

SB1520 SEC.12: RELATING TO  
HIGHER EDUCATION EMPLOYEES  
**A report to the Oregon Legislature**  
**December 2022**

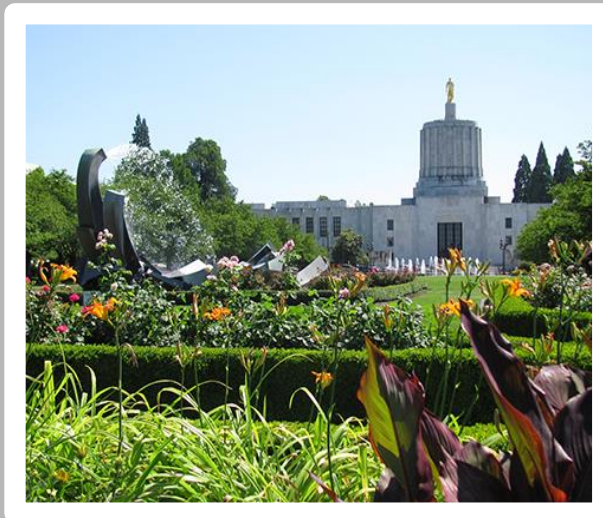


Photo: Department of State Lands

**TABLE OF CONTENTS**

**OVERVIEW** **3**

**TABLES** **4**

University data 4

Community College data 8

**TABLE FOOTNOTES** **20**

**APPENDIX** **21**

## OVERVIEW

---

Senate Bill 1520, Sec. 12 (2018) amended ORS 350.360 and directs the Higher Education Coordinating Commission (HECC) to conduct an annual review of employment at each public university and community college in Oregon and to report the results of that review to the Legislative Assembly and the Governor. Following the requirements of this statute and the workgroups that preceded it, this report presents information about institutional staff in three groups: administrators/managers, classified/professional non-teaching staff, and faculty. Each group is further divided into full-time and part-time employees to display the following information for the Fall term of the 2020-21 academic year:

- (a) The total number of employees in the employee group;
- (b) The total number of full-time equivalent positions (FTE) in the employee group;
- (c) The average number of employees supervised by a member of the employee group;**

This current (2018) language references the collection of the number of staff who are supervised, rather than the number of staff who supervise. This is a technical error that was intended to be rectified in the 2019 legislative session but which the session was not able to address. As a result, this report will adhere to the spirit of this metric and report the number of employees who do the supervising rather than the employees who are supervised.

- (d) The average salary of a member of the employee group;
- (e) The ratio of students to employees in the employee group;
- (f) The ratio of instruction among faculty groups;
- (g) The number of employees in the employee group eligible for health care and other benefits.

As provided in ORS 350.360, as amended, each public institution of higher education provided the data required for the purposes of this report.

**Table 1: University Employment Data**

		EOU	OIT	OSU	PSU	SOU	UO	WOU	
Total student headcount		2,853	5,325	33,359	23,177	4,893	21,800	4,554	
Total student FTE		2,124.0	3,214	27,005.9	16,522.0	3,500.7	21,264.0	3,836.0	
Administrative/ Management	Full-time	Number	27	37	262	89	178	172	30
		FTE	27.0	37	262.0	88.9	166.5	171.0	29.8
		Number that supervise	25	34	262	89	71	147	25
		Number that supervise only grad assts./ research students	0	0	0	0	0	0	0
		Employee to student ratio	0.01271	0.01151	0.00970	0.00538	0.04756	0.00804	0.00777
		Average salary	\$115,317	\$122,878	\$163,053	\$146,852	\$66,951	\$167,846	\$114,759
		Number eligible for benefits	27	37	262	89	178	168	30
	Part-Time	Number	1	0	7	3	89	9	2
		FTE	0.8	0	3.5	2.1	32.0	7.1	1.0
		Number that supervise	1	0	7	2	0	7	2
		Number that supervise only grad assts./ research students	0	0	0	0	0	0	0
		Employee to student ratio	0.00039	0.00000	0.00013	0.00012	0.00914	0.00033	0.00026
		Average salary	\$88,864	\$0	\$108,912	\$138,284	\$58,813	\$193,720	\$107,385
		Number eligible for benefits	1	0	7	3	27	8	2
	<b>Total employees</b>	<b>Number</b>	<b>28</b>	<b>37</b>	<b>269</b>	<b>92</b>	<b>267</b>	<b>181</b>	<b>32</b>
<b>FTE</b>		<b>27.8</b>	<b>37</b>	<b>265.5</b>	<b>91.0</b>	<b>198.5</b>	<b>178.0</b>	<b>30.8</b>	
<b>Total Supervisors</b>	<b>Number</b>	<b>26</b>	<b>34</b>	<b>269</b>	<b>91</b>	<b>71</b>	<b>154</b>	<b>27</b>	

**Table 1: University Employment Data, cont.**

		EOU	OIT	OSU	PSU	SOU	UO	WOU	
Classified/ Professional Non-teaching staff	Full-time	Number	168	222	3,529	1,201	154	2507	367
		FTE	168	222	3,526.0	1,200.3	154	2492.68	369.1
		Number that supervise	20	18	645	224	2	551	57
		Number that supervise only grad assts./research students	0	0	13	1	0	0	0
		Employee to student ratio	0.07910	0.06907	0.13056	0.07265	0.04399	0.11723	0.09622
		Average salary	\$55,687	\$53,044	\$64,459	\$63,042	\$46,746	\$65,231	\$52,334
		Number eligible for benefits	168	222	3529	1,201	148	2455	345
	Part-Time	Number	43	22	717	105	19	315	60
		FTE	24.967	7.2	301.7	68.7	11.85	194.51	27.3
		Number that supervise	0	0	32	5	0	26	3
		Number that supervise only grad assts./research students	0	0	2	0	0	0	0
		Employee to student ratio	0.01175	0.00224	0.01117	0.00416	0.00339	0.00915	0.00712
		Average salary	\$53,084	\$31,414	\$56,474	\$42,453	\$56,115	\$56,138	\$45,902
		Number eligible for benefits	25	7	717	98	12	283	31
	<b>Total employees</b>	<b>Number</b>	<b>211</b>	<b>244</b>	<b>4,246</b>	<b>1,306</b>	<b>173</b>	<b>2,822</b>	<b>427</b>
		<b>FTE</b>	<b>193.0</b>	<b>229.2</b>	<b>3,827.7</b>	<b>1,269.0</b>	<b>165.9</b>	<b>2,687.2</b>	<b>396.4</b>
	<b>Total Supervisors</b>	<b>Number</b>	<b>20</b>	<b>18</b>	<b>692</b>	<b>230</b>	<b>2</b>	<b>577</b>	<b>60</b>

**Table 1: University Employment Data, cont.**

		EOU	OIT	OSU	PSU	SOU	UO	WOU	
Faculty	Full-time	Number	102	175	1,341	778	162	1,325	218
		FTE	102.156	175.0	1,340.0	777.4	162	1,319.1	218.0
		Percent of instruction	66%	75%	77%	55%	70%	77%	67%
		Number that supervise	0	33	298	62	0	239	17
		Number that supervise only grad assts./research students	0	0	200	1	0	29	0
		Employee to student ratio	0.04810	0.05445	0.04962	0.04705	0.04628	0.062033484	0.05683
		Average salary	\$70,157	\$76,797	\$96,637	\$94,051		\$94,890	\$67,831
		Number eligible for benefits	102	175	1,341	778		1,256	214
	Part-Time => .5	Number	3	15	254	110	21	356	16
		FTE	1.9	9.9	73.6	74.15	13.2	243.61	10.3
		Percent of instruction	1%	4%	4%	15%	4%	10%	2%
		Number that supervise	0	0	21	1	0	42	1
		Number that supervise only grad assts./research students	0	0	7	0	0	4	0
		Employee to student ratio	0.00089	0.00308	0.00273	0.00449	0.00377	0.01146	0.00269
		Average salary	\$70,777	\$17,145	\$84,830	\$64,433	\$67,538	\$75,237	\$64,091
		Number eligible for benefits	3	15	254	110	0	323	16
	Part-Time <= .5	Number	88	112	129	778	106	245	112
		FTE	29.137	26.7	88.6	229.2	22.3	63.51	22.8
		Percent of instruction	28%	9%	6%	30%	29%	5%	25%
		Number that supervise	0	0	4	0	0	7	0
		Number that supervise only grad assts./research students	0	0	3	0	0	1	0
		Employee to student ratio	0.01372	0.00831	0.00328	0.01387	0.00637	0.00299	0.00594
		Average salary	\$46,352	\$6,331	\$54,143	\$10,945	\$66,782	\$62,742	\$49,265
		Number eligible for benefits	3	0	129	778	0	62	73

**Table 1: University Employment Data, cont.**

		EOU	OIT	OSU	PSU	SOU	UO	WOU	
Faculty	Graduate Assts.	Number	7	5	1,672	541	22	1431	20
		FTE	0.3	1.1	745.2	202.9	7.7	646.6	3.3
		Percent of instruction	0%	0	8%	3%	0%	8%	0%
		Number that supervise	0	0	0	0	0	0	0
		Employee to student ratio	0.00014	0.00034	0.02759	0.01228	0.00220	0.03041	0.00086
		Average salary	\$32,609	\$2,272	\$55,460	\$11,367	n/a	\$38,776	\$21,338
		Number eligible for benefits	0	0	1,672	0	0	1431	0
	<b>Total employees</b>	<b>Number</b>	<b>200</b>	<b>307</b>	<b>3,396</b>	<b>2,207</b>	<b>311</b>	<b>3,357</b>	<b>366</b>
		<b>FTE</b>	<b>133.5</b>	<b>212.7</b>	<b>2,247.4</b>	<b>1,283.7</b>	<b>205.2</b>	<b>2,272.8</b>	<b>254.4</b>
	<b>Total Supervisors</b>		<b>0</b>	<b>33</b>	<b>533</b>	<b>64</b>	<b>0</b>	<b>322</b>	<b>18</b>
TOTALS	<b>Total Number of Employees</b>	<b>439</b>	<b>588</b>	<b>7,911</b>	<b>3,605</b>	<b>751</b>	<b>6,360</b>	<b>825</b>	
	<b>Total FTE of Employees</b>	<b>354.3</b>	<b>478.9</b>	<b>6,340.6</b>	<b>2,643.6</b>	<b>569.6</b>	<b>5,138.0</b>	<b>681.6</b>	
	<b>Total Number of Supervisors</b>	<b>46</b>	<b>85</b>	<b>1,494</b>	<b>385</b>	<b>73</b>	<b>1,053</b>	<b>105</b>	

**Table 2: Community College Employment Data**

		BMCC	COCC	Chemeketa	Clackamas	Clatsop	CGCC	KCC	
Total student headcount		1,656	4,125	10,668	10,925	1,024	1,125	1,946	
Total student FTE		394.4	1,166.0	2,563.4	1,552.0	308.0	251.0	441.8	
Administrative/ Management	Full-time	Number	30	104	94	42	37	19	25
		FTE	30.0	104.0	94	42.0	36.7	19.0	25.0
		Number that supervise	30	68	81	41	26	19	21
		Number that supervise only grad assts./research students	0	0	0	0	0	0	0
		Employee to student ratio	0.07607	0.08919	0.03667	0.02706	0.11908	0.07570	0.05659
		Average salary	\$75,094	\$74,974	\$103,113	\$119,716	\$77,922	\$72,439	\$80,941
		Number eligible for benefits	30	104	94	42	37	19	25
	Part-Time	Number	3	12	0	1	6	0	1
		FTE	1.5	8.0	0	0.5	4.6	0.0	0.5
		Number that supervise	2	0	0	1	2	0	0
		Number that supervise only grad assts./research students	0	0	0	0	0	0	0
		Employee to student ratio	0.0038	0.00688	0	0.00032	0.01503	0.00000	0.00026
		Average salary	\$57,581	\$32,533	0	\$55,872	\$35,783	\$0	\$97,980
		Number eligible for benefits	0	12	0	0	4	0	0
	<b>Total employees</b>	<b>Number</b>	<b>33</b>	<b>116</b>	<b>94</b>	<b>43</b>	<b>43</b>	<b>19</b>	<b>26</b>
<b>FTE</b>		<b>31.5</b>	<b>112.0</b>	<b>94.0</b>	<b>42.5</b>	<b>41.3</b>	<b>19.0</b>	<b>25.5</b>	
<b>Total Supervisors</b>	<b>Number</b>	<b>32</b>	<b>68</b>	<b>81</b>	<b>42</b>	<b>28</b>	<b>19</b>	<b>21</b>	



**Table 2: Community College Employment Data, cont.**

		BMCC	COCC	Chemeketa	Clackamas	Clatsop	CGCC	KCC	
Classified/ Professional Non-teaching staff	Full-time	Number	68	99	323	186	29	32	64
		FTE	68.0	99.0	323	183.5	28.9	32.0	64.0
		Number that supervise	0	0	11	0	0	4	12
		Number that supervise only grad assts./research students	0	0	0	0	0	0	0
		Employee to student ratio	0.17242	0.08491	0.12600	0.11823	0.09383	0.12750	0.14488
		Average salary	\$57,641	\$41,243	\$43,489	\$65,518	\$42,370	\$42,283	\$44,938
		Number eligible for benefits	68	99	323	186	29	32	64
	Part-Time	Number	50	20	10	103	54	10	43
		FTE	20.0	13.3	5.6	29.3	18.7	5.0	14.6
		Number that supervise	0	0	0	0	0	0	0
		Number that supervise only grad assts./research students	0	0	0	0	0	0	0
		Employee to student ratio	0.05071	0.01141	0.00218	0.01889	0.06074	0.01992	0.03309
		Average salary	\$40,180	\$23,956	\$25,301	\$19,415	\$8,809	\$17,376	\$28,549
		Number eligible for benefits	0	20	10	0	10	2	0
	<b>Total employees</b>	<b>Number</b>	<b>118</b>	<b>119</b>	<b>333</b>	<b>289</b>	<b>83</b>	<b>42</b>	<b>107</b>
		<b>FTE</b>	<b>88.0</b>	<b>112.3</b>	<b>328.6</b>	<b>212.8</b>	<b>47.6</b>	<b>37.0</b>	<b>78.6</b>
	<b>Total Supervisors</b>	<b>Number</b>	<b>0</b>	<b>0</b>	<b>11</b>	<b>0</b>	<b>0</b>	<b>4</b>	<b>12</b>

**Table 2: Community College Employment Data, cont.**

		BMCC	COCC	Chemeketa	Clackamas	Clatsop	CGCC	KCC	
Faculty	Full-time	Number	50	132	187	123	26	22	32
		FTE	50.0	132.0	187	123.0	26.0	22.0	32.0
		Percent of instruction	60%	67%	65%	40%	36%	52%	38%
		Number that supervise	0	29	0	22	0	0	0
		Number that supervise only grad assts./research students	0	0	0	0	0	0	0
		Employee to student ratio	0.12678	0.11321	0.07295	0.07925	0.08441	0.08765	0.07244
		Average salary	\$84,865	\$70,632	\$80,152	\$86,255	\$80,290	\$58,838	\$64,009
		Number eligible for benefits	50	132	187	123	26	22	32
	Part-Time => .5	Number	1	42	3	71	1	18	20
		FTE	0.5	25.2	1.5	54.0	0.5	9.0	17.5
		Percent of instruction	0%	17%	.2%	22%	1%	25%	24%
		Number that supervise	0	0	0	0	0	0	0
		Number that supervise only grad assts./research students	0	0	0	0	0	0	0
		Employee to student ratio	0.00132	0.02161	0.00059	0.03476	0.00166	0.03586	0.03952
		Average salary	\$5,463	\$26,984	\$34,940	\$9,655	\$45,303	\$32,714	\$46,481
		Number eligible for benefits	0	42	3	71	1	15	0
	Part-Time <= .5	Number	65	155	275	149	47	44	61
		FTE	0.1	54.3	67.6	39.3	7.6	22.0	14.3
		Percent of instruction	32%	16%	33%	16%	25%	21%	23%
		Number that supervise	0	0	0	0	0	0	0
		Number that supervise only grad assts./research students	0	0	0	0	0	0	0
		Employee to student ratio	0.00035	0.04653	0.02639	0.02533	0.02480	0.08765	0.03226
		Average salary	\$4,108	\$8,381	\$26,471	\$12,749	\$12,362	\$10,769	\$46,334
		Number eligible for benefits	0	0	0	44	0	0	0

**Table 2: Community College Employment Data, cont.**

		BMCC	COCC	Chemeketa	Clackamas	Clatsop	CGCC	KCC	
Faculty	Graduate Assts.	Number	0	0	0	0	0	0	
		FTE	0	0.0	0	0.0	0.0	0.0	
		Percent of instruction	0%	0%	0%	0%	0%	0%	
		Number that supervise	0	0	0	0	0	0	
		Employee to student ratio		0	0	0	0	0.00000	
		Average salary	\$0	\$0	0	\$0	\$0	\$0	
		Number eligible for benefits	0	0	0	0	0	0	
	Total employees	<b>Number</b>	<b>116</b>	<b>329</b>	<b>465</b>	<b>343</b>	<b>74</b>	<b>84</b>	<b>113</b>
		<b>FTE</b>	<b>50.7</b>	<b>211.5</b>	<b>256.1</b>	<b>216.3</b>	<b>34.2</b>	<b>53.0</b>	<b>63.7</b>
	Total Supervisors	<b>0</b>	<b>29</b>	<b>0</b>	<b>22</b>	<b>0</b>	<b>0</b>	<b>0</b>	
TOTALS	<b>Total Number of Employees</b>	<b>267</b>	<b>564</b>	<b>892</b>	<b>675</b>	<b>200</b>	<b>145</b>	<b>246</b>	
	<b>Total FTE of Employees</b>	<b>170.2</b>	<b>435.8</b>	<b>678.7</b>	<b>471.6</b>	<b>123.1</b>	<b>109.0</b>	<b>167.8</b>	
	<b>Total Number of Supervisors</b>	<b>32</b>	<b>97</b>	<b>92</b>	<b>64</b>	<b>28</b>	<b>23</b>	<b>33</b>	

**Table 2: Community College Employment Data**

		Lane	LBCC	MHCC	OCCC	PCC	RCC	SOCC	
Total student headcount		<b>10,294</b>	6738	<b>9,694</b>	<b>1,024</b>	<b>27,695</b>	<b>3,799</b>	<b>1,976</b>	
Total student FTE		<b>2,029.1</b>	1,502.2	<b>1,790.0</b>	<b>147.4</b>	<b>6,310.5</b>	<b>909.3</b>	<b>537.0</b>	
Administrative/ Management	Full-time	Number	68	49	43	12	216	37	30
		FTE	68.0	49	43.0	12.0	215.9	37.0	30.0
		Number that supervise	68	49	42	8	189	37	29
		Number that supervise only grad assts./research students	0	0	0	0	0	0	0
		Employee to student ratio	0.03351	0.03262	0.02402	0.08142	0.03421	0.04069	0.05587
		Average salary	\$99,294	\$97,359	\$113,492	\$79,954	\$103,305	\$93,788	\$80,775
		Number eligible for benefits	68	49	43	12	216	37	30
	Part-Time	Number	0	3	0	2	0	1	2
		FTE	0.0	2.0	0.0	0.8	0.0	0.5	1.0
		Number that supervise	0	3	0	0	0	1	0
		Number that supervise only grad assts./research students	0	0	0	0	0	0	0
		Employee to student ratio	0.00000	0.00136	N/A	0.00543	0.00000	0.00059	0.00000
		Average salary	\$0	\$28,283	N/A	\$41,360	\$0	\$39,748	\$69,585
		Number eligible for benefits	0	1	0	1	0	1	2
<b>Total employees</b>	<b>Number</b>	<b>68</b>	<b>52</b>	<b>43</b>	<b>14</b>	<b>216</b>	<b>38</b>	<b>32</b>	
	<b>FTE</b>	<b>68.0</b>	<b>51.0</b>	<b>43.0</b>	<b>12.8</b>	<b>215.9</b>	<b>37.5</b>	<b>31.0</b>	
<b>Total Supervisors</b>	<b>Number</b>	<b>68</b>	<b>52</b>	<b>42</b>	<b>8</b>	<b>189</b>	<b>38</b>	<b>29</b>	

**Table 2: Community College Employment Data, cont.**

			Lane	LBCC	MHCC	OCCC	PCC	RCC	SOCC
Classified/ Professional Non-teaching staff	Full-time	Number	273	211	182	22	868	110	105
		FTE	270.6	210.8	182.0	22.0	867.7	109.6	105.0
		Number that supervise	0	0	0	4	0	0	10
		Number that supervise only grad assts./research students	0	0	0	0	0	0	0
		Employee to student ratio	0.13336	0.14032	0.10168	0.14927	0.13750	0.12047	0.19553
		Average salary	\$54,406	\$53,840	\$61,570	\$45,629	\$60,498	\$47,502	\$45,324
		Number eligible for benefits	273	211	182	22	868	110	105
	Part-Time	Number	33	115	77	7	132	9	22
		FTE	25.2	29.2	45.0	3.0	87.0	4.7	14.0
		Number that supervise	0	0	0	0	0	0	0
		Number that supervise only grad assts./research students	0	0	0	0	0	0	0
		Employee to student ratio	0.01239	0.01943	0.02515	0.02036	0.01379	0.00515	.02607
		Average salary	\$37,000	\$3,095	\$33,318	\$39,045	\$53,153	\$37,877	\$37,055
		Number eligible for benefits		11	0	3	132	3	15
	Total employees	Number	306	326	259	29	1,000	119	127
		FTE	295.8	240.0	227.0	25.0	954.7	114.2	119.0
	Total Supervisors	Number	0	0	0	4	0	0	10

**Table 2: Community College Employment Data, cont.**

		Lane	LBCC	MHCC	OCCC	PCC	RCC	SOCC	
Faculty	Full-time	Number	200	127	148	13	385	71	45
		FTE	197.4	126.9	148.0	13.0	379.0	71.0	45.0
		Percent of instruction	48%	55%	58%	34%	37%	not available	47%
		Number that supervise	0	0	0	0	0	0	1
		Number that supervise only grad assts./research students	0	0	0	0	0	0	0
		Employee to student ratio	0.09728	0.08448	0.08268	0.08821	0.06006	0.07808	0.08380
		Average salary	\$81,654	\$80,888	\$81,846	\$57,161	\$74,009	\$80,635	\$62,633
		Number eligible for benefits	200	126	148	13	379	71	45
	Part-Time => .5	Number	0	34	31	0	482	82	9
		FTE	0.0	20.8	22.4	0.0	367.1	54.6	5.3
		Percent of instruction	0%	9%	5%	0%	47%	not available	7%
		Number that supervise	0	0	0	0	0	0	0
		Number that supervise only grad assts./research students	0	0	0	0	0	0	0
		Employee to student ratio	0	0.01386	0.01251	0	0.05818	0.05999	0.00993
		Average salary	\$0	\$7,569	\$33,410	\$0	\$44,025	\$25,161	\$17,506
		Number eligible for benefits	0	5	0	0	419	39	0
	Part-Time <= .5	Number	237	158	166	52	436	216	45
		FTE	118.2	30.9	40.0	15.6	128.0	44.5	10.8
		Percent of instruction	52%	14%	17%	38%	16%	not available	19%
		Number that supervise	0	0	0	0	0	0	0
		Number that supervise only grad assts./research students	0	0	0	0	0	0	0
		Employee to student ratio	0.05825	0.02059	0.02235	0.10585	0.02028	0.04889	0.02011
		Average salary	\$27,265	\$2,503	\$11,019	\$27,626	\$15,476	\$7,779	\$9,016
		Number eligible for benefits	UNK	3	0	0	133	27	0

**Table 2: Community College Employment Data, cont.**

		Lane	LBCC	MHCC	OCCC	PCC	RCC	SOCC	
Faculty	Graduate Assts.	Number	0	0	0	0	0	0	
		FTE	0.0	0.0	0.0	0.0	0	0.0	0.0
		Percent of instruction	0%	0%	0%	0%	0	0%	0%
		Number that supervise	0	0	0	0	0	0	0
		Employee to student ratio	0	0	0	0	0	0	0
		Average salary	\$0	\$0	\$0	\$0	0	\$0	\$0
		Number eligible for benefits	0	0	0	0	0	0	0
	Total employees	Number	437	319	345	65	1,303	369	99
		FTE	315.6	178.7	210.4	28.6	874.1	170.0	61.1
	Total Supervisors		0	0	0	0	0	0	1
TOTALS	Total Number of Employees	811	697	647	108	2,519	526	258	
	Total FTE of Employees	679.4	469.7	480.4	66.4	2,044.7	321.8	211.1	
	Total Number of Supervisors	68	52	42	12	189	38	40	

**Table 2: Community College Employment Data**

		TBCC	TVCC	UCC	
		<b>928</b>	<b>2,221</b>	<b>3,882</b>	
		<b>152.9</b>	<b>526.0</b>	<b>690.0</b>	
Administrative/ Management	Full-time	Number	13	8	35
		FTE	13.0	8.0	35.0
		Number that supervise	9	8	25
		Number that supervise only grad assts./research students	0	0	0
		Employee to student ratio	0.08502	0.01521	0.05072
		Average salary	\$81,971	\$98,858	\$80,650
		Number eligible for benefits	13	8	35
	Part-Time	Number	0	1	2
		FTE	0.0	1.0	1.0
		Number that supervise	0	0	0
		Number that supervise only grad assts./research students	0	0	0
		Employee to student ratio	0.00000	0.00190	0.00145
		Average salary	\$0	\$48,000	\$45,249
		Number eligible for benefits	0	0	0
	<b>Total employees</b>	<b>Number</b>	<b>13</b>	<b>9</b>	<b>37</b>
		<b>FTE</b>	<b>13.0</b>	<b>9.0</b>	<b>36.0</b>
	<b>Total Supervisors</b>	<b>Number</b>	<b>9</b>	<b>8</b>	<b>25</b>



**Table 2: Community College Employment Data, cont.**

		TBCC	TVCC	UCC	
Classified/ Professional Non-teaching staff	Full-time	Number	20	54	81
		FTE	20.0	54.0	81.0
		Number that supervise	0	35	0
		Number that supervise only grad assts./research students	0	0	0
		Employee to student ratio	0.13080	0.10266	0.11739
		Average salary	\$47,496	\$62,070	\$40,572
		Number eligible for benefits	20	54	81
	Part-Time	Number	8	151	44
		FTE	2.1	111.7	22.0
		Number that supervise	0	6	0
		Number that supervise only grad assts./research students	0	0	0
		Employee to student ratio	0.01387	0.21243	0.03188
		Average salary	\$12,214	\$11,000	\$28,959
		Number eligible for benefits	2	2	0
	<b>Total employees</b>	<b>Number</b>	<b>28</b>	<b>205</b>	<b>125</b>
		<b>FTE</b>	<b>22.1</b>	<b>165.7</b>	<b>103.0</b>
	<b>Total Supervisors</b>	<b>Number</b>	<b>0</b>	<b>41</b>	<b>0</b>

**Table 2: Community College Employment Data, cont.**

		TBCC	TVCC	UCC	
Faculty	Full-time	Number	10	37	66
		FTE	10.0	37.0	66.0
		Percent of instruction	32%	47%	56%
		Number that supervise	0	2	0
		Number that supervise only grad assts./research students	0	0	0
		Employee to student ratio	0.06540	0.07034	0.09565
		Average salary	\$62,923	\$59,674	\$65,461
		Number eligible for benefits	10	37	66
	Part-Time => .5	Number	0	12	122
		FTE	0.0	10.1	61.0
		Percent of instruction	0%	25%	35%
		Number that supervise	0	0	0
		Number that supervise only grad assts./research students	0	0	0
		Employee to student ratio	0	0.01920	0.08841
		Average salary	\$0	\$4,208	\$18,749
		Number eligible for benefits	0	1	0
	Part-Time <= .5	Number	33	56	0
		FTE	3.8	21.4	0.0
		Percent of instruction	46%	29%	0%
		Number that supervise	0	0	0
		Number that supervise only grad assts./research students	0	0	0
		Employee to student ratio	0.02485	0.04068	0.00000
		Average salary	\$9,106	\$1,911	\$0
		Number eligible for benefits	0	0	0

**Table 2: Community College Employment Data, cont.**

			TBCC	TVCC	UCC
Faculty	Graduate Assts.	Number	0	0	0
		FTE	0.0	0.0	0.0
		Percent of instruction	0%	0%	0%
		Number that supervise	0	0	0
		Employee to student ratio	0	0	0
		Average salary	\$0	\$0	\$0
		Number eligible for benefits	0	0	0
	Total employees	Number	43	105	188
		FTE	13.8	68.5	127.0
	Total Supervisors		0	2	0
	TOTALS	<b>Total Number of Employees</b>		<b>84</b>	<b>319</b>
<b>Total FTE of Employees</b>		<b>48.9</b>	<b>243.2</b>	<b>266.0</b>	
<b>Total Number of Supervisors</b>		<b>9</b>	<b>51</b>	<b>25</b>	

## Table Footnotes

1. Unless otherwise noted here, the employee salary data for each employee group is an annual figure based on averages across employees within each employee group using Fall term data only.
2. Rogue Community College, Treasure Valley Community College, did not report percentage of instruction data.
3. Percent of instruction totals may not sum to 100 due to the fact that some schools have instructors teach classes who are not assigned to the faculty category as well as the exclusion of student FTE who are accelerated learning/dual credit students.
4. Additional notes for Portland Community College:
  - Full-time faculty FTE is based solely off of the job FTE, which is *not* pure instructional FTE.
  - Full-time (FT) and part-time (PT) statuses are defined at PCC by contractual agreement and noted in employee classification. The PCC contractual definitions were used for these break downs.
  - A position was determined to be supervisory if another position reported to it within the PCC database; SOC code 11-000 was not used.
  - PCC did not refer to SOC codes except to include (or exclude) instructional.
  - PCC reports that part-time faculty average annual salary is based on Fall term contract hours paid at lecture rate.
  - FT Counselor and FT Librarians, although FT Faculty at PCC, are not primarily instruction (may or may not teach) and are therefore counted in the Staff group.
  - Total Salaries for Management/Staff are calculated as if FT.
  - Total Salaries for FT Faculty are calculated as if they are nine months (PCC FT Faculty are 10 month).

# APPENDIX

---

## Definitions

The employee groups and the data collected for each are based on the recommendations of the workgroups convened by HECC in response to Senate Bill 113 Section 1. Detailed discussion can be found in *Senate Bill 113 Final Report: Employment Data Collection and Reporting for Universities and Community Colleges in Oregon, December 2016*.

The HECC provided the following definitions and guidance to the reporting institutions. The HECC accepted local decisions as warranted recognizing that each institution is unique.

1. The dataset each institution submitted reflects the Fall term to coincide with the Integrated Postsecondary Education Data System (IPEDS) human resources reporting and allow for a snapshot in time. This avoided the institutions having to make complicated calculations to arrive at annual figures.
2. Total Employees is the total number of employees in each employee group. However, instructors who are not employed by the institution are excluded even if the student full-time equivalency (FTE) is appropriated to the institution.
3. The salary and FTE figures reported for each employee group are annual numbers as reported to IPEDS. However, the number of employees in each group does not represent the actual number employed during the fall term.
4. Student headcount and FTE include all students. However, the calculation for percent of instruction among faculty groups necessarily excludes high school students so the total percentage of instruction may not add to 100 since community college instructors do not actually instruct high school students taking courses at their high school.
5. Distribution of employees into the three categories is based on Standard Occupational Classification (SOC) codes promulgated by the Bureau of Labor Statistics. The SOC system is a federal statistical standard used by federal agencies to classify workers in occupational categories for the purpose of collecting, calculating, or disseminating data. Occupations in the SOC with similar job duties, and in some cases skills, education, and/or training are grouped together. Given that employees may cross categories throughout the year, it is recommended that institutions use the employee's "primary job" when placing employees in a category. The HECC provided examples as guidance, but the final distribution of employees into categories remained a local decision.
6. For the purposes of this report, the HECC defined a "supervisor" as a member of an employee group who has supervisory responsibility over another member of an employee group. In general, a "supervisor" is a person who makes hiring/firing/disciplinary decisions.
7. "Number that supervise" is the number of employees in each group that supervise other employees. Supervisors that oversee both employees and graduate students are put in the category of "number that supervise others" while the other category of supervisor is reserved for employees who only supervise graduate students.
8. The definition of FTE, whether referring to students or employees remained a local decision.
9. For the purpose of this report, full-time is defined as .9 FTE. Part-time is split between <.5 FTE and >=.5 FTE because some institutions provide benefits for part-time employees classified as at least .5 FTE. Colleges were instructed to use the hold harmless adjustment to normalize a ten vs. eleven week term across the institutions. Additionally, the determination of whether an employee is full-time or part-time is based solely on their work hours during Fall term.
10. Employee to Student ratio is Employee FTE divided by the Student FTE.
11. Percentage of instruction by faculty group is the proportion of the total instruction delivered by institutional employees among the faculty groups. The total of all groups should equal 100%, except when high school students are excluded from the calculation.
12. Average salary is the weighted average salary for each employee group normalized for an annual, full-time appointment.
13. The number of employees eligible for benefits is the number of employees in each group that are eligible for any/all benefits regardless of whether the benefits are offered directly through the institution or through an organization such as OEBC.

HIGHER  
EDUCATION  
COORDINATING  
COMMISSION

