

EXECUTIVE: 11-12-14  
STEERING:  
FACULTY SENATE: 11-19-14  
UNIVERSITY COUNCIL:  
REFER TO:

## **Faculty Salary Report**

Faculty Senate  
Committee on the Economic Status of the Profession  
Northern Illinois University

October 2014

### **Acknowledgements**

We would like to thank Bilal Khan for his efforts in collecting additional data. Any remaining errors are the responsibility of the Committee. For various reasons this report has taken a long time to prepare. Please remember that committee members were not compensated in terms of time or remuneration; all participation is voluntary. Any questions concerning this report should be directed to the Chair of the Committee, George A. Slotsve.

## **Background**

In 2011 the NIU Faculty Senate requested an analysis of faculty salaries across universities. The question of interest was how NIU salaries compared to other universities. The project languished for two years as data was not readily available. In 2012 the Faculty Senate was granted a research assistant position and this allowed the data to be collected and analyzed.

## **Comparison Universities**

The biggest issue faced by the committee was the dearth of appropriate data. In the best of all worlds, we would like to have included a larger number of universities. Due to the availability of consistently defined data, we restricted our analysis to Illinois. Because only public universities in Illinois were considered, we have implicitly controlled for the effects of the State Budget cuts on higher education.

## **Statistical Analysis**

We have only provided the average (mean) base salary by department and rank across universities. Other summary measures of central tendency (median) and dispersion (standard deviation, range) could be calculated. It should be noted that the mean salary will be affected by outliers (particularly high or low salaries). We have not examined outliers in the analysis. If we had at least two years of data, it would be possible to control for unobserved heterogeneity in our sample using panel data techniques. Finally, at least at the university level, we could compare the distribution of salaries across universities. In the interest of producing a report this year rather than next and given limited resources, we have opted not to perform these additional analyses.

## **Data**

The data for the Fiscal year 2013 were obtained from the IBHE website (<http://www.ibhe.org/pa96266/search.aspx>). The information included:

- Employee Name
- University
  - 1 Chicago State University
  - 2 Eastern Illinois University
  - 3 Governors State University
  - 4 Illinois State University
  - 5 Northeastern Illinois University
  - 6 Northern Illinois University
  - 7 Southern Illinois University – Carbondale
  - 8 Southern Illinois University – Edwardsville
  - 9 Southern Illinois University – School of Medicine
  - 10 Southern Illinois University – System Office
  - 11 University of Illinois – Chicago
  - 12 University of Illinois – Springfield
  - 13 University of Illinois – Urbana/Champaign
  - 14 University of Illinois – University Administration
  - 15 Western Illinois University

- Position
  - 1 Assistant Professor
  - 2 Associate Professor
  - 3 Chancellor
  - 4 Instructor
  - 5 Lecturer
  - 6 No Rank or Other
  - 7 Other Administrator
  - 8 President
  - 9 Professor
  - 10 Senior Officer
  - 11 Unit Officer
  - 12 Vice Chancellor
  - 13 Vice President

- Title

Included additional specifics with respect to title including identifying department chairs, deans, etc).

- Additional Information

This information is sporadically and inconsistently reported within and across universities. For example, some departments at Chicago State noted the length (in months) of the contract. Most departments and universities did not report this information.

- Base Salary

Generally this refers to the 9 month contract.

- Additional Compensation

This includes, for example, salary for summer teaching.

### **Information Not Reported**

The IBHE data did not include any information on the department to which an employee was attached. This is a particularly important variable for our analysis. Salary data for universities available at most websites only report the average or mean salary possibly broken out by rank and gender. The problem with using university wide averages is the large variation in salary across departments within universities and the different distributions of departments across universities. For example, universities that have a large medical school are expected to higher average salaries. Consequently, university-wide averages do not provide a fair comparison of salaries across universities.

A fairer comparison is average department salary by rank across universities. The problem is the IBHE data did not include department information. As a result, we manually collected the department information. We have chosen comparison universities for which it was possible to find the academic departments for the majority of professors through an internet search. We did not include universities for which this information was difficult to find for many professors. The six major universities we compared included:

- 1 Chicago State University
- 2 Eastern Illinois University
- 3 Illinois State University
- 4 Northern Illinois University
- 5 Southern Illinois University – Carbondale
- 6 University of Illinois – Urbana/ Champaign

### **Department Definitions**

Some traditional department classifications were aggregated to allow comparison across universities. We also deleted some departments because they were interdisciplinary, and it was difficult to combine them in any one group. For example, Atmospheric Sciences is combination of engineering, physics and chemistry. Urban and regional planning is a combination of sociology, economics, engineering, etc. See below for how different departments have been combined.

Sociology:	Anthropology, Sociology
Technology:	Information Technology, Technology and Education
Philosophy:	Criminal Justice, Philosophy
Foreign:	Latin Studies, African American Studies, Foreign Languages
Chemistry:	Biochemistry
Business:	Accounting, Finance, Management, Marketing
Health:	Kinesiology, Counseling, Audiology, Physical Education
Art:	Film Studies, Music, Architecture, Design, Theatre, Dance
Engineering:	Computer Science
Family:	Family and Consumer Sciences, Family and Human Development, Hospitality Management
Political Science:	Politics and Government
Communication:	Journalism, Media
History:	Linguistics, Women's Studies, Classics, Religion
Biology:	Food Science and Nutrition, Crop Science, Life Sciences, Molecular and Cellular Biology, Biotechnology, Bioengineering, Neuroscience
Geography:	Geology, Geography, Natural Resources and Environmental
Deleted:	Urban Regional Planning, Atmospheric Sciences, Employment and Labor Relations, Environment, Agriculture, Criminology

Within the six universities, if there were professors whose departmental information we could not find through an internet search, we removed their names from the data.

### **Sample Restrictions**

We have tried to include only those professors who did not hold an administrative position. Specifically we excluded department chairs from our analysis. It is debatable as to whether department chairs should be included in the sample because part of their salary reflects their administrative duties. We do not have information on the percentage of chair appointment attributable to administrative duties. Hopefully this allows a fairer comparison of salaries across departments and schools.

### **Missing Controls**

We would like to have also controlled for other factors that may be expected to influence salaries. For example, we would have liked to control for quality of the faculty (captured by publication records), teaching loads, and time devoted to service activities. Unfortunately, this information is not readily available nor did we have the resources to obtain the information (much of which would need to be manually collected).

We would also like to have controlled for base contract length, but again the data is not readily available. For example, in the NIU School of Nursing, some contracts are 9 month and some are 10 or 12 month.

Interpret the data with caution!

**Salaries at Selected Illinois Universities by Department and Rank, FY 2013**

	Chicago State University		Eastern Illinois University		Illinois State University		Northern Illinois University		Southern Illinois University Carbondale		U of I at Urbana/Champaign		Total Average Base SALARY	Total Count
	Average Base SALARY	Count	Average Base SALARY	Count	Average Base SALARY	Count	Average Base SALARY	Count	Average Base SALARY	Count	Average Base SALARY	Count		
<b>Art</b>	<b>69226</b>	<b>12</b>	<b>67988</b>	<b>36</b>	<b>64619</b>	<b>94</b>	<b>63840</b>	<b>82</b>	<b>65099</b>	<b>66</b>	<b>80081</b>	<b>140</b>	<b>69989</b>	<b>430</b>
Assistant Professor	59681	4	48819	13	56474	27	48101	15	56455	20	62243	38	56530	117
Associate Professor	63252	4	62827	9	61035	40	58922	44	64997	33	75248	54	65547	184
Professor	84744	4	89106	14	78074	27	83512	23	78656	13	99640	48	88531	129
<b>Biology</b>	<b>71623</b>	<b>14</b>	<b>86090</b>	<b>26</b>	<b>69427</b>	<b>19</b>	<b>76506</b>	<b>28</b>	<b>78450</b>	<b>36</b>	<b>101998</b>	<b>199</b>	<b>92621</b>	<b>322</b>
Assistant Professor	67446	4	66234	6	63339	6	68774	6	61021	11	76493	50	71756	83
Associate Professor	69129	5	77396	4	67619	10	71967	12	78048	17	84857	47	79054	95
Professor	77459	5	95709	16	87633	3	86591	10	103269	8	122399	102	113599	144
<b>Business</b>	<b>88036</b>	<b>15</b>	<b>114326</b>	<b>23</b>	<b>115280</b>	<b>77</b>	<b>128518</b>	<b>51</b>	<b>136764</b>	<b>31</b>	<b>180353</b>	<b>98</b>	<b>139984</b>	<b>295</b>
Assistant Professor	78597	2	113532	12	114673	25	127992	17	132680	11	167251	45	138822	112
Associate Professor	77373	6	109357	8	112687	23	127261	19	131329	12	163005	23	128285	91
Professor	99872	7	130752	3	117860	29	130705	15	150531	8	213308	30	152971	92
<b>Chemistry</b>	<b>64134</b>	<b>4</b>	<b>76431</b>	<b>13</b>	<b>73597</b>	<b>21</b>	<b>81394</b>	<b>16</b>	<b>71659</b>	<b>16</b>	<b>136484</b>	<b>42</b>	<b>98008</b>	<b>112</b>
Assistant Professor			62133	4	63596	6	67198	2	60351	6	85235	11	71179	29
Associate Professor	64134	4	75543	5	69203	6	71186	8	71556	7	84960	4	72344	34
Professor			91841	4	83195	9	99735	6	94513	3	164997	27	131694	49
<b>Communication</b>	<b>72167</b>	<b>4</b>	<b>71783</b>	<b>26</b>	<b>68716</b>	<b>29</b>	<b>72303</b>	<b>26</b>	<b>66663</b>	<b>46</b>	<b>98484</b>	<b>39</b>	<b>76089</b>	<b>170</b>
Assistant Professor	72167	4	60062	11	64993	10	61533	6	57887	20	71138	11	63044	62
Associate Professor			73901	9	65574	11	69044	11	64506	18	89685	14	72422	63
Professor			90096	6	77689	8	83468	9	93456	8	128770	14	99194	45
<b>Economics</b>	<b>77190</b>	<b>3</b>	<b>73746</b>	<b>11</b>	<b>92680</b>	<b>13</b>	<b>98421</b>	<b>11</b>	<b>106347</b>	<b>9</b>	<b>126221</b>	<b>56</b>	<b>110250</b>	<b>103</b>
Assistant Professor			70841	3	79396	4	82332	4			93801	16	87417	27
Associate Professor	63117	1	62533	5	88200	3	95889	4	91706	6	94983	13	87780	32
Professor	84227	2	95339	3	103776	6	123250	3	135630	3	160474	27	140604	44

	Chicago State University		Eastern Illinois University		Illinois State University		Northern Illinois University		Southern Illinois University Carbondale		U of I at Urbana/Champaign		Total Average Base SALARY	Total Count
	Average Base SALARY	Count	Average Base SALARY	Count	Average Base SALARY	Count	Average Base SALARY	Count	Average Base SALARY	Count	Average Base SALARY	Count		
<b>Education</b>	<b>66128</b>	<b>25</b>	<b>76102</b>	<b>32</b>	<b>66062</b>	<b>91</b>	<b>68446</b>	<b>90</b>	<b>64370</b>	<b>48</b>	<b>104125</b>	<b>66</b>	<b>74495</b>	<b>352</b>
Assistant Professor	62928	12	62537	17	60819	42	57972	32	55748	20	68492	13	60538	136
Associate Professor	67861	7	77359	7	63664	32	68846	35	67494	23	83716	17	69743	121
Professor	70506	6	103831	8	83531	17	82409	23	84490	5	126631	36	100529	95
<b>Engineering</b>	<b>94965</b>	<b>6</b>	<b>78272</b>	<b>6</b>	<b>113715</b>	<b>1</b>	<b>85698</b>	<b>43</b>	<b>93647</b>	<b>60</b>	<b>129316</b>	<b>315</b>	<b>118774</b>	<b>431</b>
Assistant Professor	70578	1	63846	2			68568	16	72628	13	93022	64	85343	96
Associate Professor	83394	1	83007	3			88722	15	89289	26	103186	76	97743	121
Professor	103955	4	92916	1	113715	1	104758	12	112053	21	153938	175	145663	214
<b>English</b>	<b>71754</b>	<b>6</b>	<b>76147</b>	<b>36</b>	<b>69335</b>	<b>43</b>	<b>69861</b>	<b>30</b>	<b>68754</b>	<b>23</b>	<b>88810</b>	<b>52</b>	<b>76045</b>	<b>190</b>
Assistant Professor			57822	8	61425	8	58166	6	59130	3	63434	6	60031	31
Associate Professor	69392	4	66835	10	62523	18	64814	15	66294	14	76246	26	68437	87
Professor	76478	2	89464	18	80270	17	86069	9	79306	6	112756	20	92132	72
<b>Family</b>			<b>75701</b>	<b>15</b>	<b>70859</b>	<b>9</b>					<b>90781</b>	<b>11</b>	<b>79195</b>	<b>35</b>
Assistant Professor			61097	7	61405	5					71137	2	62641	14
Associate Professor			75582	4	65352	3					77176	5	73688	12
Professor			101376	4	134649	1					117610	4	112288	9
<b>Foreign</b>	<b>66773</b>	<b>5</b>	<b>62202</b>	<b>6</b>	<b>64842</b>	<b>19</b>	<b>67422</b>	<b>21</b>	<b>63985</b>	<b>12</b>	<b>82095</b>	<b>70</b>	<b>74206</b>	<b>133</b>
Assistant Professor	65385	1	49761	1	57941	7	56916	6	54047	5	66331	23	61816	43
Associate Professor	62025	3	62423	4	62916	7	59182	10	60894	5	79391	34	70980	63
Professor	82404	1	73757	1	77198	5	96512	5	96555	2	117057	13	101465	27
<b>Geography</b>	<b>73638</b>	<b>1</b>	<b>72031</b>	<b>11</b>	<b>65465</b>	<b>12</b>	<b>77354</b>	<b>24</b>	<b>81726</b>	<b>15</b>	<b>91296</b>	<b>37</b>	<b>81119</b>	<b>100</b>
Assistant Professor			61044	6	59520	9	63550	8	61468	5	70437	12	64073	40
Associate Professor			86806	2			74924	8	72068	2	82367	9	78974	21
Professor	73638	1	84155	3	83301	3	93586	8	96801	8	111964	16	99757	39

	Chicago State University		Eastern Illinois University		Illinois State University		Northern Illinois University		Southern Illinois University Carbondale		U of I at Urbana/Champaign		Total Average Base SALARY	Total Count
	Average Base SALARY	Count	Average Base SALARY	Count	Average Base SALARY	Count	Average Base SALARY	Count	Average Base SALARY	Count	Average Base SALARY	Count		
<b>Health</b>	<b>64808</b>	<b>14</b>	<b>74859</b>	<b>37</b>	<b>68917</b>	<b>37</b>	<b>69748</b>	<b>49</b>	<b>67584</b>	<b>41</b>	<b>91445</b>	<b>54</b>	<b>74800</b>	<b>232</b>
Assistant Professor	63375	8	57514	15	59403	13	60124	22	56120	12	71523	21	61979	91
Associate Professor	65477	5	74359	10	66024	11	73601	19	65277	19	86266	21	73500	85
Professor	72936	1	96957	12	80877	13	87063	8	85724	10	135372	12	97608	56
<b>History</b>	<b>65065</b>	<b>5</b>	<b>75183</b>	<b>27</b>	<b>64421</b>	<b>24</b>	<b>73435</b>	<b>30</b>	<b>68629</b>	<b>18</b>	<b>93087</b>	<b>119</b>	<b>82588</b>	<b>223</b>
Assistant Professor			52186	4	55137	7	59669	9	56826	7	67656	14	60407	41
Associate Professor	64013	4	54727	7	62079	13	68854	13	64415	5	79543	56	72630	98
Professor	69273	1	89882	16	88278	4	96366	8	85910	6	115831	49	105031	84
<b>Law</b>							<b>102548</b>	<b>22</b>	<b>95976</b>	<b>23</b>	<b>186965</b>	<b>36</b>	<b>137259</b>	<b>82</b>
Assistant Professor							76808	5	80617	12	141329	6	94184	24
Associate Professor							97939	11	96631	4			97590	15
Professor							132448	6	121931	7	196093	30	175139	43
<b>Library</b>	<b>61387</b>	<b>15</b>	<b>91974</b>	<b>14</b>	<b>70071</b>	<b>15</b>	<b>59415</b>	<b>20</b>	<b>60681</b>	<b>18</b>	<b>83133</b>	<b>89</b>	<b>75666</b>	<b>171</b>
Assistant Professor	54636	11	59174	3	69956	6	41909	7	51480	7	65145	18	58165	52
Associate Professor	70896	2	76898	1	66431	8	62276	8	60608	8	78551	55	73823	82
Professor	89008	2	103322	10	99888	1	79347	5	82342	3	119119	16	104346	37
<b>Mathematics</b>	<b>78422</b>	<b>10</b>	<b>83788</b>	<b>14</b>	<b>76959</b>	<b>31</b>	<b>78482</b>	<b>37</b>	<b>78879</b>	<b>21</b>	<b>99419</b>	<b>79</b>	<b>87278</b>	<b>192</b>
Assistant Professor			48706	1	65701	7	64867	11	59472	2	79077	12	69395	33
Associate Professor	73611	4	61578	2	63968	5	69195	14	69321	10	87179	25	76314	60
Professor	81629	6	91016	11	84526	19	101797	12	93811	9	112517	42	99884	99
<b>Medicine</b>											<b>124360</b>	<b>35</b>	<b>124360</b>	<b>35</b>
Assistant Professor											110023	9	110023	9
Associate Professor											119841	8	119841	8
Professor											133537	18	133537	18



	Chicago State University		Eastern Illinois University		Illinois State University		Northern Illinois University		Southern Illinois University Carbondale		U of I at Urbana/Champaign		Total Average Base SALARY	Total Count
	Average Base SALARY	Count	Average Base SALARY	Count	Average Base SALARY	Count	Average Base SALARY	Count	Average Base SALARY	Count	Average Base SALARY	Count		
<b>Nursing</b>	<b>65030</b>	<b>3</b>	<b>66759</b>	<b>2</b>	<b>69572</b>	<b>17</b>	<b>69501</b>	<b>19</b>					<b>69069</b>	<b>41</b>
Assistant Professor	65030	3	66759	2	66641	13	67277	11					66724	29
Associate Professor					75966	3	71351	7					72735	10
Professor					88488	1	81025	1					84757	2
<b>Pharmacy</b>	<b>94506</b>	<b>12</b>											<b>94506</b>	<b>12</b>
Assistant Professor	90347	8											90347	8
Associate Professor	102825	4											102825	4
<b>Philosophy</b>	<b>73665</b>	<b>15</b>	<b>72988</b>	<b>6</b>	<b>74196</b>	<b>16</b>	<b>68279</b>	<b>9</b>	<b>83445</b>	<b>10</b>	<b>97561</b>	<b>11</b>	<b>78391</b>	<b>67</b>
Assistant Professor	63470	4	54739	1	59445	4	59424	6			60826	3	60301	18
Associate Professor	71540	6	72292	1	67332	7	72780	1	64080	4	81051	6	71530	25
Professor	84371	5	77725	4	95608	5	92594	2	96356	6	202194	2	99104	24
<b>Physics</b>	<b>64116</b>	<b>2</b>	<b>85408</b>	<b>6</b>	<b>78849</b>	<b>9</b>	<b>90180</b>	<b>18</b>	<b>80234</b>	<b>7</b>	<b>119049</b>	<b>63</b>	<b>105098</b>	<b>105</b>
Assistant Professor			54745	1	58005	1	66250	2	67154	2	90266	9	79463	15
Associate Professor	64116	2	76143	3	68229	3	86374	8	74203	4	89572	16	82842	36
Professor			114639	2	89390	5	99969	8	130518	1	138278	38	127056	54
<b>Policy</b>	<b>60156</b>	<b>1</b>					<b>91514</b>	<b>3</b>	<b>89930</b>	<b>2</b>	<b>73001</b>	<b>1</b>	<b>83937</b>	<b>7</b>
Assistant Professor	60156	1					65500	1	59679	1	73001	1	64584	4
Associate Professor							81950	1					81950	1
Professor							127091	1	120182	1			123636	2
<b>Political Science</b>			<b>82323</b>	<b>9</b>	<b>68698</b>	<b>15</b>	<b>74007</b>	<b>20</b>	<b>67024</b>	<b>14</b>	<b>118739</b>	<b>26</b>	<b>86632</b>	<b>84</b>
Assistant Professor			64196	1	60811	8	65151	10	60032	5	79510	5	65514	29
Associate Professor			76581	3	65127	3	75460	8	65701	7	94933	9	78104	30
Professor			89393	5	87149	4	112474	2	89136	2	152939	12	121362	25

	Chicago State University		Eastern Illinois University		Illinois State University		Northern Illinois University		Southern Illinois University Carbondale		U of I at Urbana/Champaign		Total Average Base SALARY	Total Count
	Average Base SALARY	Count	Average Base SALARY	Count	Average Base SALARY	Count	Average Base SALARY	Count	Average Base SALARY	Count	Average Base SALARY	Count		
<b>Psychology</b>	<b>68245</b>	<b>12</b>	<b>85030</b>	<b>16</b>	<b>73928</b>	<b>37</b>	<b>80670</b>	<b>29</b>	<b>78044</b>	<b>18</b>	<b>103954</b>	<b>48</b>	<b>85305</b>	<b>160</b>
Assistant Professor	56937	3	55493	3	61659	3	73133	7	65424	3	74086	13	68550	32
Associate Professor	69987	6	40888	2	60187	15	74181	11	73994	10	84086	13	71115	57
Professor	76071	3	101111	11	86715	19	91955	11	93714	5	133344	22	104249	7
<b>Social Work</b>	<b>68153</b>	<b>4</b>			<b>58802</b>	<b>8</b>			<b>74425</b>	<b>10</b>	<b>85902</b>	<b>12</b>	<b>74062</b>	<b>3</b>
Assistant Professor	67721	2			47331	4			56345	2	73987	4	61117	1
Associate Professor	64170	1			68865	3			64995	3	87526	6	76224	1
Professor	72999	1			74502	1			87314	5	104856	2	88198	9
<b>Sociology</b>	<b>65133</b>	<b>6</b>	<b>68237</b>	<b>11</b>	<b>68868</b>	<b>24</b>	<b>74219</b>	<b>27</b>	<b>69945</b>	<b>16</b>	<b>83780</b>	<b>45</b>	<b>75096</b>	<b>12</b>
Assistant Professor	56916	2	53551	4	56651	5	63009	9	60534	6	67512	12	61887	3
Associate Professor	57659	2	67126	5	64108	14	73444	11	67662	5	76871	17	70398	5
Professor	80825	2	100389	2	94413	5	89848	7	83522	5	103323	16	95519	3
<b>Technology</b>	<b>84005</b>	<b>2</b>	<b>83825</b>	<b>12</b>	<b>91459</b>	<b>27</b>			<b>66756</b>	<b>37</b>			<b>78375</b>	<b>7</b>
Assistant Professor	74356	1	70009	2	83117	10			60475	17			69120	3
Associate Professor			82695	7	93672	9			69336	18			78528	3
Professor	93654	1	95673	3	99398	8			96921	2			97836	1
<b>Grand Total</b>	<b>72461</b>	<b>196</b>	<b>78825</b>	<b>395</b>	<b>75191</b>	<b>689</b>	<b>78064</b>	<b>705</b>	<b>77100</b>	<b>597</b>	<b>110183</b>	<b>1743</b>	<b>90233</b>	<b>432</b>

## Notes

1. We have tried to include only those professors who did not hold an administrative position. This allows us a fairer comparison of salaries across departments and schools.
2. The six major universities we have chosen are the ones for which it was possible to find the academic departments of the majority of professors through an internet search. We did not include universities for which this information was difficult to find for many professors.
3. Within the six universities, if there were professors whose departmental information we could not find through an internet search, we removed their names from the data.
4. Because departments are defined differently in across universities, we had to inevitably group some departments together. (For example, UIUC has several different engineering schools that we combined into one.) See below for how different departments have been combined.
5. We deleted some departments because they were interdisciplinary, and it was difficult to combine them in any one group. (For example, Atmospheric Sciences is combination of engineering, physics and chemistry. Urban and regional planning is a combination of sociology, economics, engineering, etc).

## Department Definitions

Sociology: Anthropology, Sociology

Technology: Information Technology, Technology and Education

Philosophy: Criminal Justice, Philosophy

Foreign: Latin Studies, African American Studies, Foreign Languages

Chemistry: Biochemistry

Business: Accounting, Finance, Management, Marketing

Health: Kinesiology, Counseling, Audiology, Physical Education

Art: Film Studies, Music, Architecture, Design, Theatre, Dance

Engineering: Computer Science

Family: Family and Consumer Sciences, Family and Human Development, Hospitality Management

Political Science: Politics and Government

Communication: Journalism, Media

History: Linguistics, Women's studies, Classics, Religion

Biology: Food Science and Nutrition, Crop Science, Life Sciences, Molecular and Cellular Biology, Biotechnology, Bioengineering, Neuroscience

Geography: Geology, Geography, Natural Resources and Environmental,

Deleted: Urban Regional Planning, Atmospheric Sciences, Employment and Labor Relations, Environment, Agriculture, Criminology