

CCCU Faculty Salary Survey: 2014-15 Update

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Introduction. This is the thirty-first 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, 2015). Fifty-six CCCU institutions of 118 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 2014-15 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 2014-15 for all ranks with the exception of the mean Professor rank and the median Instructor rank. Approximately \$8,100 now separates instructors and assistant professors, rising to \$9,100 difference between associate and full professor.

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

Rank	14-15	13-14	12-13	11-12	10-11	09-10	08-09	07-08	06-07	05-06
PROF	68.7	68.9	67.9	65.8	64.7	64.4	63.4	61.3	59.6	57.7
ASSO	59.6	58.9	58.1	56.0	55.0	54.9	53.9	52.1	51.0	49.2
ASST	51.8	51.1	50.9	49.4	48.3	47.9	47.1	45.6	44.5	42.7
INST	43.7	43.2	41.6	42.3	41.1	40.3	40.5	38.6	37.4	36.5
ALL	59.0	58.5	57.9	56.1	55.1	54.8	53.8	51.7	50.7	48.9

MEDIAN SALARY

Rank	<u>14-15</u>	<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>
PROF	66.3	67.6	67.0	63.9	63.5	62.8	61.9	60.7	59.1	57.6
ASSO	58	57.9	57.3	55.5	53.9	54.0	53.3	52.0	50.9	49.2
ASST	50.9	50.4	50.1	49.1	47.6	47.1	46.2	45.3	44.3	42.0
INST	42.6	42.8	41.8	41.4	39.8	39.9	40.3	38.7	37.6	36.6
ALL	58.4	57.7	57.3	55.1	53.9	53.9	52.9	51.8	50.5	48.4

STANDARD DEVIATIONS

Rank	<u>14-15</u>	<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>
PROF	12,426	11,477	11,098	9,977	9,730	9,721	9,535	8,849	8,362	8,169
ASSO	9,453	8,621	8,783	8,041	7,471	7,617	7,532	6,942	6,431	6,419
ASST	7,713	7,152	6,935	6,593	6,566	6,224	6,234	5,658	5,126	5,017
INST	9,095	8,239	7,300	6,323	7,210	5,672	5,632	5,424	4,688	5,062
ALL	10,097	10,045	8,982	8,519	8,438	8,133	8,026	7,453	6,918	6,680

According to the March/April 2015 *Academe*, average salaries in 2014-15 for continuing faculty members at private baccalaureate institutions (IIB) rose 1.9%, while the consumer price index fell for the first time since 2009 by -0.1% for the year. Average salaries at IIA (Master’s level) institutions rose 1.9%. When all data for CCCU schools are included, the average salary increase was 1%. While 60 schools reported increases in the average salary, 22 reported an overall decrease, ranging from 1% up to 10%, and averaging 2.5%.

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

Rank	<u>14-15</u>	<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>
PROF	-003	1.5	3.1	1.7	0.5	1.6	3.4	2.9	3.3	2.5
ASSO	1.2	1.4	3.7	1.8	0.2	1.9	3.5	2.2	3.7	2.9
ASST	1.4	.004	2.9	2.3	0.8	1.7	3.3	2.5	4.2	2.6
INST	1.2	3.7	-1.7	2.9	2.0	-0.5	4.9	3.2	2.5	1.4
ALL	.09	1.0	3.6	1.8	0.5	1.9	4.1	2.0	3.7	3.2

Table III below tabulates the salary extremes and ranges for 2014-15. As has been true for each annual report, there is wide variation in average salary paid throughout the Council. For 2014-15 the highest and lowest salaries for full professor differ by \$57,200, with smaller ranges for lower ranks. For comparison purposes, Table III also reports 2014-15 ranges.

Table III
Salary Extremes, for Reporting CCCU Members, by Rank, 2014-15

	<u>Professor</u>	<u>Associate</u>	<u>Assistant</u>	<u>Instructor</u>
High Extreme	\$101,000	\$83,000	\$75,000	\$68,800
Low Extreme	\$43,800	\$36,700	\$36,800	\$23,500
Range: 2014-15	\$57,200	\$46,300	\$38,200	\$45,300
Range: 2013-14	\$63,600	\$44,200	\$36,600	\$41,000

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 2014-15 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, 2014-15, by Percentile

<u>Rank</u>	<u>40th Percentile</u>	<u>20th Percentile</u>	<u>CCCU Colleges *</u>
Professor	\$87,269	\$78,057	\$68,700
Associate	\$69,922	\$64,450	\$59,600
Assistant	\$61,021	\$56,947	\$51,800
Instructor	\$48,330	\$44,058	\$43,700
All Ranks	\$68,564	\$62,824	\$59,000

*Includes both IIA and IIB.

Table V
Mean Salaries for all IIB Institutions, 2014-15, by Percentile

<u>Rank</u>	<u>40th Percentile</u>	<u>20th Percentile</u>	<u>CCCU Colleges *</u>
Professor	\$76,199	\$66,826	\$68,700
Associate	\$63,682	\$56,810	\$59,600
Assistant	\$54,605	\$49,711	\$51,800
Instructor	\$45,890	\$41,530	\$43,700
All ranks	\$61,640	\$56,492	\$59,000

*Includes both IIA and IIB. Source: *Academe* (March/April 2015)

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 90.5% of the national average, the greatest difference is in the rank of Professor where CCCU faculty are paid only approximately 84%, which is more than percentage lower than last year, reversing a trend in this area.

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	\$81,935	\$68,700	\$13,235	83.85%
Associate	\$66,090	\$59,600	\$6,490	90.18%
Assistant	\$56,580	\$51,800	\$4,780	91.55%
Instructor	\$48,210	\$43,700	\$4,510	90.65%
All	\$65,836	\$59,000	\$6,836	89.62%

*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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2014-15 CCCU Faculty Salary Data

Mean Salary by Rank (in 000's)

	INSTITUTION	PROF	ASSOC	ASS'T	INSTR	ALL
a	Abilene Christian University	85.3	72	63.8	50.9	70.1
a	Anderson University (IN)	65	57.2	52	40.9	58.1
	Anderson University (SC)					
c	Asbury University	63.0	63.0	51.0	42.3	
a	Azusa Pacific University	101	83	75	68.8	85.8
c	Belhaven University	61.6	55.3	53.3	23.5	48.7
a	Bethel College-Indiana	64.5	53	46.6		51.2
a	Bethel University	76.5	65.6	55.7	50.4	68.6
a	Biola University	100	81.7	67.8	60.6	82.5
a	Bluefield College	53.5	53.9	44.1	39.1	49.3
a	Bluffton University	61.7	51.7	44.8		52.8
c	Bryan College	53.4	50.3	42.6	41.0	
	California Baptist University					
a	Calvin College	80.5	70	63.1		73.7
c	Campbellsville University	61.9	53.1	48.1	41.1	50.8
a	Carson-Newman University	57.5	49.7	44.8	40.4	49.8
c	Cedarville University	71.1	62.9	54.1	44.2	58.1
	Central Christian College of Kansas					
a	Charleston Southern University	64.7	57.8	53	48.4	54.9
a	College of the Ozarks	71.9	65	54.4		63.3
c	Colorado Christian University	71.7	60.0	52.5	35.8	57.8
c	Concordia University-Irvine	85.1	70.0	60.1	63.5	69.2
c	Corban University	61.9	53.0	47.2	25.4	51.6
c	Cornerstone University	61.9	52.0	45.0	36.6	
a	Covenant College	71.8	62	49.5		65.2
c	Crown College	69.2	56.8	50.9		
	Dallas Baptist University					
a	Dordt College	70.8	58.1	52.7	45	60.8
a	East Texas Baptist University	61.1	54.7	50.9		56
a	Eastern Mennonite University	63.7	53.7	47.5	43	52.6
	Eastern Nazarene College					
a	Eastern University	75.7	62.9	50.9		58.6
	Emmanuel College					
c	Erskine College	58.2	46.7	41.2	25.4	47.5
c	Evangel University	65.4	56.9	46.0	34.0	57.4
	Faulkner University					
a	Fresno Pacific University	72.7	64.5	58.8	47.1	62.2

a	Geneva College	66.4	59.3	48.1	40.7	59.8
a	George Fox University	74.5	65.2	56.4		64.4
a	Gordon College	83.5	70.2	54.6		72.8
a	Goshen College	64	51.3	45.5		56.6
c	Grace College & Seminary	66.3	59.3	54.5		60.4
a	Greenville College	60.1	54.6	50.5	40.5	53.5
c	Hannibal-LaGrange University	45.6	39.8	36.8	32.8	38.0
a	Hardin-Simmons University	66.7	58	50.7	45.4	60.5
c	Hope International University	74.7	58.4	50.2		60.8
c	Houghton College	61.5	51.4	44.7	37.5	53.7
c	Houston Baptist University	80.8	71.7	59.0	45.0	
	Howard Payne University					
a	Huntington University	63.8	53.2	47.1		55.1
a	Indiana Wesleyan University	75.9	64.7	54.9		63.1
a	John Brown University	63.7	59.2	52.5	42.6	57.7
c	Judson College (AL)	65.8	57.7	53.2	33.2	
a	Judson College (IL)	61.9	59.4	51.8		59
a	Kentucky Christian University	46.8		40.5		42.7
a	King University	51.2	50.5	43.7	39.6	46.2
a	Lee University	69.1	60.1	56		60.3
c	LeTourneau University	76.7	62.2	61.9	54.2	63.7
a	Lipscomb University	78.2	80.9	70.4	54.4	74.4
	Louisiana College					
a	Malone University	66.1	57.6	47.8	43	57
	The Master's College and Seminary					
a	Messiah College	87.1	70.6	61.1		73.1
c	MidAmerica Nazarene University	67.4	62.9	58.1		62.9
a	Milligan College	60.2	50.9	45.5		52.8
a	Mississippi College	80.1	72.7	60.1	53.9	67.3
a	Missouri Baptist University	58.5	56.7	45.6	37.6	50.7
c	Montreat College	44.1	50.8	47.6	37.7	45.8
c	Mount Vernon Nazarene University	62.3	51.7	45.7	37.7	54.1
c	North Central University	69.9	62.1	54.8		63.1
c	North Greenville University	55.0	51.4	46.1	36.4	48.0
a	North Park University	78.1	67.6	57.2		71.1
c	Northwest Christian University	54.8	46.0	40.7	38.1	45.1
c	Northwest Nazarene University	63.3	53.3	45.5	36.2	
a	Northwest University	66.3	55	49.6		55
a	Northwestern College	64.7	56.5	47.6	46.2	56.4
c	Nyack College	68.7	61.6	56.1	49.4	60.5
c	Oklahoma Baptist University	73.5	58.3	53.0	44.8	59.8

c	Oklahoma Christian University	68.1	58.0	50.7	39.1	58.5
c	Olivet Nazarene University	73.1	60.3	49.8	33.1	62.5
a	Oral Roberts University	79.9	70.1	60	52.5	66
a	Palm Beach Atlantic University	72.7	66.2	63.4	51.4	66.2
a	Point Loma Nazarene University	95.2	78.4	64.6		86
c	Regent University	94.2	66.2	59.7	51.4	70.6
c	Roberts Wesleyan College	63.5	57.1	48.9		51.1
	San Diego Christian College					
a	Seattle Pacific University	92	75.8	66.2	53.8	77.3
	Shorter University					
a	Simpson University	67.3	53.6	49.7		58.4
a	Southeastern University	79.9	66.3	52.9	43	64
c	Southern Nazarene University	64.0	54.9	48.7	51.7	55.1
c	Southern Wesleyan University	52.3	45.1	41.8		46.8
c	Southwest Baptist University	62.9	53.6	49.5	38.0	51.0
a	Spring Arbor University	60.9	49.8	44.6		50.9
c	Sterling College	63.3	49.4	39.1	37.1	47.2
c	Tabor College	43.8	36.7	36.9		39.1
a	Taylor University	66	56.3	48.4		59.1
a	Toccoa Falls College	53.4	44.3	41.5		46.1
a	Trevecca Nazarene University	63.3	55.9	48.3		57.3
a	Trinity Christian College	73.7	64.2	53.9		60.2
a	Trinity International University-Illinois	66.2	63.5	51.2		61.2
c	Univ. of Mary Hardin-Baylor	78.2	67.2	59.1	51.1	65.9
	University of Mobile					
a	University of Northwestern MN	68.2	58.8	52.9	41.5	60.5
a	University of Sioux Falls	63.3	57.4	52		56.2
a	University of the Southwest	45.5	48.1	42.2	38.2	44.1
c	Vanguard University	85.5	69.5	59.2		
c	Warner Pacific College	66.5	57.0	51.5		56.7
c	Warner University	57.5	49.6	44.5	42.3	46.8
a	Waynesburg University	75.5	66.4	56.1	51.9	61.6
a	Westmont College	99.3	79.9	65.7	56.7	86
a	Wheaton College	92.6	78.1	63.4	50.4	78.5
a	Whitworth University	83.3	69	59.1	54.5	61.5
c	William Jessup University	79.0	70.3	63.6		69.2
	Williams Baptist College					
c	York College	58.2	49.9	38.6		47.2

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