

Salary Trends and Tools for Organizing & Bargaining

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August 11, 2021

Discussion Topics

Faculty Salary
Update

HBCUs

Collective
Bargaining

Contingent/
Adjunct Faculty

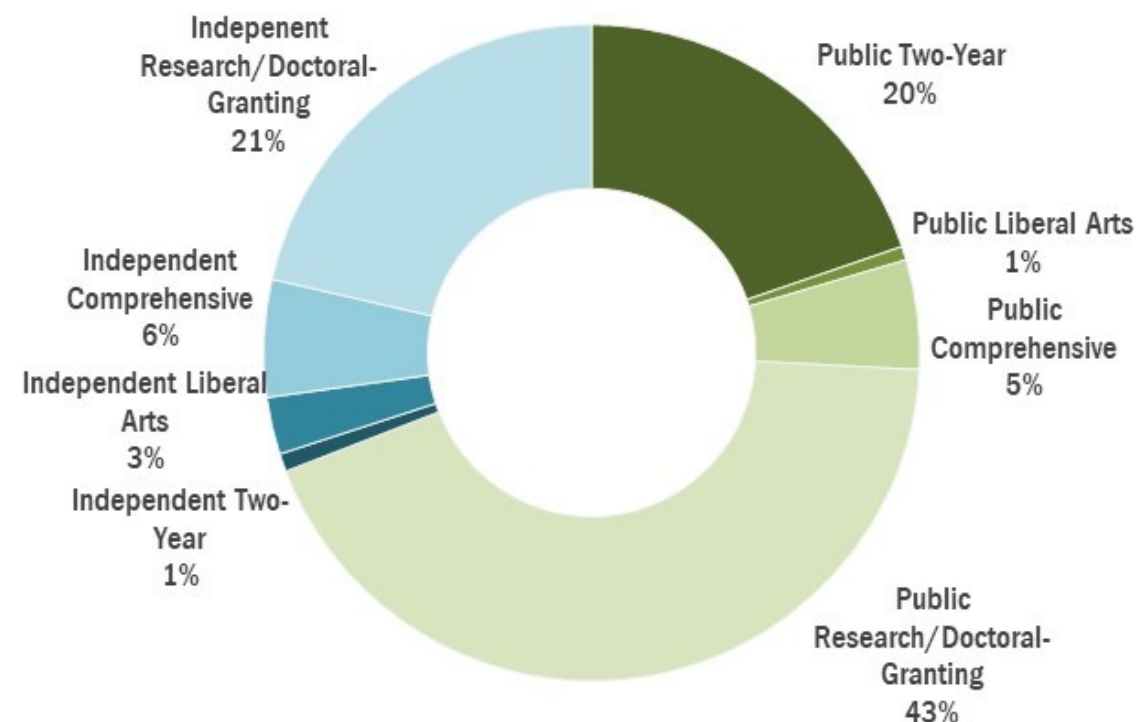
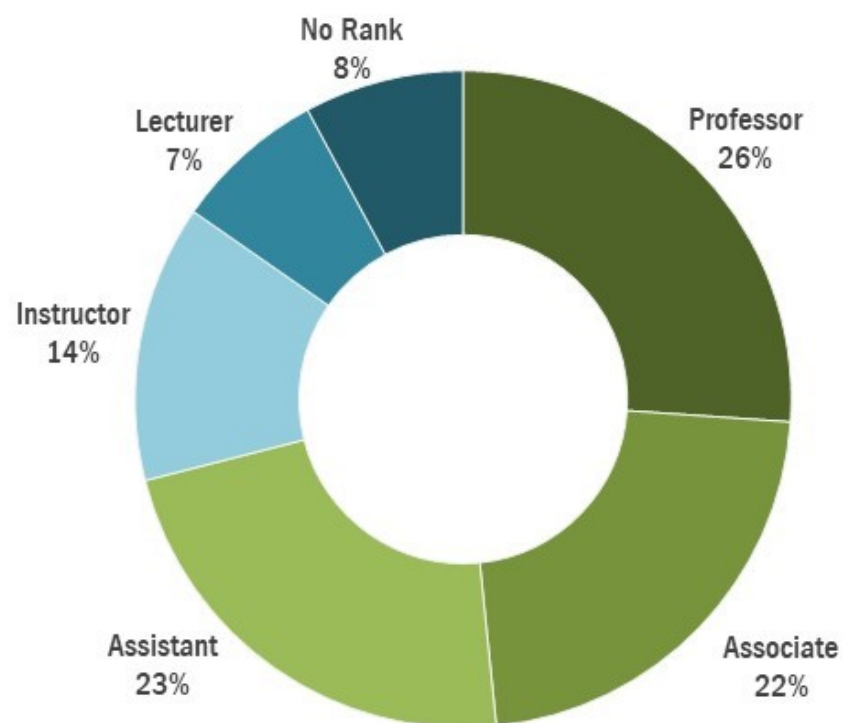
(Dis)Investment
of HE

CUDAS: What's
it For? And
Demo

Q&A & What's
Next?

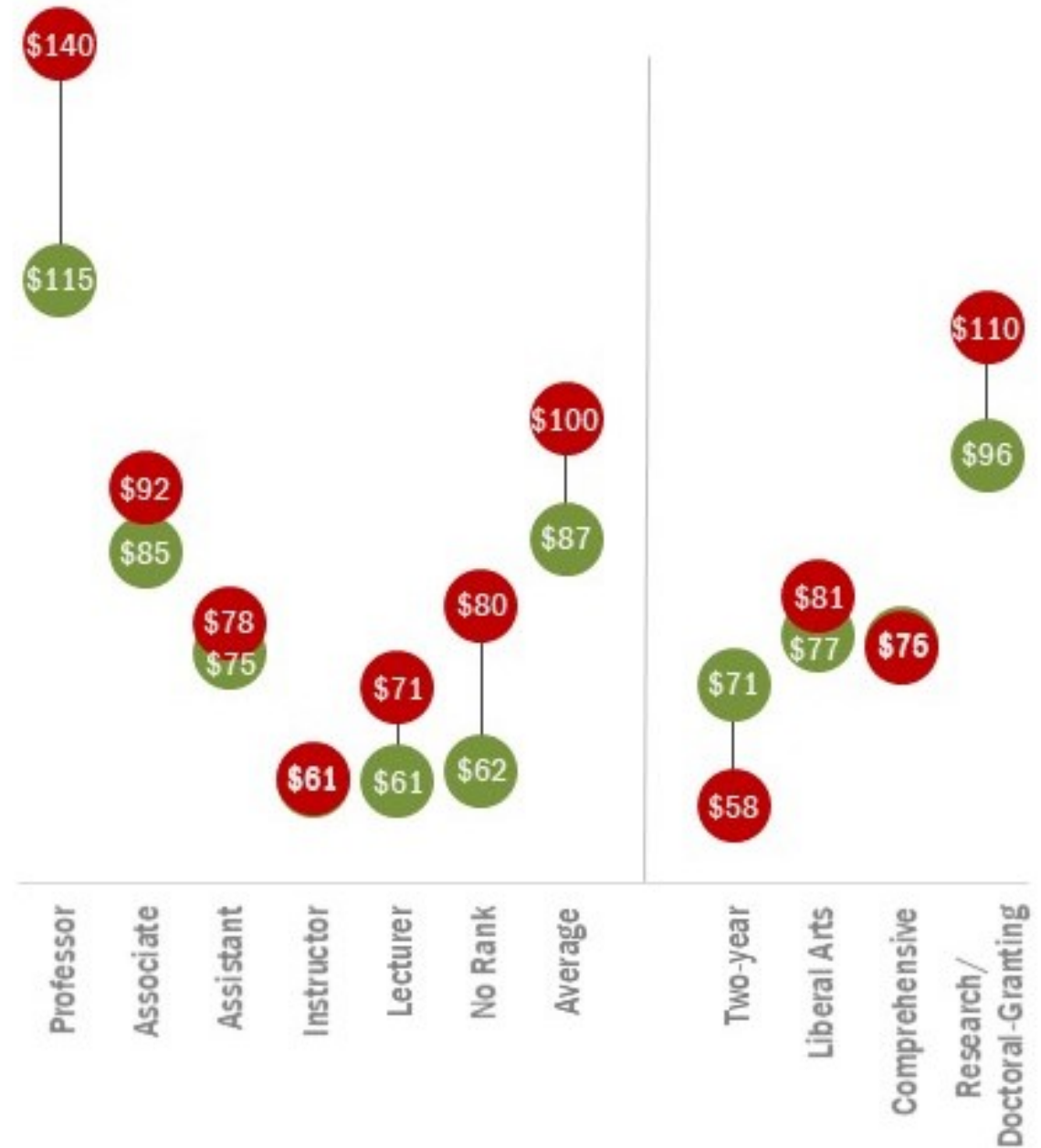
The nation's 612,913 full-time faculty members are dispersed across sectors and ranks.

Faculty Composition, Full-time Faculty: 2019-20



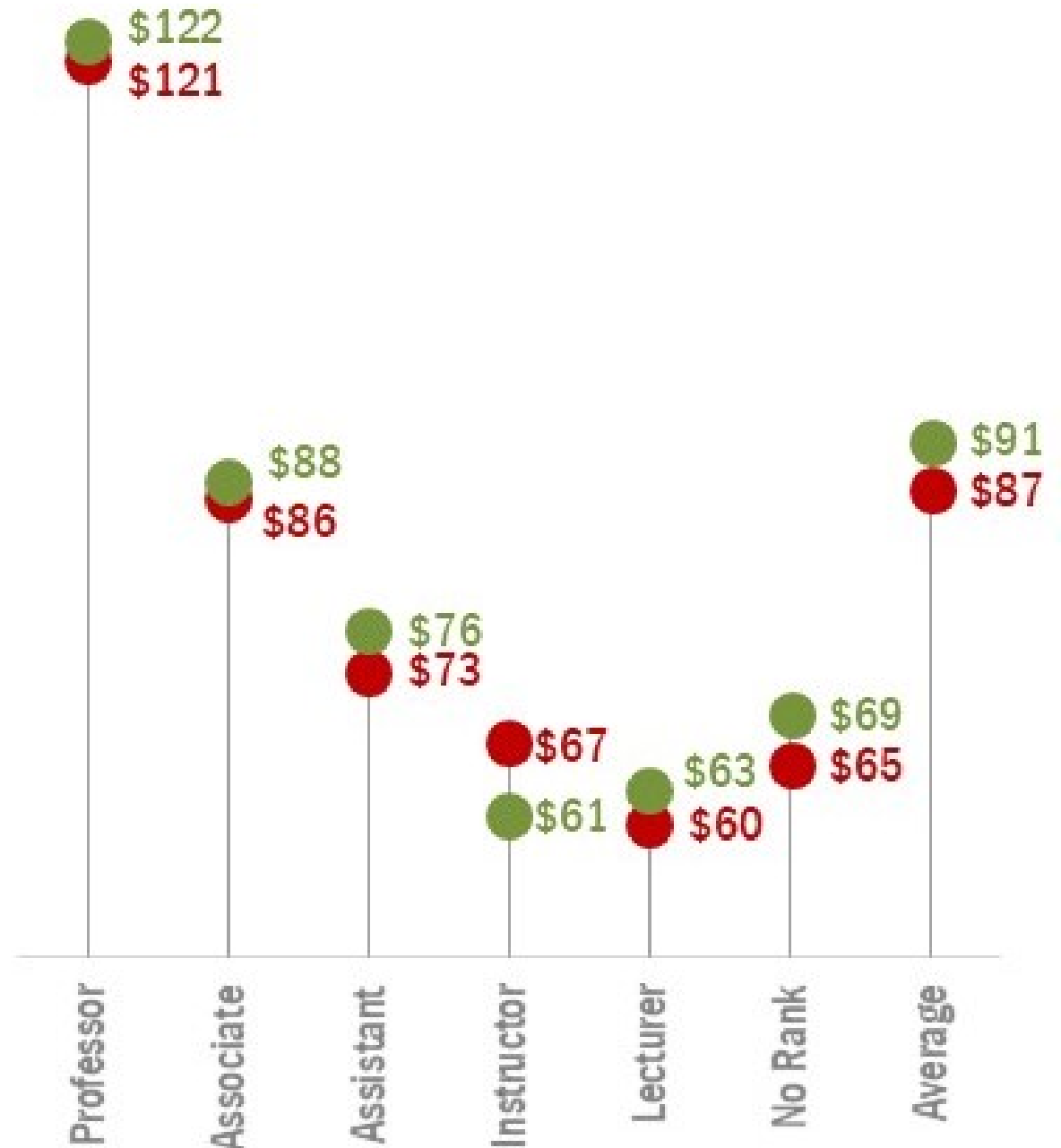
Academic rank is correlated with salary. Faculty in **independent** institutions generally earn more than faculty in **public** institutions.

Average salary, full-time faculty on 9/10-month contracts, 2019-20 (\$ in thousands)



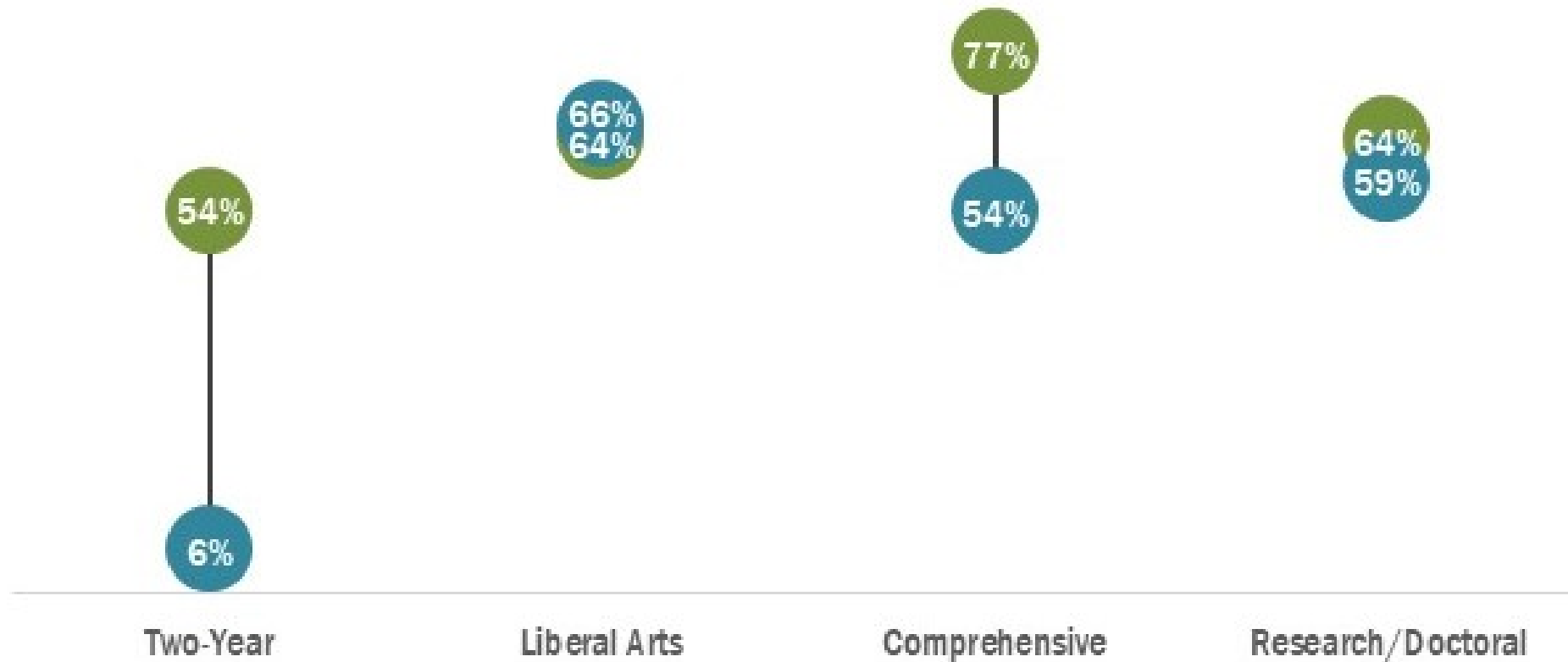
Faculty purchasing power increased for all ranks, except instructors.

Faculty Purchasing Power of Full-Time Faculty on 9/10-Month Contracts:
2010-11 and 2019-20 (\$ in thousands)



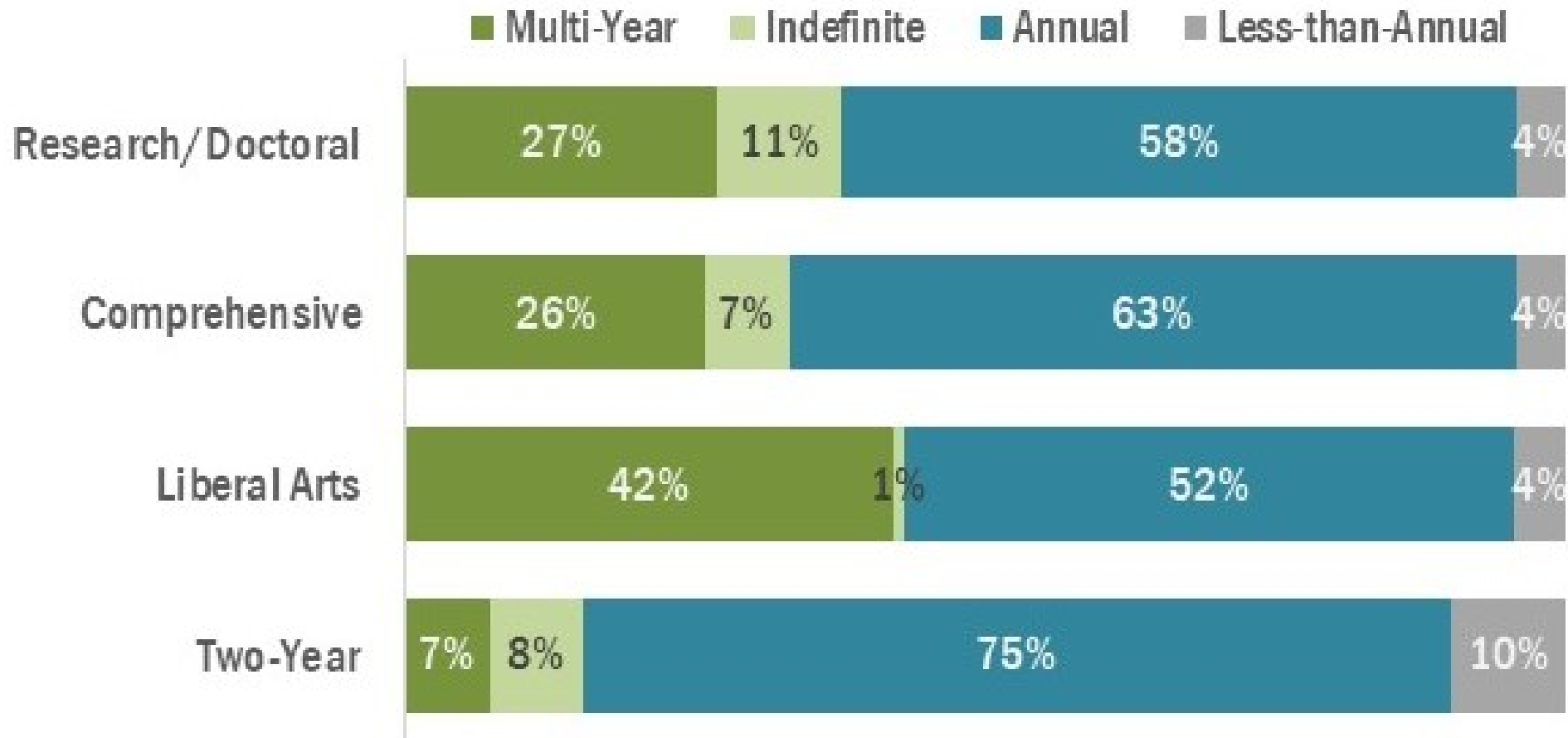
Faculty in public institutions are generally more likely to have tenure, but community college faculty are the least likely to have tenure.

Percent of **Public** and **Independent** Full-time Faculty with Tenure, 2019-20



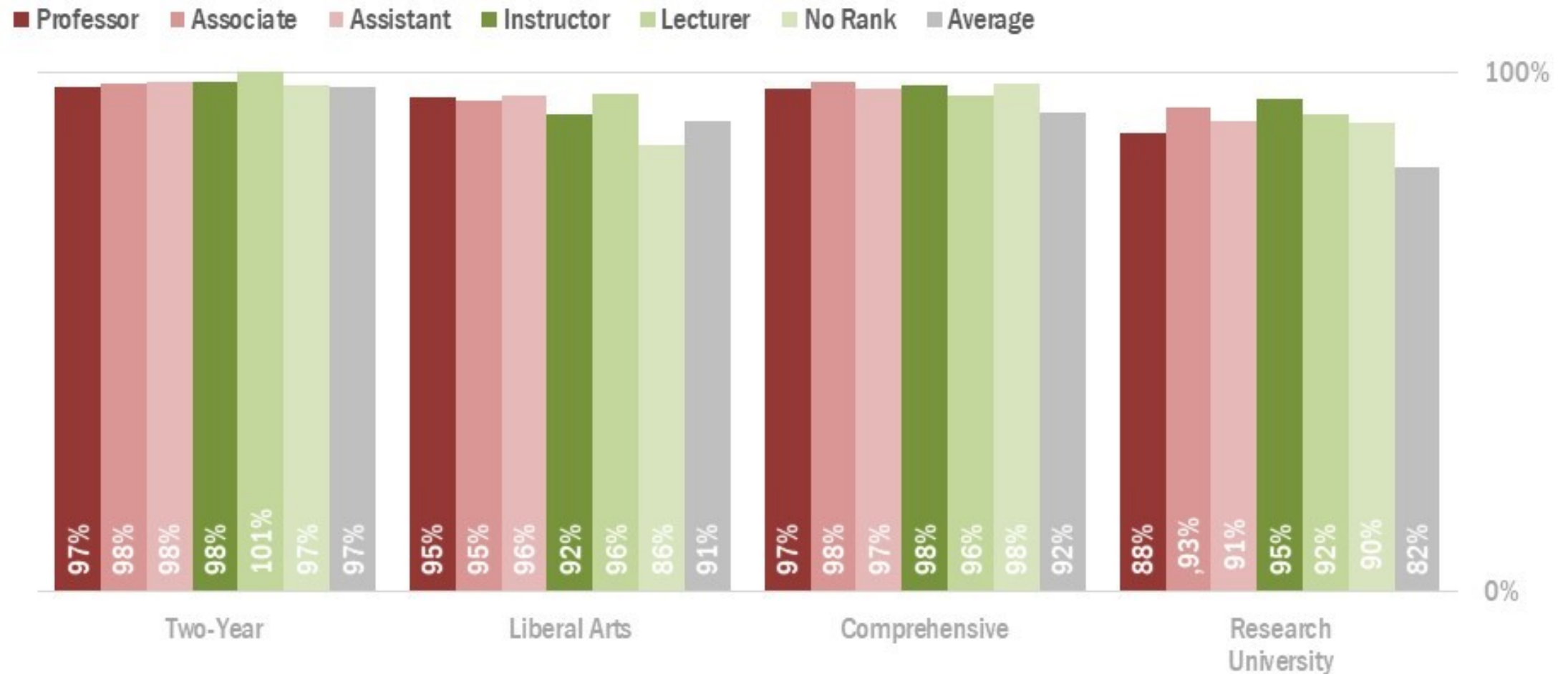
Most community college faculty are on annual contracts, while other faculty hold multi-year and indefinite contracts at well over the double the rate of community college faculty.

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



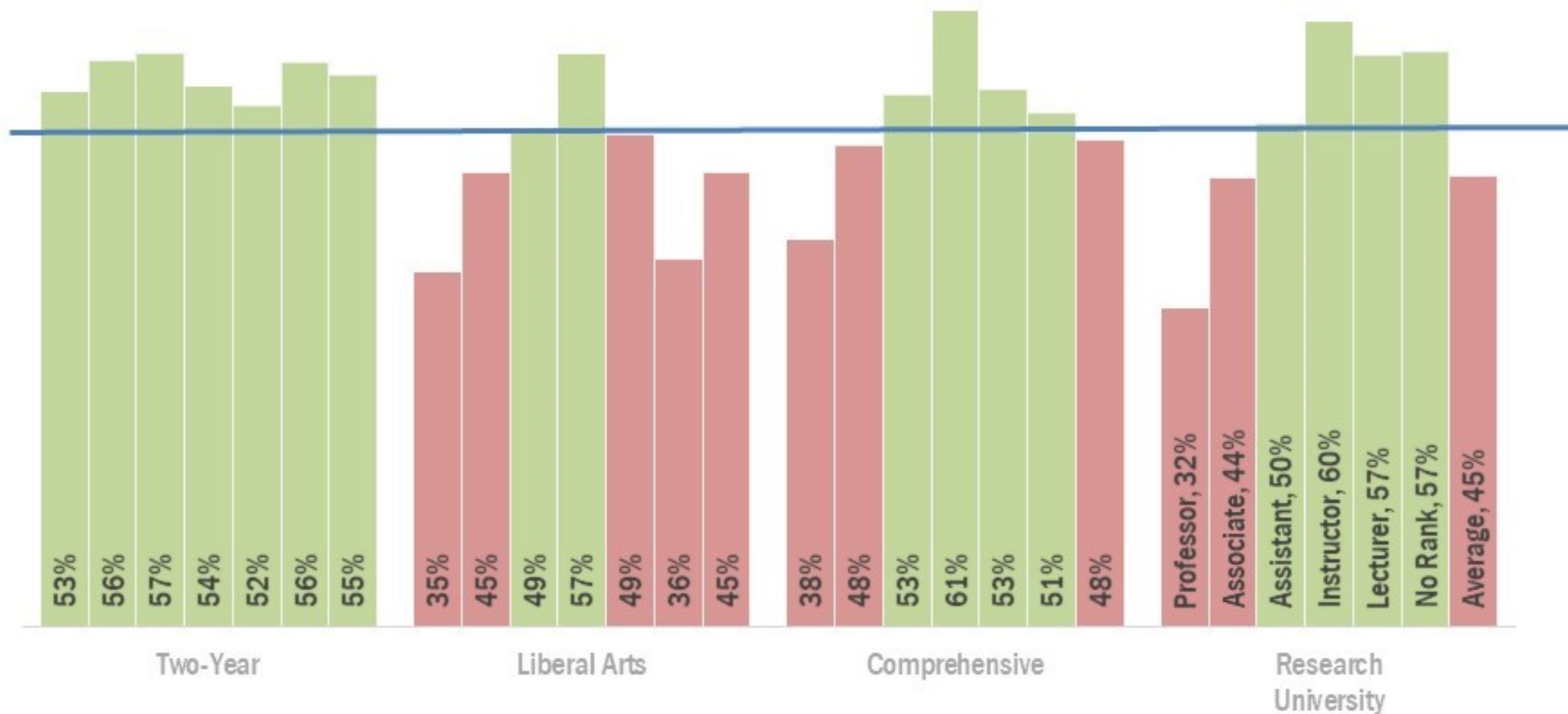
The gender wage-gap is smallest at community colleges, largest at research universities, especially in highest-paid full professor rank.

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



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.

Average Stipend and Stipend + Tuition Waiver Paid to Graduate Assistants, 2019-20 (in thousands)





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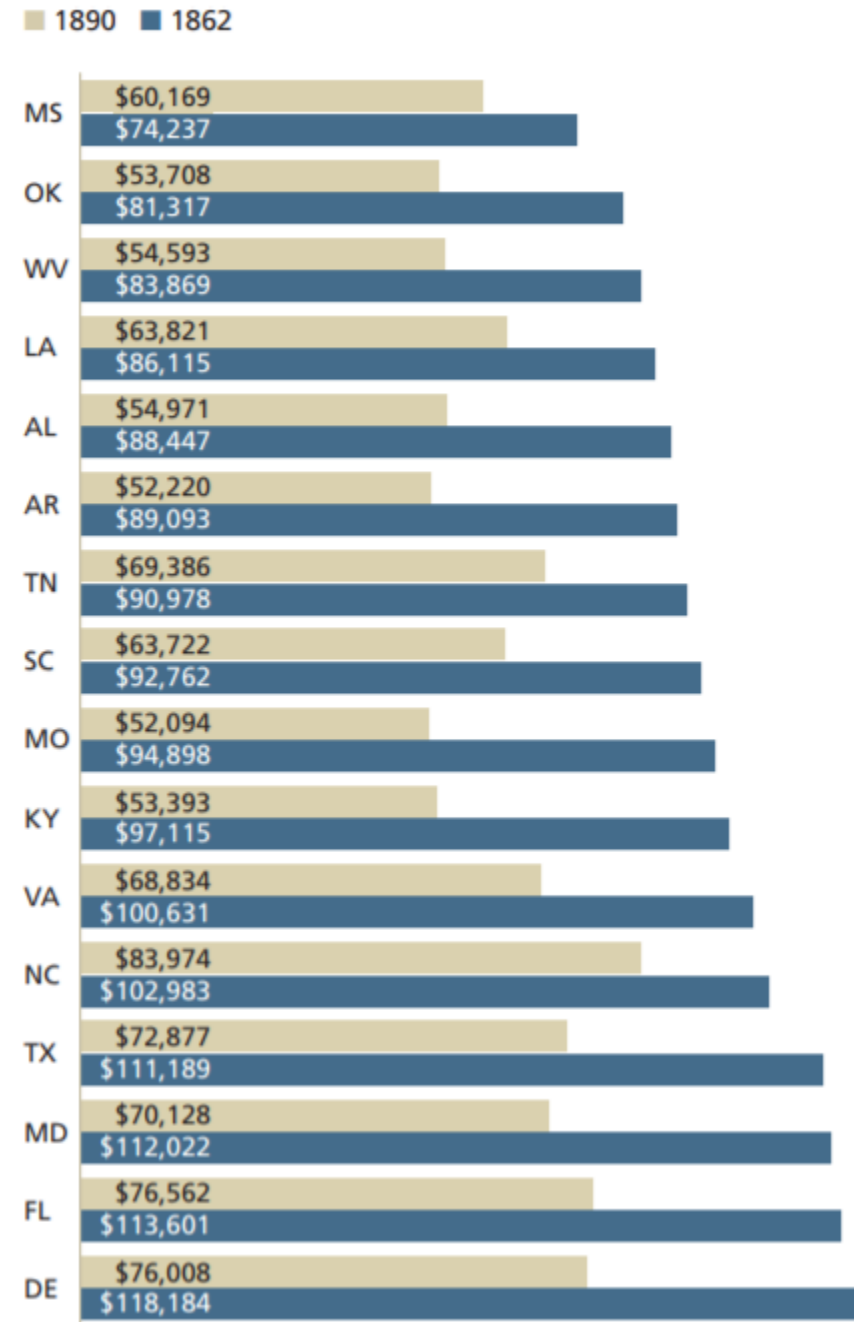
HBCU Faculty earn an average of \$18,000 less than faculty teaching in **non-HBCU** institutions.

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.

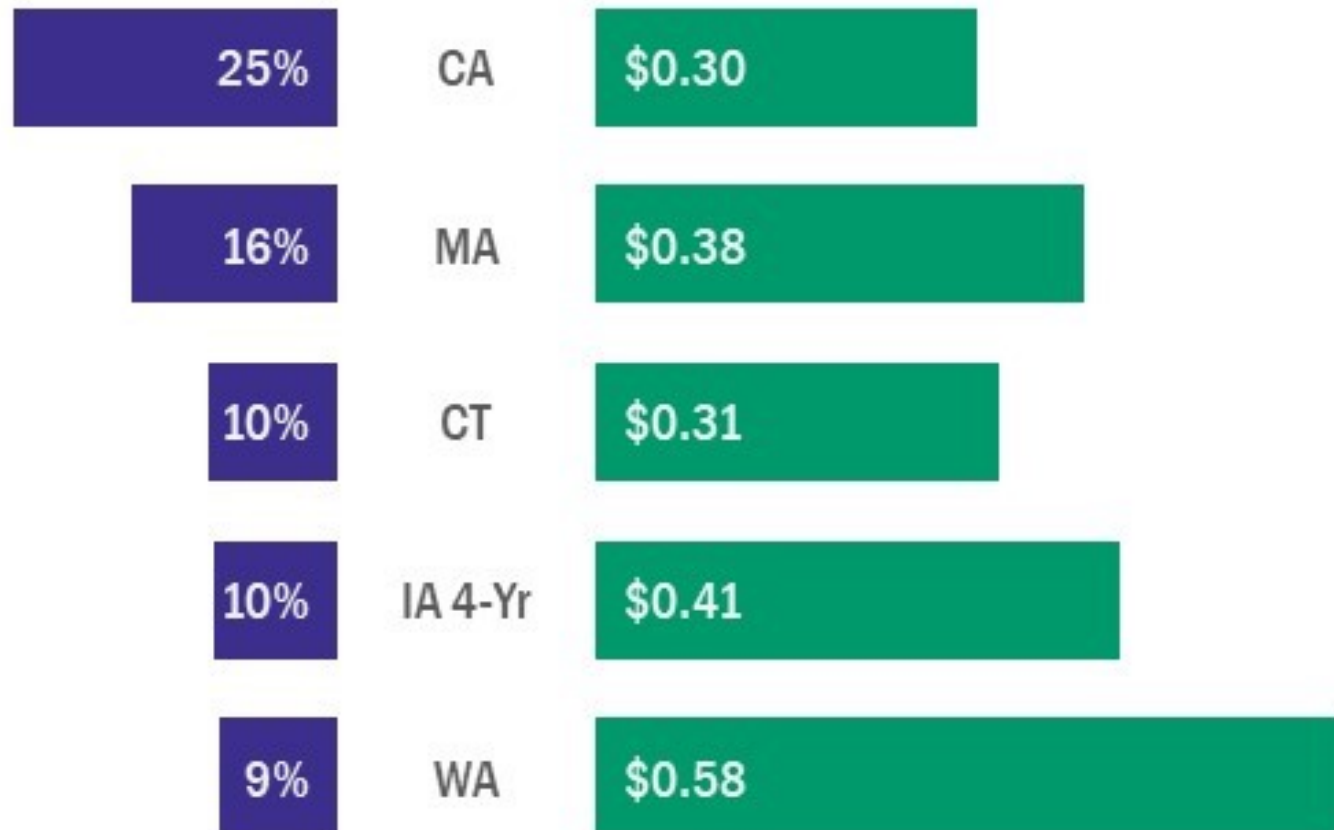


Contingent & Adjunct Faculty Pay

ADJUNCT

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



While permanent faculty salaries often increase with institution level, contingent faculty salaries are flat

CT: Median Annual Earnings by Sector



MA: Median Annual Earnings by Sector



WA: Median Annual Earnings by Sector



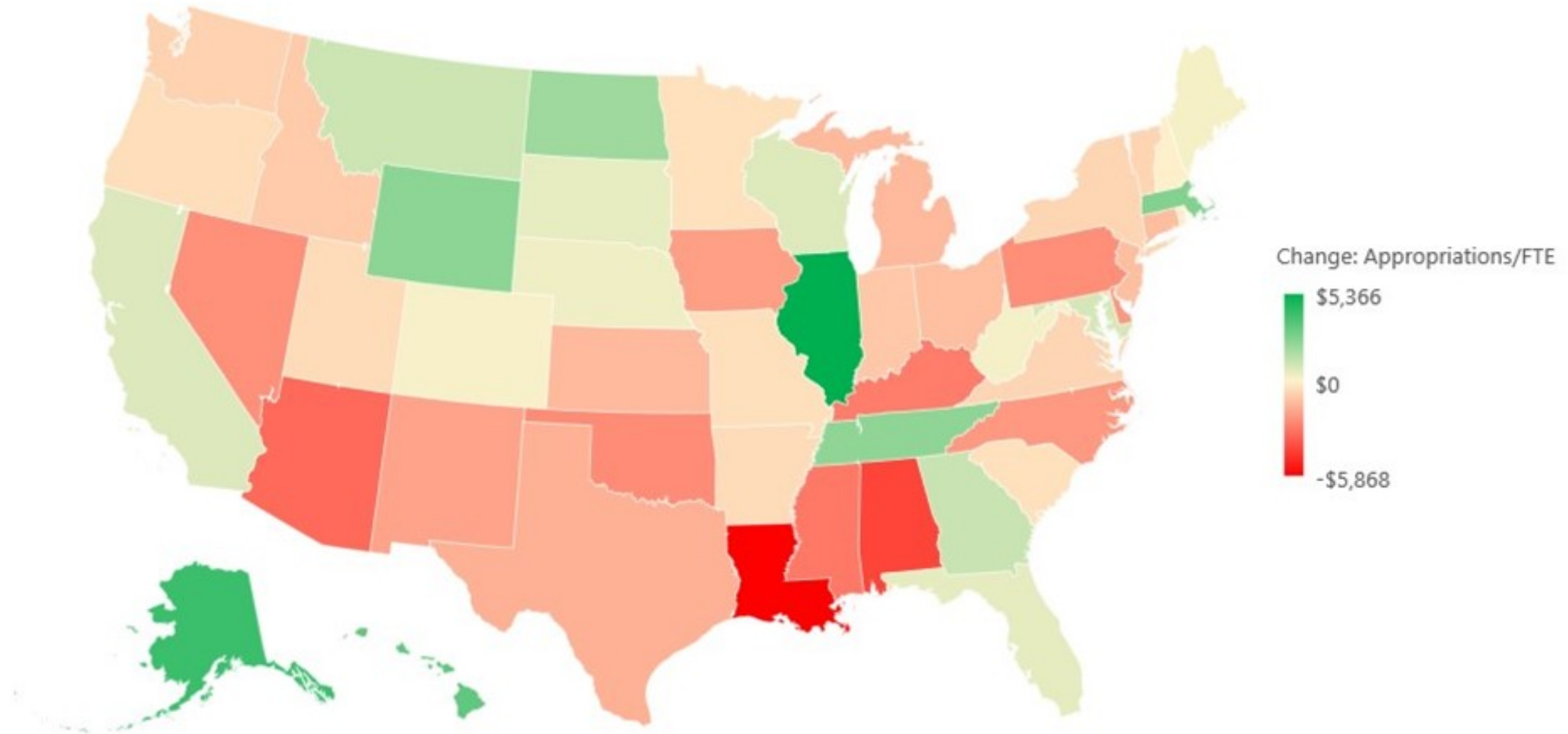
CA: Median Annual Earnings by Sector



(Dis)Investment in Higher Education

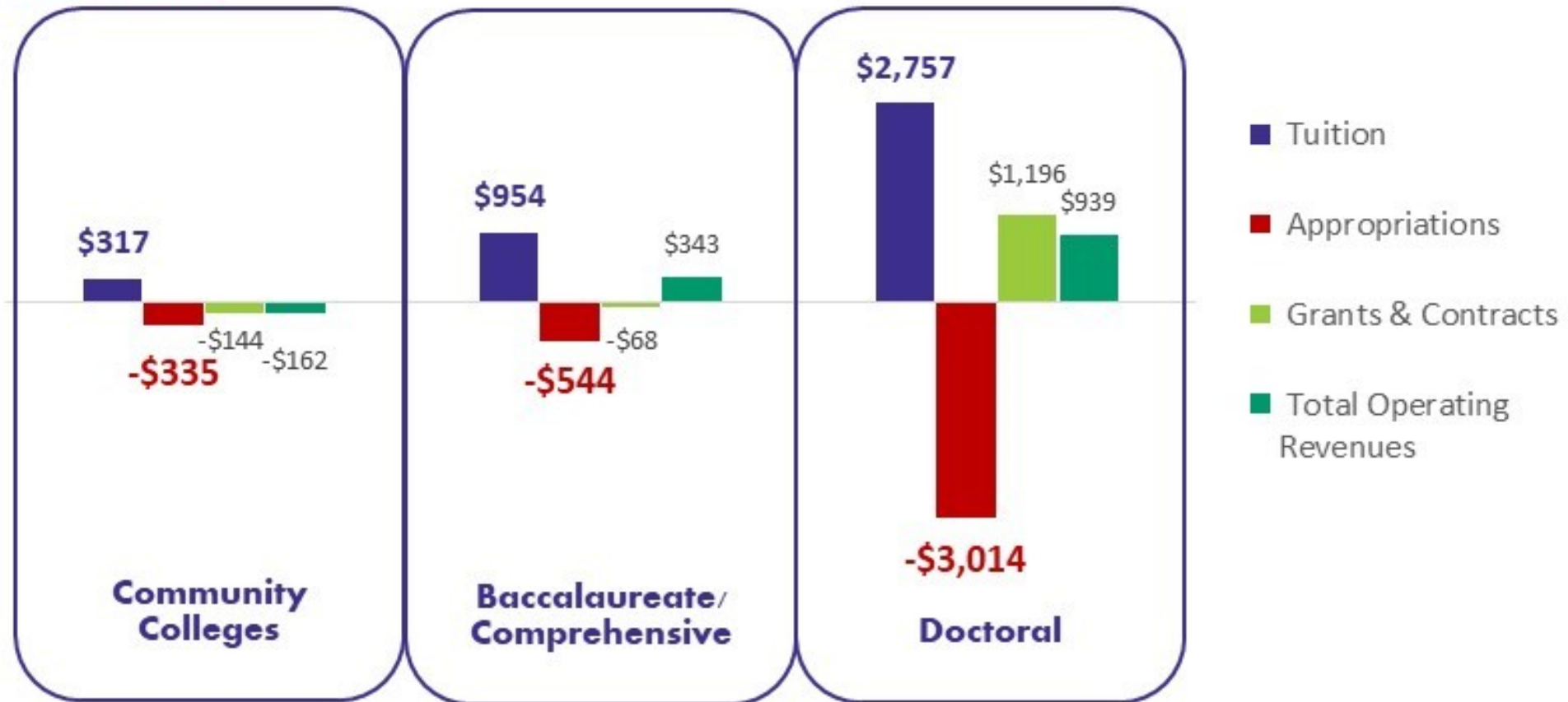


Figure 1. Change in inflation-adjusted state appropriations per FTE student, FY2008 to FY2020



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



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...

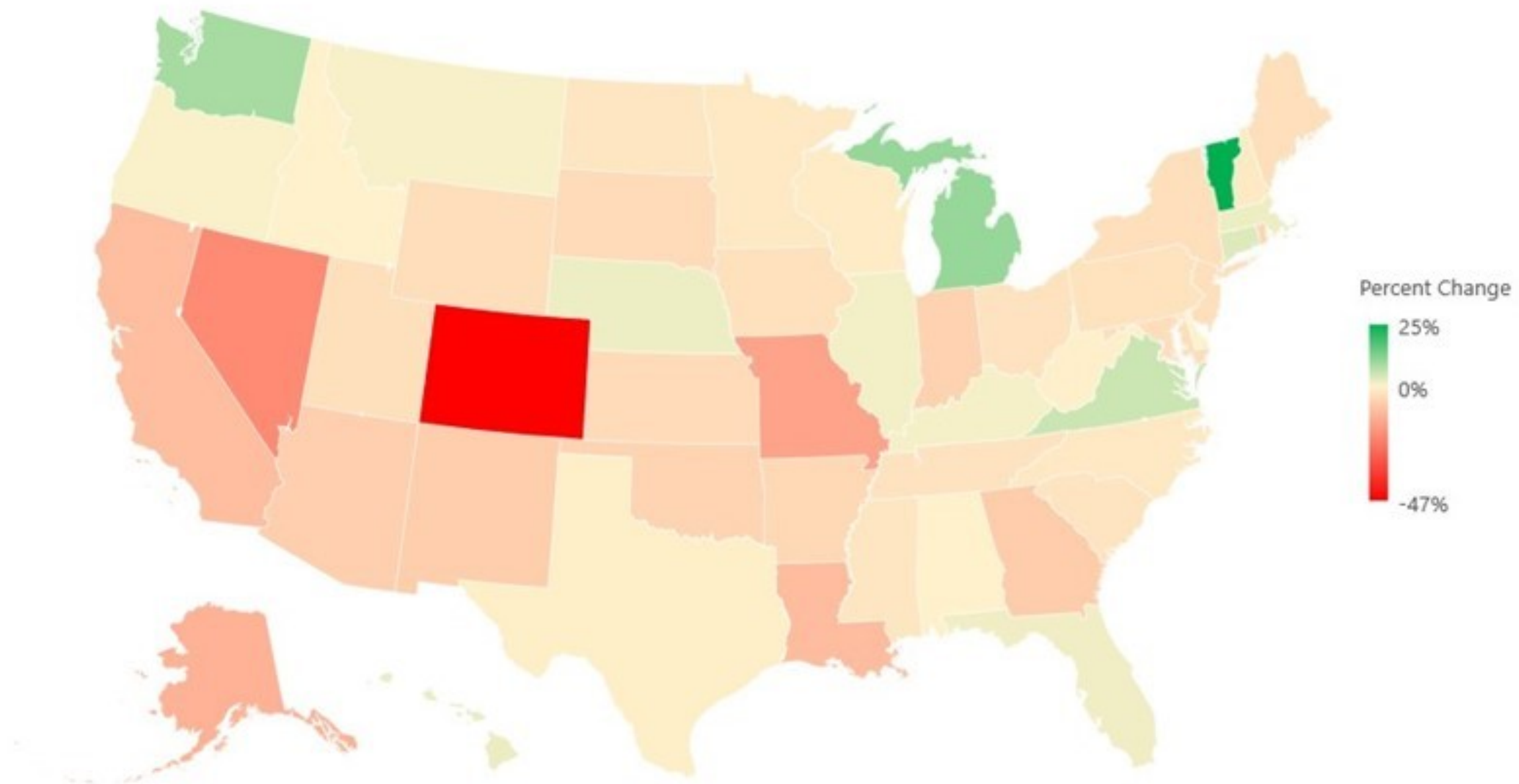
Source: NASBO, 2020 State Expenditure Report

“...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

Figure 2. Percent change in inflation-adjusted state appropriations, FY2020 to FY2021



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

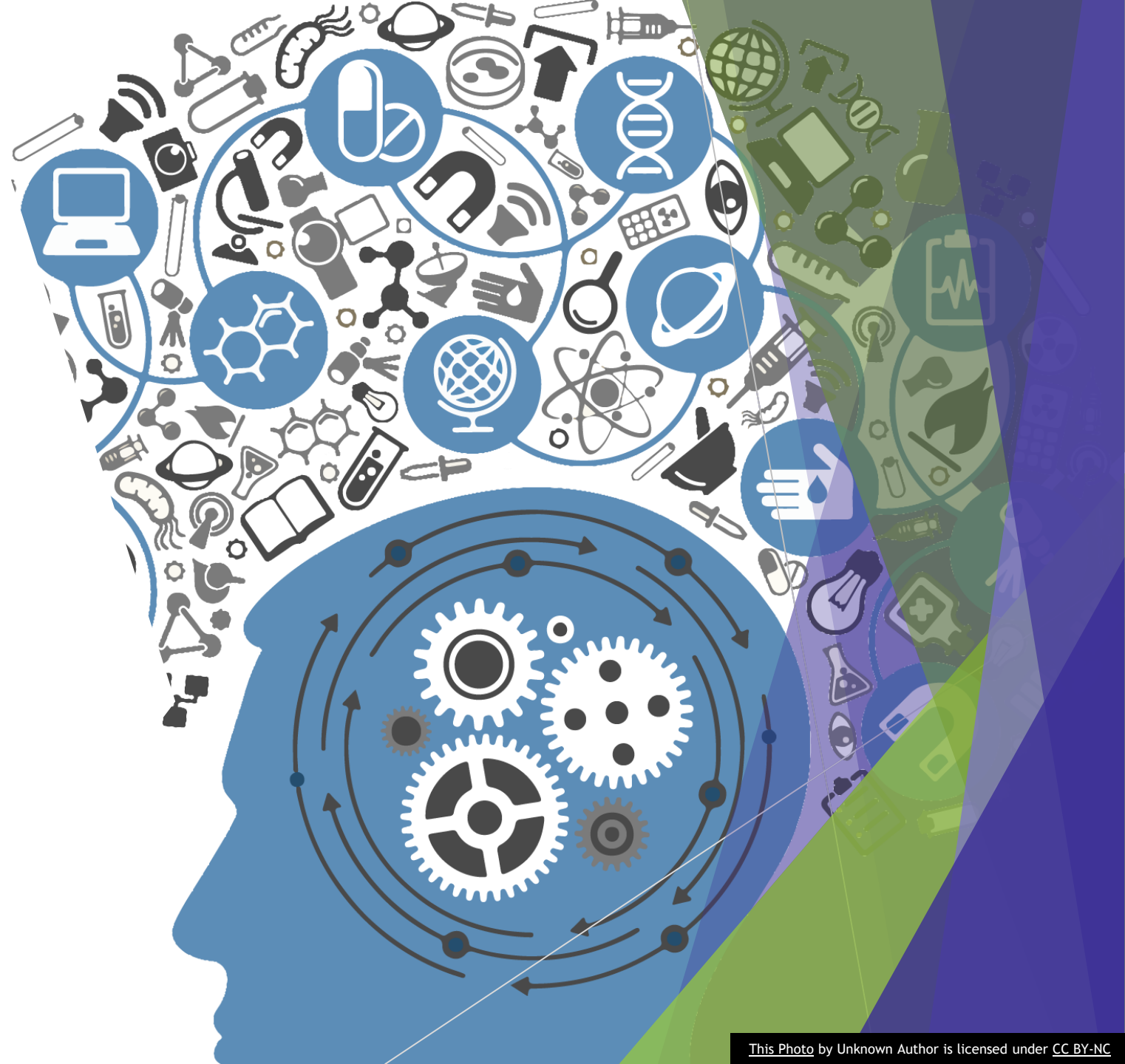
What are Your Insights, Thoughts, Reflections?

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?



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- ▶ 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.



College and University Data Analysis System

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CUDAS | 10-20+ Years of Data

Faculty salaries

Institutional
finances

Non-
instructional
staff

Enrollment

Completions

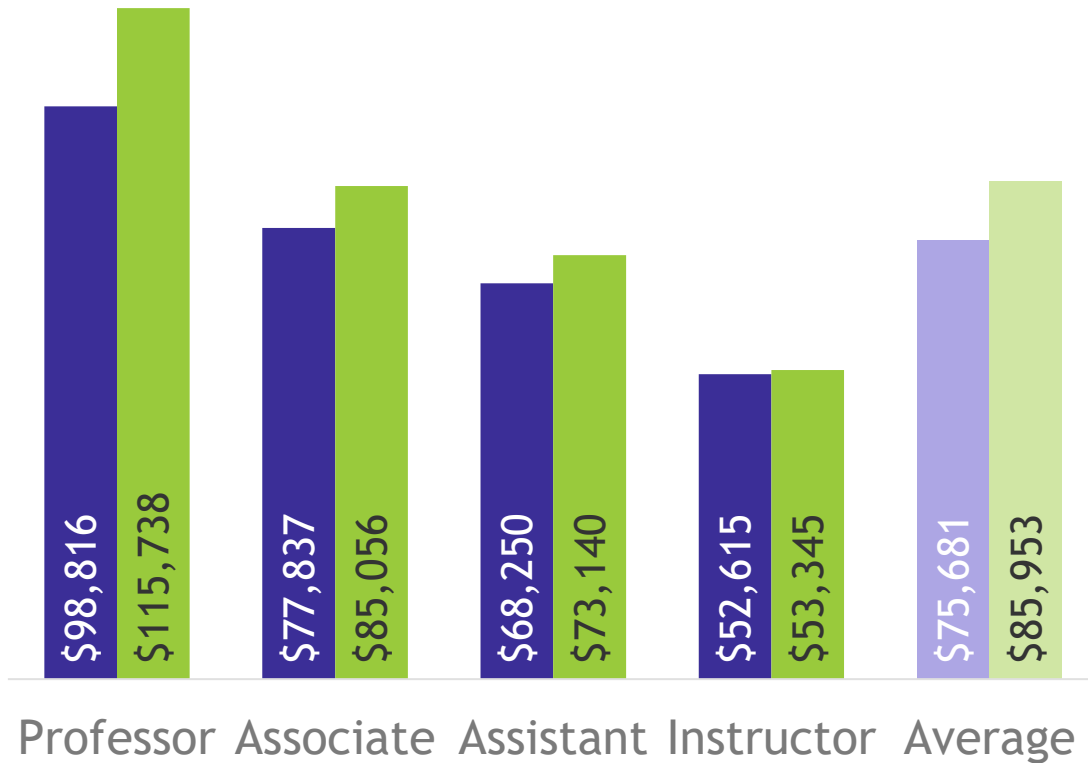
Student
finances

Tenure

Disinvestment
indicator
report

A Picture is Worth 1,000 Words ...

Average Salary, 2018-19



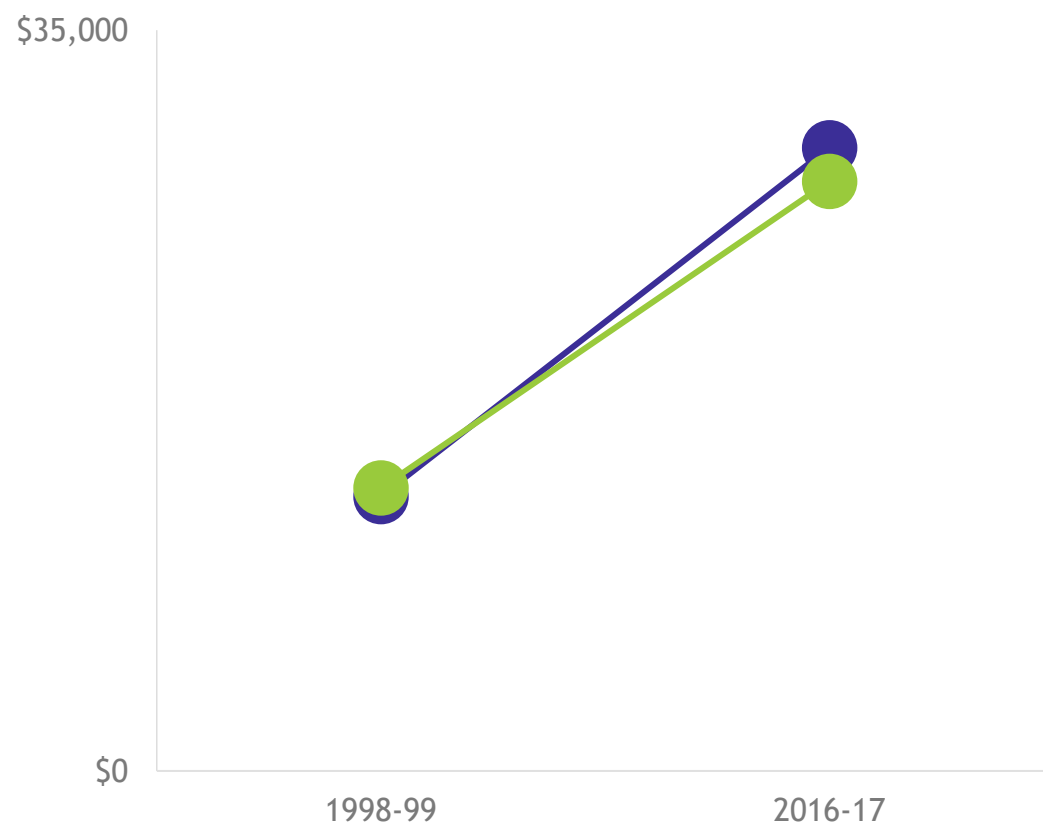
Trends in Average Salary



● Alabama State University ● Peer Group Average

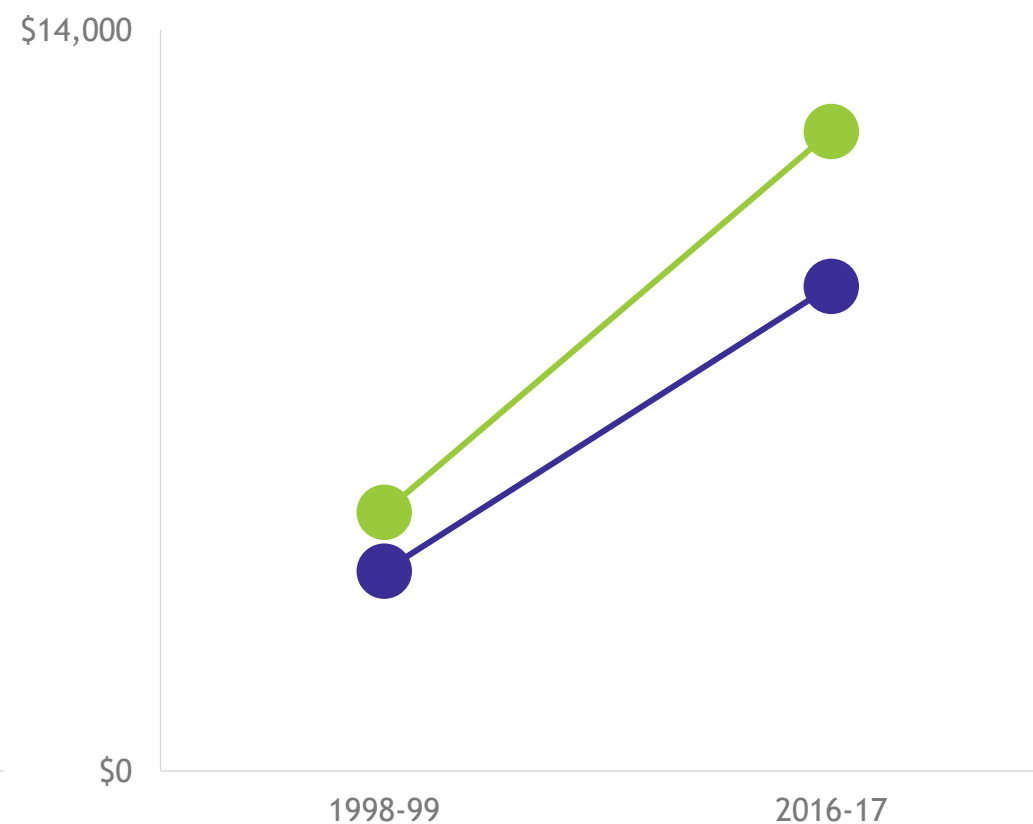
Trends: Expenditures per Student

Operating Expenditures/FTE



—●— Alabama State U —●— Peer Average

Instructional Expenditures/FTE



—●— Alabama State U —●— Peer Average



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The Union Difference

https://www.nea.org/sites/default/files/2021-05/Salary2020_Unions.pdf

Graduate Employees

https://www.nea.org/sites/default/files/2021-05/Salary2020_GA.pdf

HBCU Salary Gap

https://www.nea.org/sites/default/files/2021-05/Salary2020_HBCUs.pdf

NEA Salary Report 2021

<https://www.nea.org/sites/default/files/2021-05/2021%20Higher%20Ed%20Special%20Salary%20Issue.pdf>

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**Questions?
Comments?
Thoughts?**



For Further Information

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