



2014-15 OUS Report for Section 1 of House Bill 2152

HB 2152 was passed by the Oregon legislature during their regular session of 2013 as an Act “Relating to higher education employees.” The bill speaks to establishing baselines and conducting an annual review of public universities in Oregon with respect to employment of all employee groups, and amends ORS 351.708. This bill further amends the statute that was last modified by HB 2557 in the 2009 session.

Two different categorizations of employees

The bill requires OUS to report on employees using two different methods to group employees: 1) using the federal Dept. of Education’s categories of employees for filing IPEDS survey responses (see *Tables 1-6*); and 2) using the Public Employees Collective Bargaining Act (PECBA) category of supervisors as defined in ORS 243.650 (23), for a more comprehensive look at the number of supervisors compared to classified and faculty employees. HB 2557 required the analysis using IPEDS categories of employees, and so the baseline studies called for in HB 2152 were done for that report in 2010, but are included here again.

Section 1 Requirements

Section 1 of the bill states that ‘employee group’ means each category of employee employed by a public institution of higher education, including at least categories for:

- (a) Administrative or management employees;
- (b) Faculty employees; and
- (c) Classified or professional nonfaculty employees.

Faculty categories include: full time, part time, and graduate teaching assistants. These categories include all employees in one group or another. The bill calls for data on:

- (1) Percentage of Instruction taught by various faculty categories (**Tables 1 and 2**);
- (2) The pay differential for various faculty categories (**Table 3**);
- (3) Average contracted wages for each faculty group (**Table 4**);
- (4) Number of employees and student/faculty ratios for each employee group (**Table 5**); and
- (5) Health care and benefits provided for each faculty category (**Table 6**).

Report on Section 3 of HB 2152 for 2014 was submitted in October, 2014.

This report responds to the Section 1 requirements for conducting an annual review of each public university by providing information in five parts: 1) the amount of teaching performed by full-time and part-time faculty and graduate assistants; 2) the comparative salaries of full-time and part-time faculty; 3) Average contracted salaries of each employee group; 4) the number of employees in each employee group and a ratio of the number of employees in each employee group to the number of students (both

full-time and part-time) enrolled in the universities; and 5) the comparative fringe benefits of full-time and part-time faculty.

Part I: Teaching Performed by Full-time and Part Time Faculty and Graduate Assistants

An annual review under Section 1 requires an examination of data related to the ratio of instruction provided by faculty category which this report interprets to mean “Full Time Equivalent” (FTE) students taught by the different categories of faculty. Courses and sections vary in size, some have only one student, e.g. a special Reading and Conference course that allows a student to delve deeper into a single subject under the guidance of one professor. Another section may enroll 200 students in a lower division Physics lecture. To count each class with the same weight in a report on faculty teaching would misrepresent the overall intent of the bill – to identify the scope of student contact with full-time faculty. Student FTE, however, normalizes these different class sizes by addressing the issue with how many credits are taught by the different categories requested in HB 2152. **For purposes of this report, full-time faculty members are determined to be those with an appointment of at least 0.9 FTE.**

The following table describes the amount of instruction taught by full-time and part-time faculty, and graduate assistants. Data were collected by matching the instructor of record with the students taught. This baseline data for the entire state system covers a fourteen year period with eight data points.

Year	Full-time faculty		Part-time faculty		Graduate asst.		Other ¹		Total
	Student FTE	%	Student FTE	%	Student FTE	%	Student FTE	%	Student FTE
1999	38,684.5	69.7%	9,822.3	17.7%	3,808.4	6.9%	3,187.6	5.7%	55,502.8
2004	44,122.9	66.2%	15,234.5	22.9%	4,543.7	6.8%	2,758.0	4.1%	66,659.1
2009	51,955.7	69.1%	16,069.5	21.4%	4,709.5	6.3%	2,444.6	3.3%	75,179.3
2010	53,954.4	67.9%	17,453.6	22.0%	5,540.5	7.0%	2,497.1	3.1%	79,445.6
2011	56,145.3	68.8%	17,339.9	21.3%	5,720.1	7.0%	2,342.6	2.9%	81,547.9
2012	57,699.2	70.2%	16,554.3	20.2%	5,429.4	6.6%	2,464.8	3.0%	82,147.7
2013	57,926.3	70.1%	17,289.5	20.9%	5,190.8	6.3%	2,257.8	2.7%	82,664.4
2014	57,619.7	70.2%	17,149.9	20.9%	5,455.4	6.6%	1,872.7	2.3%	82,097.8

1. Courses in which the instructor's status (full-time/part-time/GTA) is not known.

Note: About 1% of student FTE is unaccounted for in this table.

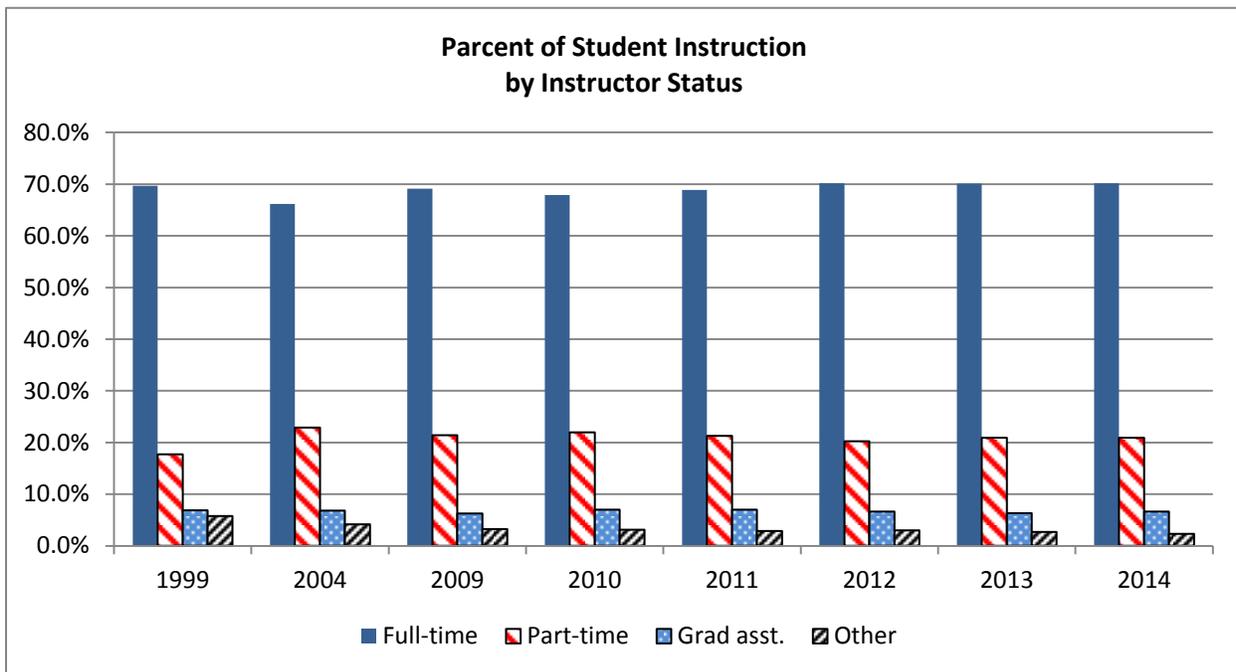
Source: OUS Institutional Research Services, file run from October 31 payroll, 1999, 2004, 2009 - 2014

With baseline data back to 1999, a student is likely to have more than two thirds of his or her instruction taught by full-time faculty. In 2014, the percentage of instruction taught by all faculty categories was similar to 2013, with small fluctuations in credit hours taught by full time faculty (up 0.1%) and graduate assistants (up 0.3%). The percentage of instruction taught by part time faculty remained the same at 20.9%. The data makes it clear that much of the instruction in OUS is taught by full-time faculty. Part-

time faculty taught between 17.7% and 22.9% of the student FTE during this period, but has settled around 21% for the past two years. Graduate Assistants taught a fairly consistent 6.3% to 7.0% of the student FTE, and approximately 2% to 5% is unknown.

Generally, faculty with a 0.5 FTE appointment or greater are eligible for benefits, while those with less than a 0.5 FTE appointment are not. To allow for this significant distinction the following tables break the part-time categories into two: those working half time or more ($\geq .5$ FTE appointment) and those working less ($< .5$ FTE appointment), with the breakouts for each institution. All part-time faculty members would be working less than 0.9 FTE.

The following graphically depicts this data.



HB 2152 requires annual data for each postsecondary institution. The table below shows the institution detail for Fall 2014.

**Table 2: Percent of Instruction as Measured by Student FTE
By Institutions and Faculty Status
Fall 2014, Fourth Week**

Institution	Full-time Faculty	Part-time Faculty			Graduate Assistant	Unknown Instructor ¹	Total Student FTE
		>=.5 FTE	<.5 FTE	Total Part-time			
Eastern Oregon University	77.4%	2.7%	18.7%	21.4%	0.0%	1.2%	2,392.0
Oregon Institute of Technology	82.1%	2.4%	14.0%	16.5%	0.0%	1.4%	2,905.4
Oregon State University	80.1%	6.3%	4.0%	10.3%	8.6%	0.9%	24,685.4
Portland State University	58.2%	5.9%	29.5%	35.4%	4.5%	1.9%	20,212.3
Southern Oregon University	66.8%	7.7%	15.2%	22.9%	0.2%	10.1%	4,335.5
University of Oregon	68.1%	12.2%	6.5%	18.8%	10.5%	2.6%	22,828.4
Western Oregon University	71.5%	13.6%	11.5%	25.1%	0.1%	3.3%	4,738.9
Total	70.2%	8.1%	12.8%	20.9%	6.6%	2.3%	82,097.8

1. Courses in which the instructor's status (full-time/part-time/GTA) is not known.

Note: About 1% of student FTE is unaccounted for in this table.

Source: OUS Institutional Research Services, file run from October 31, 2014, payroll.

While the benefits of full-time faculty are acknowledged, in some cases part-time or adjunct faculty members can be a significant benefit to the academy as they may represent special knowledge and expertise in their field. The understanding of the application of knowledge in particular industries or sectors in the business community can add much practical knowledge to a student's college experience.

Part II: The Comparative Salaries of Full Time and Part Time Faculty

Some faculty members have 9-month appointments and some have 12-month appointments. As well, some have a 1.0 FTE appointment, others have less. For salary comparisons, these data, and those for part-time faculty members, have been normalized to an annual full-time 9-month appointment.

The table below shows the comparative salaries for Fall 2014.

	Faculty								All Rank	
	Full-time		FTE		FTE		assistant			
	N	Salary	N	Salary	N	Salary	N	Salary	Total N	Salary
Eastern Oregon University	93	\$55,899	3	\$50,400	1	\$32,283	-	-	97	\$55,538
Oregon Institute of Technology	149	\$65,277	9	\$58,013	9	\$68,140	1	\$24,003	168	\$64,796
Oregon State University	973	\$83,794	122	\$55,851	208	\$40,981	1,216	\$38,029	2,519	\$56,813
Portland State University	729	\$77,115	105	\$70,685	675	\$41,320	544	\$29,308	2,053	\$52,383
Southern Oregon University	168	\$64,409	24	\$62,295	44	\$54,832	10	\$16,201	246	\$60,530
University of Oregon	1,068	\$85,575	154	\$59,578	276	\$43,030	1,236	\$31,704	2,734	\$55,462
Western Oregon University	209	\$58,370	56	\$43,681	107	\$38,079	13	\$14,202	385	\$49,103
Total	3,389	\$78,810	473	\$59,250	1,320	\$41,988	3,020	\$33,690	8,202	\$55,143

Source: October 31, 2014 payroll data

Part III: Average Contracted Wage of Each Employee Group

Average contracted salaries for each employee group show that administrative or management employees are the highest earning employee group in all public universities in OUS except at the University of Oregon where average salary of full-time faculty is higher than the average salary of management employees. Classified or professional nonfaculty employees are the lowest earning employee group in all the institutions except graduate assistants. Among the different faculty groups, full-time faculty earn the highest on average except at Oregon Institute of Technology where average salary of some part-time faculties is higher than average salary of full-time faculties.

	Faculty								Management		Classified or Professional Nonfaculty Employees	
	Full-time		Part-time >=.5 FTE		Part-time <.5 FTE		Graduate assistant					
	N	Salary	N	Salary	N	Salary	N	Salary	Total N	Salary	Total N	Salary
Eastern Oregon University	93	\$55,899	3	50,400	1	\$32,283	-	-	12	\$ 92,106	307	\$32,206
Oregon Institute of Technology	149	\$65,277	9	\$58,013	9	\$68,140	1	\$24,003	25	\$ 76,460	367	\$38,791
Oregon State University	973	\$83,794	122	\$55,851	208	\$40,981	1,216	\$38,029	297	\$111,549	3,294	\$40,863
Portland State University	729	\$77,115	105	\$70,685	675	\$41,320	544	\$29,308	177	\$ 93,602	1,437	\$41,050
Southern Oregon University	168	\$64,409	24	\$62,295	44	\$54,832	10	\$16,201	18	\$ 86,584	469	\$37,827
University of Oregon	1,068	\$85,575	154	\$59,578	276	\$46,030	1,236	\$31,704	677	\$ 76,470	2,378	\$38,416
Western Oregon University	209	\$58,370	56	\$43,681	107	\$38,079	13	\$14,202	17	\$ 92,197	479	\$36,490
Chancellor's Office									8	\$121,960	25	\$58,097
Total	3,389	\$78,571	473	\$59,250	1,320	\$42,615	3,020	\$33,690	1,223	\$ 87,989	8,731	\$39,433

Source: October 31, 2014 payroll data

Part IV: Number of Employees and Ratio of Employees to Students

The number of employees by group within public universities shows that at all the institutions, the number of faculty is higher than the number of administrative or management employees but lower than the total number of “classified or professional nonfaculty employees” except at Portland State University. The ratios of students to the number of employees in each group show that student to management ratio is significantly higher than both student to faculty and student to classified or professional nonfaculty employees at all the public universities.

Table 5: Number of Employees and Student to Employee Ratio							
	Total Students	Total Faculty	Student to Faculty Ratio	Total Mgmt.	Student to Mgmt. Ratio	Total Classified or Professional Nonfaculty	Student to Classified or Professional Nonfaculty Employee Ratio
Eastern Oregon University	3,653	97	37.7	12	304.4	307	11.9
Oregon Institute of Technology	4,273	167	25.6	25	170.9	367	11.6
Oregon State University	29,866	1,303	22.9	297	100.6	3,294	9.1
Portland State University	28,241	1,509	18.7	177	159.6	1,437	19.7
Southern Oregon University	6,203	236	26.3	18	344.6	469	13.2
University of Oregon	24,181	1,498	16.1	677	35.7	2,378	10.2
Western Oregon University	6,058	372	16.3	17	356.4	479	12.6
Total	102,475	5,182	19.8	1,223	83.8	8,731	11.7

Source: October 31, 2014 payroll data

Part V: The Comparative Fringe Benefits of Full Time and Part Time Faculty

Full-time faculty and part-time faculty with 0.5 FTE or greater receive benefits, while generally part-time faculty with less than 0.5 appointments do not. The data below are normalized to a 9-month appointment for those that are related to salary, but medical and dental benefits are not adjusted. Graduate Assistant benefits vary by campus, are not always handled as part of payroll processing, and do not include tuition remissions.

Table 6: Average Benefits by Institutions										
	Faculty								All Ranks	
	Full-time		Part-time $\geq .5$ FTE		Part-time $< .5$ FTE		Graduate assistant			
	N	Benefits	N	Benefits	N	Benefits	N	Benefits	Total N	Benefits
Eastern Oregon University	93	\$29,167	3	\$20,583	1	\$ 226	-	-	97	\$28,604
Oregon Institute of Technology	149	\$30,211	9	\$21,013	9	\$ 1,665	1	-	168	\$28,177
Oregon State University	973	\$34,506	122	\$20,875	208	\$ 702	1,216	\$ 436	2,519	\$14,608
Portland State University	729	\$33,694	105	\$21,793	675	\$ 372	544	\$ 7	2,053	\$13,203
Southern Oregon University	168	\$31,559	24	\$23,334	44	\$ 4,179	10	\$ 1,457	246	\$24,636
University of Oregon	1,068	\$35,759	154	\$22,154	276	\$ 2,530	1,236	\$ 5,759	2,734	\$17,967
Western Oregon University	209	\$28,410	56	\$19,138	107	\$ 831	13	\$ 3	385	\$18,811
Total	3,389	\$33,869	473	\$21,415	1,320	\$ 1,048	3,020	\$ 8,459	8,202	\$16,333

Source: October 31, 2014 payroll data

Appendix

Link to HB 2152: <https://olis.leg.state.or.us/LIZ/2013R1/Measures/Text/HB2152/Enrolled>

Link to ORS 351.708: http://www.oregonlegislature.gov/bills_laws/lawsstatutes/2013orLaw0729.pdf

Link to ORS 243.650: <http://www.oregonlaws.org/ors/243.650>