



Faculty: Data and Needs



Our Mission:

LCCEA engages in collective action to ensure an equitable learning and working environment and advocates for social justice and systemic change for the public good.



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All Faculty Survey, November 2021



- ❖ 249 faculty respondents
- ❖ Heavy, uncompensated workloads
 - **74.1% work more** than their assigned and compensated FTE with **34.3% working 21% or more over their assigned and compensated FTE**
 - **96.7% work some evenings or weekends** (outside of regularly assigned times) with **84.2% working evenings and/or weekends at least half of the weeks each term.**
- ❖ Necessity and basic needs
 - **36%** of part-time faculty who are not retired and **8.3%** of full-time faculty reported having relied on **government assistance while working as faculty at LCC.**
 - **10.2%** of part-time faculty who are not retired experienced **food insecurity**, **2.8%** of contracted faculty experienced food insecurity during the last year.
 - One faculty member reported experiencing **houselessness** during the last year.

All Faculty Survey, November 2021 *(continued)*

- ❖ Impacts on Faculty Working and Student Learning Conditions
 - 97.6% strongly agree or agree that they are **committed to serving students**.
 - 62% of full-time faculty and 55% of part-time who are not retired report that **stress from their job** affects their life outside of work
 - 41% of full-time faculty and 29% of part-time faculty have **considered seeking a job elsewhere** due to working conditions at LCC.
 - 19.1% report not having **office space** at LCC that allows them to meet privately with students.
 - 20.6% report not having **access to the technology** needed to do their job.
 - 19.4% report that **classrooms and instructional spaces** do not allow them to serve students well.

Local Salary Comparison: Top of Schedule

Source: LCC HR; 4j HR; & T.A.

	2020 - 2021	2021 - 2022	2022 - 2023	2023 - 2024	% increase 21-22	% increase 21-23
Classified	\$ 83,784	\$ 95,114	\$ 97,254		13.5%	16.1%
Part-time Classified hourly	\$ 39.43	\$ 45.73	\$ 46.76		16.0%	18.6%
Contracted Faculty annual	\$ 87,785	\$ 90,771			3.4%	
Part-time Faculty per credit	\$ 1,228	\$ 1,308			6.5%	
4j teacher annual	\$ 82,642	\$ 85,948	\$ 89,386	\$ 92,961	4.0%	8.2%

Oregon Comparitor Colleges: Maximum Salary with Master's Degree				
Community College	2021-22 Max.	2021-22 Rank	Difference from Mean	Difference from Median
Chemeketa	\$93,690	5		
Clackamas	\$97,877	3		
Lane	\$90,771	6	-5.87%	-7.05%
Linn-Benton	\$97,434	4		
Mt. Hood	\$99,232	2		
Portland	\$99,564	1		
MEAN	\$96,428			
STD DEV	\$3,473			
MEDIAN	\$97,656			

Oregon Comparitor Colleges: Maximum Salary FT Faculty				
Community College	2021-22 Max.	2021-22 Rank	Difference from Mean	Difference from median
Chemeketa	\$93,690	5		
Clackamas	\$97,877	3		
Lane	\$90,771	6	-6.31%	-7.05%
Linn-Benton	\$97,434	4		
Mt. Hood	\$101,982	1		
Portland	\$99,564	2		
MEAN	\$96,886			
STD DEV	\$4,050			
MEDIAN	\$97,656			

Part-Time Salaries

Based on three credit hour lecture rate

Community College	2013-14 Maximum	2013-14 Rank	2021-2022 Maximum	2021-2022 Rank	% Change
Blue Mountain	\$1,782	13	\$2,193	13	23.05%
Central Oregon	\$2,532	4	\$2,580	9	1.90%
Chemeketa	\$2,841	2	\$3,936	2	38.54%
Clackamas	\$2,223	7	\$3,843	5	72.90%
Clatsop	\$1,980	12	\$3,042	7	53.64%
Columbia Gorge	\$2,139	9	\$4,937	1	130.80%
Klamath	\$1,530	14	\$2,169	14	41.76%
Lane	\$3,133	1	\$3,924	3	25.25%
Linn-Benton	\$2,166	8	\$3,234	6	49.31%
Mt. Hood	\$2,385	5	\$2,930	8	22.85%
Oregon Coast	\$2,376	6	\$2,334	11	-1.77%
Portland	\$2,709	3	\$3,853	4	42.23%
Rogue	\$2,028	11	\$2,430	10	19.83%
Southwestern	\$1,230	17	\$1,351	17	9.84%
Tillamook Bay	\$1,521	15	\$2,154	15	41.61%
Treasure Valley	\$1,500	16	\$1,500	16	0.00%
Umpqua	\$2,058	10	\$2,210	12	7.39%

Source:
OEA data
from each
contract /
HR
department

RED ITALICS = 2020-2021 DATA

Comparison: Part-time Faculty Maximum Salaries and Food Stamp Eligibility (275 part-time faculty)								
PT SALARY SCHEDULE FY22			With Summer (Half of PT Faculty)			Without Summer (Half of PT faculty)		
STEP	Annual Salary at .5FTE	Annual w/ Summer (.44 average FTE)	Food Stamp eligibility Family of 1	Food Stamp eligibility Family of 2	Food Stamp eligibility Family of 3	Food Stamp eligibility Family of 1	Food Stamp eligibility Family of 2	Food Stamp eligibility Family of 3
			25764	34848	43920	25764	34848	43920
STEP 1	17825	23054	-2710	-11794	-20866	-7939	-17023	-26095
STEP 1.5	18160	23487	-2277	-11361	-20433	-7604	-16688	-25760
STEP 2	18501	23928	-1836	-10920	-19992	-7263	-16347	-25419
STEP 2.5	18848	24377	-1387	-10471	-19543	-6916	-16000	-25072
STEP 3	19201	24833	-931	-10015	-19087	-6563	-15647	-24719
STEP 3.5	19562	25300	-464	-9548	-18620	-6202	-15286	-24358
STEP 4	19928	25774	10	-9074	-18146	-5836	-14920	-23992
STEP 4.5	20303	26258	494	-8590	-17662	-5461	-14545	-23617
STEP 5	20683	26750	986	-8098	-17170	-5081	-14165	-23237
STEP 5.5	21071	27252	1488	-7596	-16668	-4693	-13777	-22849
STEP 6	21467	27764	2000	-7084	-16156	-4297	-13381	-22453
STEP 6.5	21869	28284	2520	-6564	-15636	-3895	-12979	-22051
STEP 7	22279	28814	3050	-6034	-15106	-3485	-12569	-21641
STEP 7.5	22696	29353	3589	-5495	-14567	-3068	-12152	-21224
STEP 8	23121	29903	4139	-4945	-14017	-2643	-11727	-20799
STEP 8.5	23555	30464	4700	-4384	-13456	-2209	-11293	-20365
STEP 9	23996	31035	5271	-3813	-12885	-1768	-10852	-19924
STEP 9.5	24445	31616	5852	-3232	-12304	-1319	-10403	-19475
STEP 10	24904	32209	6445	-2639	-11711	-860	-9944	-19016
STEP 10.5	25371	32814	7050	-2034	-11106	-393	-9477	-18549
STEP 11	25847	33428	7664	-1420	-10492	83	-9001	-18073
STEP 11.5	26331	34055	8291	-793	-9865	567	-8517	-17589
STEP 12	26825	34693	8929	-155	-9227	1061	-8023	-17095
STEP 12.5	27327	35344	9580	496	-8576	1563	-7521	-16593
STEP 13	27839	36006	10242	1158	-7914	2075	-7009	-16081
STEP 13.5	28362	36682	10918	1834	-7238	2598	-6486	-15558
STEP 14	28894	37369	11605	2521	-6551	3130	-5954	-15026
STEP 14.5	29436	38071	12307	3223	-5849	3672	-5412	-14484

Source: LCC salary schedules; HR faculty rosters; OR SNAP eligibility guidelines


SALARY SCHEDULE COMPARISON OF MAXIMUM SALARIES to Housing Costs**FOR FULL-TIME FACULTY HOLDING A MASTER'S DEGREE - 2021-2022**

Community College	2021-2022 Maximum	2021-2022 Salary Ranking	Median home sales price September 2021	Salary as percentage of median home price	Affordability ranking
Blue Mountain	\$86,799	10	262500	33.07%	1
Treasure Valley	\$70,837	17	260000	27.25%	2
Linn-Benton	\$97,434	5	379000	25.71%	3
Klamath	\$75,722	12	295000	25.67%	4
Chemeketa	\$93,690	6	390000	24.02%	5
Clatsop	\$98,848	3	435000	22.72%	6
Oregon Coast	\$78,239	11	350700	22.31%	7
Mt. Hood	\$99,232	2	450000	22.05%	8
Southwestern	\$75,283	13	342500	21.98%	9
Umpqua	\$73,201	14	335000	21.85%	10
Lane	\$90,771	8	425000	21.36%	11
Rogue	\$89,282	9	435000	20.52%	12
Portland	\$99,564	1	522800	19.04%	13
Columbia Gorge	\$72,306	16	395000	18.31%	14
Clackamas	\$97,877	4	550500	17.78%	15
Tillamook Bay	\$72,932	15	415000	17.57%	16
Central Oregon	\$93,635	7	684000	13.69%	17

Source: OEA data;
redfin.com median
sales prices by
county

Lecture v. Lab Rates

Source: OEA data from each contract / HR department



Community College	Lecture Rate	Lab Rate	Nursing Clinical
Blue Mountain	1	0.75	0.85
Central Oregon	1	0.67	0.8
Chemeketa*	1	0.82	
Clackamas	1	0.835	
Clatsop	1	0.8	
Columbia Gorge	1	0.71	
Klamath	1	0.75	0.85
Lane	1	0.682	0.841
Linn-Benton	1	0.682	
Mt. Hood	1	0.75	0.75*
Oregon Coast	1	NA*	
Portland**	1	0.79	0.79
Rogue	1	0.576	
Southwestern	1	0.66	
Tillamook Bay			
Treasure Valley	1	0.6	
Umpqua	1	0.7	1.0 or 0.7*
Average		0.718	

Notes:


Lane: Lecture/lab rate based on # hours lecture (1.0) v. lab (0.682)

Linn-Benton: Lab hours may be attributed a 1.0 factor but hours at 1.0 cannot exceed credits.

Mt. Hood: Nursing instruction 0.75, student supervision 0.50

Portland: adjusted for weekly hours of instruction per 1.0 FTE

Umpqua: 1.0 for Nursing Clinical, 0.70 for Nursing Clinical for Integrative Practicum Course



Full-Time Faculty Salaries Compared to Inflation			
Year	CPI -U All Cities (Jan)	FT Max salary	Difference
2004	185.200	67,355	
2021	261.582	90,771	
Change*	41.24%	34.77%	-6.48%
2022	281.148		
Change**	51.81%		-17.04%
* Not including inflation from 2021			
** Including Inflation from 2021			

Source: US Bureau of Labor Statistics:
<http://data.bls.gov/cgi-bin/surveymos?t?cu>

**Full-Time Faculty Work Days Comparison Academic
Year 2021-2022**

Community College	Work Days
Blue Mountain	172
Central Oregon	174
Chemeketa*	172
Clackamas	175
Clatsop	174
Columbia Gorge	180
Klamath	176
Lane	171
Linn-Benton	168
Mt. Hood	176
Oregon Coast	174
Portland	176
Rogue	174
Southwestern	173
Tillamook Bay**	180
Treasure Valley	170
Umpqua	174

Average 174.1

*Individual faculty may work up to 4 additional paid days for preparation up to maximum of 176.

** Most recent data available

*Average with Chemeketa at 176 **174.3**

Source: OEA data from each contract /
HR department

Decreasing Investment in Faculty Persists

Source: LCC budget office and HR position lists

From FY15 through FY22 total expenditures at LCC on contracted faculty salaries **decreased 6.6%** while they **increased 7.7%** over the same period for managers.

Contracted Salary Expenses	FY15	FY22	% Change
Classified	\$ 16,495,967	\$ 17,988,028	9.0%
Faculty	\$ 18,273,338	\$ 17,072,801	-6.6%
Managers	\$ 6,207,082	\$ 6,684,380	7.7%

Current Staffing levels

Source: LCC budget office and HR position lists

Includes temporary positions:

- 1 classified
- 9 faculty
- 2 managers

	Current Contracted Employees (Headcount) Jan 2022*	Percentage of Contracted Employees
Classified	321	55.2%
Faculty	199	34.3%
Manager	61	10.5%
Total	581	100.0%
*Includes temporary positions; excludes vacancies Source: budget office		

Staffing levels including current recruitments

Source: LCC budget office and HR position lists

Includes recruitment for

24 classified
23 faculty
10 managers

	Current Contracted Employees (Headcount) Jan 2022*	Percentage of Contracted Employees
Classified	344	55.0%
Faculty	213	34.0%
Manager	69	11.0%
Total	626	100.0%

*excludes temporary positions; includes vacancies Source: budget office

By either measure **faculty comprise only 34%** of contracted positions while management comprises 11%. **Ratio of 1 manager position for every 3 contracted faculty positions and 5 contracted classified positions.**

College Budget, More Long-Term Stability

Source: FY21, FY20, and FY19 official audit documents

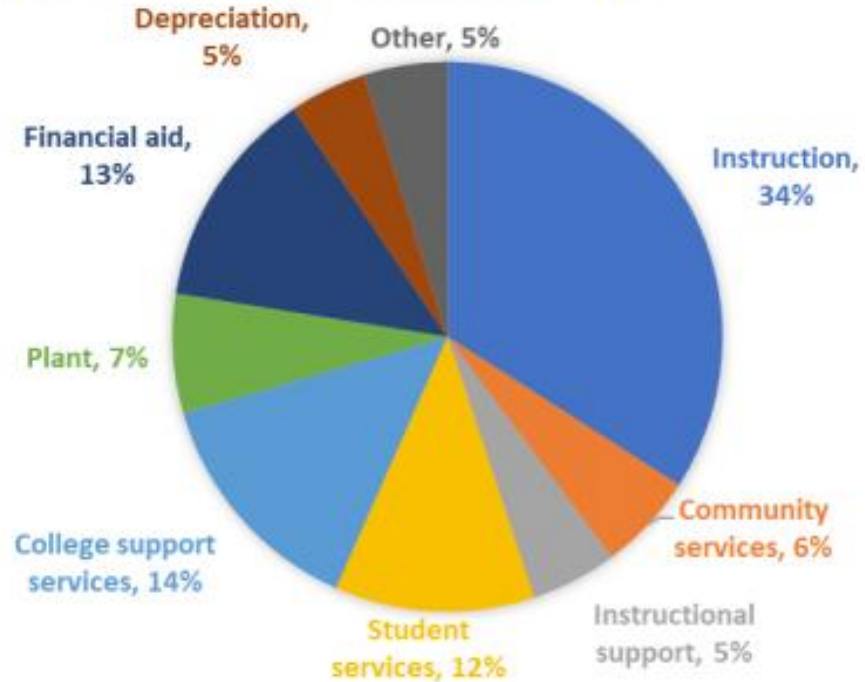
Ending Fund Balances as noted in audit			
General Fund	FY21	FY20	FY19
I (General Fund	\$ 7,910,991	\$ 2,779,418	\$ 3,652,867
IX (Admin. Restricted)	\$ 3,617,147	\$ 3,974,191	\$ 5,627,326
Total	\$ 11,528,138	\$ 6,753,609	\$ 9,280,193
Fund I Increase FY20 to FY21	\$ 5,131,573		
II (Internal Service)	\$ 500,474	\$ 30,679	\$ 229,321
III (Debt Service)	\$ 628,952	\$ 4,536,036	\$ 283,044
IV (Capital projects)*	\$ 137,085,280	\$ 1,552,828	\$ 2,490,486
V (Financial Aid)	\$ 818,132	\$ 576,928	\$ 877,306
VI (Enterprise)	\$ 553,107	\$ (675,775)	\$ 982,272
VIII (Special Revenue)	\$ 368,330	\$ 309,550	\$ 268,063
Total Other funds	\$ 139,954,275	\$ 6,330,246	5,130,492
Total ending fund balance all funds	\$ 151,482,413	\$ 13,083,855	\$ 14,410,685
Excluding Fund IV	\$ 14,397,133	\$ 11,531,027	\$ 11,920,199

* bond increases added

College expenditures on Instruction

Source: FY21 official audit document

The following graph shows the allocation of total expenses for the College:



Trends in Instruction Spending at LCC & Comparison to State Average

Sources: official audit documents and IPEDS

Fiscal Year	Instruction as a Percentage of Total Expenses at LCC*
14	38%
15	32%
16	39%
17	36%
18	34%
19	34%
20	36%
21	34%

* Official LCC Audit Documents

** IPEDS

LCC FY18	Oregon Community College Average FY 18**	Difference between LCC and average of community colleges in OR
34%	39.8%	-5.8%

** IPEDS

*** National range for states for FY 18 was 30.8%-56.8%; Oregon 36th of 50 states