



Oregon Community College Report for HB 2557 (2009)

October 2011

Section 3 of HB 2557 (2009) requires Oregon's community colleges to provide annual data to the State Board of Education for purposes of establishing a baseline related to full-time and part-time faculty employed by the colleges. This report outlines the three areas: 1) the ratio of courses taught by full-time faculty and part-time faculty, 2) the pay differential between full-time and part-time faculty, and 3) the benefits that are provided for each faculty category.

As with last year's initial report, it is important to note several factors that provide important context for data submitted by community colleges. As a result of the continued economic downturn, Oregon's community colleges are still experiencing unprecedented increases in enrollment. Statewide community college enrollment increased by an average of almost 16% over the last year. A number of colleges have seen enrollment increase by more than 20%. This increased student demand required community colleges to add a significant number of course sections in order to respond to the needs of students. Colleges responded to the demand by hiring additional part-time and full-time faculty to address the enrollment increases and course additions. In addition, existing faculty are teaching over-load courses and many part-time faculty have been hired temporarily to fill in the gaps. These enrollment increases are expected to taper off as the economy improves and more Oregonians are able to re-enter the workforce. In the meantime, data presented in this report will be impacted by the up-surge in enrollment Oregon's community colleges continue to face.

At the same time that enrollment increased, state general fund support of Oregon's community colleges decreased substantially. Statewide funding to the Community College Support Fund for the 2011-13 biennium dropped to \$395.5 million. However, the Legislature held back \$14.5 million that will be released in February 2012 as long as the economy does not go into another recession, bringing the total funding to \$410 million. If state resources continue to drop further as predicted, it will become increasingly difficult for colleges to meet the demand because sufficient resources will not be available to hire the faculty needed to teach additional courses, nor will there be classroom availability. Pay and benefit levels will be impacted as well.

Data presented on the following pages include the three areas outlined in HB 2557 (2009):

- 1) Page 2: Ratio of Courses Taught by Full-time and Part-time Faculty
- 2) Page 3: Pay Differential Between Faculty Categories
- 3) Page 3: Health and Other Benefits Provided by Faculty Category

Ratio of Course FTE Taught by Full-time and Part-time Faculty

Data presented in this report includes the ratio of reimbursable community college courses taught by full-time and part-time faculty for fall term 2010. In order to provide comparable information from all seventeen community colleges, the ratio of courses taught by each faculty category is determined by each college using 2010 Fall end of term student course FTE as reported to Oregon Community College Unified Reporting System (OCCURS). The following program categories are included in this data: lower division collegiate (LDC), career and technical education (CTE), English as a second language (ESL), adult basic education (ABE), General Education Development (GED) preparation, adult high school (AHS), and post-secondary remedial (PSR) courses. The data does not include courses that are classified as non-reimbursable adult community education, short-term career/technical training, College Now, or self-enhancement courses.

The definition of full-time and part-time faculty is determined by each college based on each college's definition as stated in their contractual language with faculty associations. The differences in contracts create a subtle difference as the reader compares colleges. Faculty employees whose primary role is only teaching are included. Community colleges do not employ graduate assistants so data is not provided for this faculty category.

The ratio of courses may vary by the credit hours that are attributed to a course. In the LDC area, some colleges have three credits for Writing 121, while others have four credits. These differences may make a difference in the overall courses taught in a term which may also make a difference in the ratio.

Course FTE Taught 2010-11

	Courses Taught by Full-time Faculty (.9 and above)	Courses Taught by Part-time Faculty (below .9)	Total	% by FT	% by PT
Blue Mountain CC	357	525	882	40%	60%
Central Oregon CC	1,111	876	1,987	56%	44%
Chemeketa CC	2,155	1,568	3,723	58%	42%
Clackamas CC	1,106	1,017	2,123	52%	48%
Clatsop CC	210	97	307	69%	31%
Columbia Gorge CC	113	274	387	29%	71%
Klamath CC	157	204	361	44%	56%
Lane CC	813	955	1,768	46%	54%
Linn-Benton CC	1,149	698	1,847	62%	38%
Mt Hood CC	1,596	1,258	2,854	56%	44%
Oregon Coast CC	57	86	143	40%	60%
Portland CC	3,669	5,563	9,238	40%	60%
Rogue CC	512	819	1,332	38%	62%
Southwestern Oregon CC	550	223	773	71%	29%
Tillamook Bay CC	48	70	118	41%	59%
Treasure Valley CC	623	234	857	73%	27%
Umpqua CC	510	588	1,098	46%	54%

Pay Differential Between Faculty Categories

The data that was presented for this category of the report last year did not provide an adequate comparison between full-time and part-time faculty pay. In order to develop a better data set, the community college human resources directors met several times during the year to create a more accurate measurement. They agreed to develop a comparative salary reporting methodology that eliminates the variables in last years' criteria of the number of work days per year and hours per day, and focuses instead on a comparison of the per credit hour compensation of full-time versus part-time faculty. The data presented compares full-time and part-time faculty pay based on the weighted average (to the nearest salary schedule step) of a full-time faculty position to a part-time faculty position. These are based on FY 2010-2011 salaries derived from the salary schedule at each college.

The information related to faculty pay still does not account for differences between full-time and part-time faculty workload requirements and the different roles each category of faculty plays at their respective institutions. This is due to the differences between faculty contracts that exist at each community college. Community colleges in Oregon are locally governed and do not have standardized employment contracts or benefits such as those that exist in the Oregon University System. The lack of standard workload factors for all the community colleges makes it difficult to ascertain the true pay differential between the two categories of employees. Pay related to release time, curriculum development, prep time, over-load courses, and other special pay will impact the average salary and comparability for both full-time and part-time faculty categories. As a result caution should be taken in comparing the pay differentials presented in the data.

Pay Differential

(Salary Per Credit Hour Difference Between Full-time and Part-time Faculty)

	Full-time Faculty	Part-time Faculty	% of FT salary
Blue Mountain CC	\$1,024.14	\$544.00	53.1%
Central Oregon CC	\$1,317.27	\$515.00	39.1%
Chemeketa CC	\$1,341.53	\$698.00	52.0%
Clackamas CC	\$1,617.53	\$717.01	44.3%
Clatsop CC	\$1,225.36	\$510.00	41.6%
Columbia Gorge CC	\$1,236.14	\$578.05	46.8%
Klamath CC	\$ 922.22	\$415.00	45.0%
Lane CC	\$1,408.64	\$702.00	49.8%
Linn-Benton CC	\$1,473.04	\$616.00	41.8%
Mt Hood CC	\$1,442.00	\$637.13	44.2%
Oregon Coast CC	\$1,210.71	\$536.00	44.3%
Portland CC	\$1,270.56	\$753.36	59.3%
Rogue CC	\$1,433.58	\$589.27	41.1%
Southwestern Oregon CC	\$1,151.11	\$328.00	28.5%
Tillamook Bay CC	\$1,013.93	\$476.04	46.9%
Treasure Valley CC	\$1,222.36	\$500.00	40.9%
Umpqua CC	\$1,199.73	\$536.00	44.7%

Health and Other Benefits Provided By Faculty Category

All seventeen community colleges provide health care (including vision and dental care) to full-time employees. Three-quarter-time employees are eligible for healthcare benefits at ten colleges; half-time employees are eligible at eight colleges.

Other benefits provided include group life, disability insurance, and tuition waivers. Full-time faculty at all seventeen colleges are eligible for these other benefits. Part-time faculty employees are eligible for these benefits at four colleges.

Public Employee Retirement System (PERS) benefits eligibility is determined by the number of hours worked and the formula developed by PERS to establish the minimum threshold of eligibility for college employees.