



HOUSE BILL 2152 (2013): RELATING TO HIGHER EDUCATION EMPLOYEES

*A report to the Oregon Legislature
February 2016*

Table of Contents

<u>Introduction</u>	<u>3</u>
<u>Instructional Staff</u>	<u>3</u>
<u>Faculty Salaries</u>	<u>5</u>
<u>Employees by Employee Group</u>	<u>7</u>
<u>Employee Salaries</u>	<u>8</u>
<u>Student to Employee Ratios</u>	<u>9</u>
<u>Appendix</u>	<u>11</u>

INTRODUCTION

HB 2152 was passed by the Oregon Legislature during its regular session of 2013 as an Act “Relating to higher education employees”. The bill directed the Oregon Department of Community Colleges and Workforce Development (CCWD) and the Oregon University System (OUS) to conduct an annual review of community colleges and public universities regarding employment of all employee groups. Since implementation of the bill, some functions of OUS and CCWD have been integrated under the authority of the Higher Education Coordinating Commission (HECC). This report, therefore, addresses reporting requirements for both community colleges and public universities.

The bill outlined the following areas to be reviewed in the annual report: the ratio of instruction provided by full-time faculty to part-time faculty; pay differential for each faculty category; number of employees in each employee group; average contracted wages for each employee group; the ratio of the number of employees in each employee group to the number of students enrolled; and the health care and other benefits provided for each faculty category. The bill also specified that the annual review should be conducted using data available from a national post-secondary data collection system within the United States Department of Education. In accordance with that provision, this report is based on data compiled from the Integrated Postsecondary Education Data System (IPEDS), maintained by the National Center on Educational Statistics (NCES) which is within the U.S. Department of Education.

Table 1 addresses Section 1 subsection 2 for universities and subsection 4 clause (a) for community colleges and universities: instruction provided by instructional staff. The number of courses taught or instruction provided was not available in IPEDS so it could not be provided. Instead Table 1 shows the number of full-time faculty, part-time faculty, and graduate teaching assistants at each institution for Fall, 2014. It also shows the relative proportions of each type of instructional staff and total numbers of instructional staff.

Table 1: Oregon Higher Education Instructional Staff – Fall, 2014

	Full-time Faculty		Part-time Faculty		Graduate Assistants		Total Instructional Staff
	Number	%	Number	%	Number	%	
Eastern Oregon University	101	93.50	6	5.60	1	0.90	108
Oregon Institute of Technology	150	88.8	18	10.70	1	0.60	169
Oregon State University	1292	47.80	393	14.50	1017	37.60	2702
Portland State University	843	41.90	697	34.60	472	23.50	2012

	Full-time Faculty		Part-time Faculty		Graduate Assistants		Total Instructional Staff
Southern Oregon University	170	51.70	150	45.60	9	2.70	329
University of Oregon	1087	41.90	406	15.60	1103	42.50	2596
Western Oregon University	225	52.20	185	42.90	21	4.90	431
Blue Mountain Community College	57	28.40	144	71.60	--	--	201
Central Oregon Community College	124	37.60	206	62.40	--	--	330
Chemeketa Community College	201	28.80	496	71.20	--	--	697
Clackamas Community College	119	28.50	299	71.50	--	--	418
Clatsop Community College	27	25.70	78	74.30	--	--	105
Columbia Gorge Community College	21	15.60	114	84.40	--	--	135
Klamath Community College	32	100.00	0	0.00	--	--	32
Lane Community College	240	43.50	312	56.50	--	--	552
Linn-Benton Community College	124	27.40	329	72.60	--	--	453
Mt Hood Community College	156	28.70	388	71.30	--	--	544
Oregon Coast Community College	8	13.30	52	86.70	--	--	60
Portland Community College	443	24.00	1402	76.00	--	--	1845
Rogue Community College	75	16.60	377	83.40	--	--	452
Southwestern Oregon Community College	55	100.00	0	0.00	--	--	55
Tillamook Bay Community College	7	15.90	37	84.10	--	--	44
Treasure Valley Community College	58	35.80	104	64.20	--	--	162
Umpqua Community College	57	27.40	151	72.60	--	--	208

Source: Integrated Post-Secondary Education Data System (IPEDS)

Table 2 addresses Section 1 subsection 4 clause (b) for both community colleges and universities: pay differential for faculty categories. IPEDS only provides salary information for full-time staff so the pay differential between full-time and part-time faculty could not be addressed. Table 2 does, however, show full-time salaries for all academic rank: Professor, associate professor, and assistant professors. These ranks only very rarely apply to community colleges. Community college salaries appear in the “Average for all ranks” column.

Table 2: Academic Salaries for Full-time Instructional Staff

Institution	Average for All Ranks	Professor	Assoc Professor	Asst Professor	Instructor	Lecturer	No Academic Rank
Eastern Oregon University	\$55,305	\$67,419	\$56,727	\$52,587	\$42,534	--	\$48,015
Oregon Institute of Technology	\$65,124	\$82,575	\$67,437	\$55,287	\$48,807	--	
Oregon State University	\$81,558	\$114,867	\$89,775	\$80,280	\$46,332	--	\$63,873
Portland State University	\$73,089	\$99,297	\$75,501	\$61,965	\$46,206	\$25,515	--
Southern Oregon University	\$64,206	\$79,659	\$64,467	\$54,198	\$46,791	\$36,873	\$45,621
University of Oregon	\$84,510	\$123,471	\$88,551	\$83,556	\$50,643	\$66,294	--
Western Oregon University	\$57,996	\$74,052	\$59,886	\$46,404	\$38,133	\$39,618	\$29,556
Blue Mountain Community College	\$48,582	--	--	--	\$48,582	--	--
Central Oregon Community College	\$60,471	\$76,824	\$65,673	\$50,166	\$45,288	--	--
Chemeketa Community College	\$58,239	--	--	--	\$58,239	--	--
Clackamas Community College	\$64,746	--	--	--	\$64,746	--	--
Clatsop Community College	\$64,197	--	--	--	\$64,197	--	--
Columbia Gorge Community College	\$53,460	--	--	--	\$53,460	--	--
Klamath Community College	\$49,464	--	--	--	--	--	\$49,464
Lane Community College	\$63,972	--	--	--	--	--	\$63,972

Linn-Benton Community College	\$67,851	--	--	--	--	--	\$67,851
Mt Hood Community College	\$68,103	--	--	--	\$68,103	--	--
Oregon Coast Community College	\$52,254	--	--	--	--	--	\$52,254
Portland Community College	\$63,396	--	--	--	\$63,396	--	--
Rogue Community College	\$62,388	--	--	--	\$62,388	--	--
Southwestern Oregon Community College	\$51,966	\$59,319	\$50,571	\$48,591	\$46,377	--	--
Tillamook Bay Community College	\$51,759	--	--	--	\$51,759	--	--
Treasure Valley Community College	\$52,470	--	--	--	\$52,605	--	\$44,325
Umpqua Community College	\$60,282	--	--	--	\$60,282	--	--

SOURCE : INTEGRATED POST-SECONDARY EDUCATION DATA SYSTEM (IPEDS)

Table 3 addresses Section 1 subsection 4 clause (d) and Section 3 for both community colleges and universities: number of employees in each employee group. The bill identified three employee groups: administrative or management employees; faculty employees; classified or professional non-faculty employees. Administrative or management and Faculty employees are reported directly in IPEDS (see Table 1). IPEDS subcategories were aggregated to establish the professional non-faculty employee group and an additional classified non-faculty employee group. Adding the additional employee group accounted for all employees at each institution. The professional non-faculty group includes research, public service, librarians, computer/engineering, community service/design/media, and healthcare. The classified non-faculty group includes natural resources, service, sales, production/transportation, and administrative support.

Table 3 : Number of Employees in Each Employee Group

Institution	Administrative/ Management	Faculty	Professional Non-Faculty	Classified Non-Faculty
Eastern Oregon University	91	108	27	77
Oregon Institute of Technology	85	169	34	95
Oregon State University	662	2702	1875	910
Portland State University	627	2012	570	317
Southern Oregon University	162	329	44	107
University of Oregon	600	2596	1121	1170
Western Oregon University	86	431	162	154
Blue Mountain Community College	42	201	9	46
Central Oregon Community College	62	330	52	103
Chemeketa Community College	87	697	176	173
Clackamas Community College	43	418	79	106
Clatsop Community College	17	105	16	32
Columbia Gorge Community College	23	135	16	28
Klamath Community College	14	32	28	20
Lane Community College	137	552	106	137
Linn-Benton Community College	62	453	93	106
Mt Hood Community College	54	544	61	112
Oregon Coast Community College	9	60	6	5
Portland Community College	190	1845	420	460
Rogue Community College	54	452	50	107
Southwestern Oregon Community College	35	55	39	63
Tillamook Bay Community College	10	44	11	6
Treasure Valley Community College	19	162	41	19
Umpqua Community College	51	208	19	94

TABLE 3 SOURCE : INTEGRATED POST-SECONDARY EDUCATION DATA SYSTEM (IPEDS)

Note: Professional non-faculty employees include research, public service, librarians, computer/engineering, community service/design, media and healthcare.

Note: Classified non-faculty employees include natural resources, services, sales, production/transportation and administrative support.

Table 4 addresses Section 1 subsection 4 clause (c) for both community colleges and universities: average contracted wages for each employee group. IPEDS doesn't directly provide average contracted wages, but it does provide total salary outlays for each employee group that can be used to calculate average salary actually paid. Total salary outlays and numbers of employees were used to calculate weighted mean salaries for each employee group. The exception was full-time faculty salaries which were taken directly from Table 2.

Table 4: Average Salary of Employees in Each Employee Group

Institution	Admin/ Mgmt	Full-time Faculty	Professional Non-Faculty	Classified Non- Faculty
Eastern Oregon University	\$53,415	\$55,305	\$49,595	\$35,667
Oregon Institute of Technology	\$63,268	\$65,124	\$58,634	\$37,594
Oregon State University	\$90,770	\$81,558	\$59,062	\$41,316
Portland State University	\$65,131	\$73,089	\$57,699	\$39,883
Southern Oregon University	\$56,741	\$64,206	\$52,753	\$34,986
University of Oregon	\$81,515	\$84,510	\$65,842	\$40,337
Western Oregon University	\$67,352	\$57,996	\$52,968	\$36,356
Blue Mountain Community College	\$61,657	\$48,582	\$44,436	\$34,443
Central Oregon Community College	\$68,024	\$60,471	\$49,845	\$35,652
Chemeketa Community College	\$82,557	\$58,239	\$49,621	\$36,855
Clackamas Community College	\$88,684	\$64,746	\$51,244	\$43,318
Clatsop Community College	\$82,084	\$64,197	\$39,809	\$39,052
Columbia Gorge Community College	\$67,402	\$53,460	\$40,107	\$33,281
Klamath Community College	\$79,110	\$49,464	\$41,132	\$30,745
Lane Community College	\$69,545	\$63,972	\$53,468	\$42,980
Linn-Benton Community College	\$76,664	\$67,851	\$46,735	\$38,819
Mt Hood Community College	\$80,116	\$68,103	\$60,854	\$49,342
Oregon Coast Community College	\$75,382	\$52,254	\$41,646	\$32,287
Portland Community College	\$83,775	\$63,396	\$59,829	\$42,842
Rogue Community College	\$64,691	\$62,388	\$49,639	\$39,708
Southwestern Oregon Community College	\$64,282	\$51,966	\$40,389	\$35,282
Tillamook Bay Community College	\$64,726	\$51,759	\$39,409	\$37,300
Treasure Valley Community College	\$73,940	\$52,470	\$40,310	\$30,125
Umpqua Community College	\$65,068	\$60,282	\$43,572	\$34,208

Table 4 Source: Integrated Post-Secondary Education Data System (IPEDS)

Note: Professional non-faculty employees include research, public service, librarians, computer/engineering, community service, design/media, and healthcare.

Note: Classified non-faculty employees include natural resources, service, sales, production/transportation, and administrative support.

Table 5 also addresses Section 1 subsection 4 clause (d) for both community colleges and universities: the ratio of the number of employees in each employee group to the number of students enrolled, both full-time and part-time. Calculation of the ratios used employee numbers from Table 3 and unduplicated student headcounts provided by the HECC. Community college student headcount came from the HECC D4A Data Mart. University student headcount came from the HECC Student Centralized Administrative Reporting File (SCARF) database. Both headcounts are shown in Table 5.

Table 5: Ratios of Numbers of Students to Employees in Each Employee Group

Institution	Admin/ Mgmnt	Full-time Faculty	Professional Non-Faculty	Classified Non- Faculty	Unduplicated Student Headcount
Eastern Oregon University	73.4	61.9	247.4	86.8	6681
Oregon Institute of Technology	66.6	33.5	166.5	59.6	5662
Oregon State University	53.9	13.2	19.0	39.2	35676
Portland State University	63.2	19.7	69.5	125.0	39636
Southern Oregon University	50.0	24.6	184.2	75.7	8103
University of Oregon	46.5	10.7	24.9	23.8	27889
Western Oregon University	85.6	17.1	45.5	47.8	7364
Blue Mountain Community College	210.8	44.0	983.8	192.5	8854
Central Oregon Community College	270.1	50.7	322.1	162.6	16747
Chemeketa Community College	365.8	45.7	180.8	183.9	31821
Clackamas Community College	600.0	61.7	326.6	243.4	25800
Clatsop Community College	303.0	49.1	321.9	161.0	5151
Columbia Gorge Community College	162.9	27.8	234.2	133.8	3747
Klamath Community College	401.1	175.5	200.6	280.8	5616
Lane Community College	222.2	55.2	287.2	222.2	30443
Linn-Benton Community College	323.0	44.2	215.3	188.9	20025
Mt Hood Community College	539.7	53.6	477.7	260.2	29142
Oregon Coast Community College	185.8	27.9	278.7	334.4	1672
Portland Community College	448.0	46.1	202.7	185.1	85123
Rogue Community College	304.6	36.4	329.0	153.7	16451
Southwestern Oregon Community College	222.9	141.8	200.0	123.8	7801
Tillamook Bay Community College	228.7	52.0	207.9	381.2	2287

Treasure Valley Community College	375.8	44.1	174.1	375.8	7140
Umpqua Community College	281.7	69.1	756.2	152.9	14368

Sources: Integrated Post-secondary Education Data System (IPEDS)

HECC D4A Database

HECC SCARF Database

Note: Professional non-faculty employees include research, public service, librarians, computer/engineering, community service/design/media, and healthcare.

Note: Classified non-faculty employees include natural resources, service, sales, production/transportation, and administrative support.

One of the data requirements specified in the bill that is not contained in this report is Section 1 subsection 4 clause (e): health care and other benefits provided for each faculty category. IPEDS does not contain health care and benefit data and the HECC does not collect it from the community colleges and universities.

Appendix Documentation and Data Specifications for Tables 1 – 5

The data provided in Tables 1 – 5 were downloaded from the IPEDS Data Center located at: <https://nces.ed.gov/datacenter/> under Custom Data files.

All of the tables were generated by first selecting institutions by group. Characteristics by state = Oregon and by sector = 4-year public institutions and 2-year public institutions. Variable selections for all tables were for 2014.

Table 1

Select Employees by Assigned Position.

Select number of staff by occupation and faculty/tenure status, Fall 2014.

Under occupation and faculty/tenure status, click staff with faculty status and graduate assistants. Save.

Check full-time employees (excluding medical schools) and part-time employees (excluding medical schools).

Proceed to output.

Table 2

Select Instructional Staff/Salaries.

Select average salaries of full-time nonmedical instructional faculty by academic rank.

Proceed to output.

Table 3

Select Instructional Staff/Salaries.

Select number and salary outlays for nonmedical non-instructional staff by occupation.

Select numbers and outlays for every occupation.

Proceed to output.

Table 4

Uses the same data downloaded for Table 3, but only presents the numbers of employees.

Table 5

Uses numbers of employees in Table 4 and unduplicated student headcount from HECC D4A and HECC Scarf.

