Salary Trends and Tools for Organizing & Bargaining

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Discussion Topics

- Faculty Salary Update
- HBCUs
- Collective Bargaining
- Contingent/Adjunct Faculty
- (Dis)Investment of HE
- CUDAS: What’s it For? And Demo
- Q&A & What’s Next?
The nation’s 612,913 full-time faculty members are dispersed across sectors and ranks.

Faculty Composition, Full-time Faculty: 2019-20
Academic rank is correlated with salary. Faculty in independent institutions generally earn more than faculty in public institutions.

Average salary, full-time faculty on 9/10-month contracts, 2019-20 ($ in thousands)
Faculty purchasing power increased for all ranks, except instructors.

Faculty Purchasing Power of Full-Time Faculty on 9/10-Month Contracts: 2010-11 and 2019-20 ($ in thousands)
Faculty in public institutions are generally more likely to have tenure, but community college faculty are the least likely to have tenure.

Percent of Public and Independent Full-time Faculty with Tenure, 2019-20
Most community college faculty are on annual contracts, while other faculty hold multi-year and indefinite contracts at well over the double the rate of community college faculty.

Distribution of Contract Type, Non-tenured/Not on Track Faculty in Public Institutions, 2019-20

<table>
<thead>
<tr>
<th>Type</th>
<th>Multi-Year</th>
<th>Indefinite</th>
<th>Annual</th>
<th>Less-than-Annual</th>
</tr>
</thead>
<tbody>
<tr>
<td>Research/Doctoral</td>
<td>27%</td>
<td>11%</td>
<td>58%</td>
<td>4%</td>
</tr>
<tr>
<td>Comprehensive</td>
<td>26%</td>
<td>7%</td>
<td>63%</td>
<td>4%</td>
</tr>
<tr>
<td>Liberal Arts</td>
<td>42%</td>
<td>1%</td>
<td>52%</td>
<td>4%</td>
</tr>
<tr>
<td>Two-Year</td>
<td>7%</td>
<td>8%</td>
<td>75%</td>
<td>10%</td>
</tr>
</tbody>
</table>
The gender wage-gap is smallest at community colleges, largest at research universities, especially in highest-paid full professor rank.

Women's salaries as a percent of men's, public institutions: 2019-20
The gender pay gap is exacerbated by smaller shares of women in high-paid ranks and sectors.

Women share of faculty positions, public institutions: 2019-20

<table>
<thead>
<tr>
<th>Category</th>
<th>Two-Year</th>
<th>Liberal Arts</th>
<th>Comprehensive</th>
<th>Research University</th>
</tr>
</thead>
<tbody>
<tr>
<td>Average</td>
<td>53%</td>
<td>56%</td>
<td>57%</td>
<td>56%</td>
</tr>
<tr>
<td>Professor, 32%</td>
<td>35%</td>
<td>45%</td>
<td>49%</td>
<td>57%</td>
</tr>
<tr>
<td>Associate, 44%</td>
<td>49%</td>
<td>57%</td>
<td>49%</td>
<td>56%</td>
</tr>
<tr>
<td>Instructor, 60%</td>
<td>36%</td>
<td>45%</td>
<td>53%</td>
<td>53%</td>
</tr>
<tr>
<td>Lecturer, 57%</td>
<td>38%</td>
<td>48%</td>
<td>61%</td>
<td>51%</td>
</tr>
<tr>
<td>No Rank, 57%</td>
<td>48%</td>
<td>48%</td>
<td>53%</td>
<td>48%</td>
</tr>
<tr>
<td>Average, 45%</td>
<td>51%</td>
<td>53%</td>
<td>53%</td>
<td>51%</td>
</tr>
</tbody>
</table>
The average stipend paid to graduate assistants is $18k plus $8k of tuition waivers. Graduate associates earn $4k to $5k more than other graduate assistants.
H.B.C.U.
HBCU Faculty earn an average of $18,000 less than faculty teaching in non-HBCU institutions.

Average salaries for public institution faculty on 9/10 month contracts, 2019-20.
The problem isn’t just geography: by state, salaries at HBCUs are lower than other land grant institutions.

Average faculty salaries, states with 1890 and 1862 land grant institutions, 2019-20.
Collective Bargaining
# Evidenced Benefits of Unions

## Better Wages and Benefits
- Positive relationship between unions and wages and other benefits.
- Adjunct faculty at institutions with collective bargaining → larger salary increases.

## Improved Equity
- Closure of gaps between men and women, across racial/ethnic groups; protects against discriminatory treatment.
- Unionized institutions → larger shares of female full professors.

## Spillover Effect
- Unions are credited with helping to raise nonunion wages.

## Societal Effects
- Benefit health and relationships
- Provide protection against poverty inducing events
- Decrease the risk of political and socioeconomic disenfranchisement.
The presence of faculty contracts is correlated with higher salaries.

Average faculty salaries in public institutions (in thousands), 2019-20.
Contingent & Adjunct Faculty Pay
CA Institutions employ the largest share of full-time contingent/adjunct faculty and pay the least, 30 cents to the dollar.

Percent of Full-time Faculty Teaching on a Contingent Basis and Cents to the Dollar, Full-time Contingent Faculty v. Permanent

- CA: 25% teaching on a contingent basis, $0.30 per dollar
- MA: 16% teaching on a contingent basis, $0.38 per dollar
- CT: 10% teaching on a contingent basis, $0.31 per dollar
- IA 4-Yr: 10% teaching on a contingent basis, $0.41 per dollar
- WA: 9% teaching on a contingent basis, $0.58 per dollar
While permanent faculty salaries often increase with institution level, contingent faculty salaries are flat.

CT: Median Annual Earnings by Sector

- CCC: $37,100 (Contingent) / $83,825 (Permanent)
- CSU: $27,686 (Contingent) / $92,000 (Permanent)
- Uconn: $28,024 (Contingent) / $100,313 (Permanent)

MA: Median Annual Earnings by Sector

- MCC: $32,191 (Contingent) / $72,812 (Permanent)
- MSU: $37,615 (Contingent) / $88,658 (Permanent)
- Umass: $36,546 (Contingent) / $107,721 (Permanent)

WA: Median Annual Earnings by Sector

- WCC: $38,100 (Contingent) / $59,800 (Permanent)
- Regional: $49,400 (Contingent) / $81,400 (Permanent)
- UW: $65,900 (Contingent) / $111,100 (Permanent)

CA: Median Annual Earnings by Sector

- CCC: $35,957 (Contingent) / $105,665 (Permanent)
- Ucal: $40,030 (Contingent) / $135,198 (Permanent)
(Dis)Investment in Higher Education
Figure 1. Change in inflation-adjusted state appropriations per FTE student, FY2008 to FY2020
10-Year Change in the Purchasing Power of Revenues per Student in Public Institutions

While only slight changes or improvements are seen in the purchasing power of institutions' operating revenues, students and families bear the brunt of public disinvestment.

- Community Colleges: -$335
  - Tuition: $317
  - Appropriations: -$144
  - Grants & Contracts: -$162

- Baccalaureate/Comprehensive: -$544
  - Tuition: $954
  - Appropriations: -$68
  - Grants & Contracts: $343

- Doctoral: -$3,014
  - Tuition: $2,757
  - Appropriations: $1,196
  - Grants & Contracts: $939
  - Total Operating Revenues: $939
What’s Been Happening to Funding in the Recent Years?

HE Expenditures increased in 2019 & 2020 (Pre-COVID)

- State, 2.5% & 2.6%
- Federal, 3.9% & 2.8%

Pre-COVID increased funding supported...

- Federal: Institutional operations; Restrict tuition increases/freeze tuition
- State: Financial aid; Promise programs (last dollar grants); CTE to align education with labor force demands

Then along came COVID-19...

Source: NASBO, 2020 State Expenditure Report
“...tuition has really been pushed about as far as it could go. Given the pandemic and the economic situation that we’re in, higher ed investments are going to be critical to get economies back on track.”

--Sunny Deye
Program director for postsecondary education at the National Conference of State Legislatures
23 FY2022 State budgets (proposals and enacted) assessed against FY 2021

Increase
- Arizona
- California
- Colorado
- Indiana
- Maine
- Massachusetts
- Missouri
- New York
- Oklahoma
- Tennessee

Cut
- Alaska
- Georgia
- Hawaii
- Maine
- Nevada

Held Steady
- Florida
- Idaho
- Iowa
- North Dakota
- Oregon
Examples of COVID Budget Cut Effects

CA: Touts FY 2022 higher education budget increases, many of the promises are currently unfunded.

Northwest Missouri University: freeze spending on professional development and upgrading educational software

University of Maine: increased FY 2022 tuition and fees by 2.5%; closing dining halls and reviewing all auxiliary enterprises

U of NV: 400 positions held vacant; R1 status threatened because they cannot maintain the required student-to-faculty ratio. This will lead to the diminished ability to attract research dollars
What are Your Insights, Thoughts, Reflections?

How do earnings for contingent/adjunct faculty compare at your institution? Contracts?

What's happening to HE funding in your state?

Is your institution capping/freezing tuition? Providing more financial aid?

What effect is the pandemic having on enrollments and how does that relate to faculty & staff employment at your institution?
- Easy-to-use data search and reporting tool.
- Features a peer grouping tool.
- Includes pre-created figures on key topics.
- Source: US Department of Education IPEDS data.
CUDAS | 10-20+ Years of Data

- Faculty salaries
- Institutional finances
- Non-instructional staff
- Enrollment
- Completions
- Student finances
- Tenure
- Disinvestment indicator report
A Picture is Worth 1,000 Words ...

Average Salary, 2018-19

- Professor: $98,816
- Associate: $115,738
- Assistant: $77,837
- Instructor: $85,056
- Average: $68,250

Trends in Average Salary

- 1998-99: $42
- 2017-18: $86

- Peer Group Average

- Alabama State University
Trends: Expenditures per Student

Operating Expenditures/FTE

- Alabama State U
- Peer Average

Instructional Expenditures/FTE

- Alabama State U
- Peer Average
Report Links

The Union Difference

Graduate Employees

HBCU Salary Gap

NEA Salary Report 2021
For Further Information

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