

CCCU Faculty Salary Survey: 2007-08 Update

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Introduction. This is the twenty-fourth in an annual series of research reports conducted for the Council for Christian Colleges & Universities (CCCU). This year, 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, 2008). Forty-four CCCU institutions of 107 United States are not represented in the AAUP survey this year. The author surveyed all non-reporting institutions in order to assure a better response, and an additional 32 colleges and universities provided information. Of the 107 CCCU schools, 95 have provided a self-report of faculty salary by rank. The data appears in the Appendix. Following the methodology used last year, 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 12 colleges, information from the federal government's Integrated Postsecondary Educational Data System (IPEDS) is included. 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 9 month faculty loads.

In responding to the requests of many institutions in the last two years, the survey also asked respondents about differential salaries for high-demand academic disciplines, and asked for information on adjunct compensation. The report concludes with this information.

General Findings. Table I (below) summarizes the central tendencies for salaries, by rank, for the past ten years of the study period. As has been true for each annual report, both mean and median salaries have increased for 2007-08. Approximately \$7,600 now separates each academic rank, on average.

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

MEAN SALARY

Rank	<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>	<u>99-00</u>	<u>98-99</u>	<u>97-98</u>
PROF	61.3	59.6	57.7	56.3	54.9	53.3	51.4	49.8	48.3	46.7	45.4
ASSO	52.1	51.0	49.2	47.8	47.1	45.5	44.2	42.8	41.3	39.7	38.6
ASST	45.6	44.5	42.7	41.6	40.7	39.4	38.1	37.1	35.5	34.5	33.3
INST	38.6	37.4	36.5	36.0	34.4	32.9	32.8	31.3	30.0	29.2	28.6
ALL	51.7	50.7	48.9	47.4	46.5	45.0	43.2	42.1	40.8	39.4	38.1

MEDIAN SALARY

Rank	<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>	<u>99-00</u>	<u>98-99</u>	<u>97-98</u>
PROF	60.7	59.1	57.6	55.8	54.1	52.6	51.4	49.6	48.3	46.5	45.4
ASSO	52.0	50.9	49.2	47.5	46.9	45.3	44.0	42.0	40.8	39.3	38.1
ASST	45.3	44.3	42.0	41.8	40.7	39.6	38.4	37.2	36.0	34.9	33.6
INST	38.7	37.6	36.6	36.3	34.7	33.0	33.0	31.3	30.6	29.1	29.6
ALL	51.8	50.5	48.4	47.2	46.5	44.7	43.4	40.9	39.0	38.0	n/a

STANDARD DEVIATIONS

Rank	<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>	<u>99-00</u>	<u>98-99</u>	<u>97-98</u>
PROF	8,849	8,362	8,169	7,778	7,255	6,987	6,858	6,661	6,428	5,966	5,744
ASSO	6,942	6,431	6,419	5,863	5,572	5,306	5,047	4,905	5,051	4,724	4,688
ASST	5,658	5,126	5,017	5,205	4,317	4,280	4,087	3,701	4,178	3,687	3,700
INST	5,424	4,688	5,062	4,420	4,440	4,690	4,807	4,066	4,791	3,747	3,564
ALL	7,453	6,918	6,680	6,469	5,918	5,780	5,718	5,434	5,499	5,194	5,088

According to the March/April 2008 *Academe* (p. 19), average salaries in 2007-08 for faculty members at private baccalaureate institutions (IIB) rose 4.0%, or 0.1% below the inflation rate (*Academe*, p. 10). Average salaries at IIA (Master's level) institutions rose 3.8%, or 0.3% below the rate of inflation. When all data for CCCU schools are included (including IPEDS data for non-respondent institutions), the average salary increase was 2.0%, the smallest increase since 2004-05.

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

<u>Rank</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>	<u>99-00</u>	<u>98-99</u>	<u>97-98</u>
PROF	2.9	3.3	2.5	2.6	3.0	3.7	3.2	3.2	3.5	2.8	3.9
ASSO	2.2	3.7	2.9	1.5	3.5	2.9	3.3	3.6	4.0	3.0	3.9
ASST	2.5	4.2	2.6	2.3	3.3	3.4	2.7	4.4	2.9	3.7	2.7
INST	3.2	2.5	1.4	5.0	4.6	0.3	4.8	4.4	2.8	2.2	2.6
ALL	2.0	3.7	3.2	1.9	3.3	4.2	2.6	3.3	3.6	3.4	n/a

Table III below tabulates the salary extremes and ranges for 2007-08. As has been true for each annual report, there is wide variation in average salary paid throughout the Council. For 2007-08, the highest and lowest salaries for full professor differ by \$46,000, with smaller ranges for lower ranks. For comparison purposes, Table III also reports 2006-07 ranges.

Table III
Salary Extremes, by Rank, 2007-08

	<u>Professor</u>	<u>Associate</u>	<u>Assistant</u>	<u>Instructor</u>
High Extreme	\$86,400	\$72,400	\$62,800	\$51,000
Low Extreme	\$40,400	\$35,000	\$31,000	\$21,500
Range: 2007-08	\$46,000	\$37,400	\$31,800	\$29,500
Range: 2006-07	\$43,300	\$34,500	\$27,200	\$23,900

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 2007-08 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, 2007-08, by Percentile

<u>Rank</u>	<u>40th Percentile</u>	<u>20th Percentile</u>	<u>CCCU Colleges *</u>
Professor	\$70,205	\$71,711	\$61,333
Associate	\$63,616	\$58,542	\$52,109
Assistant	\$53,531	\$50,257	\$45,570
Instructor	\$43,368	\$40,137	\$38,630
All Ranks	\$61,092	\$56,338	\$51,742

*Includes both IIA and IIB.

Table V
Mean Salaries for all IIB Institutions, 2007-08, by Percentile

<u>Rank</u>	<u>40th Percentile</u>	<u>CCCU Colleges *</u>	<u>20th Percentile</u>
Professor	\$67,900	\$61,333	\$59,155
Associate	\$56,419	\$52,109	\$50,773
Assistant	\$48,402	\$45,570	\$43,937
Instructor	\$40,379	\$38,630	\$36,828
All ranks	\$54,605	\$51,742	\$49,807

*Includes both IIA and IIB. Source: *Academe* (March/April 2008, p. 27)

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. While our Instructors and Assistant Professors are at about 93% of the national average, our Professors are only at about 85% of the comparable average. Although the table does not reveal this, the mean salary difference between CCCU full professors and peers at church-related institutions grew by just over \$1800; the difference at the associate professor level grew by almost \$1100; it declined by \$64 at the assistant professor level; and it grew by over \$1300 at the instructor level. This increased difference at the instructor level may suggest that CCCU schools are facing increased competition at the entry level.

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	\$72,445	\$61,333	\$11,110	84.7%
Associate	\$58,293	\$52,109	\$6,186	89.4%
Assistant	\$49,240	\$45,570	\$3,659	92.6%
Instructor	\$41,668	\$38,630	\$3,038	92.7%
All	\$57,901	\$51,742	\$6,178	89.3%

*CCCU Average as a percentage of Church-related average

Differential pay for high-demand faculty. A number of chief academic officers have asked the CCCU this year for information on the extent that colleges use differential pay scales. As an

example, do colleges pay faculty in high-demand fields, such as business, nursing, or specially-accredited fields such as Athletic Training, more than those in other professions? Because of this request, the survey this year was sent to all CCCU schools, instead of only those not responding to *Academe*, with additional questions provided. Of the 107 surveyed, 34 responded. Nineteen colleges indicated they do not attempt to match “market prices” for faculty in high demand fields; a dozen acknowledge this practice.

Since the responding schools were assured confidentiality, this report will not identify them. Of the colleges and universities reporting differential pay, however, four are accredited by the Southern Association of Colleges and Schools, five by the North Central Association, and one each from the Northwest Association, the Western Association, and the Middle States Association. Four are located in very large cities; only two might be considered “rural,” or located in smaller towns.

The universities reported that those receiving higher salaries included business faculty (6 schools). Several reported needing to pay science faculty more (5); several reported needing to pay nursing faculty more (3). Three institutions reported that for other specialized professional fields, such as athletic training or engineering, they paid differential salaries. Two campuses noted that the differential was between \$2,000-5,000 annually, and six reported more than \$5,000 difference, especially at the full professor level.

Adjunct compensation. Again, at the request of a number of CCCU campuses (and staff members at the CCCU), the survey this year included a new set of items, seeking information on adjunct compensation. Thirty-four institutions responded to this inquiry. Fifteen respondents are accredited by the North Central Association; nine by the Southern Association; three by the Northwest Association; three by the Western Association, and four by the Middle States Association.

Seventeen institutions report that they have established “flat-rate” scales for adjunct compensation across the institution, rather than rates negotiated by individuals or with departments. Twenty-nine colleges and universities indicate a range possible above the base salary, depending variously on length of service, degree held by the instructor, or difference between graduate and undergraduate teaching responsibilities. Thirteen take length of service into account. Twenty-six pay adjunct instructors more if they have a terminal degree. Only three assign ranks to adjunct faculty, although an additional four indicate that they also include something similar in calculating salary. Six of the 33 report paying a higher salary for graduate instruction. The table below shows some features of the distribution of pay. For the 29 schools reporting adjustments above the base salary, the average difference between the low and high rates was \$206, with a maximum difference of almost \$500 per credit.

Table VII
Adjunct Salaries, 33 Responding Schools

<u>Per credit</u>	<u>Base Salary</u>	<u>Maximum paid per course</u>
Mean Salary	\$646	\$840
Median Salary	\$650	\$900
Maximum Salary	\$1024	\$1115
Minimum Salary	\$295	\$295
Standard Deviation	\$164	\$217

For some comparison, the table below provides averages for base and maximum salary among the reporting schools, identified by accreditation region. These figures are based on a small sample, with all of the weaknesses a small sample representing a large geographical area may have.

Table VIII
Adjunct Salaries, by Region

<u>Region</u>	<u>Average Low base</u>	<u>Average Maximum</u>	<u>Minimum reported</u>	<u>Maximum reported</u>
Northwest Assoc (3)	\$715	\$882	\$435	\$1095
Western Assoc (3)	\$609	\$996	\$455	\$1115
North Central Assoc (14)	\$639	\$844	\$400	\$1060
Southern Assoc (9)	\$557	\$676	\$294	\$1040
Middle States (4)	\$858	\$996	\$750	\$1090

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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2007-08 CCCU Faculty Salary Data

Mean Salary by Rank (in 000's)

INSTITUTION	PROF	ASSOC	ASS'T	INSTR	ALL
Abilene Christian University	75.7	61.4	54.6	43.4	60.1
Anderson University	63.1	55.2	46.8	40.4	56.2
Asbury College	55.0	48.2	42.0	36.7	49.8
Azusa Pacific University	77.3	62.0	54.0	49.3	63.0
Belhaven College	57.7	48.1	45.3	21.5	48.3
Bethel College (IN) [12 mo]	60.9	51.3	45.5	43.0	48.0
Bethel University (MN)	70.4	60.9	53.2	47.5	62.0
Biola University	79.8	66.2	55.3	46.4	65.6
Bluefield College	55.2	44.7	36.0	---	41.5
Bluffton College	58.2	52.4	44.1		50.1
Bryan College	51.0	42.7	37.4		45.8
California Baptist University	76.5	72.4	62.8		68.0
Calvin College	73.7	62.9	54.6	43.5	64.9
Campbellsville University	52.0	46.7	41.3	35.2	44.2
Carson-Newman College	56.5	45.1	43.6	36.6	46.4
Cedarville University	66.4	55.5	48.5	42.4	56.1
College of the Ozarks	56.9	54.2	46.0	---	51.9
Colorado Christian Univ	61.1	52.3	44.4		53.8
Corban College [12 mo]	54.9	46.5	40.8		46.9
Cornerstone University	62.0	47.9	40.7	33.9	40.8
Covenant College	65.0	56.7	48.1		57.5
Crichton College	62.5	53.2	47.2	---	54.3
Crown College	58.9	46.7	42.1		48.0
Dallas Baptist Univ [equated]	64.3	52.6	50.3		56.2
Dordt College	62.2	53.9	44.4	40.2	53.1
East Texas Baptist University	54.9	47.2	43.2	36.6	48.4
Eastern Mennonite Univ	55.8	47.5	40.7	36.2	47.3
Eastern Nazarene College	59.1	56.3	45.8	38.8	50.4
Eastern University	70.4	52.9	45.4	40.0	53.2
Erskine College	61.4	48.2	43.6		53.9
Evangel University	58.7	49.8	41.8		49.9
Fresno Pacific University					53.5
Geneva College	59.2	52.1	43.3		52.7
George Fox University	66.7	56.6	50.5		56.7
Gordon College	75.1	62.0	53.4		65.5
Goshen College	58.5	46.3	42.1		49.6
Grace College & Seminary	54.9	46.8	35.0		49.6
Greenville College	57.0	51.8	45.0	36.9	48.7
Hardin-Simmons University	64.0	53.9	46.1	38.6	55.6
Hope International University	59.4	50.2	45.9	---	52.1
Houghton College	60.5	50.3	44.4	38.7	51.7

INSTITUTION	PROF	ASSOC	ASS'T	INSTR	ALL
Houston Baptist University	70.2	60.7	53.6	51.0	61.4
Howard Payne University	47.2	42.0	37.3	32.5	40.8
Huntington University	63.3	51.5	44.3	39.9	51.9
Indiana Wesleyan University	66.1	57.7	48.9	37.9	54.1
John Brown University	58.8	52.8	44.0	35.0	50.1
Judson College (AL)	66.5	58.7	48.4	31.8	56.2
Judson College (IL)	66.5	58.7	48.4	31.8	56.2
Kentucky Christian University	43.9	42.9	38.0		41.2
King College [12 month]	56.7	48.5	46.4	36.4	48.8
Lee University	57.8	51.2	47.4	40.9	50.1
LeTourneau University	68.6	56.7	52.1	45.1	57.6
Lipscomb University	66.8	55.8	47.8	43.6	57.9
Louisiana College	49.1	45.0	42.6	36.2	43.8
Malone College	64.1	55.6	47.7	40.1	53.1
Messiah College	74.6	61.0	52.7		60.0
MidAmerica Nazarene Univ	52.5	44.0	39.3		45.7
Milligan College	55.4	47.7	40.5		48.1
Mississippi College	71.2	56.2	51.1	39.0	57.1
Missouri Baptist University	51.9	44.9	38.6	36.1	41.9
Montreat College	52.5	46.6	51.9	---	45.1
Mount Vernon Nazarene Univ	57.3	49.4	43.3	39.9	50.0
North Greenville College	52.7	47.1	39.9	33.1	43.7
North Park University	65.7	56.5	48.8	---	57.3
Northwest Christian Univ	50.3	44.7	38.7		42.0
Northwest Nazarene Univ					46.5
Northwest University	61.9	50.7	45.4		52.7
Northwestern College (IA)	65.4	54.9	48.5	43.8	53.6
Northwestern College (MN)	62.6	53.9	47.2		52.6
Nyack College	61.8	55.4	50.1	41.5	53.7
Oklahoma Baptist University	52.3	45.7	37.6	36.8	44.0
Oklahoma Christian Univ	63.8	52.8	47.2	36.3	54.9
Oklahoma Wesleyan Univ	48.2	40.2	41.0	33.4	40.5
Olivet Nazarene University	64.2	52.1	42.7	33.6	55.3
Oral Roberts University	60.7	50.6	43.3	35.1	46.0
Palm Beach Atlantic Univ	67.9	60.7	55.0	43.2	58.2
Point Loma Nazarene Univ	83.2	69.2	56.5		73.1
Roberts Wesleyan College	60.2	51.8	44.8		51.8
San Diego Christian College	---	53.7	45.3	27.2	46.5
Seattle Pacific University	79.0	64.3	53.4	46.9	64.1
Simpson University [12 mo]	62.0	53.1	46.3	39.4	48.1
Southeastern University	56.5	49.1	40.5	---	44.9
Southern Nazarene University	54.6	44.6	40.6	---	46.6
Southern Wesleyan University	52.4	45.3	41.9	---	46.5
Southwest Baptist University	57.0	52.0	43.3	36.8	46.0
Spring Arbor University	57.4	47.8	41.8	37.4	47.4
Sterling College	52.5	40.4	39.2		42.2
Tabor College	40.4	35.0	31.0	27.7	34.5
Taylor University	59.4	50.9	44.2	38.1	52.9

INSTITUTION	PROF	ASSOC	ASS'T	INSTR	ALL
The Master's College & Seminary	62.4	54.0	52.2	---	58.2
Toccoa Falls College	50.2	45.2	37.4	---	41.9
Trevecca Nazarene University	58.9	52.0	44.6		51.8
Trinity Christian College	65.8	56.3	48.2		55.2
Trinity International Univ	62.1	56.4	48.9		54.7
Union University	66.4	56.3	54.7	42.5	57.8
Univ of Mary Hardin-Baylor	68.4	56.7	50.6	49.5	57.6
University of Sioux Falls	58.4	51.3	45.4	38.7	46.6
University of the Southwest	---	40.5	35.5	---	38.6
Vanguard University	74.2	61.5	48.5	38.7	58.9
Warner Pacific College	49.7	38.9	34.6		40.6
Warner Southern College	48.5	44.6	40.8	37.1	42.7
Wayland Baptist University	51.3	47.5	43.6	28.4	46.7
Waynesburg College	64.7	55.1	49.6	43.4	54.6
Westmont College	86.4	65.7	55.1		72.7
Wheaton College	82.5	66.6	53.1	41.2	68.3
Whitworth College	75.7	61.8	51.0	42.9	61.9
Williams Baptist College	45.8	39.3	37.3	38.0	39.6

Note: a dashed line means that fewer than 3 faculty members hold this rank. In the interest of privacy, this information is not reported. A blank in any category means that the institution reported no faculty members at that rank.