

Community College Faculty Compensation from a San Juan College Perspective

**Legislative Finance Committee
Higher Education Subcommittee**

September 21, 2021



About San Juan College

- **Serve 8,000 credit and 4,000 non-credit students annually**
- **Native American Serving Institution, 31%**
- **Majority-Minority Serving Institution, 56% Minority**
- **First Generation College Students, 40%**
- **Average age – 28 years old**

1st in nation for issuing one year (or less) certificates to Native American students

Top 5 in nation for granting associates degrees to Native American students

Who Teaches Our Students? Faculty Body at SJC



- 141 full time faculty
- 278 adjunct faculty

For What Do We Pay *Full Time* Faculty? What's in “the Job”?

- Teaching
 - standard load is 15 credit hours per semester (five 3-credit hour classes)
 - Fall and Spring, 16 weeks each
 - Most faculty are on 9-month contract
 - Some (though far fewer) faculty are on 10, 11 or 12-month contracts
- Office Hours – to be available to students
- College Service – committee work
and more



Ask a Faculty Member...

What Else Do Full Time Faculty Do?

grading - lots of grading; lesson plans; standing committees; search committees; program reviews; school and department initiatives; aligning curriculum with Pathways; reformatting courses to 4-weeks, 6-weeks, 8-weeks, 12-weeks; moving coursework to on-line modalities; meeting with advisory boards; developing year-round schedules; program mapping; institutional research projects; student life events; articulation agreements; guest lectures for other instructors' classes; assessment action plans; advising students; club sponsorship; professional development; learning new software applications adopted by college; revising syllabi; e-mails, e-mails, e-mails; mentorship for new faculty; assisting adjunct faculty; instructional design; course updates; accommodation support; staying current in subject matter/discipline; craft course outcomes; community service



Regional Benchmarks Used to Determine Market Salaries

SAN JUAN COLLEGE

Benchmarks – Fiscal Year 2021

Starting base salary, 9-month contract - San Juan College **\$ 46,020**

Average base salary, 9-month contract -

New Mexico **\$ 45,417**

Arizona **\$ 44,879**

Texas **\$ 44,542**

Colorado **\$ 42,280**

Wyoming **\$ 41,879**

Idaho **\$ 40,605**

NM, AZ, CO, WY & ID from Mountain States FY21 Compensation Study. Average Mountain States base 9-month contract = \$ 42,508

TX from TCCTA Survey of Faculty Salaries, FY21.

More Benchmarks – Fiscal Year 2021

Average 9-month Faculty Salary - San Juan College **\$ 55,172**

Average 9-month Faculty Salary -

Arizona **\$ 64,557**

Texas **\$ 57,667**

Idaho **\$ 57,592**

Wyoming **\$ 56,297**

New Mexico **\$ 54,758**

Colorado **\$ 49,836**

NM, AZ, CO, WY & ID from Mountain States FY21 Compensation Study. Average Mountain States average salary = \$ 55,366

TX from TCCTA Survey of Faculty Salaries, FY21.

Sometimes, market-based salary schedules aren't enough....

San Juan College and other New Mexico community colleges have difficulties in recruiting and retaining

- **STEM and Health Sciences faculty: Inability to meet salary expectations have caused recent failed searches at San Juan College**
 - **Physics**
 - **Engineering**
 - **Anatomy & Physiology**
 - **Physical Therapy Assistant**
- **Nursing (SJC implemented a solution for this in FY 2017-18)**
- **Faculty of Color**

Sometimes market-based salaries aren't enough – Faculty Overload Assignments

- **In addition to base load, many full time faculty teach more than 15 credit hours per semester.**
 - **The college does not have or cannot afford, enough full time faculty to cover student/enrollment demand and does not have adjuncts to fill the gap between supply and demand.**
 - **Economic drivers cause full time faculty members to seek additional income and request extra class sections.**
 - **Both of the above**
- **At SJC, more than half of the faculty teach overload assignments.**
 - **23% of the full-time faculty teach up to three extra credit hours per semester.**
 - **16% of the full-time faculty teach between four and six extra credit hours per semester.**
 - **18% of full-time faculty teach more than six extra credit hours per semester.**

Probable Impacts of High Faculty Load

- **With each course added to base load...**
 - less time is available for students
 - diminished college service
 - less time for professional development
 - diminished engagement in development that sustains currency in subject matter
 - less time for new curriculum development
- **Faculty stress; faculty burnout**
- **Could better pay reduce faculty need to load-up on overload assignments?**

Adjunct Faculty

37% of SJC's students are taught by adjuncts.

SJC pay is \$705/credit hour; for 3-credit hour course **\$ 2,115**

When taught as part of annual contract SJC FT faculty receive an average of **\$ 5,517**
to teach a 3-credit hour course

Average community college adjunct pay benchmarks:

Arizona **\$ 2,325**

Texas **\$ 2,013**

New Mexico **\$ 2,255**

No average available for Colorado community colleges; pay range is from \$2,520 - \$2,823

More About Adjunct Faculty

Well known in the higher education world, a quick Google search will reveal that media sources well cover concerns, nationwide, for adjunct pay.

- Some adjuncts teach for more than one college/university.**
- Some adjuncts teach five classes or more per semester.**
- Some adjuncts are barely able to earn a living wage despite teaching 10 – 12 classes a year.**
- Most, if not all, adjuncts receive no benefits**

Why does this matter?

- Is it fair to balance college/university budgets on the inequitable pay granted adjuncts?**
- Adjuncts are disproportionately minorities and women.**
- Adjuncts teach a sizable number of our students.**

Takeaways

- Community college “market pay” could cause faculty to take-on heavy teaching loads. This could cause a negative affect on student success.
- Community college “market pay” could sustain or increase difficulties in recruiting STEM, Nursing and Health Sciences which could hamper growth in economic diversity, economic development, community health and quality of life.
- Community college “market pay” could continue to impede recruiting faculty of color, adversely impacting the success of students of color.



Takeaways

- **Community college faculty are tasked with instructing, guiding and influencing the outcomes of many first generation students, some of whom are the most high-risk students in higher education.**
- **Community college faculty are highly educated and well trained. Many have shouldered student loans to obtain their credentials. Community college “market pay” is incongruent with many of our faculty’s economic realities.**
- **Community college adjunct faculty should receive equity, economic recognition for the huge role they play in community college student success.**



Our Ask

Should resources be available, please consider funding at 100% of cost to implement:

a 7% salary increase for full time community college faculty

and

a 15% pay increase for adjunct (part time) community college faculty

**Thank you for the role you play in the State of New Mexico.
Every New Mexican depends on your leadership.**