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Monetary Compensation of Full-Time Faculty at American Public Regional Universities: The Impact of Geography and the Existence of Collective Bargaining

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Executive Summary

This work builds upon an analysis of regional universities that began in 2009, to build a geographically-based, quantifiable definition of the nation's regional universities. It builds on efforts begun by Katsinas (1993) to geographically map access oriented community colleges, which resulted in the geographic coding of Associate's Colleges as part of the 2005 and 2010 Basic Classification of Institutions of Higher Education published by the Carnegie Foundation for the Advancement of Teaching (Katsinas, Lacey, & Hardy, 2005).

Key findings

- 1. Wide variation in salaries and fringe benefits based upon geographic region served.**
- 2. Wide variation in salaries and fringe benefits based if collective bargaining exists.**
- 3. Access institutions need a 21st century classification scheme to reflect mission, workload**

Implications for Practice

- 1. Disaggregate data:** Very clear faculty workload differences exist between flagship and regional universities, justifying disaggregation of RUs within the national data bases. But USED and Carnegie don't do this—USED combines all "4-year" together, and Carnegie's "highest degree awarded" scheme (Doctoral, Master's, Baccalaureate, Associate) contains so much noise that users (Delta Cost Project, AAUP, etc.) are likely unintentionally reinforcing "pecking order" biases Astin found 25 years ago.
- 2. Regional universities deserve to stand on their own as an institutional type.** *Carnegie's public Master's category leaves out 120 RUs that serve 1.4 million students.*
- 3. Geography matters:** Picking peer institutions requires recognizing place-based differences that get masked in data averages. Like community colleges, regional universities are committed to providing access and opportunity to their regions (e.g., AASCU's "Stewardship of Place" program). This justifies a place-based classification scheme for access institutions.
- 4. Collective bargaining matters:** Inflation-adjusted career earnings can exceed \$1 million.

Implications for Policy & Research

1. We are on our own. USED discontinued collecting Fringe Benefit data in IPEDS surveys
2. But good data are still needed by boards, business & human resource officers, and faculty to build compensation plans. We have to find our own way.
3. Differences may be greater than reported here, as cost savings may be obtained by spreading purchasing of fringe benefits (med, group life ins., etc.) across larger pools and groups.
4. Funding is needed for a large national study similar to King & Cook (1980), involving NACUBO, CUPA, and other interested organizations (perhaps TIAA and Ford Foundation).
5. NSF and NIH should study faculty compensation in high wage/high demand STEM and IT fields.
6. Secondary analysis/focus on high poverty regions.
7. Secondary analysis/focus on sparsely populated areas.
8. Study compensation across 2- & 4-year access sectors.
9. A classification scheme appropriate for access institutions can help document the connection between full-time faculty and higher degree completion rates. Does presence of more full-time faculty lead to faster/higher Associate Degree completion rates? If so, this finding would be of great importance.

To tell access story requires new frames to localize data!

State	Collective Bargaining	State	No Collective Bargaining
Alaska	X	Alabama	X
California	X	Arizona	X
Connecticut	X	Arkansas	X
Delaware	X	Colorado	X
Florida	X	Georgia	X
Illinois	X	Hawaii	X
Iowa	X	Idaho	X
Kansas	X	Indiana	X
Maine	X	Kentucky	X
Maryland	X	Louisiana	X
Massachusetts	X	Mississippi	X
Michigan	X	North Carolina	X
Minnesota	X	North Dakota	X
Missouri	X	Oklahoma	X
Montana	X	South Carolina	X
Nebraska	X	Tennessee	X
Nevada	X	Texas	X
New Hampshire	X	Utah	X
New Jersey	X	Virginia	X
New Mexico	X	West Virginia	X
New York	X	Wyoming	X
Ohio	X		
Oregon	X		
Pennsylvania	X		
Rhode Island	X		
South Dakota	X		
Vermont	X		
Washington	X		
Wisconsin	X		
Total	30	Total	20

Source: Barry, J. & Savarese, M. (2012). *Directory of U.S. faculty contracts and bargaining agents in institutions of higher education*. New York: National Center for the Study of Collective Bargaining in Higher Education and the Professions.

Table 2
Public Regional Universities with & without Collective Bargaining by Type, 2010-11

Institutions (in NUMBERS)			
	All Public Regional Universities	With Collective Bargaining	Without Collective Bargaining
Rural Small	49	32	17
Rural Medium	90	40	50
Rural Large	122	62	60
Rural Average	261	134	127
Suburban Smaller	13	9	4
Suburban Larger	42	32	10
Suburban Average	55	41	14
Urban Smaller	21	13	8
Urban Large	53	31	22
Urban Average	74	44	30
Average, All	390	219	171
<u>Within each geographic type</u> (in PERCENTAGES)			
Rural Small	100	65	35
Rural Medium	100	44	56
Rural Large	100	51	49
Rural Average	100	51	49
Suburban Smaller	100	69	31
Suburban Larger	100	76	24
Suburban Average	100	75	25
Urban Smaller	100	62	38
Urban Large	100	58	42
Urban Average	100	59	41
Average, All	100	56	44
<u>Across each geographic type</u> (in PERCENTAGES)			
Rural Small	13	15	10
Rural Medium	23	18	29
Rural Large	31	28	35
Rural Average	67	61	74
Suburban Smaller	3	4	2
Suburban Larger	11	15	6
Suburban Average	14	19	8
Urban Smaller	5	6	5
Urban Large	14	14	13
Urban Average	19	20	18
Total	100	100	100

Notes: (1) Regional universities are defined to be members of the American Association of State Colleges and Universities with identifiable institutional UnitIDs in the federal NCES/IPEDS data base. (2) definitions of public Regional University subtypes were developed by Katsinas (2016, forthcoming). (3) list of institutions with collective bargaining was obtained from Berry & Saravese, 2012; (4) if the majority of regional universities within a given state had collective bargaining, the state was counted as a collective bargaining state.

Table 3

Full-time Faculty at Regional Universities with & without Collective Bargaining, 2010-11

Full-time Faculty			
	Total	<u>With</u> Collective Bargaining	<u>Without</u> Collective Bargaining
Rural Small	5,386	3,372	2,014
Rural Medium	15,872	8,066	7,806
Rural Large	50,605	25,764	24,841
Rural Average	71,863	37,202	34,661
Suburban Smaller	2,441	1,767	674
Suburban Larger	18,884	13,635	5,249
Suburban Average	21,325	15,402	5,923
Urban Smaller	4,957	2,837	2,120
Urban Large	29,077	19,027	10,050
Urban Average	34,034	21,864	12,170
Total, All	127,222	74,468	52,754
<u>Within</u> each geographic type (in PERCENTAGES)			
Rural Small	100	63	37
Rural Medium	100	51	49
Rural Large	100	51	49
Rural Average	100	52	48
Suburban Smaller	100	72	28
Suburban Larger	100	72	28
Suburban Average	100	72	28
Urban Smaller	100	57	43
Urban Large	100	65	35
Urban Average	100	64	36
Average, All	100	63	37
<u>Across</u> each geographic type (in PERCENTAGES)			
Rural Small	4	5	4
Rural Medium	12	11	11
Rural Large	40	35	47
Rural Average	56	50	66
Suburban Smaller	2	2	1
Suburban Larger	15	18	10
Suburban Average	17	21	11
Urban Smaller	4	4	4
Urban Large	23	26	19
Urban Average	27	29	23
Average, Total	100	100	100

Notes: (1) Regional universities are defined to be members of the American Association of State Colleges and Universities with identifiable institutional UnitIDs in the federal NCES/IPEDS data base. (2) definitions of public Regional University subtypes were developed by Katsinas (2016, forthcoming). (3) source of institutions with collective bargaining was Berry & Saravese, 2012; (4) if the majority of Regional Universities within a given state had collective bargaining, the state was counted as a collective bargaining state.

Table 4

Average Salaries of Full-time at Public Regional Universities, 2010-2011: The impact of Collective Bargaining

	Colleges	Full-Time Faculty				Average Salaries of Full-Time Faculty...				
		Number	Total	with collective bargaining	without collective bargaining	All	with collective bargaining	without collective bargaining	difference, expressed in...	
									Dollars	%
Rural Small	49	5,386	100	63	37	\$62,622	\$64,737	\$59,079	\$5,658	9
Rural Medium	90	15,872	100	51	49	\$60,824	\$61,900	\$59,711	\$2,189	4
Rural Large	122	50,605	100	51	49	\$69,074	\$70,383	\$67,482	\$2,901	4
Rural Average	261	71,863	100	52	48	\$64,173	\$65,673	\$62,091	\$3,583	5
Suburban Smaller	13	2,441	100	72	28	\$74,944	\$79,018	\$64,314	\$14,704	19
Suburban Larger	42	18,884	100	72	28	\$74,687	\$79,836	\$61,339	\$18,497	23
Suburban Average	55	21,325	100	72	28	\$74,816	\$79,427	\$62,827	\$16,601	21
Urban Smaller	21	4,957	100	57	43	\$72,162	\$70,704	\$53,116	\$17,588	25
Urban Large	53	29,077	100	65	35	\$77,940	\$83,308	\$75,105	\$8,203	10
Urban Average	74	34,034	100	64	36	\$75,051	\$77,006	\$64,111	\$12,896	17
Totals/Averages	390	127,221	100	63	37	\$71,347	\$74,035	\$63,009	\$11,026	15

Notes: (1) 390 Regional universities were listed as American Association of State Colleges and Universities members as of August 2014 with identifiable institutional UnitIDs in the federal NCES/IPEDS data base; (2) data on full-time faculty is from the IPEDS Human Resources Survey for 2010-11; (3) definitions of public Regional University subtypes were developed by Katsinas (2016, forthcoming), consistent with the geographic codes (rural, suburban, urban, etc.) that were part of the 2005 and 2010 Basic Classification of Associate's Colleges published by the Carnegie Foundation for the Advancement of Teaching, and included in all published federal higher education data sets; (4) the source of institutions with collective bargaining was Berry & Saravese, 2012; (5) if the majority of Regional Universities within a given state had collective bargaining, the state was counted as a collective bargaining state.

Table 5
Average Fringe Benefits of Full-time at Public Regional Universities, 2010-2011: The impact of Collective Bargaining

	Colleges	Full-Time Faculty	ALL	with Collective Bargaining	without Collective Bargaining	difference expressed in	
						Dollars	%
Rural Small	49	5,386	\$25,209	\$26,828	\$18,011	\$8,817	33
Rural Medium	90	15,872	\$23,896	\$27,321	\$19,816	\$7,505	27
Rural Large	122	50,605	\$25,159	\$26,052	\$24,066	\$1,986	8
Rural Average	261	71,863	\$24,755	\$26,734	\$20,631	\$6,103	23
Suburban Smaller	13	2,438	\$26,271	\$34,172	\$20,382	\$13,790	40
Suburban Larger	42	18,886	\$26,679	\$39,679	\$23,590	\$16,089	41
Suburban Average	55	21,324	\$26,475	\$36,926	\$21,986	\$14,940	40
Urban Smaller	21	4,957	\$25,832	\$28,601	\$23,622	\$4,979	17
Urban Large	53	29,077	\$26,684	\$34,185	\$21,345	\$12,840	38
Urban Average	74	34,034	\$26,258	\$31,393	\$22,484	\$8,910	28
Total Average	390	127,221	\$25,829	\$31,684	\$21,700	\$9,984	32

Notes: (1) 390 Regional universities were listed as American Association of State Colleges and Universities members as of August 2014 with identifiable institutional UnitIDs in the federal NCES/IPEDS data base; (2) data on full-time faculty is from the IPEDS Human Resources Survey for 2010-11; (3) definitions of public Regional University subtypes were developed by Katsinas (2016, forthcoming), consistent with the geographic codes (rural, suburban, urban, etc.) that were part of the 2005 and 2010 Basic Classification of Associate's Colleges published by the Carnegie Foundation for the Advancement of Teaching, and included in all published federal higher education data sets; (4) the source of institutions with collective bargaining was Berry & Saravese, 2012; (5) if the majority of Regional Universities within a given state had collective bargaining, the state was counted as a collective bargaining state.

Table 6

The Impact of Collective Bargaining: Total Monetary Compensation for Full-Time Faculty at U.S. Public Regional Universities, 2010-11

	ALL	with	without	annual average difference expressed in		Annual average x 30 years (in dollars)
		Collective Bargaining	Collective Bargaining	Dollars	%	
Rural Small	\$87,831	\$91,565	\$77,090	\$14,475	16	\$434,250
Rural Medium	\$84,720	\$89,221	\$79,527	\$9,694	11	\$290,820
Rural Large	\$94,233	\$96,435	\$91,548	\$4,887	5	\$146,610
Rural Average	\$88,931	\$92,407	\$82,722	\$9,685	10	\$290,550
Suburban Smaller	\$101,215	\$113,190	\$84,696	\$28,494	25	\$854,820
Suburban Larger	\$101,366	\$119,515	\$84,929	\$34,586	29	\$1,037,580
Suburban Average	\$101,291	\$116,353	\$84,813	\$31,540	27	\$946,200
Urban Smaller	\$97,994	\$99,305	\$76,738	\$22,567	23	\$677,010
Urban Large	\$104,624	\$117,493	\$96,450	\$21,043	18	\$631,290
Urban Average	\$101,309	\$108,399	\$86,594	\$21,805	20	\$654,150
All	\$97,176	\$105,720	\$84,709	\$21,010	20	\$630,300

Notes: (1) 390 Regional universities were listed as American Association of State Colleges and Universities members as of August 2014 with identifiable institutional UnitIDs in the federal NCES/IPEDS data base; (2) data on full-time faculty is from the IPEDS Human Resources Survey for 2010-11; (3) definitions of public Regional University subtypes were developed by Katsinas (2016, forthcoming), consistent with the geographic codes (rural, suburban, urban, etc.) that were part of the 2005 and 2010 Basic Classification of Associate's Colleges published by the Carnegie Foundation for the Advancement of Teaching, and included in all published federal higher education data sets; (4) the source of institutions with collective bargaining was Berry & Saravese, 2012; (5) if the majority of Regional Universities within a given state had collective bargaining, the state was counted as a collective bargaining state.