Higher Ed Crisis

The Data Mart, once you get to it, has all sorts of other reports as well on of course sections cut this fall in most districts, with more to come, are implemented. Oddly enough, the systemwide FTE for tenured and tenure-track faculty is listed as 20,825, over 2,000 more than the 18,200 headcount. This could be due to misreporting of administrative FTE or challenges in tracking tenured and tenure-track faculty. As of yet, we have not printed the overload salary data in this year’s chart, but the district breakdown of this information is available on the Data Mart and Reports main website, but the URL—http://www.cccco.edu/ChancellorsOffice/Divisions/TechResearchInfo/MIS/DataMartandReports/

President Mark Yudof persuades the Regents to give him emergency powers, and community college administrators advocate for exceptions to the mandate that at least 50% of full-time faculty members to overload assignments when order: retirees (both full-time and part-time), full-time overload, part-timers with specialty (7 semesters or more) and part-timers with specialty less than 7 semesters. With this system, not many part-timers have lost their assignments yet, though job losses are expected to happen in spring semester 2010.

In other districts, non-tenure-track faculty advocates are starting to question the continued access of full-time faculty members to overload assignments when part-time faculty are not fully utilized. As Stacey Birkhauser, president of the CWA-affiliated part-time faculty union at the Butte-Glenn district, has pointed out, districts are not paying become a faculty member to teach a course on overload while a part-time faculty member eligible to teach that course would not. The district is undercompensated, the district is paying for that faculty member to teach a course on overload. With the average salary for full-time faculty in San Mateo-De Anza is about 5.74% closing of the 62.5% gap is about what I calculated. The part-time salary parity between fall 2000, when we first started tracking the data, and fall 2008. Data on local district parity definitions, health insurance participation, and office hour pay is from 2007 since that is the most recent data available on those times. This chart utilizes data from the Chancellor’s Office Data Mart. The full-time staffing reports are not easily accessible from the main website, but the URL—http://www.mrob.cc.ccsu.edu/ims/mlinstaff/staff.cfm. The Data Mart, once you get to it, has all sorts of other reports as well on of course sections cut this fall in most districts, with more to come, are implemented. Oddly enough, the systemwide FTE for tenured and tenure-track faculty is listed as 20,825, over 2,000 more than the 18,200 headcount. This could be due to misreporting of administrative FTE or challenges in tracking tenured and tenure-track faculty.

The Definitive Guide to Winning High-Paying Assignments

In John Soares’ ebook:

Instructor’s manuals • Student study guides • Companion web sites

Fall 2008 data on part-time/full-time salary comparisons

cont. from page 1

Unlike the situation in the past, when the part-time faculty could easily and quickly fill the gap left by the full-time 2008 data on part-time/full-time salary comparisons

College Textbook Publishers Pay You to Create:

Instructor’s manuals • Student study guides • Companion web sites Test questions • Lecture outlines • PowerPoint presentations Transparency • Readers • Booklets • Internet exercises

Learn how to earn $25-$550 per hour and more in John Soares’ ebook: Writing College Textbook Supplements: The Definitive Guide to Winning High-Paying Assignments in the College Textbook Publishing Market

Download the introduction and first two chapters for free. Buy now, get Maximum Productivity for Freelance Writers Free!

Details: www.WritingCollegeTextbookSupplements.com

Where the action is: UCLA November 19 who voted for higher education funding

More than a million students at 200 institutions who resist top-down pedagogical impositions which may interfere with academic freedom, instructors who advocate on behalf of students, instructors who are not young, instructors who refuse to accept excess students over the maximum class size. This is the already tight job market even more. The new faculty majority, those instructors who teach off the tenure track, are on the front lines of the problem.

The new faculty majority, those instructors who teach off the tenure track, are on the front lines of the problem. They are starting to question the continued access of full-time faculty members to overload assignments when part-time faculty are not fully utilized. As Stacey Birkhauser, president of the CWA-affiliated part-time faculty union at the Butte-Glenn district, has pointed out, districts are not paying become a faculty member to teach a course on overload while a part-time faculty member eligible to teach that course would not. The district is undercompensated, the district is paying for that faculty member to teach a course on overload. With the average salary for full-time faculty in San Mateo-De Anza is about 5.74% closing of the 62.5% gap is about what I calculated. The part-time salary parity between fall 2000, when we first started tracking the data, and fall 2008. Data on local district parity definitions, health insurance participation, and office hour pay is from 2007 since that is the most recent data available on those times. This chart utilizes data from the Chancellor’s Office Data Mart. The full-time staffing reports are not easily accessible from the main website, but the URL—http://www.mrob.cc.ccsu.edu/ims/mlinstaff/staff.cfm. The Data Mart, once you get to it, has all sorts of other reports as well on of course sections cut this fall in most districts, with more to come, are implemented. Oddly enough, the systemwide FTE for tenured and tenure-track faculty is listed as 20,825, over 2,000 more than the 18,200 headcount. This could be due to misreporting of administrative FTE or challenges in tracking tenured and tenure-track faculty. As of yet, we have not printed the overload salary data in this year’s chart, but the district breakdown of this information is available on the Data Mart and Reports main website, but the URL—http://www.cccco.edu/ChancellorsOffice/Divisions/TechResearchInfo/MIS/DataMartandReports/
The Data Mart, once you get to it, has all sorts of other reports as well on administrative salaries, classified salaries, and student enrollment, demographics, financial aid, and success rates.

One interesting component of the fall 2008 staffing report (which was not available until after the spring 2009 edition of CPFA News went to press) is the headcount and FTE (full-time equivalent) data on faculty. We have not included this in the chart below, but as of fall 2008, there were 18,200 tenured and tenure-track academic employees. The number of academic temporary (part-time faculty) employees has reached a record high, now at 45,265. It seems likely that the fall 2009 data, when available, will reflect a reduction in that number, since the hundreds of course sections cut this fall in most districts, with more to come, are implemented by cutting temporary faculty rather than laying off tenured faculty.

Oddly enough, the statewide FTE for tenured and tenure-track faculty is listed as 20,825, over 2,000 more than the 18,200 headcount. This could be due to misreporting of administrative positions as part of teaching load, and/or it could represent course overloads. Due to space considerations, we have not printed the overload salary data in this year’s chart, but the district breakdown of this information is available at the Data Mart website.

Will districts maintain and continue to improve these gains for part-time faculty, or will they use the excuse of the disappearing categoricals to allow part-time salaries to fall behind again? Union strength at the local level – and the commitment of the union locals themselves to part-time equity – will be the likely determining factors.

Higher Ed Crisis
- cont. from page 1

colleges to fulfill lower division requirements that are no longer available at the CSUs and UCs due to a combination of cuts in admissions and cuts in course offerings available to students already enrolled. The squeeze on course availability will be felt all up and down the system and consequently, many existing community college students will be looking for new jobs or increased hours at their existing jobs, impacting the already tight job market even more.

The new faculty majority, those instructors who teach off the tenure track, are on the front lines of the job cuts. Comprehensive data regarding the impacts on staffing and enrollment will not be available from the Chancellor’s office for months, but trends are fairly clear: non-tenure-track faculty have lost their jobs, and more will lose their jobs in January. In districts where they were fortunate enough to have access to health benefits, many who are still working have lost their health benefits eligibility due to reductions in course load.

In districts where non-tenure-track faculty have reemployment preference through collective bargaining agreements, jobs are at least being cut in a somewhat orderly fashion, with the victims having some sense of whether they are likely to be reemployed by the district in the future. In other districts, the budget crisis offers irresponsible and vindictive administrators the opportunity to get rid of instructors for questionable reasons: instructors who resist top-down pedagogical impositions which may interfere with academic freedom, instructors who advocate on behalf of non-tenure-track faculty, instructors who are not young, instructors who refuse to accept excess students over the maximum class size. Retaliation and age discrimination may be illegal, but they are difficult to prove in a climate of slash and burn.

The San Francisco district has negotiated a priority order for cutting of class assignments that honors its reemployment preference system and also gives priority to the people most likely to be depending on their part-time assignments as their sole source of income. Cuts are being implemented in the following order: retirees (both full-time and part-time), full-time overload, part-timers with no seniority (2 semesters or less), and finally part-timers based on seniority (3 semesters or more). With this system, not many part-timers have lost their assignments yet, though job losses are expected to happen in spring semester 2010.

In other districts, non-tenure-track faculty advocates are starting to question the continued access of full-time faculty members to overload assignments when part-timers are going without work. As Stacey Burks, president of the CWA-affiliated part-time faculty union at the Butte Glenn district, has pointed out, districts who are paying a full-time faculty member to teach a course on overload while a part-time faculty member eligible to teach that course applies for unemployment compensation, the district is paying for that course twice. Subsequently, the Vice President for Learning & Economic Development at Butte Glenn, Ken Meier, issued a memorandum instructing deans and program directors to give priority in hiring to part-time faculty for summer sessions and intersessions, and to discourage full-time overloads larger than one course if part-time faculty are available. “It is unfair and unproductive for full-time faculty to take potential work from part-timers. Huge overloads also undermine quality as do large overloads and second jobs at other institutions,” Meier said.

It’s hard to say who specifically is to blame for this mess when so many factors have contributed to it. The legislature is ruled by the tyranny of the minority due to the California constitution’s outdated 2/3 requirement for passage of a budget. Fearmongering continues to feed an out-of-control prison budget while education spending shrinks in comparison every year, and the governor refuses to exercise the leadership necessary to combat it. Inequitable property tax caps for corporate interests, the unplanned offspring of Proposition 13, have become institutionalized in the scenarios of the state’s economic power brokers.

In the midst of this storm, the higher education institutions themselves protect their reserves for some future rainy day, imposing cuts on the most powerless: the non-tenure-track faculty, the low-wage workers, and the students. University of California president Mark Yudof persuades the Regents to give him emergency powers, and community college administrators advocate for exceptions to the mandate that at least 50% of expenditures be made for instruction.

Yudof, despite his own misplaced priorities, is right about one thing: “The shine is off of [higher education]. It’s really a question of being crowded out by other priorities.”

Where the action is:
UCLA November 19
Student rally for higher education funding

---

College Textbook Publishers Pay You to Create:

Instructor’s manuals • Student study guides • Companion web sites
Test questions • Lecture outlines • PowerPoint presentations
Transparencies • Student readers • Booklets • Internet exercises

Learn how to earn $25-$50 per hour and more in John Soares’ ebook:

Writing College Textbook Supplements:
The Definitive Guide to Winning High-Paying Assignments in the College Textbook Publishing Market

Download the introduction and first two chapters for free.
Buy now, get Maximum Productivity for Freelance Writers free!

Details: www.WritingCollegeTextbookSupplements.com