

CAHEA Faculty Salary Survey Report

June 2014

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A survey was distributed to members of the CAHEA listserv in May 2014 requesting information related to the salaries of faculty members teaching in Adult & Graduate programs. Responses were obtained from 29 schools. The results of the survey are presented in the pages that follow. The first section addresses Adult programs. The second section addresses Graduate programs.

Information Related to Adult Programs

1. What percentage of adult program faculty are adjuncts or full time faculty?

#	Answer	Min Value	Max Value	Average Value	Standard Deviation	Responses
1	Adjunct	35.00	100.00	76.69	19.72	29
2	Full time faculty	1.00	65.00	26.32	19.49	25

2. If faculty members in the adult program are full time faculty within the institution, are these contracts paid as part of their annual contract?

#	Answer	Response	%
1	Yes	13	45%
2	No	13	45%
3	Does not apply	3	10%
	Total	29	100%

3. If faculty members are adjuncts, are there different rates of pay for different levels?

#	Answer	Response	%
1	Yes	18	62%
2	No	10	34%
3	Does not apply	1	3%
	Total	29	100%

4. Is pay based on education, experience, or both?

#	Answer	Response	%
1	Education	5	29%
2	Experience	3	18%
3	Both education and experience	9	53%
	Total	17	100%

5. If faculty are paid at a different rate for online courses, is that rate higher or lower than for seated courses?

#	Answer	Response	%
1	Higher	6	23%
2	Lower	2	8%
3	Does not apply	18	69%
	Total	26	100%

6. Is faculty pay based on course enrollment?

#	Answer	Response	%
1	Yes	0	0%
2	No	15	56%
3	If yes, please explain.	12	44%
	Total	27	100%

If yes, please explain.

Pay is reduced for under-enrolled courses.

Pay will be reduced if enrollment goes below 10 and will be increased based on numbers over 20

If less than 6, it is low enrollment pay

Course enrollment only pertains to classes that are not part of the cohort lock step programs

If a course has too few students, the instructor is offered less pay (or canceled).

If more than 20 students are enrolled in a course, the pay is increased.

An increment of \$100 per student is added for each student over a total course enrollment of 15.

For enrollment over 24 students, we offer two contracts / double the pay

classes over 50 students equals double pay

If a class makes with low enrollment the faculty member is asked if they would teach at a lower pay rate for the course based on the enrollment.

Additional pay for larger classes; Faculty may elect to teach smaller classes for less pay

Student count/compensation only variable in the Gen Ed courses. Cohort Major courses are fixed sums

7. What is the adult program rate of pay for a 3 credit hour course?

Average pay per 3-credit courses obtained by averaging rates within schools = \$1737

Text responses presented on next page.

Text Response

Depends on credentials (experience and education)

1500.00

Undergrad: \$380/cr hr with Masters; \$500/cr hr with Doctorate; Grad School: \$800/cr hr

\$2015

Around \$3,100

Currently \$313 per credit hour. For 2014-2015 academic year, proposed is \$350 per credit hour.

\$2,250.00

\$1500 for new faculty, after completing a mentoring program, the rate goes to \$1800

2100 masters credentials 2400 doctoral credentials

\$1500-\$1600

\$1700 for Masters level, \$2100 for Doctoral prepared

\$1400.00 average

\$1200 for onsite, \$1500 for online

max 195 per night

Assistant Professor - \$2,204; Associate Professor - \$2,531; Professor \$2,964; Adjunct - Base: \$1500, Ph.D./Terminal Degree: \$500, Master's Degree: \$300, Teach 2x: \$200 increase, Teach 5x: \$200 increase. Top Adjunct Pay = With Ph.D, \$2400, With Masters, \$2200.

1000 masters degree faculty, 1100 doctor degree

2467

\$1000 - \$1200 (\$200 per class session)

\$1500 (\$500/credit)

0-6 semesters of service: Undergrad - MA \$600/unit, Doc 650/unit. 7 semesters + of service: MA 800/unit Doc 850/unit; Graduate - \$1000 / unit (must have Doc) .

\$1500

Don't have information with me at this time

Range, depending on size: \$500-\$3,000

holding a Master's degree = \$1,170, Holding an earned Doctorate = \$1,365

2280

undergraduate \$1,000, for five week

\$615-\$830

8. What other factors are considered when determining rate of pay for adult program faculty?

Text Response

We do not have rates of pay for our graduate faculty unless an overload is being done as they work on annual contracts. Overloads are paid at a rate between 800 and 900 per credit hour.

Some full-time faculty are paid as overloads and some are included in the contracted course load. The graduate courses are paid at the same rate as undergraduate courses - pay differences are determined by degree earned.

Graduate faculty are generally full-time faculty. Rate of pay is determined based on time as a PhD and time on campus.

I'm not sure I understand this question. Our graduate courses do pay a little bit more, but it is not dependent on whether they are graduate or undergraduate faculty.

Graduate compensation is not different based on rank.

faculty degree level

When starting whether the instructor is at Master's or Doctoral level

After three years the adjunct gets a higher rate of pay.

Inexperienced instructors are paid \$450/credit or \$1350/course for their first two teaching assignments. The rate increases to \$500 per credit or \$1500 per course after two successful teaching assignments.

Time teaching the course or outside work experience.

Graduate faculty are paid on the same sliding scale

None, except as noted above in General Education courses that base a small based plus student count.

Subjects that are difficulty to find faculty may pay more.

Number of credits previously taught.

9. What percentage of graduate program faculty are adjuncts or full time faculty?

#	Answer	Min Value	Max Value	Average Value	Standard Deviation	Responses
1	Adjuncts	10.00	98.00	48.38	27.00	16
2	Full time faculty	2.00	100.00	54.28	27.81	18

Information Related to Graduate Programs

10. If faculty members in the graduate program are full time faculty within the institution, are these contracts paid as part of their annual contract?

#	Answer	Response	%
1	Yes	11	48%
2	No	6	26%
3	Does not apply	6	26%
	Total	23	100%

11. If graduate faculty members are adjuncts, are there different rates of pay for different levels?

#	Answer	Response	%
1	Yes	6	26%
2	No	9	39%
3	Does not apply	8	35%
	Total	23	100%

12. Is pay based on education, experience, or both?

#	Answer	Response	%
1	Education	4	40%
2	Experience	0	0%
3	Both education and experience	6	60%
	Total	10	100%

13. If faculty are paid at a different rate for online graduate courses, is that rate higher or lower than for seated courses?

#	Answer	Response	%
1	Higher	4	20%
2	Lower	0	0%
3	Does not apply	16	80%
	Total	20	100%

14. Is faculty pay based on course enrollment?

#	Answer	Response	%
1	Yes	0	0%
2	No	13	68%
3	If yes, please explain.	6	32%
	Total	19	100%

If yes, please explain.

Pay is reduced for enrollment under 10

If the course has too few students, the pay is decreased.

If there are more than 20 students enrolled in a course, the pay is increased.

Increment of \$100 per student for each enrolled student over a total of 16.

if the course makes with low enrollment the pay is lower

Faculty are qualified on the basis of degree and experience. Course pay is based on enrollment

15. What is the graduate program rate of pay for a 3 credit hour course?

Average pay per 3-credit courses obtained by averaging rates within schools = \$ 2439

Text responses presented on next page.

Text Response

Depends on credentials (education and experience)

800.00

\$800/ credit hour, or \$2400

Around \$3,100 - the same as the undergraduate courses.

Unable to answer as issues of salary are under the Academic Dean.

\$2750

3000

\$2100

3218

\$1200 - \$1400 per course (\$200 per class session)

\$800 per credit or \$2400 per course.

\$3,000

\$2400

I don't have this information with me at this time

A graded scale is used: \$500 to \$3,000

0-4 years MA 3020 0-4 years PhD 3300 5+ MA 3300 5+ PhD 3600

\$1,750

16. What other factors are considered when determining rate of pay for graduate program faculty?

Text Response

professor rank....assistant, associate, full etc.

Level of education only.

Length of time as a PhD and time at the institution.

Department the program is in.

17. Demographic Information from Respondents

Name	Title	Institution	City	State
Deborah Wiles	Director of Academic Operations	Trinity International University, Florida	Davie	FL
Thomas Malcolm	Dean - Adult & Graduate Studies	Warner University	Lake Wales	FL
Judson Curry	Associate Director, School of Adult Learning	North Park University	Chicago	IL
Christie Anderson	Assoc Dean of the School of Continuing Studies	Whitworth University	Spokane	WA
C. James Santoro	Acting Dean, Professional and Graduate Studies	Grace University	Omaha	NE
Shannan Bernico	Administrative Assistant	Greenville College	Greenville	IL
Andrew Beaty	Assistant Director of Instructional Quality	Moody Bible Institute	Chicago	IL
NA		Indiana Wesleyan	Marion	IN
Bob G Humphrey	Department Chair, Professional Studies in Management	MidAmerica Nazarene University	Olathe	KS
Alan Lyke	VP for Academic Affairs	Nazarene Bible College	Colorado Springs	CO
Jim Laub	Dean	Palm Beach Atlantic University	West Palm Beach	FL
Lorri Ague	Dean	San Diego Christian	Santee	CA
Katie Buvoltz	Associate Dean for Adult and Distance Education	Houghton College	West Seneca	NY
M Stowell	vp	Grace Bible College	Wyoming	MI
		Cornerstone University	Grand Rapids	MI
Weley E. Lindahl/ Bryan Watkins	Dean, SBNM//Dean, SAL	North Park University	Chicago	IL
James Brandt	VP of Adult & Graduate Studies	Wisconsin Lutheran College	Milwaukee	WI
Frank Marklow	Assoc. Dean of Adult and Grad Studies	Life Pacific College	San Dimas	CA
n/a	Professor	n/a	n/a	KY
Delton Alford	Director of Faculty Services	Lee University	Cleveland	TN
NA		LeTourneau University	Houston	TX
Wayne Dell	Director, Degree Comp. Program	The Master's College	Santa Clarita	CA
Lisa Tyson	Asst. Dir. Adult & Grad Studies	Evangel University	Springfield	MO
Rick Upchurch	Asst. V.P. Adult Studies	Belhaven University	Jackson	MS