FACT BOOK ON THEOLOGICAL EDUCATION

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The Association of Theological Schools
IN THE UNITED STATES AND CANADA
10 Summit Park Drive
Pittsburgh, Pennsylvania 15275-1103

ISSN 0363-7735
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The Association of Theological Schools in the United States and Canada

The Association of Theological Schools in the United States and Canada (ATS) is recognized by the United States Department of Education and the Commission on Recognition of Postsecondary Accreditation for the accreditation of graduate professional theological schools. The Association began in 1918 as a conference of theological schools that met biennially. In 1936, it became an association, adopted standards for judging quality, and in 1938 established a list of accredited schools. During the 1995-96 academic year ATS comprised 224 Protestant, Roman Catholic, and Orthodox theological schools, reflecting a broad spectrum of denominational, ecclesiastical, and theological perspectives in North America.

The purpose of the Association is the improvement of theological education. It seeks to achieve that purpose through accreditation and program services for its member schools. Some of these services include fellowships and informational resources for faculty research and development; leadership development seminars for presidents, deans, and trustees; data collection and information services; publications including the biennial Bulletin, bi-monthly newsletter Colloquy, journal Theological Education; and numerous conferences and seminars for theological school personnel.

The Officers of the Association

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President, Interdenominational Theological Center
Atlanta, GA

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Diane Kennedy
Dean, Aquinas Institute of Theology
St. Louis, MO

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Philadelphia, PA

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INTRODUCTION

The *Fact Book on Theological Education* has been published annually by The Association of Theological Schools in the United States and Canada since 1969. This edition is based on data supplied by member institutions in the fall of 1995 as required by their ATS membership or accreditation status. The *Fact Book* is published as a service to member schools for purposes of comparison and institutional planning and for general public information about theological schools in the United States and Canada. All ATS member schools conduct post-baccalaureate programs of theological education leading to master’s or doctoral level degrees for ministerial/priestly leadership or academic study of the various theological disciplines.

The data in the 1995-96 *Fact Book* for enrollment, personnel, and compensation, unless otherwise designated, reflect the status of the schools in fall 1995. The financial data reflected in institutional income, expenditures, and development efforts are derived from schools’ most recently completed fiscal year, which for most schools was the academic year 1994-95. The time frame reflected by the data reported in a table or narrative are clearly identified in the context of the description.

During the past three years, ATS has been engaged in a major project to redevelop its data collection and analysis capabilities. This project follows a late-1980s effort to revise the kind of data that ATS collects and the ways in which those data are displayed in the *Fact Book*. The current project is further revising the kind of data collected and the amount of information published in the *Fact Book*. ATS data capabilities now make it possible to compute an institutional peer profile for each school that contains comparative information for that institution in the context of a group of its peer schools. Because the peer profiles provide information for focused patterns of analysis, some *Fact Book* tables which had provided less helpful generalized comparisons have been deleted.

To provide for ease of reading, tables and figures have been numbered sequentially in the 1995-96 *Fact Book*. To provide continuity with the 1994-95 edition, an index of comparable 1994-95 and 1995-96 tables and figures is presented on page 125. Next year's edition of the *Fact Book* will be different from this year's in several ways, and similar indexes will be prepared to assure ease of access to year-by-year comparisons.

The ATS *Fact Book* reflects a variety of decision rules about the classification of institutions, the computation of full-time equivalent enrollment, classification of degree programs, and use of racial/ethnic categories. The information on the following pages summarizes definition and classification categories used throughout the *Fact Book*. 

*ATS Fact Book 1995-96: Introduction*
ATS Approved Degree Programs

The ATS Commission on Accrediting approves degree programs as reflected in the five categories below.

Professional Master of Divinity Degree Program
   M.Div.-Master of Divinity
   Pre-M.Div.-Pre-Master of Divinity

Professional Master Degree Programs
   M.R.E. - Master in Religious Education
   M.C.M. - Master in Church Music
   M.A.R.E. - Master of Arts in Religious Education
   M.A. in Special - Master of Arts in a defined specialization
   M.C.E. - Master of Christian Education
   M.P.S. - Master of Pastoral Studies
   M.S.M. - Master of Sacred Music

Academic Master Degree Programs
   M.A. - Master of Arts
   M.A.R. - Master of Arts in Religion
   M.A.R.S. - Master of Arts (Religious Studies)
   M.T.S. - Master of Theological Studies
   M.A.T.S. - Master of Arts (Theological Studies)

Professional Doctoral Programs
   D. Min. - Doctor of Ministry
   D. Miss. - Doctor of Missiology
   Ed.D. - Doctor of Education
   S.M.D. - Doctor of Sacred Music
   D.M.A. - Doctor of Musical Arts
   D.C.M. - Doctor of Church Music

Advanced Research and Academic Degree Programs
   S.T.M. - Master of Sacred Theology
   Th.M. - Master of Theology
   M.Th. - Master of Theology
   Th.D. - Doctor of Theology
   S.T.D. - Doctor of Sacred Theology
   Ph.D. - Doctor of Philosophy
Full-time Equivalency Computation

Information on enrollment is reported according to head count (the total number of students enrolled) and full-time equivalency (FTE). The latter is calculated by ATS in the following two ways:

For all doctoral programs the FTE equals the Head Count (HC).

For all master-level programs FTE is computed in the following manner:
Divide the total number of credits required for the degree by the number of semesters or quarters prescribed for degree duration to determine the average academic load. The total of credit hours taken by all students in a given degree program in a semester or quarter is divided by the average academic load. For Example: An M.Div. degree requires 90 semester hours, and the school considers the degree to be typically six semesters. The average academic load would be 90 divided by 6, or 15 hours per semester. If all M.Div. students complete a total of 600 hours for the semester, and the average academic load is 15, then the FTE would be 600 divided by 15, or 40 students.

Racial/Ethnic Categories

ATS uses the racial/ethnic categories as defined by IPEDS. The definitions are as follows:

Non-resident alien: A person who is not a citizen or national of the United States or Canada and who is in the country on a visa or temporary basis and does not have the right to remain indefinitely.

Black, non-Hispanic: A person having origins in any of the black racial groups of Africa (except those of Hispanic origin).

American Indian or Alaskan Native: A person having origins in any of the original peoples of North America who maintains cultural identification through tribal affiliation or community recognition.

Asian or Pacific Islander: A person having origins in any of the original peoples of the Far East, Southeast Asia, the Indian Subcontinent, or Pacific Islands. This includes people from China, Japan, Korea, the Philippine Islands, American Samoa, India, and Vietnam.

Hispanic: A person of Mexican, Puerto Rican, Cuban, Central or South American, or other Spanish culture or origin, regardless of race.

White, non-Hispanic: A person having origins in any of the original peoples of Europe, North Africa, or the Middle East (except those of Hispanic origin).

Race/Ethnicity Unknown or Unavailable: A person whose race or ethnic identity is either unknown or information about that person is unavailable.

Comparing Data Over Time

The methods by which the data have been computed have changed in some cases over those in previous Fact Books. The number of member institutions has changed every even-numbered year since 1988, and some degree programs have been reclassified. All these changes make over-time comparisons with earlier editions potentially less meaningful. A number of tables in the 1995-96 Fact Book report data over a three- to five-year period, and these tables have accounted for these variables. Comparisons over time within these tables are altogether appropriate.
CHAPTER 1
INSTITUTIONAL CHARACTERISTICS

HIGHLIGHTS

- In 1995-96, the typical ATS institution has an enrollment of 188 students, 10 full-time faculty members, a library with slightly over 110,000 volumes, an endowment of $4.5 million, an annual operating budget of $2.5 million, and M.Div. tuition of $5,655 per year.

- More than half of all students at ATS member schools attend one of 35 institutions with enrollments larger than 500 students.
### TABLE 1.1

**TOTAL NUMBER OF MEMBER SCHOOLS BY MEMBERSHIP CATEGORY AND NATION**

<table>
<thead>
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<th></th>
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</thead>
<tbody>
<tr>
<td><strong>Accredited</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>United States</td>
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<td>Canada</td>
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<td>Total</td>
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<td><strong>Candidate for Accreditation</strong></td>
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<tr>
<td>United States</td>
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<tr>
<td>Canada</td>
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<td>2</td>
<td>3</td>
<td>3</td>
</tr>
<tr>
<td>Total</td>
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<td>11</td>
<td>13</td>
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<tr>
<td><strong>Associate</strong></td>
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</tr>
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<td>19</td>
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<tr>
<td><strong>Totals</strong></td>
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<tr>
<td>United States</td>
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<td>192</td>
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<td>26</td>
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<td>34</td>
<td>34</td>
</tr>
<tr>
<td>All Schools</td>
<td>204</td>
<td>212</td>
<td>226</td>
<td>224</td>
</tr>
</tbody>
</table>

ATS maintains three membership categories: accredited, candidate for accreditation, and associate. The figures in this table reflect the membership status current at the end of each calendar year. Descriptions of each category and the criteria for membership are listed in *Bulletin 41*, Part 1, Constitution and Dues Structure, Article IV, and *Bulletin 41*, Part 3, Procedures, Standards, and Criteria for Membership.

The following schools were admitted into their respective categories in the last calendar year.

**Accredited:** Payne Theological Seminary, S.S. Cyril & Methodius Seminary

**Candidate for Accreditation:** Baptist Theological Seminary at Richmond, Capital Bible Seminary, Harding University Graduate School of Religion, Westminster Theological Seminary in California

Two ATS accredited institutions closed in 1995: Maryknoll School of Theology and St. Thomas Theological Seminary.
Table 1.2, *Significant Institutional Characteristics of Each Member School 1995-96*, follows and contains the most recent data on selected institutional characteristics of each member school. The symbol "n" indicates that the school did not report data in that category. The column headings in the table are defined below.


**U/I** — University/College Affiliated or Independent/Freestanding. University affiliation is defined as schools of theology that are integral parts of larger institutions that possess at least two other professional schools or departments at the graduate level. Schools in this category usually possess a broader range of resources than is available at Independent schools. The distinction, however, is not absolute. Some Independent schools have relationships with colleges or universities that provide access to similar resources.

**Race** — Each school identifies the predominant racial/ethnic identity of its enrolled students. For descriptions of categories, see the Introduction.

**Province/State** — The geographical location of each school is identified using postal code abbreviations.

**Church/Denomination** — Each school identifies its religious affiliation when it applies for membership. An explanation of the codes is found in Appendix 1. Even though some schools are formally related to more than one denomination, only one denomination is listed in this table. The ATS*Bulletin 41*, Part 4, Directory, lists all denominations for schools with more than one denominational affiliation.

**Expenditures** — These data are expenditures for fiscal year 1994-95. Canadian school data are reported in Canadian dollars; United States schools are reported in United States dollars.

**E&G** — The figures reported as Total Educational and General Expenditures include: instruction and net academic support, research, public service, library, student services, admissions, institutional support, operation and maintenance of plant, mandatory transfers and debt repayments, and scholarships and fellowships.

**Total** — Total Expenditures include E&G and expenditures classified as Auxiliary/Ancillary Enterprises which, in most ATS schools, typically include such items as student housing, meal service, and book store.


**Faculty** — The data on faculty is for fall 1995.

F.T. — Individuals receiving a full salary and who devote more than 50% of their time to teaching.

F.T.E. — The full-time equivalency for faculty is derived by adding the number of full-time faculty and the equivalent of full-time teaching provided by part-time faculty. This latter figure is computed by dividing the total number of courses taught by all part-time faculty by the average teaching load of full-time faculty.

**Library Volume** — The total number of books, serials, and periodicals as of fall 1995. Library data reflect various library arrangements among member schools, and these are extensively footnoted in the table.

**Enrollment** — The data report enrollment as of fall 1995.

H.C. — Head count enrollment is the total number of students enrolled.

F.T.E. — Computation of full-time equivalent enrollment varies by degree program and is described on page xi.

**Master of Divinity**

**Tuition** — Full-time tuition charges for the 1995-96 academic year.

**Fees** — Other fees related to enrollment for the 1995-96 academic year.
<table>
<thead>
<tr>
<th>Name</th>
<th>Status</th>
<th>U / I</th>
<th>Prov./ Race St.</th>
<th>Church/ Denom.</th>
<th>Expenditures E&amp;G ($)</th>
<th>Total Endowment ($000 000)</th>
</tr>
</thead>
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<tr>
<td>Acadia Divinity College</td>
<td>Accred.</td>
<td>W</td>
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<td>Alliance Theological Seminary</td>
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<td>W</td>
<td>NY</td>
<td>CHMSAL</td>
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<td>American Baptist Seminary of the West</td>
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<td>CA</td>
<td>AMBCUS</td>
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<td>W</td>
<td>IN</td>
<td>CGODAI</td>
<td>1290</td>
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<tr>
<td>Andover Newton Theological School</td>
<td>Accred.</td>
<td>W</td>
<td>MA</td>
<td>UNCHCH</td>
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<td>5723</td>
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<tr>
<td>Aquinas Institute of Theology</td>
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<td>W</td>
<td>MO</td>
<td>RCTHUS</td>
<td>1214</td>
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<tr>
<td>Ashbury Theological Seminary</td>
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<td>W</td>
<td>KY</td>
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<td>OH</td>
<td>BRCHAO</td>
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<td>Assemblies of God Theological Seminary</td>
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<td>W</td>
<td>MO</td>
<td>ASYGD</td>
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<td>Associated Canadian Theological Schools</td>
<td>Cand.</td>
<td>W</td>
<td>BC</td>
<td>BPGNCF</td>
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</tr>
<tr>
<td>Associated Mennonite Biblical Seminary</td>
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<td>W</td>
<td>IN</td>
<td>MENCHU</td>
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<td>2612</td>
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<td>Athenaeum of Ohio</td>
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<td>W</td>
<td>OH</td>
<td>RCTHUS</td>
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<td>W</td>
<td>ME</td>
<td>UNCHCH</td>
<td>1914</td>
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<td>Baptist Missionary Association</td>
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1. The assets of this school cannot be separated from the larger college or university of which it is a part.
2. Berkeley Divinity School is a part of Yale University Divinity School and does not report financial, faculty, library, or enrollment information.
3. Bexley Hall is a part of Colgate Rochester Divinity School and does not report financial, faculty, library, or enrollment information.
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4 Holdings of the Graduate Theological Union.
5 Holdings of the entire college or university of which the school is a part.
6 Holdings available as a member of the Richmond Theological Consortium.
7 Holdings of the entire college or university of which the school is a part.
8 Library resources shared with Calvin College.

ATS Fact Book 1995-96: Institutional Characteristics
**TABLE 1.2**

**SIGNIFICANT INSTITUTIONAL CHARACTERISTICS**

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9 The school calculates its portion of total university expenditures based on enrollment in the Theological School and the Graduate Program in Religion.
10 The assets of this school cannot be separated from the larger college or university of which it is a part.
11 Holdings of the Graduate Theological Union.
12 Library resources shared with St. Bernard's Institute.
### Of Each Member School, 1995-96

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13 Library resources shared with Oblate College.
14 Holdings of the Graduate Theological Union.
15 Holdings of the entire college or university of which the school is a part.
16 Holdings of the Graduate Theological Union.

ATS Fact Book 1995-96: Institutional Characteristics
# TABLE 1.2

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<sup>17</sup> The institution does not possess financial resources independent of its member schools.<br><sup>18</sup> The assets of this school cannot be separated from the larger college or university of which it is a part.
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\(^{19}\) Holdings of the united library of Garrett-Evangelical Theological Seminary and Seabury-Western Theological Seminary.
\(^{20}\) Holdings of the entire college or university of which the school is a part.
\(^{21}\) Holdings of the Graduate Theological Union.
\(^{22}\) Library resources shared by Lutheran School of Theology at Chicago and McCormick Theological Seminary.
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² The assets of this school cannot be separated from the larger college or university of which it is a part.
## OF EACH MEMBER SCHOOL, 1995-96

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<sup>24</sup> Library resources shared by Lutheran School of Theology at Chicago and McCormick Theological Seminary.

<sup>25</sup> Holdings of the entire college or university of which the school is a part.

<sup>26</sup> Library resources shared with De Sales School of Theology.
TABLE 1.2

SIGNIFICANT INSTITUTIONAL CHARACTERISTICS

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<tr>
<th>Name</th>
<th>Status</th>
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<th>Prov. Race St.</th>
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<th>Expenditures E &amp; G Total ($000)</th>
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<td>VA</td>
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27 The assets of this school cannot be separated from the larger college or university of which it is a part.
## OF EACH MEMBER SCHOOL, 1995-96

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\(^{28}\) Holdings available as a member of the Richmond Theological Consortium.

\(^{29}\) Library resources shared with Colgate Rochester Divinity School.
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$^{30}$ The assets of this school cannot be separated from the larger college or university of which it is a part.

$^{31}$ The assets of this school cannot be separated from the larger college or university of which it is a part.
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<sup>32</sup> Holdings of the United Library of Garrett-Evangelical Theological Seminary and Seabury-Western Theological Seminary.
<sup>33</sup> Holdings of the Graduate Theological Union.
<sup>34</sup> Holdings available as a member of the Richmond Theological Consortium.
<sup>35</sup> Holdings of the entire college or university of which the school is a part.
<sup>36</sup> Holdings available as a member of the Richmond Theological Consortium.

ATS Fact Book 1995-96: Institutional Characteristics
<table>
<thead>
<tr>
<th>Name</th>
<th>Status</th>
<th>U / Prov./ Race</th>
<th>Church/ St.</th>
<th>Expenditures</th>
<th>Endowment</th>
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<tbody>
<tr>
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<td>I W IA</td>
<td>EVLCAM</td>
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<tr>
<td>Washington Theological Union</td>
<td>Accred.</td>
<td>I W DC</td>
<td>RCTHUS</td>
<td>2773</td>
<td>7.3</td>
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<td>I W ON</td>
<td>EVLUCA</td>
<td>1138</td>
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<tr>
<td>Wesley Biblical Seminary</td>
<td>Accred.</td>
<td>I W MS</td>
<td>INTRDEN</td>
<td>763</td>
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<td>I W DC</td>
<td>UNMECH</td>
<td>5575</td>
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<td>Western (Conservative Baptist) Seminary</td>
<td>Assoc.</td>
<td>I W OR</td>
<td>CNBPAA</td>
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<td>I W OR</td>
<td>INTRDEN</td>
<td>2577</td>
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<td>Western Theological Seminary</td>
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<td>I W MI</td>
<td>RFCHAM</td>
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<td>Westminster Theological Seminary</td>
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<td>I W PA</td>
<td>NDENOM</td>
<td>4178</td>
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<tr>
<td>Westminster Theological Seminary in Calif.</td>
<td>Cand.</td>
<td>I A CA</td>
<td>NDENOM</td>
<td>2247</td>
<td>&lt;.1</td>
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<td>Weston Jesuit School of Theology</td>
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<td>I W MA</td>
<td>RCTHUS</td>
<td>2660</td>
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<td>I W OH</td>
<td>CGODGC</td>
<td>964</td>
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<tr>
<td>Wycliffe College</td>
<td>Accred.</td>
<td>U W ON</td>
<td>ANGCCH</td>
<td>2002</td>
<td>6.7</td>
</tr>
<tr>
<td>Yale University Divinity School</td>
<td>Accred.</td>
<td>U W CT</td>
<td>INTRDEN</td>
<td>7388</td>
<td>64.6</td>
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</table>

ATS Fact Book 1995-96: Institutional Characteristics
## OF EACH MEMBER SCHOOL, 1995-96

<table>
<thead>
<tr>
<th>Faculty</th>
<th>Library</th>
<th>Enrollment</th>
<th>Master of Divinity</th>
</tr>
</thead>
<tbody>
<tr>
<td>F.T.</td>
<td>F.T.E.</td>
<td>Vols. (000)</td>
<td>H.C.</td>
</tr>
<tr>
<td>--------</td>
<td>---------</td>
<td>------------</td>
<td>------</td>
</tr>
<tr>
<td>16</td>
<td>20.5</td>
<td>111</td>
<td>199</td>
</tr>
<tr>
<td>19</td>
<td>22.0</td>
<td>3</td>
<td>214</td>
</tr>
<tr>
<td>9</td>
<td>12.0</td>
<td>20</td>
<td>163</td>
</tr>
<tr>
<td>6</td>
<td>7.0</td>
<td>50</td>
<td>87</td>
</tr>
<tr>
<td>21</td>
<td>28.3</td>
<td>138</td>
<td>639</td>
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<tr>
<td>12</td>
<td>15.9</td>
<td>66</td>
<td>280</td>
</tr>
<tr>
<td>18</td>
<td>19.0</td>
<td>60</td>
<td>549</td>
</tr>
<tr>
<td>12</td>
<td>15.5</td>
<td>109</td>
<td>144</td>
</tr>
<tr>
<td>14</td>
<td>20.7</td>
<td>107</td>
<td>552</td>
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<tr>
<td>7</td>
<td>10.5</td>
<td>154</td>
<td>237</td>
</tr>
<tr>
<td>15</td>
<td>21.5</td>
<td>273</td>
<td>185</td>
</tr>
<tr>
<td>7</td>
<td>9.5</td>
<td>39</td>
<td>81</td>
</tr>
<tr>
<td>8</td>
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<td>162</td>
</tr>
<tr>
<td>20</td>
<td>26.6</td>
<td>408</td>
<td>347</td>
</tr>
</tbody>
</table>

Name

- Wartburg Theological Seminary
- Washington Theological Union
- Waterloo Lutheran Seminary
- Wesley Biblical Seminary
- Wesley Theological Seminary
- Western Evangelical Seminary
- Western (Conservative Baptist) Seminary
- Western Theological Seminary
- Westminster Theological Seminary
- Westminster Theological Seminary in Calif.
- Weston Jesuit School of Theology
- Winebrenner Theological Seminary
- Wycliffe College
- Yale University Divinity School

Based on the variables in this table, the typical (i.e., median) ATS institution had a head count enrollment of 188 students with 10 full-time faculty members. Part-time and adjunct faculty contributed the equivalent of another 3.8 full-time positions to the typical school. The median institution could draw on a library with more than 111,000 volumes, possessed an endowment of $4.5 million, and had an annual operating budget of $2.5 million. The median tuition for the Master of Divinity program was $5,655 for 1995-96.
### TABLE 1.3
SUMMARY OF SELECTED INSTITUTIONAL CHARACTERISTICS, 1995-96

<table>
<thead>
<tr>
<th>Characteristic</th>
<th>N</th>
<th>% of All Schools</th>
</tr>
</thead>
<tbody>
<tr>
<td>University affiliated schools</td>
<td>34</td>
<td>15.2%</td>
</tr>
<tr>
<td><strong>Primary racial/ethnic composition</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Asian</td>
<td>2</td>
<td>0.9%</td>
</tr>
<tr>
<td>Black</td>
<td>8</td>
<td>3.6%</td>
</tr>
<tr>
<td>Hispanic</td>
<td>2</td>
<td>0.9%</td>
</tr>
<tr>
<td>White</td>
<td>212</td>
<td>94.6%</td>
</tr>
<tr>
<td><strong>Church/Denomination</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Protestant Denominational Schools</td>
<td>129</td>
<td>57.6%</td>
</tr>
<tr>
<td>Inter/NonDenominational Schools</td>
<td>40</td>
<td>17.9%</td>
</tr>
<tr>
<td>Roman Catholic</td>
<td>52</td>
<td>23.2%</td>
</tr>
<tr>
<td>Orthodox</td>
<td>3</td>
<td>1.3%</td>
</tr>
</tbody>
</table>

*University Affiliated:* This designation identifies those schools of theology that are integral parts of larger institutions that possess at least two other professional schools or departments at the graduate level. Schools in this category usually possess a broader range of resources than is available at Independent schools. The distinction, however, is not absolute. Some Independent schools have other types of relationships with colleges or universities that provide access to similar resources.

*Primary racial/ethnic composition:* Each school identifies the primary racial/ethnic composition of its student body.
- Asian: Logos Evangelical Seminary, Westminster Theological Seminary in California
- Black: American Baptist Seminary of the West, Hood Theological Seminary, Howard University School of Divinity, Interdenominational Theological Center, New York Theological Seminary, Payne Theological Seminary, Shaw Divinity School, Virginia Union University School of Theology
- Hispanic: Dominican Study Center of Bayamon Central University, Evangelical Seminary of Puerto Rico

*Church/Denomination:* Each school indicates its religious affiliation when applying for membership.
- Protestant Denominational schools: All schools that identify themselves as having an affiliation with a single or primary Protestant denomination.
- Inter/Nondenominational: This category includes a broad range of schools, including those with multiple denominational affiliations and schools with no official denominational affiliation.
- Roman Catholic: Diocesan, university departments of theology, and religious order (including union) seminaries in the United States and Canada.
- Orthodox: Greek Orthodox and Orthodox Church in America.
### TABLE 1.4
DISTRIBUTION OF SCHOOLS BY TOTAL HEAD COUNT ENROLLMENT

<table>
<thead>
<tr>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>N</td>
<td>%</td>
<td>N</td>
<td>%</td>
<td>N</td>
<td>%</td>
<td>N</td>
<td>%</td>
</tr>
<tr>
<td>Fewer than 75</td>
<td>27</td>
<td>13.6</td>
<td>32</td>
<td>15.1</td>
<td>31</td>
<td>14.0</td>
<td>32</td>
<td>14.0</td>
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<tr>
<td>75-150</td>
<td>61</td>
<td>30.7</td>
<td>62</td>
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<tr>
<td>151-300</td>
<td>55</td>
<td>27.6</td>
<td>59</td>
<td>27.8</td>
<td>70</td>
<td>31.0</td>
<td>75</td>
<td>33.0</td>
</tr>
<tr>
<td>301-500</td>
<td>30</td>
<td>15.1</td>
<td>30</td>
<td>14.2</td>
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<tr>
<td>501-1000</td>
<td>17</td>
<td>8.5</td>
<td>19</td>
<td>9.0</td>
<td>30</td>
<td>13.0</td>
<td>26</td>
<td>12.0</td>
</tr>
<tr>
<td>Over 1000</td>
<td>6</td>
<td>3.0</td>
<td>6</td>
<td>2.8</td>
<td>6</td>
<td>3.0</td>
<td>9</td>
<td>4.0</td>
</tr>
<tr>
<td>Not Reporting</td>
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<td>4</td>
<td>1.9</td>
<td>3</td>
<td>1.0</td>
<td>3</td>
<td>1.0</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td>199</td>
<td>100.0</td>
<td>212</td>
<td>100.0</td>
<td>226</td>
<td>100.0</td>
<td>224</td>
<td>100.0</td>
</tr>
</tbody>
</table>

### TABLE 1.5
DISTRIBUTION OF SCHOOLS BY FULL-TIME EQUIVALENT ENROLLMENT

<table>
<thead>
<tr>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>N</td>
<td>%</td>
<td>N</td>
<td>%</td>
<td>N</td>
<td>%</td>
<td>N</td>
<td>%</td>
</tr>
<tr>
<td>Fewer than 75</td>
<td>47</td>
<td>23.6</td>
<td>55</td>
<td>25.9</td>
<td>54</td>
<td>23.9</td>
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<tr>
<td>75-150</td>
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<td>35.2</td>
<td>59</td>
<td>27.8</td>
<td>68</td>
<td>30.1</td>
<td>59</td>
<td>26.3</td>
</tr>
<tr>
<td>151-300</td>
<td>52</td>
<td>26.1</td>
<td>50</td>
<td>23.6</td>
<td>57</td>
<td>25.2</td>
<td>61</td>
<td>27.2</td>
</tr>
<tr>
<td>301-500</td>
<td>14</td>
<td>7.0</td>
<td>28</td>
<td>13.2</td>
<td>22</td>
<td>9.7</td>
<td>22</td>
<td>9.8</td>
</tr>
<tr>
<td>501-1000</td>
<td>10</td>
<td>5.0</td>
<td>10</td>
<td>4.7</td>
<td>17</td>
<td>7.5</td>
<td>16</td>
<td>7.1</td>
</tr>
<tr>
<td>Over 1000</td>
<td>3</td>
<td>1.5</td>
<td>5</td>
<td>2.4</td>
<td>5</td>
<td>2.2</td>
<td>5</td>
<td>2.2</td>
</tr>
<tr>
<td>Not Reporting</td>
<td>3</td>
<td>1.5</td>
<td>5</td>
<td>2.4</td>
<td>3</td>
<td>1.3</td>
<td>3</td>
<td>1.3</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td>199</td>
<td>100.0</td>
<td>212</td>
<td>100.0</td>
<td>226</td>
<td>100.0</td>
<td>224</td>
<td>100.0</td>
</tr>
</tbody>
</table>

Percentages may not total 100% due to rounding.

The distribution of schools by size remains relatively stable over 10 years, although more are larger in 1995 than in 1985. In 1985 44.3% of schools had a head count enrollment of 150 students or less; in 1995 the percentage had dropped to 39.0%. Likewise in 1985, 58.8% of schools had a full-time equivalent enrollment of 150 or less; in 1995 this percentage had dropped to 52.2%. The average head count enrollment at an ATS member school in 1995 was 299, the median 188. The average full-time equivalent enrollment at an ATS institution was 217 while the median was 139. Two ATS member schools terminated their programs in 1995. More detailed information on head count and full-time equivalent enrollment may be found in Chapter 2.
**TABLE 1.6**

NUMBER OF ACCREDITED SCHOOLS OFFERING APPROVED DEGREE PROGRAMS

<table>
<thead>
<tr>
<th>Degree Category</th>
<th>1994</th>
<th>1995</th>
</tr>
</thead>
<tbody>
<tr>
<td>Professional Master of Divinity Degree Program</td>
<td>187</td>
<td>188</td>
</tr>
<tr>
<td>Professional Master Degree Programs</td>
<td>92</td>
<td>94</td>
</tr>
<tr>
<td>Academic Master Degree Programs</td>
<td>160</td>
<td>161</td>
</tr>
<tr>
<td>Professional Doctoral Programs</td>
<td>98</td>
<td>101</td>
</tr>
<tr>
<td>Advanced Research and Academic Degree Programs</td>
<td>77</td>
<td>75</td>
</tr>
</tbody>
</table>

Member schools offer a variety of educational programs that are grouped into five degree categories. This table reports how many schools with accredited membership status offer one or more degree in each category. A summary of degrees approved by the ATS Commission on Accrediting is located on page x.
Figure 1.1 illustrates the distribution of students at ATS schools by institutional size. While the median head count enrollment at an ATS school is 188, slightly more than 50% of students attend the 35 institutions with enrollments larger than 500 students.
CHAPTER 2
ENROLLMENT

HIGHLIGHTS

- Applications to degree programs at ATS member schools remained stable or declined in 1995 but total enrollment at ATS member schools has continued to climb. Since 1991, enrollment in all degree programs has grown by 9.6%.

- The number of students enrolled in M.Div. programs at Protestant denominational and inter/nondenominational institutions increased by 9% over the past five years, while at Roman Catholic institutions, M.Div. enrollment has declined by 12%.

- The number of racial/ethnic minority students at ATS schools continues to grow, increasing from 15.2% in 1991 to 18.3% in 1995.

- Older students (35 and over) constitute 57.7% of all students at ATS member schools.

- The number of women enrolled in M.Div. programs has increased by 17.5% since 1991.
### TABLE 2.1

APPLICATIONS, ACCEPTANCES, AND ENROLLEES AT ALL MEMBER SCHOOLS

<table>
<thead>
<tr>
<th>Category</th>
<th>Professional Masters</th>
<th>Academic Masters</th>
<th>D.Min.</th>
<th>Other Prof. Doctorates</th>
<th>Advanced Research</th>
<th>Others</th>
</tr>
</thead>
<tbody>
<tr>
<td>M.Div.</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>1994</td>
<td>13,279</td>
<td>3,768</td>
<td>4,389</td>
<td>1,992</td>
<td>196</td>
<td>3,583</td>
</tr>
<tr>
<td>1995</td>
<td>13,028</td>
<td>3,479</td>
<td>4,235</td>
<td>1,982</td>
<td>119</td>
<td>3,635</td>
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</table>

<table>
<thead>
<tr>
<th>Acceptances&lt;sup&gt;2&lt;/sup&gt;</th>
<th>1994</th>
<th>% of applications&lt;sup&gt;3&lt;/sup&gt;</th>
<th>10,644</th>
<th>2,815</th>
<th>3,373</th>
<th>1,546</th>
<th>103</th>
<th>1,714</th>
<th>4,158</th>
</tr>
</thead>
<tbody>
<tr>
<td>1995</td>
<td>10,563</td>
<td>% of applications&lt;sup&gt;3&lt;/sup&gt;</td>
<td>81.1</td>
<td>78.6</td>
<td>77.3</td>
<td>78.3</td>
<td>63.0</td>
<td>47.6</td>
<td>88.5</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Enrollees&lt;sup&gt;4&lt;/sup&gt;</th>
<th>1994</th>
<th>% of acceptances&lt;sup&gt;5&lt;/sup&gt;</th>
<th>7.888</th>
<th>2,243</th>
<th>2,432</th>
<th>1,286</th>
<th>70</th>
<th>1,123</th>
<th>3,511</th>
</tr>
</thead>
<tbody>
<tr>
<td>1995</td>
<td>7.919</td>
<td>% of acceptances&lt;sup&gt;5&lt;/sup&gt;</td>
<td>75.0</td>
<td>74.6</td>
<td>73.3</td>
<td>76.1</td>
<td>77.3</td>
<td>64.0</td>
<td>88.5</td>
</tr>
</tbody>
</table>

---

1. Number of applications received for admission to an academic program.
2. Number of formal notifications of admittance sent out.
3. Number of applications accepted divided by the number of applications received.
4. Number of students who enrolled after being accepted.
5. Number of enrollees divided by the number of applications accepted.

The application, acceptance, and enrollment figures are reported as of the fall of each year. Between 1994 and 1995, overall applications to approved degree programs at all member schools dropped by about 2%, but the number of enrollees did not decrease correspondingly. The number of new M.Div. enrollees rose in the early 1990s to a high of 8,369 in 1992. The number of 1995 enrollees remains 11% higher than the number of enrollees in 1989 and 7% higher than the number of enrollees in 1990.

Acceptance rates to M.Div., Professional Masters, Academic Masters, and D.Min. programs all ranged from 77.3% to 81.1%. The Advanced Research programs (Th.D., Ph.D., S.T.D., S.T.M., and Th.M.) remained the most selective and less than half of the applications to these programs were accepted. The figures represent combined acceptance rates at all ATS schools; acceptance rates at individual schools may vary significantly from these figures.
### TABLE 2.2

**HEAD COUNT ENROLLMENT**

<table>
<thead>
<tr>
<th>Year</th>
<th>Schools Reporting</th>
<th>M.Div.</th>
<th>Prof. Masters</th>
<th>Acad. Masters</th>
<th>D.Min.</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>N</td>
<td>N</td>
<td>N</td>
<td>N</td>
<td>N</td>
</tr>
<tr>
<td>1991</td>
<td>208</td>
<td>26,110</td>
<td>5,805</td>
<td>6,105</td>
<td>6,934</td>
</tr>
<tr>
<td>1992</td>
<td>217</td>
<td>27,318</td>
<td>5,812</td>
<td>6,872</td>
<td>7,274</td>
</tr>
<tr>
<td>1993</td>
<td>216</td>
<td>27,549</td>
<td>6,536</td>
<td>7,131</td>
<td>7,610</td>
</tr>
<tr>
<td></td>
<td>0.85</td>
<td>12.46</td>
<td>3.77</td>
<td>4.62</td>
<td></td>
</tr>
<tr>
<td>1994</td>
<td>223</td>
<td>27,639</td>
<td>6,891</td>
<td>7,229</td>
<td>7,423</td>
</tr>
<tr>
<td>1995</td>
<td>221</td>
<td>27,799</td>
<td>6,964</td>
<td>7,211</td>
<td>7,844</td>
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<tr>
<td></td>
<td>0.58</td>
<td>1.06</td>
<td>-0.25</td>
<td>5.67</td>
<td></td>
</tr>
</tbody>
</table>

2. In spring 1995 Maryknoll School of Theology and St. Thomas Theological Seminary closed and are not included in these figures. Three schools, Berkeley Divinity School at Yale University Divinity School, Bexley Hall at Colgate Rochester Divinity School, and Toronto School of Theology, do not report enrollment data.

### TABLE 2.3

**FULL-TIME EQUIVALENT ENROLLMENT**

<table>
<thead>
<tr>
<th>Year</th>
<th>Schools Reporting</th>
<th>M.Div.</th>
<th>Prof. Masters</th>
<th>Acad. Masters</th>
<th>D.Min.</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>N</td>
<td>N</td>
<td>N</td>
<td>N</td>
<td>N</td>
</tr>
<tr>
<td>1991</td>
<td>208</td>
<td>21,475</td>
<td>4,277</td>
<td>3,567</td>
<td>6,934</td>
</tr>
<tr>
<td>1993</td>
<td>216</td>
<td>22,217</td>
<td>4,438</td>
<td>4,485</td>
<td>7,610</td>
</tr>
<tr>
<td></td>
<td>-0.19</td>
<td>2.49</td>
<td>7.27</td>
<td>4.62</td>
<td></td>
</tr>
<tr>
<td>1994</td>
<td>223</td>
<td>22,447</td>
<td>4,758</td>
<td>4,640</td>
<td>7,423</td>
</tr>
<tr>
<td>1995</td>
<td>221</td>
<td>22,163</td>
<td>4,712</td>
<td>4,556</td>
<td>7,844</td>
</tr>
<tr>
<td></td>
<td>-1.27</td>
<td>-0.97</td>
<td>-1.81</td>
<td>5.67</td>
<td></td>
</tr>
</tbody>
</table>

2. In spring 1995 Maryknoll School of Theology and St. Thomas Theological Seminary closed and are not included in these figures.
3. Three schools, Berkeley Divinity School at Yale University Divinity School, Bexley Hall at Colgate Rochester Divinity School, and Toronto School of Theology, do not report enrollment data.

Tables 2.2 through 2.7 report the fall head count and full-time equivalent enrollments at all member schools over a five-year period. Tables 2.4–2.7 group enrollment data across these same years by church/denominational affiliation. The tables also indicate the percentage of increase or decrease in enrollment from the previous year. The generally larger increases in enrollment during even-numbered years is partially the result of new schools becoming members of the Association in the year of the Biennial Meeting. Other Doctorates refers to the D. Miss., Ed.D., S.M.D./D.M.A./D.C.M. degree programs. The kinds of degrees included in other categories are summarized on page x. For the Doctor of Ministry program the full-time equivalent enrollment equals the head count enrollment, even though the degree must be completed part-time over a period of at least three years.
### IN ALL MEMBER SCHOOLS

<table>
<thead>
<tr>
<th>Other Docs.</th>
<th>Advanced Research</th>
<th>Total Degrees</th>
<th>Others</th>
<th>Total Enrollment</th>
<th>Year</th>
</tr>
</thead>
<tbody>
<tr>
<td>N</td>
<td>%</td>
<td>N</td>
<td>%</td>
<td>N</td>
<td>%</td>
</tr>
<tr>
<td>664</td>
<td>—</td>
<td>5,044</td>
<td>—</td>
<td>50,662</td>
<td>—</td>
</tr>
<tr>
<td>687</td>
<td>3.46</td>
<td>5,036</td>
<td>-0.16</td>
<td>52,999</td>
<td>4.61</td>
</tr>
<tr>
<td>692</td>
<td>0.73</td>
<td>5,157</td>
<td>2.40</td>
<td>54,675</td>
<td>3.16</td>
</tr>
<tr>
<td>418</td>
<td>-39.60</td>
<td>5,330</td>
<td>3.35</td>
<td>54,930</td>
<td>0.47</td>
</tr>
<tr>
<td>389</td>
<td>-6.93</td>
<td>5,302</td>
<td>-0.53</td>
<td>55,509</td>
<td>1.05</td>
</tr>
</tbody>
</table>

### IN ALL MEMBER SCHOOLS

<table>
<thead>
<tr>
<th>Other Docs.</th>
<th>Advanced Research</th>
<th>Total Degrees</th>
<th>Others</th>
<th>Total Enrollment</th>
<th>Year</th>
</tr>
</thead>
<tbody>
<tr>
<td>N</td>
<td>%</td>
<td>N</td>
<td>%</td>
<td>N</td>
<td>%</td>
</tr>
<tr>
<td>687</td>
<td>3.46</td>
<td>4,389</td>
<td>1.36</td>
<td>43,120</td>
<td>4.54</td>
</tr>
<tr>
<td>692</td>
<td>0.73</td>
<td>4,467</td>
<td>1.78</td>
<td>43,909</td>
<td>1.83</td>
</tr>
<tr>
<td>418</td>
<td>-39.60</td>
<td>4,608</td>
<td>3.16</td>
<td>44,294</td>
<td>0.88</td>
</tr>
<tr>
<td>389</td>
<td>-6.94</td>
<td>4,588</td>
<td>-0.43</td>
<td>44,252</td>
<td>-0.09</td>
</tr>
</tbody>
</table>

Between 1994 and 1995, head count enrollment figures at all member schools increased by 1.5% although the full-time equivalent grew only negligibly. Since 1991, the head count enrollment in all programs has grown by 9.3%, the full-time equivalent by 10.1%. Much of this gain has come in programs other than the M.Div. degree category which has increased by a full-time equivalent of only 3.1% since 1991. While Protestant denominational schools and schools with multiple or no denominational affiliation have continued to see increases in M.Div. enrollment over the past five years, full-time equivalent enrollment at Roman Catholic schools in the M.Div. program has dropped by 13% since 1991. Overall enrollment at Roman Catholic institutions, however, has not dropped significantly.

Tables 2.2 and 2.3 report fall head count and full-time equivalent enrollment, respectively, in all member schools, and the percentage increase or decrease in enrollment from the previous year.
### TABLE 2.4
HEAD COUNT ENROLLMENT IN PROTESTANT

<table>
<thead>
<tr>
<th>Year</th>
<th>Schools Reporting</th>
<th>M.Div.</th>
<th>Prof. Masters</th>
<th>Acad. Masters</th>
<th>D.Min.</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td>N</td>
<td>%</td>
<td>N</td>
<td>%</td>
</tr>
<tr>
<td>1991</td>
<td>155</td>
<td>22,823</td>
<td>5,060</td>
<td>4,733</td>
<td>6,803</td>
</tr>
<tr>
<td>1992</td>
<td>163</td>
<td>24,097</td>
<td>4,957</td>
<td>5,491</td>
<td>7,151</td>
</tr>
<tr>
<td>1993</td>
<td>162</td>
<td>24,477</td>
<td>5,657</td>
<td>5,631</td>
<td>7,505</td>
</tr>
<tr>
<td>1994</td>
<td>166</td>
<td>24,638</td>
<td>5,997</td>
<td>5,760</td>
<td>7,290</td>
</tr>
<tr>
<td>1995</td>
<td>166</td>
<td>24,903</td>
<td>6,110</td>
<td>5,707</td>
<td>7,681</td>
</tr>
</tbody>
</table>

### TABLE 2.5
FULL-TIME EQUIVALENT ENROLLMENT IN PROTESTANT

<table>
<thead>
<tr>
<th>Year</th>
<th>Schools Reporting</th>
<th>M.Div.</th>
<th>Prof. Masters</th>
<th>Acad. Masters</th>
<th>D.Min.</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td>N</td>
<td>%</td>
<td>N</td>
<td>%</td>
</tr>
<tr>
<td>1991</td>
<td>155</td>
<td>18,417</td>
<td>3,684</td>
<td>2,815</td>
<td>6,803</td>
</tr>
<tr>
<td>1993</td>
<td>162</td>
<td>19,352</td>
<td>3,916</td>
<td>3,554</td>
<td>7,505</td>
</tr>
<tr>
<td>1994</td>
<td>166</td>
<td>19,644</td>
<td>4,254</td>
<td>3,744</td>
<td>7,290</td>
</tr>
<tr>
<td>1995</td>
<td>166</td>
<td>19,497</td>
<td>4,239</td>
<td>3,658</td>
<td>7,681</td>
</tr>
</tbody>
</table>

Tables 2.4 and 2.5 report head count and full-time equivalent enrollments, respectively, for schools that identify themselves with a Protestant denomination, possess multiple denominational affiliations, or have no official denominational affiliation.
### DENOMINATIONAL AND INTER/NONDENOMINATIONAL SCHOOLS

<table>
<thead>
<tr>
<th>Other Docs.</th>
<th>Advanced Research</th>
<th>Total Degrees</th>
<th>Others</th>
<th>Total Enrollment</th>
<th>Year</th>
</tr>
</thead>
<tbody>
<tr>
<td>N</td>
<td>%</td>
<td>N</td>
<td>%</td>
<td>N</td>
<td>%</td>
</tr>
<tr>
<td>687</td>
<td>3.46</td>
<td>4,909</td>
<td>16.71</td>
<td>46,972</td>
<td>5.13</td>
</tr>
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<td>4,570</td>
<td>-6.91</td>
<td>48,729</td>
<td>3.74</td>
</tr>
<tr>
<td>418</td>
<td>-39.60</td>
<td>4,877</td>
<td>6.71</td>
<td>49,074</td>
<td>0.71</td>
</tr>
<tr>
<td>389</td>
<td>-6.94</td>
<td>4,851</td>
<td>-0.53</td>
<td>49,760</td>
<td>1.40</td>
</tr>
</tbody>
</table>

### DENOMINATIONAL AND INTER/NONDENOMINATIONAL SCHOOLS

<table>
<thead>
<tr>
<th>Other Docs.</th>
<th>Advanced Research</th>
<th>Total Degrees</th>
<th>Others</th>
<th>Total Enrollment</th>
<th>Year</th>
</tr>
</thead>
<tbody>
<tr>
<td>N</td>
<td>%</td>
<td>N</td>
<td>%</td>
<td>N</td>
<td>%</td>
</tr>
<tr>
<td>664</td>
<td>---</td>
<td>3,951</td>
<td>---</td>
<td>36,334</td>
<td>---</td>
</tr>
<tr>
<td>687</td>
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<td>4,012</td>
<td>1.54</td>
<td>38,190</td>
<td>5.11</td>
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<tr>
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<td>0.73</td>
<td>4,140</td>
<td>3.19</td>
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<td>2.54</td>
</tr>
<tr>
<td>389</td>
<td>-6.94</td>
<td>4,297</td>
<td>0.07</td>
<td>39,761</td>
<td>0.30</td>
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</tbody>
</table>
### TABLE 2.6

**HEAD COUNT ENROLLMENT**

<table>
<thead>
<tr>
<th>Year</th>
<th>Schools Reporting</th>
<th>M.Div. N</th>
<th>%</th>
<th>Prof. Masters N</th>
<th>%</th>
<th>Acad. Masters N</th>
<th>%</th>
<th>D.Min. N</th>
<th>%</th>
</tr>
</thead>
<tbody>
<tr>
<td>1991</td>
<td>51</td>
<td>3,155</td>
<td></td>
<td>742</td>
<td></td>
<td>1,350</td>
<td></td>
<td>117</td>
<td></td>
</tr>
<tr>
<td>1992</td>
<td>52</td>
<td>3,101</td>
<td>-1.71</td>
<td>847</td>
<td>14.15</td>
<td>1,350</td>
<td>0.00</td>
<td>115</td>
<td>-1.71</td>
</tr>
<tr>
<td>1993</td>
<td>52</td>
<td>2,962</td>
<td>-4.48</td>
<td>577</td>
<td>3.54</td>
<td>1,474</td>
<td>9.19</td>
<td>93</td>
<td>-19.13</td>
</tr>
<tr>
<td>1994</td>
<td>54</td>
<td>2,863</td>
<td>-3.34</td>
<td>897</td>
<td>2.28</td>
<td>1,465</td>
<td>-0.61</td>
<td>123</td>
<td>32.26</td>
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<tr>
<td>1995</td>
<td>52</td>
<td>2,777</td>
<td>-3.00</td>
<td>859</td>
<td>-4.24</td>
<td>1,511</td>
<td>3.14</td>
<td>153</td>
<td>24.39</td>
</tr>
</tbody>
</table>

1 Maryknoll School of Theology and St. Thomas Theological Seminary closed in 1995 and are not included in these figures.

### TABLE 2.7

**FULL-TIME EQUIVALENT ENROLLMENT**

<table>
<thead>
<tr>
<th>Year</th>
<th>Schools Reporting</th>
<th>M.Div. N</th>
<th>%</th>
<th>Prof. Masters N</th>
<th>%</th>
<th>Acad. Masters N</th>
<th>%</th>
<th>D.Min. N</th>
<th>%</th>
</tr>
</thead>
<tbody>
<tr>
<td>1991</td>
<td>51</td>
<td>2,931</td>
<td></td>
<td>591</td>
<td></td>
<td>731</td>
<td></td>
<td>117</td>
<td></td>
</tr>
<tr>
<td>1992</td>
<td>52</td>
<td>2,887</td>
<td>-1.50</td>
<td>501</td>
<td>-1.50</td>
<td>895</td>
<td>-1.50</td>
<td>115</td>
<td>-1.50</td>
</tr>
<tr>
<td>1993</td>
<td>52</td>
<td>2,761</td>
<td>-4.36</td>
<td>520</td>
<td>-4.36</td>
<td>908</td>
<td>-4.36</td>
<td>93</td>
<td>-4.36</td>
</tr>
<tr>
<td>1994</td>
<td>54</td>
<td>2,676</td>
<td>-3.08</td>
<td>500</td>
<td>-3.08</td>
<td>878</td>
<td>-3.08</td>
<td>123</td>
<td>-3.08</td>
</tr>
<tr>
<td>1995</td>
<td>52</td>
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<td>-4.75</td>
<td>469</td>
<td>-4.75</td>
<td>876</td>
<td>-4.75</td>
<td>153</td>
<td>-4.75</td>
</tr>
</tbody>
</table>

1 Maryknoll School of Theology and St. Thomas Theological Seminary closed in 1995 and are not included in these figures.

Tables 2.6 and 2.7 report head count and full-time equivalent enrollments, respectively, at Roman Catholic diocesan seminaries, university departments of theology, and religious order (including union) seminaries, and the percentage increase or decrease in enrollment from the previous year.
### IN ROMAN CATHOLIC SCHOOLS

<table>
<thead>
<tr>
<th>Other Docs.</th>
<th>Advanced Research</th>
<th>Total Degrees</th>
<th>Others</th>
<th>Total Enrollment</th>
<th>Year</th>
</tr>
</thead>
<tbody>
<tr>
<td>N</td>
<td>%</td>
<td>N</td>
<td>%</td>
<td>N</td>
<td>%</td>
</tr>
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<td>—</td>
<td>433</td>
<td>5,797</td>
<td>1,449</td>
<td>7,246</td>
</tr>
<tr>
<td>0</td>
<td>—</td>
<td>427</td>
<td>5,840</td>
<td>1,485</td>
<td>7,325</td>
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<td>—</td>
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<td>5,775</td>
<td>1,549</td>
<td>7,324</td>
</tr>
<tr>
<td>0</td>
<td>—</td>
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<td>5,685</td>
<td>1,851</td>
<td>7,536</td>
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<tr>
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<td>—</td>
<td>324</td>
<td>5,624</td>
<td>1,667</td>
<td>7,291</td>
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</table>

### IN ROMAN CATHOLIC SCHOOLS

<table>
<thead>
<tr>
<th>Other Docs.</th>
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<th>Total Degrees</th>
<th>Others</th>
<th>Total Enrollment</th>
<th>Year</th>
</tr>
</thead>
<tbody>
<tr>
<td>N</td>
<td>%</td>
<td>N</td>
<td>%</td>
<td>N</td>
<td>%</td>
</tr>
<tr>
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<td>—</td>
<td>371</td>
<td>4,741</td>
<td>432</td>
<td>5,173</td>
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<tr>
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<td>819</td>
<td>5,583</td>
</tr>
<tr>
<td>0</td>
<td>—</td>
<td>312</td>
<td>4,594</td>
<td>715</td>
<td>5,309</td>
</tr>
<tr>
<td>0</td>
<td>—</td>
<td>297</td>
<td>4,474</td>
<td>831</td>
<td>5,305</td>
</tr>
<tr>
<td>0</td>
<td>—</td>
<td>286</td>
<td>4,333</td>
<td>826</td>
<td>5,159</td>
</tr>
</tbody>
</table>
## TABLE 2.8
HEAD COUNT ENROLLMENT AT A CONSTANT NUMBER OF SCHOOLS COMPARED WITH TOTAL HEAD COUNT ENROLLMENT

<table>
<thead>
<tr>
<th>Year</th>
<th>Same School Enrollment</th>
<th>Total Enrollment</th>
<th>Same School Enrollment as a % of Total Enrollment</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>N</td>
<td>Head Count</td>
<td>% Change</td>
</tr>
<tr>
<td>1991</td>
<td>204</td>
<td>59,442</td>
<td>—</td>
</tr>
<tr>
<td>1992</td>
<td>204</td>
<td>61,713</td>
<td>3.82</td>
</tr>
<tr>
<td>1993</td>
<td>204</td>
<td>61,500</td>
<td>-0.35</td>
</tr>
<tr>
<td>1994</td>
<td>204</td>
<td>62,714</td>
<td>1.97</td>
</tr>
<tr>
<td>1995</td>
<td>204</td>
<td>63,693</td>
<td>1.56</td>
</tr>
</tbody>
</table>

Comparing head count enrollment for the same 204 schools with the head count at all member schools indicates that much of the increase in total head count enrollment over the past five years is due to an increase in enrollment at existing member schools rather than a function of the enrollment of new schools granted ATS membership. Total head count enrollment in all schools increased 6173 from fall 1991 to fall 1995. Of this number, 4251 represented growth in the 204 schools that were members of the Association for all five years, and 1922 students comprised the enrollment growth attributable to new schools being admitted to the Association.
<table>
<thead>
<tr>
<th>Year</th>
<th>N Schools</th>
<th>Full-Time Equivalent</th>
<th>Head Count</th>
<th>Full-Time Equivalent as a % of Head Count</th>
</tr>
</thead>
<tbody>
<tr>
<td>1991</td>
<td>208</td>
<td>43,745</td>
<td>59,897</td>
<td>73.03</td>
</tr>
<tr>
<td>1992</td>
<td>217</td>
<td>47,433</td>
<td>63,484</td>
<td>74.72</td>
</tr>
<tr>
<td>1993</td>
<td>216</td>
<td>47,767</td>
<td>63,429</td>
<td>75.31</td>
</tr>
<tr>
<td>1994</td>
<td>223</td>
<td>48,491</td>
<td>65,089</td>
<td>74.50</td>
</tr>
<tr>
<td>1995</td>
<td>221</td>
<td>48,617</td>
<td>66,070</td>
<td>73.58</td>
</tr>
</tbody>
</table>

The difference between full-time equivalent and head count enrollments is a function of the proportions of students who are part-time. Across five years, the full-time equivalent enrollment has been 74% of the head count enrollment. While the number of part-time students has increased in earlier years, it has been very stable for this five-year period.
### TABLE 2.10
HEAD COUNT ENROLLMENT BY DEGREE CATEGORY AND PROGRAM

<table>
<thead>
<tr>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Master of Divinity</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>M.Div.</td>
<td>24,903</td>
<td>26,143</td>
<td>26,441</td>
<td>26,295</td>
<td>26,578</td>
</tr>
<tr>
<td>Pre-M.Div./Non-degree</td>
<td>400</td>
<td>362</td>
<td>285</td>
<td>449</td>
<td>347</td>
</tr>
<tr>
<td>Interns</td>
<td>807</td>
<td>813</td>
<td>823</td>
<td>895</td>
<td>874</td>
</tr>
<tr>
<td><strong>Subtotal</strong></td>
<td>26,110</td>
<td>27,318</td>
<td>27,549</td>
<td>27,639</td>
<td>27,799</td>
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Figure 2.1 represents the head count enrollment by degree category over five years. The total growth is not a function of any one degree program. The professional and academic master's programs have seen the largest proportional gains in this five-year period, growing 20.0% and 18.1% respectively. Enrollment increases in the M.Div. programs have been more modest, totaling 6.5% over five years.
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Figure 2.4 illustrates the full-time enrollment by degree category over five years. With the exception of Other Professional Doctorates, enrollment calculated by full-time equivalent has increased in all program categories. Most notably the full-time equivalent enrollment in academic master's programs has increased 27.7% since 1991. Head count enrollment in the same program increased 18.1% indicating that a greater percentage of students seeking academic master's degrees are attending full-time in 1995 than in 1991. Full-time equivalent enrollment in professional master's programs increased significantly (10.1%) in this period but less than the increase in head count enrollment (20.0%) indicating that a greater percentage of these students are enrolled part-time in 1995 than were enrolled in 1991. Full-time equivalent enrollment increased most dramatically in non-degree programs (74.7%), but the significance of this increase is mitigated by the high percentage of part-time students in this category. FTE and head count enrollments for the D.Min. program are identical because the program is by definition part-time.
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*ATS Fact Book 1995-96: Enrollment*
Figure 2.3 shows the head count enrollment in all programs by race. The number of minority students enrolled at ATS schools increased over the five-year period from 1991 to 1995. The number of Asian students rose by 60.5%. In the same period, Black enrollees increased by 24.2%. Hispanic enrollment grew by 14.8%, and international (non-resident alien) students grew by 22.3%. While minority students enrolled at ATS institutions increased, White enrollment stagnated over the five-year period and decreased marginally by 0.2%. The percentage of students who are White declined from 76.8% in 1991 to 69.5% in 1995. Native American enrollment also grew (28.9%) in this period but their overall numbers (0.3% of total enrollment) are too small to be reflected in the figure above.
Figure 2.4 represents the head count enrollment in M.Div. degree programs by race. The number of minority students enrolled in M.Div. programs increased substantially, but not as quickly as in other programs. Asian enrollment rose 42.6%, Black enrollment by 20.2%. The number of Hispanic students in M.Div. programs increased by 5.6%; the number of international (non-resident alien) students in M.Div. programs increased by 7.4%. White enrollment in M.Div. programs grew only marginally by 1.3%. Native American enrollment in M.Div. programs also increased (15.3%) but their numbers are too small to be reflected in the figure above.
Figure 2.5 illustrates the total number of men and women students enrolled in all degree programs. While the numbers of men enrolled have increased 6.3% since 1991, the number of women enrollees has grown at a faster rate (19.5%) in the same period. Overall, women now constitute 32.9% of all enrollment, up from 30.4% in 1991.
Figure 2.6 represents the total number of men and women students enrolled in M.Div. programs and illustrates that much of the growth in the M.Div. has come from an increase in female students. The number of women enrolled in M.Div. programs has increased 17.5% since 1991 while the number of men enrolled grew by only 2.8% in the same period. Overall, women make up 27.5% of M.Div. enrollment in 1995, up from 25.0% in 1991.
Figure 2.7 represents head count enrollment in all programs at ATS schools by age category and gender, while Figure 2.8 represents enrollment in M.Div. programs only. Students 35 and older constitute well over half (57.7%) of all enrollees in ATS schools, although the number of older students in M.Div. programs is less pronounced: enrollees 35 and older make up 44.9% of M.Div. enrollees. Women are more likely to be older than men in the M.Div. and other degree programs. 61.6% of women enrolled in M.Div. programs are over 34 whereas 38.6% of men enrolled in M.Div. programs are over 34. In all degree programs, 65.4% of women are 35 and older, while 53.9% of men are.
FIGURE 2.9

DISTRIBUTION OF ENROLLMENT BY DEGREE CATEGORY
FOR MEN AND WOMEN

Men

Total fall 1995 enrollment of men is 44,334.

Other
13.0%
Adv. Research
9.0%
Prof. Doctorates
16.2%
Acad. Masters
9.0%

M. Div.
45.4%
Prof. Masters
7.5%

Women

Total fall 1995 enrollment of women is 21,736.

Other
22.2%
Adv. Research
6.0%
Prof. Doctorates
4.9%
Acad. Masters
14.9%

M. Div.
35.3%
Prof. Masters
16.8%
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The "M.Div." category includes M.Div., pre-M.Div., non-degree, and intern programs. The "All Others" category includes all other degree, certificate, and diploma programs. The number of schools in which students are enrolled is identified by "N Schools"; the head count enrollment appears under the heading "H.C." The last column records the total number of discrete schools in which students of that denomination are enrolled. The following schools do not offer the Master of Divinity degree and are not included in the table: Dallas Theological Seminary, Graduate Theological Union, Hartford Seminary, Presbyterian School of Christian Education, St. Stephen's College, and Swedenborg School of Religion. Three other schools, Berkeley Divinity School, Bexley Hall, and Toronto School of Theology offer the degree, but have their enrollments reported by Yale University Divinity School, Colgate Rochester Divinity School, and the individual member schools of the Toronto School of Theology, respectively.
## TABLE 2.16

CHURCH/DENOMINATIONAL AFFILIATION OF STUDENTS
CURRENTLY ENROLLED IN ALL MEMBER SCHOOLS, FALL 1995

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<thead>
<tr>
<th>Church/Denomination</th>
<th>M.Div. N Schools</th>
<th>M.Div. H.C.</th>
<th>All Others N Schools</th>
<th>All Others H.C.</th>
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In the fall of each year the schools report the number of students who completed a degree or other program during the previous academic year. This table reports the number of completions and the percentage increase or decrease from the previous year. Some perspective on completion rates can be gained by comparing the number of completions to the new enrollees four years previously. (A four-year figure is used because M.Div. programs at Lutheran and Roman Catholic schools are by definition four-year programs.) Over the past years, the number of completions have not grown as quickly as the number of new enrollees at ATS schools. From 1989 to 1991 the number of enrollees in M.Div. programs increased by 6.7%. In the corresponding period of 1993-1995 four years later, the number of M.Div. completions grew by only 3.9%. In 1995, M.Div. completions constituted 84.1% of the 1991 new enrollees in M.Div. degree programs.
CHAPTER 3
COMPOSITION OF FACULTY AND COMPENSATION OF PERSONNEL

HIGHLIGHTS

• The number of minority faculty members at ATS institutions has grown by 26.9% since 1991. Racial/ethnic minorities now constitute 10.2% of all ATS faculty members, up from 8.4% in 1991.

• The number of women faculty members grew by 40.3% from 1991 to 1995. Women now hold 21.2% of faculty positions at ATS member institutions.

• Over the past two years, the average compensation at U.S. accredited institutions grew by 7.1% for faculty at all ranks. Average administrative compensation grew by 6.6%. During this period the Consumer Price Index increased by 5.2%.
### TABLE 3.1
NUMBER OF FULL-TIME FACULTY AT ALL MEMBER SCHOOLS BY RACE/ETHNICITY, RANK, AND GENDER

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<td>M</td>
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<td>M</td>
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As a percentage of total faculty members, the growth in minority faculty has been slow but consistent. In 1991 8.4% of all ATS faculty were Asian, Black, Hispanic, or Native American; by 1995 that percentage had risen to 10.2%. The growth in absolute numbers is more dramatic. The number of minority faculty at ATS schools grew from 227 in 1991 to 288 in 1995, an increase of 26.9%. During that same period, the total number of all faculty members increased from 2706 to 2829. At the rank of Assistant Professor, the increase in minority representation is most pronounced. In 1991, 48 (9.6%) of Assistant Professors were Asian, Black, Hispanic, or Native American; by 1995 that number had risen to 83 (14.5%). Cf. Table 3.1.
Figure 3.2 reflects Asian, Black, Hispanic, and Native American faculty members as a percentage of all faculty members at ATS schools from 1991 to 1995. In this period, the number of Asian faculty members grew by 35.3% from 51 to 69; Hispanic faculty members grew by 45.6% from 46 to 67; and Black faculty members grew by 26.9% from 127 to 149. In the same period White faculty members increased by 2.0% from 2459 to 2507. The small percentage of Native American faculty remained unchanged.

Figure 3.3

PERCENTAGE OF RACIAL/ETHNIC FACULTY IN RACIAL/ETHNIC MAJORITY AND MINORITY SCHOOLS

Approximately 20% of minority faculty members hold positions in institutions that are predominately racial/ethnic minority schools. While the other 80% are members of faculties that are predominately White, more than 100 ATS schools reported no racial/ethnic minority faculty members.
The number of female faculty continued to grow at member schools from 1991 to 1995. In the five-year period, the total number of women at all ranks grew by 40.3% from 427 in 1991 to 599 in 1995. The total number of men dropped slightly from 2279 in 1991 to 2225 in 1995, a 2.3% reduction. As a percentage of all faculty members, women increased from 15.8% in 1991 to 21.2% in 1995. In 1995, the typical (i.e., median) ATS school had 20% of its full-time faculty positions occupied by women. 38 schools had no female full-time faculty at all, while 9 schools had 50% or more female faculty.
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### TABLE 3.3
AVERAGE COMPENSATION OF FULL-TIME FACULTY IN UNITED STATES SCHOOLS
BY RANK AND GENDER

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<td>123</td>
<td>473</td>
<td>176</td>
<td>468</td>
<td>172</td>
</tr>
<tr>
<td>Average Salary</td>
<td>$32,129</td>
<td>$33,448</td>
<td>$36,528</td>
<td>$38,779</td>
<td>$37,788</td>
<td>$40,019</td>
</tr>
<tr>
<td>Average Housing</td>
<td>1,279</td>
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<td>1,175</td>
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<td>5,235</td>
<td>4,182</td>
<td>5,227</td>
<td>4,448</td>
</tr>
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<td>4,350</td>
<td>3,996</td>
<td>4,770</td>
<td>4,359</td>
<td>5,098</td>
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<tr>
<td>Average Contributed</td>
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<td>1,057</td>
<td>2,223</td>
<td>713</td>
<td>2,155</td>
<td>734</td>
</tr>
<tr>
<td>Average Total Compensation</td>
<td>43,269</td>
<td>42,831</td>
<td>49,896</td>
<td>49,620</td>
<td>51,599</td>
<td>51,594</td>
</tr>
<tr>
<td><strong>Assistant Professor</strong></td>
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<td></td>
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<td></td>
<td></td>
<td></td>
</tr>
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<td>123</td>
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<td>131</td>
<td>333</td>
<td>180</td>
<td>361</td>
<td>167</td>
</tr>
<tr>
<td>Average Salary</td>
<td>$25,830</td>
<td>$29,859</td>
<td>$30,094</td>
<td>$33,697</td>
<td>$31,068</td>
<td>$34,586</td>
</tr>
<tr>
<td>Average Housing</td>
<td>1,558</td>
<td>636</td>
<td>1,471</td>
<td>754</td>
<td>1,687</td>
<td>1,010</td>
</tr>
<tr>
<td>Average Benefits</td>
<td>3,662</td>
<td>3,001</td>
<td>4,699</td>
<td>4,265</td>
<td>4,766</td>
<td>4,271</td>
</tr>
<tr>
<td>Average Pension</td>
<td>2,723</td>
<td>3,882</td>
<td>2,917</td>
<td>3,940</td>
<td>3,317</td>
<td>4,311</td>
</tr>
<tr>
<td>Average Contributed</td>
<td>2,534</td>
<td>778</td>
<td>2,293</td>
<td>843</td>
<td>2,437</td>
<td>564</td>
</tr>
<tr>
<td>Average Total Compensation</td>
<td>36,308</td>
<td>38,155</td>
<td>41,474</td>
<td>43,499</td>
<td>43,275</td>
<td>44,741</td>
</tr>
</tbody>
</table>

| **Total Faculty** | | | | | | |
| N Schools         | 171    | 135    | 187    | 158    | 185    | 157    |
| N Individuals     | 2073   | 373    | 1990   | 581    | 2031   | 552    |
| Average Salary    | $34,934| $32,270| $40,599| $39,384| $41,622| $40,003|
| Average Housing   | 1,559  | 1,082  | 1,743  | 1,154  | 2,029  | 1,518  |
| Average Benefits  | 4,146  | 3,097  | 5,494  | 4,594  | 5,630  | 4,657  |
| Average Pension   | 4,349  | 4,181  | 4,979  | 4,830  | 4,935  | 5,132  |
| Average Contributed| 2,212 | 1,290  | 2,165  | 1,178  | 2,117  | 1,199  |
| Average Total Compensation | 47,200 | 41,921 | 54,597 | 51,139 | 56,332 | 52,508 |

---

1. Total faculty includes the positions of professor, associate professor, assistant professor, instructor, lecturer, head librarian, faculty, and non-ranked faculty.
<table>
<thead>
<tr>
<th></th>
<th></th>
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<th></th>
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<tbody>
<tr>
<td><strong>Professor</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>N Schools</td>
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<td>2</td>
<td>28</td>
<td>11</td>
<td>29</td>
<td>10</td>
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<td>4</td>
<td>97</td>
<td>15</td>
<td>95</td>
<td>11</td>
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<tr>
<td>Average Salary</td>
<td>$48,673</td>
<td>$41,854</td>
<td>$52,344</td>
<td>$50,387</td>
<td>$53,415</td>
<td>$53,184</td>
</tr>
<tr>
<td>Average Housing</td>
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<td>0</td>
<td>1,625</td>
<td>1,507</td>
<td>1,907</td>
<td>1,836</td>
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<tr>
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<td>2,260</td>
<td>3,922</td>
<td>2,159</td>
<td>4,693</td>
<td>4,202</td>
</tr>
<tr>
<td>Average Pension</td>
<td>3,607</td>
<td>0</td>
<td>2,783</td>
<td>2,949</td>
<td>2,910</td>
<td>3,580</td>
</tr>
<tr>
<td>Average Contributed</td>
<td>2,557</td>
<td>3,503</td>
<td>4,119</td>
<td>2,568</td>
<td>2,601</td>
<td>2,107</td>
</tr>
<tr>
<td>Average Total Compensation</td>
<td>61,428</td>
<td>47,617</td>
<td>64,792</td>
<td>59,570</td>
<td>65,526</td>
<td>64,909</td>
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</tr>
<tr>
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<td>11</td>
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<td>13</td>
<td>49</td>
<td>19</td>
<td>54</td>
<td>18</td>
</tr>
<tr>
<td>Average Salary</td>
<td>$43,284</td>
<td>$44,590</td>
<td>$46,578</td>
<td>$48,347</td>
<td>$46,734</td>
<td>$51,920</td>
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<tr>
<td>Average Housing</td>
<td>38</td>
<td>0</td>
<td>333</td>
<td>436</td>
<td>285</td>
<td>469</td>
</tr>
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<td>Average Benefits</td>
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<td>4,150</td>
<td>3,205</td>
<td>4,658</td>
<td>3,754</td>
<td>5,994</td>
</tr>
<tr>
<td>Average Pension</td>
<td>2,455</td>
<td>3,098</td>
<td>2,206</td>
<td>2,612</td>
<td>2,515</td>
<td>3,306</td>
</tr>
<tr>
<td>Average Contributed</td>
<td>4,686</td>
<td>3,242</td>
<td>6,865</td>
<td>8,275</td>
<td>5,221</td>
<td>3,804</td>
</tr>
<tr>
<td>Average Total Compensation</td>
<td>53,106</td>
<td>55,080</td>
<td>59,186</td>
<td>64,327</td>
<td>58,509</td>
<td>65,493</td>
</tr>
<tr>
<td><strong>Assistant Professor</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
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<td>18</td>
<td>12</td>
<td>16</td>
<td>13</td>
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<tr>
<td>N Individuals</td>
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<td>9</td>
<td>31</td>
<td>16</td>
<td>29</td>
<td>14</td>
</tr>
<tr>
<td>Average Salary</td>
<td>$36,015</td>
<td>$37,938</td>
<td>$36,522</td>
<td>$45,603</td>
<td>$39,764</td>
<td>$45,560</td>
</tr>
<tr>
<td>Average Housing</td>
<td>555</td>
<td>1,884</td>
<td>31</td>
<td>105</td>
<td>1,423</td>
<td>0</td>
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<tr>
<td>Average Benefits</td>
<td>2,768</td>
<td>2,777</td>
<td>2,413</td>
<td>2,379</td>
<td>3,110</td>
<td>2,658</td>
</tr>
<tr>
<td>Average Pension</td>
<td>2,184</td>
<td>2,551</td>
<td>1,879</td>
<td>1,984</td>
<td>2,202</td>
<td>2,547</td>
</tr>
<tr>
<td>Average Contributed</td>
<td>2,861</td>
<td>2,454</td>
<td>6,110</td>
<td>1,438</td>
<td>3,905</td>
<td>0</td>
</tr>
<tr>
<td>Average Total Compensation</td>
<td>44,383</td>
<td>47,604</td>
<td>46,955</td>
<td>51,508</td>
<td>50,404</td>
<td>50,765</td>
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<td><strong>Total Faculty</strong></td>
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<td></td>
</tr>
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<td>31</td>
<td>23</td>
<td>31</td>
<td>22</td>
</tr>
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<td>33</td>
<td>192</td>
<td>52</td>
<td>194</td>
<td>47</td>
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<tr>
<td>Average Salary</td>
<td>$42,609</td>
<td>$43,587</td>
<td>$46,378</td>
<td>$47,262</td>
<td>$47,219</td>
<td>$48,160</td>
</tr>
<tr>
<td>Average Housing</td>
<td>1,121</td>
<td>514</td>
<td>941</td>
<td>626</td>
<td>1,255</td>
<td>609</td>
</tr>
<tr>
<td>Average Benefits</td>
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<td>3,029</td>
<td>3,328</td>
<td>3,153</td>
<td>3,945</td>
<td>4,215</td>
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<tr>
<td>Average Pension</td>
<td>2,803</td>
<td>2,098</td>
<td>2,360</td>
<td>2,440</td>
<td>2,524</td>
<td>2,892</td>
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<tr>
<td>Average Contributed</td>
<td>4,169</td>
<td>4,527</td>
<td>5,894</td>
<td>4,206</td>
<td>4,386</td>
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<tr>
<td>Average Total Compensation</td>
<td>54,097</td>
<td>47,755</td>
<td>58,901</td>
<td>57,688</td>
<td>59,329</td>
<td>58,184</td>
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</tbody>
</table>

1 Total faculty includes the positions of professor, associate professor, assistant professor, instructor, lecturer, head librarian faculty, and non-ranked faculty.
<table>
<thead>
<tr>
<th>Position</th>
<th>Faculty in Philosophy and Religion¹</th>
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<th>ATS Member Schools²</th>
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<tr>
<td></td>
<td>Public</td>
<td>Private</td>
<td></td>
</tr>
<tr>
<td>Professor</td>
<td>60,432</td>
<td>55,981</td>
<td>51,412</td>
</tr>
<tr>
<td>Associate Professor</td>
<td>44,564</td>
<td>42,703</td>
<td>41,906</td>
</tr>
<tr>
<td>Assistant Professor</td>
<td>35,394</td>
<td>34,718</td>
<td>35,555</td>
</tr>
</tbody>
</table>

*Faculty in Theological Studies and Religious Vocations¹*

<table>
<thead>
<tr>
<th>Position</th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Professor</td>
<td>----</td>
<td>49,685</td>
</tr>
<tr>
<td>Associate Professor</td>
<td>----</td>
<td>40,738</td>
</tr>
<tr>
<td>Assistant Professor</td>
<td>----</td>
<td>34,299</td>
</tr>
</tbody>
</table>

² Average salary for ATS faculty is calculated on the basis of contract salary, contributed services, and housing allowance or rental value of housing (if any) provided.

At lower ranks, the median salary and housing of ATS faculty compares well with faculty salaries in philosophy and religion departments of public and private four-year institutions. As rank increases, however, the disparity becomes more pronounced. The average salary of a professor of Religion/Philosophy at a public four-year institution is 18% higher than the average professorial salary and housing at an ATS institution; at private institutions the average is 9% higher. Differences at the rank of associate professor are smaller. The average salary of an associate professor at a public four-year institution is 6% greater than the equivalent average salary and housing at an ATS institution; at private institutions it is only 2% higher. At the rank of assistant professor, the ATS average salary is slightly higher than that of either four-year public or private institutions. While the average ATS salary and housing is generally less than that of departments of religion/philosophy, it is slightly higher in all categories than departments of theological studies and religious vocations at private four-year institutions.
### Table 3.6

**Averages of Total Compensation of Administrators and Full-Time Faculty in United States Accredited Schools**

<table>
<thead>
<tr>
<th></th>
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</thead>
<tbody>
<tr>
<td>Administrators</td>
<td></td>
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</tr>
<tr>
<td>Chief Executive Officer</td>
<td>$89,309</td>
<td>$92,083</td>
<td>$95,123</td>
</tr>
<tr>
<td>Academic VP/Academic Dean</td>
<td>66,587</td>
<td>67,124</td>
<td>68,283</td>
</tr>
<tr>
<td>Vice President for Administration</td>
<td>67,364</td>
<td>70,197</td>
<td>68,829</td>
</tr>
<tr>
<td>Executive Vice President</td>
<td>65,934</td>
<td>68,134</td>
<td>73,970</td>
</tr>
<tr>
<td>Chief Development Officer</td>
<td>61,336</td>
<td>65,201</td>
<td>63,786</td>
</tr>
<tr>
<td>Development Professional Staff</td>
<td>45,884</td>
<td>46,548</td>
<td>47,876</td>
</tr>
<tr>
<td>Chief Financial Officer</td>
<td>57,481</td>
<td>58,813</td>
<td>61,400</td>
</tr>
<tr>
<td>Dean of Students</td>
<td>48,341</td>
<td>50,612</td>
<td>53,633</td>
</tr>
<tr>
<td>Director of Student Services</td>
<td>41,825</td>
<td>44,746</td>
<td>47,950</td>
</tr>
<tr>
<td>Director of Graduate Studies</td>
<td>52,568</td>
<td>64,384</td>
<td>67,592</td>
</tr>
<tr>
<td>Director of Doctor of Ministry</td>
<td>53,849</td>
<td>56,244</td>
<td>56,970</td>
</tr>
<tr>
<td>Director of Field Education</td>
<td>46,039</td>
<td>47,762</td>
<td>49,387</td>
</tr>
<tr>
<td>Director of Continuing Education</td>
<td>46,194</td>
<td>48,265</td>
<td>51,664</td>
</tr>
<tr>
<td>Director of Formation</td>
<td>41,580</td>
<td>42,513</td>
<td>44,769</td>
</tr>
<tr>
<td>Librarian-Administrative</td>
<td>48,872</td>
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</tr>
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<td>Librarian Professional Staff</td>
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<td>40,019</td>
<td>40,384</td>
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<td>Information Systems Manager</td>
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<td>47,407</td>
<td>48,688</td>
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<td>Admissions Officer</td>
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<td>45,178</td>
<td>46,834</td>
</tr>
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<td>Recruitment Officer</td>
<td>37,716</td>
<td>38,727</td>
<td>40,445</td>
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<td>Registrar</td>
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<td>39,194</td>
<td>39,494</td>
</tr>
<tr>
<td>Alumni Officer</td>
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</table>

<table>
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<th></th>
</tr>
</thead>
<tbody>
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<td>64,256</td>
</tr>
<tr>
<td>Associate Professor</td>
<td>48,773</td>
<td>50,172</td>
<td>52,034</td>
</tr>
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<td>Assistant Professor</td>
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<td>42,421</td>
<td>43,998</td>
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<td>Non-Ranked Faculty</td>
<td>34,769</td>
<td>48,062</td>
<td>48,977</td>
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</table>

Table 3.6 provides data on the averages of total compensation earned by administrators and full-time faculty in United States accredited schools during each academic year. Total compensation includes contract salary, contributed services, housing allowance (if any) or the rental value of housing provided, pension payments, medical and other insurance. In the United States the Consumer Price Index grew at a rate of 2.61% in 1993-94 and 2.85% in 1994-95. Over the two fiscal years, average compensation for faculty members at all ranks grew somewhat faster than the CPI increase of 5.52% increasing by 7.1%. Total compensation for faculty at the rank of professor grew at 6.7% over the two years, associate professor compensation increased 6.7%, and assistant professor compensation grew at a rate of 7.3%. Administrative salaries increased less consistently. Chief Executive Officers’ compensation grew by 6.5% while Academic Vice Presidents’ and Deans’ compensation increased by 2.5%. Chief Development Officers’ compensation grew by 4.0%, and Chief Financial Officers’ compensation increased by 6.8%.
### Table 3.7

**Averages of Total Compensation of Administrators and Full-time Faculty in Canadian Accredited Schools**

<table>
<thead>
<tr>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Administrators</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Chief Executive Officer</td>
<td>$73,704</td>
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<td>$81,292</td>
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<td>0</td>
<td>0</td>
<td></td>
</tr>
<tr>
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<td>54,608</td>
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<td>45,243</td>
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<td>63,705</td>
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<td>68,542</td>
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</tr>
<tr>
<td>Chief Financial Officer</td>
<td>53,251</td>
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<td>59,930</td>
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<td>58,487</td>
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<td></td>
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<td>Dean of Students</td>
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<td>46,944</td>
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<tr>
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<tr>
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Table 3.7 provides data on the averages of total compensation earned by administrators and full-time faculty in Canadian accredited schools during each academic year. Total compensation includes contract salary, contributed services, housing allowance (if any) or the retail value of housing provided, pension payments, medical and other insurance. Figures are reported in Canadian dollars. In Canada the Consumer Price Index increased by 1.02% in 1993-94, by 1.07% in 1994-95, and cumulatively by 2.10%. Over the two fiscal years, compensation increased at the rank of professor by 5.8%, associate professor by 3.0%, and assistant professor by 4.5%. Dashes indicate that an insufficient number of schools reported data for this position.
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<td></td>
</tr>
<tr>
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<td>11</td>
<td>45,719</td>
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<td>6</td>
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<tr>
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<td>36,721</td>
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<tr>
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<td>55,131</td>
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<td>45,697</td>
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</tr>
<tr>
<td>Director of Doctor of Ministry</td>
<td>53,320</td>
<td>4</td>
<td>49,792</td>
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<td>53,764</td>
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<tr>
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<td>34,977</td>
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<tr>
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<td>32,490</td>
<td>6</td>
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<td>27,799</td>
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</tr>
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<td>Admissions Officer</td>
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<td>10</td>
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</table>

Table 3.8 provides averages for total compensation at nonaccredited ATS schools earned by administrators and full-time faculty. United States and Canadian schools have been grouped together because of the small number of schools reporting. Canadian dollars have been converted to U.S. dollars at the rate of June 30th of each year. The factors used for converting Canadian dollars to U.S. dollars are: 1993-94, 0.78; 1994-95, 0.72; 1995-96, 0.73. Total compensation includes contract salary, contributed services, housing allowance or the retail value of housing provided, pension payments, medical and other insurance. Dashes indicate that an insufficient number of schools reported data for this position.
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<th></th>
<th>Housing Not Provided</th>
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<th>Benefits^3</th>
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<td>Salary^2</td>
<td>Pension</td>
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<td>$7,090</td>
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<td>5,667</td>
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<td>56,982</td>
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<td>5,659</td>
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<td>4,091</td>
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<td>40</td>
<td>37,381</td>
<td>3,653</td>
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<td>13,412</td>
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<td>31</td>
<td>48,089</td>
<td>4,959</td>
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<tr>
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<td>9,289</td>
<td>39,488</td>
<td>39</td>
<td>44,882</td>
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<td>79</td>
<td>39,180</td>
<td>4,049</td>
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<td>38,816</td>
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<td>33,517</td>
<td>2,161</td>
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<td>3,805</td>
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<td>2,710</td>
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<td>30,673</td>
<td>3,540</td>
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<td>31,268</td>
<td>21</td>
<td>32,821</td>
<td>3,826</td>
</tr>
</tbody>
</table>

Faculty

| Position                     |    |           |          |    |           |         |       |
|------------------------------|----|           |          |    |           |         |       |
| Professor                    | 286| 9,814     | 44,712  | 113| 49,737   | 5,618   | 5,935 |
| Associate Professor          | 137| 8,563     | 36,978  | 565| 40,636   | 4,294   | 4,854 |
| Assistant Professor          | 105| 7,246     | 28,793  | 458| 35,207   | 3,491   | 4,372 |
| Non-Ranked Faculty           | 4  | 5,375     | 18,265  | 27 | 42,079   | 4,594   | 3,330 |

1 Housing—housing allowance or the rental value of housing provided. This amount does not represent a pastor's nonreportable tax reduction for housing.
2 Salary—contract salary and contributed services. Contributed services are an equivalent dollar value calculated for services rendered by a person to a school for which no monetary reimbursement is accepted.
3 Benefits—pension; the school's pension contribution; other: medical coverage, life insurance, auto furnished by the institution, etc.

Many ATS member schools provide housing benefits to their administrators and faculty. For most positions, the combination of salary plus housing benefits is greater than the salary of those who do not receive this benefit. Figures are reported in United States dollars with Canadian dollars converted at the rate of $0.73 U.S.
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<th>301-500</th>
<th>501-1000</th>
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<td></td>
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<td>59</td>
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Total compensation includes contract salary, contributed services, housing allowance or the retail value of housing provided, pension payments, medical and other insurance. Dashes indicate that an insufficient number of schools reported data for this position. Canadian dollars have been converted to U.S. dollars at the rate of $0.73 U.S.
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### Table 3.10
TOTAL COMPENSATION OF ADMINISTRATORS AND FULL-TIME FACULTY
IN ALL MEMBER SCHOOLS BY FULL-TIME EQUIVALENT ENROLLMENT SIZE, 1995-96

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ATS Fact Book 1995-96: Composition of Faculty and Compensation of Personnel 85
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</table>

Total compensation includes contract salary, contributed services, housing allowance or the retail value of housing provided, pension payments, medical and other insurance. Dashes indicate that an insufficient number of schools reported data for this position. Canadian dollars have been converted to U.S. dollars at the rate of $0.73 U.S.
### TABLE 3.11
TOTAL COMPENSATION OF ADMINISTRATORS AND FULL-TIME FACULTY IN ALL MEMBER SCHOOLS BY COUNTRY, 1995-96

<table>
<thead>
<tr>
<th>Category</th>
<th><strong>United States</strong></th>
<th><strong>Canada</strong></th>
<th><strong>United States</strong></th>
<th><strong>Canada</strong></th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td><strong>Position</strong></td>
<td></td>
<td><strong>Position</strong></td>
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<tr>
<td></td>
<td>Director of Student Services</td>
<td></td>
<td>Director of Continuing Education</td>
<td></td>
</tr>
<tr>
<td>Number</td>
<td>40</td>
<td>3</td>
<td>43</td>
<td>10</td>
</tr>
<tr>
<td>Average Salary</td>
<td>$37,763</td>
<td>$26,384</td>
<td>$39,834</td>
<td>$35,128</td>
</tr>
<tr>
<td>Median Salary</td>
<td>33,984</td>
<td>-----</td>
<td>38,521</td>
<td>35,040</td>
</tr>
<tr>
<td>Average Salary &amp; Housing</td>
<td>38,353</td>
<td>26,384</td>
<td>41,817</td>
<td>35,128</td>
</tr>
<tr>
<td>Average Benefits</td>
<td>9,106</td>
<td>1,898</td>
<td>9,613</td>
<td>4,278</td>
</tr>
<tr>
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<td>47,460</td>
<td>28,283</td>
<td>51,430</td>
<td>39,406</td>
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<td>35,032</td>
<td>-----</td>
<td>39,955</td>
<td>36,980</td>
</tr>
<tr>
<td>Median</td>
<td>42,768</td>
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<td>47,383</td>
<td>38,806</td>
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<tr>
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<td>55,304</td>
<td>-----</td>
<td>56,629</td>
<td>41,316</td>
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<tr>
<td></td>
<td><strong>Director of Graduate Studies</strong></td>
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<td><strong>Director of Formation</strong></td>
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<tr>
<td>Number</td>
<td>30</td>
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<tr>
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<td>$33,994</td>
<td>$27,222</td>
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<tr>
<td>Median Salary</td>
<td>46,300</td>
<td>48,446</td>
<td>33,600</td>
<td>29,200</td>
</tr>
<tr>
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<td>41,928</td>
<td>37,084</td>
<td>30,142</td>
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<td>12,199</td>
<td>5,373</td>
<td>7,703</td>
<td>917</td>
</tr>
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<td>47,300</td>
<td>44,787</td>
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<td>26,568</td>
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<td>19,524</td>
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<tr>
<td>Median</td>
<td>59,264</td>
<td>50,005</td>
<td>42,823</td>
<td>36,208</td>
</tr>
<tr>
<td>75th percentile</td>
<td>80,023</td>
<td>55,712</td>
<td>50,862</td>
<td>36,895</td>
</tr>
<tr>
<td></td>
<td><strong>Director of Doctor of Ministry</strong></td>
<td></td>
<td><strong>Head Librarian-Administrative</strong></td>
<td></td>
</tr>
<tr>
<td>Number</td>
<td>44</td>
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<td>$36,168</td>
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<td>39,243</td>
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<td>31,344</td>
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<tr>
<td>Average Benefits</td>
<td>10,348</td>
<td>5,613</td>
<td>9,026</td>
<td>4,176</td>
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<tr>
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<td>56,532</td>
<td>41,782</td>
<td>49,713</td>
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<td>46,694</td>
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<td>40,004</td>
<td>29,618</td>
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<td>52,841</td>
<td>-----</td>
<td>48,334</td>
<td>33,580</td>
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<td>-----</td>
<td>58,176</td>
<td>38,806</td>
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<tr>
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<td></td>
<td><strong>Librarian Professional Staff</strong></td>
<td></td>
</tr>
<tr>
<td>Number</td>
<td>90</td>
<td>11</td>
<td>162</td>
<td>5</td>
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<tr>
<td>Average Salary</td>
<td>$38,513</td>
<td>$29,210</td>
<td>$31,740</td>
<td>$23,045</td>
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<tr>
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<td>38,738</td>
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<td>Average Salary &amp; Housing</td>
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<td>30,245</td>
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<td>8,067</td>
<td>3,793</td>
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<td>33,156</td>
<td>40,043</td>
<td>26,838</td>
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<tr>
<td>25th percentile</td>
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<td>25,550</td>
<td>33,858</td>
<td>16,790</td>
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<tr>
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<td>32,362</td>
<td>38,174</td>
<td>30,203</td>
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<td>59,288</td>
<td>39,420</td>
<td>44,870</td>
<td>30,879</td>
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### TABLE 3.11
TOTAL COMPENSATION OF ADMINISTRATORS AND FULL-TIME FACULTY
IN ALL MEMBER SCHOOLS BY COUNTRY, 1995-96

<table>
<thead>
<tr>
<th>Category</th>
<th>Information Systems Manager</th>
<th>Alumni Officer</th>
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<td>Canada</td>
</tr>
<tr>
<td>Number</td>
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<tr>
<td>Median Salary</td>
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<tr>
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<tr>
<td>Average Benefits</td>
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<td>Total Average</td>
<td>47,571</td>
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</tr>
<tr>
<td>25th percentile</td>
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<tr>
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<td>48,098</td>
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<tr>
<td>75th percentile</td>
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<table>
<thead>
<tr>
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<tr>
<td>Number</td>
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<tr>
<td>Average Salary</td>
<td>$36,495</td>
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<td>26,824</td>
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<tr>
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<td>4,126</td>
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<td>24,965</td>
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<table>
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<tr>
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<th>Associate Professor</th>
</tr>
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<tr>
<td>Number</td>
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<td>3</td>
</tr>
<tr>
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<td>$28,962</td>
</tr>
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<td>Median Salary</td>
<td>33,500</td>
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<td>28,962</td>
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<td>33,219</td>
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<td>36,697</td>
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<td>------</td>
</tr>
<tr>
<td>75th percentile</td>
<td>45,933</td>
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<table>
<thead>
<tr>
<th>Registrar</th>
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<th>Assistant Professor</th>
</tr>
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<td>14</td>
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<td>$27,834</td>
</tr>
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<tr>
<td>Average Benefits</td>
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<td>4,470</td>
</tr>
<tr>
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<td>26,064</td>
</tr>
<tr>
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<td>38,882</td>
<td>30,660</td>
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<tr>
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<td>40,925</td>
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90  
ATS Fact Book 1995-96: Composition of Faculty and Compensation of Personnel
<table>
<thead>
<tr>
<th>Category</th>
<th>United States</th>
<th>Canada</th>
</tr>
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<tr>
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<td>4,122</td>
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<tr>
<td>Total Average</td>
<td>48,557</td>
<td>34,090</td>
</tr>
<tr>
<td>25th percentile</td>
<td>34,832</td>
<td>------</td>
</tr>
<tr>
<td>Median</td>
<td>43,210</td>
<td>------</td>
</tr>
<tr>
<td>75th percentile</td>
<td>51,650</td>
<td>------</td>
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<td>Position Category</td>
<td>Professional and Academic Masters¹</td>
<td>Advanced Academic²</td>
</tr>
<tr>
<td>-------------------</td>
<td>--------------------------------------</td>
<td>--------------------</td>
</tr>
<tr>
<td>Chief Executive Officer</td>
<td>79</td>
<td>18</td>
</tr>
<tr>
<td>Number</td>
<td>79</td>
<td>18</td>
</tr>
<tr>
<td>Average Salary</td>
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<td>$64,039</td>
</tr>
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<td>66,363</td>
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<td>62,838</td>
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<td>89,510</td>
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<tr>
<td>Academic VP/Academic Dean</td>
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<td>19</td>
</tr>
<tr>
<td>Number</td>
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<td>19</td>
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<td>69,310</td>
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<tr>
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<tr>
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<tr>
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</tr>
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<td>49,806</td>
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</tr>
<tr>
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</tr>
<tr>
<td>75th percentile</td>
<td>50,348</td>
<td>-----</td>
</tr>
</tbody>
</table>

1 Professional and Academic Masters' Degrees: M.Div., professional and academic masters
2 Advanced Academic Degrees: S.T.M. and Th.M.

Total compensation includes contract salary, contributed services, housing allowance or the retail value of housing provided, pension payments, medical and other insurance. Dashes indicate that an insufficient number of schools reported data for this position. Canadian dollars have been converted to U.S. dollars at the rate of $0.73 U.S.
## TABLE 3.12

TOTAL COMPENSATION OF ADMINISTRATORS IN ALL MEMBER SCHOOLS
BY HIGHEST DEGREE GRANTED, 1995-96

<table>
<thead>
<tr>
<th>Position Category</th>
<th>Professional and Academic</th>
<th>Advanced Academic</th>
<th>Professional Doctorates</th>
<th>Research Doctorates</th>
</tr>
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<tr>
<td><strong>Executive Vice President</strong></td>
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<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Number</td>
<td>8</td>
<td>2</td>
<td>8</td>
<td>8</td>
</tr>
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<tr>
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<td>-----</td>
<td>56,856</td>
<td>65,000</td>
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<td>44,834</td>
<td>58,558</td>
<td>70,149</td>
</tr>
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<td>6,206</td>
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<td>15,647</td>
</tr>
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<td>70,392</td>
<td>85,796</td>
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<td>45,000</td>
<td>-----</td>
<td>55,518</td>
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</tr>
<tr>
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<td>-----</td>
<td>69,375</td>
<td>81,039</td>
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<td>64,259</td>
<td>-----</td>
<td>73,475</td>
<td>99,228</td>
</tr>
<tr>
<td><strong>Chief Development Officer</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Number</td>
<td>37</td>
<td>12</td>
<td>56</td>
<td>23</td>
</tr>
<tr>
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<td>$47,804</td>
<td>$50,752</td>
<td>$57,085</td>
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<tr>
<td>Median Salary</td>
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<td>53,045</td>
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</tr>
<tr>
<td>Average Salary &amp; Housing</td>
<td>42,041</td>
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<td>51,568</td>
<td>58,869</td>
</tr>
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<td>Average Benefits</td>
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<td>9,563</td>
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</tr>
<tr>
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<td>66,636</td>
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<tr>
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Canadian dollars have been converted to U.S. dollars at the rate of $0.73 U.S.
### TABLE 3.12

**TOTAL COMPENSATION OF ADMINISTRATORS IN ALL MEMBER SCHOOLS**

**BY HIGHEST DEGREE GRANTED, 1995-96**

<table>
<thead>
<tr>
<th>Position Category</th>
<th>Professional and Academic Masters</th>
<th>Advanced Academic</th>
<th>Professional Doctorates</th>
<th>Research Doctorates</th>
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<td>43,046</td>
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<td>43,100</td>
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<td>43,135</td>
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### TABLE 3.12
TOTAL COMPENSATION OF ADMINISTRATORS IN ALL MEMBER SCHOOLS
BY HIGHEST DEGREE GRANTED, 1995-96

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<th>Position Category</th>
<th>Professional and Academic Masters</th>
<th>Advanced Academic</th>
<th>Professional Doctorates</th>
<th>Research Doctorates</th>
</tr>
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<td>Total Average</td>
<td>36,789</td>
<td>42,619</td>
<td>47,716</td>
<td>54,028</td>
</tr>
<tr>
<td>25th percentile</td>
<td>30,000</td>
<td>24,965</td>
<td>38,408</td>
<td>44,488</td>
</tr>
<tr>
<td>Median</td>
<td>39,467</td>
<td>39,371</td>
<td>45,659</td>
<td>47,699</td>
</tr>
<tr>
<td>75th percentile</td>
<td>41,342</td>
<td>52,507</td>
<td>53,108</td>
<td>61,354</td>
</tr>
<tr>
<td><strong>Recruitment Officer</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Number</td>
<td>12</td>
<td>1</td>
<td>12</td>
<td>8</td>
</tr>
<tr>
<td>Average Salary</td>
<td>$29,314</td>
<td>-----</td>
<td>$34,210</td>
<td>$32,072</td>
</tr>
<tr>
<td>Median Salary</td>
<td>31,000</td>
<td>-----</td>
<td>33,888</td>
<td>31,000</td>
</tr>
<tr>
<td>Average Salary &amp; Housing</td>
<td>31,256</td>
<td>-----</td>
<td>34,810</td>
<td>32,072</td>
</tr>
<tr>
<td>Average Benefits</td>
<td>5,103</td>
<td>-----</td>
<td>8,763</td>
<td>7,752</td>
</tr>
<tr>
<td>Total Average</td>
<td>36,360</td>
<td>-----</td>
<td>43,573</td>
<td>39,824</td>
</tr>
<tr>
<td>25th percentile</td>
<td>32,476</td>
<td>-----</td>
<td>36,697</td>
<td>32,500</td>
</tr>
<tr>
<td>Median</td>
<td>38,609</td>
<td>-----</td>
<td>44,431</td>
<td>39,826</td>
</tr>
<tr>
<td>75th percentile</td>
<td>38,940</td>
<td>-----</td>
<td>49,401</td>
<td>42,768</td>
</tr>
<tr>
<td>Position Category</td>
<td>Professional and Academic Masters</td>
<td>Advanced Academic</td>
<td>Professional Doctorates</td>
<td>Research Doctorates</td>
</tr>
<tr>
<td>-------------------</td>
<td>----------------------------------</td>
<td>-------------------</td>
<td>-------------------------</td>
<td>---------------------</td>
</tr>
<tr>
<td>Registrar</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Number</td>
<td>36</td>
<td>10</td>
<td>62</td>
<td>28</td>
</tr>
<tr>
<td>Average Salary</td>
<td>$27,786</td>
<td>$25,895</td>
<td>$30,546</td>
<td>$37,794</td>
</tr>
<tr>
<td>Median Salary</td>
<td>28,135</td>
<td>28,627</td>
<td>30,225</td>
<td>35,500</td>
</tr>
<tr>
<td>Average Salary &amp; Housing</td>
<td>28,310</td>
<td>27,127</td>
<td>30,727</td>
<td>38,308</td>
</tr>
<tr>
<td>Average Benefits</td>
<td>5,435</td>
<td>7,107</td>
<td>7,703</td>
<td>9,338</td>
</tr>
<tr>
<td>Total Average</td>
<td>33,745</td>
<td>34,234</td>
<td>38,429</td>
<td>47,645</td>
</tr>
<tr>
<td>25th percentile</td>
<td>28,894</td>
<td>22,854</td>
<td>34,097</td>
<td>38,882</td>
</tr>
<tr>
<td>Median</td>
<td>34,213</td>
<td>36,318</td>
<td>38,945</td>
<td>42,821</td>
</tr>
<tr>
<td>75th percentile</td>
<td>39,669</td>
<td>40,950</td>
<td>43,444</td>
<td>55,197</td>
</tr>
<tr>
<td>Alumni Officer</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Number</td>
<td>7</td>
<td>1</td>
<td>9</td>
<td>9</td>
</tr>
<tr>
<td>Average Salary</td>
<td>$26,681</td>
<td>------</td>
<td>$28,848</td>
<td>$41,041</td>
</tr>
<tr>
<td>Median Salary</td>
<td>27,745</td>
<td>------</td>
<td>33,097</td>
<td>40,480</td>
</tr>
<tr>
<td>Average Salary &amp; Housing</td>
<td>29,538</td>
<td>------</td>
<td>28,848</td>
<td>44,985</td>
</tr>
<tr>
<td>Average Benefits</td>
<td>4,487</td>
<td>------</td>
<td>7,314</td>
<td>11,852</td>
</tr>
<tr>
<td>Total Average</td>
<td>34,025</td>
<td>------</td>
<td>36,162</td>
<td>56,837</td>
</tr>
<tr>
<td>25th percentile</td>
<td>23,900</td>
<td>------</td>
<td>30,210</td>
<td>36,422</td>
</tr>
<tr>
<td>Median</td>
<td>36,893</td>
<td>------</td>
<td>41,276</td>
<td>53,405</td>
</tr>
<tr>
<td>75th percentile</td>
<td>38,237</td>
<td>------</td>
<td>42,776</td>
<td>58,112</td>
</tr>
</tbody>
</table>
CHAPTER 4
FINANCES

HIGHLIGHTS

- From 1994-95 to 1995-96, the average tuition and fees at freestanding member schools rose by 6.2%.

- Tuition and fees constitute an increasing portion of revenues at all member schools, growing from 24.6% of all revenues in 1990-91 to 30.5% in 1994-95.

- Support from denominations or religious organizations continues to decline, decreasing from 16.9% of all revenues in 1990-91 to 13.2% in 1994-95.

- Since the 1991-92 academic year, expenditures at ATS schools have outpaced revenues. In 1994-95 expenditures exceeded revenues by 1.7%.

- In 1994-95, ATS schools had average revenues of $19,454 per full-time equivalent student and average expenses of $19,705 per full-time equivalent student.
<table>
<thead>
<tr>
<th>Degree Category</th>
<th>FTE Enrollment Size</th>
<th>1994-95</th>
<th>1995-96</th>
</tr>
</thead>
<tbody>
<tr>
<td>Master of Divinity (per year)</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>&lt; 75</td>
<td>$4,839</td>
<td>$5,315</td>
<td></td>
</tr>
<tr>
<td>75-150</td>
<td>5,662</td>
<td>5,983</td>
<td></td>
</tr>
<tr>
<td>151-300</td>
<td>6,312</td>
<td>6,491</td>
<td></td>
</tr>
<tr>
<td>301-500</td>
<td>6,254</td>
<td>7,045</td>
<td></td>
</tr>
<tr>
<td>501-1000</td>
<td>6,506</td>
<td>6,445</td>
<td></td>
</tr>
<tr>
<td>Over 1000</td>
<td>4,132</td>
<td>4,477</td>
<td></td>
</tr>
<tr>
<td>Doctor of Ministry (full program)</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>&lt; 75</td>
<td>22,812</td>
<td>20,007</td>
<td></td>
</tr>
<tr>
<td>75-150</td>
<td>8,976</td>
<td>10,504</td>
<td></td>
</tr>
<tr>
<td>151-300</td>
<td>7,165</td>
<td>7,591</td>
<td></td>
</tr>
<tr>
<td>301-500</td>
<td>7,003</td>
<td>7,718</td>
<td></td>
</tr>
<tr>
<td>501-1000</td>
<td>7,091</td>
<td>6,984</td>
<td></td>
</tr>
<tr>
<td>Over 1000</td>
<td>10,361</td>
<td>10,845</td>
<td></td>
</tr>
<tr>
<td>Ph.D./Th.D. (per year)</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>&lt; 75</td>
<td>n/a</td>
<td>n/a</td>
<td></td>
</tr>
<tr>
<td>75-150</td>
<td>5,636</td>
<td>6,175</td>
<td></td>
</tr>
<tr>
<td>151-300</td>
<td>9,017</td>
<td>9,048</td>
<td></td>
</tr>
<tr>
<td>301-500</td>
<td>11,183</td>
<td>13,811</td>
<td></td>
</tr>
<tr>
<td>501-1000</td>
<td>10,243</td>
<td>7,887</td>
<td></td>
</tr>
<tr>
<td>Over 1000</td>
<td>4,550</td>
<td>5,197</td>
<td></td>
</tr>
</tbody>
</table>

Table 4.1 provides a guide to tuition and fees charged for the Master of Divinity, Doctor of Ministry, and Ph.D./Th.D. programs by the full-time equivalent enrollment size of the institution. With the exception of the D.Min. program, the smallest and largest of ATS institutions charge less on average for tuition and fees in the M.Div. and Ph.D./Th.D. programs than do institutions with full-time equivalent enrollments between 150 and 1000 students. Large increases or decreases within a category in average tuition between 1994-95 and 1995-96 reflect the movement of an institution from one category to another rather than any overall changes in tuition. Tuition and fees for all M.Div. programs may be found in Table 1.2. All figures are in U.S. dollars. Canadian dollars were converted at the rate of $0.72 U.S. for 1994-95 and $0.73 U.S. for 1995-96.
<table>
<thead>
<tr>
<th>Degree Category</th>
<th>Affiliation</th>
<th>1994-95</th>
<th>1995-96</th>
</tr>
</thead>
<tbody>
<tr>
<td>Master of Divinity (per year)</td>
<td>University</td>
<td>$7,114</td>
<td>$7,385</td>
</tr>
<tr>
<td></td>
<td>Independent</td>
<td>5,442</td>
<td>5,779</td>
</tr>
<tr>
<td>Doctor of Ministry (full program)</td>
<td>University</td>
<td>9,135</td>
<td>10,230</td>
</tr>
<tr>
<td></td>
<td>Independent</td>
<td>8,024</td>
<td>8,537</td>
</tr>
<tr>
<td>Ph.D./Th.D. (per year)</td>
<td>University</td>
<td>11,867</td>
<td>12,189</td>
</tr>
<tr>
<td></td>
<td>Independent</td>
<td>6,403</td>
<td>6,675</td>
</tr>
</tbody>
</table>

Table 4.2 represents the changes in tuition and fees from 1994-95 to 1995-96 at university-affiliated and freestanding member schools. In the M.Div. and Ph.D./Th.D. programs, the yearly tuition rose at independent institutions more quickly than at university-affiliated institutions. In all categories with the exception of university-affiliated Ph.D./Th.D. programs, the increases in tuition outpaced the 2.85% growth in the Consumer Price Index for 1994-95. Corrected for inflation, the average M.Div. tuition increased at independent member schools by 3.2% and by 0.9% at university-affiliated schools.
### TABLE 4.3

**AMOUNT OF REVENUE AND EXPENDITURES PER FULL-TIME EQUIVALENT**

<table>
<thead>
<tr>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>N Schools</td>
<td>Average</td>
<td>N Schools</td>
<td>Average</td>
</tr>
<tr>
<td>Tuition and Fees</td>
<td>205</td>
<td>$3,942</td>
<td>207</td>
<td>$4,588</td>
</tr>
<tr>
<td>Govt. Grants, Contracts, and Appropriations</td>
<td>63</td>
<td>1,054</td>
<td>62</td>
<td>1,177</td>
</tr>
<tr>
<td>Gifts and Grants from Religious Org.</td>
<td>179</td>
<td>3,976</td>
<td>183</td>
<td>4,483</td>
</tr>
<tr>
<td>Gifts and Grants from Individuals</td>
<td>193</td>
<td>3,633</td>
<td>198</td>
<td>3,959</td>
</tr>
<tr>
<td>Value of Contributed Services</td>
<td>53</td>
<td>2,480</td>
<td>52</td>
<td>3,206</td>
</tr>
<tr>
<td>Endowment/Investment Income</td>
<td>187</td>
<td>3,991</td>
<td>189</td>
<td>3,733</td>
</tr>
<tr>
<td>Auxiliary/Ancillary Enterprises</td>
<td>169</td>
<td>2,531</td>
<td>172</td>
<td>2,760</td>
</tr>
<tr>
<td>Other Sources</td>
<td>192</td>
<td>1,170</td>
<td>188</td>
<td>1,300</td>
</tr>
<tr>
<td><strong>Total Revenue</strong></td>
<td>205</td>
<td>18,621</td>
<td>207</td>
<td>20,378</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th></th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Instruction and Net Academic Support</td>
<td>205</td>
<td>6,411</td>
<td>207</td>
</tr>
<tr>
<td>Research</td>
<td>29</td>
<td>794</td>
<td>34</td>
</tr>
<tr>
<td>Public Service</td>
<td>49</td>
<td>386</td>
<td>46</td>
</tr>
<tr>
<td>Library</td>
<td>193</td>
<td>1,357</td>
<td>196</td>
</tr>
<tr>
<td>Student Services</td>
<td>170</td>
<td>748</td>
<td>171</td>
</tr>
<tr>
<td>Admissions</td>
<td>129</td>
<td>514</td>
<td>137</td>
</tr>
<tr>
<td>Inst. Support/Admin. &amp; General</td>
<td>199</td>
<td>4,318</td>
<td>202</td>
</tr>
<tr>
<td>Op. &amp; Maintenance of Plant</td>
<td>199</td>
<td>2,171</td>
<td>201</td>
</tr>
<tr>
<td>Scholarships and Fellowships</td>
<td>178</td>
<td>1,823</td>
<td>186</td>
</tr>
<tr>
<td>Mandatory Transfers</td>
<td>60</td>
<td>974</td>
<td>59</td>
</tr>
<tr>
<td>Subtotal: Education and General</td>
<td>205</td>
<td>16,983</td>
<td>207</td>
</tr>
<tr>
<td>Auxiliary/Ancillary Enterprises</td>
<td>160</td>
<td>2,372</td>
<td>164</td>
</tr>
<tr>
<td><strong>Total Expenditures</strong></td>
<td>205</td>
<td>18,835</td>
<td>207</td>
</tr>
</tbody>
</table>

The data in Table 4.3 reflect the average revenue and expenditure that member schools reported on a per-student (full-time equivalent) basis in specific categories. From 1991-92 to 1995-96, tuition and fees at reporting institutions increased 28.8%, while total revenues grew by only 5.0%. Not every school reported data in each category. For 1995-96, the full-time equivalent divisor is calculated from the previous year's data. All figures are reported in U.S. dollars. Canadian dollars were converted at a rate of $0.73.
<table>
<thead>
<tr>
<th>Category</th>
<th>1993-94</th>
<th>1994-95</th>
</tr>
</thead>
<tbody>
<tr>
<td>N Schools</td>
<td>N Schools</td>
<td></td>
</tr>
<tr>
<td>Average</td>
<td>Average</td>
<td></td>
</tr>
<tr>
<td>215</td>
<td>219</td>
<td></td>
</tr>
<tr>
<td>$5,079</td>
<td>$5,164</td>
<td></td>
</tr>
<tr>
<td>67</td>
<td>72</td>
<td>859</td>
</tr>
<tr>
<td>178</td>
<td>182</td>
<td>3,642</td>
</tr>
<tr>
<td>208</td>
<td>215</td>
<td>4,001</td>
</tr>
<tr>
<td>54</td>
<td>56</td>
<td>2,647</td>
</tr>
<tr>
<td>199</td>
<td>205</td>
<td>3,183</td>
</tr>
<tr>
<td>174</td>
<td>177</td>
<td>2,783</td>
</tr>
<tr>
<td>194</td>
<td>200</td>
<td>1,258</td>
</tr>
<tr>
<td>215</td>
<td>219</td>
<td>19,454</td>
</tr>
</tbody>
</table>

| N Schools                        | N Schools     |               |
| Average                          | Average       |               |
| 215                              | 219           |               |
| 6,632                            | 6,587         |               |
| 34                               | 34            | 704           |
| 54                               | 54            | 581           |
| 203                              | 208           | 1,406         |
| 177                              | 181           | 814           |
| 149                              | 156           | 521           |
| 210                              | 215           | 4,444         |
| 210                              | 216           | 2,233         |
| 188                              | 196           | 2,063         |
| 67                               | 71            | 919           |
| 215                              | 219           | 17,886        |
| 170                              | 167           | 2,386         |
| 215                              | 219           | 19,705        |

**Total Revenue**

**Expenditures**

Instruction and Net Academic Support
Research
Public Service
Library
Student Services
Admissions
Inst. Support/Admin. & General
Op. & Maintenance of Plant
Scholarships and Fellowships
Mandatory Transfers
Subtotal: Education and General
Auxiliary/Ancillary Enterprises

**Total Expenditures**
### TABLE 4.4
REVENUE SOURCES AS A PERCENT OF TOTAL REVENUE IN ALL MEMBER SCHOOLS

<table>
<thead>
<tr>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Tuition and Fees</td>
<td>24.6%</td>
<td>26.4%</td>
<td>28.0%</td>
<td>30.5%</td>
<td>30.5%</td>
</tr>
<tr>
<td>Govt. Grants, Contracts, and</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Appropriations</td>
<td>1.1</td>
<td>1.2</td>
<td>1.1</td>
<td>1.2</td>
<td>1.0</td>
</tr>
<tr>
<td>Gifts and Grants from Religious Org.</td>
<td>16.9</td>
<td>16.1</td>
<td>14.5</td>
<td>13.9</td>
<td>13.2</td>
</tr>
<tr>
<td>Gifts and Grants from Individuals</td>
<td>16.9</td>
<td>17.9</td>
<td>19.0</td>
<td>18.0</td>
<td>18.2</td>
</tr>
<tr>
<td>Value of Contributed Services</td>
<td>1.7</td>
<td>1.6</td>
<td>1.6</td>
<td>1.6</td>
<td>1.6</td>
</tr>
<tr>
<td>Endowment/Investment Income</td>
<td>20.8</td>
<td>18.6</td>
<td>18.7</td>
<td>17.3</td>
<td>17.4</td>
</tr>
<tr>
<td>Auxiliary/Ancillary Enterprises</td>
<td>12.3</td>
<td>12.3</td>
<td>12.3</td>
<td>12.6</td>
<td>12.7</td>
</tr>
<tr>
<td>Other Sources</td>
<td>5.7</td>
<td>5.9</td>
<td>4.8</td>
<td>5.0</td>
<td>5.5</td>
</tr>
</tbody>
</table>

Table 4.4 presents the revenue sources at member schools from fiscal year 1990-91 to fiscal year 1994-95 as a percentage of total revenues. In this five-year period, tuition and fees at member schools have increased from 24.6% of total revenues in 1990-91 to 30.5% of total revenues in 1994-95. Gifts and grants from religious organizations have declined from 16.9% in 1990-91 to 13.2% in 1994-95. This continues a 30-year decline in the proportions of funding provided to ATS member schools from denominations or religious organizations. The percentage of income derived from endowment and investment has also declined from 20.8% in 1990-91 to 17.4% in 1994-95. For further information on financial trends in Protestant institutions, see Anthony Ruger's report, "Lean Years, Fat Years: Changes in the Financial Support of Protestant Theological Education" *Auburn Center Bulletin No. 2*, December 1994.
<table>
<thead>
<tr>
<th>Category</th>
<th>Roman Catholic</th>
<th>Protestant Denominational</th>
<th>Inter/Non-Denominational</th>
</tr>
</thead>
<tbody>
<tr>
<td>Tuition and Fees</td>
<td>31.7%</td>
<td>27.6%</td>
<td>39.4%</td>
</tr>
<tr>
<td>Govt. Grants, Contracts, and Appropriations</td>
<td>1.5</td>
<td>0.9</td>
<td>1.1</td>
</tr>
<tr>
<td>Gifts and Grants from Religious Org.</td>
<td>16.1</td>
<td>16.8</td>
<td>2.0</td>
</tr>
<tr>
<td>Gifts and Grants from Individuals</td>
<td>15.9</td>
<td>17.6</td>
<td>20.2</td>
</tr>
<tr>
<td>Value of Contributed Services</td>
<td>9.1</td>
<td>1.8</td>
<td>0.7</td>
</tr>
<tr>
<td>Endowment/Investment Income</td>
<td>8.6</td>
<td>17.9</td>
<td>15.7</td>
</tr>
<tr>
<td>Auxiliary/Ancillary Enterprises</td>
<td>12.8</td>
<td>12.7</td>
<td>12.7</td>
</tr>
<tr>
<td>Other Sources</td>
<td>4.3</td>
<td>4.6</td>
<td>8.2</td>
</tr>
</tbody>
</table>

Funding from religious organizations and the value of contributed services constitute 25.2% of revenues at Roman Catholic schools. In comparison, their Protestant denominational counterparts received 18.6% of their funding from equivalent sources. Nondenominational and interdenominational schools are more dependent on tuition and individual gifts and grants as revenue sources than are Roman Catholic or Protestant denominational schools.
<table>
<thead>
<tr>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Instruction and Net Academic Support</td>
<td>34.3%</td>
<td>34.1%</td>
<td>33.8%</td>
<td>33.4%</td>
<td>33.2%</td>
</tr>
<tr>
<td>Research</td>
<td>0.5</td>
<td>0.6</td>
<td>0.5</td>
<td>0.6</td>
<td>0.6</td>
</tr>
<tr>
<td>Public Service</td>
<td>0.7</td>
<td>0.7</td>
<td>0.8</td>
<td>0.8</td>
<td>0.8</td>
</tr>
<tr>
<td>Library</td>
<td>6.3</td>
<td>6.3</td>
<td>6.2</td>
<td>6.4</td>
<td>6.3</td>
</tr>
<tr>
<td>Student Services</td>
<td>3.3</td>
<td>3.4</td>
<td>3.4</td>
<td>3.6</td>
<td>3.6</td>
</tr>
<tr>
<td>Admissions</td>
<td>1.9</td>
<td>2.1</td>
<td>2.4</td>
<td>2.1</td>
<td>2.1</td>
</tr>
<tr>
<td>Inst. Support/Admin. &amp; General</td>
<td>20.7</td>
<td>21.0</td>
<td>20.9</td>
<td>20.5</td>
<td>20.9</td>
</tr>
<tr>
<td>Op. &amp; Maintenance of Plant</td>
<td>9.9</td>
<td>9.7</td>
<td>9.8</td>
<td>9.9</td>
<td>9.5</td>
</tr>
<tr>
<td>Scholarships and Fellowships</td>
<td>10.1</td>
<td>10.4</td>
<td>11.0</td>
<td>11.1</td>
<td>11.2</td>
</tr>
<tr>
<td>Mandatory Transfers</td>
<td>1.1</td>
<td>0.6</td>
<td>0.6</td>
<td>1.0</td>
<td>1.0</td>
</tr>
<tr>
<td>Subtotal: Education and General</td>
<td>88.7</td>
<td>88.9</td>
<td>89.4</td>
<td>89.3</td>
<td>89.3</td>
</tr>
<tr>
<td>Auxiliary/Anciliary Enterprises</td>
<td>11.3</td>
<td>11.1</td>
<td>10.6</td>
<td>10.7</td>
<td>10.7</td>
</tr>
</tbody>
</table>

The distribution of expenditures has changed less in the five-year period at member institutions than have revenue sources. Instruction and net academic support declined slightly from 34.3% to 33.2% while scholarships and fellowships increased from 10.1% to 11.2%. Other categories changed only minimally.
<table>
<thead>
<tr>
<th>Category</th>
<th>Roman Catholic</th>
<th>Protestant Denominational</th>
<th>Inter/Non-Denominational</th>
</tr>
</thead>
<tbody>
<tr>
<td>Education and General:</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Instruction and Net Academic Support</td>
<td>32.6%</td>
<td>34.1%</td>
<td>30.7%</td>
</tr>
<tr>
<td>Research</td>
<td>0.7</td>
<td>0.3</td>
<td>1.4</td>
</tr>
<tr>
<td>Public Service</td>
<td>0.5</td>
<td>0.4</td>
<td>2.2</td>
</tr>
<tr>
<td>Library</td>
<td>6.8</td>
<td>6.6</td>
<td>5.2</td>
</tr>
<tr>
<td>Student Services</td>
<td>4.8</td>
<td>3.6</td>
<td>3.6</td>
</tr>
<tr>
<td>Admissions</td>
<td>1.2</td>
<td>2.0</td>
<td>2.4</td>
</tr>
<tr>
<td>Inst. Support/Admin. &amp; General</td>
<td>19.8</td>
<td>21.0</td>
<td>20.4</td>
</tr>
<tr>
<td>Operation &amp; Maintenance of Plant</td>
<td>14.5</td>
<td>9.6</td>
<td>9.3</td>
</tr>
<tr>
<td>Scholarships and Fellowships</td>
<td>6.0</td>
<td>10.5</td>
<td>13.6</td>
</tr>
<tr>
<td>Mandatory Transfers</td>
<td>0.5</td>
<td>1.1</td>
<td>0.8</td>
</tr>
<tr>
<td>Subtotal: Education and General</td>
<td>87.5</td>
<td>89.2</td>
<td>89.5</td>
</tr>
<tr>
<td>Auxiliary/Ancillary Enterprises</td>
<td>12.5</td>
<td>10.8</td>
<td>10.5</td>
</tr>
</tbody>
</table>
TABLE 4.8
AVERAGE OF GENERAL EXPENDITURE COSTS PER FULL-TIME EQUIVALENT STUDENT AT ALL
UNITED STATES AND CANADIAN SCHOOLS
BY FULL-TIME EQUIVALENT ENROLLMENT SIZE

<table>
<thead>
<tr>
<th>Category</th>
<th>1993-94</th>
<th>1994-95</th>
</tr>
</thead>
<tbody>
<tr>
<td>United States Schools</td>
<td></td>
<td></td>
</tr>
<tr>
<td>&lt; 75</td>
<td>$23,453</td>
<td>$21,537</td>
</tr>
<tr>
<td>75 - 150</td>
<td>19,544</td>
<td>21,294</td>
</tr>
<tr>
<td>151 - 300</td>
<td>16,531</td>
<td>16,365</td>
</tr>
<tr>
<td>301 - 500</td>
<td>12,495</td>
<td>14,568</td>
</tr>
<tr>
<td>501 - 1000</td>
<td>15,141</td>
<td>14,174</td>
</tr>
<tr>
<td>Over 1000</td>
<td>8,939</td>
<td>8,714</td>
</tr>
<tr>
<td>Canadian Schools</td>
<td></td>
<td></td>
</tr>
<tr>
<td>&lt; 75</td>
<td>23,465</td>
<td>20,386</td>
</tr>
<tr>
<td>75 - 150</td>
<td>15,837</td>
<td>16,271</td>
</tr>
<tr>
<td>151 - 300</td>
<td>9,991</td>
<td>10,722</td>
</tr>
<tr>
<td>301 - 500</td>
<td>9,966</td>
<td>11,161</td>
</tr>
<tr>
<td>501 - 1000</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Over 1000</td>
<td>0</td>
<td>0</td>
</tr>
</tbody>
</table>

Figures for United States schools are reported in United States dollars. Figures for Canadian schools are reported in Canadian dollars.
### TABLE 4.9
**Average of General Expenditure Costs per Full-Time Equivalent Student at Roman Catholic and Non-Roman Catholic Schools**

<table>
<thead>
<tr>
<th>Category</th>
<th>1993-94</th>
<th>1994-95</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>United States Schools</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Roman Catholic</td>
<td>$18,464</td>
<td>$19,098</td>
</tr>
<tr>
<td>Non-Roman Catholic</td>
<td>14,410</td>
<td>14,490</td>
</tr>
<tr>
<td><strong>Canadian Schools</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Roman Catholic</td>
<td>17,549</td>
<td>18,485</td>
</tr>
<tr>
<td>Non-Roman Catholic</td>
<td>13,870</td>
<td>14,156</td>
</tr>
</tbody>
</table>

Figures for United States schools are reported in United States dollars. Figures for Canadian schools are reported in Canadian dollars.

### TABLE 4.10
**Total of Revenues and Expenditures at All Member Schools**

<table>
<thead>
<tr>
<th>Fiscal Year</th>
<th>Revenues ($000)</th>
<th>Expenditures ($000)</th>
<th>Surplus/ (Deficit)</th>
</tr>
</thead>
<tbody>
<tr>
<td>1988-89</td>
<td>$565,179</td>
<td>$560,663</td>
<td>$4,516</td>
</tr>
<tr>
<td>1989-90</td>
<td>622,842</td>
<td>620,736</td>
<td>2,105</td>
</tr>
<tr>
<td>1990-91</td>
<td>668,819</td>
<td>662,029</td>
<td>6,789</td>
</tr>
<tr>
<td>1991-92</td>
<td>700,176</td>
<td>703,916</td>
<td>(3,739)</td>
</tr>
<tr>
<td>1992-93</td>
<td>734,048</td>
<td>735,156</td>
<td>(1,107)</td>
</tr>
<tr>
<td>1993-94</td>
<td>759,598</td>
<td>784,171</td>
<td>(24,572)</td>
</tr>
<tr>
<td>1994-95</td>
<td>780,724</td>
<td>794,272</td>
<td>(13,547)</td>
</tr>
</tbody>
</table>

Beginning in 1991-92 expenditures at ATS schools have outpaced revenues. In 1994-95, expenditures exceeded revenues by 1.7%, down from 3.2% in 1993-94.
<table>
<thead>
<tr>
<th>Year</th>
<th>Minimum</th>
<th>10th</th>
<th>20th</th>
<th>30th</th>
<th>40th</th>
<th>50th</th>
</tr>
</thead>
<tbody>
<tr>
<td>1990-91</td>
<td>$22</td>
<td>$342</td>
<td>$961</td>
<td>$1,479</td>
<td>$2,906</td>
<td>$4,466</td>
</tr>
<tr>
<td>1991-92</td>
<td>16</td>
<td>257</td>
<td>934</td>
<td>1,467</td>
<td>2,459</td>
<td>4,162</td>
</tr>
<tr>
<td>1992-93</td>
<td>15</td>
<td>340</td>
<td>1,175</td>
<td>1,772</td>
<td>2,759</td>
<td>4,651</td>
</tr>
<tr>
<td>1993-94</td>
<td>10</td>
<td>272</td>
<td>892</td>
<td>1,697</td>
<td>2,537</td>
<td>4,086</td>
</tr>
<tr>
<td>1994-95</td>
<td>9</td>
<td>284</td>
<td>826</td>
<td>1,696</td>
<td>2,754</td>
<td>4,452</td>
</tr>
</tbody>
</table>

All figures are reported in United States dollars.
<table>
<thead>
<tr>
<th>60th</th>
<th>70th</th>
<th>80th</th>
<th>90th</th>
<th>Maximum</th>
<th>Year</th>
</tr>
</thead>
<tbody>
<tr>
<td>$5.793</td>
<td>$7.929</td>
<td>$16,428</td>
<td>$34,777</td>
<td>$377,717</td>
<td>1990-91</td>
</tr>
<tr>
<td>5.987</td>
<td>7.682</td>
<td>15,516</td>
<td>38,369</td>
<td>426,352</td>
<td>1991-92</td>
</tr>
<tr>
<td>5.813</td>
<td>8.946</td>
<td>15,653</td>
<td>35,075</td>
<td>487,424</td>
<td>1993-94</td>
</tr>
<tr>
<td>6.188</td>
<td>9.184</td>
<td>17,401</td>
<td>37,013</td>
<td>536,755</td>
<td>1994-95</td>
</tr>
</tbody>
</table>
CHAPTER 5
DEVELOPMENT

HIGHLIGHTS

- In 1994-95 giving to ATS member schools increased by 4.67% to $365 million.

- Religious organizations continue to provide the largest single source of giving to the operations of ATS member schools, but this giving is declining. Religious organizations contributed 42.1% of all operational gifts and 7.0% of all capital gifts to ATS member schools in 1994-95.
<table>
<thead>
<tr>
<th>Category</th>
<th>Operational Gifts</th>
<th>Capital Gifts</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Amount ($000)</td>
<td>% of Total</td>
</tr>
<tr>
<td><strong>Individuals</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Alumni/ae</td>
<td>17,832.0</td>
<td>7.4</td>
</tr>
<tr>
<td>Others</td>
<td>69,913.9</td>
<td>29.2</td>
</tr>
<tr>
<td>Subtotal</td>
<td>87,745.9</td>
<td>36.6</td>
</tr>
<tr>
<td><strong>Organizations</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Foundations</td>
<td>27,462.0</td>
<td>11.5</td>
</tr>
<tr>
<td>Corporations</td>
<td>11,637.8</td>
<td>4.9</td>
</tr>
<tr>
<td>Religious Organizations</td>
<td>100,974.8</td>
<td>42.1</td>
</tr>
<tr>
<td>Consortia</td>
<td>5,032.9</td>
<td>2.1</td>
</tr>
<tr>
<td>Other</td>
<td>6,764.7</td>
<td>2.8</td>
</tr>
<tr>
<td>Subtotal</td>
<td>151,872.3</td>
<td>63.4</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td>239,618.2</td>
<td></td>
</tr>
</tbody>
</table>

Number of Respondents: 206

Figures are reported in U.S. dollars. Canadian dollars have been converted at a rate of $0.73.

Giving to ATS schools appears to have increased in 1994-95 over figures from the previous year, despite the fact that fewer schools reported data for 1994-95 than in 1993-94. Overall giving grew by 4.2% to $365,661,000 but contributions from religious organizations declined. For 1993-94 figures, see the 1994-95 Fact Book.
<table>
<thead>
<tr>
<th>Category</th>
<th>Roman Catholic¹</th>
<th>Denominational²</th>
<th>Inter/Nondenominational³</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Operational ($000)</td>
<td>Capital ($000)</td>
<td>Operational ($000)</td>
</tr>
<tr>
<td><strong>Alumni/ae</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Avg</td>
<td>109.5</td>
<td>100.0</td>
<td>72.9</td>
</tr>
<tr>
<td>Median</td>
<td>13.1</td>
<td>0.0</td>
<td>44.5</td>
</tr>
<tr>
<td><strong>Other Individuals</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Avg</td>
<td>243.4</td>
<td>271.0</td>
<td>332.1</td>
</tr>
<tr>
<td>Median</td>
<td>133.4</td>
<td>13.1</td>
<td>200.4</td>
</tr>
<tr>
<td><strong>Foundations</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Avg</td>
<td>103.4</td>
<td>34.4</td>
<td>97.2</td>
</tr>
<tr>
<td>Median</td>
<td>7.2</td>
<td>0.0</td>
<td>25.4</td>
</tr>
<tr>
<td><strong>Corporations</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Avg</td>
<td>77.6</td>
<td>9.2</td>
<td>36.0</td>
</tr>
<tr>
<td>Median</td>
<td>3.2</td>
<td>0.0</td>
<td>12.0</td>
</tr>
<tr>
<td><strong>Religious Organizations</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Avg</td>
<td>337.7</td>
<td>30.9</td>
<td>622.7</td>
</tr>
<tr>
<td>Median</td>
<td>81.3</td>
<td>0.0</td>
<td>298.4</td>
</tr>
<tr>
<td><strong>Consortia</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Avg</td>
<td>47.0</td>
<td>0.9</td>
<td>17.3</td>
</tr>
<tr>
<td>Median</td>
<td>0.0</td>
<td>0.0</td>
<td>0.0</td>
</tr>
<tr>
<td><strong>Other Organizations</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Avg</td>
<td>3.5</td>
<td>4.8</td>
<td>36.9</td>
</tr>
<tr>
<td>Median</td>
<td>0.0</td>
<td>0.0</td>
<td>0.0</td>
</tr>
</tbody>
</table>

1 Roman Catholic Reporting: 46
2 Denominational Reporting: 124
3 Inter/Nondenominational Reporting: 36

Figures are reported in U.S. dollars. Canadian dollars have been converted at a rate of $0.73.
<table>
<thead>
<tr>
<th>Category</th>
<th>University-Affiliated</th>
<th>Freestanding</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Operational ($000)</td>
<td>Capital ($000)</td>
</tr>
<tr>
<td>Alumni/ae</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Avg</td>
<td>158.5</td>
<td>126.1</td>
</tr>
<tr>
<td>Median</td>
<td>67.4</td>
<td>12.0</td>
</tr>
<tr>
<td>Other Individuals</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Avg</td>
<td>189.7</td>
<td>328.6</td>
</tr>
<tr>
<td>Median</td>
<td>115.5</td>
<td>103.1</td>
</tr>
<tr>
<td>Foundations</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Avg</td>
<td>289.6</td>
<td>417.4</td>
</tr>
<tr>
<td>Median</td>
<td>95.3</td>
<td>0.0</td>
</tr>
<tr>
<td>Corporations</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Avg</td>
<td>74.2</td>
<td>19.0</td>
</tr>
<tr>
<td>Median</td>
<td>8.0</td>
<td>2.0</td>
</tr>
<tr>
<td>Religious Organizations</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Avg</td>
<td>695.4</td>
<td>15.2</td>
</tr>
<tr>
<td>Median</td>
<td>49.0</td>
<td>0.4</td>
</tr>
<tr>
<td>Consortia</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Avg</td>
<td>10.5</td>
<td>1.6</td>
</tr>
<tr>
<td>Median</td>
<td>0.0</td>
<td>0.0</td>
</tr>
<tr>
<td>Other Organizations</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Avg</td>
<td>10.2</td>
<td>1.6</td>
</tr>
<tr>
<td>Median</td>
<td>0.0</td>
<td>0.0</td>
</tr>
</tbody>
</table>

1 University-Affiliated Reporting: 28
2 Independent/Freestanding Reporting: 178

Figures are reported in U.S. dollars. Canadian dollars have been converted at a rate of $0.73.
### TABLE 5.4

#### TOTAL OF GIFTS FOR CURRENT OPERATIONS BY PURPOSE
#### IN ALL MEMBER SCHOOLS, 1994-95

<table>
<thead>
<tr>
<th>Category</th>
<th>Amount ($'000)</th>
<th>Percent</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Unrestricted</strong></td>
<td>173,984.3</td>
<td>72.6</td>
</tr>
<tr>
<td><strong>Restricted</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Academic Division</td>
<td>6,242.4</td>
<td>2.6</td>
</tr>
<tr>
<td>Faculty &amp; Staff Compensation</td>
<td>3,189.9</td>
<td>1.3</td>
</tr>
<tr>
<td>Research</td>
<td>3,583.6</td>
<td>1.5</td>
</tr>
<tr>
<td>Public Service &amp; Extension</td>
<td>1,726.6</td>
<td>0.7</td>
</tr>
<tr>
<td>Library</td>
<td>1,763.6</td>
<td>0.7</td>
</tr>
<tr>
<td>Operation and Maintenance</td>
<td>4,591.3</td>
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</tr>
<tr>
<td>Student Financial Aid</td>
<td>21,952.3</td>
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</tr>
<tr>
<td>Other Restricted</td>
<td>22,584.3</td>
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</tr>
<tr>
<td><strong>Subtotal</strong></td>
<td>65,633.9</td>
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</tr>
<tr>
<td><strong>Total</strong></td>
<td>239,618.2</td>
<td>100.0</td>
</tr>
</tbody>
</table>

Figures are reported in U.S. dollars. Canadian dollars have been converted at a rate of $0.73.

### TABLE 5.5

#### TOTAL OF GIFTS FOR CAPITAL PURPOSES BY CATEGORY
#### IN ALL MEMBER SCHOOLS, 1994-95

<table>
<thead>
<tr>
<th>Category</th>
<th>Amount ($'000)</th>
<th>Percent</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Property, Building &amp; Equipment</strong></td>
<td>31,766.3</td>
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</tr>
<tr>
<td><strong>Endowment &amp; Similar Funds</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Unrestricted</td>
<td>14,314.6</td>
<td>11.4</td>
</tr>
<tr>
<td>Restricted</td>
<td>79,537.1</td>
<td>63.1</td>
</tr>
<tr>
<td><strong>Loans</strong></td>
<td>424.8</td>
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<tr>
<td><strong>Total</strong></td>
<td>126,042.8</td>
<td>100.0</td>
</tr>
</tbody>
</table>

Figures are reported in U.S. dollars. Canadian dollars have been converted at a rate of $0.73.
<table>
<thead>
<tr>
<th>Category</th>
<th>Roman Catholic¹ ($000)</th>
<th>Denominational² ($000)</th>
<th>Inter/Nondenominational³ ($000)</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Unrestricted</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Average</td>
<td>621.3</td>
<td>928.3</td>
<td>841.6</td>
</tr>
<tr>
<td>Median</td>
<td>235.4</td>
<td>477.8</td>
<td>314.3</td>
</tr>
<tr>
<td><strong>Restricted</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Academic Divisions</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Average</td>
<td>18.1</td>
<td>28.0</td>
<td>53.7</td>
</tr>
<tr>
<td>Median</td>
<td>0.0</td>
<td>0.0</td>
<td>2.0</td>
</tr>
<tr>
<td>Faculty &amp; Staff</td>
<td></td>
<td></td>
<td></td>
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<tr>
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<td>7.7</td>
<td>23.4</td>
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<tr>
<td>Median</td>
<td>0.0</td>
<td>0.0</td>
<td>0.0</td>
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<tr>
<td>Research</td>
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<tr>
<td>Average</td>
<td>16.0</td>
<td>10.6</td>
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<tr>
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<td>0.0</td>
<td>0.0</td>
<td>0.0</td>
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<td>Public Services</td>
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<td></td>
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</tr>
<tr>
<td>Average</td>
<td>7.2</td>
<td>8.5</td>
<td>9.5</td>
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<tr>
<td>Median</td>
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<td>0.0</td>
<td>0.0</td>
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<tr>
<td>Library</td>
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<td></td>
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<tr>
<td>Average</td>
<td>13.5</td>
<td>6.9</td>
<td>8.1</td>
</tr>
<tr>
<td>Median</td>
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<td>0.0</td>
<td>0.0</td>
</tr>
<tr>
<td>Operation and Maintenance</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Average</td>
<td>83.9</td>
<td>5.6</td>
<td>1.0</td>
</tr>
<tr>
<td>Median</td>
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<td>0.0</td>
<td>0.0</td>
</tr>
<tr>
<td>Student Financial Aid</td>
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<tr>
<td>Other Restricted</td>
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<tr>
<td>Average</td>
<td>75.3</td>
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<td>1.8</td>
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<td>19.7</td>
</tr>
</tbody>
</table>

¹ Roman Catholic Reporting: 46
² Denominational Reporting: 124
³ Non/Interdenominational Reporting: 36

Figures are reported in U.S. dollars. Canadian dollars have been converted at a rate of $0.73.
<table>
<thead>
<tr>
<th>Category</th>
<th>Roman Catholic(^1) ($000)</th>
<th>Denominational(^2) ($000)</th>
<th>Inter/Nondenominational(^3) ($000)</th>
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<tbody>
<tr>
<td><strong>Property, Buildings &amp; Equipment</strong></td>
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<tr>
<td>Average</td>
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<td>0.0</td>
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<tr>
<td><strong>Endowment &amp; Similar Funds - Unrestricted</strong></td>
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<td></td>
</tr>
<tr>
<td>Average</td>
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<td>0.0</td>
</tr>
<tr>
<td><strong>Endowment &amp; Similar Funds - Restricted</strong></td>
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<td></td>
</tr>
<tr>
<td>Average</td>
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<td>448.3</td>
<td>307.5</td>
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<td>178.0</td>
<td>18.0</td>
</tr>
<tr>
<td><strong>Loan Funds</strong></td>
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<td></td>
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</tr>
<tr>
<td>Average</td>
<td>0.7</td>
<td>2.5</td>
<td>2.2</td>
</tr>
<tr>
<td>Median</td>
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<td>0.0</td>
<td>0.0</td>
</tr>
</tbody>
</table>

1 Roman Catholic Reporting: 46
2 Denominational Reporting: 124
3 Inter/Nondenominational Reporting: 36

Figures are reported in U.S. dollars. Canadian dollars have been converted at a rate of 50.73.

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<table>
<thead>
<tr>
<th>Category</th>
<th>University-Affiliated(^1) ($000)</th>
<th>Freestanding(^2) ($000)</th>
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<td>477.8</td>
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<td>Academic Divisions</td>
<td></td>
<td></td>
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<tr>
<td>Average</td>
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<td>22.6</td>
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<td>Median</td>
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<td>0.0</td>
</tr>
<tr>
<td>Faculty &amp; Staff</td>
<td></td>
<td></td>
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<tr>
<td>Average</td>
<td>9.0</td>
<td>16.5</td>
</tr>
<tr>
<td>Median</td>
<td>0.0</td>
<td>0.0</td>
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<td>Research</td>
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<td>0.0</td>
</tr>
<tr>
<td>Public Services</td>
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<tr>
<td>Average</td>
<td>23.4</td>
<td>6.0</td>
</tr>
<tr>
<td>Median</td>
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<td>0.0</td>
</tr>
<tr>
<td>Library</td>
<td></td>
<td></td>
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<td>Average</td>
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<td>8.1</td>
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<tr>
<td>Median</td>
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<td>0.0</td>
</tr>
<tr>
<td>Operation and Maintenance</td>
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<td>Average</td>
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<td>0.0</td>
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<tr>
<td>Student Financial Aid</td>
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<tr>
<td>Median</td>
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<tr>
<td>Other Restricted</td>
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<tr>
<td>Average</td>
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<td>98.6</td>
</tr>
<tr>
<td>Median</td>
<td>15.7</td>
<td>15.1</td>
</tr>
</tbody>
</table>

\(^1\) University-Affiliated Reporting: 28
\(^2\) Independent/Freestanding Reporting: 178

Figures are reported in U.S. dollars. Canadian dollars have been converted at a rate of $0.73.
<table>
<thead>
<tr>
<th>Category</th>
<th>University-Affiliated ($000)</th>
<th>Freestanding ($000)</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Property, Buildings &amp; Equipment</strong></td>
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<td></td>
</tr>
<tr>
<td>Average</td>
<td>111.1</td>
<td>161.0</td>
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<tr>
<td>Median</td>
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<td>1.0</td>
</tr>
<tr>
<td><strong>Endowment &amp; Similar Funds - Unrestricted</strong></td>
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<td></td>
</tr>
<tr>
<td>Average</td>
<td>61.2</td>
<td>70.8</td>
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<tr>
<td>Median</td>
<td>0.0</td>
<td>0.0</td>
</tr>
<tr>
<td><strong>Endowment &amp; Similar Funds - Restricted</strong></td>
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<td>81.3</td>
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<tr>
<td><strong>Loan Funds</strong></td>
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<td></td>
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<tr>
<td>Average</td>
<td>2.1</td>
<td>2.1</td>
</tr>
<tr>
<td>Median</td>
<td>0.0</td>
<td>0.0</td>
</tr>
</tbody>
</table>

1 University-Affiliated Reporting: 28
2 Independent/Freestanding Reporting: 178

Figures are reported in U.S. dollars. Canadian dollars have been converted at a rate of $0.73.
APPENDIX 1: DENOMINATIONAL CODES

The Association employs a code of six or seven letters to designate each denomination, church, or religious tradition that is represented by the institutions, faculty, and students of its member schools.

<table>
<thead>
<tr>
<th>Code</th>
<th>Denomination</th>
</tr>
</thead>
<tbody>
<tr>
<td>ADCCHCH</td>
<td>Advent Christian Church</td>
</tr>
<tr>
<td>ADYSVD</td>
<td>Seventh-day Adventist</td>
</tr>
<tr>
<td>AFRMEP</td>
<td>African Methodist Episcopal</td>
</tr>
<tr>
<td>AFRMEZ</td>
<td>African Methodist Episcopal Zion</td>
</tr>
<tr>
<td>AMBCUS</td>
<td>American Baptist Churches in the USA</td>
</tr>
<tr>
<td>ANGCHC</td>
<td>Anglican Church of Canada</td>
</tr>
<tr>
<td>AREFPC</td>
<td>Associate Reformed Presbyterian Church</td>
</tr>
<tr>
<td>ASGSPC</td>
<td>Associated Gospel Churches of Canada</td>
</tr>
<tr>
<td>ASYGOD</td>
<td>Assemblies of God</td>
</tr>
<tr>
<td>BAPTO   TH</td>
<td>Baptist Other</td>
</tr>
<tr>
<td>BPCVOQ</td>
<td>Baptist Convention of Ontario and Quebec</td>
</tr>
<tr>
<td>BPNCF</td>
<td>Baptist General Conference</td>
</tr>
<tr>
<td>BPMSSAA</td>
<td>Baptist Missionary Association of America</td>
</tr>
<tr>
<td>BPUNWC</td>
<td>Baptist Union of Western Canada</td>
</tr>
<tr>
<td>BRCHAO</td>
<td>Brethren Church (Ashland, Ohio)</td>
</tr>
<tr>
<td>BRCHCH</td>
<td>Brethren in Christ Church</td>
</tr>
<tr>
<td>CBPFEL</td>
<td>Cooperative Baptist Fellowship</td>
</tr>
<tr>
<td>CCHCHC</td>
<td>Christian Churches and Churches of Christ</td>
</tr>
<tr>
<td>CCONCC</td>
<td>Conference of Congregational Christian Churches</td>
</tr>
<tr>
<td>CFMENI</td>
<td>Conference of Mennonites</td>
</tr>
<tr>
<td>CGODAI</td>
<td>Church of God (Anderson, Indiana)</td>
</tr>
<tr>
<td>CGODCT</td>
<td>Church of God (Cleveland, Tennessee)</td>
</tr>
<tr>
<td>CGODGC</td>
<td>Churches of God, General Conference</td>
</tr>
<tr>
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<td>Church of God in Christ</td>
</tr>
<tr>
<td>CHBRET</td>
<td>Church of the Brethren</td>
</tr>
<tr>
<td>CHCHDC</td>
<td>Christian Church (Disciples of Christ)</td>
</tr>
<tr>
<td>CHMEEP</td>
<td>Christian Methodist Episcopal</td>
</tr>
<tr>
<td>CHMSAL</td>
<td>Christian and Missionary Alliance</td>
</tr>
<tr>
<td>CHPBRE</td>
<td>Christian Brethren (Plymouth Brethren)</td>
</tr>
<tr>
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<td>Christian Reformed Church</td>
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<tr>
<td>CHRNAZ</td>
<td>Church of the Nazarene</td>
</tr>
<tr>
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<td>Churches of Christ</td>
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<td>CMPRCH</td>
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<td>Conservative Baptist Association of America</td>
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</tr>
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<td>Reformed Episcopal Church</td>
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<td>EVCGCH</td>
<td>Evangelical Congregational Church</td>
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<td>EVPCHR</td>
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<tr>
<td>Abbreviation</td>
<td>Full Name</td>
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<td>-----------</td>
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<tr>
<td>FEVBCBC</td>
<td>Fellowship of Evangelical Baptist Churches in Canada</td>
</tr>
<tr>
<td>FRMECH</td>
<td>Free Methodist Church</td>
</tr>
<tr>
<td>FRRELS</td>
<td>Friends, Religious Society of</td>
</tr>
<tr>
<td>FSQGCH</td>
<td>Foursquare Gospel Church</td>
</tr>
<tr>
<td>GBSCNC</td>
<td>General Baptist State Convention, N.C.</td>
</tr>
<tr>
<td>GCNJER</td>
<td>New Jerusalem, General Church of</td>
</tr>
<tr>
<td>GCSWED</td>
<td>Swedenborgian Church, General Convention</td>
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<tr>
<td>GENBAPT</td>
<td>General Association of Regular Baptist Churches</td>
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<tr>
<td>GNCFMC</td>
<td>General Conference Mennonite Church</td>
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<td>GROXNS</td>
<td>Greek Orthodox Archdiocese in N./S. America</td>
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<td>Independent Baptist</td>
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<td>INMECH</td>
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<td>National Baptist Convention</td>
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APPENDIX 2: TABLE INFORMATION

This Fact Book numbers the tables differently from past years. This appendix correlates the 1994-95 tables with the present numbering system.

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