



Legislative Report for HB 2557 (2009) Oregon Community College Report

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 percentage of teaching performed 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 prior year reports, 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 were still experiencing increases in enrollment in 2011. This increased student demand required community colleges to add 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 were teaching over-load courses and many part-time faculty were 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 for 2011 still reflects the up-surge in enrollment at Oregon's community colleges.

As community colleges were seeing increased enrollment, state general fund support of Oregon's community colleges decreased more than 21%. Statewide funding to the Community College Support Fund for the 2011-13 biennium dropped to \$395.5 million from a high of \$503.3 million in 2007-09. As revenues declined, costs to hire staff increased at rates that outpaced inflation. Community colleges experienced steady and increasing health insurance costs and costs related to participating in the Public Employee Retirement System (PERS). Rates for PERS employers, including community colleges, will increase by an average of 5% in 2013 and health insurance rates increased by an average of more than 7%. 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: Teaching Performed by Full-time and Part-time Faculty
- 2) Page 3: Pay Differential Comparison By Faculty Category
- 3) Page 3: Health and Other Benefits Provided by Faculty Category

Teaching Performed By Full-time and Part-time Faculty

Data presented in this report include the percentage of teaching performed by full-time and part-time faculty for fall term 2011. In order to provide consistent and comparable information from all seventeen community colleges, the percentage of teaching performed by each faculty category is determined by each college using 2011 fall end of term student full-time equivalents (FTE) as reported to the Oregon Community College Unified Reporting System (OCCURS). Student FTE derived from the following kinds of courses are included: 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. Community colleges followed the model used by the Oregon University System in reporting the percentage based on student FTE to ensure a consistent and more accurate comparison.

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 are not provided for this faculty category.

Teaching Performed by Each Faculty Category Based on Student FTE Fall 2011 End of Term

College	Full-time Faculty	Part-time Faculty
	%	%
Blue Mountain	53.00	47.00
Central Oregon	54.00	46.00
Chemeketa	53.80	46.20
Clackamas	48.83	51.17
Clatsop	63.20	36.80
Columbia Gorge	28.75	71.25
Klamath	37.00	63.00
Lane	46.80	53.10
Linn-Benton	57.11	42.89
Mt Hood	57.58	42.42
Oregon Coast	35.89	64.11
Portland	37.00	63.00
Rogue	39.00	61.00
Southwestern Oregon	72.31	23.64
Tillamook Bay	27.00	73.00
Treasure Valley	70.77	29.23
Umpqua	48.11	51.89

Pay Differential Comparison By Faculty Category

In a continuing effort to provide more consistent reporting across all seventeen community colleges, the criteria used for this section was changed slightly for this reporting cycle. In order to determine the pay differential between faculty categories, colleges used 2012-13 salary schedules to show rates paid for each faculty category at three steps – lowest, middle, and top – based on workload rates. The workload rate was calculated by dividing the salary at each step by the workload credit hours for each faculty category, or by using the contracted lecture rate for part-time faculty. The pay differential ratio was determined by dividing the part-time rate by the full-time workload rate. In addition, each college reported the percentage of each faculty category at the top salary step.

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. For full time faculty the average workload rate across all colleges is approximately 45 credit

hours. Part-time faculty workloads vary significantly. The lack of standard workload factors for all the community colleges makes it impossible to ascertain the true pay differential between the two categories of employees. A significant percentage of full-time faculty workload is devoted to advising, committee work and curriculum development. These workload expectations are factored into the full-time faculty pay rate. Furthermore, pay related to release time, 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 extreme caution should be taken in comparing the pay differential ratios presented in the data. While community colleges are required by HB 2557 to report the pay differential between faculty categories, the pay differential ratios presented below are not the result of an apples to apples comparison and provide little insight when analyzing the relative value of pay between each category of faculty.

Pay Differential Comparison By Faculty Category

	FT Workload Rate - Lowest Step	PT Workload Rate - Lowest Step	Pay Differential (PT/FT) - Lowest Step	FT Workload Rate - Middle Step	PT Workload Rate - Middle Step	Pay Differential (PT/FT) - Middle Step	FT Workload Rate - Highest Step	PT Workload Rate - Highest Step	Pay Differential (PT/FT) - Highest Step	% FT at Highest Step	% PT at Highest Step
Blue Mountain	\$825.91	\$560.27	0.68	\$1,098.95	\$560.27	0.51	\$1,462.55	\$588.28	0.40	49.00%	22.00%
Central Oregon	\$849.08	\$500.00	0.59	\$1,378.00	\$631.00	0.46	\$1,924.00	\$800.00	0.42	0.00%	8.30%
Chemeketa	\$920.04	\$534.00	0.58	\$1,139.44	\$661.00	0.58	\$1,604.87	\$931.00	0.58	36.00%	34.00%
Clackamas	\$1,096.31	\$599.83	0.55	\$1,442.76	\$662.42	0.46	\$1,730.77	\$731.39	0.42	25.40%	28.00%
Clatsop	\$968.47	\$483.00	0.50	\$1,225.36	\$523.00	0.43	\$1,550.56	\$587.00	0.37	23.07%	15.70%
Columbia Gorge	\$876.15	\$540.61	0.62	\$1,162.88	\$607.44	0.52	\$1,501.06	\$682.52	0.46	18.80%	24.60%
Klamath	\$866.00	\$500.00	0.58	\$1,029.00	\$726.00	0.71	\$1,316.00	\$858.00	0.65	4.00%	4.00%
Lane	\$1,070.38	\$636.47	0.60	\$1,334.96	\$794.80	0.60	\$1,696.16	\$1,028.27	0.61	38.96%	29.62%
Linn-Benton	\$1,129.00	\$561.00	0.50	\$1,511.00	\$642.00	0.43	\$1,892.00	\$722.00	0.38	16.26%	26.27%
Mt Hood	\$1,140.76	\$613.12	0.54	\$1,485.56	\$669.55	0.45	\$1,851.24	\$731.17	0.40	59.00%	18.00%
Oregon Coast	\$891.04	\$472.00	0.53	\$1,062.44	\$591.00	0.56	\$1,494.97	\$755.00	0.51	11.00%	89.29%
Portland	\$1,049.89	\$655.08	0.62	\$1,382.51	\$768.48	0.56	\$1,820.47	\$874.44	0.48	34.00%	21.20%
Rogue	\$964.81	\$539.88	0.56	\$1,284.65	\$597.52	0.47	\$1,767.05	\$661.43	0.37	40.00%	40.00%
Southwestern Orego	\$924.44	\$275.00	0.30	\$1,264.44	\$328.00	0.26	\$1,604.44	\$410.00	0.26	1.50%	10.00%
Tillamook Bay	\$853.78	\$411.22	0.49	\$1,081.54	\$453.35	0.42	\$1,411.16	\$506.97	0.36	25.00%	10.00%
Treasure Valley	\$923.09	\$500.00	0.54	\$1,256.20	\$500.00	0.40	\$1,709.51	\$500.00	0.29	12.77%	1.00%
Umpqua	\$951.13	\$492.00	0.52	\$1,176.78	\$551.00	0.47	\$1,421.40	\$601.00	0.42	30.20%	5.40%

Health and Other Benefits Provided By Faculty Category

All seventeen community colleges provide health care (including vision and dental care) to full-time employees. Five colleges provide health benefits to part-time faculty.

Other benefits provided include group life and disability insurance. Full-time faculty at all seventeen colleges are eligible for these other benefits. Part-time faculty employees are eligible for these benefits at two colleges. Tuition waivers are provided to full-time faculty at all colleges. Fifteen colleges provide tuition waivers to part-time faculty.

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. Eleven colleges pay the 6% PERS pick-up for full-time faculty. Eight colleges pay the 6% pick-up for qualified part-time faculty.