

CCCU Faculty Salary Survey: 2009-10 Update

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Introduction. This is the twenty-sixth in an annual series of research reports conducted for the Council for Christian Colleges & Universities (CCCU). For the last several years, Richard Sherry of Bethel University has collected the information, using materials, templates, and the format developed by Donald Lerew of Messiah College. The purpose of this study is to provide member colleges with comparative and longitudinal salary data.

The research has traditionally been based on information compiled for the AAUP, appearing in *Academe* each spring (for the current study, from March/April, 2010). Thirty-nine CCCU institutions of 106 United States schools are not represented in the AAUP survey this year. The author surveyed all non-reporting institutions in order to assure a better response. An additional 10 CCCU schools provided a self-report of faculty salary by rank. The data appears in the Appendix. Following the methodology used for several years, and in a departure from reports developed by Mr. Lerew, this report also includes data reported by schools neither submitting information to *Academe* nor to the CCCU request. For 29 colleges, information from the federal government's Integrated Postsecondary Education Data System (IPEDS) is included, and noted in the concluding table. As a result, the sample represents all CCCU member campuses in the United States. Canadian institutions are omitted from this study, as in past years, because of the difficulty of establishing meaningful comparisons between U.S. and Canadian institutions.

Readers should keep in mind these data sources when considering any analysis. Schools in the group which did not report data to *Academe* but which did respond to the CCCU survey used the definitions from the AAUP survey to help attain similarity and comparability. *Academe* requests salary information based on a 9-month contract, and this has meant that some universities have had to recalculate salaries if significant numbers of faculty work a ten-month or eleven-month academic year. For institutions whose data are drawn from IPEDS, the averages reported are based on what are described as "equated 9 month salaries."

General Findings. Table I (below) summarizes the central tendencies for salaries, by rank, for the past ten years of the study period. All previous annual reports showed increases in both mean and median salaries; this is true in 2009-10 for all ranks except the instructor level. Approximately \$8,000 now separates instructors and assistant professors, rising to \$9,500 difference between associate and full professor.

Table I
Average Salary by Rank, CCCU Institutions: Summary Statistics
MEAN SALARY

Rank	09-10	08-09	07-08	06-07	05-06	04-05	03-04	02-03	01-02	00-01
PROF	64.4	63.4	61.3	59.6	57.7	56.3	54.9	53.3	51.4	49.8
ASSO	54.9	53.9	52.1	51.0	49.2	47.8	47.1	45.5	44.2	42.8
ASST	47.9	47.1	45.6	44.5	42.7	41.6	40.7	39.4	38.1	37.1
INST	40.3	40.5	38.6	37.4	36.5	36.0	34.4	32.9	32.8	31.3
ALL	54.8	53.8	51.7	50.7	48.9	47.4	46.5	45.0	43.2	42.1

MEDIAN SALARY

Rank	<u>09-10</u>	<u>08-09</u>	<u>07-08</u>	<u>06-07</u>	<u>05-06</u>	<u>04-05</u>	<u>03-04</u>	<u>02-03</u>	<u>01-02</u>	<u>00-01</u>
PROF	62.8	61.9	60.7	59.1	57.6	55.8	54.1	52.6	51.4	49.6
ASSO	54.0	53.3	52.0	50.9	49.2	47.5	46.9	45.3	44.0	42.0
ASST	47.1	46.2	45.3	44.3	42.0	41.8	40.7	39.6	38.4	37.2
INST	39.9	40.3	38.7	37.6	36.6	36.3	34.7	33.0	33.0	31.3
ALL	53.9	52.9	51.8	50.5	48.4	47.2	46.5	44.7	43.4	40.9

STANDARD DEVIATIONS

Rank	<u>09-10</u>	<u>08-09</u>	<u>07-08</u>	<u>06-07</u>	<u>05-06</u>	<u>04-05</u>	<u>03-04</u>	<u>02-03</u>	<u>01-02</u>	<u>00-01</u>
PROF	9,721	9,535	8,849	8,362	8,169	7,778	7,255	6,987	6,858	6,661
ASSO	7,617	7,532	6,942	6,431	6,419	5,863	5,572	5,306	5,047	4,905
ASST	6,224	6,234	5,658	5,126	5,017	5,205	4,317	4,280	4,087	3,701
INST	5,672	5,632	5,424	4,688	5,062	4,420	4,440	4,690	4,807	4,066
ALL	8,133	8,026	7,453	6,918	6,680	6,469	5,918	5,780	5,718	5,434

According to the March/April 2010 *Academe*, average salaries in 2009-10 for continuing faculty members at private baccalaureate institutions (IIB) rose 1.5%, while the consumer price index rose only 2.7% for the year. Average salaries at IIA (Master’s level) institutions rose 1.7%. When all data for CCCU schools are included (including IPEDS data for non-respondent institutions), the average salary increase was 1.9%. While more than 60 schools reported increases in the average salary, 45 reported an overall decrease, ranging from 1% up to 5%, and averaging just over 2%. Only 35 schools reported salary increases at or above the increase in the consumer price index. Given the unsettled economy during 2009-2010, another year of minimal increases may be reported next year.

Table II
Percentage Increase in Mean Salary,
by Rank, for Reporting CCCU Colleges

Rank	<u>09-10</u>	<u>08-09</u>	<u>07-08</u>	<u>06-07</u>	<u>05-06</u>	<u>04-05</u>	<u>03-04</u>	<u>02-03</u>	<u>01-02</u>	<u>00-01</u>
PROF	1.6	3.4	2.9	3.3	2.5	2.6	3.0	3.7	3.2	3.2
ASSO	1.9	3.5	2.2	3.7	2.9	1.5	3.5	2.9	3.3	3.6
ASST	1.7	3.3	2.5	4.2	2.6	2.3	3.3	3.4	2.7	4.4
INST	-0.5	4.9	3.2	2.5	1.4	5.0	4.6	0.3	4.8	4.4
ALL	1.9	4.1	2.0	3.7	3.2	1.9	3.3	4.2	2.6	3.3

Table III below tabulates the salary extremes and ranges for 2009-10. As has been true for each annual report, there is wide variation in average salary paid throughout the Council. For 2009-10,

the highest and lowest salaries for full professor differ by \$47,700, with smaller ranges for lower ranks. For comparison purposes, Table III also reports 2008-09 ranges.

Table III
Salary Extremes, by Rank, 2009-10

	<u>Professor</u>	<u>Associate</u>	<u>Assistant</u>	<u>Instructor</u>
High Extreme	\$87,601	\$74,300	\$68,000	\$55,800
Low Extreme	\$41,200	\$36,500	\$33,600	\$25,911
Range: 2009-10	\$46,401	\$37,800	\$34,400	\$29,889
Range: 2008-09	\$47,700	\$40,600	\$34,100	\$38,300

The AAUP has developed a rating scale based on percentile ranks for all reporting colleges in each of their standard categories. Tables IV and V report the average 2009-10 salaries for Carnegie IIA (Master's) and IIB (Baccalaureate) colleges, by rank, for what the AAUP rates as level "3" and "4" institutions (40th and 20th percentiles, respectively). These are the two lowest ratings on the AAUP scale. Council means are included for comparison.

Table IV
Mean Salaries for all IIA Institutions, 2009-10, by Percentile

<u>Rank</u>	<u>40th Percentile</u>	<u>20th Percentile</u>	<u>CCCU Colleges *</u>
Professor	\$81,531	\$74,238	\$64,351
Associate	\$65,534	\$60,353	\$54,865
Assistant	\$56,054	\$52,294	\$47,860
Instructor	\$45,183	\$41,445	\$40,269
All Ranks	\$64,015	\$58,120	\$54,846

*Includes both IIA and IIB.

Table V
Mean Salaries for all IIB Institutions, 2009-10, by Percentile

<u>Rank</u>	<u>40th Percentile</u>	<u>CCCU Colleges *</u>	<u>20th Percentile</u>
Professor	\$71,118	\$64,351	\$61,344
Associate	\$57,849	\$54,865	\$52,181
Assistant	\$50,085	\$47,860	\$45,552
Instructor	\$41,740	\$40,269	\$36,200
All ranks	\$47,092	\$54,846	\$51,532

*Includes both IIA and IIB. Source: *Academe* (March/April 2010)

As has been true in past years, our institutions tend to be located between the 20th and 40th percentiles nationally, when compared to all IIB institutions. Comparing against IIA schools (Table IV), our Council average does not even reach the 20th percentile of the national comparison group. Obviously, IIA member schools will want to compare their own averages against this norm, since the CCCU figures reflect both IIA and IIB institutions combined.

Table VI reveals a greater difference for upper ranks than lower ranks when comparing CCCU (IIA and IIB) institutions against the universe of all church-related baccalaureate institutions (*Academe*). While Assistant Professors and Instructors, are about 93% of the national average, Associate Professors are at about 91% of the comparable average. This marks an improvement over past years for Associate Professors, but not much change for the most senior rank.

Table VI
Average Salary by Rank,
All Church Related (IIB) and All CCCU (IIA & IIB) Institutions

<u>Rank</u>	<u>Church-Related</u>	<u>CCCU</u>	<u>Difference</u>	<u>% *</u>
Professor	\$74,413	\$64,351	\$10,062	86.5%
Associate	\$60,738	\$54,865	\$5,873	90.3%
Assistant	\$51,034	\$47,860	\$3,174	93.8%
Instructor	\$43,550	\$40,269	\$3,281	92.5%
All	\$60,081	\$54,846	\$5,235	91.4%

*CCCU Average as a percentage of Church-related average

Readers' comments, corrections and suggestions are welcome. The author takes full responsibility for any errors in transferring or analyzing the reported primary data. Copies of this analysis are available from the CCCU office. The author also wishes to acknowledge his continuing debt to Mr. Don Lerew for establishing the procedures for this survey.

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2009-10 CCCU Faculty Salary Data

Mean Salary by Rank (in 000's)

INSTITUTION	PROF	ASSOC	ASS'T	INSTR	ALL
Abilene Christian University	77.9	62.2	54.4	45.6	61.4
Anderson University	61.6	53.6	46.8	40.9	54.5
Asbury University	58.4	51.4	44.9	38.7	52.3
Azusa Pacific University	76.8	63.7	56.1	55.8	64.6
I Belhaven College	57.2	48.0	43.1	25.9	47.8
Bethel College (IN) [12 month]	61.9	51.6	45.8	42.1	48.3
Bethel College (MN)	72.3	62.4	54.5	46.7	63.4
Biola University	85.0	73.1	60.8	----	71.6
I Bluefield College	62.6	54.0	48.4	29.0	53.5
Bluffton College	60.0	52.3	44.5	37.5	51.0
I Bryan College	52.3	43.8	38.6	33.1	47.1
I California Baptist University	79.4	74.3	68.0	39.1	68.1
Calvin College	76.4	65.5	56.6	44.4	67.1
I Campbellsville University	54.5	49.7	43.4	40.2	47.0
Carson-Newman College	56.5	46.9	43.6	35.1	47.1
Cedarville University	66.7	56.1	47.1	----	56.5
College of the Ozarks	61.8	56.4	50.7	42.8	55.9
Colorado Christian University	65.2	53.1	43.9		55.4
Corban College [12 month]	57.8	49.3	43.0		48.8
Cornerstone University	59.6	49.2	41.0	35.6	49.6
Covenant College	65.2	57.1	49.9		58.9
I Crown College	66.0	44.9	49.9		53.5
I Dallas Baptist University [equated]	71.6	61.4	55.2		62.2
Dordt College	66.3	57.6	46.9	39.5	55.1
East Texas Baptist University	55.9	48.6	43.7	36.8	50.4
Eastern Mennonite University	58.5	49.6	43.3	39.1	51.7
Eastern Nazarene College	60.6	51.0	48.2	43.8	51.1
I Eastern University	74.6	56.8	48.1		58.2
Erskine College	63.5	49.4	44.4	----	53.3
Evangel University	62.7	53.0	46.0		54.3
I Fresno Pacific University					56.5
Geneva College	62.8	56.8	47.3	----	56.4
George Fox University	66.5	58.0	51.4	----	57.6
Gordon College	75.4	64.9	54.5		67.9

	INSTITUTION	PROF	ASSOC	ASS'T	INSTR	ALL
	Goshen College	59.9	48.2	44.1	----	51.8
I	Grace College & Seminary	53.2	46.5	43.4	48.2	49.4
	Greenville College	57.5	53.9	47.0	39.0	49.3
	Hardin-Simmons University	67.3	58.1	49.1	45.5	59.6
I	Hope International University	50.4	48.5	41.9		47.1
I	Houghton College	64.3	54.0	44.6	37.4	55.7
I	Houston Baptist University	72.2	65.32	54.9	43.3	63.6
I	Howard Payne University	54.4	43.7	39.9	35.8	45.3
	Huntington University	64.2	54.5	45.5	41.7	53.6
	Indiana Wesleyan University	75.0	62.2	52.5	40.7	59.7
	John Brown University	61.3	54.5	47.9	37.4	53.4
I	Judson College (AL)	58.9	61.2	43.9		51.2
	Judson College (IL)	66.4	58.6	48.3	31.7	56.2
	Kentucky Christian University	46.1	----	37.0	----	41.1
	King College [12 month]	50.5	44.1	40.3	40.3	43.4
	Lee University	59.6	52.8	48.6		52.2
	LeTourneau University	68.2	56.9	51.9	----	58.7
	Lipscomb University	72.6	70.3	59.7	42.5	67.0
I	Louisiana College	54.0	47.4	46.0	43.0	47.2
	Malone College	66.1	56.1	48.3	41.8	56.1
I	The Master's College & Seminary	68.9	66.3	58.2	55.2	66.0
	Messiah College	76.9	62.5	53.4	----	62.7
I	MidAmerica Nazarene University	57.5	44.9	43.9	39.1	48.0
	Milligan College	54.5	49.5	42.3		48.7
	Mississippi College	78.6	59.0	55.8	45.5	62.3
	Missouri Baptist University	53.6	47.7	40.3	38.6	45.0
I	Montreat College	49.0	48.6	39.9	30.4	43.9
	Mount Vernon Nazarene University	60.0	52.3	45.7	38.8	53.5
I	North Greenville College	58.5	53.5	44.3	39.4	48.2
I	North Park University	67.8	56.6	48.1		58.9
I	Northwest Christian University	52.3	43.0	41.2	38.0	44.1
I	Northwest Nazarene University	62.3	51.9	42.2	35.2	51.3
	Northwest University	62.5	52.9	47.5	----	53.1
	Northwestern College (IA)	64.4	54.2	47.8	44.5	53.5
	Northwestern College (MN)	65.2	54.5	47.6		54.5
I	Nyack College	64.2	56.0	50.8	43.2	55.2
I	Oklahoma Baptist University	55.0	53.5	43.5	37.0	49.0
I	Oklahoma Christian University	68.4	56.0	49.2	36.8	58.0

	INSTITUTION	PROF	ASSOC	ASS'T	INSTR	ALL
I	Oklahoma Wesleyan University	52.3	42.9	46.4	44.1	46.9
	Olivet Nazarene University	66.2	52.6	43.7	36.4	56.5
I	Oral Roberts University	65.3	55.4	47.3	38.0	51.9
	Palm Beach Atlantic University	73.7	61.9	58.0	42.5	61.7
	Point Loma Nazarene University	86.4	70.7	58.8	----	76.6
	Roberts Wesleyan College	61.8	53.5	47.1	36.4	53.7
I	San Diego Christian College		49.7	44.9	34.3	46.3
	Seattle Pacific University	81.9	66.4	55.4	51.0	67.2
	Shorter University	60.8	50.6	41.9	35.3	45.8
	Simpson University	62.4	54.8	47.7		55.0
I	Southeastern University	72.6	60.1	48.2		57.1
I	Southern Nazarene University	58.4	52.1	44.2		51.6
I	Southern Wesleyan University	55.0	50.3	42.9	32.5	48.6
	Southwest Baptist University	60.1	47.7	44.0	35.4	46.8
	Spring Arbor University	59.1	48.9	42.1	37.3	48.3
	Sterling College	57.5	45.2	39.7		43.5
	Tabor College	41.2	36.5	34.8	28.2	36.8
	Taylor University	61.4	53.5	46.0	39.9	55.2
I	Toccoa Falls College	51.9	49.7	41.2	33.4	45.6
	Trevecca Nazarene University	61.6	53.5	46.6	44.6	53.9
	Trinity Christian College	69.3	58.2	52.0		59.2
	Trinity International University	74.7	61.6	53.9	----	67.4
I	Union University	69.6	63.3	64.7	46.4	65.2
	University of Mary Hardin-Baylor	71.2	60.0	52.4	49.6	59.2
	University of Sioux Falls	64.0	47.3	42.7	36.9	47.1
	University of the Southwest	44.4	38.0	33.6	----	36.6
I	Vanguard University	73.7	59.1	52.1	44.3	62.2
	Warner Pacific College	68.1	57.7	51.1	44.5	56.3
	Warner University	87.2	69.9	58.3		75.7
	Waynesburg University	81.1	64.3	54.2	48.1	65.3
I	Westmont College	87.2	70.3	58.3	47.0	75.4
I	Wheaton College	87.6	69.5	52.8	41.1	71.0
I	Whitworth University	81.1	64.3	58.4	48.1	66.4
I	Williams Baptist College	48.4	40.9	39.5	42.2	42.1
	AVERAGE	64.4	54.9	47.9	40.3	54.8