

CCCU Faculty Salary Survey: 2010-11 Update

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Introduction. This is the twenty-seventh 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, 2011). Forty-five 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 11 CCCU schools provided a self-report of faculty salary by rank. The data appears in the Appendix. Following the methodology used for several years, this report also includes data reported by schools neither submitting information to *Academe* nor to the CCCU request. For 33 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 "9/10 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 except last year showed increases in both mean and median salaries; while salary means increased in 2010-11, median salaries did not rise. Overall, (see Table II below) 2009-10 increases were the lowest in ten years. Approximately \$7,000 now separates instructors from assistant professors and the latter from associate professors, rising to \$9,700 difference between associate and full professor.

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

Rank	10-11	09-10	08-09	07-08	06-07	05-06	04-05	03-04	02-03	01-02
PROF	64.7	64.4	63.4	61.3	59.6	57.7	56.3	54.9	53.3	51.4
ASSO	55.0	54.9	53.9	52.1	51.0	49.2	47.8	47.1	45.5	44.2
ASST	48.3	47.9	47.1	45.6	44.5	42.7	41.6	40.7	39.4	38.1
INST	41.1	40.3	40.5	38.6	37.4	36.5	36.0	34.4	32.9	32.8
ALL	55.1	54.8	53.8	51.7	50.7	48.9	47.4	46.5	45.0	43.2

MEDIAN SALARY

Rank	<u>10-11</u>	<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>
PROF	63.5	62.8	61.9	60.7	59.1	57.6	55.8	54.1	52.6	51.4
ASSO	53.9	54.0	53.3	52.0	50.9	49.2	47.5	46.9	45.3	44.0
ASST	47.6	47.1	46.2	45.3	44.3	42.0	41.8	40.7	39.6	38.4
INST	39.8	39.9	40.3	38.7	37.6	36.6	36.3	34.7	33.0	33.0
ALL	53.9	53.9	52.9	51.8	50.5	48.4	47.2	46.5	44.7	43.4

STANDARD DEVIATIONS

Rank	<u>10-11</u>	<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>
PROF	9,730	9,721	9,535	8,849	8,362	8,169	7,778	7,255	6,987	6,858
ASSO	7,471	7,617	7,532	6,942	6,431	6,419	5,863	5,572	5,306	5,047
ASST	6,566	6,224	6,234	5,658	5,126	5,017	5,205	4,317	4,280	4,087
INST	7,210	5,672	5,632	5,424	4,688	5,062	4,420	4,440	4,690	4,807
ALL	8,438	8,133	8,026	7,453	6,918	6,680	6,469	5,918	5,780	5,718

According to the March/April 2011 *Academe*, average salaries in 2010-11 for continuing faculty members at private baccalaureate institutions (IIB) rose 2.9%, while the consumer price index rose only 1.5% for the year (Survey Report Tables 1 and A, *Academe*). Average salaries at IIA (Master's level) institutions rose 3.4% (Survey Report Table 1). When all data for CCCU schools are included (including IPEDS data for non-respondent institutions), the average salary increase was 0.5%. While 76 schools reported increases in the average salary, 26 reported an overall decrease (down from 45 in 2009-10). Increases averaged 2.98%, with an extreme of 12.5%. Decreases averaged 3.6%, with several schools reporting nearly 10% decrease in salary averages. Fifty-eight schools reported salary increases at or above the increase in the consumer price index. Given the unsettled economy during 2010-2011, another year of minimal increases may be reported next year.

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

<u>Rank</u>	<u>10-11</u>	<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>
PROF	0.5	1.6	3.4	2.9	3.3	2.5	2.6	3.0	3.7	3.2
ASSO	0.2	1.9	3.5	2.2	3.7	2.9	1.5	3.5	2.9	3.3
ASST	0.8	1.7	3.3	2.5	4.2	2.6	2.3	3.3	3.4	2.7
INST	2.0	-0.5	4.9	3.2	2.5	1.4	5.0	4.6	0.3	4.8
ALL	0.5	1.9	4.1	2.0	3.7	3.2	1.9	3.3	4.2	2.6

Table III below tabulates the salary extremes and ranges for 2010-11. As has been true for each annual report, there is wide variation in average salary paid throughout the Council. For 2010-11,

the highest and lowest salaries for full professor differ by \$46,500, with smaller ranges for lower ranks. For comparison purposes, Table III also reports 2009-10 ranges.

Table III
Salary Extremes, by Rank, 2009-10

	<u>Professor</u>	<u>Associate</u>	<u>Assistant</u>	<u>Instructor</u>
High Extreme	\$88,800	\$75,514	\$67,500	\$71,200
Low Extreme	\$42,300	\$37,300	\$32,100	\$25,300
Range: 2010-11	\$46,500	\$38,214	\$35,400	\$45,900
Range: 2009-10	\$46,401	\$37,800	\$34,400	\$29,889

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 2010-11 salaries for Carnegie IIA (Master's) and IIB (Baccalaureate) colleges, by rank, for what the AAUP rates as level "3" and "4" institutions (at the 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, 2010-11, by Percentile

<u>Rank</u>	<u>40th Percentile</u>	<u>20th Percentile</u>	<u>CCCU Colleges *</u>
Professor	\$86,761	\$78,373	\$64,702
Associate	\$68,949	\$63,927	\$55,047
Assistant	\$58,490	\$55,091	\$48,252
Instructor	\$47,241	\$43,744	\$41,053
All Ranks	\$67,657	\$62,239	\$55,083

*Includes both IIA and IIB.

Table V
Mean Salaries for all IIB Institutions, 2010-11, by Percentile

<u>Rank</u>	<u>40th Percentile</u>	<u>20th Percentile</u>	<u>CCCU Colleges *</u>
Professor	\$75,641	\$66,802	\$64,702
Associate	\$61,378	\$56,582	\$55,047
Assistant	\$52,421	\$48,394	\$48,252
Instructor	\$43,873	\$40,338	\$41,053
All ranks	\$60,604	\$55,058	\$55,083

*Includes both IIA and IIB. Source: *Academe* (March/April 2011)

In past years, CCCU institutions tended to be located between the 20th and 40th percentiles nationally, when compared to all IIB institutions. For the first time in at least five years, CCCU averages did not even rise to the 20th percentile. Comparing against IIA schools (Table IV), our Council average similarly 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 90% of the comparable average. These findings are virtually unchanged from last year.

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	\$74,970	\$64,702	\$10,268	86.3%
Associate	\$61,304	\$55,047	\$6,248	89.8%
Assistant	\$51,875	\$48,252	\$3,623	93.0%
Instructor	\$44,090	\$41,053	\$3,037	93.1%
All	\$60,759	\$55,083	\$5,676	90.7%

*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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2010-11 CCCU Faculty Salary Data

Mean Salary by Rank (in 000's)

INSTITUTION	PROF	ASSOC	ASS'T	INSTR	ALL
A Abilene Christian University	80.5	65.9	56.7	46.0	63.4
A Anderson University	63.3	55.4	47.6	42.2	56.0
A Asbury University	60.3	53.4	46.4	---	53.9
A Azusa Pacific University	80.3	66.6	57.7	55.6	67.2
M Belhaven University	59.7	50.3	45.3	25.3	49.9
A Bethel College (IN)	62.0	52.9	46.7	43.0	49.6
A Bethel University (MN)	72.1	62.2	54.0	48.1	64.0
A Biola University	88.3	73.4	60.3	---	72.8
A Bluefield College	52.4	46.7	41.9	37.0	44.5
A Bluffton University	60.2	51.3	44.4	---	51.6
A Bryan College	52.7	47.1	40.6	30.9	46.5
M California Baptist University	79.0	75.5	67.5		72.3
A Calvin College	76.3	66.0	57.7	44.9	68.1
M Campbellsville University	57.6	53.1	45.5	39.7	48.7
A Carson-Newman College	59.2	48.8	44.4	35.3	48.8
A Cedarville University	67.8	57.4	50.4	---	59.0
A College of the Ozarks	65.7	57.7	52.3	---	58.2
I Colorado Christian University	68.8	53.8	46.4		57.0
I Corban University	59.2	50.0	45.0		50.8
I Cornerstone University	60.3	50.1	41.6	32.7	49.9
A Covenant College	65.3	58.1	49.8	---	59.2
I Crown College	68.2	51.2	49.2		55.4
I Dallas Baptist University	78.9	57.5	62.7		75.7
A Dordt College	66.8	57.5	47.9	40.0	56.3
A East Texas Baptist University	55.4	48.5	43.7	---	50.2
A Eastern Mennonite University	58.1	49.4	44.0	38.0	50.1
I Eastern Nazarene College	60.5	52.6	47.7	40.6	51.1
I Eastern University	76.6	59.7	49.2		60.2
A Erskine College	62.4	50.1	43.7	---	52.7
I Evangel University	62.9	53.3	45.0		54.7
I Fresno Pacific University					51.4
A Geneva College	63.5	58.1	48.1	---	57.8
A George Fox University	67.5	59.2	54.0	---	59.4
A Gordon College	77.6	65.4	55.7		69.1

	INSTITUTION	PROF	ASSOC	ASS'T	INSTR	ALL
A	Goshen College	56.8	46.7	36.9		48.0
I	Grace College & Seminary	53.5	46.6	41.0		49.0
A	Greenville College	58.2	55.0	47.7	38.3	50.3
I	Hannibal-LaGrange University	49.9	42.4	40.4	35.9	41.2
A	Hardin-Simmons University	66.4	57.7	50.2	60.4	59.7
I	Hope International University	70.2	50.8	43.6		53.0
I	Houghton College	64.0	52.1	44.2		54.1
I	Houston Baptist University	72.8	66.3	53.8	40.3	63.2
I	Howard Payne University	54.7	43.4	41.7	38.3	46.2
A	Huntington University	64.1	53.4	45.7	41.5	53.7
A	Indiana Wesleyan University	75.4	62.3	52.4	40.5	59.9
A	John Brown University	62.6	54.4	47.8	38.1	53.5
I	Judson College (AL)	58.3	59.1	44.9		50.9
A	Judson University (IL)	64.6	59.5	50.6	---	58.8
A	Kentucky Christian University	46.0	---	36.4	---	40.7
A	King College	52.6	45.2	40.4	28.7	43.4
A	Lee University	61.7	54.1	49.1		53.1
M	LeTourneau University	67.0	58.1	52.4	46.5	59.6
A	Lipscomb University	76.1	67.9	62.9	45.0	68.4
I	Louisiana College	55.7	49.3	46.5	45.7	48.4
A	Malone University	66.7	57.3	48.3	43.0	57.3
M	The Master's College & Sem	70.1	65.8	63.4	71.2	67.2
A	Messiah College	79.0	64.0	53.9	49.9	64.3
I	MidAmerica Nazarene Univ	58.9	50.2	45.8		52.0
A	Milligan College	56.5	50.3	44.8		50.6
A	Mississippi College	82.1	61.9	57.2	44.9	63.9
A	Missouri Baptist University	54.7	48.0	40.1	42.2	46.2
I	Montreat College	57.9	42.7	45.2	31.8	46.5
A	Mount Vernon Nazarene Univ	59.7	52.1	45.1	38.9	52.8
I	North Central University	66.3	56.1	51.9		59.4
I	North Greenville University	59.4	53.9	44.9	39.4	49.2
I	North Park University	70.6	59.8	51.1		62.4
M	Northwest Christian University	51.5	42.8	40.0	38.0	43.7
I	Northwest Nazarene University	61.4	51.4	42.1	33.4	50.8
A	Northwest University	63.5	53.0	49.0	---	53.9
A	Northwestern College (IA)	63.7	54.6	48.8	45.4	54.2
A	Northwestern College (MN)	65.1	55.1	47.6	35.1	54.6
I	Nyack College	65.9	57.7	52.8	47.0	57.7
I	Oklahoma Baptist University	55.3	50.8	43.2	38.1	47.9

	INSTITUTION	PROF	ASSOC	ASS'T	INSTR	ALL
M	Oklahoma Christian University	68.4	53.7	49.7	35.3	55.2
I	Oklahoma Wesleyan University	54.4	47.7	45.2	46.9	48.4
I	Olivet Nazarene University	68.4	56.3	46.0	39.9	59.0
A	Oral Roberts University	64.8	54.6	46.7	38.1	51.9
A	Palm Beach Atlantic University	73.7	60.8	59.2	44.3	62.4
A	Point Loma Nazarene University	87.9	71.8	60.6		79.8
M	Roberts Wesleyan College	62.3	53.9	48.4	37.6	54.5
I	San Diego Christian College		49.0	42.8	35.2	43.8
A	Seattle Pacific University	83.0	67.9	57.0	52.6	68.8
A	Shorter University	64.6	52.1	44.2	35.9	48.8
M	Simpson University	63.1	54.9	49.4		53.2
A	Southeastern University	78.5	61.4	49.6		59.0
I	Southern Nazarene University	58.3	53.6	44.3		51.9
M	Southern Wesleyan University	52.5	45.3	41.8	32.7	45.7
A	Southwest Baptist University	60.9	53.6	43.9	35.9	48.1
A	Spring Arbor University	58.6	49.1	42.7	37.9	48.3
A	Sterling College	58.4	46.7	40.7		44.4
A	Tabor College	42.3	37.3	34.8	---	37.8
A	Taylor University	61.9	54.1	46.4	39.6	54.9
A	Toccoa Falls College	54.7	50.0	41.6	---	46.6
A	Trevecca Nazarene University	62.8	53.2	48.5	35.9	54.7
A	Trinity Christian College	68.9	57.3	52.4		58.5
A	Trinity International University	76.1	62.8	56.4		69.6
M	Union University	73.2	66.9	65.5	43.3	67.8
I	University of Mary Hardin- Baylor	67.8	61.9	54.7	50.0	59.9
A	University of Sioux Falls	66.4	48.2	43.9	36.9	47.9
A	University of the Southwest	44.3	39.3	32.1		38.6
I	Vanguard University	75.0	60.4	51.8	37.5	63.0
I	Warner Pacific College	59.5	50.7	45.8		51.3
I	Warner University	51.7	47.1	44.7	39.1	46.0
A	Waynesburg University	69.1	60.0	51.5	42.1	56.7
A	Westmont College	88.6	69.4	59.0	---	76.8
A	Wheaton College	88.8	70.2	55.2	---	72.2
A	Whitworth University	81.0	64.2	53.8	49.6	59.9
I	Williams Baptist College	49.8	42.1	40.7	43.4	43.3
	AVERAGE	64.7	55.0	48.3	41.1	55.1

Key: A = *Academe* M = mailed response I = IPEDS --- = fewer than 3 faculty in that rank