

CCCU Faculty Salary Survey: 2013-14 Update

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Introduction. This is the thirtieth 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, 2014). Sixty-three CCCU institutions of 117 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 2013-14 is not available from IPEDS for the purposes of this survey. As a result, 18 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 2013-14 for all ranks. Approximately \$7,900 now separates instructors and assistant professors, rising to \$10,000 difference between associate and full professor.

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

Rank	<u>13-14</u>	<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>
PROF	68.9	67.9	65.8	64.7	64.4	63.4	61.3	59.6	57.7	56.3
ASSO	58.9	58.1	56.0	55.0	54.9	53.9	52.1	51.0	49.2	47.8
ASST	51.1	50.9	49.4	48.3	47.9	47.1	45.6	44.5	42.7	41.6
INST	43.2	41.6	42.3	41.1	40.3	40.5	38.6	37.4	36.5	36.0
ALL	58.5	57.9	56.1	55.1	54.8	53.8	51.7	50.7	48.9	47.4

MEDIAN SALARY

Rank	<u>13-14</u>	<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>
PROF	67.6	67.0	63.9	63.5	62.8	61.9	60.7	59.1	57.6	55.8
ASSO	57.9	57.3	55.5	53.9	54.0	53.3	52.0	50.9	49.2	47.5
ASST	50.4	50.1	49.1	47.6	47.1	46.2	45.3	44.3	42.0	41.8
INST	42.8	41.8	41.4	39.8	39.9	40.3	38.7	37.6	36.6	36.3
ALL	57.7	57.3	55.1	53.9	53.9	52.9	51.8	50.5	48.4	47.2

STANDARD DEVIATIONS

Rank	<u>13-14</u>	<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>
PROF	11,477	11,098	9,977	9,730	9,721	9,535	8,849	8,362	8,169	7,778
ASSO	8,621	8,783	8,041	7,471	7,617	7,532	6,942	6,431	6,419	5,863
ASST	7,152	6,935	6,593	6,566	6,224	6,234	5,658	5,126	5,017	5,205
INST	8,239	7,300	6,323	7,210	5,672	5,632	5,424	4,688	5,062	4,420
ALL	10,045	8,982	8,519	8,438	8,133	8,026	7,453	6,918	6,680	6,469

According to the March/April 2014 *Academe*, average salaries in 2013-14 for continuing faculty members at private baccalaureate institutions (IIB) rose 1.8%, while the consumer price index rose only 1.5% for the year. Average salaries at IIA (Master’s level) institutions rose 1.6%. When all data for CCCU schools are included, the average salary increase was 1%. While more than 63 schools reported increases in the average salary, 16 reported an overall decrease, ranging from 1% up to 10%, and averaging just over 2%.

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

Rank	<u>13-14</u>	<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>
PROF	1.5	3.1	1.7	0.5	1.6	3.4	2.9	3.3	2.5	2.6
ASSO	1.4	3.7	1.8	0.2	1.9	3.5	2.2	3.7	2.9	1.5
ASST	.004	2.9	2.3	0.8	1.7	3.3	2.5	4.2	2.6	2.3
INST	3.7	-1.7	2.9	2.0	-0.5	4.9	3.2	2.5	1.4	5.0
ALL	1.0	3.6	1.8	0.5	1.9	4.1	2.0	3.7	3.2	1.9

Table III below tabulates the salary extremes and ranges for 2013-14. As has been true for each annual report, there is wide variation in average salary paid throughout the Council. For 2013-14 the highest and lowest salaries for full professor differ by \$63,600, with smaller ranges for lower ranks. For comparison purposes, Table III also reports 2012-13 ranges.

Table III
Salary Extremes, for Reporting CCCU Members, by Rank, 2013-14

	<u>Professor</u>	<u>Associate</u>	<u>Assistant</u>	<u>Instructor</u>
High Extreme	\$107,400	\$82,100	\$72,200	\$66,000
Low Extreme	\$43,800	\$37,900	\$36,200	\$25,000
Range: 2013-14	\$63,600	\$44,200	\$36,600	\$41,000
Range: 2012-13	\$53,311	\$41,936	\$34,330	\$40,541

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 2013-14 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, 2013-14, by Percentile

<u>Rank</u>	<u>40th Percentile</u>	<u>20th Percentile</u>	<u>CCCU Colleges *</u>
Professor	\$86,277	\$76,963	\$68,900
Associate	\$68,328	\$63,411	\$58,900
Assistant	\$59,862	\$55,354	\$51,100
Instructor	\$47,576	\$43,288	\$43,200
All Ranks	\$67,289	\$62,112	\$58,500

*Includes both IIA and IIB.

Table V
Mean Salaries for all IIB Institutions, 2013-14, by Percentile

<u>Rank</u>	<u>40th Percentile</u>	<u>20th Percentile</u>	<u>CCCU Colleges *</u>
Professor	\$76,131	\$66,172	\$68,900
Associate	\$62,024	\$56,040	\$58,900
Assistant	\$53,778	\$48,928	\$51,100
Instructor	\$45,358	\$40,896	\$43,200
All ranks	\$60,764	\$55,271	\$58,500

*Includes both IIA and IIB. Source: *Academe* (March/April 2014)

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, Assistant Professors and Instructors are paid approximately 92% of the national average, the greatest difference is in the rank of Professor where CCCU faculty are paid only approximately 85%, however, this is 8.5% more 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	\$80,810	\$68,900	\$11,910	85.26%
Associate	\$64,615	\$58,900	\$5,715	91.16%
Assistant	\$55,100	\$51,100	\$4,000	92.74%
Instructor	\$46,607	\$43,200	\$3,407	92.69%
All	\$64,688	\$58,500	\$6,188	90.43%

*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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2013-14 CCCU Faculty Salary Data

Mean Salary by Rank (in 000's)

	INSTITUTION	PROF	ASSOC	ASS'T	INSTR	ALL
a	Abilene Christian University	83.3	69.0	60.7	48.9	67.8
a	Anderson University (IN)	64.1	57.0	50.2	42.7	57.6
	Anderson University (SC)					
	Asbury University					
a	Azusa Pacific University	99.8	82.1	72.2	66.0	84.0
c	Belhaven University	67.9	54.6	50.4	32.8	53.1
a	Bethel College-Indiana	62.3	51.8	46.0	41.6	49.5
a	Bethel University	76.3	66.7	55.6	50.7	68.3
a	Biola University	97.5	79.3	67.5	57.1	81.1
a	Bluefield College	59.5	47.5	44.5	35.7	47.1
c	Bluffton University	60.9	51.2	44.3		52.6
c	Bryan College-Dayton	58.1	48	41.6	32.8	50.9
	California Baptist University					
a	Calvin College	79.2	68.8	61.5	45.4	72.1
c	Campbellsville University	61.9	53.1	48.1	41.1	50.8
a	Carson-Newman University	58.7	50.1	44.2	41.1	50.3
c	Cedarville University	71.3	65.2	54.9	43.2	58.7
a	Charleston Southern University	68.2	56.8	51.9	46.9	54.9
c	College of the Ozarks	70.9	59.2	54.4	38.2	60.7
	Colorado Christian University					
c	Concordia University-Irvine	82.9	70.7	59.9		69.9
c	Corban University	66.8	60.7	50.5	36.5	56.6
c	Cornerstone University	61	52.3	43.5	35.9	50.9
a	Covenant College	70.1	59.6	50.3		63.3
c	Crown College	73.3	55.4	50.6		
	Dallas Baptist University					
a	Dordt College	70.1	57.8	50.4	45.0	59.6
a	East Texas Baptist University	60.5	53.2	47.6		55.0
a	Eastern Mennonite University	62.4	52.8	46.6	42.0	52.1
c	Eastern Nazarene College	64.8	58.3	48.5	41.6	53.6
a	Eastern University	75.5	61.9	49.6		57.7
	Emmanuel College					
c	Erskine College	61.3	46.9	43.3	26.5	26.5
	Evangel University					
	Faulkner University					
a	Fresno Pacific University	71.5	64.7	58.0	47.1	61.1
a	Geneva College	67.8	60.1	48.7		61.3

a	George Fox University	70.1	62.3	55.5		62.1
a	Gordon College	77.5	68.1	56.6		69.7
a	Goshen College	62.9	51.3	44.2		54.9
c	Grace College & Seminary	68.1	58.1	50.4		
a	Greenville College	59.3	53.4	49.0	39.5	51.1
	Hannibal-LaGrange University					
a	Hardin-Simmons University	68.2	58.1	50.3	44.9	60.9
c	Hope International University	72.6	56.7	46		58
c	Houghton College	60.3	50.1	44	36.3	52.3
	Houston Baptist University					
c	Howard Payne University	58.5	49	45.8	36.5	49.7
c	Huntington University	62.2	54	44.5	39.7	53.5
a	Indiana Wesleyan University	75.6	64.0	53.5		61.7
a	John Brown University	63.2	60.4	52.3		57.8
c	Judson College (AL)	63.5	57.1	53	55.2	
a	Judson College (IL)	61.0	56.6	45.1		57.1
a	Kentucky Christian University	48.7		40.6	26.7	42.1
a	King College	50.9	47.4	42.9	46.2	45.7
a	Lee University	66.9	58.8	54.0		58.5
c	LeTourneau University	71.5	61.9	60.2	51.6	61.3
a	Lipscomb University	78.8	66.5	68.8	55.4	70.7
c	Louisiana College	60.7	53.5	50.7	45.7	52.4
a	Malone University	65.8	57.2	47.4	42.6	56.5
c	Messiah College	85	69	60	55	72
	MidAmerica Nazarene University					
a	Milligan College	58.5	53.2	43.7		52.5
c	Mississippi College	80.7	66.8	57.4	55.5	65.5
a	Missouri Baptist University	58.5	52.5	44.0	39.2	49.2
	Montreat College					
a	Mount Vernon Nazarene University	64.3	54.3	47.3	45.8	56.8
c	North Central University	71.2	61.8	52.7		63
	North Greenville University					
a	North Park University	75.2	63.6	54.7		67.0
c	Northwest Christian University	56.6	45.5	42.7	36.8	45.3
c	Northwest Nazarene University	60.4	51.4	45.7	34.2	51.3
a	Northwest University	67.6	55.3	50.4		57.3
a	Northwestern College	64.3	55.8	47.5	47.0	55.9
c	Nyack College	69.1	61.3	56.3	48.4	60.8
c	Oklahoma Baptist University	70.3	57	49.8	42.6	56.3
c	Oklahoma Christian University	68.2	59	51.1	38.7	59.7
c	Oklahoma Wesleyan University	54.2	52.4	47.8	44.1	49.1

c	Olivet Nazarene University	72.1	57.8	46.6	35.3	61.3
a	Oral Roberts University	73.6	60.9	52.5	43.5	58.9
a	Palm Beach Atlantic University	75.1	65.3	63.8	51.4	66.6
a	Point Loma Nazarene University	93.8	76.5	62.8		84.4
c	Regent University	107.4	75.6	65.3	54.7	80.4
c	Roberts Wesleyan College	62.8	56.8	48.8	37.2	55.9
	San Diego Christian College					
a	Seattle Pacific University	88.1	73.6	63.6	54.7	75.3
	Shorter University					
c	Simpson University	66.4	57.9	52.2	42.8	
a	Southeastern University	78.4	66.9	51.9	41.2	63.4
c	Southern Nazarene University	64.2	55.7	50.9	41.7	55.6
c	Southern Wesleyan University	52.1	44.8	41.7	35.1	46.7
c	Southwest Baptist University	63.5	53.7	49.5	38	51.5
a	Spring Arbor University	60.4	50.6	44.1	34.2	50.2
c	Sterling College	64	42.4	39.3	26	42.9
a	Tabor College	43.8	37.9	36.3		38.9
a	Taylor University	64.6	54.9	48.1		58.1
c	The Master's College and Seminary	81.6	71.4	57.2	25	
a	Toccoa Falls College	52.2	48.8	40.7		45.4
a	Trevecca Nazarene University	64.7	55.5	47.3	46.7	57.0
a	Trinity Christian College	70.5	61.0	51.3		58.7
a	Trinity International University-Illinois	79.1	65.9	57.3		71.6
	Union University					
c	Univ. of Mary Hardin-Baylor	76.3	65.9	58.4	52.2	65.1
	University of Mobile					
c	University of Northwestern MN	69.3	59.4	51.3	41.6	60.7
a	University of Sioux Falls	60.2	55.1	51.0		54.1
a	University of the Southwest	63.6	58.2	45.4		51.6
c	Vanguard University	87.2	71.4	57.7		
c	Warner Pacific College	67.2	57.5	50.3		58.0
	Warner University					
a	Waynesburg University	74.0	64.8	55.0	50.1	60.7
a	Westmont College	94.9	77.6	65.3	56.2	84.3
a	Wheaton College	91.7	76.8	60.1	49.7	76.2
a	Whitworth University	82.8	66.5	55.7	48.9	59.5
c	William Jessup University	76.4	68.8	60.3		68.5
c	Williams Baptist College	47.4	43.5	43.6		
c	York College	58.5	47.2	36.2		

Key: **A** = *Academe* **C**= CCCU responses Blank cells = no faculty member at that rank/no data available