

CCCU Faculty Salary Survey: 2012-13 Update

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Introduction. This is the twenty-ninth in an annual series of research reports conducted by 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, 2013). Fifty-six CCCU institutions of 116 United States schools are not represented in the AAUP survey this year. For these members, the author used data surveyed by the CCCU. The data appears in the Appendix. In the recent past, information from the federal government’s Integrated Postsecondary Education Data System (IPEDS) was included for those campuses which did not respond to a request for information, however, data for 2012-13 is not available from IPEDS for the purposes of this survey. As a result, 15 campuses are not part of this study.

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.

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 2012-13 for all ranks except the mean instructor level. Approximately \$9,000 now separates instructors and assistant professors, rising to \$10,100 difference between associate and full professor.

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

Rank	<u>12-13</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>
PROF	68.2	65.8	64.7	64.4	63.4	61.3	59.6	57.7	56.3	54.9
ASSO	58.3	56.0	55.0	54.9	53.9	52.1	51.0	49.2	47.8	47.1
ASST	51.0	49.4	48.3	47.9	47.1	45.6	44.5	42.7	41.6	40.7
INST	41.6	42.3	41.1	40.3	40.5	38.6	37.4	36.5	36.0	34.4
ALL	56.1	56.1	55.1	54.8	53.8	51.7	50.7	48.9	47.4	46.5

MEDIAN SALARY

Rank	<u>12-13</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>
PROF	67.0	63.9	63.5	62.8	61.9	60.7	59.1	57.6	55.8	54.1
ASSO	57.3	55.5	53.9	54.0	53.3	52.0	50.9	49.2	47.5	46.9
ASST	50.1	49.1	47.6	47.1	46.2	45.3	44.3	42.0	41.8	40.7
INST	41.8	41.4	39.8	39.9	40.3	38.7	37.6	36.6	36.3	34.7
ALL	54.9	55.1	53.9	53.9	52.9	51.8	50.5	48.4	47.2	46.5

STANDARD DEVIATIONS

Rank	<u>12-13</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>
PROF	11,098	9,977	9,730	9,721	9,535	8,849	8,362	8,169	7,778	7,255
ASSO	8,783	8,041	7,471	7,617	7,532	6,942	6,431	6,419	5,863	5,572
ASST	6,935	6,593	6,566	6,224	6,234	5,658	5,126	5,017	5,205	4,317
INST	7,300	6,323	7,210	5,672	5,632	5,424	4,688	5,062	4,420	4,440
ALL	12,682	8,519	8,438	8,133	8,026	7,453	6,918	6,680	6,469	5,918

According to the March/April 2013 *Academe*, average salaries in 2012-13 for continuing faculty members at private baccalaureate institutions (IIB) rose 2.2%, while the consumer price index rose only 1.7% for the year. Average salaries at IIA (Master’s level) institutions rose 1.7%. When all data for CCCU schools are included, the average salary increase was nil. While more than 29 schools reported increases in the average salary, 41 reported an overall decrease, ranging from 1% up to 5%, and averaging just over 2%.

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

Rank	<u>12-13</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>
PROF	4.9	1.7	0.5	1.6	3.4	2.9	3.3	2.5	2.6	3.0
ASSO	3.3	1.8	0.2	1.9	3.5	2.2	3.7	2.9	1.5	3.5
ASST	2.3	2.3	0.8	1.7	3.3	2.5	4.2	2.6	2.3	3.3
INST	2.1	2.9	2.0	-0.5	4.9	3.2	2.5	1.4	5.0	4.6
ALL	0.0	1.8	0.5	1.9	4.1	2.0	3.7	3.2	1.9	3.3

Table III below tabulates the salary extremes and ranges for 2012-13. As has been true for each annual report, there is wide variation in average salary paid throughout the Council. For 2012-13 the highest and lowest salaries for full professor differ by \$53,311, with smaller ranges for lower ranks. For comparison purposes, Table III also reports 2011-12 ranges.

Table III
Salary Extremes, by Rank, 2012-13

	<u>Professor</u>	<u>Associate</u>	<u>Assistant</u>	<u>Instructor</u>
High Extreme	\$94,500	\$78,493	\$70,130	\$61,900
Low Extreme	\$41,189	\$36,557	\$35,800	\$21,359
Range: 2012-13	\$53,311	\$41,936	\$34,330	\$40,541
Range: 2011-12	\$51,300	\$46,100	\$38,300	\$30,800

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 2012-13 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, 2012-13, by Percentile

<u>Rank</u>	<u>40th Percentile</u>	<u>20th Percentile</u>	<u>CCCU Colleges *</u>
Professor	\$83,481	\$75,539	\$67,553
Associate	\$67,357	\$62,282	\$57,987
Assistant	\$58,482	\$54,256	\$50,768
Instructor	\$47,162	\$43,035	\$41,007
All Ranks	\$65,502	\$60,191	\$54,329

*Includes both IIA and IIB.

Table V
Mean Salaries for all IIB Institutions, 2012-13, by Percentile

<u>Rank</u>	<u>40th Percentile</u>	<u>20th Percentile</u>	<u>CCCU Colleges *</u>
Professor	\$74,024	\$64,573	\$67,553
Associate	\$60,706	\$54,888	\$57,987
Assistant	\$52,565	\$48,226	\$50,768
Instructor	\$44,456	\$40,514	\$41,007
All ranks	\$59,545	\$54,123	\$54,329

*Includes both IIA and IIB. Source: *Academe* (March/April 2013)

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 all religiously affiliated baccalaureate institutions (*Academe*). While Associate Professors and Instructors are paid approximately 83% of the national average, Assistant Professors receive approximately 87% of the comparable average. The greatest difference is in the rank of Professor where CCCU faculty are paid only approximately 77% which is 8% less than last year's comparison figures.

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	\$87,992	\$67,553	\$20,439	76.77%
Associate	\$69,382	\$57,987	\$11,395	83.58%
Assistant	\$58,308	\$50,768	\$7,540	87.07%
Instructor	\$49,253	\$41,007	\$8,246	83.26%
All	\$71,383	\$54,329	\$17,054	76.11%

*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 on the Council's website. The author also wishes to acknowledge his continuing debt to Mr. Don Lerew and Dr. Rich Sherry for establishing the procedures for this survey.

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2012-13 CCCU Faculty Salary Data

Mean Salary by Rank (in 000's)

INSTITUTION	PROF	ASSOC	ASS'T	INSTR	ALL
Abilene Christian University	81.6	67.8	57.9	48.3	63.9
Anderson University (IN)	63.6	56.8	46.7	41.3	52.1
Anderson University (SC)					
Asbury University	61.5	55.0	48.0		54.8
Azusa Pacific University	85.3	69.2	62.5	61.9	69.7
Belhaven University	59.8	53.3	49.2	25.0	46.8
Bethel College-Indiana	61.7	51.6	46.4	42.7	50.6
Bethel University	77.3	67.1	56.5	50.9	63.0
Biola University	94.5	77.6	65.8	59.1	74.3
Bluefield College	58.2	47.1	41.4	34.3	45.3
Bluffton University	59.8	51.2	46.2		52.4
Bryan College-Dayton	67.5	62.6	53.6	43.5	56.8
California Baptist University	86.3	77.2	70.1		77.9
Calvin College	78.7	68.3	60.0	47.4	63.6
Campbellsville University	61.9	53.1	48.1	41.1	51.1
Carson-Newman University	58.6	49.7	44.3	39.2	48.0
Cedarville University	69.0	60.3	52.5	47.2	57.3
Charleston Southern University	67.2	54.5	50.8	46.6	54.8
College of the Ozarks	70.3	58.3	53.1		60.6
Colorado Christian University	68.9	58.4	49.8		59.0
Concordia University-Irvine					
Corban University	61.8	53.1	47.1	37.0	49.8
Cornerstone University	58.7	50.6	41.9	34.7	46.5
Covenant College	70.1	59.0	46.3	40.0	53.9
Crown College	72.4	57.4	52.4		60.7
Dallas Baptist University	78.1	67.2	64.7		70.0
Dordt College	68.6	58.5	50.3	42.9	55.1
East Texas Baptist University	59.3	51.7	46.7		52.6
Eastern Mennonite University	62.5	51.4	46.2	41.2	50.3
Eastern Nazarene College					
Eastern University	76.2	61.0	51.7	47.3	59.1
Emmanuel College	52.8	48.1	42.3	36.6	45.0
Erskine College	51.0	36.5	41.9	32.5	40.5
Evangel University	66.3	56.9	48.4	34.0	51.4
Fresno Pacific University	69.7	61.4	55.5	48.9	58.9
Geneva College	66.8	59.5	49.0		58.4
George Fox University	69.5	62.0	56.0		62.5

Gordon College	78.3	67.4	57.7		67.8
Goshen College	61.8	50.5	43.8		52.0
Grace College	59.6	51.3	46.0		52.3
Greenville College	58.7	54.8	47.8	39.6	50.2
Hannibal-LaGrange University					
Hardin-Simmons University	66.6	56.8	49.9	46.3	54.9
Hope International University	72.6	56.9	48.9		59.5
Houghton College	59.3	50.6	43.3	36.4	47.4
Houston Baptist University					
Howard Payne University	55.7	46.5	43.8	37.3	45.8
Huntington University	63.0	54.2	46.9	39.2	50.8
Indiana Wesleyan University	75.8	64.0	53.0	40.6	58.4
John Brown University	63.7	59.8	51.7	41.3	54.1
Judson College	62.0	56.2	53.4		57.2
Judson University	65.6	61.0	49.5		58.7
Kentucky Christian University	48.7		39.1	26.7	38.2
King College	53.3	46.4	43.5	38.2	45.4
King's University College/The	88.1	78.4	66.1	46.6	69.8
Lee University	65.1	58.7	52.8		58.9
LeTourneau University	70.3	63.3	59.1	53.4	61.5
Lipscomb University	77.0	68.6	67.9	48.1	65.4
Louisiana College	61.8	53.1	51.0	45.6	52.9
Malone University	65.1	58.0	46.4	41.9	52.9
Messiah College	83.3	67.6	58.1		69.7
MidAmerica Nazarene University					
Milligan College	56.9	54.2	45.3		52.1
Mississippi College	84.2	67.4	59.3	50.8	65.4
Missouri Baptist University	54.7	50.9	41.0	41.7	47.1
Montreat College	41.1	37.1	43.9	36.7	39.7
Mount Vernon Nazarene University	64.1	54.2	48.2	43.6	52.5
North Central University	67.6	56.4	51.5		58.5
North Greenville University					
North Park University					
Northwest Christian University	56.6	45.2	42.7	36.8	45.3
Northwest Nazarene University	59.9	49.7	42.3	31.0	45.7
Northwest University	67.2	56.2	50.9		58.1
Northwestern College (IA)	64.5	57.3	48.6	47.2	54.4
Northwestern College (MN)	67.6	58.6	49.8	39.9	54.0
Nyack College	68.8	62.2	56.0	47.9	58.7
Oklahoma Baptist University	67.3	55.3	47.9	38.9	52.4
Oklahoma Christian University					
Oklahoma Wesleyan University	53.2	52.9	49.3	44.0	49.9

Olivet Nazarene University	70.1	55.7	46.5	35.5	52.0
Oral Roberts University	69.0	57.6	50.0	40.9	54.4
Palm Beach Atlantic University	74.7	61.7	58.6	50.4	61.4
Point Loma Nazarene University	91.9	75.6	61.0		76.2
Redeemer University College	80.0	.	64.8	59.1	68.0
Regent University	91.9	64.4	56.6	46.5	64.9
Roberts Wesleyan College	62.5	56.0	48.5		55.7
San Diego Christian College	68.5	58.4	50.3	42.8	55.0
Seattle Pacific University	87.0	71.8	61.5	53.7	68.5
Shorter University					
Simpson University	65.4	56.6	52.2		58.1
Southeastern University	76.4	61.9	50.8		63.0
Southern Nazarene University	64.3	54.7	47.5	45.7	53.1
Southern Wesleyan University	52.5	44.8	41.8	34.9	43.5
Southwest Baptist University	64.8	55.3	49.8	37.6	51.9
Spring Arbor University	59.0	49.3	43.3	35.7	46.8
Sterling College	61.4	46.5	40.8	21.3	42.5
Tabor College	44.2	38.1	35.8		39.4
Taylor University	64.0	54.4	47.0	39.3	51.2
The Master's College and Seminary	81.9	71.9	62.2	31.7	61.9
Toccoa Falls College	45.2	48.4	41.5		45.0
Trevecca Nazarene University	64.1	55.0	48.8	46.2	53.5
Trinity Christian College	70.4	60.0	50.6		60.3
Trinity International University-Illinois	69.2	59.9	51.1		60.1
Trinity Western University	80.1	69.3	53.1	39.6	60.5
Union University	74.2	65.7	55.5	44.5	60.0
University of Mary Hardin-Baylor	74.5	66.3	56.8	49.5	61.8
University of Mobile					
University of Sioux Falls					
University of the Southwest	61.9	44.1	41.9	0.0	37.0
Vanguard University	85.8	70.0	53.9	42.9	63.2
Warner Pacific College	66.5	57.1	51.5		58.4
Warner University	85.8	70.0	53.9	42.9	63.2
Waynesburg University	71.6	62.2	52.6	47.9	58.6
Westmont College	91.9	74.2	64.6		76.9
Wheaton College	91.6	76.3	60.5		76.1
Whitworth University	83.3	65.1	53.8	48.5	62.7
William Jessup University					
Williams Baptist College					
York College					
Average	68.2	58.3	51.0	41.6	56.1

