

CAHEA Faculty Compensation Survey 2007

General Information	School A	School B	School C	School D	School E	School F	School G	School H	School I	School J	School K	School L
Location or Region of College/University	Midwest: urban, suburban, and small town sites	Northeast: suburban and small town sites	Midwest: rural	Northeast: primarily urban	Northeast: urban/suburban	Midwest: primarily urban	Midwest: urban and rural via IETV	Midwest: urban	Midwest: urban Midwest		Southeast: urban	Midwest: primarily rural
Total number of adult students in accelerated programs?	850	280	184	210	400	600	600	1315	330	525	537	950
Onground?	800	280	184	210	400	300	370	1315	330	525	487	900
Online?	50	Some courses online, but not an entire program	NA	NA	NA	300	230	NA	0	0	50	50
Average number of students per cohort?												
Onground?	13.7	10	15.3	12	14	10	15	14.2	18	16	8.2	18
Online?	13.6	10	NA	NA	NA	15	14	NA	NA	0		18
Average number of weeks for a course? (Assumes each course meets 1/wk for 4 hrs.)												
Undergraduate	5	5	5	5	5	5	5	6	5	5	4	5
Graduate	6	8	6	5	6	7	6	7	NA	6	8	
% of courses taught by adjunct vs. full-time faculty	90% adjunct	85% adjunct	50% undergraduate; 10% graduate	80% adjunct	100% adjunct	80% adjunct	40% adjunct	57% adjunct	5% adjunct	61%	54%	60%
Tuition rate per credit hour?												
Associate	\$265/Sem. Hr.	NA	NA	NA	\$295/cr. hr.	\$305/cr. hr.	\$333 (includes textbook rental) \$348 (includes textbook rental) for all bachelor programs except ministry degree which is \$225/cr. hr.	\$355/cr. hr.	\$160/cr. hr.	NA	\$295	\$275
Bachelor	\$295/Sem. Hr.	\$435/Sem. Hr.	\$420/Sem. Hr.	\$399/Sem. Hr.	\$310/cr. hr.	\$305/cr. hr.	\$482-MBA; \$438-Leadership (includes textbook rental) Does not include textbook \$300 with fees	\$355/cr. hr., except MBA - \$490/Sem. Hr.; doctoral program - \$450/Sem. Hr.	\$160/cr. hr.	\$428/cr. hr.	\$295	\$275
Graduate	\$350/Sem. Hr.	\$475/Sem. Hr.	\$445/Sem. Hr.	NA	\$488/cr. hr.	\$320/cr. hr.			NA	\$468/cr. hr.	\$400	
Online, if different	Online electives: \$265/Sem. Hr.		NA	NA		\$293/cr. hr.			NA	NA	\$295	\$295
Full-time Faculty												
How many total full-time faculty in your adult, accelerated programs, if any?	4	9	14	5	0	0	0	87	95%	11	42, none specifically assigned only to adult education.	9
How many of those share teaching and administrative load?	1	4	2	2	0	0		21		10	0	2
How many of those share teaching responsibilities with the traditional campus divisions?	1	1	14	3	0	0		68	100%	1	0	4 teach 1 - 2 traditional courses per semester;
What determines a full-time teaching load?	100 workshops (class periods) per year, plus committee work and 10 hrs/week administrative (projects or program administration).	105 class periods plus committee work and occasional project development assistance	24 credit hours of teaching/academic year	60 class sessions/year, plus program administration, committee work, and program development	NA	NA		24 credits; load credit varies from 2-4 credits per course based on contact hours. Admin. load allocation ranges from 3-10 cr. hrs. depending on program size.	12 cr. hrs./semester	75 workshops/year plus committee work	n/a	Typically 30 credits annually, but we may change for new hires for adult program teach 45 credits
Adjunct Faculty												
Number of adjuncts teaching in your adult, accelerated programs?	220	75	24	30	100	92	106	128	6	89	50: 38 adjunct, 12 adjunct/staff	47
Trial/probation period for new adjuncts, if any?	2 courses	2 courses	Nothing established	2 courses	No formal trial period	2 courses	2 courses	None	NA	2 modules	2courses	n/a
Onground Compensation: Indicate if the rate is per night, per credit hour, or per contact hour:												
Compensation during trial period	\$190/night	\$260/class period		\$240/night	NA	Same as below	same	NA	NA	Same as teaching	n/a	n/a
Undergraduate Programs												
w/master degree	\$210/night	\$260/class period	\$250/class period	\$240/night	\$200/night	\$1,250/3 Cr. Hr.	\$1,200; proposed \$1,350 in 07/8 budget	Approx. \$2,000/course	\$680/cr. hr.	\$250/night	\$300 / credit hour	\$500 per credit = \$300/night
w/doctorate	\$230/night	\$260/class period	\$250/class period	\$240/night	\$200/night	\$1,350/3 Cr. Hr.	\$1,200; proposed \$1,350 in 07/8 budget	Approx. \$2,250/course	\$680/cr. hr.	\$270/night	NA	\$500 per credit = \$300/night
Graduate Programs												
w/master degree	\$230/night	NA	\$2,500/course	NA	\$300/night	\$2,666/3 Cr. Hr.	\$2,200 per course	Approx \$2,300/course	NA	\$270/night	\$400 / credit hour	n/a
w/doctorate	\$250/night	\$270/class period	\$2,500/course	NA	\$300/night	\$2,666/3 Cr. Hr.	\$2,200 per course	Approx. \$2,700/course	NA	\$285/night	NA	n/a
Benefits for Adjuncts?	Travel reimbursement at \$.38/mile when over 50 miles; e-mail address	Travel reimbursement @ \$.42/mile plus parking and tolls	Travel reimbursement when an instructor teaches at a stie other than their primary teaching site.	Travel reimbursement to off-campus sites	None	College e-mail; textbooks are provided for onground instructors	Travel reimbursement up to \$75.00 to go to offsite and motel up to \$60.00. Offer email	Mileage reimbursed for off-campus sites; medical, dental, and tuition benefits for adjunct faculty who teach at least 5/7ths of a full load	NA		None	Travel reimbursement at \$.44/mile when over 100 miles
Online Compensation	Base Pay: Undergraduate program and electives-\$80/class period plus \$10/student per week. No graduate programs online yet.	Same as above	NA	NA		Same as above, but if classes are over 25 students, the class is divided into two sections with each section section instructor getting full pay. Bonus pay kicks in at 16 students up to 25.	Classes are divided into two if over 24 students. Bonus pay kicks in at 20 students of \$150 per student. Instructors are currently paid \$1,000 base. We are proposing a \$100 increase.	NA	NA			\$500 per credit hour

**Online Faculty Compensation
December 2006**

	Cornerstone	Evangel	Mid-America	Indiana Wesleyan
Online faculty compensation?				
Undergraduate?	\$80/week (base pay) plus \$10/student per week.	\$680/cr hr	\$1000 per 3 cr hr course	All online courses pay \$10/student per week. Business and Nursing Faculty receive \$80 base pay per week for those with <30 workshops of experience, \$95 per week for those with 30> workshops of experience.
Graduate?	\$80/week (base pay) plus \$10/student per week.		\$2150 per 4 cr hr course	All online courses pay \$10/student per week. Grad. Ed. and SEDO faculty receive a base pay of \$81.50 per week for those with <30 workshops of experience, \$96.50 per week for those with 30> workshops of experience.
Online tuition rate/credit hour				
Undergraduate?	\$295/Cr. Hr.		\$225/Cr. Hr.	
Graduate?	\$350/Cr. Hr.		\$400/Cr. Hr.	

Creation of online course?	Varies with experience level of the developer. \$440-490/class or workshop, or \$2200 - \$2450 for a 5 week course.	\$500 one time stipend to set up	\$1,500
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Anderson

Lee University

Palm Beach Atlantic Lancaster Bible

Based on faculty member's annual salary, the credit hours in the course, and the number of students. Minimum pay is \$775/Cr. Hr.

With Master degree: \$1,500/course; with doctorate: \$1,800/course

With master degree: \$1,700/course; with doctorate: \$2,100/course

\$1,550

Based on faculty member's annual salary, the credit hours in the course, and the number of students. Minimum pay is \$775/Cr. Hr.

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\$1,550

\$300/Cr. Hr.

\$1,500

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