

# CCCU Faculty Salary Survey: 2008-09 Update

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Introduction. This is the twenty-fifth 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, 2009). Thirty-eight CCCU institutions of 107 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 16 CCCU schools 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 23 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. As has been true for each annual report, both mean and median salaries have increased for 2008-09. Approximately \$7,600 now separates each academic rank, on average.

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

Rank	08-09	07-08	06-07	05-06	04-05	03-04	02-03	01-02	00-01	99-00	98-99
PROF	63.4	61.3	59.6	57.7	56.3	54.9	53.3	51.4	49.8	48.3	46.7
ASSO	53.9	52.1	51.0	49.2	47.8	47.1	45.5	44.2	42.8	41.3	39.7
ASST	47.1	45.6	44.5	42.7	41.6	40.7	39.4	38.1	37.1	35.5	34.5
INST	40.5	38.6	37.4	36.5	36.0	34.4	32.9	32.8	31.3	30.0	29.2
ALL	53.8	51.7	50.7	48.9	47.4	46.5	45.0	43.2	42.1	40.8	39.4

**MEDIAN SALARY**

Rank	<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>	<u>99-00</u>	<u>98-99</u>
PROF	61.9	60.7	59.1	57.6	55.8	54.1	52.6	51.4	49.6	48.3	46.5
ASSO	53.3	52.0	50.9	49.2	47.5	46.9	45.3	44.0	42.0	40.8	39.3
ASST	46.2	45.3	44.3	42.0	41.8	40.7	39.6	38.4	37.2	36.0	34.9
INST	40.3	38.7	37.6	36.6	36.3	34.7	33.0	33.0	31.3	30.6	29.1
ALL	52.9	51.8	50.5	48.4	47.2	46.5	44.7	43.4	40.9	39.0	38.0

**STANDARD DEVIATIONS**

Rank	<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>	<u>99-00</u>	<u>98-99</u>
PROF	9,535	8,849	8,362	8,169	7,778	7,255	6,987	6,858	6,661	6,428	5,966
ASSO	7,532	6,942	6,431	6,419	5,863	5,572	5,306	5,047	4,905	5,051	4,724
ASST	6,234	5,658	5,126	5,017	5,205	4,317	4,280	4,087	3,701	4,178	3,687
INST	5,632	5,424	4,688	5,062	4,420	4,440	4,690	4,807	4,066	4,791	3,747
ALL	8,026	7,453	6,918	6,680	6,469	5,918	5,780	5,718	5,434	5,499	5,194

According to the March/April 2009 *Academe* (p. 29), average salaries in 2008-09 for faculty members at private baccalaureate institutions (IIB) rose 3.6%, while the consumer price index rose only 0.1% for the year. This disguises the fact that prices rose nearly 5% in early 2008, and then declined from October to December (*Academe*, p. 17). Average salaries at IIA (Master's level) institutions rose 3.5%. When all data for CCCU schools are included (including IPEDS data for non-respondent institutions), the average salary increase was 4.1%, a number likely inflated by changes in calculation at several colleges. If we lay aside a half-dozen of these institutions, the average increase is 3.2%. However, reports from twenty CCCU schools show an overall increase of less than 1%, and fifteen of these report overall decreases in salary. A total of 44 of 107 reported salary increases less than the 3.6% rise in the consumer price index. With the declining economy in late 2008-2009, and reported salary freezes at many CCCU colleges, the picture is not likely to be as positive in the current year.

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

<u>Rank</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>	<u>99-00</u>	<u>98-99</u>
PROF	3.4	2.9	3.3	2.5	2.6	3.0	3.7	3.2	3.2	3.5	2.8
ASSO	3.5	2.2	3.7	2.9	1.5	3.5	2.9	3.3	3.6	4.0	3.0
ASST	3.3	2.5	4.2	2.6	2.3	3.3	3.4	2.7	4.4	2.9	3.7
INST	4.9	3.2	2.5	1.4	5.0	4.6	0.3	4.8	4.4	2.8	2.2
ALL	4.1	2.0	3.7	3.2	1.9	3.3	4.2	2.6	3.3	3.6	3.4

Table III below tabulates the salary extremes and ranges for 2008-09. As has been true for each annual report, there is wide variation in average salary paid throughout the Council. For 2008-09, 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 2007-08 ranges.

**Table III**  
**Salary Extremes, by Rank, 2008-09**

	<u>Professor</u>	<u>Associate</u>	<u>Assistant</u>	<u>Instructor</u>
High Extreme	\$88,500	\$76,000	\$66,200	\$59,000
Low Extreme	\$40,800	\$35,400	\$32,100	\$20,700
Range: 2008-09	\$47,700	\$40,600	\$34,100	\$38,300
Range: 2007-08	\$46,000	\$37,400	\$31,800	\$29,500

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 2008-09 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, 2008-09, by Percentile**

<u>Rank</u>	<u>40th Percentile</u>	<u>20th Percentile</u>	<u>CCCU Colleges *</u>
Professor	\$81,383	\$74,062	\$63,361
Associate	\$65,419	\$60,595	\$53,916
Assistant	\$55,285	\$52,116	\$47,150
Instructor	\$43,685	\$40,645	\$40,460
All Ranks	\$62,793	\$58,015	\$53,761

\*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	\$71,534	\$63,361	\$61,690
Associate	\$58,353	\$53,916	\$52,755
Assistant	\$49,612	\$47,150	\$45,757
Instructor	\$41,597	\$40,460	\$38,491
All ranks	\$56,491	\$53,761	\$52,019

\*Includes both IIA and IIB. Source: *Academe* (March/April 2009, p. 36)

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*, p. 31). While our Instructors and Assistant Professors are about 93% of the national average, our Professors are only at about 84.4% of the comparable average. These are consistent with last year. Although the table does not reveal this, the mean salary difference between CCCU full professors and peers at church-related institutions declined marginally for all groups except instructors, but the amounts were only between \$250 and \$650.

**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	\$75,112	\$63,361	\$11,751	84.4%
Associate	\$60,737	\$53,916	\$6,821	88.8%
Assistant	\$51,075	\$47,150	\$3,925	92.3%
Instructor	\$43,342	\$40,460	\$2,882	93.4%
All	\$60,076	\$53,761	\$6,315	89.5%

\*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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## 2008-09 CCCU Faculty Salary Data

### Mean Salary by Rank (in 000's)

INSTITUTION	PROF	ASSOC	ASS'T	INSTR	ALL
Abilene Christian University	78.3	63.2	54.4	46.1	61.7
Anderson University	62.3	53.9	45.9	40.4	54.9
Asbury College	57.4	50.1	44.2	37.9	51.3
Azusa Pacific University	76.2	63.0	55.1	52.6	64.8
Belhaven College	57.7	48.5	44.5	20.7	47.3
Bethel College (IN)	61.6	51.8	46.0	42.0	47.9
Bethel College (MN)	72.2	63.2	54.4	47.5	63.6
Biola University	83.5	71.7	58.6	42.4	69.2
I Bluefield College	53.3	47.1	41.0	39.6	44.6
Bluffton College	59.2	51.8	44.0		51.1
Bryan College	53.8	44.9	41.5	33.6	48.6
California Baptist University	80.0	76.0	65.9		71.5
Calvin College	76.7	66.4	56.9	44.2	67.6
Campbellsville University	53.4	48.7	43.4	38.0	46.3
Carson-Newman College	60.8	47.4	44.3	36.4	48.0
Cedarville University	67.0	56.9	57.7	42.0	60.4
College of the Ozarks	59.4	55.5	47.3	41.5	53.7
I Colorado Christian University	67.2	54.0	44.8		56.1
Corban College	57.9	48.7	42.8		51.4
Cornerstone University	59.6	49.8	41.7	34.3	46.3
Covenant College	64.9	55.6	48.4		57.4
I Crichton College	51.1	44.4	45.3	36.3	44.6
Crown College	63.7	51.5	43.6		50.8
I Dallas Baptist University	67.9	58.2	52.9		59.4
Dordt College	64.8	55.8	46.9	37.6	53.3
East Texas Baptist University	55.9	48.5	44.2	37.7	49.8
Eastern Mennonite University	57.3	48.8	42.4	37.3	50.1
I Eastern Nazarene College	60.2	52.0	49.8	45.5	51.7
Eastern University	73.8	59.5	49.3	48.2	59.5
Erskine College	63.7	49.8	45.0	39.8	53.6
Evangel University	61.1	51.5	43.7		52.4
I Fresno Pacific University					52.9
Geneva College	61.5	55.1	46.9		54.7
George Fox University	66.9	57.6	50.9		57.6
Gordon College	73.4	63.7	52.3		65.2
Goshen College	60.6	48.7	43.5		52.5
I Grace College & Seminary	53.8	42.2	37.3	48.2	47.3
Greenville College	60.8	55.0	47.4	39.2	50.5
Hardin-Simmons University	66.2	57.4	50.0	42.2	58.4
Hope International University	51.5	45.0	37.1		44.1
Houghton College	62.6	52.5	46.3		54.5

	<b>INSTITUTION</b>	<b>PROF</b>	<b>ASSOC</b>	<b>ASS'T</b>	<b>INSTR</b>	<b>ALL</b>
	Houston Baptist University	72.0	64.2	58.6	47.5	64.0
	Howard Payne University	52.1	45.3	41.0	37.1	45.3
	Huntington University	65.2	53.7	45.0	40.2	54.0
	Indiana Wesleyan University	72.7	60.7	50.6	39.7	57.1
	John Brown University	61.8	54.8	46.5	37.5	53.0
I	Judson College (AL)	59.0	56.8	43.4		50.7
	Judson College (IL)	66.6	59.8	53.5	41.7	58.9
	Kentucky Christian University	46.2	40.5	37.2		41.6
	King College	57.2	52.1	47.5	44.1	50.8
	Lee University	59.6	52.8	49.3	42.4	52.2
	LeTourneau University	68.6	57.7	50.8	42.3	53.6
	Lipscomb University	69.7	60.0	56.0	40.7	62.0
	Louisiana College	50.8	48.1	42.6	37.0	44.3
	Malone College	66.3	56.9	47.9	42.0	55.5
I	The Master's College & Seminary	77.5	67.0	66.2	50.3	69.8
	Messiah College	77.8	63.5	53.9	48.9	62.9
I	MidAmerica Nazarene University	54.8	45.3	41.5	31.8	47.1
	Milligan College	56.7	49.6	42.2		50.0
	Mississippi College	75.1	58.5	52.5	42.5	60.2
	Missouri Baptist University	53.3	46.5	40.0	38.1	44.3
	Montreat College	53.5	48.0	42.0	30.8	45.3
	Mount Vernon Nazarene Univ.	59.6	51.4	45.2	41.8	52.3
	North Greenville College	57.4	52.7	43.3	38.0	47.2
	North Park University	69.4	58.1	48.7		60.0
	Northwest Christian University	53.4	44.3	38.7		45.8
I	Northwest Nazarene University	59.7	49.3	40.7		49.5
	Northwest University	63.7	52.3	47.1	43.3	53.3
	Northwestern College (IA)	65.3	54.9	47.8	44.9	53.9
	Northwestern College (MN)	65.0	56.1	48.5		54.6
	Nyack College	63.0	56.4	51.0	42.9	55.4
I	Oklahoma Baptist University	54.2	48.5	39.5	35.0	45.5
I	Oklahoma Christian University	65.9	56.5	47.4	36.8	56.5
I	Oklahoma Wesleyan University	47.9	41.3	45.2	40.5	43.9
I	Olivet Nazarene University	66.4	52.4	43.9	35.2	56.8
	Oral Roberts University	63.8	54.1	46.3	37.3	49.7
	Palm Beach Atlantic University	73.5	62.7	56.9	45.7	61.2
	Point Loma Nazarene University	87.6	72.4	59.6		77.6
	Roberts Wesleyan College	61.9	52.8	47.0	30.0	53.2
	San Diego Christian College	63.1	53.6	43.4	33.2	48.8
	Seattle Pacific University	82.9	65.4	56.2	49.9	67.5
	Shorter College	60.6	50.3	43.4	37.1	47.0
I	Simpson University	61.3	53.8	46.8		50.6
I	Southeastern University	75.7	60.4	47.4		55.3
	Southern Nazarene University	58.5	52.2	43.0		51.2
	Southern Wesleyan University	55.3	48.7	42.1	32.3	48.8
	Southwest Baptist University	56.3	48.7	42.7	34.5	45.1

	<b>INSTITUTION</b>	<b>PROF</b>	<b>ASSOC</b>	<b>ASS'T</b>	<b>INSTR</b>	<b>ALL</b>
	Spring Arbor University	58.7	49.0	42.2	37.6	48.5
	Sterling College	57.5	45.4	42.4		45.3
	Tabor College	40.8	35.4	32.1		35.1
	Taylor University	61.3	53.0	45.5	40.1	54.7
	Toccoa Falls College	53.8	48.5	42.9		46.6
	Trevecca Nazarene University	60.4	52.7	44.9	41.5	52.8
	Trinity Christian College	69.6	58.2	50.5		57.4
	Trinity International University	79.1	66.7	55.4		70.5
	Union University	68.7	58.8	56.7	44.0	62.4
I	University of Mary Hardin-Baylor	68.9	58.3	51.8	59.0	58.0
I	University of Sioux Falls	65.7	53.8	46.0	41.9	50.5
	University of the Southwest	45.9	39.1	34.5		38.3
I	Vanguard University	77.0	57.4	52.5	39.0	60.8
	Warner Pacific College	51.0	42.7	37.0		43.7
I	Warner Southern College	53.0	46.4	44.8	38.2	45.8
I	Wayland Baptist University	52.3	46.0	42.5	38.3	45.8
	Waynesburg College	66.5	56.4	49.1	44.5	54.7
	Westmont College	88.5	69.7	58.1		76.8
	Wheaton College	88.0	70.2	55.8		72.6
	Whitworth College	77.4	64.1	53.7	46.0	64.3
I	Williams Baptist College	48.4	40.9	39.1	39.1	41.7
	<b>AVERAGE</b>	63.4	53.9	47.1	40.5	53.8