

CCCU Faculty Salary Survey: 2015-16 Update

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Introduction. This is the thirty-second in an annual series of research reports conducted by the Council for Christian Colleges & Universities (CCCU). 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, 2016). Fifty-nine CCCU institutions of 114 United States schools are not represented in the AAUP survey this year. For these members, the author used data surveyed by the CCCU. Sixteen schools are not represented in this study due to a lack of available data. The 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.

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 2015-16 for all ranks. Approximately \$8,400 separates instructors and assistant professors, rising to \$9,600 difference between associate and full professor.

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

MEAN SALARY

Rank	<u>15-16</u>	<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>
PROF	70.2	68.7	68.9	67.9	65.8	64.7	64.4	63.4	61.3	59.6
ASSO	60.6	59.6	58.9	58.1	56.0	55.0	54.9	53.9	52.1	51.0
ASST	53.0	51.8	51.1	50.9	49.4	48.3	47.9	47.1	45.6	44.5
INST	44.6	43.7	43.2	41.6	42.3	41.1	40.3	40.5	38.6	37.4
ALL	59.3	59.0	58.5	57.9	56.1	55.1	54.8	53.8	51.7	50.7

MEDIAN SALARY

Rank	<u>15-16</u>	<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>
PROF	67.9	66.3	67.6	67.0	63.9	63.5	62.8	61.9	60.7	59.1
ASSO	59.4	58	57.9	57.3	55.5	53.9	54.0	53.3	52.0	50.9
ASST	52.1	50.9	50.4	50.1	49.1	47.6	47.1	46.2	45.3	44.3
INST	43.1	42.6	42.8	41.8	41.4	39.8	39.9	40.3	38.7	37.6
ALL	59.0	58.4	57.7	57.3	55.1	53.9	53.9	52.9	51.8	50.5

STANDARD DEVIATIONS

Rank	<u>15-16</u>	<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>
PROF	12,012	12,426	11,477	11,098	9,977	9,730	9,721	9,535	8,849	8,362
ASSO	9,332	9,453	8,621	8,783	8,041	7,471	7,617	7,532	6,942	6,431
ASST	7,846	7,713	7,152	6,935	6,593	6,566	6,224	6,234	5,658	5,126
INST	8,668	9,095	8,239	7,300	6,323	7,210	5,672	5,632	5,424	4,688
ALL	11,981	10,097	10,045	8,982	8,519	8,438	8,133	8,026	7,453	6,918

According to the March/April 2016 *Academe*, average salaries in 2015-16 for continuing faculty members at private baccalaureate institutions (IIB) rose 4.3%, while the consumer price index rose by 1.5% for the year. Average salaries at IIA (Master's level) institutions rose 2.5%. When all data for CCCU schools are included, the average salary increase was 0.8%. While 61 schools reported increases in the average salary, 19 reported an overall decrease, ranging from <1% up to 35%, and averaging 4.2%. This rate of decrease is double the rate of decrease from the previous year.

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

<u>Rank</u>	<u>15-16</u>	<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>
PROF	2.2	-003	1.5	3.1	1.7	0.5	1.6	3.4	2.9	3.3
ASSO	1.7	1.2	1.4	3.7	1.8	0.2	1.9	3.5	2.2	3.7
ASST	2.3	1.4	.004	2.9	2.3	0.8	1.7	3.3	2.5	4.2
INST	2.1	1.2	3.7	-1.7	2.9	2.0	-0.5	4.9	3.2	2.5
ALL	.05	.09	1.0	3.6	1.8	0.5	1.9	4.1	2.0	3.7

Table III below tabulates the salary extremes and ranges for 2015-16. As has been true for each annual report, there is wide variation in average salary paid throughout the Council. For 2015-16 the highest and lowest salaries for full professor differ by \$58,200, 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, 2015-16

	<u>Professor</u>	<u>Associate</u>	<u>Assistant</u>	<u>Instructor</u>
High Extreme	\$102,800	\$86,700	\$77,800	\$69,100
Low Extreme	\$44,600	\$40,800	\$36,700	\$21,500
Range: 2015-16	\$58,200	\$45,900	\$41,100	\$47,600
Range: 2014-15	\$57,200	\$46,300	\$38,200	\$45,300

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 2015-16 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, 2015-16, by Percentile

<u>Rank</u>	<u>40th Percentile</u>	<u>20th Percentile</u>	<u>CCCU Colleges *</u>
Professor	\$89,541	\$79,706	\$70,200
Associate	\$72,063	\$66,172	\$60,600
Assistant	\$62,519	\$58,287	\$53,000
Instructor	\$49,387	\$44,658	\$44,600
All Ranks	\$69,831	\$63,649	\$59,300

*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	\$79,721	\$68,626	\$70,200
Associate	\$65,452	\$58,178	\$60,600
Assistant	\$56,288	\$51,041	\$53,000
Instructor	\$48,071	\$43,378	\$44,600
All ranks	\$63,960	\$57,459	\$59,300

*Includes both IIA and IIB. Source: *Academe* (March/April 2016)

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*). Associate and Assistant Professors are paid approximately 90.3% of the national average while Instructors are paid 88.7% down 2% from the previous year ending a trend of yearly increases in this rank. Professors are paid 89.2% of the national average which is almost 5.5% more than the previous 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	\$77,716	\$70,200	\$7,516	90.3%
Associate	\$65,948	\$60,600	\$5,348	91.9%
Assistant	\$57,441	\$53,000	\$4,441	92.3%
Instructor	\$50,034	\$44,600	\$5,434	89.1%
All	\$65,547	\$59,300	\$6,247	90.5%

*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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2015-16 CCCU Faculty Salary Data

Mean Salary by Rank (in 000's)

	INSTITUTION	PROF	ASSOC	ASS'T	INSTR	ALL
a	Abilene Christian University	85.3	72.9	65.1	52.2	71.3
c	Anderson University (IN)	65.8	58.5	52.7	42.9	58.9
c	Anderson University (SC)	67.6	59.9	53.1	38.0	54.7
c	Asbury University	62.2	56.9	51.0	42.3	57.0
a	Azusa Pacific University	102.3	86.7	77.5	69.1	86.8
c	Belhaven University	60.2	56.2	52.8	21.5	49.2
a	Bethel College-Indiana	64.4	55.6	47.6		52.3
a	Bethel University	74.8	67.1	53.1	56.7	67.7
a	Biola University	100.7	81.1	71.2		53.9
a	Bluefield College	59.1	51.7	44.6	40.9	49.1
c	Bryan College	56.9	52.8	45.6	38.2	
	California Baptist University					
a	Calvin College	80.8	70.5	64.3		74.3
c	Campbellsville University	59.6	50.0	46.2	37.1	48.2
a	Carson-Newman University	57.1	52.2	46.1	38.9	51.5
	Central Christian College of Kansas					
	Charleston Southern University					
a	College of the Ozarks	73.9	65.5	54.1		63.5
c	Colorado Christian University	70.0	60.7	49.3	37.6	56.7
c	Concordia University-Irvine	75.3	63.3	55.6		64.7
c	Corban University	60.9	53.9	47.9	51.0	53.0
c	Cornerstone University	61.7	52.9	43.6	38.6	
a	Covenant College	73.3	66	51.8		67.3
c	Crown College	73.1	60.0	51.2		
	Dallas Baptist University					
a	Dordt College	70.9	59.5	54.2	45.7	62
c	East Texas Baptist University	62.9	54.3	51.5		56.9
	Eastern Nazarene College					
a	Eastern University	76.7	62.2	51	48	59.1
c	Emmanuel College	52.2	46.4	40.3	34.5	45.5
	Erskine College					
c	Evangel University	66.5	57.2	46.1	33.7	0.0
c	Faulkner University	85.4	71.9	55.2	31.2	61.0
a	Fresno Pacific University	71.2	64.2	59	47.2	61.6

a	Geneva College	66	59.3	48.8		59.9
a	George Fox University	80.5	73.9	58.8		69.6
a	Gordon College	84.7	70.3	57.1		74.6
c	Grace College & Seminary	74.0	65.3	56.1	45.8	60.3
a	Greenville College	61.2	56.1	54.7	38.2	54.7
c	Hannibal-LaGrange University	55.8	51.2	44.5	41.0	48.1
a	Harding University	79.8	67.8	63	48.7	66.5
a	Hardin-Simmons University	71	59.9	56	52	64.4
c	Hope International University	75.0	59.6	50.2		61.4
c	Houghton College	62.7	52.7	45.7	39.7	53.4
c	Houston Baptist University	77.6	63.8	59.7	47.4	62.1
	Howard Payne University					
a	Huntington University	64.1	54.5	51.5	39.5	55.5
a	Indiana Wesleyan University	76.5	64.4	55.6		63.9
a	John Brown University	65.9	59.1	53.9		59.6
c	Judson College (AL)	68.2	59.3	52.1		
c	Judson College (IL)	68.5	56.6	51.2		
c	Kentucky Christian University	49.8	41.8	42.7	30.9	46.3
a	King University	62.9	63.1	53.6	45.7	56.6
a	Lee University	73.6	62.4	57.1		62.8
c	LeTourneau University	77.4	70.6	63.0	58.3	
a	Lipscomb University	86.8	83.7	77.8	62.3	80.7
	Louisiana College					
a	Malone University	66.6	57.7	48.4	42.1	56.5
a	Messiah College	88.8	71.3	61.6		73.7
	MidAmerica Nazarene University					
a	Milligan College	57.7	52	44.7		52.5
a	Mississippi College	90.9	71.7	58.4	50.6	67.7
a	Missouri Baptist University	64.2	57.9	50.1	38.7	54.5
c	Montreat College	49.3	44.7	43.6	30.9	49.3
c	Mount Vernon Nazarene University	63.5	52.8	47.6	41.3	
c	North Central University	65.8	57.1	53.5		58.9
c	North Greenville University	62.7	53.7	48.0	38.3	51.4
c	North Park University	77.6	65.9	55.7	50.8	
c	Northwest Christian University	53.4	45.7	43.7		46.9
c	Northwest Nazarene University	64.1	48.7	43.6	36.5	
a	Northwest University	68.6	55.7	50.5		56.5
a	Northwestern College	66.2	58.9	49.6	48.2	58
c	Nyack College	68.2	61.0	57.1	49.8	61.2
c	Oklahoma Baptist University	75.0	60.8	54.0	46.0	61.0
c	Oklahoma Christian University	69.7	61.8	51.7	43.1	61.0
c	Olivet Nazarene University	74.7	61.6	49.4		62.8
c	Oral Roberts University	80.4	69.5	59.7	54.5	66.9

a	Palm Beach Atlantic University	72.2	66.9	62.5	50.5	66
c	Point Loma Nazarene University	97.9	79.3	65.9		87.6
c	Point University	62.3	48.4		35.9	
	Regent University					
c	Roberts Wesleyan College	64.7	57.1	50.6		57.9
	San Diego Christian College					
a	Seattle Pacific University	92.6	76.4	67.9	57.1	79
	Shorter University					
c	Simpson University	67.3	57.1	54.1	44.5	55.8
a	Southeastern University	81.9	67.2	53.1	40.6	64.6
c	Southern Nazarene University	63.5	55.6	50.7	49.9	55.6
c	Southern Wesleyan University	53.0	53.3	42.9		46.4
c	Southwest Baptist University	64.2	57.5	49.1	39.6	51.8
a	Spring Arbor University	60	50	44.4		50.1
c	Sterling College	63.7	49.1	42.4	38.4	46.4
a	Tabor College	46.5	40.8	36.7		40.6
a	Taylor University	67.5	57.5	50.1		60.4
a	Toccoa Falls College	55.1	44.9	42.1		47
a	Trevecca Nazarene University	65.1	57.6	49.9		58.5
a	Trinity Christian College	73.2	60.8	54.4		60.9
a	Trinity International University-Illinois	81.5	69.4	58.7		73.6
c	Univ. of Mary Hardin-Baylor	81.0	69.1	61.0	50.1	67.6
	University of Mobile					
a	University of Northwestern MN	69.3	59.6	54.9	42.8	61.8
a	University of Sioux Falls	64.7	61.1	52.6		58.4
a	University of the Southwest	44.6	50.7	40.6	38.2	43.4
c	Vanguard University	81.9	69.2	56.5		
c	Warner Pacific College	67.2	57.5	52.0		58.5
	Warner University					
a	Waynesburg University	78.3	66.5	57.1	52.4	62.9
a	Westmont College	102.8	82.3	68.3	59.5	88.5
a	Wheaton College	94.9	80.7	66.5	55.2	81.8
a	Whitworth University	84.5	70.3	63.2	56.8	63.2
	William Jessup University					
	Williams Baptist College					
c	Wisconsin Lutheran College	67.0	56.4	50.7	45.3	54.7
c	York College	54.9	50.2	38.7		46.7

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