

CCCU Faculty Salary Survey: 2016-17 Update
by Nita Stemmler, Council for Christian Colleges & Universities

Introduction. This is the thirty-third in an annual series of research reports conducted by the Council for Christian Colleges & Universities (CCCU). The purpose of this study is to provide CCCU Governing Member institutions 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, 2017). Fifty-seven CCCU institutions of 111 US-based schools are not represented in the AAUP survey this year. For these members, the author used data surveyed by the CCCU. Nine schools are not represented in this study due to a lack of available data. Due to changes in CCCU membership categories, only governing members are included in this survey, however, we have added a new appendix based on Carnegie Classifications that allow us to include collaborative partners and affiliate members.

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, however, in 2016-2017 three ranks showed slight decreases. In the mean salaries, the rank of Professor is unchanged and in median salaries, the ranks of Associate Professor and Instructor show slight decreases. Approximately \$8,700 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	<u>16-17</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>
PROF	70.2	70.2	68.7	68.9	67.9	65.8	64.7	64.4	63.4	61.3
ASSO	61.1	60.6	59.6	58.9	58.1	56.0	55.0	54.9	53.9	52.1
ASST	53.4	53.0	51.8	51.1	50.9	49.4	48.3	47.9	47.1	45.6
INST	44.7	44.6	43.7	43.2	41.6	42.3	41.1	40.3	40.5	38.6
ALL	60.7	59.3	59.0	58.5	57.9	56.1	55.1	54.8	53.8	51.7

MEDIAN SALARY										
Rank	<u>16-17</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>
PROF	68.0	67.9	66.3	67.6	67.0	63.9	63.5	62.8	61.9	60.7
ASSO	59.1	59.4	58	57.9	57.3	55.5	53.9	54.0	53.3	52.0
ASST	52.1	52.1	50.9	50.4	50.1	49.1	47.6	47.1	46.2	45.3
INST	43.0	43.1	42.6	42.8	41.8	41.4	39.8	39.9	40.3	38.7
ALL	59.6	59.0	58.4	57.7	57.3	55.1	53.9	53.9	52.9	51.8

STANDARD DEVIATIONS

Rank	<u>16-17</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>
PROF	12,528	12,012	12,426	11,477	11,098	9,977	9,730	9,721	9,535	8,849
ASSO	9,526	9,332	9,453	8,621	8,783	8,041	7,471	7,617	7,532	6,942
ASST	9,348	7,846	7,713	7,152	6,935	6,593	6,566	6,224	6,234	5,658
INST	7,938	8,668	9,095	8,239	7,300	6,323	7,210	5,672	5,632	5,424
ALL	10,679	11,981	10,097	10,045	8,982	8,519	8,438	8,133	8,026	7,453

According to the March/April 2017 *Academe*, average salaries in 2016-17 for continuing faculty members at private baccalaureate institutions (IIB) rose 3.7%, while the consumer price index rose by 2.1% for the year. Average salaries at IIA (Master’s level) institutions rose 3.2%. When all data for CCCU schools are included, the average salary increase was 2.4%. While 46 schools reported increases in the average salary, 31 reported an overall decrease, ranging from <1% up to 16%, and averaging 3.4%. This rate of decrease is slightly higher than 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>16-17</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>
PROF	.00	2.2	-003	1.5	3.1	1.7	0.5	1.6	3.4	2.9
ASSO	.83	1.7	1.2	1.4	3.7	1.8	0.2	1.9	3.5	2.2
ASST	.75	2.3	1.4	.004	2.9	2.3	0.8	1.7	3.3	2.5
INST	.22	2.1	1.2	3.7	-1.7	2.9	2.0	-0.5	4.9	3.2
ALL	2.4	.05	.09	1.0	3.6	1.8	0.5	1.9	4.1	2.0

Table III below tabulates the salary extremes and ranges for 2016-17. As has been true for each annual report, there is wide variation in average salary paid throughout the Council. For 2016-17 the highest and lowest salaries for full professor differ by \$66,200, with smaller ranges for lower ranks. For comparison purposes, Table III also reports 2015-16 ranges.

Table III
Salary Extremes, for Reporting CCCU Members, by Rank, 2016-17

	<u>Professor</u>	<u>Associate</u>	<u>Assistant</u>	<u>Instructor</u>
High Extreme	\$108,500	\$87,500	\$72,100	\$65,300
Low Extreme	\$42,300	\$41,400	\$36,200	\$25,000
Range: 2016-17	\$66,200	\$46,100	\$35,900	\$40,300
Range: 2015-16	\$58,200	\$45,900	\$41,100	\$47,600

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 2016-17 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, 2016-17, by Percentile

<u>Rank</u>	<u>40th Percentile</u>	<u>20th Percentile</u>	<u>CCCU Colleges *</u>
Professor	\$88,668	\$78,776	\$70,200
Associate	\$72,567	\$66,116	\$61,100
Assistant	\$63,512	\$58,632	\$53,400
Instructor	\$51,486	\$45,647	\$44,700
All Ranks	\$73,067	\$64,807	\$60,700

*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	\$81,331	\$71,268	\$70,200
Associate	\$66,805	\$60,316	\$61,100
Assistant	\$57,647	\$53,114	\$53,400
Instructor	\$48,072	\$43,875	\$44,700
All ranks	\$63,550	\$56,927	\$60,700

*Includes both IIA and IIB. Source: *Academe* (March/April 2017)

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 92.9% of the national average while Instructors are paid 92.2% up 3.5% from the previous year ending a trend of yearly increases in this rank. Professors are paid 87.5% of the national average which is almost 1.7% less 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	\$79,002	\$70,200	\$8,802	87.5%
Associate	\$65,762	\$61,100	\$4,662	92.9%
Assistant	\$57,464	\$53,400	\$4,064	92.9%
Instructor	\$48,504	\$44,700	\$3,804	92.2%
All	\$64,891	\$60,700	\$4,191	93.5%

*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.

Nita Stemmler
 Program Consultant
 Council for Christian Colleges & Universities
 321 Eighth St. NE
 Washington, D.C.
 E-mail: nstemmler@cccu.org

2015-16 CCCU Faculty Salary Data

Mean Salary by Rank (in 000's)

INSTITUTION		PROF	ASSOC	ASS'T	INSTR	ALL
a	Abilene Christian University	88.3	72.4	65.8	51.9	65.6
a	Anderson University - IN	65.0	57.2	52.0	40.9	58.1
c	Anderson University - SC	68.9	61.9	54.2	39.8	56.4
c	Asbury University	63.7	57.6	49.9	43.0	
a	Azusa Pacific University	90.8	76.0	69.9	64.7	77.7
c	Belhaven University	60.7	58.1	56.6		49.0
	Bethany Lutheran College					
a	Bethel College--IN	64.6	55.7	46.3		51.7
a	Bethel University	78.7	67.8	56.1	58.3	69.5
a	Biola University	108.5	87.5	72.1	65.3	89.3
a	Bluefield College	56.4	48.6	45.8		49.0
	California Baptist University					
a	Calvin College	82.8	72.3	65.9		75.9
c	Campbellsville University	61.1	51.3	47.4	38.0	49.4
a	Carson-Newman University	57.5	49.7	44.8	50.3	49.8
	Central Christian College of Kansas					
a	Charleston Southern University	64.7	75.4	63.7	46.1	75.2
a	College of the Ozarks	75.0	67.7	54.6		65.3
	Colorado Christian University					
c	Concordia University Irvine	73.3	63.1	55.2		63.9
c	Corban University	64.8	56.1	48.0	38.3	53.6
c	Cornerstone University	61.2	51.9	43.0	39.7	
a	Covenant College	72.8	64.6	50.0		66.7
c	Crown College	72.3	61.9	49.6		
	Dallas Baptist University					
a	Dordt College	72.1	59.9	57.0	44.4	63.2
a	East Texas Baptist University	61.1	54.7	50.9	50.5	56.0
	Eastern Nazarene College					
a	Eastern University	75.7	62.9	50.9	45.0	58.6
c	Emmanuel College	51.3	45.8	40.9	34.6	44.4
c	Erskine College	54.0	47.6	41.5		47.3
c	Evangel University	71.1	57.7	48.3	36.5	47.3
c	Faulkner University					
a	Fresno Pacific University	72.3	65.1	59.6		63.4
a	Geneva College	66.2	58.3	45.9	45.5	59.2
a	George Fox University	82.2	72.2	61.5	59.0	69.9
a	Gordon College	85.1	68.3	58.2		74.9
c	Grace College & Seminary	72.7	64.6	56.3	42.4	65.4
a	Greenville University	60.1	54.6	50.5	39.7	53.5
c	Hannibal-LaGrange University	58.1	51.0	44.7	43.9	47.6

a	Harding University	80.9	69.0	62.4	48.3	67.4
a	Hardin-Simmons University	74.3	62.1	59.4	58.6	67.1
c	Hope International University	77.2	59.8	50.4		62.5
c	Houghton College	63.9	54.6	47.6	40.9	55.5
c	Houston Baptist University	68.8	72.6	59.7	50.0	79.3
c	Howard Payne University	60.5	50.0	45.8	40.4	50.0
a	Huntington University	65.3	55.8	53.3	43.9	56.5
a	Indiana Wesleyan University	77.8	65.1	56.5	37.4	64.4
a	John Brown University	66.9	60.9	55.2	32.4	60.5
c	Judson College--AL	67.6	57.8	55.1		
a	Judson University	61.9	59.4	51.8	39.8	59.0
a	Kentucky Christian University	49.8	46.9	43.7		45.0
a	King University	64.3	66.1	55.3	50.5	58.4
a	Lee University	75.2	64.7	58.7		64.7
c	LeTourneau University	76.5	68.0	66.6	58.7	
a	Lipscomb University	78.2	80.9	70.4	50.4	74.4
c	Louisiana College	59.1	55.2	52.0	33.3	
a	Malone University	66.6	58.8	47.8	42.7	57.2
a	Messiah College	91.1	72.7	63.0		76.2
c	MidAmerica Nazarene University	70.2	66.2	37.9	34.0	65.4
a	Milligan College	63.5	56.0	52.2		56.9
a	Mississippi College	87.4	73.0	59.0	53.6	68.2
a	Missouri Baptist University	60.6	58.4	48.7	39.6	52.4
c	Montreat College	52.9	50.2	48.5	33.1	49.0
c	Mount Vernon Nazarene University	65.6	51.9	46.7	25.0	
c	North Central University	64.1	53.4	53.9		57.7
c	North Greenville University	60.6	56.7	54.0	41.7	53.0
a	North Park University	78.1	67.6	57.2	40.4	71.1
c	Northwest Christian University	57.5	51.0	46.0	45.6	51.5
c	Northwest Nazarene University	66.4	54.8	47.9	45.6	51.5
a	Northwest University	70.9	57.1	52.0	51.9	56.9
a	Northwestern College	66.1	58.1	49.3	46.9	57.1
c	Nyack College	71.2	63.6	57.0	52.2	64.2
c	Oklahoma Baptist University	76.6	60.9	55.7	50.5	60.9
c	Oklahoma Christian University	68.8	60.4	51.2	42.4	60.5
c	Olivet Nazarene University	74.6	60.7	49.5	32.4	63.2
a	Oral Roberts University	79.9	70.1	60.0	43.0	66.0
a	Palm Beach Atlantic University	73.4	71.5	63.6	53.6	68.7
a	Point Loma Nazarene University	100.3	80.3	67.5		88.7
	Point University					
c	Redeemer University College	84.6	75.9	68.4		74.4
	Regent University					
c	Roberts Wesleyan College	65.3	57.5	51.0		57.5
c	San Diego Christian College	68.2	58.6	52.8		
c	Simpson University	67.6	58.2	55.9	46.6	57.0
a	Southeastern University	83.3	67.8	55.2	45.6	65.3
c	Southern Nazarene University	65.0	55.7	50.9	47.8	55.8
c	Southern Wesleyan University	54.8	46.9	44.1		48.6

c	Southwest Baptist University	64.7	58.2	48.8	41.0	52.6
a	Spring Arbor University	60.5	50.8	44.2		51.2
c	Sterling College	61.5	50.1	42.1		51.2
c	Tabor College	42.3	41.4	36.2		39.1
a	Taylor University	68.0	58.7	51.4	40.1	60.2
c	The King's University	95.8	83.0	69.2		82.7
a	Toccoa Falls College	57.9	47.7	43.4		48.1
a	Trevecca Nazarene University	67.9	59.1	50.8		60.0
a	Trinity Christian College	72.0	59.7	51.5		60.4
a	Trinity International University	72.0	64.8	53.5		62.7
c	Trinity Western University	86.8	77.2	57.7	41.5	71.7
	University of Mary Hardin-Baylor					
c	University of Mobile	54.2	45.3	42.0	35.5	46.6
a	University of Northwestern - St. Paul	68.2	58.8	52.9	42.4	60.5
a	University of Sioux Falls	103.0	59.6	53.6		63.6
a	University of the Southwest	45.5	48.1	42.2	43.0	44.1
c	Vanguard University	87.6	71.3	58.2	42.6	
c	Warner University	53.3	50.9	46.4	43.0	47.5
a	Waynesburg University	77.2	64.7	56.9	52.5	62.5
a	Westmont College	103.2	83.3	69.2	59.6	89.5
a	Wheaton College	96.7	81.9	65.7		82.4
c	William Jessup University	75.0	67.6	64.0		
c	Williams Baptist College	58.8	49.7	46.3		
c	Wisconsin Lutheran College	67.4	57.9	51.8	46.0	55.5
c	York College	55.0	57.9		38.1	55.5

Average 70.2 61.1 53.4 44.7 60.7

a	Baylor University	133.5	98.5	86.2		94.9
a	Cairn University	61.6	57.4	49.9		56.1
a	Franciscan University of Steubenville	80.2	67.6	53.9	45.4	67.3
a	Fuller Theological Seminary	97.0	75.1	76.4		84.8
a	Lincoln Christian University	53.3	53.4	53		53
a	Pepperdine University	140.4	112.8	86.1	57.7	107.2
a	Samford University	105.5	76.4	65.1	49.9	80.3
a	Seattle Pacific University	119.4	89.7	78.1	59.5	82.4
a	Walla Walla University	69.9	61.6	56.5	52.4	63.3
a	Whitworth University	83.7	68.7	62.5	62.1	64

Carnegie Classification

Baccalaureate Colleges: Arts & Sciences Focus

	PROF	ASSOC	ASS'T	INSTR	ALL
Bethany Lutheran College					
a Covenant College	72.8	64.6	50		66.7
c Erskine College	54	47.6	41.5		47.3
a Gordon College	85.1	68.3	58.2		74.9
c Houghton College	63.9	54.6	47.6	40.9	55.5
c Judson College--AL	67.6	57.8	55.1		
a Westmont College	103.2	83.3	69.2	59.6	89.5
a Wheaton College	96.7	81.9	65.7		82.4
Average	77.6	65.4	55.3	50.3	69.4

Baccalaureate Colleges: Diverse Fields

	PROF	ASSOC	ASS'T	INSTR	ALL
a Bluefield College	56.4	48.6	45.8		49
a Calvin College	82.8	72.3	65.9		75.9
Central Christian College of Kansas					
a College of the Ozarks	75	67.7	54.6		65.3
c Crown College	72.3	61.9	49.6		
a Dordt College	72.1	59.9	57	44.4	63.2
a East Texas Baptist University	61.1	54.7	50.9	50.5	56
c Emmanuel College	51.3	45.8	40.9	34.6	44.4
c Hannibal-LaGrange University	58.1	51	44.7	43.9	47.6
c Howard Payne University	60.5	50	45.8	40.4	50
a Huntington University	65.3	55.8	53.3	43.9	56.5
a Kentucky Christian University	49.8	46.9	43.7		45
a Messiah College	91.1	72.7	63		76.2
c North Central University	64.1	53.4	53.9		57.7
a Northwestern College	66.1	58.1	49.3	46.9	57.1
c Oklahoma Baptist University	76.6	60.9	55.7	50.5	60.9
Point University					
c San Diego Christian College	68.2	58.6	52.8		
c Sterling College	61.5	50.1	42.1		51.2
c Tabor College	42.3	41.4	36.2		39.1
a Taylor University	68	58.7	51.4	40.1	60.2
a Toccoa Falls College	57.9	47.7	43.4		48.1
a Trinity Christian College	72	59.7	51.5		60.4
c University of Mobile	54.2	45.3	42	35.5	46.6
c Warner University	53.3	50.9	46.4	43	47.5
c William Jessup University	75	67.6	64		
c Williams Baptist College	58.8	49.7	46.3		
c Wisconsin Lutheran College	67.4	57.9	51.8	46	55.5
c York College	55	57.9		38.1	55.5
Average	64.3	55.7	50.1	42.9	55.2

Master's Colleges & Universities: Small Programs

	PROF	ASSOC	ASS'T	INSTR	ALL
c Asbury University	63.7	57.6	49.9	43	
a Bethel College--IN	64.6	55.7	46.3		51.7
a Cairn University	61.6	57.4	49.9		56.1
c Corban University	64.8	56.1	48	38.3	53.6
Eastern Nazarene College					
c Evangel University	71.1	57.7	48.3	36.5	47.3
c Faulkner University					
c Grace College & Seminary	72.7	64.6	56.3	42.4	65.4
a Greenville University	60.1	54.6	50.5	39.7	53.5
a Judson University	61.9	59.4	51.8	39.8	59
c Montreat College	52.9	50.2	48.5	33.1	49
c North Greenville University	60.6	56.7	54	41.7	53
c Northwest Christian University	57.5	51	46	45.6	51.5
c Simpson University	67.6	58.2	55.9	46.6	57
a University of Northwestern - St. Paul	68.2	58.8	52.9	42.4	60.5
c Vanguard University	87.6	71.3	58.2	42.6	
a Whitworth University	83.7	68.7	62.5	62.1	64
a Milligan College	63.5	56	52.2		56.9
Average	66.4	58.4	52.0	42.6	55.6

Master's Colleges & Universities: Medium Programs

	PROF	ASSOC	ASS'T	INSTR	ALL
a Anderson University - IN	65	57.2	52	40.9	58.1
c Anderson University - SC	68.9	61.9	54.2	39.8	56.4
a Carson-Newman University	57.5	49.7	44.8	50.3	49.8
a Charleston Southern University	64.7	75.4	63.7	46.1	75.2
Colorado Christian University					
a Franciscan University of Steubenville	80.2	67.6	53.9	45.4	67.3
a Geneva College	66.2	58.3	45.9	45.5	59.2
a Hardin-Simmons University	74.3	62.1	59.4	58.6	67.1
c Hope International University	77.2	59.8	50.4		62.5
c Houston Baptist University	68.8	72.6	59.7	50	79.3
a John Brown University	66.9	60.9	55.2	32.4	60.5
a Lee University	75.2	64.7	58.7		64.7
c LeTourneau University	76.5	68	66.6	58.7	
c Louisiana College	59.1	55.2	52	33.3	
a Malone University	66.6	58.8	47.8	42.7	57.2
c MidAmerica Nazarene University	70.2	66.2	37.9	34	65.4
a Northwest University	70.9	57.1	52	51.9	56.9
a Oral Roberts University	79.9	70.1	60	43	66
a Southeastern University	83.3	67.8	55.2	45.6	65.3
c Southwest Baptist University	64.7	58.2	48.8	41	52.6
University of Mary Hardin-Baylor					
a University of Sioux Falls	103	59.6	53.6		63.6
a University of the Southwest	45.5	48.1	42.2	43	44.1

a	Walla Walla University	69.9	61.6	56.5	52.4	63.3
	Average	70.7	61.9	53.2	45.0	61.7

Master's Colleges & Universities: Larger Programs

		PROF	ASSOC	ASS'T	INSTR	ALL
a	Abilene Christian University	88.3	72.4	65.8	51.9	65.6
c	Belhaven University	60.7	58.1	56.6		49
a	Bethel University	78.7	67.8	56.1	58.3	69.5
	California Baptist University					
c	Campbellsville University	61.1	51.3	47.4	38	49.4
c	Concordia University Irvine	73.3	63.1	55.2		63.9
c	Cornerstone University	61.2	51.9	43	39.7	
a	Eastern University	75.7	62.9	50.9	45	58.6
a	Fresno Pacific University	72.3	65.1	59.6		63.4
a	George Fox University	82.2	72.2	61.5	59	69.9
a	Harding University	80.9	69	62.4	48.3	67.4
a	Indiana Wesleyan University	77.8	65.1	56.5	37.4	64.4
a	King University	64.3	66.1	55.3	50.5	58.4
a	Mississippi College	87.4	73	59	53.6	68.2
a	Missouri Baptist University	60.6	58.4	48.7	39.6	52.4
c	Mount Vernon Nazarene University	65.6	51.9	46.7	25	
a	North Park University	78.1	67.6	57.2	40.4	71.1
c	Northwest Nazarene University	66.4	54.8	47.9	45.6	51.5
c	Nyack College	71.2	63.6	57	52.2	64.2
c	Oklahoma Christian University	68.8	60.4	51.2	42.4	60.5
c	Olivet Nazarene University	74.6	60.7	49.5	32.4	63.2
a	Palm Beach Atlantic University	73.4	71.5	63.6	53.6	68.7
a	Point Loma Nazarene University	100.3	80.3	67.5		88.7
c	Roberts Wesleyan College	65.3	57.5	51		57.5
a	Samford University	105.5	76.4	65.1	49.9	80.3
c	Southern Nazarene University	65	55.7	50.9	47.8	55.8
c	Southern Wesleyan University	54.8	46.9	44.1		48.6
a	Spring Arbor University	60.5	50.8	44.2		51.2
a	Waynesburg University	77.2	64.7	56.9	52.5	62.5
	Average	73.3	62.8	54.7	45.9	62.5

Doctoral Universities: Moderate Research Activity

		PROF	ASSOC	ASS'T	INSTR	ALL
a	Azusa Pacific University	90.8	76	69.9	64.7	77.7
a	Biola University	108.5	87.5	72.1	65.3	89.3
	Dallas Baptist University					
a	Lipscomb University	78.2	80.9	70.4	50.4	74.4
a	Pepperdine University	140.4	112.8	86.1	57.7	107.2
	Regent University					
a	Seattle Pacific University	119.4	89.7	78.1	59.5	82.4
a	Trevecca Nazarene University	67.9	59.1	50.8		60
a	Trinity International University	72	64.8	53.5		62.7
	Average	96.7	81.5	68.7	59.5	79.1

Doctoral Universities: Higher Research Activity

	PROF	ASSOC	ASS'T	INSTR	ALL
a Baylor University	133.5	98.5	86.2		94.9

Special Focus Four-Year: Faith-Related Institutions

	PROF	ASSOC	ASS'T	INSTR	ALL	Key:
a Lincoln Christian University	53.3	53.4	53		53	A =

N/A (Canadian Governing Members)

	PROF	ASSOC	ASS'T	INSTR	ALL
c Redeemer University College	84.6	75.9	68.4		74.4
c The King's University	95.8	83	69.2		82.7
c Trinity Western University	86.8	77.2	57.7	41.5	71.7
Average	90.2	79.5	68.8		78.6

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