HEADS:
Using Statistical Data for Institutional Planning and Projections

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NASM Staff

HEADS Functions

- Accreditation Function
- Who Participates?
- History

Accreditation Function

- Member institutions must include Annual Reports from the previous three years in the Self-Study appendix

- Potential members must include the current year Annual Report in the Self-Study appendix

- Annual Reports provide NASM with an update of institutional activities and assist NASM in maintaining a ten-year cycle of accreditation

Participation

- Every accredited member institution is required to file an Annual Report (NASM *Handbook 2020-21*, Rules of Practice and Procedure, Part II, Article III, Section 7)

- Non-Member institutions may participate for a nominal fee

- 2020-2021 Data Summaries:
  - 600 Members Institutions Participated
  - 7 Non-member Institutions Participated

- Data Summaries are viewable for those years that an Institution successfully submitted a Data Survey

History of Data Summaries

- Data Summaries have been published since 1982
- Prior to 1988, Summaries were published one year after data collection
- Since the collection period of 1988-89, Summaries have been published the same year of collection
- Typically released at the beginning of April

NASM 2018 Annual Meeting

Information and registration for NASM's ninety-fourth Annual Meeting, November 16-20, 2018, in Washington, D.C.

ANNUAL MEETING >

Find Accredited Institutions

A searchable directory list of NASM accredited institutions.

DIRECTORY LISTS >

Current Notices

New and current notices, items of interest to music executives, and other NASM information.

ABOUT NASM >

All information on this website is updated as necessary to reflect the current policies and work of the Association.

NASM

- About NASM
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- ACCPAS
- CAAA
- NOAA
- HEADS
- ARTS-ACCREDIT

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HIGHER EDUCATION ARTS DATA SERVICES

- Council of Arts Accrediting Associations (CAAA)
- National Office for Arts Accreditation (NOAA)
- Higher Education Arts Data Services (HEADS)

The Higher Education Arts Data Services (HEADS) project is a joint effort of the National Association of Schools of Music, the National Association of Schools of Art and Design, the National Association of Schools of Theatre, and the National Association of Schools of Dance. The HEADS Project is designed to provide comprehensive management data on the arts in higher education.

The HEADS project, officially established in 1982, is a statistics system that gathers and compiles data from member and non-member institutions. Compiled data is published annually by discipline in the form of HEADS Data Summaries.

Participation in the project is mandatory for institutional members of the National Association of Schools of Art and Design, National Association of Schools of Dance, National Association of Schools of Music, and National Association of Schools of Theatre.

Special reports may be requested for the purpose of comparing one's own institution to a selected group of participating peer institutions.

For further information, please visit the HEADS website.

Click here to pay a HEADS invoice.

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HEADS Data Surveys

The Data Survey form for degree-granting units requests statistical information on a number of areas including enrollment, degrees offered, operational budgets, faculty salaries, ethnic breakdown of faculty and students, and so forth.

The 2019-2020 HEADS Data Survey is now open to submission. Previous years' data surveys can be accessed through the link above. Please note that data entered now for and previous surveys will not be included in the Data Summaries.

HEADS Data Summaries

Compilations of composite HEADS Survey data from degree-granting music, art/design, theatre and dance programs in higher education are available in the form of Data Summaries. Data Summaries provide statistics on enrollment, faculty numbers and salaries, administrative process, budget, presentation information, and a series of ratios providing comparisons in two or more of these areas.

2019-2020 Data Summaries are now available. Accredited member institutions that participated in the 2018-2019 HEADS Data Survey may access the entire set of Data Summaries or any portion thereof, by clicking the link above and signing in.

HEADS Special Reports

Special reports are existing charts from HEADS Data Summaries run for a specified group of participants. This service offers the executive the ability to compare his or her institution to a selected group of peer institutions.

Special Reports are currently available. Please click the link above for more information.

This Web site is intended to provide general assistance regarding the operation of the HEADS project. Requests for further information may be directed to the National Office Staff. HEADS accepts no responsibility for the content of any information or Web site attached to this site.

HEADS Special Reports

- Same format as charts in Data Summaries
- Can be used to compile data from peer institutions, institutions of similar size, and/or any specified subset of institutions
- Confidential data requires ten data points to be released
- Select by size/type, name, or query

Ordering Special Reports

Special Reports are requested online and delivered via e-mail. In order to request a Special Report at least one chart from the Data Summaries must be selected, and a sample set of at least 10 institutions (not including the requesting institution) must be selected. The links at the bottom of this page direct you to the Special Report request pages for each Association. The sample set of institutions may be defined by selecting institutions from a sorted list of participants or by providing general criteria for the types of institutions to include.

Special Reports take about one week to process. If there are any problems with your Special Report as it has been requested, HEADS staff will contact you for more information. Once the report has been confirmed as viable, an invoice will be sent via e-mail. Upon payment, the report will be sent via e-mail.

Institutional Data

If your institution participated in the 2019-2020 HEADS Data Survey, the Institutional Representative may request a supplement to the Special Report that provides the requesting institution's data, as reported in the Data Survey, in the same format as the Special Report. There is no additional fee for this supplement; however, the Institutional Representative must provide their HEADS login information on the request form in order to receive it.

This report, populated with only the institution's information, allows for easier comparison of data.

Fees

Participants in the 2019-2020 HEADS Data Survey will be invoiced $15 per chart series up to 15 charts, at which point a flat rate of $225 is charged for orders of 16 or more charts.

PLEASE NOTE: Non-member institutions that participated in the survey must also have a copy of the corresponding section of the most current HEADS Data Summaries in order to receive Special Reports. If our records indicate that a complete copy of the current Data Summaries has not been purchased, a fee for the applicable portion of the Data Summaries will also be invoiced. Member institutions are provided free electronic access to the Data Summaries.

Non-participants in the 2019-2020 HEADS Data Survey will be invoiced $25 per chart series up to 15 charts, at which point a flat rate of $375 is charged for orders of 16 or more charts.

PLEASE NOTE: Non-member institutions that did not participate in the survey must also have a copy of the corresponding section of the most current HEADS Data Summaries in order to receive Special Reports. If our records indicate that a complete copy of the current Data Summaries has not been purchased, a fee for the applicable portion of the Data Summaries will also be invoiced.

- **Music**
- **Art/Design**
- **Theatre**
- **Dance**

Special Request Form

Name and Title of Person Requesting Report

Name of Institution

Street Address and/or P.O. Box

City or Town

State

Zip Code

Telephone

Facsimile

E-Mail

1. Please select academic year:

2017-2018

2. Please select charts:

Select All Clear All

- [ ] 1. Total Music Student Enrollment
- [ ] 2. Music Major Enrollment By Size And Type Of Institution
- [ ] 4. Percentage of Quarter Hours and Semester Hours Generated by Non Major Students
- [ ] 5. Music Faculty By Rank, Gender And Highest Degree Earned
- [ ] 6. Music Faculty by Rank and Highest Degree Earned: Institutions Categorized by Highest Degree Granted in Music
- [ ] 7. Music Faculty by Gender and Academic Rank: Institutions Categorized by Type of Support
- [ ] 8. Music Faculty by Gender and Highest Degree Earned: Institutions Categorized by Type of Support
- [ ] 9. Music Faculty by Gender and Highest Degree Earned: Institutions Categorized by Highest Degree Granted in Music
- [ ] 10. Music Faculty by Gender and Length of Service: Institutions Categorized by Type of Support
- [ ] 11. Music Faculty by Rank and Length of Service: Institutions Categorized by Highest Degree Granted in Music
- [ ] 12. Music Faculty by Gender and Tenure Status: Institutions Categorized by Type of Support
- [ ] 13. Music Faculty by Gender and Tenure Status: Institutions Categorized by Highest Degree Granted in Music
- [ ] 14. Full-Time Music Faculty Salaries: Male
- [ ] 15. Full-Time Music Faculty Salaries: Female
- [ ] 16. Full-Time Music Faculty Salaries: All Faculty

- [ ] 17. Part-Time Music Instruction: Male
- [ ] 18. Part-Time Music Instruction: Female
- [ ] 19. Part-Time Music Instruction: All Part-Time Faculty
  19a. Part-Time Music Performance Staff
- [ ] 20. Music Executives' Salaries Based On Nine Or Ten Months
- [ ] 21. Music Executives' Salaries Based On Eleven Or Twelve Months
- [ ] 22. Music Executives' Appointment Process
- [ ] 23. Music Executives' Job Analysis: Average Percent Of Time Spent
- [ ] 24. Music Administrative And Staff Assistance
- [ ] 25. Expenses of the Music Unit
- [ ] 26. Specific Income Sources For The Music Unit
- [ ] 27. Demographic Survey of Doctoral Degree Students Who Graduated
- [ ] 28. Demographic Survey of Doctoral Degree Students Who Were Enrolled But Did Not Graduate
- [ ] 35. Semester Credit Hour and Quarter Hour Productions Per FTE Music Faculty Member
- [ ] 36. Instructional Salaries Per Semester and Quarter Credit Hour
- [ ] 37. Total Expenditures Per Semester and Quarter Credit Hour
- [ ] 38. Total Expenditures Per Music Major Student
- [ ] 39. Number Of Music Majors Per Full Time Faculty Member
- [ ] 40. Number of Music Majors Per FTE Faculty Member
- [ ] 43. Average Instructional Salary Per Music Major Student
- [ ] 60. Music Faculty By Rank And Ethnic Characteristics
- [ ] 61. Music Students By Degree Level And Ethnic Characteristics

3. For Institutional Representatives only: If your institution participated in the HEADS Data Survey and you would like to compare your institution's data to the Special Report, please enter your account login information here. Otherwise, proceed to question 4:

User Name:

Password:

4. To continue, please select one of the following two options:

- ( ) Select specific institutions to be included in the special report
- ( ) Sort on one or more search criteria

CONTINUE

Comparison Options

1. Select at least 10 Institutions to compare

OR

2. Select Search Criteria such as
    A. State
    B. Total Enrollment
    C. Highest Degree Offered in Music
    D. Highest Degree Offered at Institution

Requests for confidential information with less than 10 data points will return an error message

HEADS Special Report Request

Please note: At least ten (10) institutions must be chosen and at least ten (10) data points must be included in all confidential data areas before the request may proceed.

You may filter the list of institutions by selecting from the options below and clicking the Filter button.

Any State | Any Funding | Any Degree Offered | Any Enrollment | Filter

You may sort the list of institutions by clicking on a column heading (once for ascending order or twice for descending order).

CONTINUE

Select All Clear All

	Institution Name	State	Funding	Highest Degree Offered	Enrollment
☐	Alabama State University	Alabama	Public	Master's	143
☐	Birmingham-Southern College	Alabama	Private	Baccalaureate	25
☐	Auburn University	Alabama	Public	Doctorate	127
☐	Huntingdon College	Alabama	Private	Baccalaureate	26
☐	Jacksonville State University	Alabama	Public	Master's	267
☐	Judson College	Alabama	Private	Baccalaureate	26
☐	Samford University	Alabama	Private	Master's	107
☐	Stillman College	Alabama	Private	Baccalaureate	12
☐	University of Alabama at Birmingham	Alabama	Public	Master's	103
☐	University of Alabama in Huntsville	Alabama	Private	Baccalaureate	61
☐	Troy University	Alabama	Public	Master's	252
☐	University of Alabama	Alabama	Public	Doctorate	299
☐	University of Mobile	Alabama	Private	Baccalaureate	198
☐	University of North Alabama	Alabama	Public	Baccalaureate	167
☐	University of Montevallo	Alabama	Public	Baccalaureate	101
☐	University of South Alabama	Alabama	Public	Master's	122
☐	University of Alaska Anchorage	Alaska	Public	Baccalaureate	91
☐	University of Alaska Fairbanks	Alaska	Public	Master's	42
☐	University of Arizona	Arizona	Public	Doctorate	490
☐	Northern Arizona University	Arizona	Public	Master's	303

HEADS Special Report Request

Please make choices in at least one section noted below. All eight sections, or any combination of sections, may be selected. All institutions within a chosen selection will be included. User choices will automatically determine the specific institutions to be included in the HEADS Special Report.

Please note: At least ten (10) institutions must be chosen **and** at least ten (10) data points must be included in all confidential data areas before a request may proceed. Choosing filters limits the number of institutions and data points within categories. If the choices made do not meet these criteria, the request will not proceed and a HEADS representative will contact you directly.

---

1. Select Type of Institution:

Part A:

- ○ Private
- ○ Public
- ○ Both Private and Public
- ○ Proprietary
- ○ Not-For-Profit
- ○ Both Proprietary and Not-For-Profit

Clear

Part B:

- ☐ Free-Standing/Independant
- ☐ Land-Grant
- ☐ Research
- ☐ State-Supported
- ☐ State/Related
- ☐ Community/Junior College
- ☐ Degree-Granting
- ☐ Non-Degree-Granting

2. Select state(s):

☐ Alabama	☐ Florida	☐ Louisiana	☐ Nebraska	☐ Oklahoma	☐ Utah
☐ Alaska	☐ Georgia	☐ Maine	☐ Nevada	☐ Oregon	☐ Vermont
☐ Arizona	☐ Hawaii	☐ Maryland	☐ New Hampshire	☐ Pennsylvania	☐ Virginia
☐ Arkansas	☐ Idaho	☐ Massachusetts	☐ New Jersey	☐ Rhode Island	☐ Washington
☐ California	☐ Illinois	☐ Michigan	☐ New Mexico	☐ South Carolina	☐ West Virginia
☐ Colorado	☐ Indiana	☐ Minnesota	☐ New York	☐ South Dakota	☐ Wisconsin
☐ Connecticut	☐ Iowa	☐ Mississippi	☐ North Carolina	☐ Tennessee	☐ Wyoming
☐ Delaware	☐ Kansas	☐ Missouri	☐ North Dakota	☐ Texas	☐ Puerto Rico
☐ District of Columbia	☐ Kentucky	☐ Montana	☐ Ohio		

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3. Select TOTAL institutional enrollment:

○ 1 - 500	○ 501 - 1,000	○ 1,001 - 2,500	○ 2,501 - 5,000
○ 5,001 - 10,000	○ 10,001 - 15,000	○ 15,001 - 20,000	○ 20,001 - 25,000
○ 25,001 - 30,000	○ 30,001 - 35,000	○ 35,001 - 40,000	○ 40,001 plus

4. Institutions Categorized by Highest Degree Offered in Music:

- ○ Associate Degree
- ○ Baccalaureate Degree
- ○ Master's Degree
- ○ Doctoral Degree

Clear

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5. Institutions Categorized by Highest Degree Offered in Any Discipline:

- ○ Associate Degree
- ○ Baccalaureate Degree
- ○ Master's Degree
- ○ Post-Master's Degree (Not Doctoral)
- ○ Doctoral Degree

Clear

---

6. Institutions Reporting Total Music Major Enrollment Ranging from: 0 **to** 0

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7. Institutions Reporting Music Executive's Title:

- ○ Dean
- ○ Assistant Dean
- ○ Associate Dean
- ○ Head
- ○ Provost
- ○ Chair
- ○ Professor
- ○ Co-Chair
- ○ President

Clear

---

8. Institutions Reporting Total Number of Full-Time Faculty:

Number of **Full Time Male** Faculty Members Ranging from 0 to 0

Number of **Full Time Female** Faculty Members Ranging from 0 to 0

Number of **All Full Time** Faculty Members Ranging from 0 to 0

Number of **Adjunct Faculty** Members Ranging from 0 to 0

Number of **Graduate Teaching** Associates Ranging from 0 to 0

CONTINUE

Fees

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2019-2020 Heads
Data Summary Charts

- 82 Charts Available - 37 primary charts with subsets
- Reading available charts

Chart 1-1 through Chart 1-5:

Total Music Student Enrollment, All Institutions

Degree Level (A, B, M, D, NG, All)

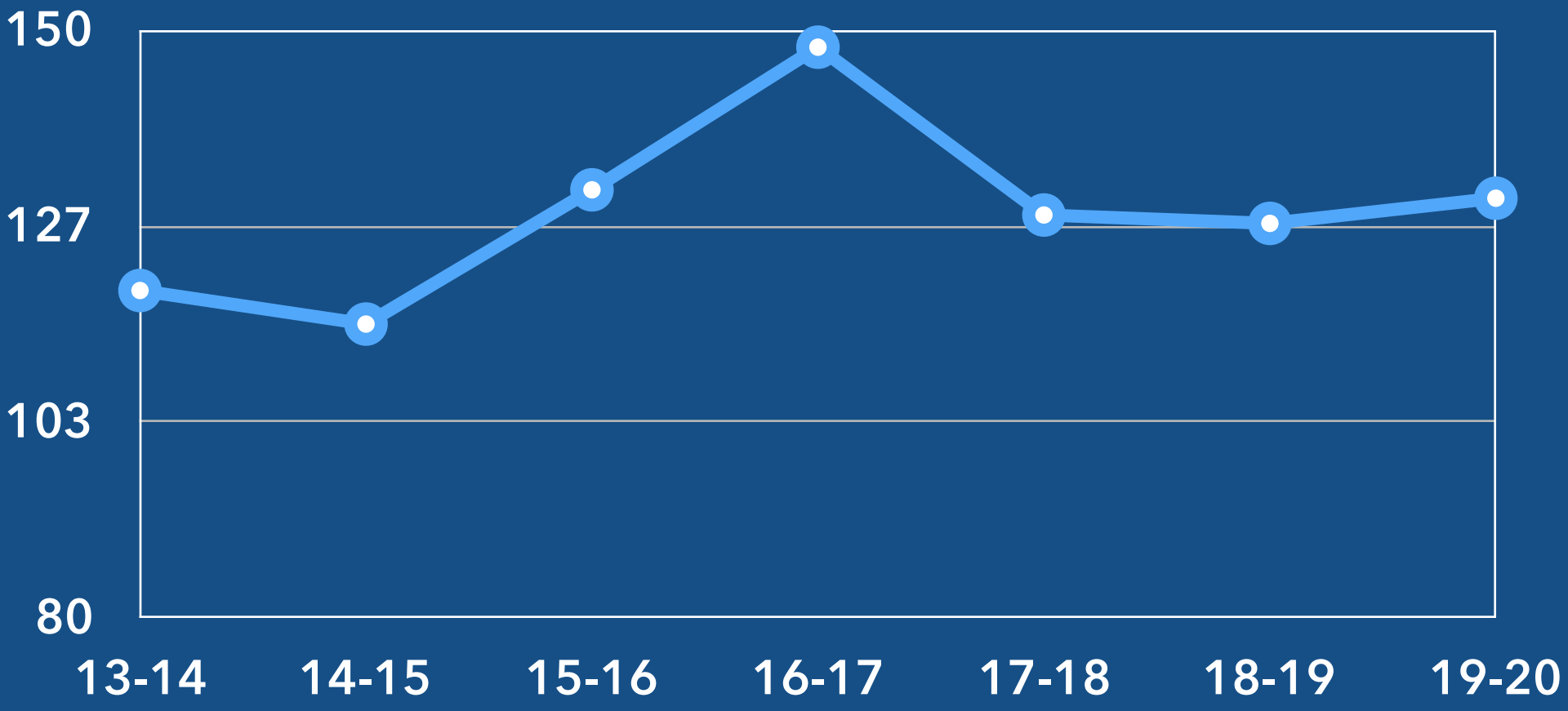
Categories: 65%, 50%, 30-45% degrees

	Number of Institutions with Majors	Music Major Enrollment Summer, 2019	Music Major Enrollment Fall, 2019	Number of Degrees Awarded July 1, 2018 through June 30, 2019
Baccalaureate Degree Programs in Music Education, Music Therapy, Musical Arts, and Music Combined with an Outside Field (50%				
Music Education				
Choral	373	798	7,107	1,099
Instrumental	371	1,589	15,841	2,284
General	78	367	2,036	326
Combined tracks	80	176	2,469	400
No tracks specified	33	161	1,722	131
Music Therapy	75	615	3,256	503
Music/Arts Administration	6	16	85	19
Music/Engineering	8	41	268	45
Music Industry/Music Business	79	536	2,348	469
Music Technology	39	207	1,253	203
Musical Arts	18	54	327	58
Musical Theatre	32	136	1,186	219
Other	57	208	1,409	248
Total	506	4,904	39,307	6,004

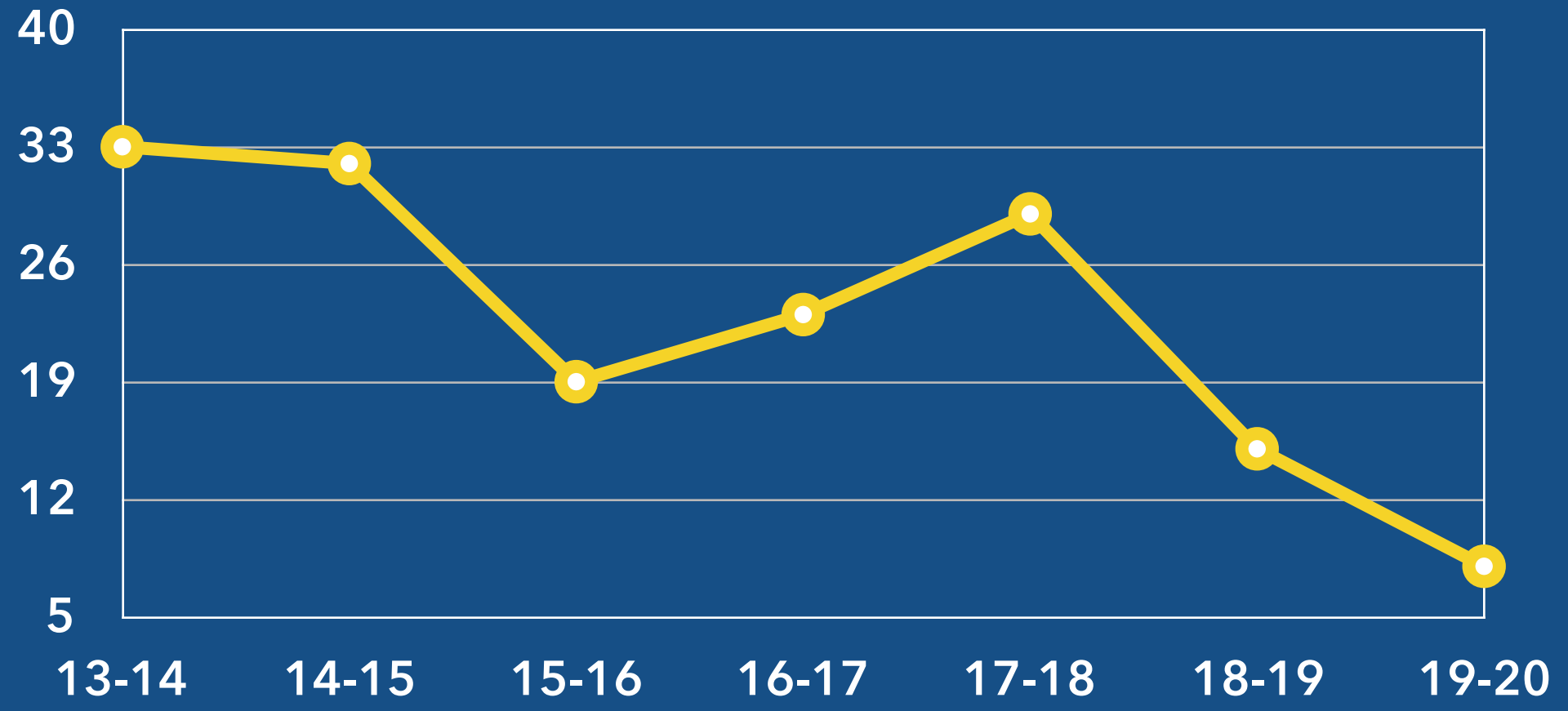
Example 1 - Music Education Degrees Awarded in *"State"*

- Baccalaureate Degree Programs - Chart 1.2
- Master Degree Programs - Chart 1.3
- Doctoral Degree Programs - Chart 1.4

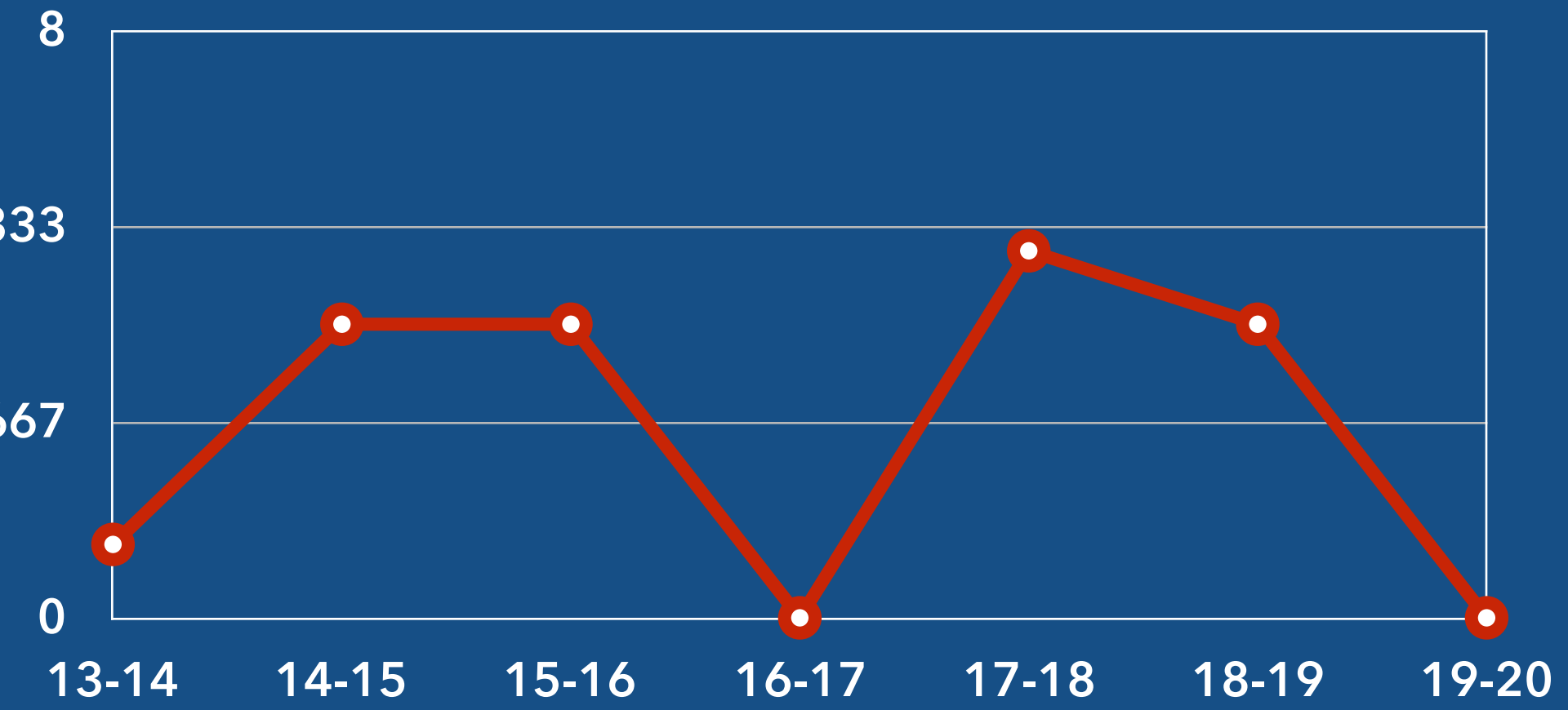
Music Education Baccalaureate Degrees Awarded



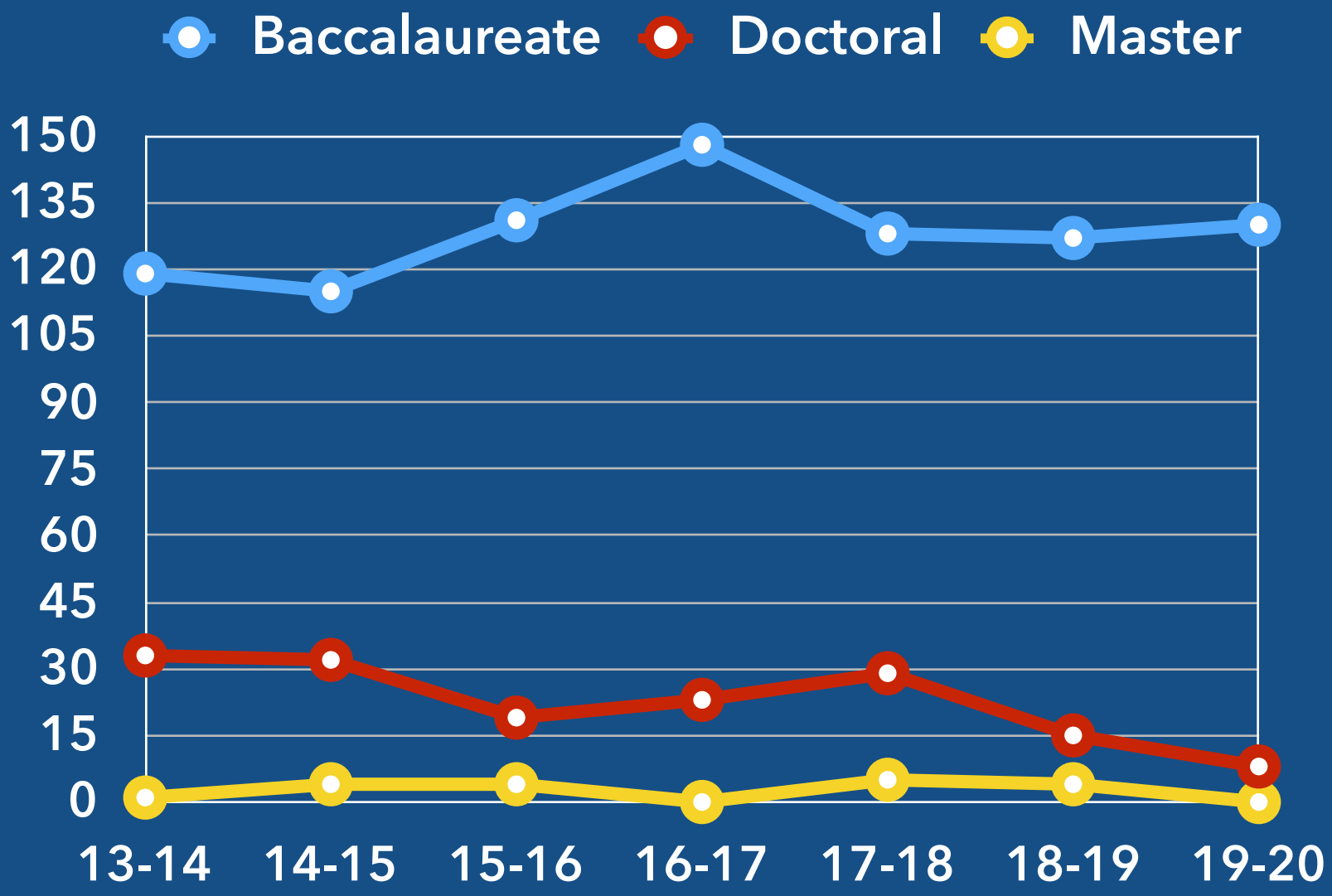
Music Education Master Degrees Awarded



Music Education Doctoral Degrees Awarded



Music Education Degrees Awarded



Music Education Degrees Awarded

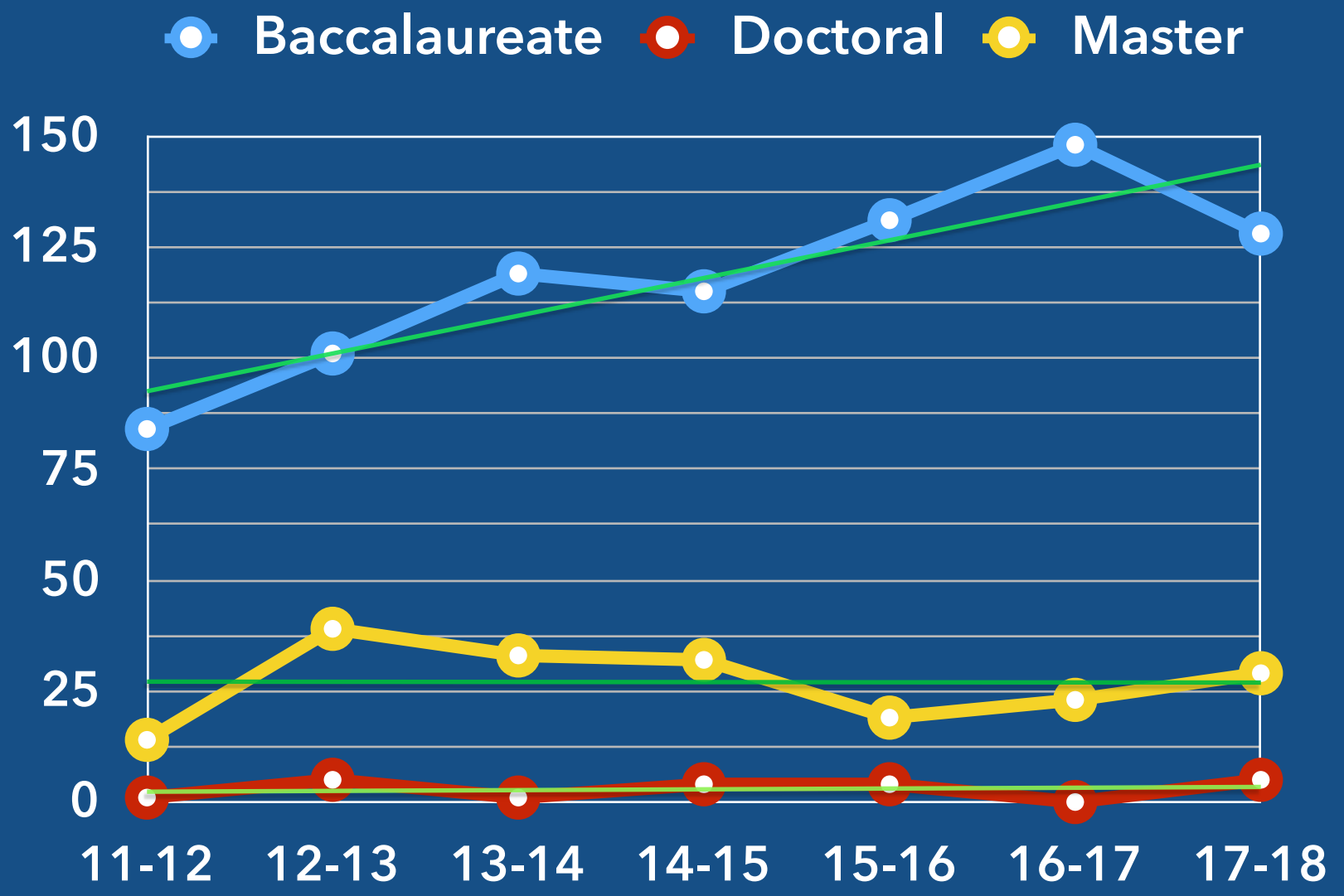


Chart 1-6

Total Music Student Enrollment by Instrument

All Institutions

	Number of Institutions with Majors	Music Major Enrollment Summer, 2019	Music Major Enrollment Fall, 2019
Baccalaureate Degree Programs in Music Education, Music Therapy, Musical Arts, and Music Combined with an Outside Field (50% Music content)			
Brass			
Horn	307	140	1,282
Trumpet	379	256	2,325
Trombone	325	173	1,543
Euphonium	255	85	789
Tuba	281	77	926
Guitar	193	98	720
Harp	31	3	36
Harpsichord	1	0	1
Organ	25	10	51
Percussion	361	249	2,308
Piano	320	153	1,303
Strings			
Violin	282	119	1,046
Viola	188	50	454
Cello	209	58	515
Double Bass	189	31	425
Voice - Female			
Soprano	416	567	4,615
Alto	344	254	2,299
Voice - Male			
Tenor	364	186	1,811
Bass	336	151	1,386
Woodwinds			
Flute	356	198	1,758
Oboe	201	51	412
Clarinet	362	260	2,243
Bassoon	192	55	398
Saxophone	359	224	2,074
Other	61	134	1,032
Total	441	3,583	31,752

Chart 2-1 through Chart 2-11:

Music Major Enrollment by Size and Type of Institution, All/All Private/All Public

Private:1-50, 51-100, 101-200, 201+

Public: 1-100, 101-200, 201-400, 401+

MUSIC MAJOR ENROLLMENT BY SIZE AND TYPE OF INSTITUTION
All Private Institutions

	Number of Institutions with Majors	Music Major Enrollment Summer, 2019	Music Major Enrollment Fall, 2019	Number of Degrees / Certificates / Diplomas Awarded July 1, 2018 through June 30, 2019
Associate of Fine Arts or Equivalent (65% Music content)	6	226	303	126
Associate of Music Education, Music Business, and Music Combined with Outside Field (50% Music content)	2	72	86	14
Associate of Liberal Arts Degree Programs in Music (30-45% Music content)	4	0	37	11
Bachelor of Music Degree or Other Professional Degree Program (65% Music content)	177	997	8,305	1,653
Baccalaureate Degree Programs in Music Education, Music Therapy, and Music Combined with Outside Field (50% Music content)	217	916	10,031	1,776
Baccalaureate Liberal Arts Degree Programs in Music (30-45% Music content)	224	592	5,685	1,114
Specific Master's Degree Program	71	927	2,640	1,205
General Master's Degree Program	23	287	505	143
Doctoral Degree Program	14	173	948	164
Undergraduate Level Non-Degree-Granting Programs (Certificate, Diploma, etc.)				
Graduate Level Non-Degree-Granting Programs (Certificate, Diploma, etc.)	25	51	425	175
Grand Total	255	4,534	29,463	6,745

- Chart 2 represents a synopsis of Chart 1
- Eleven charts broken down by institution type and enrollment

Chart 4:

Percentage of Quarter Hours/Semester Hours Generated by Non-Major Students

PERCENTAGE OF QUARTER HOURS GENERATED BY NON-MAJOR STUDENTS
INSTITUTIONS WITH QUARTER HOUR SYSTEMS

	Number of Institutions Reporting	5th Percentile	25th Percentile	50th Percentile	75th Percentile	95th Percentile	Average
Private Institutions							
1-50 Music Majors	1	25%	25%	25%	25%	25%	25%
51-100 Music Majors	2	54%	56%	57%	59%	60%	57%
101-200 Music Majors	0	0%	0%	0%	0%	0%	0%
201+ Music Majors	2	18%	20%	22%	24%	25%	22%
Public Institutions							
1-100 Music Majors	4	44%	50%	65%	79%	84%	64%
101-200 Music Majors	1	36%	36%	36%	36%	36%	36%
201-400 Music Majors	3	17%	27%	39%	47%	53%	36%
401+ Music Majors	1	62%	62%	62%	62%	62%	62%
All Institutions	14	17%	28%	47%	59%	80%	46%

Chart 5:

Music Faculty by Rank, Gender, and Highest Degree Earned

(Men, Women, Combined)

	Number of Institutions Reporting	With Doctorate	With Master's	With Bachelor's	With Associate's	With Certificate/ Diploma	With No Degree	Total	Percent of Total Faculty (1)
MEN AND WOMEN COMBINED (2)									
Professor	534	2,543	682	68	0	27	14	3,334	32%
Associate Professor	517	2,145	548	50	1	17	6	2,767	27%
Assistant Professor	517	1,821	489	38	1	4	2	2,355	23%
Instructor	208	251	374	60	10	16	6	717	7%
Lecturer	175	355	373	38	2	4	6	778	7%
Unranked	57	108	95	27	1	10	6	247	2%
Visiting Faculty	112	162	60	15	0	1	1	239	2%
TOTAL	603	7,385	2,621	296	15	79	41	10,437	100%
Percent With Specific Degree (1)		71%	25%	3%	0%	1%	0%	100%	

- Only full-time faculty represented on this chart
- Numbers may not add to 100% due to rounding

Chart 6:

Music Faculty by Rank
and Highest Degree Earned;
Institutions Categorized by Highest
Degree Granted in Music

	Number of Institutions Reporting	With Doctorate	With Master's	With Bachelor's	With Associate's	With Certificate/ Diploma	With No Degree	Total	Percent of Total Faculty (1)
All Institutions									
Professor	534	2,543	682	68	0	27	14	3,334	32%
Associate Professor	517	2,145	548	50	1	17	6	2,767	27%
Assistant Professor	517	1,821	489	38	1	4	2	2,355	23%
Instructor	208	251	374	60	10	16	6	717	7%
Lecturer	175	355	373	38	2	4	6	778	7%
Unranked	57	108	95	27	1	10	6	247	2%
Visiting Faculty	112	162	60	15	0	1	1	239	2%
TOTAL	603	7,385	2,621	296	15	79	41	10,437	100%
Percent of Total (1)		71%	25%	3%	0%	1%	0%	100%	

- Only full-time faculty represented on this chart
- Numbers may not add to 100% due to rounding

Chart 7:

Music Faculty by Gender and Academic Rank:

Institutions Categorized by Type of Support

	Number of Institutions Reporting	Professor	Associate Professor	Assistant Professor	Instructor	Lecturer	Unranked	Visiting Faculty	Total	Percent of Total Faculty (1)
Private Institutions										
Men	235	617	506	407	149	106	98	55	1,938	63%
Women	217	250	285	260	69	63	38	27	992	32%
TOTAL (2)	253	897	832	706	228	169	144	83	3,059	100%
Percent of Total (1)		29%	27%	23%	7%	6%	5%	3%	100%	
Public Institutions										
Men	339	1,719	1,245	999	316	348	57	94	4,778	65%
Women	328	673	650	608	171	232	46	59	2,439	33%
TOTAL (2)	350	2,437	1,935	1,649	489	609	103	156	7,378	100%
Percent of Total (1)		33%	26%	22%	7%	8%	1%	2%	100%	
All Institutions										
Men	574	2,336	1,751	1,406	465	454	155	149	6,716	64%
Women	545	923	935	868	240	295	84	86	3,431	33%
TOTAL (2)	603	3,334	2,767	2,355	717	778	247	239	10,437	100%
Percent of Total (1)		32%	27%	23%	7%	7%	2%	2%	100%	

Chart 8:
Music Faculty by Gender and Highest Degree Earned:
Institutions Categorized by Type of Support

	Number of Institutions Reporting	With Doctorate	With Master's	With Bachelor's	With Associate's	With Certificate/ Diploma	With No Degree	Total	Percent of Total Faculty (1)
Private Institutions									
Men	235	1,284	499	102	7	30	16	1,938	63%
Women	217	683	271	30	3	4	1	992	32%
TOTAL (2)	253	2,056	810	132	10	34	17	3,059	100%
Percent of Total (1)		67%	26%	4%	0%	1%	1%	100%	
Public Institutions									
Men	339	3,365	1,222	131	4	35	21	4,778	65%
Women	328	1,849	544	32	1	10	3	2,439	33%
TOTAL (2)	350	5,329	1,811	164	5	45	24	7,378	100%
Percent of Total (1)		72%	25%	2%	0%	1%	0%	100%	
All Institutions									
Men	574	4,649	1,721	233	11	65	37	6,716	64%
Women	545	2,532	815	62	4	14	4	3,431	33%
TOTAL (2)	603	7,385	2,621	296	15	79	41	10,437	100%
Percent of Total (1)		71%	25%	3%	0%	1%	0%	100%	

Chart 9:

Music Faculty by Gender and Highest Degree Earned: Institutions Categorized by Highest Degree Granted in Music

	Number of Institutions Reporting	With Doctorate	With Master's	With Bachelor's	With Associate's	With Certificate/ Diploma	With No Degree	Total	Percent of Total Faculty (1)
Associate Degree-Granting Institutions									
Men	26	41	39	0	0	0	1	81	64%
Women	21	22	14	0	0	0	0	36	29%
TOTAL (2)	30	66	59	0	0	0	1	126	100%
Percent of Total (1)		52%	47%	0%	0%	0%	1%	100%	
Baccalaureate Degree-Granting Institutions									
Men	272	1,306	372	31	0	3	3	1,715	64%
Women	249	672	184	16	0	2	0	874	33%
TOTAL (2)	289	2,048	569	47	0	5	3	2,672	100%
Percent of Total (1)		77%	21%	2%	0%	0%	0%	100%	
Master's Degree-Granting Institutions									
Men	209	1,987	705	95	9	25	7	2,828	64%
Women	210	1,129	352	16	2	4	1	1,504	34%
TOTAL (2)	215	3,192	1,080	111	11	29	8	4,431	100%
Percent of Total (1)		72%	24%	3%	0%	1%	0%	100%	
Doctoral Degree-Granting Institutions									
Men	67	1,315	605	107	2	37	26	2,092	65%
Women	65	709	265	30	2	8	3	1,017	32%
TOTAL (2)	69	2,079	913	138	4	45	29	3,208	100%
Percent of Total (1)		65%	28%	4%	0%	1%	1%	100%	
All Institutions									
Men	574	4,649	1,721	233	11	65	37	6,716	64%
Women	545	2,532	815	62	4	14	4	3,431	33%
TOTAL (2)	603	7,385	2,621	296	15	79	41	10,437	100%
Percent of Total (1)		71%	25%	3%	0%	1%	0%	100%	

Chart 10:

Music Faculty by Gender and Length of Service:

Institutions Categorized by Type of Support

MUSIC FACULTY BY GENDER AND LENGTH OF SERVICE
INSTITUTIONS CATEGORIZED BY TYPE OF SUPPORT

	Number of Institutions Reporting	1-4 Years Service	5-9 Years Service	10+ Years Service	Total	Percent of Total Faculty (1)
Private Institutions						
Men	235	483	388	1,067	1,938	63%
Women	217	273	197	522	992	32%
TOTAL (2)	253	796	628	1,635	3,059	100%
Percent of Total (1)		26%	21%	53%	100%	

Chart 11:

Music Faculty by Rank and Length of Service:

Institutions Categorized by Highest Degree Granted in Music

	Number of Institutions Reporting	1-4 Years Service	5-9 Years Service	10+ Years Service	Total	Percent of Total Faculty (1)
Associate Degree-Granting Institutions						
Professor	20	2	2	54	58	46%
Associate Professor	10	4	11	5	20	16%
Assistant Professor	12	11	4	6	21	17%
Instructor	6	2	0	10	12	10%
Lecturer	0	0	0	0	0	0%
Unranked	4	3	5	6	14	11%
Visiting Faculty	1	1	0	0	1	1%
TOTAL	30	23	22	81	126	100%
Percent of Total (1)		18%	17%	64%	100%	

Chart 12-1:

Music Faculty by Gender and Tenure Status:

Institutions Categorized by Type of Support

	Number of Institutions Reporting	Tenured	Non-Tenured	Total Faculty	Percent of Total Faculty (1)
Private Institutions					
Men	235	903	1,035	1,938	63%
Women	217	399	593	992	32%
TOTAL (2)	253	1,334	1,725	3,059	100%
Percent of Total (1)		44%	56%	100%	
Public Institutions					
Men	339	2,918	1,860	4,778	65%
Women	328	1,269	1,170	2,439	33%
TOTAL (2)	350	4,280	3,098	7,378	100%
Percent of Total (1)		58%	42%	100%	
All Institutions					
Men	574	3,821	2,895	6,716	64%
Women	545	1,668	1,763	3,431	33%
TOTAL (2)	603	5,614	4,823	10,437	100%
Percent of Total (1)		54%	46%	100%	

Chart 12-2:

Percentage of Institutions Without the Tenure System:

Institutions Categorized by Size and Type of Institution

	Number of Institutions Reporting	Number of Institutions Non-Tenured	Percent of Institutions Non-Tenured
Private Institutions			
1-50 Music Majors	96	11	11%
51-100 Music Majors	71	10	14%
101-200 Music Majors	49	6	12%
201+ Music Majors	37	4	11%
Public Institutions			
1-100 Music Majors	128	3	2%
101-200 Music Majors	96	1	1%
201-400 Music Majors	76	0	0%
401+ Music Majors	50	0	0%
All Institutions	603	35	6%

Chart 12-3:
Music Faculty Averages

	Number of Institutions Reporting	Avg. Number of Full-Time Faculty	Avg. Number of Part-Time Instructors	Avg. Total FTE	Avg. Total FTE (Part-Time)	Percent of Total FTE (Part-Time)	Avg. Total FTE (Full-Time)	Percent of Total FTE (Full-Time)
Private Institutions								
1-50 Music Majors	98	5	12	8.5	3.9	43.5%	4.9	56.5%
51-100 Music Majors	71	9	19	14.3	5.7	38.7%	8.8	61.3%
101-200 Music Majors	49	13	26	22.5	9.5	40.7%	13.3	59.3%
201– Music Majors	37	35	64	55.7	21.4	36.3%	35.5	63.7%
Public Institutions								
1-100 Music Majors	129	8	12	11.7	4.3	33.7%	7.8	66.3%
101-200 Music Majors	96	16	18	22.6	6.6	27.6%	16.4	72.4%
201-400 Music Majors	76	28	41	42.2	14.5	33.2%	28.1	66.7%
401– Music Majors	50	53	92	84.6	32.4	36.8%	53.4	63.2%
All Institutions	606	17	28	26.6	9.9	35.3%	17.3	64.7%
HIGHEST DEGREE OFFERED								
Associate	31	4	14	9.1	5.0	55.2%	4.2	44.8%
Baccalaureate	290	9	15	14.3	5.4	35.7%	9.2	64.3%
Master's	215	21	31	31.0	11.0	33.6%	20.6	66.4%
Doctorate	70	46	79	71.6	26.9	36.0%	46.5	64.0%

Imaginary Case Study: Consideration of Part- and Full-Time Faculty

- Locus of study: Studying size and scope of music unit in relation to faculty resources, and balance thereof

- HEADS Data
  - Summaries
  - Special Reports
  - Local and Peer comparison

- Handbook
  - Standards and Recommendations (Faculty and Staff II.E.)

- Publications
  - Local Assessment of Evaluation and Reward Systems for Arts Faculties in Higher Education
  - The Work of Arts Faculties in Higher Education

Chart 13:

Music Faculty by Gender and Tenure Status:

Institutions Categorized by Highest Degree Granted in Music

	Number of Institutions Reporting	Tenured	Non-Tenured	Total Faculty	Percent of Total Faculty (1)
Associate Degree-Granting Institutions					
Men	26	54	27	81	64%
Women	21	17	19	36	29%
TOTAL (2)	30	78	48	126	100%
Percent of Total (1)		62%	38%	100%	

Chart 14-1 and 14-2:

Full-Time Music Faculty Salaries: Male; Private-Public

Chart 15-1 and 15-2:

Full-Time Music Faculty Salaries: Female; Private-Public

Chart 16-1 and 16-2:

Full-Time Music Faculty Salaries: All Faculty Private-Public

FULL-TIME MUSIC FACULTY SALARIES: ALL FACULTY
PUBLIC INSTITUTIONS

	Number of Institutions Reporting	Lowest Individual Salary	5th Percentile	25th Percentile	50th Percentile	75th Percentile	95th Percentile	Highest Individual Salary	Average All Institutions
1-100 Music Majors									
Professor	103	$ 51,890	$ 62,134	$ 71,612	$ 80,476	$ 94,310	$ 113,947	$ 141,044	$ 83,984
Associate Professor	98	48,427	52,834	59,589	64,154	70,185	88,986	115,846	66,447
Assistant Professor	101	38,374	46,514	53,139	56,231	63,583	79,152	133,000	59,234
Instructor	31	35,094	37,601	44,251	51,266	55,000	71,662	96,975	52,158
Lecturer	35	31,374	34,163	44,033	51,525	59,087	71,122	112,611	51,798
Unranked	5	46,920	47,460	49,563	51,127	63,020	64,744	66,467	55,895
Visiting Faculty	12	30,000	35,100	38,295	45,363	53,000	60,000	60,000	45,966

Chart 17:

Part-Time Music Instruction: Male

Chart 18:

Part-Time Music Instruction: Female

Chart 19:

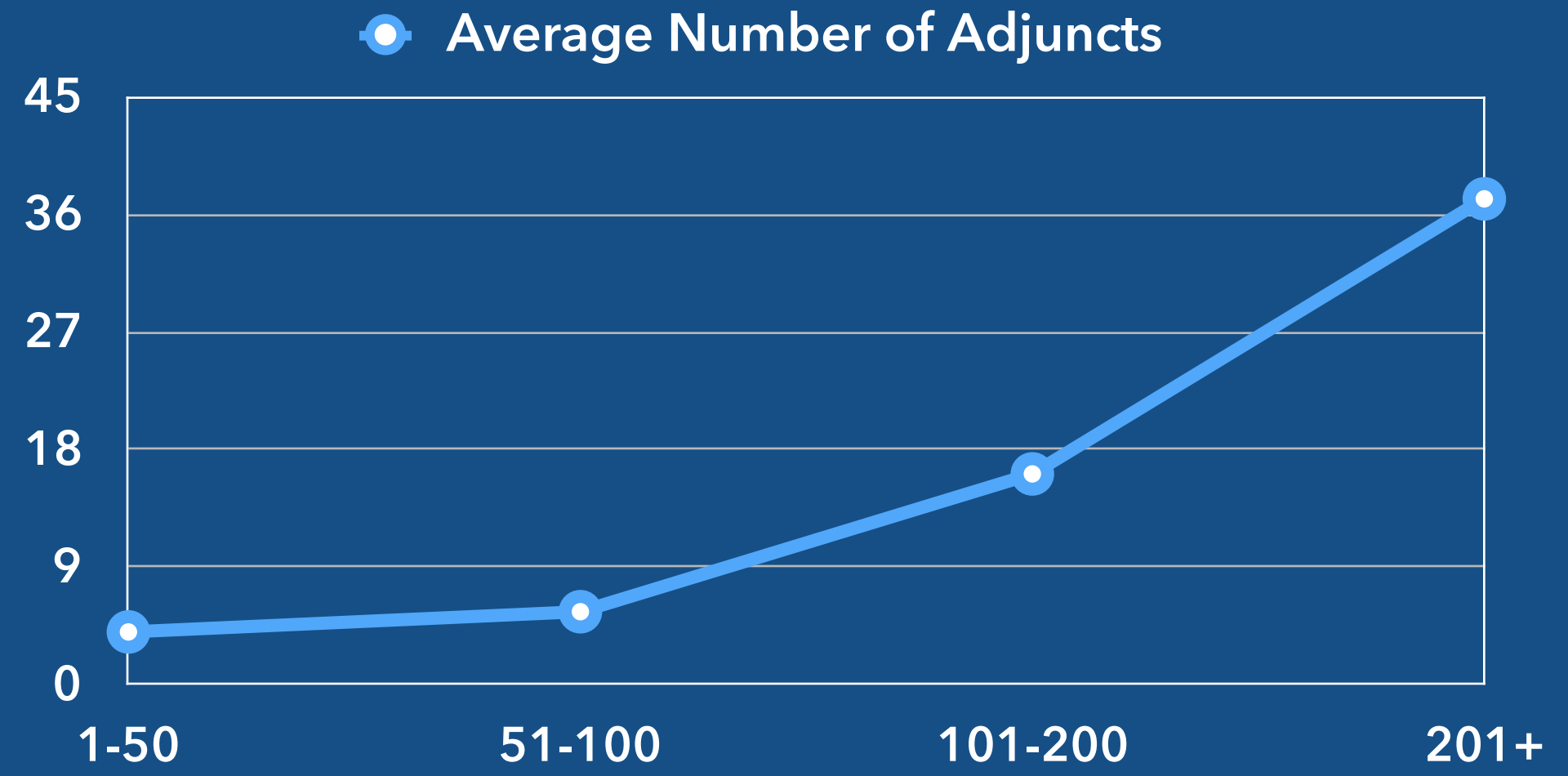
Part-Time Music Instruction:

All Part-Time Faculty

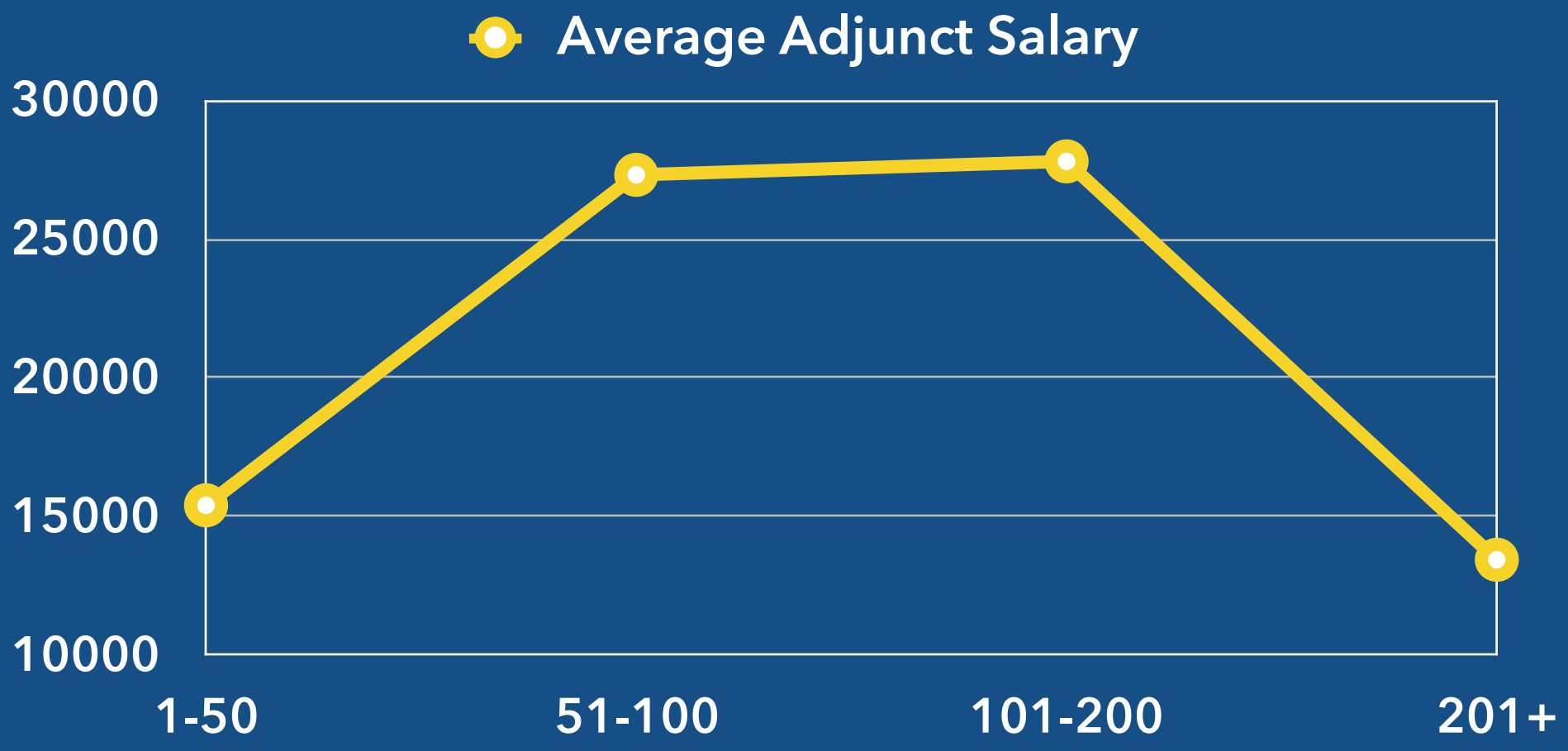
PART-TIME MUSIC INSTRUCTION: ALL PART-TIME FACULTY

	Number of Institutions Reporting	Average Number of Persons	Average Total FTE	Average Part-Time Salaries	Average Percentage of Total Instructional FTE
WITH FACULTY STATUS					
Private Institutions					
1-50 Music Majors	34	4.03	1.59	$ 15,406	20%
51-100 Music Majors	24	5.58	2.39	27,319	15%
101-200 Music Majors	16	16.13	7.42	27,804	24%
201+ Music Majors	16	37.19	12.01	13,443	18%

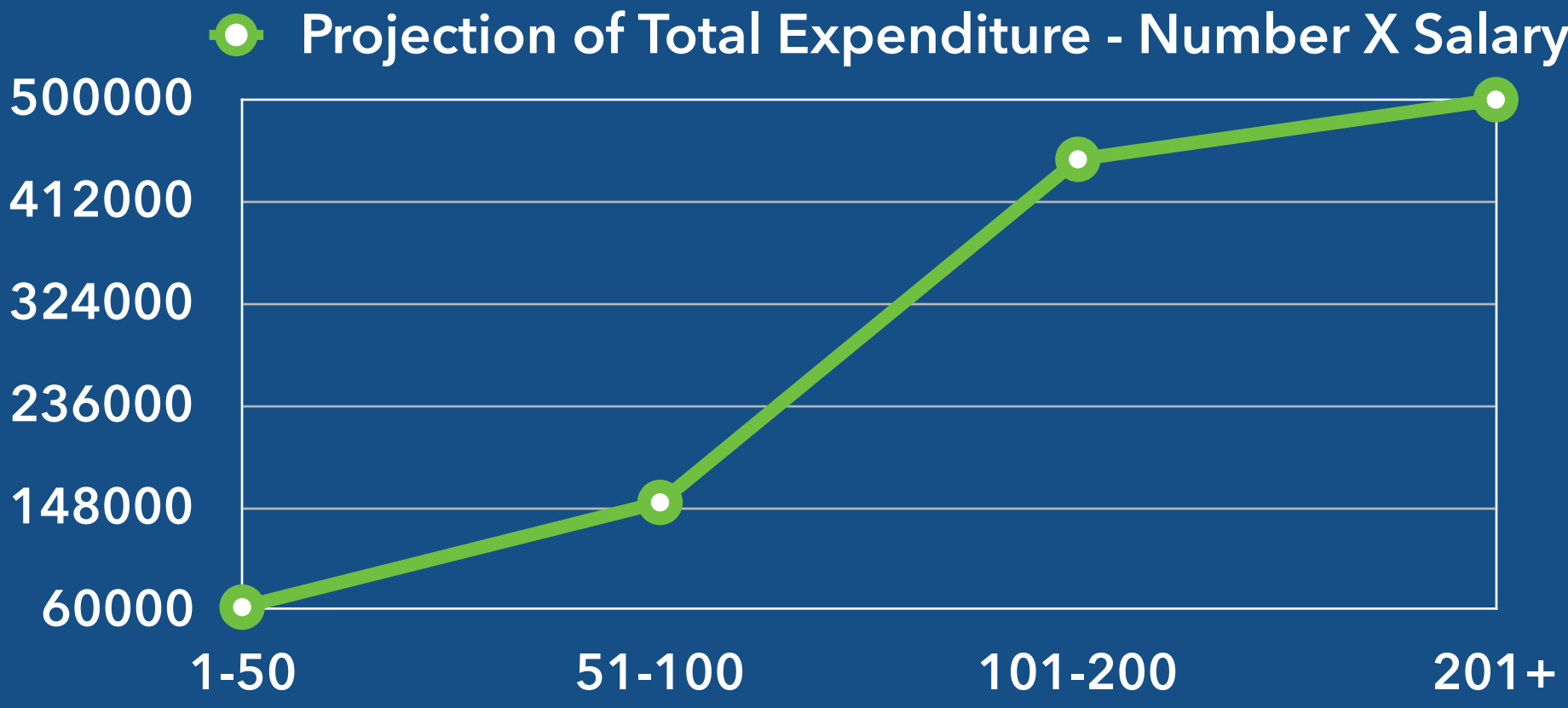
Ex. 2 - Tracking Relationships between Increase in Student/Adjunct Expenditures, Private Institutions



Ex. 2 - Tracking Relationships between Increase in Student/Adjunct Expenditures, Private Institutions



Ex. 2 - Tracking Relationships between Increase in Student/Adjunct Expenditures, Private Institutions



Ex. 2 - Tracking Relationships between Increase in Student/Adjunct Expenditures, Private Institutions

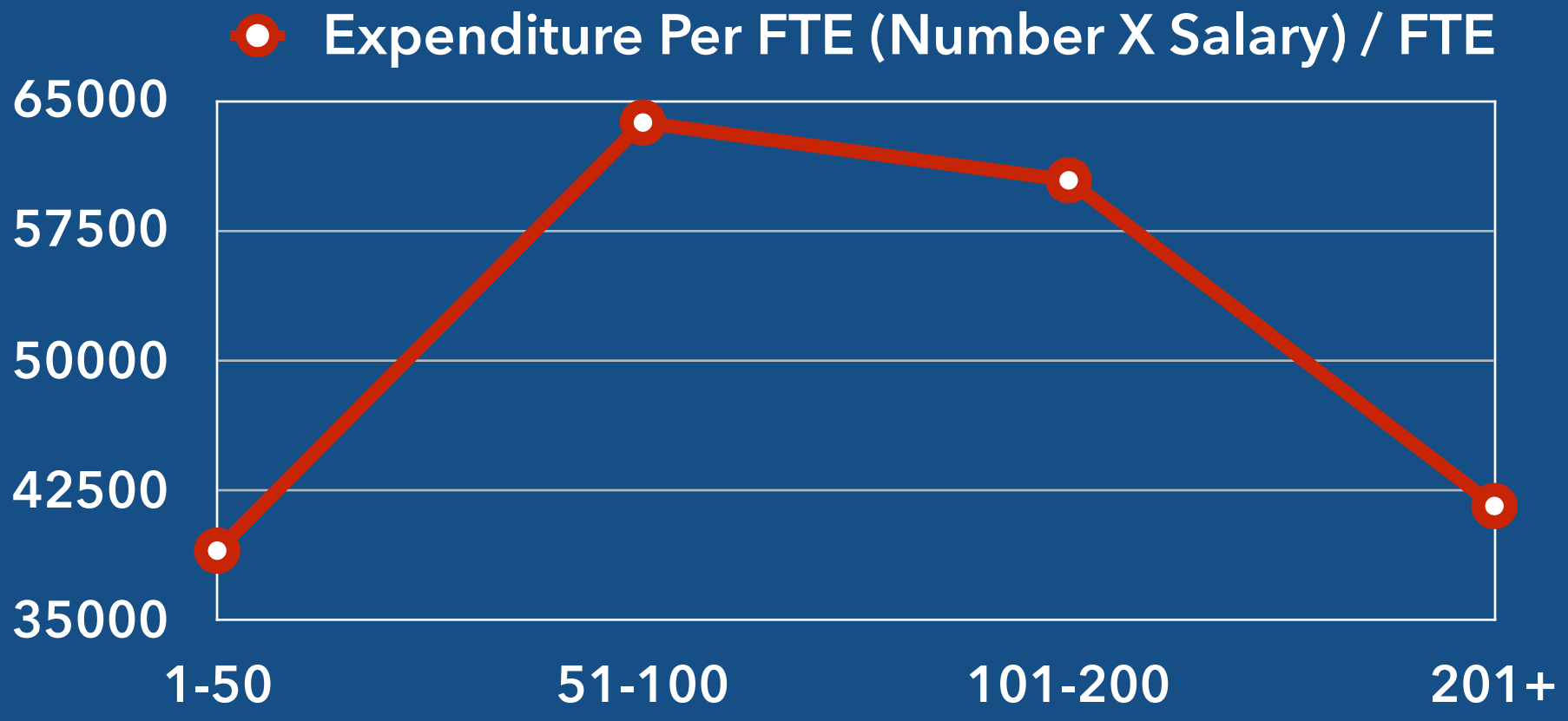


Chart 19A-1:

Part-Time Music Performance Staff:

Highest Degree Earned and Length of Service

Chart 19A-2:

Part-Time Music Performance Staff: Hourly Wages

PART-TIME MUSIC PERFORMANCE STAFF
HOURLY WAGES

	Number of Institutions Reporting	Lowest Hourly Wage	5th Percentile	25th Percentile	50th Percentile	75th Percentile	95th Percentile	Highest Hourly Wage	Average All Institutions
Private Institutions									
1-50 Music Majors	83	$ 15.00	$ 26.00	$ 40.68	$ 50.00	$ 56.25	$ 71.36	$ 200.00	$ 47.93
51-100 Music Majors	64	14.41	25.00	44.00	53.00	64.46	100.00	368.00	55.81
101-200 Music Majors	44	17.33	25.57	42.00	50.00	70.00	99.00	394.00	57.33
201+ Music Majors	36	15.00	31.02	47.09	57.14	103.46	155.00	295.00	70.54
Public Institutions									
1-100 Music Majors	110	$ 9.49	$ 23.37	$ 40.00	$ 47.86	$ 60.00	$ 92.00	$ 250.00	$ 50.30
101-200 Music Majors	85	13.33	25.00	35.84	48.90	61.50	82.00	300.00	50.07
201-400 Music Majors	69	7.25	18.22	36.00	53.33	71.00	115.00	176.43	50.15
401+ Music Majors	43	10.49	35.25	51.62	74.00	103.00	168.00	300.00	66.36
All Institutions	534	$ 7.25	$ 25.00	$ 40.75	$ 52.00	$ 69.83	$ 117.00	$ 394.00	$ 53.82

Example 3: Hiring new Part-Time Music Performance Staff

"Nearby Institutions (min-10 on special report)"

Hourly Wages of Part-Time Music Performance Staff

Lowest Wage	5th Percentile	25th Percentile	50th Percentile	75th Percentile	95th Percentile	Highest Wage
$10.00	$19.00	$38.00	$49.00	$65.00	$86.00	$220.00

Our Institution $40.00

Chart 20:

Music Executives' Salaries:

Based on Nine or Ten Months (Exclusive of Benefits)

Chart 21:

Music Executives' Salaries:

Based on Eleven or Twelve Months (Exclusive of Benefits)

MUSIC EXECUTIVES' SALARIES BASED ON NINE OR TEN MONTHS
(Exclusive of Benefits)

	Number of Institutions Reporting	5th Percentile	25th Percentile	50th Percentile	75th Percentile	95th Percentile	Average
MUSIC EXECUTIVES							
Private Institutions							
1-50 Music Majors	60	$ 52,570	$ 57,054	$ 69,471	$ 77,745	$ 98,115	$ 71,081
51-100 Music Majors	32	54,122	63,398	70,000	75,836	96,227	71,223
101-200 Music Majors	18	56,646	62,020	80,866	96,500	116,088	83,080
201+ Music Majors	2	100,659	102,174	104,068	105,962	107,477	104,068
Public Institutions							
1-100 Music Majors	67	$ 53,576	$ 68,000	$ 76,274	$ 91,670	$ 117,695	$ 80,383
101-200 Music Majors	37	63,719	70,096	80,836	95,244	131,735	86,353
201-400 Music Majors	18	71,105	88,190	100,547	116,541	163,696	105,422
401+ Music Majors	7	81,190	93,333	120,999	132,504	178,863	121,022
All Institutions	241	$ 54,273	$ 65,872	$ 75,839	$ 92,461	$ 128,283	$ 81,595
ASSISTANT/ASSOCIATE MUSIC EXECUTIVES							
Private Institutions							
1-50 Music Majors	4	$ 18,976	$ 30,880	$ 45,420	$ 56,582	$ 60,379	$ 42,042
51-100 Music Majors	9	54,046	62,338	65,232	72,866	101,600	70,845
101-200 Music Majors	6	48,160	52,026	67,574	78,360	109,806	71,939
201+ Music Majors	7	67,993	73,600	87,370	101,367	135,106	92,413
Public Institutions							
1-100 Music Majors	9	$ 48,242	$ 63,000	$ 77,836	$ 79,711	$ 84,587	$ 69,860
101-200 Music Majors	23	55,035	64,242	72,746	86,237	111,243	76,904
201-400 Music Majors	37	58,106	66,997	85,040	98,174	121,574	86,235
401+ Music Majors	24	64,233	74,123	82,077	99,654	119,130	86,984
All Institutions	119	$ 54,240	$ 66,652	$ 79,060	$ 96,544	$ 120,573	$ 82,048

Chart 22:

Music Executives' Appointment Process and Gender Analysis

MUSIC EXECUTIVES' APPOINTMENT PROCESS

	Number of Institutions Reporting	Percent Appointed by Administration	Percent Elected by Faculty	Percent Subject to Formal Review	Average Number of Years Between Reviews
Private Institutions					
1-50 Music Majors	98	67%	23%	56%	3
51-100 Music Majors	71	75%	23%	68%	2
101-200 Music Majors	49	76%	20%	53%	3
201+ Music Majors	37	89%	8%	68%	3
Public Institutions					
1-100 Music Majors	129	55%	49%	66%	2
101-200 Music Majors	96	66%	40%	86%	2
201-400 Music Majors	76	57%	54%	88%	3
401+ Music Majors	50	73%	24%	81%	4
All Institutions	606	67%	34%	71%	3

Chart 23:

Music Executives' Job Analysis:
Average Percent of Time Spent

	Number of Institutions Reporting	Teaching	Research/ Creative Activities	Administrative Matters	Service	Fundraising
MUSIC EXECUTIVE						
Private Institutions						
1-50 Music Majors	98	53%	8%	32%	6%	2%
51-100 Music Majors	71	36%	6%	48%	7%	3%
101-200 Music Majors	49	33%	7%	51%	6%	4%
201+ Music Majors	37	15%	6%	62%	6%	12%
Public Institutions						
1-100 Music Majors	129	39%	8%	46%	5%	2%
101-200 Music Majors	96	29%	7%	55%	5%	4%
201-400 Music Majors	76	15%	8%	65%	6%	7%
401+ Music Majors	50	7%	8%	62%	7%	16%
All Institutions	606	32%	7%	51%	6%	5%

Chart 24 (1-2):

Music Administrative and Staff Assistance
(Secretarial, Library) and (Technical, Professional)

MUSIC ADMINISTRATIVE AND STAFF ASSISTANCE

	Number of Institutions Reporting	Average Total FTE	Average Total Expense
SECRETARIAL/CLERICAL			
Private Institutions			
1-50 Music Majors	86	1.07	$ 26,585
51-100 Music Majors	69	1.27	43,900
101-200 Music Majors	46	1.94	78,897
201+ Music Majors	36	5.59	171,649
Public Institutions			
1-100 Music Majors	120	1.72	$ 42,035
101-200 Music Majors	95	1.81	57,978
201-400 Music Majors	75	3.08	106,728
401+ Music Majors	49	5.66	234,931
All Institutions	576	2.36	$ 78,459

Ex. 4 - Using HEADS Data in Commission Correspondence

Self-Study - Institution offers narrative and data that supports compliance with standard or demonstrate that additional clerical staff is a current need

My Institution - 2.6 FTE Clerical Staff

Peer Institutions - 3.2 FTE Clerical Staff

Deferral - II.D.1.d - The institution shall provide the music executive and other administrators of specialized areas sufficient time and staff to executive the required administrative and/or teaching duties effectively.

First, provide narrative/evidence that standard is being met. Then, possibly add data to support or illustrate narrative provided.

Chart 25 (1-11):

Expenses of the Music Unit:

All/Private/Public,

All Sizes

(Projective)

Chart 25 (12):

Actual Instructional, Operational, and Performance Budget

(2018-2019)

EXPENSES OF THE MUSIC UNIT
All Institutions

	Number of Institutions Reporting	5th Percentile	25th Percentile	50th Percentile	75th Percentile	95th Percentile	Average
SPECIFIC INSTRUCTIONAL, OPERATIONAL AND PERFORMANCE BUDGET FOR 2018-2019							
Faculty/Professional Travel	531	$ 1,000	$ 3,500	$ 8,500	$ 25,000	$ 117,776	$ 27,694
Graduate Scholarships	193	3,932	29,000	100,000	382,453	3,106,276	591,053
Guest Artists	499	890	4,800	12,000	33,245	104,605	31,832
Instructional Supplies	530	500	3,000	7,007	18,883	79,100	20,683
Library (collection development)	209	220	1,000	3,000	10,717	65,722	16,125
Library (performance scores)	399	921	3,125	7,000	14,580	38,525	11,642
Office Supplies	561	500	1,600	4,000	9,000	34,721	9,744
Operating Services	284	505	3,104	10,000	33,075	266,339	151,789
Postage	515	100	500	1,365	3,000	11,606	3,338
Printing/Duplication	548	500	2,837	6,000	11,799	39,263	11,398
Public Relations and Fundraising	327	497	1,588	4,500	13,585	98,065	32,505
Artists/Lectures	188	871	3,736	8,417	23,500	151,540	38,095
Student Recruitment	388	587	2,500	6,000	14,512	66,300	23,060
Student Travel	470	1,023	6,000	15,000	44,800	197,972	45,647
Student Wages	472	1,500	6,500	15,000	35,826	151,059	48,754
Technical Services	573	2,260	7,000	13,628	25,650	78,192	24,385
Technology Services	419	400	1,014	3,739	10,000	69,901	17,725
Telephone/Fax/Elec. Communications	343	100	1,000	3,900	9,436	36,592	8,945
Undergraduate Scholarships	422	15,000	77,981	220,333	521,043	2,258,606	602,176
All Other Expenses	493	1,300	5,131	18,200	76,650	533,000	168,915
TOTAL BUDGET FOR 2018-2019	606	$ 28,685	$ 114,475	$ 306,184	$ 773,525	$ 4,340,392	$ 1,077,962
BENEFIT EXPENSES OF THE MUSIC UNIT FOR 2018-2019							
TOTAL BENEFITS FOR 2018-2019	604	$ 51,992	$ 145,844	$ 316,562	$ 680,391	$ 1,927,290	$ 574,904
GRAND TOTAL ANNUAL BUDGET FOR 2018-2019 (Including Salaries and Benefits)	606	$ 460,802	$ 1,049,611	$ 1,872,977	$ 3,929,393	$ 11,636,772	$ 3,664,953

Chart 26 (1-2):

Specific Income Sources
for the Music Unit:

All Private Institutions and Public Institutions,

1-50 Majors

Chart 26 (3-4):

Specific Income Sources
for the Music Unit:

Private Institutions,
51-100 and 101-200 Majors

Chart 26 (5-6):

Specific Income Sources
for the Music Unit:

Private Institutions,
201+ and All Public Institutions

Chart 26 (7-8):

Specific Income Sources
for the Music Unit:

Public Institutions,
1-100 and 101-200 Majors

Chart 26 (9-10):

Specific Income Sources
for the Music Unit:

Public Institutions,
201-400 and 401+ Majors

Chart 26 (11):

Specific Income Sources
for the Music Unit:

All Institutions

SPECIFIC INCOME SOURCES FOR THE MUSIC UNIT IN 2018-2019
All Institutions

	Number of Institutions Reporting	5th Percentile	25th Percentile	50th Percentile	75th Percentile	95th Percentile	Average
Public Grants	102	$ 1,245	$ 4,263	$ 10,000	$ 28,967	$ 299,261	$ 60,555
Foundation/Corporation	206	1,929	8,000	28,164	103,612	919,295	238,577
Private Gifts	479	1,200	9,103	29,961	113,855	793,997	227,004
Tickets/Commission/Rentals	394	1,190	6,059	15,700	42,825	256,928	67,000
Fund Raising	186	504	4,838	14,924	68,565	602,128	113,730
Tuition	120	12,187	64,550	343,265	1,994,790	15,522,349	3,136,738
Student Fees	384	3,306	22,105	79,164	186,417	587,293	200,015
Income From Endowment	433	2,461	23,197	65,140	184,230	1,162,168	350,125
Total Specific Sources of Income/Endowment in 2018-2019	581	$ 8,789	$ 62,500	$ 204,270	$ 652,435	$ 5,741,114	$ 1,403,064
Total Endowment of the Music Unit	532	$ 30,873	$ 322,629	$ 1,249,181	$ 3,835,678	$ 19,518,350	$ 6,142,020

Chart 26-12

Total Tuition Remission for Full Time Graduate Students

	Number of Institutions Reporting	5th Percentile	25th Percentile	50th Percentile	75th Percentile	95th Percentile	Average
Number of full-time graduate students receiving full tuition remission	163	1	4	12	40	99	28
Dollar value of full tuition remission for full-time graduate students	$ 174	$ 11,190	$ 37,927	$ 130,136	$ 452,575	$ 1,612,358	$ 414,915

Ex. 5 - Income Sources

- Considering earned income related to fundraising in comparison to field and peers
- Review Data Summaries
- Request Special Reports

NASM HEADS Data Summaries and Special Reports

Specific Income for the Music Unit: Earned Income Related to Fundraising

Demographic Survey of Terminal Music Degree Students

Charts 27 and Chart 28:

Demographic Survey of
Doctoral Degree Students:

graduated/not graduated

DEMOGRAPHIC SURVEY OF DOCTORAL STUDENTS WHO GRADUATED IN 2018-2019

		Black/ African-American		American Indian/ Alaska Native		Asian		Hispanic (of any race)		Native Hawaiian/ Pacific Islander		White		Other/ Ethnicity Unknown		
	Institutions Reporting	M	F	M	F	M	F	M	F	M	F	M	F	M	F	Total
Accompanying	10	0	0	0	0	1	6	1	0	0	0	5	5	1	4	23
Brass																
Horn Perf.	12	0	0	0	0	0	0	0	0	0	0	9	4	1	1	15
Trumpet Perf.	18	2	1	0	0	0	0	0	1	0	0	18	6	0	0	28
Trombone Perf.	16	0	0	0	0	1	0	3	0	0	0	12	2	3	0	21
Euphonium Perf.	7	0	0	0	0	0	0	0	0	0	0	5	1	1	0	7
Tuba Perf.	9	1	0	0	0	0	0	0	0	0	0	9	0	0	0	10
Composition	32	3	1	0	0	8	2	3	0	0	0	49	5	6	3	80
Conducting	37	6	0	0	0	6	5	5	0	1	0	54	13	9	3	112
Ethnomusicology	5	0	0	0	0	0	1	0	0	0	0	4	3	1	1	10
Guitar Perf.	9	0	0	0	0	1	0	1	0	0	0	9	0	6	0	17
Harp Perf.	1	0	0	0	0	0	0	0	0	0	0	0	1	0	0	1
Harpsichord Perf.	2	0	0	0	0	0	0	0	0	0	0	1	0	0	1	2
Jazz Studies	7	0	0	0	0	2	1	0	0	0	0	13	4	2	0	22
Music Education																
Choral	3	2	0	0	0	0	0	0	0	0	0	2	1	1	1	7
Instrumental	3	3	0	0	0	0	0	0	0	0	1	4	0	0	0	8
General	15	1	1	0	0	0	6	1	1	0	0	12	12	2	2	38
Combined tracks	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
No tracks specified	12	3	0	1	0	0	2	2	0	0	0	15	12	2	1	38
Musicology	21	0	0	0	0	0	5	0	2	0	0	14	20	2	0	43
Opera	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Organ Perf.	9	0	0	0	0	0	2	1	0	0	0	4	2	1	0	10
Pedadogy	5	0	1	0	0	0	5	0	0	0	0	0	4	0	1	11
Percussion Perf.	20	0	0	0	0	0	0	2	0	0	0	17	4	5	0	28
Piano Perf.	40	2	1	0	0	15	52	3	1	1	0	21	15	13	25	149
Sacred Music / Worship Studies	5	1	0	0	0	0	0	1	0	0	0	10	5	2	0	19

Chart 35:

Semester/Quarter Credit Hours Production Per FTE Faculty Member

SEMESTER CREDIT HOURS PRODUCTION PER FTE FACULTY MEMBER

(Institutions that Use a Semester-Hour System)

	Number of Institutions Reporting	5th Percentile	25th Percentile	50th Percentile	75th Percentile	95th Percentile	Average
Private Institutions							
1-50 Music Majors	97	57.3	95.0	128.1	184.7	243.2	139.8
51-100 Music Majors	69	71.6	108.9	145.1	192.2	301.3	157.5
101-200 Music Majors	49	83.6	124.1	159.3	183.2	337.1	171.4
201+ Music Majors	33	108.1	147.9	165.2	199.3	280.8	177.6
Public Institutions							
1-100 Music Majors	125	112.7	174.0	230.6	294.2	497.5	262.5
101-200 Music Majors	95	130.2	191.0	239.7	309.1	511.9	269.2
201-400 Music Majors	73	146.3	193.9	241.7	312.6	442.0	271.0
401+ Music Majors	49	142.9	182.8	209.2	252.9	447.4	265.3
All Institutions	590	78.1	142.1	194.7	255.8	410.9	220.1
HIGHEST DEGREE OFFERED							
Associate	31	160.1	208.6	287.8	459.4	634.9	384.1
Baccalaureate	284	71.8	121.9	176.2	242.7	358.4	192.7
Master's	206	100.9	155.6	206.4	257.5	398.0	230.9
Doctorate	69	103.3	159.2	194.8	261.9	411.1	226.7

Chart 36:

Instructional Salaries Per Semester/Quarter Credit Hour

INSTRUCTIONAL SALARIES PER SEMESTER CREDIT HOUR
(Institutions that Use a Semester-Hour System)

	Number of Institutions Reporting	5th Percentile	25th Percentile	50th Percentile	75th Percentile	95th Percentile	Average
Private Institutions							
1-50 Music Majors	95	$ 158	$ 223	$ 319	$ 436	$ 648	$ 350
51-100 Music Majors	69	168	226	330	446	740	373
101-200 Music Majors	49	167	259	325	430	779	464
201+ Music Majors	33	192	290	360	437	723	394
Public Institutions							
1-100 Music Majors	124	$ 91	$ 180	$ 224	$ 286	$ 420	$ 248
101-200 Music Majors	95	126	179	219	286	400	233
201-400 Music Majors	73	131	182	233	306	421	256
401+ Music Majors	49	151	231	294	346	473	295
All Institutions	587	$ 132	$ 196	$ 267	$ 355	$ 587	$ 308
HIGHEST DEGREE OFFERED							
Associate	30	$ 55	$ 122	$ 165	$ 237	$ 313	$ 182
Baccalaureate	283	149	199	267	379	636	325
Master's	206	141	198	267	329	564	293
Doctorate	68	171	229	307	408	576	335

Chart 37:

Total Expenditures Per Semester/Quarter Credit Hour

TOTAL EXPENDITURES PER SEMESTER CREDIT HOUR
(Institutions that Use a Semester-Hour System)

	Number of Institutions Reporting	5th Percentile	25th Percentile	50th Percentile	75th Percentile	95th Percentile	Average
Private Institutions							
1-50 Music Majors	97	$ 338	$ 494	$ 659	$ 975	$ 1,464	$ 766
51-100 Music Majors	69	338	502	698	941	1,840	853
101-200 Music Majors	49	326	483	642	1,089	1,598	947
201+ Music Majors	33	409	659	1,025	1,772	2,670	1,234
Public Institutions							
1-100 Music Majors	125	$ 209	$ 341	$ 435	$ 587	$ 957	$ 478
101-200 Music Majors	95	233	323	413	526	772	446
201-400 Music Majors	73	251	342	431	611	901	496
401+ Music Majors	49	248	424	555	812	1,318	633
All Institutions	590	$ 248	$ 384	$ 517	$ 771	$ 1,463	$ 660
HIGHEST DEGREE OFFERED							
Associate	31	$ 89	$ 216	$ 287	$ 421	$ 671	$ 343
Baccalaureate	284	275	396	548	829	1,468	678
Master's	206	261	383	498	691	1,373	633
Doctorate	69	336	489	659	931	1,709	809

Chart 38:

Total Expenditures Per

Music Major Student

	Number of Institutions Reporting	5th Percentile	25th Percentile	50th Percentile	75th Percentile	95th Percentile	Average
Private Institutions							
1-50 Music Majors	98	$ 11,384	$ 16,728	$ 27,143	$ 33,811	$ 57,399	$ 29,028
51-100 Music Majors	71	9,406	15,117	19,641	28,375	52,764	25,192
101-200 Music Majors	49	9,122	11,836	14,598	27,961	42,582	25,144
201+ Music Majors	37	8,778	20,202	26,209	47,032	69,843	33,586
Public Institutions							
1-100 Music Majors	129	$ 9,787	$ 15,841	$ 19,881	$ 24,613	$ 35,179	$ 21,302
101-200 Music Majors	96	9,234	13,142	16,459	18,877	26,729	16,867
201-400 Music Majors	76	9,428	12,295	16,776	22,195	33,192	18,089
401+ Music Majors	50	9,041	14,592	18,803	22,211	38,834	20,240
All Institutions	606	$ 9,263	$ 14,166	$ 19,075	$ 26,475	$ 45,746	$ 22,875
HIGHEST DEGREE OFFERED							
Associate	31	$ 5,756	$ 9,824	$ 17,187	$ 20,933	$ 36,630	$ 17,267
Baccalaureate	290	9,643	15,310	20,395	28,790	49,116	24,496
Master's	215	9,306	13,116	16,911	22,905	43,453	20,790
Doctorate	70	11,811	17,935	22,016	30,992	44,973	25,042

Chart 39:

Number of Music Majors Per Full-Time Faculty Member

	Number of Institutions Reporting	5th Percentile	25th Percentile	50th Percentile	75th Percentile	95th Percentile	Average
Private Institutions							
1-50 Music Majors	96	3.0	4.8	6.5	9.1	17.5	7.9
51-100 Music Majors	71	4.0	6.5	9.3	12.7	21.8	10.6
101-200 Music Majors	49	5.4	8.5	11.0	15.3	26.9	12.9
201+ Music Majors	37	6.2	8.7	11.0	13.5	22.9	11.9
Public Institutions							
1-100 Music Majors	128	4.6	5.7	8.0	10.9	21.9	9.8
101-200 Music Majors	96	5.6	7.3	8.9	10.8	20.0	10.4
201-400 Music Majors	76	5.9	7.7	10.3	13.9	22.5	11.5
401+ Music Majors	50	7.4	8.8	10.3	12.9	19.9	11.7
All Institutions	603	4.3	6.7	9.0	11.8	22.2	10.4
HIGHEST DEGREE OFFERED							
Associate	30	5.3	9.3	14.8	25.5	40.5	18.4
Baccalaureate	289	4.0	5.8	8.2	11.0	20.0	9.4
Master's	215	5.4	7.4	9.7	12.3	20.4	10.8
Doctorate	69	5.3	7.8	9.4	11.5	20.5	10.5

Chart 40:

Number of Music Majors Per FTE Faculty Member

	Number of Institutions Reporting	5th Percentile	25th Percentile	50th Percentile	75th Percentile	95th Percentile	Average
Private Institutions							
1-50 Music Majors	98	1.6	2.5	3.7	4.8	7.0	3.8
51-100 Music Majors	71	2.9	3.8	4.8	6.5	8.9	5.4
101-200 Music Majors	49	3.5	5.1	5.9	7.6	13.5	7.0
201+ Music Majors	37	4.4	5.3	6.2	8.1	9.8	7.0
Public Institutions							
1-100 Music Majors	129	2.9	3.9	4.8	6.4	9.6	5.4
101-200 Music Majors	96	4.0	5.3	6.3	7.6	11.3	6.8
201-400 Music Majors	76	4.1	5.4	6.8	8.4	11.5	7.2
401+ Music Majors	50	4.4	5.8	6.8	8.3	11.3	7.2
All Institutions	606	2.5	4.2	5.5	7.3	10.7	6.0
HIGHEST DEGREE OFFERED							
Associate	31	2.4	3.7	6.1	8.5	13.7	6.8
Baccalaureate	290	2.0	3.6	4.8	6.3	9.8	5.3
Master's	215	3.7	5.0	6.3	7.6	10.6	6.6
Doctorate	70	4.2	5.2	6.1	7.0	10.1	6.5

Ex. 6 - Faculty Numbers Average Vs. Median

"Peer" Institutions

Number of Music Majors per FTE Faculty

Average	Our Institution
7.5 : 1	10.2 : 1

Number of Music Majors Per FTE Faculty Member

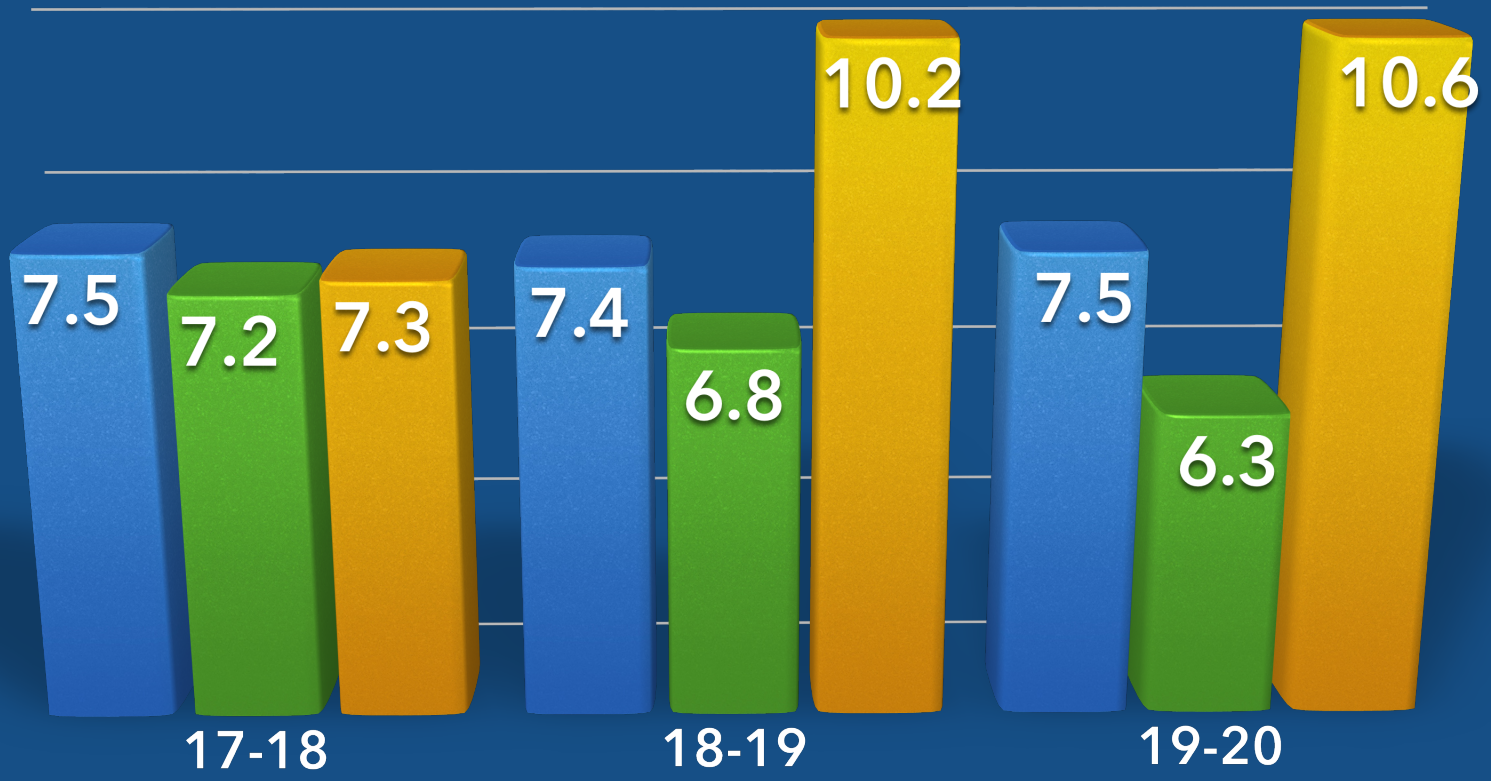
"Peer Institutions"

Number of Music Majors per FTE Faculty

5th Percentile	25th Percentile	50th Percentile	75th Percentile	95th Percentile
4.9 : 1	5.9 : 1	7.0 : 1	8.2 : 1	11.1 : 1

Our Institution 10.2 : 1

Average Number of Music Majors per FTE Faculty



All Institutions "Peer" Institutions Our Institution

Chart 43:

Average Instructional Salary

(Full- and Part-Time)

Per Music Major Student

	Number of Institutions Reporting	5th Percentile	25th Percentile	50th Percentile	75th Percentile	95th Percentile	Average
Private Institutions							
1-50 Music Majors	96	$ 5,004	$ 7,992	$ 11,746	$ 16,837	$ 35,570	$ 13,622
51-100 Music Majors	71	4,913	6,896	9,346	12,966	21,929	10,909
101-200 Music Majors	49	4,434	6,034	7,870	10,057	20,768	12,600
201+ Music Majors	37	5,579	7,035	8,715	11,965	15,557	10,131
Public Institutions							
1-100 Music Majors	128	$ 5,051	$ 8,363	$ 10,029	$ 13,212	$ 19,518	$ 10,960
101-200 Music Majors	96	4,981	7,181	8,245	9,914	13,935	8,806
201-400 Music Majors	76	4,387	6,708	8,796	10,693	18,386	9,401
401+ Music Majors	50	5,136	7,284	9,178	11,062	14,138	9,326
All Institutions	603	$ 4,678	$ 7,123	$ 9,270	$ 12,406	$ 19,725	$ 10,785
HIGHEST DEGREE OFFERED							
Associate	30	$ 3,179	$ 4,765	$ 7,815	$ 12,401	$ 18,706	$ 9,259
Baccalaureate	289	5,037	7,642	9,655	13,527	21,500	11,865
Master's	215	4,847	6,951	8,563	10,695	16,959	9,529
Doctorate	69	5,075	8,650	10,130	12,613	17,632	10,840

Chart 60:

Music Faculty by Rank
and Ethnic Characteristics

		Black/ African-American		American Indian/ Alaska Native		Asian		Hispanic (of any race)		Native Hawaiian/ Pacific Islander		White		Other/ Ethnicity Unknown		
	Institutions Reporting	M	F	M	F	M	F	M	F	M	F	M	F	M	F	Total
Professor																
	536	86	27	7	5	61	74	84	28	32	15	2,137	809	23	18	3,406
	%	2.5	0.8	0.2	0.1	1.8	2.2	2.5	0.8	0.9	0.4	62.7	23.8	0.7	0.5	100.0
Associate Professor																
	514	89	35	8	2	71	87	94	30	11	6	1,472	761	20	15	2,701
	%	3.3	1.3	0.3	0.1	2.6	3.2	3.5	1.1	0.4	0.2	54.5	28.2	0.7	0.6	100.0
Assistant Professor																
	513	96	37	3	4	57	104	83	25	6	1	1,170	695	27	17	2,325
	%	4.1	1.6	0.1	0.2	2.5	4.5	3.6	1.1	0.3	0.0	50.3	29.9	1.2	0.7	100.0
Instructor																
	204	48	8	2	0	16	24	23	8	0	2	372	219	6	4	732
	%	6.6	1.1	0.3	0.0	2.2	3.3	3.1	1.1	0.0	0.3	50.8	29.9	0.8	0.5	100.0
Lecturer																
	169	29	11	2	0	13	28	30	12	0	2	368	245	9	5	754
	%	3.8	1.5	0.3	0.0	1.7	3.7	4.0	1.6	0.0	0.3	48.8	32.5	1.2	0.7	100.0
Unranked																
	54	8	4	0	1	1	7	15	4	1	0	116	61	3	4	225
	%	3.6	1.8	0.0	0.4	0.4	3.1	6.7	1.8	0.4	0.0	51.6	27.1	1.3	1.8	100.0
Visiting Faculty																
	108	5	5	1	0	3	9	2	1	3	1	129	68	6	2	235
	%	2.1	2.1	0.4	0.0	1.3	3.8	0.9	0.4	1.3	0.4	54.9	28.9	2.6	0.9	100.0
Total																
	603	361	127	23	12	222	333	331	108	53	27	5,764	2,858	94	65	10,378
	%	3.5	1.2	0.2	0.1	2.1	3.2	3.2	1.0	0.5	0.3	55.5	27.5	0.9	0.6	100.0

Chart 61:

Music Students by Degree Level and Ethnic Characteristics

		Black/ African-American		American Indian/ Alaska Native		Asian		Hispanic (of any race)		Native Hawaiian/ Pacific Islander		White		Other/ Ethnicity Unknown		
	Institutions Reporting	M	F	M	F	M	F	M	F	M	F	M	F	M	F	Total
Associate Professional																
	27	108	62	10	6	46	34	246	168	5	1	639	365	239	123	2,052
	%	5.3	3.0	0.5	0.3	2.2	1.7	12.0	8.2	0.2	0.0	31.1	17.8	11.6	6.0	100.0
Associate Liberal Arts																
	18	53	20	3	0	21	19	117	45	7	3	184	134	72	59	748
	%	7.1	4.0	0.4	0.0	2.8	2.5	15.6	6.0	0.9	0.4	24.6	17.9	9.8	7.9	100.0
Baccalaureate Professional																
	494	2,723	1,889	194	133	1,310	1,524	4,543	3,360	280	451	19,074	19,659	2,882	2,706	60,726
	%	4.5	3.1	0.3	0.2	2.2	2.5	7.5	5.5	0.5	0.7	31.4	32.4	4.7	4.5	100.0
Baccalaureate Liberal Arts																
	479	1,311	947	57	56	434	468	1,343	900	29	204	5,888	5,713	826	778	18,955
	%	6.9	5.0	0.3	0.3	2.3	2.5	7.1	4.7	0.2	1.1	31.1	30.1	4.4	4.1	100.0
Master's Specific																
	232	332	256	26	15	312	597	546	401	9	32	2,991	2,849	767	918	10,052
	%	3.3	2.5	0.3	0.1	3.1	5.9	5.4	4.0	0.1	0.3	29.8	28.3	7.6	9.1	100.0
Master's General																
	72	78	48	2	3	37	59	78	55	0	1	456	490	140	177	1,624
	%	4.8	3.0	0.1	0.2	2.3	3.6	4.8	3.4	0.0	0.1	28.1	30.2	8.6	10.9	100.0
Doctoral Specific																
	56	136	48	14	7	255	588	193	102	5	3	1,471	987	475	578	4,842
	%	2.8	1.0	0.3	0.1	5.3	12.1	4.0	2.1	0.1	0.1	30.4	20.0	9.8	11.9	100.0
Doctoral General																
	17	25	17	1	0	20	30	24	15	1	14	228	133	113	119	740
	%	3.4	2.3	0.1	0.0	2.7	4.1	3.2	2.0	0.1	1.9	30.8	18.0	15.3	16.1	100.0
Undergraduate Level Non-Degree Programs (Certificate, Diploma, etc.)																
	41	85	31	1	1	29	25	84	36	5	1	189	127	127	53	794
	%	10.7	3.9	0.1	0.1	3.7	3.1	10.6	4.5	0.6	0.1	23.8	16.0	16.0	6.7	100.0
Graduate Level Non-Degree Programs (Certificate, Diploma, etc.)																
	63	19	12	0	1	77	108	72	26	2	1	195	159	119	139	930
	%	2.0	1.3	0.0	0.1	8.3	11.6	7.7	2.8	0.2	0.1	21.0	17.1	12.8	14.9	100.0
Total																
	606	4,870	3,340	308	222	2,542	3,453	7,246	5,108	343	711	31,315	30,596	5,761	5,650	101,463
	%	4.8	3.3	0.3	0.2	2.5	3.4	7.1	5.0	0.3	0.7	30.9	30.2	5.7	5.6	100.0

Addendum

Institutions Reporting New Construction or Renovation of Music Facilities (list of institutions)

HEADS

- Data Supported Vs Data Driven Analysis
- Contact the Heads office via email at nhamme@arts-accredit.org
- Utilize HEADS for decision making and future planning
- Suggestions can be made through the annual meeting sheets or through the National Office

Thank you.

Nora R. Hamme
nhamme@arts-accredit.org