

MINDING THE GAPS: A LOOK AT TRENDS IN THE CCCU FACULTY SALARY SURVEY

FOR 32 YEARS, the CCCU Faculty Salary Survey has been a valuable tool in helping our institutions understand overall trends in compensation in Christian higher education. The purpose of this study is to provide CCCU members with comparative and longitudinal salary data. The data reported are collected from two sources: the annual salaries report from the American Association of University Professors and the CCCU Confidential Compensation Survey, which surveys the institutions that do not participate in the AAUP's report.

INCREASES AND SEPARATION BY RANK

Over the past decade, CCCU faculty salaries rose 17.7 to 19 percent, with the highest percentage increases for instructors. The difference between the mean salaries for ranks has grown incrementally over this period. In 2006-07, associate professors on average made \$8,600 less than full professors; in 2015-16, they made \$9,600 less. In that same period, the difference in salaries between associate and assistant professors rose from \$6,500 to \$7,600; the difference between assistant professors and instructors saw the largest increase, going from \$7,100 to \$8,400.

PEER COMPARISONS

Overall, the salary data suggest that CCCU professors are paid less than peers at non-CCCU institutions. The AAUP has developed a rating scale based on percentile ranks for all reporting colleges in each of their standard categories. Table 2 and Table 3 show the average 2015-16 salaries, by rank, for Carnegie IIA (Master's) and IIB (Baccalaureate) colleges. These averages are for the institutions the AAUP rates as level "3" and "4" (40th and 20th percentiles, respectively), which are the two lowest ratings on the AAUP scale. Historically, CCCU institutions tend to be located between the 20th and 40th percentiles nationally, when compared to all baccalaureate institutions.

TABLE 1

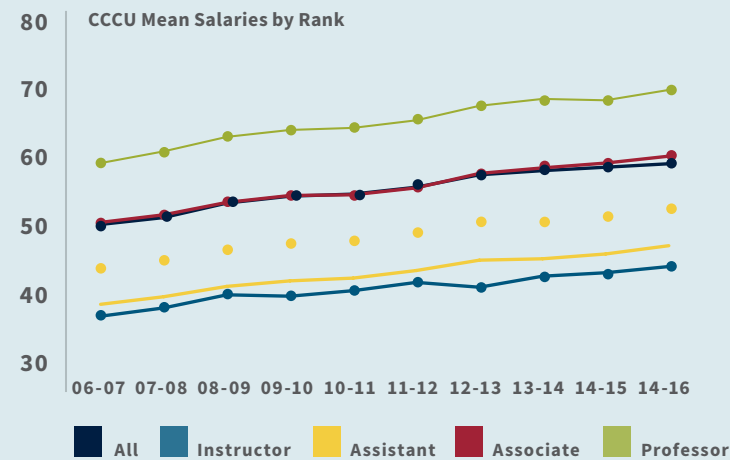


TABLE 2

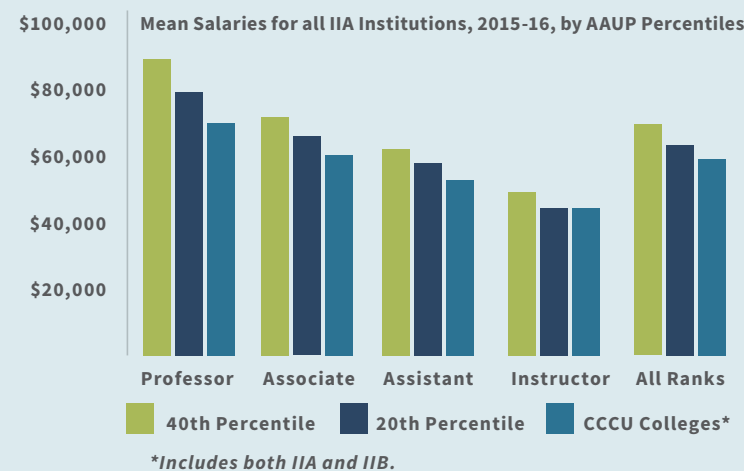
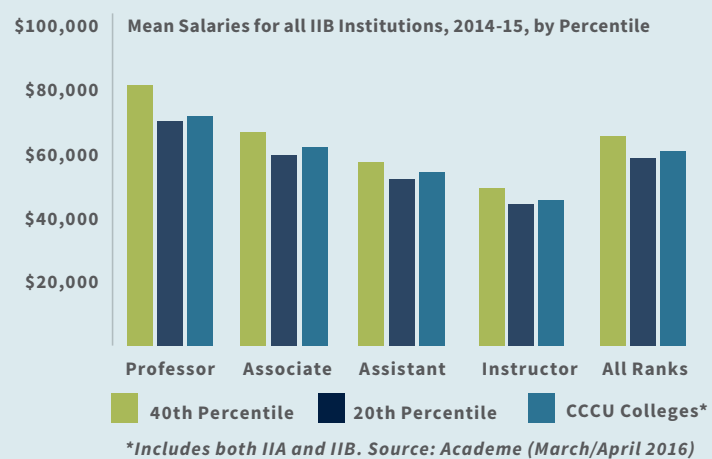


TABLE 3



As Table 4 shows, there is a greater difference for upper ranks than lower ranks when comparing CCCU (IIA and IIB) institutions against all religiously affiliated baccalaureate institutions (*Academe*). At CCCU institutions, associate and assistant professors are paid approximately 90.3 percent of the national average. Instructors are paid 88.7 percent, which is down 2 percent from the previous year, ending a trend of yearly increases for this rank. Professors at CCCU institutions are paid 89.2 percent of the national average, nearly 5.5 percent more than the previous year.

INFLATION RATES

For both CCCU and non-CCCU institutions, challenging economic times have made it difficult to provide salary increases beyond the rate of inflation. As reported in the March/April 2016 *Academe*, average salaries in 2015-16 for continuing faculty members at private baccalaureate institutions rose 4.3 percent, while the consumer price index rose by 1.5 percent for the year. Average salaries at master's level institutions rose 2.5 percent.

When data for all CCCU schools are included, the average salary increase was 0.8 percent. While 61 schools reported average salary increases, 19 reported an overall decrease of an average 4.2 percent, double the decrease rate of the previous year; the reported decreases ranged from less than 1 percent to as high as 35 percent.

During the past 10 years, the majority of increases were below the rate of inflation, and CCCU increases were higher than at peer master's level institutions only three times since 2005.

WHAT THE METHODOLOGY REVEALS AND CONCEALS: GENDER DIFFERENCES

The current salary research approach provides us timely information on the overall position of CCCU schools in the larger academy. However, it doesn't allow for deeper analysis in some areas where data is only available one or two years after the reference period. Take, for example, the issue of female faculty salaries.

TABLE 4

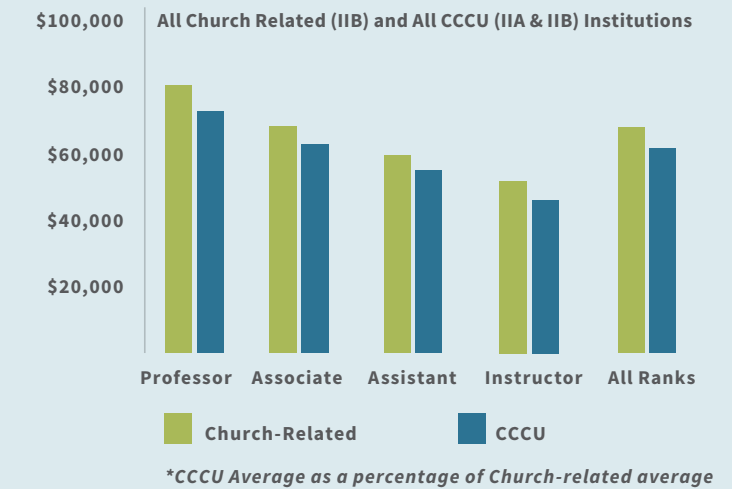
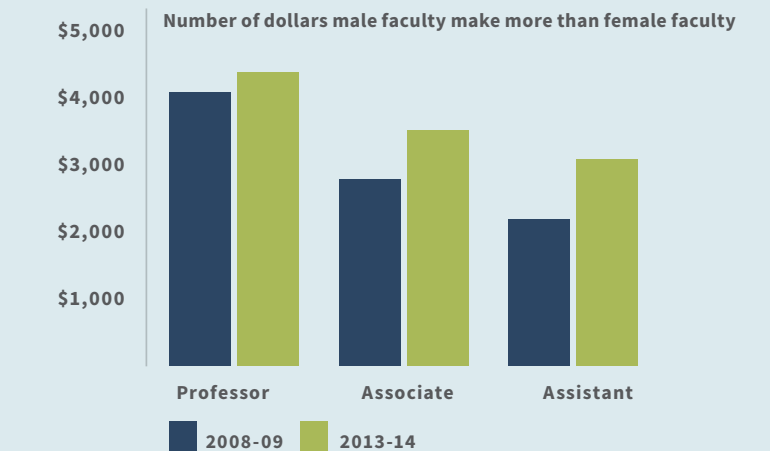


TABLE 5



The data reveals that female professors in the CCCU are generally paid less than their male counterparts (Table 5). In 2008-09, 70 of the 114 CCCU's U.S. member institutions paid male full professors more than females, with an average difference of more than \$4,100. In 27 institutions, the difference was even higher, with one institution reporting an average salary difference between genders greater than \$17,100.

The differences have continued to increase. In 2013-14, 75 institutions paid male full professors an average of \$4,400 more than female faculty, with 29 institutions reporting a greater difference; the maximum difference reported at one institution jumped to an average of \$35,000.

The pay gap is also present for faculty

in lower ranks. In 2008-09, 70 CCCU schools reported that women associate professors averaged \$2,800 less than men, with a maximum reported average difference of \$17,100 at one institution. That average difference grew to \$3,530 in 2013-14 at 74 CCCU schools, with a maximum average difference of \$17,400 at one institution.

One would expect less difference at the assistant professor level – these are entry-level faculty members, and thus effects of longevity should be minimal. But in 2009-10, 74 institutions paid men an average of \$2,200 more than women, with one institution reporting an average difference of \$11,000. In 2013-14, 60 institutions paid men an average of over \$3,100 more