

# 2011-2012 FACULTY SALARY SURVEY



## **ABOUT THE CCCU**

The Council for Christian Colleges & Universities is a higher education association of 170 intentionally Christ-centered institutions around the world. The 116 member campuses in North America are all fully-accredited, comprehensive colleges and universities with curricula rooted in the arts and sciences. In addition, 54 affiliate campuses from 18 countries are part of the CCCU.

## **MISSION STATEMENT**

The Council's mission is to advance the cause of Christ-centered higher education and to help its institutions transform lives by faithfully relating scholarship and service to biblical truth. Visit [www.cccu.org](http://www.cccu.org).

## **ABOUT THE AUTHOR**

Dr. Richard Sherry earned degrees in English literature from Washington State University and the University of Illinois. He taught at Asbury College (now Asbury University) from 1977-1994. At Bethel University, he served as Dean of Faculty Growth and Assessment (1994-2008) and currently is Executive Assistant to the President. He benefited from CCCU grants in *Internationalizing the Curriculum* and *Ethics Across the Curriculum*, represented Bethel in the CCCU's Comprehensive Assessment Project, and served on the leadership team for the CCCU's Campus-Based Faculty Development Program. Dr. Sherry can be reached at [r-sherry@bethel.edu](mailto:r-sherry@bethel.edu).

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Council for Christian  
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## INTRODUCTION

**T**his is the twenty-eighth in an annual series of research reports conducted for the Council for Christian Colleges & Universities (CCCCU). For the last few years, Dr. 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.

## METHODOLOGY

**T**his report has traditionally been based on information compiled for the American Association of University Professors (AAUP), appearing in *Academe* each spring (for the current study, from March/April 2012). Fifty-five the of 113 CCCU institutions in the United States were not reported in the AAUP survey this year. The author surveyed all non-reporting institutions in order to augment the institutional sample. An additional eighteen CCCU schools provided a self-report of faculty salary by rank.

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 these 37 colleges, information from the U.S. Department of Education's Integrated Postsecondary Education Data System (IPEDS) is included and noted in the concluding table. New institutions appearing for the first time include Anderson University (SC), Concordia University Irvine, Regent University, and the University of Mobile.

Canadian institutions are omitted from this study, as in past years, because of the difficulty of establishing meaningful comparisons between the American and Canadian institutions. This data appears in the Appendix.

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.”

## RESULTS

**T**able I (next page) summarizes the central tendencies for salaries, by rank, for the past ten years of the study period. All previous annual reports except 2010-11 showed increases in both mean and median salaries; while salary means increased in 2010-11, median salaries did not rise. Overall, 2009-10 and 2010-11 increases were the lowest in ten years (see Table II, page 10). Means and medians this year reflect increases at many CCCU schools.

Approximately \$7,100 now separates instructors from assistant professors and \$6,900 separates the latter from associate professors. Associate and full professor mean salaries are separated by \$9,500.



**TABLE I**  
**Average Salary by Rank,**  
**CCCU Institutions:**  
**Summary Statistics**

**MEAN SALARY**

	<u>11-12</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>
PROF	65.8	64.7	64.4	63.4	61.3	59.6	57.7	56.3	54.9	53.3
ASSO	56.3	55.0	54.9	53.9	52.1	51.0	49.2	47.8	47.1	45.5
ASST	49.4	48.3	47.9	47.1	45.6	44.5	42.7	41.6	40.7	39.4
INST	42.3	41.1	40.3	40.5	38.6	37.4	36.5	36.0	34.4	32.9
ALL	56.1	55.1	54.8	53.8	51.7	50.7	48.9	47.4	46.5	45.0

**MEDIAN SALARY**

	<u>11-12</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>
PROF	63.9	63.5	62.8	61.9	60.7	59.1	57.6	55.8	54.1	52.6
ASSO	55.7	53.9	54.0	53.3	52.0	50.9	49.2	47.5	46.9	45.3
ASST	49.1	47.6	47.1	46.2	45.3	44.3	42.0	41.8	40.7	39.6
INST	41.4	39.8	39.9	40.3	38.7	37.6	36.6	36.3	34.7	33.0
ALL	55.1	53.9	53.9	52.9	51.8	50.5	48.4	47.2	46.5	44.7

**STANDARD DEVIATIONS**

	<u>11-12</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>
PROF	10,170	9,730	9,721	9,535	8,849	8,362	8,169	7,778	7,255	6,987
ASSO	7,736	7,471	7,617	7,532	6,942	6,431	6,419	5,863	5,572	5,306
ASST	6,593	6,566	6,224	6,234	5,658	5,126	5,017	5,205	4,317	4,280
INST	6,323	7,210	5,672	5,632	5,424	4,688	5,062	4,420	4,440	4,690
ALL	8,519	8,438	8,133	8,026	7,453	6,918	6,680	6,469	5,918	5,780

According to the March/April 2012 *Academe*, average salaries in 2011-12 for continuing faculty members at private baccalaureate institutions (IIB) rose 3.3%, while the consumer price index rose 2.9% for the year (Survey Report Tables 1 and A, *Academe*).

Average salaries at IIA (Master's level) institutions rose 3.2% (Survey Report Table 1). When all data for CCCU schools were included (with IPEDS data used for non-respondent institutions), faculty salaries increased by an average of 1.8%.

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

<u>Rank</u>	<u>11-12</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>
PROF	1.7	0.5	1.6	3.4	2.9	3.3	2.5	2.6	3.0	3.7
ASSO	2.4	0.2	1.9	3.5	2.2	3.7	2.9	1.5	3.5	2.9
ASST	2.3	0.8	1.7	3.3	2.5	4.2	2.6	2.3	3.3	3.4
INST	2.9	2.0	-0.5	4.9	3.2	2.5	1.4	5.0	4.6	0.3
ALL	1.8	0.5	1.9	4.1	2.0	3.7	3.2	1.9	3.3	4.2

Table III (below) tabulates the salary extremes and ranges for 2011-12. As has been true for each annual report, there is wide variation in average salary paid throughout the Council.

For 2011-12, the highest and lowest salaries for full professor differ by \$51,300, with smaller ranges for lower ranks. For comparison purposes, Table III also reports 2010-11 ranges.

**TABLE III**  
**Salary Extremes, by Rank, 2011-12**

	<u>Professor</u>	<u>Associate</u>	<u>Assistant</u>	<u>Instructor</u>
High Extreme	\$93,100	\$78,600	\$71,500	\$55,900
Low Extreme	\$41,800	\$33,500	\$33,200	\$25,100
Range: 2011-12	\$51,300	\$45,100	\$38,300	\$30,800
Range: 2010-11	\$46,500	\$33,214	\$35,400	\$45,900

The AAUP has developed a rating scale based on percentile ranks for all reporting colleges in each of their standard categories (Survey Report Table 9A, *Academe*). Table IV (below) reports the average 2011-12 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 by Percentile**

**IIA INSTITUTIONS**

<u>Rank</u>	<u>40th Percentile</u>	<u>20th Percentile</u>	<u>CCCU Colleges*</u>
Professor	\$83,462	\$74,723	\$65,850
Associate	\$66,949	\$61,773	\$56,263
Assistant	\$57,829	\$54,080	\$49,363
Instructor	\$46,380	\$42,484	\$42,257
All Ranks	\$65,270	\$59,869	\$56,107

**IIB INSTITUTIONS**

<u>Rank</u>	<u>40th Percentile</u>	<u>20th Percentile</u>	<u>CCCU Colleges*</u>
Professor	\$73,357	\$60,715	\$65,850
Associate	\$59,824	\$51,777	\$56,263
Assistant	\$51,428	\$45,925	\$49,363
Instructor	\$43,739	\$40,942	\$42,257
All ranks	\$58,331	\$50,168	\$56,107

\* CCCU Colleges column includes both IIA and IIB institutions. Source: *Academe*, March/April 2012

In past years, CCCU institutions tended to be located between the 20th and 40th percentiles nationally, when compared to all IIB institutions. In 2010-11, CCCU averages did not even rise to the 20<sup>th</sup> percentile. Comparing against IIA schools (Table IV), the Council average generally does not reach the 20th percentile of the national comparison group. It is likely that IIA member schools may wish to compare their own averages against this norm, since the CCCU figures reflect both IIA and IIB institutions combined.

Table V reveals a greater difference for upper ranks than lower ranks when comparing CCCU (IIA and IIB) institutions against all religiously-affiliated baccalaureate institutions (Survey Report Table 4, *Academe*). While Assistant Professors and Instructors are paid approximately 93% of the national average, Associate Professors receive approximately 90% of the comparable average. For the upper ranks, the difference has increased by about 1% this year.

**TABLE V**  
**Average Salary by Rank,**  
**All Religiously-Affiliated (IIB) and All**  
**CCCU (IIA & IIB) Institutions**

<u>Rank</u>	<u>Religiously-Affiliated</u>	<u>CCCU</u>	<u>Difference</u>	<u>% *</u>
Professor	\$77,418	\$65,759	\$11,568	85.1
Associate	\$62,775	\$56,263	\$6,512	89.6
Assistant	\$53,138	\$49,363	\$3,775	92.9
Instructor	\$44,696	\$42,257	\$2,439	94.5
All	\$62,190	\$56,107	\$6,083	90.2

\* Percentage equals CCCU Average divided by Religiously-affiliated average

## DISCUSSION

Economic shifts have affected Christian colleges and universities forcefully over the last several years. Although some institutions appear to be recovering, survey data such as this cannot verify significant improvement. Seventy-nine schools reported increases in the average salary, and 27 reported an overall decrease (up from 26 in 2010-11). Increases averaged 3.76%, with an extreme of 20.73%. Decreases averaged 2.86%, with several schools reporting decreases greater than 6%.

Forty-two schools reported salary increases at or above the increase in the consumer price index. However, an institution may report changes in average salary through reductions in staffing or through actual increases in compensation. Neither *Academe* data nor IPEDS reports can determine this. Given the unsettled economy during 2012, significant gains in faculty salaries against peer groups seem unlikely.

## 2011-2012 CCCU FACULTY SALARY DATA

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

	<b>INSTITUTION</b>	<b>PROF</b>	<b>ASSOC</b>	<b>ASS'T</b>	<b>INSTR</b>	<b>ALL</b>
a	Abilene Christian University	83.5	67.9	57.6	47.6	65.8
a	Anderson University	62.9	54.8	46.3	41.0	55.4
m	Anderson University - SC	61.2	57.5	53.3	42.5	55.1
a	Asbury College	60.0	53.4	46.6	---	53.3
a	Azusa Pacific University	82.8	68.2	60.1	55.9	70.1
m	Belhaven College	60.1	52.8	48.8	25.1	51.2
a	Bethel College (IN)	61.8	52.1	47.2	42.0	49.7
a	Bethel University (MN)	73.4	63.0	54.5	49.5	64.2
a	Biola University	92.5	73.4	62.3	53.9	74.6
a	Bluefield College	56.8	46.3	39.3	38.4	44.7
a	Bluffton College	61.2	51.8	44.1	---	52.0
m	Bryan College	55.2	46.5	42.4	33.5	51.8
m	California Baptist University	83.2	78.6	71.5		75.7
a	Calvin College	77.2	67.4	59.6	45.9	69.5
m	Campbellsville University	56.5	51.3	45.1	38.0	47.6
a	Carson-Newman College	57.4	48.5	43.8	36.8	48.1
a	Cedarville University	69.6	59.1	50.8	45.1	59.1
a	College of the Ozarks	67.3	58.1	53.1	---	59.4
i	Colorado Christian University	67.0	56.6	46.1		57.0
i	Concordia University Irvine	67.4	55.2	49.2	29.3	53.9
i	Corban College	61.8	53.2	46.7		52.9
i	Cornerstone University	57.8	49.8	41.0	33.5	48.0
a	Covenant College	65.1	56.5	51.0	41.8	58.0
i	Crown College	70.3	56.3	49.6		56.3
i	Dallas Baptist University	74.8	61.8	61.7		67.6
a	Dordt College	67.1	59.1	49.1	41.3	58.8
a	East Texas Baptist University	57.8	52.9	45.4	---	52.7
a	Eastern Mennonite University	62.0	51.1	45.8	41.3	52.0
i	Eastern Nazarene College	61.3	52.3	47.2	40.1	51.6
i	Eastern University	74.2	59.0	52.6		59.7
m	Emmanuel College	51.2	43.4	39.6	36.0	42.0
m	Erskine College	63.5	50.9	45.2	41.4	54.3
i	Evangel University	63.6	55.2	46.1	---	55.3
a	Fresno Pacific University	69.3	61.5	56.3	44.1	58.6
a	Geneva College	65.9	60.5	48.9	---	60.3
a	George Fox University	70.0	62.2	56.0		61.7
a	Gordon College	77.0	64.4	55.4	---	68.1
a	Goshen College	60.6	49.3	43.6		52.8

Key: **A** = Academe **M** = mailed response **I** = IPEDS --- = fewer than 3 faculty in that rank  
Blank cells = no faculty member at that rank

	<b>INSTITUTION</b>	<b>PROF</b>	<b>ASSOC</b>	<b>ASS'T</b>	<b>INSTR</b>	<b>ALL</b>
m	Grace College & Seminary	58.0	50.1	48.9		54.6
a	Greenville College	58.9	54.8	49.2	40.0	51.3
i	Hannibal-LaGrange University	49.2	43.5	39.9	36.7	41.5
a	Hardin-Simmons University	66.8	56.6	50.2	46.6	59.4
i	Hope International University	60.0	47.8	40.1		48.4
i	Houghton College	57.9	49.5	42.6	---	50.7
i	Houston Baptist University	73.6	69.3	55.6	47.7	63.5
a	Huntington University	64.9	54.5	47.2	44.3	55.4
m	Indiana Wesleyan University	75.3	63.4	52.6	40.2	60.5
i	John Brown University	64.1	58.2	48.5	40.3	55.8
i	Judson College (AL)	63.4	57.4	49.9		54.9
a	Judson College (IL)	64.6	57.6	50.9		59.0
a	Kentucky Christian University	47.2	---	37.6	---	41.4
a	King College	52.2	45.0	43.0	34.5	45.6
a	Lee University	63.2	55.7	50.6		55.1
m	LeTourneau University	71.1	60.4	54.7	53.8	62.6
a	Lipscomb University	77.5	73.2	65.5	46.7	71.2
i	Louisiana College	59.7	50.0	49.1	43.6	50.9
a	Malone College	65.6	57.3	46.3	41.9	56.4
m	Master's College & Seminary	74.2	69.0	57.6	---	70.5
a	Messiah College	80.3	66.0	55.7	---	66.0
i	MidAmerica Nazarene Univ	61.0	50.0	46.9		52.9
a	Milligan College	57.7	51.8	45.4		51.9
a	Mississippi College	84.8	62.0	58.4	49.4	66.0
a	Missouri Baptist University	55.2	50.5	41.1	43.7	47.4
m	Montreat College	52.2	45.4	40.7	32.0	45.2
a	Mount Vernon Nazarene Univ	61.5	52.5	45.5	49.7	53.6
i	North Central University	66.9	54.0	51.5	---	57.3
i	North Greenville College	59.8	53.4	45.0	40.2	50.1
i	North Park University	71.9	61.8	51.9		64.4
i	Northwest Christian University	53.1	44.8	42.4	---	45.4
m	Northwest Nazarene University	58.8	49.6	41.9	---	50.1
a	Northwest University	63.7	53.2	49.3	---	54.0
a	Northwestern College (IA)	64.1	56.4	49.8	46.8	55.5
a	Northwestern College (MN)	65.4	56.4	48.3	38.2	56.4
i	Nyack College	67.8	58.6	54.4		58.3
i	Oklahoma Baptist University	59.5	53.6	46.0	38.3	50.8
m	Oklahoma Christian University	72.2	59.5	49.6	38.9	55.0

**Key:** **A** = *Academe* **M** = mailed response **I** = IPEDS --- = fewer than 3 faculty in that rank  
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	<b>INSTITUTION</b>	<b>PROF</b>	<b>ASSOC</b>	<b>ASS'T</b>	<b>INSTR</b>	<b>ALL</b>
i	Oklahoma Wesleyan University	54.8	49.6	50.4	45.6	50.1
i	Olivet Nazarene University	70.8	56.6	44.6	---	60.1
a	Oral Roberts University	67.9	56.2	49.0	39.8	54.8
i	Palm Beach Atlantic University	73.6	63.0	61.0	---	64.3
a	Point Loma Nazarene University	90.4	73.8	61.0		81.5
a	Regent University	93.1	65.6	55.9	52.6	68.9
i	Roberts Wesleyan College	63.3	57.0	49.8	---	56.5
i	San Diego Christian College	---	53.9	46.0	---	48.6
a	Seattle Pacific University	84.9	69.9	58.6	52.7	71.8
a	Shorter University	65.1	53.0	46.2	38.7	49.7
i	Simpson University	62.9	52.5	50.2		53.3
a	Southeastern University	78.7	62.0	49.8		60.4
i	Southern Nazarene University	57.1	50.6	42.8		51.2
i	Southern Wesleyan University	56.0	50.0	44.0	---	49.0
a	Southwest Baptist University	61.6	55.7	48.1	36.6	50.1
a	Spring Arbor University	61.1	51.4	44.7	37.6	50.5
i	Sterling College	61.0	48.0	39.7	---	43.3
m	Tabor College	41.8	33.5	33.2	---	36.7
a	Taylor University	62.6	54.0	47.2	39.6	55.6
a	Toccoa Falls College	52.5	49.0	41.7		46.7
a	Trevecca Nazarene University	62.2	52.9	46.3	---	54.6
a	Trinity Christian College	70.8	59.9	50.6		58.1
i	Trinity International University	70.2	62.5	54.0		63.7
i	Union University	71.6	64.2	62.7	52.0	66.1
i	Univ of Mary Hardin-Baylor	72.4	64.1	55.8	52.4	62.2
i	University of Mobile	51.5	46.4	40.6	31.6	43.6
a	University of Sioux Falls	63.7	47.1	50.5	38.9	46.1
a	University of the Southwest	55.7	48.0	39.4		46.6
i	Vanguard University	75.4	60.3	51.8	---	63.8
m	Warner Pacific College	66.7	59.0	53.5		59.3
i	Warner Southern College	50.4	47.4	43.7	41.0	45.1
a	Waynesburg College	70.8	62.0	51.8	46.9	57.5
a	Westmont College	89.9	70.5	62.4	---	79.1
a	Wheaton College	92.5	73.6	58.8	47.7	75.4
a	Whitworth College	82.3	64.0	54.3	48.1	58.1
i	Williams Baptist College	50.4	43.3	41.8	38.4	43.7
<b>AVERAGE</b>		<b>65.8</b>	<b>56.0</b>	<b>49.4</b>	<b>42.4</b>	<b>56.2</b>

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