
Community College Faculty and CEOs



Community College Faculty

- **Full Time—40%** **Part Time—60%**
- **Compensation for a 3-hour credit course:**
 - \$9,000 for full time faculty**
 - \$3,000 for part time faculty**
- **Average load full timers: 15 class hours a week:**
 - 50% more than 4-year**
 - 150% more than full prof/univ.**



Community College Faculty

	Full Time	Part Time
Master's	71%	46%
Doctorate	13%	5%
Bachelor's	11%	33%



CC Faculty Full Time

- **Gender**

Female	51%
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Male	49%
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- **Ethnicity**

White	83%
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Black	7%
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Hispanic	5%
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Asian/PI	4%
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Community College Faculty

- In 2008, 58% of all courses in the community college were taught by adjuncts; 53% of all students were taught by adjuncts; an average of 2.09 courses were taught each term by adjuncts.
- At the College of Southern Nevada adjunct faculty teach approximately half of the 5000 + credit sections each semester.
- In 2010-11, 55% of all developmental education courses in California's 112 community colleges were taught by adjunct faculty.



Community College Faculty

- **In fall 2010, Miami Dade College had 658 full-time (17%) and 3,129 part-time (83%) faculty members.**
- **Rio Salado College (AZ) with 46,506 students has only 31 full time instructors.**



Questions to Ponder

- **Is the community college a part-time college where part-time students are taught by part-time faculty?**
- **Do part-time faculty provide the same quality of education provided by full-time faculty?**
- **Is it fair for community colleges to exploit part-time faculty?**



Community College CEOs

- **Gender**

Male 72%

Female 28%

- **Ethnicity**

White 81%

Black 8%

Hispanic 6%

Other 5%



Community College CEOs

- **Education**

Doctorate 86%

Master's 11%

JD 2%

The average tenure of community college CEOs is 7 years.



Compensation

- **Average salaries for CEOs**

Doctoral institutions	\$380,293
Master's institutions	\$242,050
Bachelor's insti.	\$225,000
Community Colleges	\$165,000
- **Community College CEOs**

Single College	\$130,000
Multi-College Dist.	\$190,000
College in MCD	\$140,000



FL CC CEO Compensation

- **Of the 28 community college presidents in Florida 13 make over \$300,000 a year in total compensation.**
- **Presidential compensation in Florida ranges from \$102,500 at North Florida to \$500,462 at Miami-Dade**



Leadership Crisis

- **Need 6,000 higher ed administrators annually between 2004-2014**
- **84% of CC CEOs plan to retire in next 10 years**
- **Need 3,000 CC presidents and vice presidents in next 6 years**
- **Need 62,608 new full-time CC faculty in next 15 years**



Tsunami of Transitions

- **2011-2012---134 transitions**
- **2012-2013---158 transitions**
- **2013-2014---178 transitions**
- **2014-2015---229 transitions**



Questions To Ponder

- **Where will the future leaders of the nation's community colleges come from?**
- **Given the compensation and the challenge of orchestrating the needs and interests of trustees, faculty, collective bargaining units, students, community leaders, state agencies, etc. why would anyone aspire to be a community college president?**

