likely to be kept confidential. Differentials at small bachelor’s institutions, where all faculty members are often housed within a single college, are likely to be much smaller.

**Faculty Salary Versus Tuition Increases**

As noted at the beginning of this report, colleges and universities often claim that faculty salary increases are among the major reasons that tuition persistently increases an average of 2.0 to 3.5 percentage points more each year than the rate of inflation. This past year’s experience suggests that this argument does not always hold. As has been noted, tuition and fees rose by an average of 6.0 percent at private four-year colleges and universities between 2002–03 and 2003–04 and by 14.1 percent during the same period at public two- and four-year institutions.

Survey report table 1 shows, however, that average faculty salaries at private four-year institutions rose by approximately 3 percent this past year, and average faculty salaries at most public two- and four-year institutions rose by less than 2 percent.

Moreover, when we compared the average percentage salary increase this year for continuing faculty members at each of the public doctoral universities that responded to the AAUP’s survey with the average percentage increase in tuition and fees at each institution, we found a slightly negative, but statistically insignificant, correlation.22 Put simply, there is no evidence indicating that faculty salary increases for 2003–04 caused tuition to increase at public doctoral universities.

Beyond the most recent one-year changes, what has occurred over longer time periods? Table E shows the average annual changes in tuition and fees and average faculty salaries from 1976–77 to 1990–91 and from 1990–91 to 2002–03 for private four-year institutions, public four-year institutions, and public two-year institutions. From 1976–77 to 1990–91, average faculty salaries grew at annual rates that were less than the rates of increase in tuition and fees by 3.0 percentage points at