



2013-14 OUS Report for 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 (see *Table 7*). 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**).

Section 3 Requirements

Section 3 of HB 2152 states that “Not later than July 1 of each year, the State Board of Higher Education shall report to the Legislative Assembly”, though Section 4 requires OUS to file the first report by December 1. The employee categorizations in this section do not sum to the total number of employees as Section 1 does, but includes:

- (a) Supervisory employees, as defined in **ORS 243.650 (23)** (see Appendix), who supervise classified employees covered by a collective bargaining agreement;
- (b) Full-time faculty;
- (c) Part-time faculty; and
- (d) Classified employees.

The section requires the headcount and full time equivalent (FTE) of each of those four employee groups. The bill calls for data on:

- (1) The number and full time equivalent employees in each category (**Table 7**); and
- (2) The number of supervisory employees as defined in ORS 243.650 (23) and the number of nonsupervisory employees in the office of the Chancellor of the Oregon University System (bottom of **Table 7**).

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.

Regarding Section 3, this report presents a table on the number of employees and the number of full-time equivalent employees by institutions and Chancellor's office in the categories required by the bill.

Section 1 Report:

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 thirteen year period with seven data points.

**Table 1: Percent of Instruction as Measured by Student FTE
All OUS Institutions Combined, by Faculty Status
Fall Fourth Week, 1999 to 2013**

Year	Full-time faculty		Part-time faculty		Graduate Assistants		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	21.9%	5,540.5	7.0%	2,497.1	3.1%	79,445.5
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

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

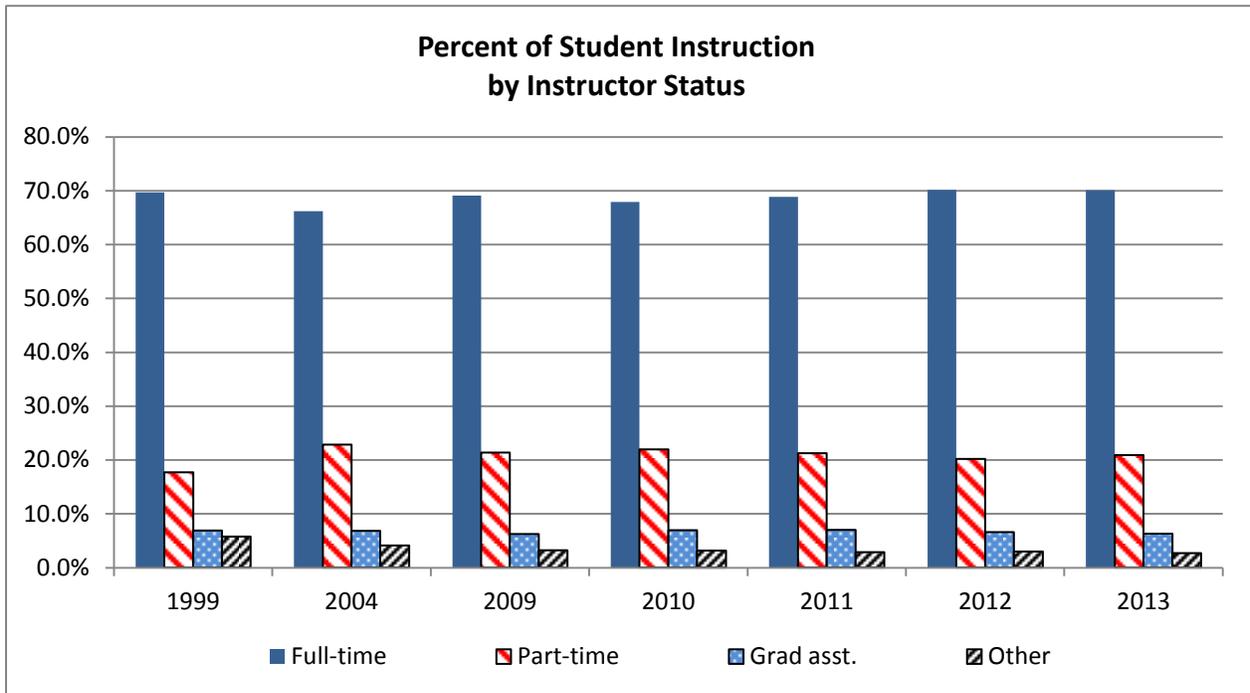
Note: About 1% of student FTE is unaccounted for in this table.

Source: OUS Institutional Research Services, files run from October 31 payroll, 1999, 2004, 2009, 2010, 2011, 2012, 2013

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 2013, the percentage of instruction taught by all faculty categories was similar to 2012, with small fluctuations in credit hours taught by part time faculty (up 0.7%) and graduate assistants (down 0.3%). 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 three years. Graduate Assistants taught a fairly consistent 6.3% to 7.0% of the student FTE, and approximately 3% 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 2013.

**Table 2: Percent of Instruction as Measured by Student FTE
By OUS Institution and Faculty Status
Fall 2013, 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	75.3%	5.3%	18.5%	23.8%	0.0%	0.9%	2,694.2
Oregon Institute of Technology	78.9%	3.0%	17.6%	20.6%	0.0%	0.5%	2,941.0
Oregon State University	79.9%	7.2%	4.2%	11.4%	7.7%	1.1%	24,270.6
Portland State University	59.0%	5.1%	29.9%	35.0%	4.1%	1.9%	20,262.6
Southern Oregon University	75.1%	3.0%	13.1%	16.2%	0.0%	8.8%	4,350.0
University of Oregon	66.5%	12.3%	5.9%	18.2%	10.7%	4.6%	23,215.0
Western Oregon University	71.5%	14.9%	10.9%	25.8%	0.0%	2.7%	4,931.0
OUS Total	70.1%	8.1%	12.8%	20.9%	6.3%	2.7%	82,664.4

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, 2013, 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 2013.

Table 3: OUS Average Salary by Institution										
	Faculty						Graduate assistant		All Ranks	
	Full-time		Part-time >=.5 FTE		Part-time <.5 FTE		N	Salary	Total N	Salary
	N	Salary	N	Salary	N	Salary				
Eastern Oregon University	103	\$ 55,081	8	\$ 56,960	2	\$ 57,177	-		113	\$ 55,251
Oregon Institute of Technology	140	\$ 60,046	12	\$ 54,033	7	\$ 66,851	6	\$ 24,003	165	\$ 58,587
Oregon State University	877	\$ 77,834	128	\$ 53,524	200	\$ 40,559	1,224	\$ 37,862	2,429	\$ 56,756
Portland State University	740	\$ 74,990	91	\$ 68,416	696	\$ 40,302	522	\$ 29,315	2,049	\$ 51,279
Southern Oregon University	213	\$ 64,883	10	\$ 49,568	23	\$ 50,308	16	\$ 14,207	262	\$ 59,925
University of Oregon	919	\$ 80,636	145	\$ 56,377	197	\$ 42,149	1,235	\$ 31,241	2,496	\$ 52,040
Western Oregon University	214	\$ 55,355	51	\$ 39,957	98	\$ 37,511	15	\$ 13,968	378	\$ 47,009
OUS Total	3,206	\$ 74,112	445	\$ 55,931	1,223	\$ 40,786	3,018	\$ 32,663	7,892	\$ 53,312

Source: OUS Institutional Research Services, file run from October 31, 2013, payroll.

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. 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 Eastern Oregon University and Oregon Institute of Technology where average salaries of some part-time faculties are higher than full-time faculties.

	Faculty						Graduate assistant		Management		Classified or Professional Nonfaculty Employees	
	Full-time		Part-time >=.5 FTE		Part-time <.5 FTE		N	Salary	N	Salary	N	Salary
	N	Salary	N	Salary	N	Salary						
Eastern Oregon University	103	\$55,081	8	\$56,960	2	\$57,177	-	-	10	\$ 91,572	315	\$31,676
Oregon Institute of Technology	140	\$60,046	12	\$54,033	7	\$66,851	6	\$24,003	26	\$ 71,878	373	\$38,548
Oregon State University	877	\$77,834	128	\$53,524	200	\$40,559	1,224	\$37,862	293	\$ 99,108	2,799	\$36,430
Portland State University	740	\$74,990	91	\$68,416	696	\$40,302	522	\$29,315	185	\$ 95,482	1,455	\$39,610
Southern Oregon University	213	\$64,883	10	\$49,568	23	\$50,308	16	\$14,207	21	\$ 87,317	556	\$36,241
University of Oregon	919	\$80,636	145	\$56,377	197	\$42,149	1,235	\$31,241	269	\$ 81,787	3,795	\$39,468
Western Oregon University	214	\$55,355	51	\$39,957	98	\$37,511	15	\$13,968	19	\$ 86,422	488	\$35,037
Chancellor's Office									25	\$105,094	69	\$55,217
OUS Total	3,206	\$74,112	445	\$55,931	1,223	\$40,786	3,018	\$32,663	848	\$ 91,510	9,850	\$38,080

Source: OUS Institutional Research Services, file run from October 31, 2013, payroll.

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”. The ratio of students to the number of employees in each group shows that student to management ratio is significantly higher at all the public universities.

	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	4,157	113	36.8	10	415.7	315	13.2
Oregon Institute of Technology	4,414	159	27.8	26	169.8	373	11.8
Oregon State University	28,861	1,205	24.0	293	98.5	3,216	9.0
Portland State University	28,766	1,527	18.8	185	155.5	1,455	19.8
Southern Oregon University	6,140	246	25.0	21	292.4	556	11.0
University of Oregon	24,548	1,261	19.5	269	91.3	3,558	6.9
Western Oregon University	6,188	363	17.0	19	325.7	488	12.7
OUS Total	103,074	4,874	21.1	823	125.2	9,961	10.3

Note: Total Students includes both undergraduate and graduate students.

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.

	Faculty						Graduate assistant		All Ranks	
	Full-time		Part-time >=.5 FTE		Part-time <.5 FTE		N	Benefits	Total N	Benefits
	N	Benefits	N	Benefits	N	Benefits				
Eastern Oregon University	103	\$28,025	8	\$ 21,482	2	\$ 6,455	0	-	113	\$ 27,180
Oregon Institute of Technology	140	\$28,755	12	\$ 20,188	7	\$ 1,685	6	\$ 12	165	\$ 25,938
Oregon State University	877	\$33,178	128	\$ 19,931	200	\$ 777	1,224	\$ 395	2,429	\$ 13,343
Portland State University	740	\$33,049	91	\$ 21,307	696	\$ 345	522	\$ 7	2,049	\$ 13,057
Southern Oregon University	213	\$31,657	10	\$ 20,258	23	\$ 1,932	16	\$ 913	262	\$ 26,735
University of Oregon	919	\$33,891	145	\$ 20,222	197	\$ 628	1,235	N/A	2,496	\$ 20,888
Western Oregon University	214	\$27,188	51	\$ 18,692	98	\$ 1,425	15	\$ 5	378	\$ 18,373
OUS Total	3,206	\$32,493	445	\$ 20,208	1,223	\$ 594	3,018	-	7,892	\$ 16,810

Source: OUS Institutional Research Services, file run from October 31, 2013, payroll.

Section 3 Report

Number of Employees and Number of FTE Employees

HB 2152 calls for the number and FTE of employees by the following groups: faculty, supervisors, and classified. However, some faculty also supervise, and so these categories overlap. The table below has a faculty category for faculty that supervise, and one for those that do not supervise.

A significant portion of OUS employees are students. Supervisors, for this report, do not include those who supervise only student workers. However, because of the nature of faculty and research, many faculty may have few employees. For example, a faculty member may have a single employee working on a research grant. This may create dissimilarities to other state agencies.

Table 7: Number of Employees and Number of FTE Employees

	Faculty who do not Supervise				Faculty who Supervise				Supervisors		Classified	
	Full-time		Part-time		Full-time		Part-time					
	N	FTE	N	FTE	N	FTE	N	FTE	N	FTE	N	FTE
Eastern Oregon University	101	100.9	10	6.0	2	2.0	-	-	35	33.0	120	114.7
Oregon Institute of Technology	134	138.0	19	10.4	6	6.0	-	-	42	42.0	117	114.0
Oregon State University	865	864.2	327	146.2	12	12.0	1	0.6	516	502.9	1,457	1,357.5
Portland State University	706	703.0	782	147.9	34	34.0	5	0.6	221	218.0	634	607.7
Southern Oregon University	185	185.0	33	10.2	28	28.0	-	-	72	64.3	180	170.1
University of Oregon	895	886.5	337	146.3	24	24.0	5	2.4	433	424.0	1,584	1,464.0
Western Oregon University	203	201.8	149	45.7	11	11.0	-	-	61	61.0	220	214.5
OUS Campus Total	3,089	3,079.4	1,657	512.8	117	117.0	11	3.6	1,380	1,345.2	4,312	4,042.4
Chancellor's Office									Supervisors		Nonsupervisors	
									25	24.5	69	61.5
OUS Total	3,089	3,079.4	1,657	512.8	117	117.0	11	3.6	1,405	1,369.7	4,381	4,103.9

Source: OUS Institutional Research Services, file run from October 31, 2013, payroll, and individually submitted files for supervisors from OUS institutions.

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>

Excerpt from ORS 243.650 (23)

(23) Supervisory employee means any individual having authority in the interest of the employer to hire, transfer, suspend, lay off, recall, promote, discharge, assign, reward or discipline other employees, or responsibly to direct them, or to adjust their grievances, or effectively to recommend such action, if in connection therewith, the exercise of the authority is not of a merely routine or clerical nature but requires the use of independent judgment. Failure to assert supervisory status in any Employment Relations Board proceeding or in negotiations for any collective bargaining agreement does not thereafter prevent assertion of supervisory status in any subsequent board proceeding or contract negotiation. Notwithstanding the provisions of this subsection, a nurse, charge nurse or similar nursing position may not be deemed to be supervisory unless that position has traditionally been classified as supervisory.