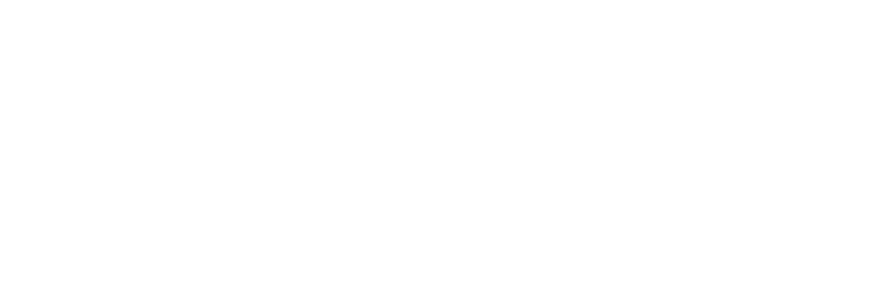
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**CCCU ANNUAL RESEARCH**



**By Nita Stemmler   
Council for Christian Colleges & Universities**

**CCCU Faculty   
Salary Survey:**

**2017-18 Update**

**Introduction**

This is the thirty-fourth 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, however, more and more institutions are not represented in this publication and as our own CCCU Confidential Compensation Survey collects faulty salary data based on AAUP standards, we have used those figures, and IPEDS for this study. Along with governing members, we have included an appendix based on Carnegie Classifications that allow us to include collaborative partners and affiliate members.

Salary information is 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.

**Introduction**

**GeneraL Findings**

**General Findings**

Table I (below) summarizes the central tendencies for salaries, by rank, for the past ten years of the study period. In 2017-2018 all ranks showed slight decreases in average mean salaries which might be attributed to a change in the source of the figures. In the median salaries, all ranks show increases. Approximately $8,729 separates instructors and assistant professors, rising to $8,687 difference between associate and full professor.

**Table I**

**Average Salary by Rank, CCCU Institutions: Summary Statistics**

**MEAN SALARY**

|  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Rank** | **17-18** | **16-17** | **15-16** | **14-15** | **13-14** | **12-13** | **11-12** | **10-11** | **09-10** | **08-09** |
| **PROF** | 68.9 | 70.2 | 70.2 | 68.7 | 68.9 | 67.9 | 65.8 | 64.7 | 64.4 | 63.4 |
| **ASSO** | 60.2 | 61.1 | 60.6 | 59.6 | 58.9 | 58.1 | 56.0 | 55.0 | 54.9 | 53.9 |
| **ASST** | 53.1 | 53.4 | 53.0 | 51.8 | 51.1 | 50.9 | 49.4 | 48.3 | 47.9 | 47.1 |
| **INST** | 44.6 | 44.7 | 44.6 | 43.7 | 43.2 | 41.6 | 42.3 | 41.1 | 40.3 | 40.5 |
| **ALL** | 59.0 | 60.7 | 59.3 | 59.0 | 58.5 | 57.9 | 56.1 | 55.1 | 54.8 | 53.8 |

**MEDIAN SALARY**

|  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Rank | 17-18 | 16-17 | 15-16 | 14-15 | 13-14 | 12-13 | 11-12 | 10-11 | 09-10 | 08-09 |
| PROF | 68.1 | 68.0 | 67.9 | 66.3 | 67.6 | 67.0 | 63.9 | 63.5 | 62.8 | 61.9 |
| ASSO | 59.3 | 59.1 | 59.4 | 58 | 57.9 | 57.3 | 55.5 | 53.9 | 54.0 | 53.3 |
| ASST | 52.3 | 52.1 | 52.1 | 50.9 | 50.4 | 50.1 | 49.1 | 47.6 | 47.1 | 46.2 |
| INST | 44.8 | 43.0 | 43.1 | 42.6 | 42.8 | 41.8 | 41.4 | 39.8 | 39.9 | 40.3 |
| ALL | 58.2 | 59.6 | 59.0 | 58.4 | 57.7 | 57.3 | 55.1 | 53.9 | 53.9 | 52.9 |

**STANDARD DEVIATIONS**

|  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  | 17-18 | 16-17 | 15-16 | 14-15 | 13-14 | 12-13 | 11-12 | 10-11 | 09-10 | 08-09 |
| PROF | 12,629 | 12,528 | 12,012 | 12,426 | 11,477 | 11,098 | 9,977 | 9,730 | 9,721 | 9,535 |
| ASSO | 10,496 | 9,526 | 9,332 | 9,453 | 8,621 | 8,783 | 8,041 | 7,471 | 7,617 | 7,532 |
| ASST | 8,770 | 9,348 | 7,846 | 7,713 | 7,152 | 6,935 | 6,593 | 6,566 | 6,224 | 6,234 |
| INST | 8,601 | 7,938 | 8,668 | 9,095 | 8,239 | 7,300 | 6,323 | 7,210 | 5,672 | 5,632 |
| ALL | 10,902 | 10,679 | 11,981 | 10,097 | 10,045 | 8,982 | 8,519 | 8,438 | 8,133 | 8,026 |

According to the March/April 2018*Academe*, average salaries in 2017-18 for continuing faculty members at private baccalaureate institutions (IIB) rose 3.4%, while the consumer price index rose by 1.6% for the year. Average salaries at IIA (Master’s level) institutions rose 3.0%. When all data for CCCU schools are included, the average salary decreased by 1.4%. While 76 schools reported increases in the average salary, 34 reported an overall decrease, ranging from <1% up to 20.8%, and averaging 2.8%. 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**

| Rank | 17-18 | 16-17 | 15-16 | 14-15 | 13-14 | 12-13 | 11-12 | 10-11 | 09-10 | 08-09 |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| PROF | -1.9% | .00 | 2.2 | -003 | 1.5 | 3.1 | 1.7 | 0.5 | 1.6 | 3.4 | |
| ASSO | -1.5% | .83 | 1.7 | 1.2 | 1.4 | 3.7 | 1.8 | 0.2 | 1.9 | 3.5 | |
| ASST | -0.6% | .75 | 2.3 | 1.4 | .004 | 2.9 | 2.3 | 0.8 | 1.7 | 3.3 | |
| INST | -0.2% | .22 | 2.1 | 1.2 | 3.7 | -1.7 | 2.9 | 2.0 | -0.5 | 4.9 | |
| ALL | -2.8% | 2.4 | .05 | .09 | 1.0 | 3.6 | 1.8 | 0.5 | 1.9 | 4.1 | |

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 2017-18 the highest and lowest salaries for full professor differ by $64,140, with smaller ranges for lower ranks. For comparison purposes, Table III also reports 2016-17 ranges.

**Table III**

**Salary Extremes, for Reporting CCCU Members, by Rank, 2017-18**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
|  | Professor | Associate | Assistant | Instructor |
| High Extreme | $102,648 | $87,766 | $80,729 | $68,622 |
| Low Extreme | $38,508 | $37,582 | $34,638 | $28,200 |
| Range: 2017-18 | $64,140 | $50,184 | $46,091 | $40,422 |
| Range: 2016-17 | $66,200 | $46,100 | $35,900 | $40,300 |

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 2017-18 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, 2017-18, by Percentile**

|  |  |  |  |
| --- | --- | --- | --- |
| Rank | 40th Percentile | 20th Percentile | CCCU Colleges \* |
| Professor | $92,575 | $81,583 | $68,069 |
| Associate | $74,978 | $68,292 | $59,255 |
| Assistant | $65,758 | $60,842 | $52,284 |
| Instructor | $52,303 | $48,138 | $44,800 |
| All Ranks | $72,865 | $66,245 | $58,200 |

\*Includes both IIA and IIB.

**Table V**

**Mean Salaries for all IIB Institutions, 2017-18, by Percentile**

| Rank | 40th Percentile | 20th Percentile | CCCU Colleges \* |
| --- | --- | --- | --- |
| Professor | $81,090 | $70,892 | $68,069 |
| Associate | $68,037 | $59,762 | $59,255 |
| Assistant | $59,320 | $53,048 | $52,284 |
| Instructor | $50,018 | $44,750 | $44,800 |
| All ranks | $66,369 | $59,860 | $58,200 |

\*Includes both IIA and IIB. Source: *Academe* (March/April 2018)

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Comparing against IIA schools (Table IV) and IIB schools (Table V), 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 88.7% of the national average while Instructors are paid 97.0% up 4.8% from the previous year. Professors are paid 83.6% of the national average which is 3.9% less than the previous year.

**Table VI**

**Average Salary by Rank,**

**All Church Related (IIB) and All CCCU (IIA & IIB) Institutions**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| Rank | Church-Related | CCCU | Difference | % \* |
| Professor | $79,201 | $68,069 | $11,132 | 83.6% |
| Associate | $65,641 | $59,255 | $6,386 | 89.2% |
| Assistant | $58,478 | $52,284 | $6,194 | 88.2% |
| Instructor | $46,147 | $44,800 | $1,347 | 97.0% |
| All | $62,662 | $58,200 | $4,462 | 92.3% |

\*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.

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|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **2017-18 CCCU Faculty Salary Data** | | | | | |
| **Mean Salary by Rank (in 000's)** | | | | | |
|  |  |  |  |  |  |
| **INSTITUTION** | **PROF** | **ASSOC** | **ASS'T** | **INSTR** | **ALL** |
| Abilene Christian University | 89.6 | 68.9 | 66.0 | 52.8 | 70.2 |
| Anderson University | 66.4 | 55.8 | 51.2 | 44.2 | 57.7 |
| Anderson University | 73.5 | 63.2 | 56.5 | 47.7 | 58.7 |
| Asbury University | 61.6 | 58.3 | 54.6 | 43.5 | 58.3 |
| Azusa Pacific University | 86.2 | 73.0 | 68.0 | 62.5 | 73.7 |
| Belhaven University | 65.6 | 59.2 | 56.8 | 29.2 | 57.0 |
| Bethany Lutheran College | 67.8 | 59.8 | 51.5 | 45.7 | 58.1 |
| Bethel University | 63.4 | 55.4 | 46.2 |  | 52.1 |
| Bethel University | 79.0 | 68.7 | 58.1 | 53.0 | 70.2 |
| Biola University | 97.4 | 82.1 | 70.6 | 60.3 | 83.7 |
| Bluefield College | 56.2 | 46.5 | 43.7 | 33.9 | 47.2 |
| California Baptist University | 96.3 | 87.3 | 80.7 | 46.9 | 84.2 |
| Calvin University | 83.7 | 74.1 | 67.0 |  | 77.3 |
| Campbellsville University | 59.9 | 51.2 | 44.6 | 36.8 | 47.3 |
| Carson-Newman University | 55.4 | 51.5 | 48.7 | 39.4 | 51.3 |
| Central Christian College of Kansas |  |  |  |  | 32.5 |
| Charleston Southern University | 63.1 | 55.8 | 52.3 | 48.0 | 52.0 |
| College of the Ozarks | 76.5 | 73.4 | 54.2 | 46.6 | 66.7 |
| Colorado Christian University | 69.9 | 53.9 | 48.4 | 28.2 | 55.7 |
| Concordia University-Irvine | 76.6 | 61.8 | 56.7 |  | 63.4 |
| Corban University | 64.1 | 54.5 | 48.7 |  | 54.2 |
| Cornerstone University | 61.1 | 52.4 | 45.8 | 40.4 | 52.8 |
| Covenant College | 74.0 | 64.3 | 51.4 |  | 67.9 |
| Crown College | 55.7 | 47.3 | 38.7 |  | 43.8 |
| Dallas Baptist University | 82.7 | 71.1 | 66.3 |  | 74.5 |
| Dordt University | 64.6 | 54.8 | 53.0 | 41.6 | 57.1 |
| East Texas Baptist University | 67.7 | 59.7 | 56.1 | 38.8 | 60.9 |
| Eastern University | 74.0 | 61.0 | 48.7 |  | 57.3 |
| Emmanuel College | 51.5 | 45.8 | 41.1 | 34.6 | 44.3 |
| Erskine College | 48.9 | 42.2 | 38.6 | 33.3 | 43.1 |
| Evangel University | 66.3 | 57.2 | 48.5 |  | 57.8 |
| Faulkner University | 71.8 | 69.7 | 45.1 | 36.1 | 52.1 |
| Fresno Pacific University | 72.7 | 66.6 | 60.0 | 47.9 | 63.5 |
| Geneva College | 56.8 | 61.5 | 61.2 | 57.0 | 59.3 |
| George Fox University | 80.4 | 71.0 | 56.6 | 49.0 | 68.3 |
| Gordon College | 82.1 | 70.5 | 56.2 | 44.8 | 72.5 |
| Grace College and Theological Seminary | 68.9 | 70.4 | 58.6 | 46.5 | 61.0 |
| Greenville University | 60.3 | 50.8 | 49.5 | 42.4 | 49.9 |
| Hannibal-LaGrange University | 52.7 | 47.8 | 41.1 | 37.1 | 43.3 |
| Harding University | 81.1 | 69.0 | 62.9 | 47.4 | 67.2 |
| Hardin-Simmons University | 69.8 | 62.2 | 56.9 | 58.1 | 64.4 |
| Hope International University | 60.1 | 45.6 | 37.8 |  | 48.2 |
| Houghton College | 63.3 | 53.3 | 47.5 | 41.0 | 56.1 |
| Houston Baptist University | 76.0 | 63.4 | 55.4 | 46.7 | 62.0 |
| Howard Payne University | 62.2 | 52.1 | 47.1 | 41.9 | 52.1 |
| Huntington University | 65.2 | 57.0 | 52.8 | 46.5 | 57.2 |
| Indiana Wesleyan University-Marion | 78.0 | 67.3 | 53.0 |  | 63.4 |
| John Brown University | 69.2 | 60.0 | 55.5 | 44.9 | 60.6 |
| Judson College | 62.3 | 56.7 | 51.4 |  | 53.4 |
| Judson University | 63.7 | 52.5 | 51.1 |  | 58.0 |
| Kentucky Christian University | 47.7 | 45.6 | 41.9 | 35.5 | 43.1 |
| King University | 48.0 | 50.6 | 41.0 | 36.3 | 44.1 |
| Lee University | 74.2 | 66.1 | 60.3 |  | 65.3 |
| LeTourneau University | 72.0 | 64.5 | 62.1 | 52.3 | 58.3 |
| Lipscomb University | 76.1 | 71.9 | 63.1 | 55.1 | 68.3 |
| Louisiana College | 52.1 | 50.6 | 49.2 | 30.0 | 49.9 |
| Malone University | 66.9 | 57.2 | 49.2 | 44.8 | 58.5 |
| Messiah College | 92.8 | 74.0 | 63.2 |  | 77.3 |
| MidAmerica Nazarene University | 67.8 | 59.4 | 49.3 |  | 59.2 |
| Milligan College | 57.3 | 53.7 | 56.6 | 28.3 | 54.2 |
| Mississippi College | 84.0 | 70.0 | 59.2 | 51.2 | 66.6 |
| Missouri Baptist University | 58.2 | 58.6 | 47.0 | 40.6 | 51.7 |
| Montreat College | 47.9 | 48.4 | 50.5 | 36.9 | 48.3 |
| Mount Vernon Nazarene University | 63.4 | 44.0 | 49.3 |  | 54.4 |
| North Central University | 69.8 | 59.3 | 54.9 |  | 60.1 |
| North Greenville University | 68.4 | 58.5 | 59.9 | 42.1 | 56.5 |
| North Park University | 78.6 | 67.5 | 58.0 |  | 70.6 |
| Northwest Christian University | 58.3 | 49.2 | 47.3 | 36.5 | 49.4 |
| Northwest Nazarene University | 62.6 | 53.0 | 48.4 | 48.5 | 54.3 |
| Northwest University | 72.8 | 59.9 | 54.4 | 48.4 | 60.0 |
| Northwestern College | 68.1 | 58.8 | 50.6 | 48.6 | 58.6 |
| Nyack College | 66.3 | 61.1 | 56.0 |  | 61.1 |
| Oklahoma Baptist University | 69.8 | 59.6 | 55.0 | 54.6 | 60.3 |
| Oklahoma Christian University | 68.5 | 61.4 | 53.5 | 41.5 | 60.7 |
| Olivet Nazarene University | 74.3 | 61.3 | 54.1 | 31.5 | 64.2 |
| Oral Roberts University | 81.2 | 68.4 | 58.0 | 53.4 | 66.9 |
| Palm Beach Atlantic University | 73.5 | 70.9 | 60.9 | 54.9 | 68.0 |
| Point Loma Nazarene University | 102.6 | 82.9 | 67.9 |  | 91.9 |
| Point University | 72.9 | 55.9 | 41.2 | 38.3 | 55.8 |
| Redeemer University College | 86.6 | 77.4 | 68.2 | 68.6 | 75.7 |
| Regent University | 93.4 | 64.9 | 62.6 | 57.8 | 72.4 |
| Roberts Wesleyan College | 65.3 | 56.6 | 50.4 |  | 58.1 |
| San Diego Christian College | 68.5 | 61.2 | 51.5 | 48.0 | 54.9 |
| Simpson University | 63.2 | 58.1 | 55.9 | 49.0 | 57.3 |
| Southeastern University | 83.7 | 70.2 | 56.9 | 49.0 | 66.5 |
| Southern Nazarene University | 50.2 | 49.2 | 48.1 | 43.5 | 48.4 |
| Southern Wesleyan University | 59.7 | 50.5 | 46.3 | 38.0 | 51.6 |
| Southwest Baptist University | 65.7 | 55.9 | 49.1 | 45.7 | 52.7 |
| Spring Arbor University | 62.6 | 52.1 | 41.8 |  | 50.4 |
| Sterling College | 51.2 | 47.6 | 36.9 |  | 39.7 |
| Tabor College | 45.0 | 45.3 | 41.3 |  | 43.0 |
| Taylor University | 68.8 | 58.5 | 52.0 | 41.1 | 60.3 |
| The King's College | 96.3 | 87.8 | 80.7 | 41.0 | 80.3 |
| Toccoa Falls College | 56.6 | 49.9 | 44.4 |  | 49.3 |
| Trevecca Nazarene University | 68.1 | 60.3 | 50.6 | 40.0 | 59.9 |
| Trinity Christian College | 72.7 | 62.3 | 54.6 | 35.6 | 61.6 |
| Trinity International University-Illinois | 81.6 | 66.8 | 58.1 |  | 70.8 |
| Trinity Western University | 85.0 | 80.0 | 68.6 | 63.5 | 74.9 |
| University of Mary Hardin-Baylor | 84.9 | 72.9 | 61.3 | 50.4 | 70.8 |
| University of Mobile | 53.6 | 44.8 | 42.2 | 37.6 | 44.6 |
| University of Northwestern-St Paul | 62.9 | 54.2 | 50.7 |  | 57.0 |
| University of the Southwest | 49.1 | 42.7 | 34.6 | 37.1 | 36.9 |
| Vanguard University of Southern California | 78.0 | 85.1 | 49.6 | 47.1 | 69.8 |
| Warner University | 38.5 | 37.6 | 35.6 | 32.4 | 35.4 |
| Westmont College | 78.7 | 62.3 | 53.9 | 46.4 | 68.2 |
| Wheaton College | 95.3 | 83.0 | 66.3 | 60.4 | 81.8 |
| William Jessup University | 70.2 | 64.4 | 58.4 |  | 62.4 |
| Williams Baptist University | 55.5 | 50.1 | 46.8 |  | 49.4 |
| Wisconsin Lutheran College | 66.3 | 56.2 | 51.8 | 42.3 | 55.1 |
| York College | 56.2 | 50.6 | 41.8 |  | 47.7 |
| **Average** | **68.9** | **60.2** | **53.1** | **44.6** | **59.0** |
|  |  |  |  |  |  |
| **Collaborative Members** |  |  |  |  |  |
| Baylor University | 123.6 | 90.2 | 79.3 | 69.4 | 87.5 |
| Campbell University | 102.7 | 77.5 | 72.9 | 51.9 | 76.1 |
| Franciscan University of Steubenville | 82.4 | 68.7 | 55.9 | 48.6 | 69.9 |
| Friends University | 64.4 | 61.0 | 56.6 |  | 59.7 |
| Pepperdine University | 143.1 | 116.7 | 89.1 | 59.7 | 109.2 |
| Samford University | 102.5 | 72.1 | 65.0 | 49.1 | 77.9 |
| Seattle Pacific University | 94.6 | 76.3 | 69.0 | 50.6 | 77.8 |
| Walla Walla University | 53.6 | 46.5 | 42.8 | 37.9 | 47.9 |
| Warner Pacific University | 64.4 | 57.1 | 53.0 | 41.2 | 54.0 |
| Whitworth University | 86.1 | 69.0 | 65.2 | 61.4 | 65.4 |

Blank cells = no faculty member at that rank/no data available

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Carnegie Classification** | | | | | |
|  |  |  |  |  |  |
| **Baccalaureate Colleges: Arts & Sciences Focus** | | | | | |
|  | **PROF** | **ASSOC** | **ASS'T** | **INSTR** | **ALL** |
| Bethany Lutheran College | 67.8 | 59.8 | 51.5 | 45.7 | 58.1 |
| Covenant College | 74.0 | 64.3 | 51.4 |  | 67.9 |
| Erskine College | 48.9 | 42.2 | 38.6 | 33.3 | 43.1 |
| Gordon College | 82.1 | 70.5 | 56.2 | 44.8 | 72.5 |
| Houghton College | 63.3 | 53.3 | 47.5 | 41.0 | 56.1 |
| Judson College | 62.3 | 56.7 | 51.4 |  | 53.4 |
| Providence Christian College | 59.6 |  | 49.5 |  | 47.9 |
| The King's College | 96.3 | 87.8 | 80.7 | 41.0 | 80.3 |
| Westmont College | 78.7 | 62.3 | 53.9 | 46.4 | 68.2 |
| Wheaton College | 95.3 | 83.0 | 66.3 | 60.4 | 81.8 |
| **Average** | **72.8** | **64.4** | **54.7** | **44.7** | **62.9** |
|  |  |  |  |  |  |
| **Baccalaureate Colleges: Diverse Fields** | | | | | |
|  | **PROF** | **ASSOC** | **ASS'T** | **INSTR** | **ALL** |
| Arizona Christian University | 60.6 | 53.9 | 43.8 | 35.0 | 46.7 |
| Bluefield College | 56.2 | 46.5 | 43.7 | 33.9 | 47.2 |
| Calvin University | 83.7 | 74.1 | 67.0 |  | 77.3 |
| Central Christian College of Kansas |  |  |  |  | 32.5 |
| College of the Ozarks | 76.5 | 73.4 | 54.2 | 46.6 | 66.7 |
| Crown College | 55.7 | 47.3 | 38.7 |  | 43.8 |
| Dordt University | 64.6 | 54.8 | 53.0 | 41.6 | 57.1 |
| East Texas Baptist University | 67.7 | 59.7 | 56.1 | 38.8 | 60.9 |
| Emmanuel College | 51.5 | 45.8 | 41.1 | 34.6 | 44.3 |
| Hannibal-LaGrange University | 52.7 | 47.8 | 41.1 | 37.1 | 43.3 |
| Howard Payne University | 62.2 | 52.1 | 47.1 | 41.9 | 52.1 |
| Huntington University | 65.2 | 57.0 | 52.8 | 46.5 | 57.2 |
| Kentucky Christian University | 47.7 | 45.6 | 41.9 | 35.5 | 43.1 |
| Kuyper College | 50.9 | 44.1 | 45.8 | 33.4 | 47.3 |
| Messiah College | 92.8 | 74.0 | 63.2 |  | 77.3 |
| North Central University | 69.8 | 59.3 | 54.9 |  | 60.1 |
| Northwestern College | 68.1 | 58.8 | 50.6 | 48.6 | 58.6 |
| Ohio Christian University | 42.3 | 36.3 | 37.6 | 20.5 | 12.0 |
| Oklahoma Baptist University | 69.8 | 59.6 | 55.0 | 54.6 | 60.3 |
| Point University | 72.9 | 55.9 | 41.2 | 38.3 | 55.8 |
| San Diego Christian College | 68.5 | 61.2 | 51.5 | 48.0 | 54.9 |
| Southwestern Christian University | 41.9 |  |  |  | 41.9 |
| Sterling College | 51.2 | 47.6 | 36.9 |  | 39.7 |
| Tabor College | 45.0 | 45.3 | 41.3 |  | 43.0 |
| Taylor University | 68.8 | 58.5 | 52.0 | 41.1 | 60.3 |
| Toccoa Falls College | 56.6 | 49.9 | 44.4 |  | 49.3 |
| Trinity Christian College | 72.7 | 62.3 | 54.6 | 35.6 | 61.6 |
| University of Mobile | 53.6 | 44.8 | 42.2 | 37.6 | 44.6 |
| University of Valley Forge | 59.7 | 53.4 | 47.1 |  | 53.4 |
| Warner Pacific University | 64.4 | 57.1 | 53.0 | 41.2 | 54.0 |
| Warner University | 38.5 | 37.6 | 35.6 | 32.4 | 35.4 |
| William Jessup University | 70.2 | 64.4 | 58.4 |  | 62.4 |
| Williams Baptist University | 55.5 | 50.1 | 46.8 | 25.0 | 49.4 |
| Wisconsin Lutheran College | 66.3 | 56.2 | 51.8 | 42.3 | 55.1 |
| York College | 56.2 | 50.6 | 41.8 |  | 47.7 |
| **Average** | **61.2** | **54.1** | **48.1** | **38.7** | **51.3** |
|  |  |  |  |  |  |
| **Master's Colleges & Universities: Small Programs** | | | | | |
| Institution Name | **PROF** | **ASSOC** | **ASS'T** | **INSTR** | **ALL** |
| Asbury University | 61.6 | 58.3 | 54.6 | 43.5 | 58.3 |
| Bethel University | 79.0 | 68.7 | 58.1 | 53.0 | 70.2 |
| Cairn University-Langhorne | 57.0 | 58.1 | 47.2 | 42.1 | 53.8 |
| Corban University | 64.1 | 54.5 | 48.7 |  | 54.2 |
| Evangel University | 66.3 | 57.2 | 48.5 |  | 57.8 |
| Faulkner University | 71.8 | 69.7 | 45.1 | 36.1 | 52.1 |
| Grace College and Theological Seminary | 68.9 | 70.4 | 58.6 | 46.5 | 61.0 |
| Greenville University | 60.3 | 50.8 | 49.5 | 42.4 | 49.9 |
| Judson University | 63.7 | 52.5 | 51.1 |  | 58.0 |
| Milligan College | 57.3 | 53.7 | 56.6 | 28.3 | 54.2 |
| Montreat College | 47.9 | 48.4 | 50.5 | 36.9 | 48.3 |
| North Greenville University | 68.4 | 58.5 | 59.9 | 42.1 | 56.5 |
| Northwest Christian University | 58.3 | 49.2 | 47.3 | 36.5 | 49.4 |
| Simpson University | 63.2 | 58.1 | 55.9 | 49.0 | 57.3 |
| University of Northwestern-St Paul | 62.9 | 54.2 | 50.7 |  | 57.0 |
| Vanguard University of Southern California | 78.0 | 85.1 | 49.6 | 47.1 | 69.8 |
| Whitworth University | 86.1 | 69.0 | 65.2 | 61.4 | 65.4 |
| **Average** | **65.6** | **59.8** | **52.8** | **43.5** | **57.2** |
|  |  |  |  |  |  |
| **Master's Colleges & Universities: Medium Programs** | | | | | |
|  | **PROF** | **ASSOC** | **ASS'T** | **INSTR** | **ALL** |
| Anderson University | 66.4 | 55.8 | 51.2 | 44.2 | 57.7 |
| Anderson University | 73.5 | 63.2 | 56.5 | 47.7 | 58.7 |
| Carson-Newman University | 55.4 | 51.5 | 48.7 | 39.4 | 51.3 |
| Charleston Southern University | 63.1 | 55.8 | 52.3 | 48.0 | 52.0 |
| Colorado Christian University | 69.9 | 53.9 | 48.4 | 28.2 | 55.7 |
| Columbia International University | 43.9 | 38.7 | 32.2 |  | 40.9 |
| Franciscan University of Steubenville | 82.4 | 68.7 | 55.9 | 48.6 | 69.9 |
| Geneva College | 56.8 | 61.5 | 61.2 | 57.0 | 59.3 |
| Hardin-Simmons University | 69.8 | 62.2 | 56.9 | 58.1 | 64.4 |
| Hope International University | 60.1 | 45.6 | 37.8 |  | 48.2 |
| Houston Baptist University | 76.0 | 63.4 | 55.4 | 46.7 | 62.0 |
| John Brown University | 69.2 | 60.0 | 55.5 | 44.9 | 60.6 |
| Lee University | 74.2 | 66.1 | 60.3 |  | 65.3 |
| LeTourneau University | 72.0 | 64.5 | 62.1 | 52.3 | 58.3 |
| Louisiana College | 52.1 | 50.6 | 49.2 | 30.0 | 49.9 |
| Malone University | 66.9 | 57.2 | 49.2 | 44.8 | 58.5 |
| MidAmerica Nazarene University | 67.8 | 59.4 | 49.3 |  | 59.2 |
| Northwest University | 72.8 | 59.9 | 54.4 | 48.4 | 60.0 |
| Oral Roberts University | 81.2 | 68.4 | 58.0 | 53.4 | 66.9 |
| Southeastern University | 83.7 | 70.2 | 56.9 | 49.0 | 66.5 |
| Southwest Baptist University | 65.7 | 55.9 | 49.1 | 45.7 | 52.7 |
| University of Mary Hardin-Baylor | 84.9 | 72.9 | 61.3 | 50.4 | 70.8 |
| University of the Southwest | 49.1 | 42.7 | 34.6 | 37.1 | 36.9 |
| Walla Walla University | 53.6 | 46.5 | 42.8 | 37.9 | 47.9 |
| **Average** | **67.1** | **58.1** | **51.6** | **45.6** | **57.2** |
|  |  |  |  |  |  |
| **Master's Colleges & Universities: Larger Programs** | | | | | |
|  | **PROF** | **ASSOC** | **ASS'T** | **INSTR** | **ALL** |
| Abilene Christian University | 89.6 | 68.9 | 66.0 | 52.8 | 70.2 |
| Belhaven University | 65.6 | 59.2 | 56.8 | 29.2 | 57.0 |
| Bethel University | 63.4 | 55.4 | 46.2 |  | 52.1 |
| California Baptist University | 96.3 | 87.3 | 80.7 | 46.9 | 84.2 |
| Campbell University | 102.7 | 77.5 | 72.9 | 51.9 | 76.1 |
| Campbellsville University | 59.9 | 51.2 | 44.6 | 36.8 | 47.3 |
| Concordia University-Irvine | 76.6 | 61.8 | 56.7 |  | 63.4 |
| Cornerstone University | 61.1 | 52.4 | 45.8 | 40.4 | 52.8 |
| Eastern University | 74.0 | 61.0 | 48.7 |  | 57.3 |
| Fresno Pacific University | 72.7 | 66.6 | 60.0 | 47.9 | 63.5 |
| Friends University | 64.4 | 61.0 | 56.6 |  | 59.7 |
| George Fox University | 80.4 | 71.0 | 56.6 | 49.0 | 68.3 |
| Harding University | 81.1 | 69.0 | 62.9 | 47.4 | 67.2 |
| Indiana Wesleyan University-Marion | 78.0 | 67.3 | 53.0 |  | 63.4 |
| King University | 48.0 | 50.6 | 41.0 | 36.3 | 44.1 |
| Mississippi College | 84.0 | 70.0 | 59.2 | 51.2 | 66.6 |
| Missouri Baptist University | 58.2 | 58.6 | 47.0 | 40.6 | 51.7 |
| Mount Vernon Nazarene University | 63.4 | 44.0 | 49.3 |  | 54.4 |
| North Park University | 78.6 | 67.5 | 58.0 |  | 70.6 |
| Northwest Nazarene University | 62.6 | 53.0 | 48.4 | 48.5 | 54.3 |
| Nyack College | 66.3 | 61.1 | 56.0 |  | 61.1 |
| Oklahoma Christian University | 68.5 | 61.4 | 53.5 | 41.5 | 60.7 |
| Olivet Nazarene University | 74.3 | 61.3 | 54.1 | 31.5 | 64.2 |
| Palm Beach Atlantic University | 73.5 | 70.9 | 60.9 | 54.9 | 68.0 |
| Point Loma Nazarene University | 102.6 | 82.9 | 67.9 |  | 91.9 |
| Roberts Wesleyan College | 65.3 | 56.6 | 50.4 |  | 58.1 |
| Samford University | 102.5 | 72.1 | 65.0 | 49.1 | 77.9 |
| Southern Nazarene University | 50.2 | 49.2 | 48.1 | 43.5 | 48.4 |
| Southern Wesleyan University | 59.7 | 50.5 | 46.3 | 38.0 | 51.6 |
| Spring Arbor University | 62.6 | 52.1 | 41.8 |  | 50.4 |
| **Average** | **70.2** | **60.4** | **53.6** | **44.9** | **59.8** |
|  |  |  |  |  |  |
| **Doctoral Universities: Moderate Research Activity** | | | | | |
|  | **PROF** | **ASSOC** | **ASS'T** | **INSTR** | **ALL** |
| Azusa Pacific University | 86.2 | 73.0 | 68.0 | 62.5 | 73.7 |
| Biola University | 97.4 | 82.1 | 70.6 | 60.3 | 83.7 |
| Dallas Baptist University | 82.7 | 71.1 | 66.3 |  | 74.5 |
| Lipscomb University | 76.1 | 71.9 | 63.1 | 55.1 | 68.3 |
| Pepperdine University | 143.1 | 116.7 | 89.1 | 59.7 | 109.2 |
| Regent University | 93.4 | 64.9 | 62.6 | 57.8 | 72.4 |
| Seattle Pacific University | 94.6 | 76.3 | 69.0 | 50.6 | 77.8 |
| Trevecca Nazarene University | 68.1 | 60.3 | 50.6 | 40.0 | 59.9 |
| Trinity International University-Illinois | 81.6 | 66.8 | 58.1 |  | 70.8 |
| **Average** | **91.5** | **75.9** | **66.4** | **55.1** | **76.7** |
|  |  |  |  |  |  |
| **Special Focus Four-Year: Faith-Related Institutions** | | | | | |
|  | **PROF** | **ASSOC** | **ASS'T** | **INSTR** | **ALL** |
| Johnson University | 53.0 | 46.3 | 42.0 |  | 49.8 |
| Life Pacific University | 71.8 | 56.9 | 46.6 | 36.1 | 56.7 |
| Lincoln Christian University | 53.1 | 56.2 | 46.0 |  | 52.9 |
| Mid-Atlantic Christian University | 50.4 | 47.0 | 38.9 | 35.4 | 44.7 |
| Moody Bible Institute | 83.5 | 66.7 | 63.8 | 57.2 | 75.7 |
| Multnomah University | 60.1 | 56.3 | 49.0 | 38.7 | 53.0 |
| **Average** | **62.0** | **54.9** | **47.7** | **41.9** | **55.5** |
|  |  |  |  |  |  |
| **Doctoral Universities: Higher Research Activity** | | | | | |
|  | **PROF** | **ASSOC** | **ASS'T** | **INSTR** | **ALL** |
| Baylor University | 123.6 | 90.2 | 79.3 | 69.4 | 87.5 |