCE: Data provided by the individual universities, 1998 to 2003

Historical Table 2

STUDENT CREDIT HOURS BY ACADEMIC DIVISION AND LEVEL¹
 TOTAL YEAR AND SUMMER 1997-98 to 2002-03
 (in thousands)

University	Total year							Summer			
	Lower division	Upper division	Total undergraduate	Master's	First professional	Doctor's	Total graduate	Grand total	Total undergraduate	Total graduate	Grand total
State-related											
Lincoln											
1997-98	38	11	49	10	na	na	10	59	2	1	3
1998-99	37	11	48	11	na	na	11	59	2	1	3
1999-00	33	13	46	12	na	na	12	58	1	2	3
2000-01	31	11	42	11	na	na	11	53	1	1	2
2001-02	33	12	45	8	na	na	8	53	1	1	2
2002-03	33	13	46	8	na	na	8	54	1	1	2
Penn State											
1997-98	1,160	673	1,833	85	na	67	152	1,985	108	23	131
1998-99	1,166	718	1,884	77	na	73	150	2,034	110	21	131
1999-00	1,141	748	1,889	79	na	71	150	2,039	108	19	127
2000-01	1,169	745	1,914	78	na	77	155	2,069	112	21	133
2001-02	1,202	744	1,946	86	na	77	163	2,109	114	23	137
2002-03	1,188	769	1,957	91	na	82	173	2,130	114	24	138
Pittsburgh											
1997-98	421	192	613	126	45	22	193	806	47	35	82
1998-99	439	201	640	119	49	21	189	829	46	35	81
1999-00	448	205	653	116	52	20	188	841	44	34	78
2000-01	447	212	659	114	55	18	187	846	43	34	77
2001-02	468	216	684	114	52	17	183	867	44	30	74
2002-03	467	223	690	119	52	19	190	880	44	30	74
Temple											
1997-98	223	276	499	83	52	17	152	651	47	21	68
1998-99	215	275	490	82	69	16	167	657	47	20	67
1999-00	231	276	507	82	76	16	174	681	46	22	68
2000-01	258	283	541	82	72	18	172	713	46	22	68
2001-02	277	306	583	86	74	20	180	763	49	17	66
2002-03	297	325	622	86	86	22	194	816	54	22	76
State-owned											
Bloomsburg											
1997-98	147	60	207	10	na	na	10	217	17	4	21
1998-99	145	60	205	11	na	na	11	216	17	4	21
1999-00	144	63	207	12	na	na	12	219	18	4	22
2000-01	147	59	206	13	na	na	13	219	17	5	22
2001-02	159	59	218	13	na	na	13	231	17	4	21
2002-03	158	61	219	14	na	na	14	233	18	5	23
California											
1997-98	95	45	140	18	na	na	18	158	7	5	12
1998-99	95	44	139	19	na	na	19	158	7	6	13
1999-00	97	45	142	18	na	na	18	160	7	5	12
2000-01	97	46	143	20	na	na	20	163	7	7	14
2001-02	98	47	145	21	na	na	21	166	8	8	16
2002-03	101	48	149	22	na	na	22	171	8	8	16
Cheyney											
1997-98	22	9	31	7	na	na	7	38	1	1	2
1998-99	20	9	29	8	na	na	8	37	1	a	1
1999-00	22	8	30	11	na	na	11	41	1	2	3
2000-01	24	8	32	9	na	na	9	41	1	4	5
2001-02	28	10	38	6	na	na	6	44	1	1	2
2002-03	26	9	35	8	na	na	8	43	2	3	5
Clarion											
1997-98	117	45	162	7	na	na	7	169	9	2	11
1998-99	119	44	163	6	na	na	6	169	10	1	11
1999-00	119	47	166	7	na	na	7	173	10	2	12
2000-01	122	46	168	7	na	na	7	175	10	2	12
2001-02	123	49	172	7	na	na	7	179	11	2	13
2002-03	126	50	176	8	na	na	8	184	11	2	13
East Stroudsburg											
1997-98	103	43	146	16	na	na	16	162	12	6	18
1998-99	103	44	147	17	na	na	17	164	13	7	20
1999-00	102	45	147	16	na	na	16	163	13	6	19
2000-01	102	44	146	18	na	na	18	164	12	6	18
2001-02	104	46	150	18	na	na	18	168	11	7	18
2002-03	110	47	157	19	na	na	19	176	10	7	17

Edinboro											
1997-98	121	63	184	9	na	na	9	193	12	2	14
1998-99	121	63	184	10	na	na	10	194	12	2	14
1999-00	120	63	183	10	na	na	10	193	12	2	14
2000-01	127	62	189	11	na	na	11	200	11	3	14
2001-02	131	63	194	11	na	na	11	205	11	3	14
2002-03	134	65	199	12	na	na	12	211	12	3	15
Indiana											
1997-98	244	110	354	21	na	7	28	382	26	8	34
1998-99	244	112	356	21	na	6	27	383	26	8	34
1999-00	236	111	347	21	na	6	27	374	27	8	35
2000-01	247	106	353	23	na	7	30	383	26	9	35
2001-02	247	109	356	24	na	7	31	387	26	10	36
2002-03	254	105	359	25	na	8	33	392	26	10	36
Kutztown											
1997-98	128	66	194	10	na	na	10	204	7	3	10
1998-99	128	67	195	11	na	na	11	206	8	3	11
1999-00	133	67	200	11	na	na	11	211	8	3	11
2000-01	134	68	202	12	na	na	12	214	7	3	10
2001-02	139	70	209	12	na	na	12	221	7	4	11
2002-03	120	97	217	15	na	na	15	232	7	4	11
Lock Haven											
1997-98	68	31	99	2	na	na	2	101	6	1	7
1998-99	70	35	105	3	na	na	3	108	6	1	7
1999-00	75	31	106	4	na	na	4	110	7	1	8
2000-01	84	36	120	4	na	na	4	124	7	1	8
2001-02	85	35	120	5	na	na	5	125	7	1	8
2002-03	89	34	123	7	na	na	7	130	7	2	9
Mansfield											
1997-98	48	31	79	3	na	na	3	82	5	1	6
1998-99	47	30	77	3	na	na	3	80	5	1	6
1999-00	49	32	81	3	na	na	3	84	4	1	5
2000-01	51	31	82	3	na	na	3	85	5	1	6
2001-02	55	32	87	4	na	na	4	91	5	2	7
2002-03	54	37	91	5	na	na	5	96	7	2	9
Millersville											
1997-98	116	68	184	19	na	na	19	203	13	11	24
1998-99	116	65	181	20	na	na	20	201	11	12	23
1999-00	116	64	180	21	na	na	21	201	10	13	23
2000-01	121	62	183	23	na	na	23	206	10	15	25
2001-02	126	63	189	25	na	na	25	214	11	17	28
2002-03	128	67	195	26	na	na	26	221	12	16	28
Shippensburg											
1997-98	119	48	167	13	na	na	13	180	7	4	11
1998-99	117	50	167	13	na	na	13	180	7	4	11
1999-00	118	49	167	12	na	na	12	179	8	3	11
2000-01	125	51	176	12	na	na	12	188	8	4	12
2001-02	131	52	183	12	na	na	12	195	8	4	12
2002-03	134	58	192	12	na	na	12	204	8	4	12
Slippery Rock											
1997-98	127	55	182	9	na	6	15	197	13	3	16
1998-99	126	53	179	9	na	6	15	194	13	3	16
1999-00	127	53	180	9	na	6	15	195	13	4	17
2000-01	133	53	186	8	na	5	13	199	13	4	17
2001-02	137	54	191	9	na	5	14	205	13	4	17
2002-03	141	58	199	10	na	4	14	213	13	3	16
West Chester											
1997-98	184	87	271	25	na	na	25	296	20	7	27
1998-99	192	90	282	24	na	na	24	306	24	7	31
1999-00	197	96	293	24	na	na	24	317	26	7	33
2000-01	202	97	299	27	na	na	27	326	26	8	34
2001-02	203	100	303	28	na	na	28	331	28	8	36
2002-03	210	102	312	31	na	na	31	343	27	8	35

1. Data for each year represent the summer term preceding the academic year plus the academic year. The first-professional level excludes medical school data.
a. Rounds to less than one thousand student credit hours.
na. Not applicable.

SOURCE: Data provided by the individual universities, 1998 to 2003.

Historical Table 3

DEGREES CONFERRED¹
1997-98 to 2002-03

University	1997-98	1998-99	1999-00	2000-01	2001-02	2002-03
State-related						
Lincoln						
Total	318	364	501	423	401	355
Bachelor's	185	194	285	199	243	210
Graduate	133	170	216	224	158	145
Penn State						
Total	11,686	12,583	13,150	13,576	13,715	14,412
Bachelor's	9,059	10,044	10,585	11,065	11,046	11,755
Graduate	2,627	2,539	2,565	2,511	2,669	2,657
Pittsburgh						
Total	6,514	6,533	6,578	6,771	7,039	7,119
Bachelor's	3,854	3,784	3,915	4,219	4,412	4,520
Graduate	2,660	2,749	2,663	2,552	2,627	2,599
Temple						
Total	5,534	5,497	5,519	5,553	5,853	6,052
Bachelor's	3,212	3,135	3,164	3,249	3,383	3,748
Graduate	2,322	2,362	2,355	2,304	2,470	2,304
State-owned						
Bloomsburg						
Total	1,464	1,431	1,537	1,524	1,484	1,629
Bachelor's	1,239	1,196	1,316	1,296	1,245	1,366
Graduate	225	235	221	228	239	263
California						
Total	1,238	1,260	1,110	1,078	1,169	1,360
Bachelor's	921	929	809	821	914	998
Graduate	317	331	301	257	255	362
Cheyney						
Total	271	239	309	306	225	294
Bachelor's	178	137	143	123	129	159
Graduate	93	102	166	183	96	135
Clarion						
Total	1,010	925	1,041	1,103	1,105	1,063
Bachelor's	850	774	888	931	920	897
Graduate	160	151	153	172	185	166
East Stroudsburg						
Total	1,047	1,038	1,128	1,034	1,110	1,184
Bachelor's	821	799	902	775	838	906
Graduate	226	239	226	259	272	278
Edinboro						
Total	1,251	1,142	1,283	1,160	1,268	1,316
Bachelor's	1,066	1,010	1,138	1,014	1,055	1,114
Graduate	185	132	145	146	213	202
Indiana						
Total	2,604	2,604	2,713	2,633	2,545	2,489
Bachelor's	2,060	2,063	2,119	2,114	2,008	1,922
Graduate	544	541	594	519	537	567
Kutztown						
Total	1,313	1,366	1,504	1,391	1,539	1,563
Bachelor's	1,111	1,138	1,237	1,140	1,315	1,320
Graduate	202	228	267	251	224	243
Lock Haven						
Total	582	656	657	684	657	757
Bachelor's	557	631	621	639	603	675
Graduate	25	25	36	45	54	82
Mansfield						
Total	540	543	539	517	535	668
Bachelor's	456	458	478	465	494	588
Graduate	84	85	61	52	41	80
Millersville						
Total	1,439	1,451	1,383	1,390	1,344	1,379
Bachelor's	1,257	1,268	1,212	1,214	1,139	1,213
Graduate	182	183	171	176	205	166
Shippensburg						
Total	1,383	1,492	1,412	1,428	1,495	1,500
Bachelor's	1,070	1,183	1,146	1,134	1,204	1,205
Graduate	313	309	266	294	291	295
Slippery Rock						
Total	1,256	1,342	1,245	1,231	1,373	1,383
Bachelor's	1,095	1,145	1,062	1,046	1,158	1,187
Graduate	161	197	183	185	215	196
West Chester						
Total	1,903	1,990	2,150	2,117	2,290	2,290
Bachelor's	1,509	1,559	1,731	1,691	1,797	1,815
Graduate	394	431	419	426	493	475

1. Data for each year represent the summer term preceding the academic year plus the academic year. Graduate include master's at all universities, first professional (excluding medical schools) at Pittsburgh and Temple, and doctor's at Penn State, Pittsburgh, Temple, Indiana and Slippery Rock.

SOURCE: Data provided by the individual universities, 1998 to 2003.

Historical Table 4

NUMBER AND AVERAGE WEEKLY STUDENT CONTACT HOURS OF FULL-TIME EMPLOYED FACULTY BY ACADEMIC LEVEL¹
FALL 1997 to FALL 2002

University	Full-time employed faculty ²						Undergraduate average weekly student contact hours						Graduate average weekly student contact hours					
	1997	1998	1999	2000	2001	2002	1997	1998	1999	2000	2001	2002	1997	1998	1999	2000	2001	2002
	<hr/>																	
State-related																		
Lincoln	94	93	93	96	108	95	10.4	10.7	11.6	11.5	12.2	12.5	0.9	0.9	0.7	0.8	0.6	1.0
Penn State	2,975	3,096	3,178	3,315	3,389	3,439	6.8	6.4	6.6	6.6	6.5	6.5	1.7	1.7	1.7	1.6	1.6	1.7
Pittsburgh	1,780	1,782	1,731	1,780	1,867	1,950	4.4	4.5	4.4	4.2	4.4	4.2	3.8	3.7	3.7	3.5	3.4	3.4
Temple	1,033	1,025	1,045	1,099	1,109	1,123	5.4	5.5	5.6	5.7	5.5	5.7	3.7	4.1	3.9	3.6	3.5	3.8
Total	5,882	5,996	6,047	6,290	6,473	6,607	5.9	5.7	5.9	5.8	5.8	5.7	2.6	2.7	2.6	2.5	2.4	2.5
State-owned																		
Bloomsburg	372	370	360	363	373	366	11.2	11.0	11.2	11.0	11.0	11.1	0.8	0.9	0.9	1.0	1.0	0.9
California	257	267	261	260	239	255	10.5	10.0	10.1	9.7	8.8	9.0	1.7	1.7	1.5	1.8	1.3	1.5
Cheyney ³	87	87	90	79	78	82	11.0	11.0	11.1	10.2	10.2	11.0	1.0	1.0	1.5	1.7	1.1	0.3
Clarion	339	339	324	337	340	323	10.5	11.1	10.8	10.8	10.8	10.9	0.8	0.8	0.9	0.7	0.6	0.7
East Stroudsburg	246	250	256	259	260	273	11.2	11.0	10.7	10.7	10.5	10.8	1.1	1.2	1.1	1.1	1.3	1.6
Edinboro	345	336	341	346	347	347	13.2	13.1	12.2	12.4	11.9	11.5	1.0	1.0	1.2	1.3	1.8	1.3
Indiana	726	743	721	745	756	717	10.1	10.0	10.1	9.9	9.6	9.4	1.1	1.4	1.3	1.3	1.5	1.6
Kutztown	364	372	380	377	377	375	11.3	11.3	11.3	11.2	11.2	11.3	0.6	0.6	0.6	0.6	0.7	0.5
Lock Haven	197	199	206	225	233	245	11.1	11.5	11.9	11.8	10.9	10.7	0.1	0.2	0.2	0.2	0.6	0.4
Mansfield	161	150	149	165	166	167	11.1	11.0	11.2	10.9	8.8	8.8	0.1	0.6	0.7	0.4	0.3	0.4
Millersville	324	313	317	312	312	312	10.6	10.6	10.6	10.4	10.7	10.3	0.7	0.8	0.9	0.9	0.8	0.9
Shippensburg	299	288	288	287	286	302	9.8	9.7	10.2	9.7	9.6	10.5	1.0	0.9	0.8	0.9	0.9	1.0
Slippery Rock	371	362	359	353	359	361	9.4	9.7	10.0	9.8	10.2	10.2	0.8	0.8	0.9	0.9	0.9	1.2
West Chester	543	558	566	580	579	591	10.3	10.4	10.1	10.2	9.8	10.3	1.5	1.6	1.6	1.4	1.7	1.6
Total	4,631	4,634	4,618	4,688	4,705	4,716	10.7	10.7	10.7	10.5	10.3	10.4	0.9	1.0	1.0	1.1	1.1	1.1
All universities	10,513	10,630	10,665	10,978	11,178	11,323	7.9	7.9	7.9	7.8	7.6	7.6	1.9	2.0	2.0	1.9	1.9	2.0

1. Averages calculated for the full-time employed faculty who reported complete workweeks of 100 hours or less for the fall term.
2. The number of full-time employed faculty represents those reported by each university for the fall term.
3. No data for Fall 1998; Fall 1997 data repeated.

SOURCE: Data provided by the individual universities, 1998 to 2003.

Historical Table 5

NUMBER AND AVERAGE INSTRUCTIONAL SALARIES OF FULL-TIME EQUIVALENT INSTRUCTIONAL FACULTY BY RANK¹
 1997-98 to 2002-03
 (Dollars in thousands)

University	FTE instructional faculty	Average instructional salaries					Instructor	No rank ²
		All faculty	Professor	Associate professor	Assistant professor			
State-related								
Lincoln								
1997-98	135	\$32.4	\$54.1	\$39.8	\$29.8	\$21.7	\$24.6	
1998-99	138	34.1	55.3	42.8	32.2	22.4	26.3	
1999-00	137	34.2	54.1	40.4	32.4	22.1	24.2	
2000-01	129	34.6	55.3	42.9	33.1	20.7	22.4	
2001-02	153	36.7	52.8	46.2	33.3	24.0	29.5	
2002-03	122	37.9	66.1	55.3	28.7	22.4	22.3	
Penn State								
1997-98	3,654	48.1	83.6	56.7	46.3	33.3	31.0	
1998-99	3,754	50.0	85.4	58.6	47.9	35.8	32.6	
1999-00	3,842	52.2	89.8	60.8	51.0	38.8	34.8	
2000-01	3,924	52.3	91.7	63.0	51.4	35.2	34.7	
2001-02	4,085	54.2	93.9	64.7	54.2	35.8	35.8	
2002-03	4,139	56.8	98.7	70.4	57.9	37.2	37.4	
Pittsburgh								
1997-98	1,833	47.8	75.0	52.0	41.0	28.5	33.7	
1998-99	1,799	47.0	74.1	52.2	41.6	28.1	34.1	
1999-00	1,811	47.6	77.7	53.3	43.4	28.4	33.7	
2000-01	1,801	49.6	81.9	56.3	45.7	29.6	36.4	
2001-02	1,891	51.9	87.7	58.2	48.6	31.1	37.2	
2002-03	1,872	54.1	87.1	56.6	50.5	41.2	39.3	
Temple								
1997-98	1,365	47.1	72.0	56.1	41.0	22.6	20.5	
1998-99	1,399	48.1	76.4	57.7	41.3	25.1	21.2	
1999-00	1,451	49.1	78.3	59.5	42.3	26.9	24.4	
2000-01	1,498	52.3	80.6	60.4	43.3	29.3	32.8	
2001-02	1,575	52.3	84.2	63.2	44.2	30.5	32.3	
2002-03	1,636	52.0	85.7	66.0	44.0	32.2	26.3	
State-owned								
Bloomsburg								
1997-98	405	52.7	67.7	54.7	42.5	31.7	na	
1998-99	398	53.9	68.6	56.8	43.5	32.2	na	
1999-00	403	56.0	72.1	58.5	45.7	33.6	na	
2000-01	393	57.0	72.4	59.3	46.0	35.4	na	
2001-02	403	58.7	74.2	60.0	48.6	38.5	na	
2002-03	399	61.9	78.1	63.1	51.2	40.0	na	
California								
1997-98	279	53.4	66.8	54.8	44.8	26.6	45.5	
1998-99	282	55.8	71.1	55.7	44.6	30.7	29.8	
1999-00	282	57.2	73.4	49.0	51.5	35.1	47.9	
2000-01	a	a	a	a	a	a	a	
2001-02	259	65.9	80.5	65.4	57.4	45.3	49.4	
2002-03	268	59.8	77.6	53.9	59.3	46.0	41.8	
Cheyney								
1997-98	103	51.0	63.4	54.0	45.3	33.6	na	
1998-99	106	58.1	76.6	58.7	54.0	39.4	na	
1999-00	105	53.8	77.3	64.3	46.0	30.3	na	
2000-01	96	60.0	83.6	71.9	52.0	36.1	na	
2001-02	99	68.1	96.2	83.9	60.0	39.4	0	
2002-03	102	61.8	83.1	73.2	58.9	38.3	0	
Clarion								
1997-98	326	53.9	69.4	58.0	42.6	31.8	na	
1998-99	320	56.0	74.7	59.0	44.5	33.7	na	
1999-00	319	55.3	74.1	57.6	44.9	33.0	50.7	
2000-01	319	57.6	78.8	62.4	47.5	35.1	58.6	
2001-02	331	60.8	81.4	65.4	51.9	38.3	na	
2002-03	333	60.7	81.9	66.1	53.3	36.6	na	
East Stroudsburg								
1997-98	277	55.4	68.8	59.6	44.2	25.1	na	
1998-99	285	56.3	72.9	61.7	43.4	29.0	na	
1999-00	286	57.4	75.9	61.8	45.1	28.9	na	
2000-01	294	59.2	75.8	64.0	48.9	34.2	na	
2001-02	299	61.5	78.3	65.2	53.4	36.1	na	
2002-03	322	62.6	79.3	65.2	54.8	40.5	na	

Edinboro								
1997-98	387	53.1	68.9	55.6	45.2	34.1		na
1998-99	385	54.8	71.0	56.5	46.1	35.5		na
1999-00	400	55.4	71.0	57.5	47.3	35.1		na
2000-01	399	57.3	74.8	59.7	49.3	37.5		na
2001-02	409	60.0	76.6	64.2	54.3	42.0		na
2002-03	411	59.2	77.5	64.3	53.3	40.1		na
Indiana								
1997-98	742	54.4	71.2	56.4	44.0	29.5		29.5
1998-99	763	52.1	67.5	54.1	41.2	31.8		28.2
1999-00	834	49.1	60.0	50.1	41.7	32.9		30.8
2000-01	811	53.1	66.5	53.4	43.8	34.8		38.5
2001-02	828	55.6	63.9	53.3	49.5	46.7		55.3
2002-03	851	54.1	61.4	54.4	46.4	44.3		67.2
Kutztown								
1997-98	374	55.0	72.0	57.9	44.0	32.1		112.8
1998-99	371	56.6	74.6	59.7	44.4	32.5		na
1999-00	380	58.0	77.8	61.9	46.3	32.0		na
2000-01	370	59.1	79.4	63.5	46.3	33.6		na
2001-02	377	61.9	80.8	66.2	49.6	38.2		na
2002-03	381	63.8	84.7	68.0	51.6	38.5		na
Lock Haven								
1997-98	194	50.0	74.0	55.8	44.8	27.9		na
1998-99	183	52.5	72.1	58.3	44.8	33.2		na
1999-00	205	52.6	75.6	59.4	43.8	32.9		na
2000-01	200	57.4	76.2	55.1	54.3	35.8		na
2001-02	220	56.6	78.7	60.4	48.8	38.1		na
2002-03	238	57.4	80.9	62.3	49.9	40.4		na
Mansfield								
1997-98	171	51.7	68.5	51.1	41.7	28.1		na
1998-99	172	54.3	70.1	58.0	45.1	26.3		94.4
1999-00	166	59.0	79.4	60.6	48.5	31.2		11.4
2000-01	197	59.8	79.4	66.5	47.8	29.2		na
2001-02	188	57.6	77.8	59.7	45.6	35.1		0
2002-03	191	59.2	83.3	63.0	48.0	38.8		0
Millersville								
1997-98	406	52.7	67.4	55.5	42.4	29.8		na
1998-99	406	53.7	70.0	57.1	43.3	30.9		na
1999-00	406	55.3	71.9	58.5	44.9	31.1		na
2000-01	408	56.5	73.3	59.2	45.7	32.7		na
2001-02	413	59.4	77.9	62.7	49.6	35.0		na
2002-03	416	60.9	80.0	65.9	51.2	35.7		na
Shippensburg								
1997-98	308	56.2	71.6	58.5	43.8	25.6		0
1998-99	300	57.4	73.2	60.9	46.0	28.8		na
1999-00	306	57.3	75.2	63.5	47.8	33.4		37.6
2000-01	319	57.9	78.4	63.2	47.6	33.5		na
2001-02	338	61.7	79.5	62.2	52.5	40.0		0
2002-03	353	60.3	74.7	64.2	51.9	38.0		61.0
Slippery Rock								
1997-98	358	57.1	68.8	60.6	47.1	38.9		0
1998-99	352	57.7	71.6	56.7	49.1	40.3		na
1999-00	351	57.4	71.4	57.7	48.2	39.7		85.1
2000-01	363	57.9	72.1	59.2	48.2	39.5		31.9
2001-02	361	62.5	75.9	64.0	53.9	44.1		34.2
2002-03	374	62.9	79.1	64.3	54.7	45.7		na
West Chester								
1997-98	591	49.9	68.0	55.8	45.4	29.7		33.0
1998-99	610	50.3	69.7	57.3	45.9	30.2		36.9
1999-00	629	51.0	71.0	58.5	46.6	31.4		34.5
2000-01	648	51.8	73.1	59.4	47.1	33.2		33.7
2001-02	641	55.5	76.0	62.7	52.1	35.3		26.9
2002-03	656	58.5	81.2	65.9	54.9	37.7		32.6

1. Average instructional salaries are calculated by dividing the total instructional salaries paid to all staff members in the respective ranks by their total full-time equivalency in the instructional function. One full-time equivalent faculty represents one full-time workload for two terms (one academic year). The summer term is treated as one term or one-half of the academic year. Data for each year represent the summer term preceding the academic year plus the academic year.

2. The full-time equivalency of nonranked faculty members is based on the time spent in instruction by all nonranked personnel, including lecturers, administrators, librarians, research staff, graduate assistants and volunteers.

a. There was a processing error in 2000-01.

na. Not applicable.

SOURCE: Data provided by the individual universities, 1998 to 2003.

Historical Table 6

AVERAGE INSTRUCTIONAL FACULTY SALARY COST PER FULL-TIME EQUIVALENT STUDENT BY ACADEMIC DIVISION AND LEVEL¹
1997-98 to 2002-03

University	Lower division						Upper division						Total undergraduate						Master's					
	1997-98	1998-99	1999-00	2000-01	2001-02	2002-03	1997-98	1998-99	1999-00	2000-01	2001-02	2002-03	1997-98	1998-99	1999-00	2000-01	2001-02	2002-03	1997-98	1998-99	1999-00	2000-01	2001-02	2002-03
State-related																								
Lincoln	\$1,773	\$2,098	\$2,133	\$2,161	\$2,782	\$2,464	\$3,738	\$3,381	\$3,376	\$3,594	\$4,481	\$3,817	\$2,205	\$2,395	\$2,475	\$2,547	\$3,244	\$2,834	\$1,767	\$1,820	\$1,787	\$1,861	\$2,173	\$1,180
Penn State	1,519	1,590	1,759	1,772	1,816	1,850	2,816	2,947	3,056	3,120	3,358	3,396	1,995	2,107	2,272	2,296	2,405	2,458	5,048	4,888	5,281	4,904	5,949	6,422
Pittsburgh	1,724	1,628	1,580	1,630	1,726	1,724	3,359	3,109	3,206	3,256	3,570	3,441	2,237	2,093	2,090	2,154	2,310	2,278	5,287	5,229	5,320	5,526	6,135	6,276
Temple	1,939	2,002	1,998	2,078	2,124	1,963	2,603	2,759	2,924	3,064	3,097	3,050	2,307	2,427	2,502	2,593	2,634	2,531	3,280	3,666	3,757	4,056	3,891	4,130
Total	1,622	1,655	1,751	1,785	1,852	1,846	2,864	2,931	3,051	3,130	3,338	3,318	2,100	2,157	2,272	2,318	2,435	2,436	4,556	4,563	4,718	4,787	5,312	5,579
State-owned																								
Bloomsburg	2,221	2,284	2,369	2,325	2,358	2,398	4,226	4,162	4,261	4,464	4,488	4,527	2,798	2,834	2,945	2,937	2,937	2,994	4,688	4,283	4,519	4,414	4,414	4,968
California	2,207	2,199	2,242	2,139	2,305	2,198	3,626	3,979	3,875	3,576	3,856	3,621	2,660	2,768	2,755	2,601	2,809	2,655	3,312	3,835	4,164	3,633	3,969	3,572
Cheyney	3,674	nd	4,283	4,094	4,353	4,096	6,165	nd	6,246	6,215	5,794	6,118	4,388	nd	4,806	4,624	4,711	4,613	2,659	nd	2,058	2,436	3,671	2,984
Clarion	2,259	2,386	2,215	2,306	2,461	2,375	4,769	4,846	4,789	4,809	5,146	5,129	2,961	3,054	2,939	2,992	3,224	3,160	5,496	5,374	4,914	5,272	5,388	4,853
East Stroudsburg	2,300	2,344	2,377	2,498	2,536	2,558	3,972	4,188	4,257	4,574	4,478	4,834	2,789	2,899	2,951	3,122	3,132	3,239	2,729	2,589	2,966	3,006	3,673	4,131
Edinboro	2,453	2,556	2,546	2,513	2,636	2,451	4,176	4,196	4,657	4,764	4,949	4,840	3,044	3,121	3,275	3,249	3,385	3,229	4,822	5,004	5,400	5,339	5,729	6,139
Indiana	2,062	2,032	2,140	2,265	2,439	2,410	4,535	4,422	4,680	4,762	4,806	4,891	2,832	2,786	2,955	3,020	3,162	3,137	6,023	5,963	6,190	5,772	5,961	5,523
Kutztown	2,056	2,081	2,111	2,067	2,163	2,068	4,566	4,616	4,782	4,694	4,761	4,818	2,910	2,951	3,008	2,950	3,034	3,001	4,096	4,129	4,096	4,216	4,250	4,723
Lock Haven	2,049	2,144	2,349	2,454	2,180	2,353	4,638	3,762	4,136	3,969	4,545	4,461	2,847	2,681	2,873	2,916	2,870	2,941	2,496	3,228	4,095	3,754	4,795	5,809
Mansfield	2,170	2,520	2,632	2,921	2,558	2,561	4,717	5,011	4,781	5,917	5,433	5,103	3,158	3,490	3,474	4,061	3,626	3,599	4,005	3,637	4,015	4,304	1,892	2,097
Millersville	2,776	2,841	2,907	2,893	2,992	3,054	3,661	3,766	4,161	4,091	4,382	4,157	3,103	3,175	3,355	3,299	3,440	3,434	2,853	3,138	2,684	2,960	2,735	2,749
Shippensburg	2,263	2,290	2,333	2,298	2,546	2,514	3,984	3,788	3,888	3,929	4,235	3,911	2,758	2,738	2,791	2,769	3,029	2,931	3,759	3,817	4,328	4,630	4,737	5,191
Slippery Rock	2,482	2,499	2,462	2,514	2,607	2,667	4,359	4,418	4,282	4,484	4,661	4,457	3,044	3,068	2,999	3,075	3,189	3,186	4,746	4,653	4,933	4,985	5,102	5,160
West Chester	2,291	2,314	2,322	2,384	2,485	2,597	3,872	3,864	3,844	3,908	4,066	4,269	2,799	2,808	2,820	2,879	3,006	3,144	4,119	4,260	4,528	4,307	4,559	4,478
Total ²	2,289	2,310	2,375	2,404	2,581	2,497	4,241	4,207	4,356	4,431	4,697	4,551	2,907	2,914	3,006	3,031	3,236	3,135	4,039	4,156	4,195	4,170	4,507	4,381
All universities ²	1,936	1,960	2,045	2,078	2,161	2,156	3,411	3,424	3,553	3,625	3,810	3,786	2,459	2,488	2,595	2,632	2,747	2,745	4,370	4,415	4,521	4,540	4,938	5,088

1. The average instructional faculty salary cost per full-time equivalent student for each level is calculated as follows: the instructional salary for each rank is assigned by level according to the percentage distribution of the course (assigned) credits within each rank. The salary for each rank is summed by level and divided by total full-time equivalent students for that level. For individual instruction, one course (assigned) credit is attributed to every three student credit hours generated.

2. No data for Cheyney University for 1998-99.
nd. No data.

SOURCE: Data provided by the individual universities, 1998 to 2003.

Historical Table 7

AVERAGE INSTRUCTIONAL FACULTY SALARY COST PER STUDENT CREDIT HOUR BY ACADEMIC DIVISION AND LEVEL¹
1997-98 to 2002-03

University	Lower division						Upper division						Total undergraduate						Master's					
	1997-98	1998-99	1999-00	2000-01	2001-02	2002-03	1997-98	1998-99	1999-00	2000-01	2001-02	2002-03	1997-98	1998-99	1999-00	2000-01	2001-02	2002-03	1997-98	1998-99	1999-00	2000-01	2001-02	2002-03
State-related																								
Lincoln	\$59	\$70	\$71	\$72	\$93	\$82	\$125	\$113	\$113	\$120	\$149	\$127	\$74	\$80	\$83	\$85	\$108	\$94	\$74	\$76	\$74	\$78	\$91	\$49
Penn State	51	53	59	59	61	62	94	98	102	104	112	113	66	70	76	77	80	82	210	204	220	204	248	268
Pittsburgh	57	54	53	54	58	57	112	104	107	109	119	115	75	70	70	72	77	76	220	218	222	230	256	262
Temple	65	67	67	69	71	65	87	92	97	102	103	102	77	81	83	86	88	84	137	153	157	169	162	172
Total	54	55	58	60	62	62	95	98	102	104	111	111	70	72	76	77	81	81	190	190	197	199	221	232
State-owned																								
Bloomsburg	74	76	79	78	79	80	141	139	142	149	150	151	93	94	98	98	98	100	195	178	188	184	184	207
California	74	73	75	71	77	73	121	133	129	119	129	121	89	92	92	87	94	89	138	160	174	151	165	149
Cheyney	122	nd	143	136	145	137	206	nd	208	207	193	204	146	nd	160	154	157	154	111	nd	86	102	153	124
Clarion	75	80	74	77	82	79	159	162	160	160	172	171	99	102	98	100	107	105	229	224	205	220	225	202
East Stroudsburg	77	78	79	83	85	85	132	140	142	152	149	161	93	97	98	104	104	108	114	108	124	125	153	172
Edinboro	82	85	85	84	88	82	139	140	155	159	165	161	101	104	109	108	113	108	201	209	225	222	239	256
Indiana	69	68	71	76	81	80	151	147	156	159	160	163	94	93	99	101	105	105	251	248	258	241	248	230
Kutztown	69	69	70	69	72	69	152	154	159	156	159	161	97	98	100	98	101	100	171	172	171	176	177	197
Lock Haven	68	71	78	82	73	78	155	125	138	132	152	149	95	89	96	97	96	98	104	135	171	156	200	242
Mansfield	72	84	88	97	85	85	157	167	159	197	181	170	105	116	116	135	121	120	167	152	167	179	79	87
Millersville	93	95	97	96	100	102	122	126	139	136	146	139	103	106	112	110	115	114	119	131	112	123	114	115
Shippensburg	75	76	78	77	85	84	133	126	130	131	141	130	92	91	93	92	101	98	157	159	180	193	197	216
Slippery Rock	83	83	82	84	87	89	145	147	143	149	155	149	101	102	100	103	106	106	198	194	206	208	213	215
West Chester	76	77	77	79	83	87	129	129	128	130	136	142	93	94	94	96	100	105	172	178	189	179	190	187
Total ²	76	77	79	80	86	83	141	140	145	148	157	152	97	97	100	101	108	105	168	173	175	174	188	183
All universities ²	65	65	68	69	72	72	114	114	118	121	127	126	82	83	87	88	92	92	182	184	188	189	206	212

1. The average instructional faculty salary cost per student credit hour for each level is calculated as follows: the instructional salary for each rank is assigned by level according to the percentage distribution of the course (assigned) credits within each rank. The salary for each rank is summed by level and divided by the total student credit-hour production for that level. For individual instruction, one course (assigned) credit is attributed to every three student credit hours generated. Instructional faculty salary cost per student credit hour equals instructional faculty salary cost per FTE student divided by 30 for undergraduate students, and divided by 24 for graduate students (see Historical Table 6).

2. No data for Cheyney University for 1998-99.

nd. No data.

SOURCE: Data provided by the individual universities, 1998 to 2003.

Historical Table 8

AVERAGE CLASS SIZES IN CLASSROOM INSTRUCTION BY ACADEMIC DIVISION AND LEVEL¹
1997-98 to 2002-03

University	Lower division						Upper division						Total undergraduate						Master's					
	1997-98	1998-99	1999-00	2000-01	2001-02	2002-03	1997-98	1998-99	1999-00	2000-01	2001-02	2002-03	1997-98	1998-99	1999-00	2000-01	2001-02	2002-03	1997-98	1998-99	1999-00	2000-01	2001-02	2002-03
State-related																								
Lincoln	22	20	20	20	21	23	12	13	13	13	13	15	19	18	18	17	18	20	15	14	14	14	14	14
Penn State	31	31	29	29	30	30	27	27	27	26	26	27	29	29	28	28	28	29	14	15	14	15	14	15
Pittsburgh	30	31	31	31	31	31	22	23	23	24	24	24	27	28	28	28	28	28	18	17	17	17	16	17
Temple	26	25	26	27	27	28	22	22	22	22	22	23	24	24	23	24	24	25	14	14	14	14	14	14
Total	29	30	29	29	29	30	24	25	25	24	24	25	27	28	27	27	27	28	16	15	15	15	15	16
State-owned																								
Bloomsburg ²	24	27	27	28	29	30	15	19	19	18	18	19	20	24	24	24	25	26	9	12	12	12	12	12
California	29	29	29	28	28	29	17	16	17	17	16	18	24	23	24	23	23	24	14	12	11	12	11	14
Cheyney	17	nd	19	21	22	21	11	nd	12	14	17	15	15	nd	17	18	20	19	16	nd	19	18	15	19
Clarion	33	33	34	35	34	36	14	15	15	15	14	15	24	25	25	26	24	26	10	11	11	11	10	12
East Stroudsburg	29	28	28	27	27	28	19	18	18	17	18	18	25	24	24	23	24	24	16	17	16	17	12	12
Edinboro	25	24	26	27	27	28	17	17	18	18	19	17	22	21	23	23	24	23	9	9	9	9	10	10
Indiana	28	29	28	31	31	31	13	13	14	15	15	14	21	21	21	23	24	24	8	8	8	11	11	12
Kutztown	29	29	30	31	31	32	16	16	15	16	17	17	22	22	23	24	24	25	13	14	14	14	13	13
Lock Haven ³	30	29	29	29	32	32	18	21	18	18	19	21	25	26	25	25	27	29	9	12	14	14	12	14
Mansfield ²	26	28	26	24	26	26	9	17	17	14	16	17	15	23	22	19	21	22	8	12	14	15	18	20
Millersville	25	25	25	25	27	27	20	20	19	18	20	21	23	23	23	22	24	25	17	15	18	17	18	18
Shippensburg	29	29	29	30	30	30	21	22	21	22	22	24	26	27	26	27	28	28	14	14	13	14	14	15
Slippery Rock	31	31	31	31	31	32	16	15	16	16	16	18	24	24	25	24	24	26	12	13	11	11	12	12
West Chester	24	24	25	24	25	25	14	14	15	14	15	16	20	20	20	20	20	21	11	11	11	11	11	12
Total⁴	27	28	28	28	29	29	15	16	16	16	17	17	22	23	23	23	24	24	12	12	12	13	12	13
All universities⁴	28	29	28	29	29	30	19	20	20	20	21	21	24	25	25	25	26	26	14	14	14	14	14	14

1. Average class size for each level is calculated by dividing total classroom student credit hours by total classroom course (assigned) credits.
 2. Adjustments made to classroom course (assigned) credits in 1998-99.
 3. 1999-00 data repeated for 2000-01.
 4. No data for Cheyney University for 1998-99.
 nd. No data.

SOURCE: Data provided by the individual universities, 1998 to 2003

Historical Table 9

COMMONWEALTH INSTRUCTIONAL APPROPRIATIONS¹
1997-98 to 2002-03
(in millions)

University	1997-98 ^a	1998-99	1999-00	2000-01	2001-02	2002-03
State-related						
Lincoln	\$10.0	\$11.0	\$11.4	\$12.9	\$10.4	\$11.9
Penn State	219.0	229.0	236.2	243.3	243.1	232.8
Pittsburgh	134.9	140.8	149.5	149.8	147.0	150.2
Temple	141.8	147.9	152.3	157.2	154.2	157.8
Total	505.7	528.7	549.4	563.2	554.7	552.7
State-owned						
Bloomsburg	30.5	31.7	32.6	34.3	34.1	32.8
California	27.9	29.0	29.8	31.2	31.0	29.9
Cheyney	13.2	13.8	14.6	14.4	13.9	14.0
Clarion	28.7	29.9	30.8	32.7	32.1	30.8
East Stroudsburg	21.1	23.0	23.9	25.2	25.2	24.1
Edinboro	29.7	31.3	31.9	32.8	32.9	32.0
Indiana	57.2	58.7	58.8	60.5	60.7	57.1
Kutztown	29.3	30.5	31.5	33.6	33.2	32.1
Lock Haven	17.5	18.9	20.0	21.2	21.6	21.4
Mansfield	16.6	17.7	18.6	18.6	18.5	17.9
Millersville	31.3	32.4	32.8	34.7	34.8	33.7
Shippensburg	27.3	29.0	30.8	32.3	32.9	32.2
Slippery Rock	31.5	32.5	32.9	34.5	33.7	32.6
West Chester	39.1	40.5	43.8	46.2	46.3	44.6
Total²	400.9	418.9	432.8	452.2	450.9	435.2
All universities²	906.6	947.6	982.2	1,015.4	1,005.6	987.9

1. Instructional appropriations include educational and general appropriations. Excludes medical school data.

2. Excludes amount of instructional appropriation allocated to Office of the Chancellor and the System Reserve of the State System of Higher Education.

a. Excludes funding for Special Projects.

SOURCE: *Governor's Executive Budget*, 1999-00 to 2003-04; data provided by the individual State-related universities and the State System of Higher Education, Commonwealth of Pennsylvania, 1998 to 2003.

Historical Table 10

ACADEMIC YEAR TUITION AND REQUIRED FEES FOR FULL-TIME STUDENTS
BY ACADEMIC LEVEL AND RESIDENCE
1997-98 to 2002-03

University	Undergraduate		Graduate ¹	
	In-State	Out-of-State	In-State	Out-of-State
State-related				
Lincoln				
1997-98	\$4,392	\$6,910	\$5,576	\$9,188
1998-99	4,595	7,210	5,830	9,580
1999-00	4,824	7,716	6,122	10,280
2000-01	5,026	8,192	6,394	10,940
2001-02	5,176	8,440	6,586	11,266
2002-03	5,452	8,890	6,936	11,862
Penn State				
Main Campus				
1997-98	5,832	12,406	6,502	13,180
1998-99	6,092	12,908	6,786	13,712
1999-00	6,436	13,552	7,160	14,392
2000-01	6,852	14,394	7,620	15,286
2001-02	7,396	15,522	8,224	16,484
2002-03	8,382	17,610	9,324	18,702
Pittsburgh				
Main Campus				
1997-98	6,164	12,928	8,154	16,318
1998-99	6,424	13,458	8,498	16,988
1999-00	6,698	14,014	8,818	17,648
2000-01	7,002	14,684	9,234	18,506
2001-02	7,482	15,740	9,890	19,856
2002-03	8,528	17,336	11,286	21,872
Temple				
1997-98	6,150	11,032	7,672	10,576
1998-99	6,378	11,408	8,032	10,936
1999-00	6,612	11,730	8,320	11,344
2000-01	6,948	12,322	8,748	11,916
2001-02	7,324	13,062	9,220	13,127
2002-03	8,062	14,316	10,108	14,428
State-owned				
Bloomsburg				
1997-98	4,278	9,634	4,133	6,901
1998-99	4,278	9,634	4,133	6,901
1999-00	4,456	9,884	4,466	7,296
2000-01	4,668	10,356	4,856	7,726
2001-02	4,992	11,016	5,434	8,388
2002-03	5,550	12,168	6,306	9,510
California				
1997-98	4,475	9,831	4,377	7,145
1998-99	4,545	9,901	4,441	7,209
1999-00	4,742	10,170	4,794	7,624
2000-01	4,937	10,625	5,173	8,043
2001-02	5,202	11,226	5,730	8,684
2002-03	5,742	12,310	6,581	9,735
Cheyney				
1997-98	4,023	9,379	3,850	6,618
1998-99	4,023	9,379	3,850	6,618
1999-00	4,173	9,601	4,160	6,990
2000-01	4,447	10,135	4,618	7,488
2001-02	4,671	10,695	4,980	7,934
2002-03	5,133	11,701	5,734	8,888
Clarion				
1997-98	4,378	9,734	4,278	7,046
1998-99	4,569	8,905	4,469	7,237
1999-00	4,700	6,510	4,762	7,592
2000-01	4,927	6,823	5,088	7,958
2001-02	5,195	7,203	5,590	8,544
2002-03	5,740	7,930	6,426	9,580
East Stroudsburg				
1997-98	4,322	9,678	4,166	6,934
1998-99	4,314	9,670	4,168	6,936
1999-00	4,492	9,920	4,504	7,334
2000-01	4,718	10,406	4,908	7,778
2001-02	4,984	11,008	5,406	8,360
2002-03	5,502	12,120	6,209	9,413

Edinboro				
1997-98	4,193	9,549	4,366	7,134
1998-99	4,193	10,084	4,366	7,549
1999-00	4,358	6,168	4,725	7,555
2000-01	4,569	6,465	5,156	8,026
2001-02	4,944	6,952	5,816	8,770
2002-03	5,464	7,704	6,690	9,894
Indiana				
1997-98	4,204	9,560	4,093	6,861
1998-99	4,244	9,600	4,133	6,901
1999-00	4,419	9,847	4,447	7,277
2000-01	4,617	10,305	4,882	7,752
2001-02	4,875	10,899	5,358	8,312
2002-03	5,541	12,159	6,201	9,405
Kutztown				
1997-98	4,219	9,575	4,089	6,857
1998-99	4,251	9,607	4,111	6,879
1999-00	4,448	9,876	4,480	7,310
2000-01	4,667	10,355	4,899	7,769
2001-02	4,947	10,971	5,435	8,389
2002-03	5,477	12,095	6,279	9,483
Lock Haven				
1997-98	4,062	9,418	4,062	6,830
1998-99	4,071	7,427	4,071	6,939
1999-00	4,259	7,687	4,434	7,264
2000-01	4,548	8,236	4,928	7,798
2001-02	4,758	9,185	5,446	8,761
2002-03	5,606	10,174	6,832	9,986
Mansfield				
1997-98	4,354	9,710	3,944	6,712
1998-99	4,410	9,766	4,010	6,778
1999-00	4,560	9,988	4,322	7,152
2000-01	4,766	10,454	4,946	7,810
2001-02	5,096	11,120	5,492	8,446
2002-03	5,624	12,192	6,340	9,494
Millersville				
1997-98	4,400	9,756	4,400	7,168
1998-99	4,429	9,785	4,429	7,197
1999-00	4,595	10,023	4,757	7,587
2000-01	4,804	10,492	5,150	8,020
2001-02	5,053	11,077	5,637	8,591
2002-03	5,547	12,165	6,423	9,627
Shippensburg				
1997-98	4,344	9,700	4,144	6,912
1998-99	4,344	9,700	4,144	6,912
1999-00	4,550	9,978	4,472	7,302
2000-01	4,746	10,434	4,852	7,722
2001-02	5,004	11,028	5,348	8,302
2002-03	5,502	12,120	6,138	9,342
Slippery Rock				
1997-98	4,302	9,658	4,475	7,243
1998-99	4,311	9,667	4,485	7,667
1999-00	4,484	9,912	4,851	7,681
2000-01	4,684	10,372	5,290	8,590
2001-02	4,942	10,966	5,846	9,244
2002-03	5,548	12,116	6,820	10,496
West Chester				
1997-98	4,162	9,518	4,044	6,812
1998-99	4,248	9,604	4,128	6,896
1999-00	4,422	9,850	4,464	7,294
2000-01	4,630	10,318	4,856	7,726
2001-02	4,900	10,924	5,504	8,458
2002-03	5,468	12,036	6,196	9,350

1. Excludes first-professional level.

SOURCE: Pennsylvania Department of Education, *Colleges and Universities-Education Digest*, 1997-98 to 2000-01; Pennsylvania Department of Education, *College and University Student Charges*, <http://www.pdehighered.state.pa.us/higher/cwp/view.asp?a=11&Q=42024&q=150&higherNav=|2933|2971|&higherNav=|2930|> (October 3, 2003).

page 40 blank

APPENDIX: MODEL OF FTE SALARY COST DETERMINATION

Instructional faculty salary cost per student credit hour, for each academic level and each program area, can be expressed by the following model:

$$\begin{array}{r}
 \text{FTE} \\
 \text{Instructional} \\
 \text{faculty} \\
 \hline
 \text{salaries} \\
 \text{Student} \\
 \text{credit hours}
 \end{array}
 =
 \begin{array}{r}
 \text{Number of FTE} \\
 \text{instructional faculty} \\
 \hline
 \text{Number} \quad \text{Average} \\
 \text{of} \quad \text{x} \quad \text{course} \\
 \text{courses} \quad \text{(assigned)} \\
 \text{credit} \\
 \text{value}
 \end{array}
 \times
 \begin{array}{r}
 \text{Average FTE instructional} \\
 \text{faculty salary} \\
 \hline
 \text{Average} \quad \text{Number} \\
 \text{class} \quad \text{x} \quad \text{of classes} \\
 \text{(section)} \quad \text{(sections)} \\
 \text{size} \quad \text{Number} \\
 \text{of courses}
 \end{array}$$

The two terms on the right-hand side of this equation illustrate the two different kinds of factors which determine FTE instructional salary cost.

The components of the first term are approximately *constants or constant relationships*. In the short run, neither the number of faculty per course nor the number of faculty per average course (assigned) credit value can be readily varied to influence FTE instructional salary cost.

The second term contains *control variables*: average FTE instructional faculty salary, average class (section) size, and the number of classes (sections) per course. To at least some degree, each of these variables can be controlled by university administrators to affect FTE instructional salary cost. Adjustments in the number of classes (sections) per course are an alternative to permitting average class sizes to change with changes in enrollment.

Average instructional faculty salary cost per FTE student, or FTE instructional salary cost, equals the FTE instructional salary cost per student credit hour times 30 for undergraduate students, and times 24 for graduate students.

This model serves as the basis for the regression analysis performed by the Commission staff to estimate the annual cost savings from a decrease in average salary and an increase in average class (section) size (see chart, page xii).