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THE IMPACT OF COLLECTIVE BARGAINING AND LOCAL APPROPRIATIONS ON FACULTY SALARIES AND BENEFITS AT U.S. COMMUNITY COLLEGES

Frederick Floss
SUNY Buffalo State

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THE IMPACT OF COLLECTIVE BARGAINING AND LOCAL APPROPRIATIONS ON FACULTY SALARIES AND BENEFITS AT U.S. COMMUNITY COLLEGES

BY BARRY R. MAYHALL, STEPHEN G. KATSINAS, AND NATHANIEL J. BRAY
THE UNIVERSITY OF ALABAMA

A Comment

Frederick Floss

SUNY Buffalo State and Fiscal Policy Institute

HUNTER COLLEGE

April 19, 2015

The Impact of Collective Bargaining and Local Appropriations on Faculty Salaries and Benefits at U.S. Community Colleges

- Mayhall et. al. Results show:
 - That both local funding and collective bargaining are important in determining the level of community college faculty salaries and benefits.
 - That suburban districts with larger tax levies have a better ability to fund their communities colleges, while rural and urban districts with the most need have tend to pay lower salaries because they lack funding.
 - Funding also lags in states that do not allow local funding.

The Impact of Collective Bargaining and Local Appropriations on Faculty Salaries and Benefits at U.S. Community Colleges

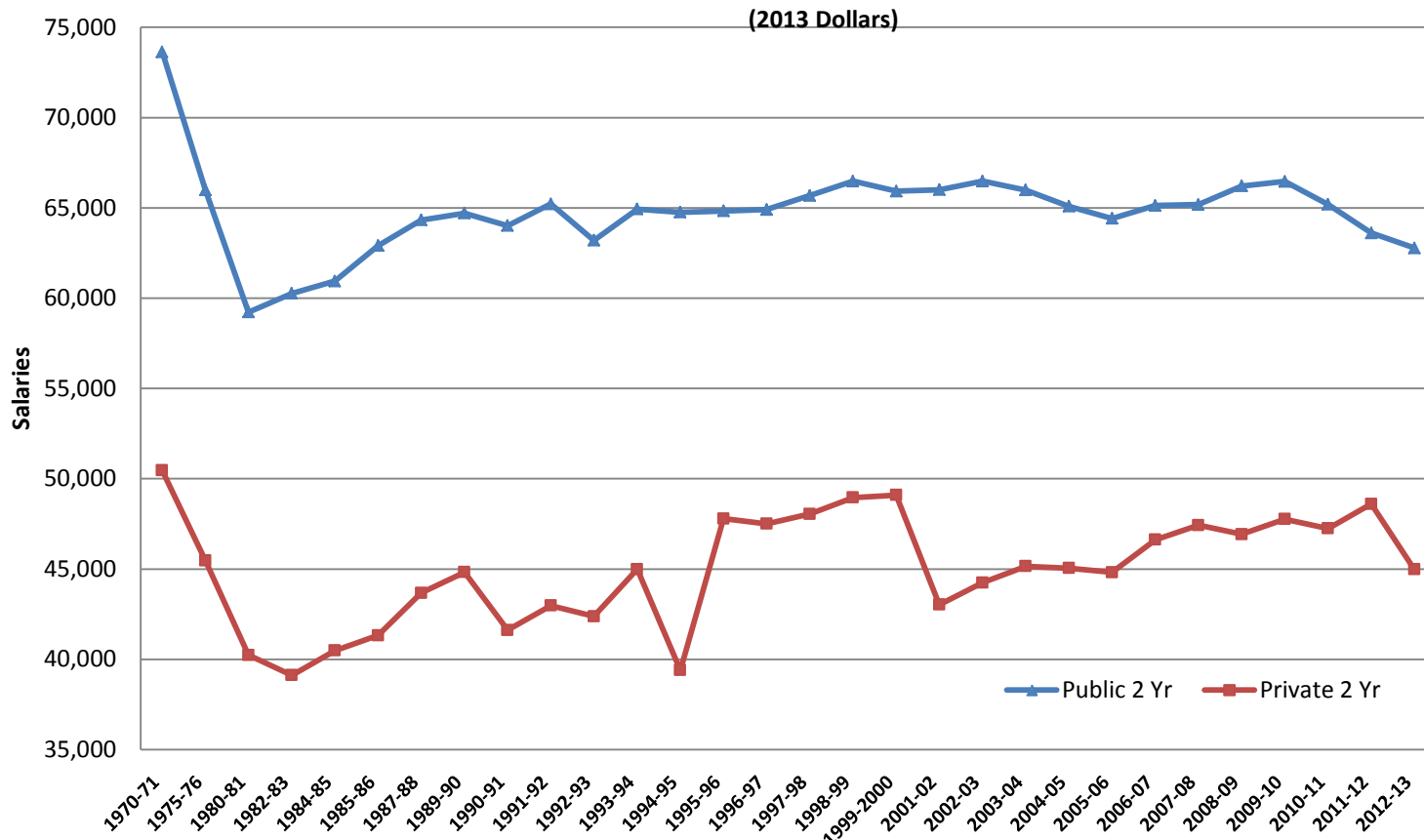
- These results are important to the President's proposal for free community college tuition.
 - The proposal calls for the states to cover 25% of tuition, while the federal government would fund the rest under certain conditions.
 - Whether localities are allowed under this plan to add funding will be important in keeping salaries and benefits at levels which will attract and keep qualified faculty and staff.
 - There is also an opportunity to fund rural and urban community college at levels which will ensure quality and equity.

President Obama Community College Free Tuition Proposal

- **January 9, 2015 - White House Unveils America's College Promise Proposal: Tuition-Free Community College for Responsible Students**
 - **Enhancing Student Responsibility and Cutting the Cost of College for All Americans:** Students who attend at least half-time, maintain a 2.5 GPA while in college, and make steady progress toward completing their program will have their tuition eliminated.
 - **Building High-Quality Community Colleges:** Community colleges will be expected to offer programs that either (1) are academic programs that fully transfer to local public four-year colleges and universities, giving students a chance to earn half of the credit they need for a four-year degree, or (2) are occupational training programs with high graduation rates and that lead to degrees and certificates that are in demand among employers. Other types of programs will not be eligible for free tuition.
 - **Ensuring Shared Responsibility with States:** Federal funding will cover three-quarters of the average cost of community college. States that choose to participate will be expected to contribute the remaining funds necessary to eliminate community college tuition for eligible students.

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Faculty Salaries 2 Yr Institutions Public vs Private Sectors

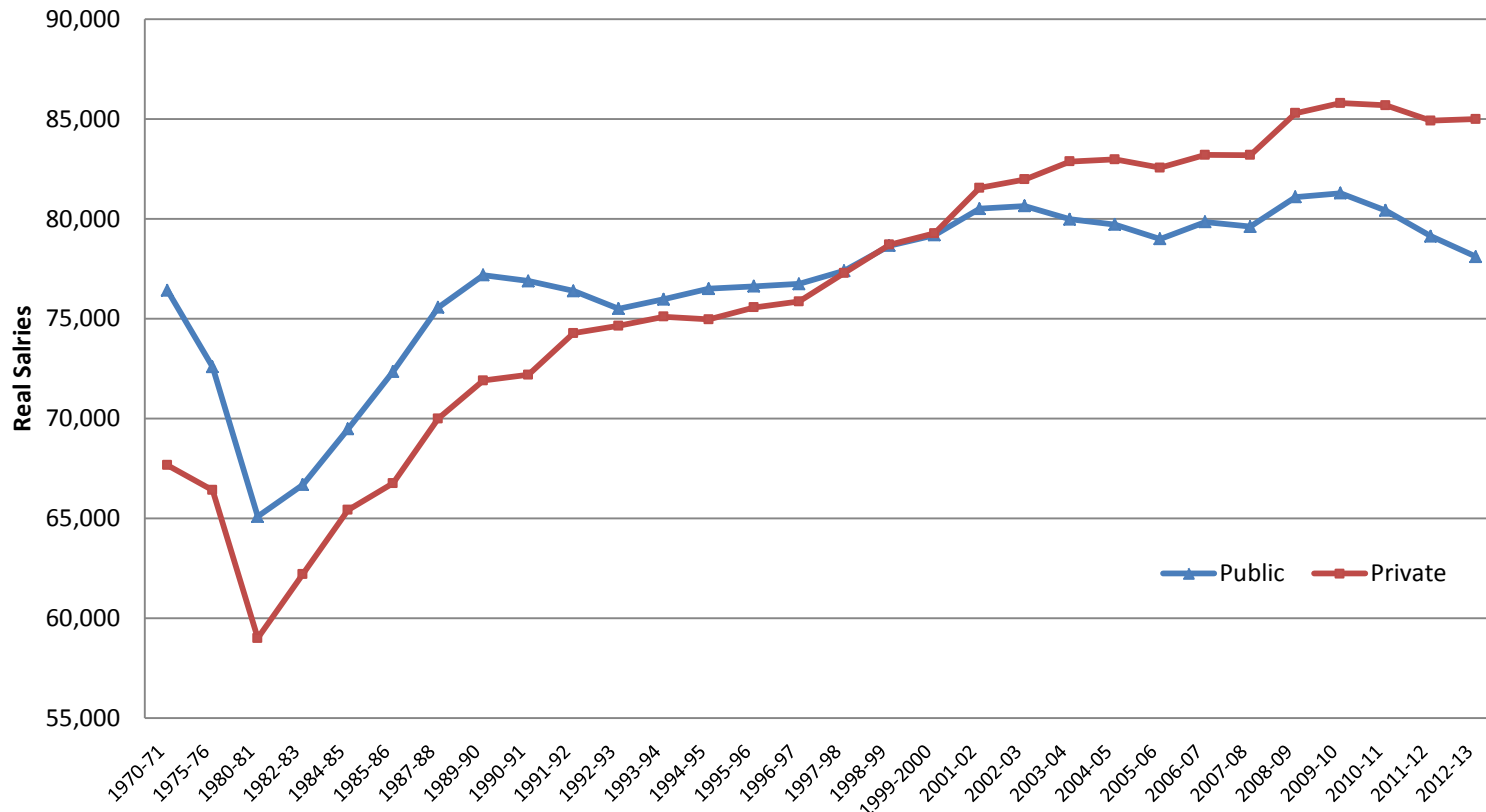


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- Since the late 1990s faculty salaries have not increased in real terms.
- Salaries have declined since the 2007 “great recession” and have not recovered to their 1990s levels.
- As Mayhall et. al. show that 60% of community colleges do not have collective bargaining and local funding.
 - It is this group which is bringing down the overall average.

The Impact of Collective Bargaining and Local Appropriations on Faculty Salaries and Benefits at U.S. Community Colleges

Faculty Salaries 4 Year Institutions Public vs Private Sectors (2013 Dollars)

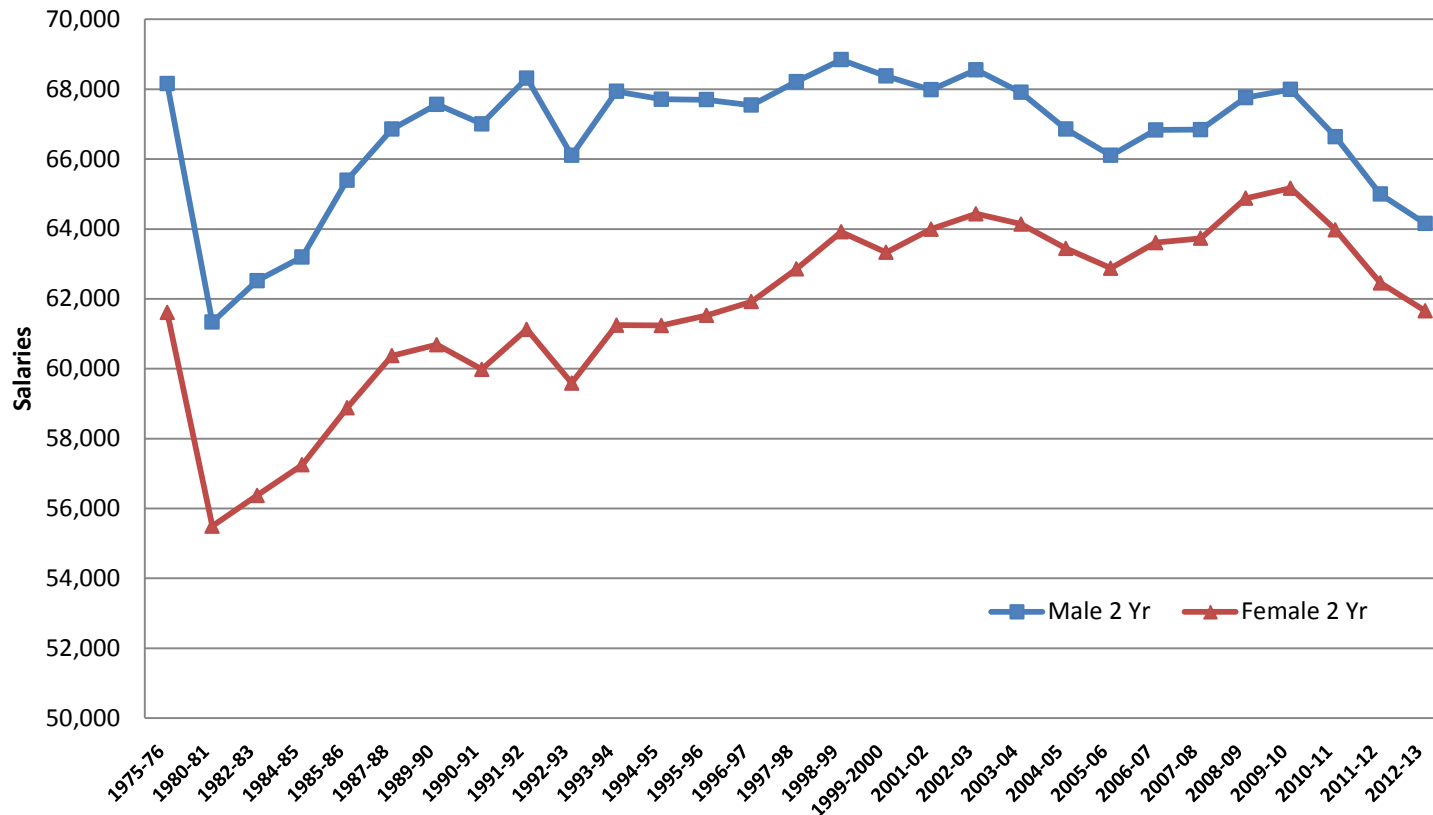


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- The same salary trends are not true at 4 year institutions where both private and public sector salaries have increased in real terms.
 - The public sector up until the 1990s had higher salaries than the private sector.
 - Since 4 year institutions are state funded, the decline in salaries shows the consequences of the reduction in state support.
 - The public sector shows the same level of declines since the great recession.

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Faculty Salaries 2 Yr Public Institutions
Male vs Female Salaries
 (2013 Dollars)



The Impact of Collective Bargaining and Local Appropriations on Faculty Salaries and Benefits at U.S. Community Colleges

- The salary of men are 4% higher on average than that for women for 2 year colleges. This is an improvement from the 1970s where the difference was 11%.
- This is better than 4 year colleges where the difference between men and women is 23% the same as it was in the 1970s.
 - These differences may be because of the differences in collective bargaining agreements at the two types of institutions.
 - 2 year colleges tend to have step with standard starting salary systems while 4 year colleges tend to allow for individually negotiated starting salaries.

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- **Conclusions:**

- The decline in state and federal support for higher education have caused real salaries stagnate over the last 40 years.
- Collective bargaining and local support have allowed suburban “better off” districts to keep salaries higher and attract high quality faculty and staff.
- Urban and Rural districts where poverty is higher and the need greater do not have the resources needed under the current funding system.
- The President’s proposal needs to take these issues into account when developing their free tuition system if they want to attract highly qualified faculty and staff.