

Section B

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Standard Four – Faculty

Lane Community College’s faculty strives to translate into practice the College vision to *Transform Students’ Lives Through Learning*. The faculty is dedicated to each student’s persistence and success in achieving goals and dreams.

The most significant challenges for faculty over the last five years have been economic realities of dwindling resources, technological changes, and high demand for services from growing enrollments. Lane has responded through creative and innovative program and curriculum with the added focus of fiscal sustainability, while continuing to promote student success. As a result of an important Lane Board of Education action in 2007 to approve the Sustainability Core Value,¹ sustainability is now intrinsically woven throughout Lane’s operations and educational programs.²

What significant changes have been made in policies affecting the faculty?

There have been no significant changes in policies affecting Lane Community College faculty in the last five years, and the faculty has a major role in the College’s governance system.³ The Faculty has representation on each council to create, review, and assess their domain’s policies; to create their domain’s integrated plans; and to assess the overall effectiveness of their policies and plans.⁴

2005	Instituted electronic process to record and track part- and full-time faculty evaluations.
	Received League of Innovation Award: Innovation of the Year for “The Community College Moment”
	Salary increased 1.93% and additional steps of 3.75% for all faculty eligible
2006	Faculty Professional Development Fund Allocation was \$292,120
	FT & PT Faculty FTE was 397 (248 + 149)
	Salary increased 3% and additional steps of 3.75% for all faculty eligible
2007	Faculty Professional Development Fund Allocation was \$300,000
	FT & PT Faculty FTE was 391 (257 + 134)
	Achieved full compliance with systematic evaluation of part- and full-time faculty using multiple indices, see Appendix B.4.1
2008	Salary increased 3.6% and additional steps of 3.75% for all faculty eligible
	Faculty Professional Development Fund Allocation was \$328,600
	FT & PT Faculty FTE was 380 (242 + 138)
2009	Salary increased 0.86% and additional steps of 3.75% for all faculty eligible
	Faculty Professional Development Fund Allocation was \$337,652
	FT & PT Faculty FTE was 377 (234 + 143)
2009	Salary increased 1% plus an additional 2% (one-time) and additional half-step of 1.875% for all faculty
	Faculty Professional Development Fund Allocation was \$340,663
	FT & PT Faculty FTE was 396 (224 + 172)

Figure B.4.1: Key Activities by Academic Year

¹ See Standard 1 and Appendix B.1.1 Lane’s Vision, Mission, Core Values and Strategic Directions

² See Standard 1: Mission and Goals and Standard 2: Educational Programs

³ See Standard 6: Governance and Institutional Governance

⁴ See <http://www.lanec.edu/governance/>

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Have the characteristics of the faculty changed?

Lane has very strong faculty retention, with most turn-over due to retirements (Figure B.4.2). The mean length of experience is 11.4 years, the median is 10 years; 118 of 231 (51%) of the contracted faculty have been at Lane 10 or more years, and 159 (69%) faculty members have more than 8 years of Lane employment.

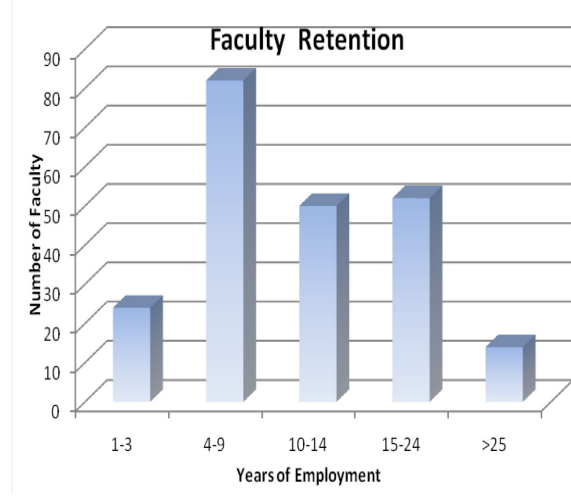


Figure B.4.2: Lane Faculty Retention
Source: Lane Community College Human Resources Department

Every transfer discipline, degree or certificate program is staffed by a core group of contracted faculty carefully screened for qualifications. As represented in Figure B.4.3,

currently 18.2 percent of Lane’s contracted faculty hold doctoral degrees and 70.1 percent hold master’s degrees, slight increases over 2004-05, when 16.6 percent of Lane contracted faculty members had doctoral degrees and 64.4 percent of contracted faculty members had master’s degrees.

As shown in Figure B.4.4, the ratio of contracted to part-time faculty FTE has changed from 62:38 percent in academic year 2004-05 to 57:43 percent in 2008-09. Even though this ratio is decreasing, Lane is still substantially above the national average, and comparable to or higher than larger state community college averages. In 2003-04 Lane’s ratio was 63:37 percent while the national average was 55:45 percent.

Further, according to the state’s Faculty and Program Quality Committee, in 2006-07 the ratio of student FTE taught by Lane full-time and part-time faculty was 56:44 percent while the ratio at Portland Community College was 46:54 percent.⁵ Due to budgetary constraints over the past five years, vacancies have been filled only in fiscally sustainable ways. There have been no faculty layoffs in this current recession, and fiscal sustainability has been a primary consideration in filling contracted faculty vacancies with part time faculty.

Year	Contracted Faculty	Doctorate	Masters’	Bachelors’	< Bachelors’
2008-09	231	42	162	18	9

Figure B.4.3: Lane Faculty Credentials
Source: Lane Community College Human Resources

⁵ See Appendix B.4.2.

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Academic Year	Contracted Faculty			Part-Time Faculty			Ratio Contracted to Part-time
	Headcount	FTE	Percent	Headcount	FTE	Percent	
2004-05	260	247.51	62%	325	148.63	38%	1.67
2005-06	269	256.89	66%	332	133.93	34%	1.92
2006-07	251	242.02	64%	302	138.23	36%	1.75
2007-08	244	234.24	62%	271	143.40	38%	1.63
2008-09	231	224.03	57%	324	171.69	43%	1.30

Figure B.4.4: Lane Faculty Headcount and FTE History
Source: Lane Community College Human Resources

Year	Salary Increase to Base	Additional Step Increase to Base (all eligible)	College Increase Contribution to Insurance
2004-05	1.93%	3.75%	1.4%
2005-06	3.00%	3.75%	14.7%
2006-07	3.60%	3.75%	9.8%
2007-08	0.86%	3.75%	-1.2%
2008-09	3.0%*	1.875%	4.5%
2009-10	0.56%	1.875%	11.3%

*1% to base and 2% one-time only payment

Figure B.4.5: Salary and Benefits – History of Improvements
Source: Lane Community College Human Resources Department

Contracted Faculty	Min	Med	Max
2009 Salary, 9 Months	\$45,699	\$61,454	\$71,084
Years of Experience at Institution	0	11	34

Figure B.4.6: Lane Faculty Salaries and Experience
Source: Lane Community College Human Resources Department

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How have faculty salaries and other benefits been improved?

As shown in Figure B.4.5, faculty salaries (cost of living and step advancement) and benefits have increased annually. The College has maintained an excellent benefits package. All part-time faculty members are eligible for benefits and are the highest compensated among Oregon Community Colleges.⁶ In addition, the College supports a comprehensive health and wellness program for all employees, as well as access to an on-site health clinic.

Faculty benefits (Figure B.4.6) are competitive with other community colleges in the region and enable Lane to attract and retain well-qualified, competent faculty. The mean faculty salary at Lane in 2008-09 was \$61,609, halfway between the 60th and 80th percentiles nationally.⁷ Policies on salaries and benefits are clearly stated, widely available, and equitably administered (4.A.4). Current salary information is included in Figure B.4.6, and full salary schedules are included as Appendices B.4.4 and B.4.5.

How does the institution conduct a substantive performance evaluation of all faculty?

As explained in Section A in answer to the 2004 recommendation, all faculty members complete a Substantive Performance Evaluation using institutional procedures that are appropriate to their status at the College.

Summary

Changes in the profile of Lane's faculty, their salaries and the number of faculty are a result of responses to formal and informal needs assessments, through planning for sustainable excellence in the faculty workforce. Lane has intensified its focus on student access and success and the professional development of its faculty and staff in an environment of limited resources. Faculty compensation (salaries and benefits) remains competitive and part-time faculty compensation (both salary and insurance coverage) is the highest of Oregon community colleges.⁸

⁶ See Appendices B.4.2 and B.4.3 for statewide comparisons of faculty compensation.

⁷ Source: *Chronicle of Higher Education Full-Time Instructional Staff Salary Comparisons*: See <http://chronicle.com/stats/aaup/ratingscale/2009aaupratingscale.htm> (\$60,838 for 2008-09, AAUP rating scale for category IV institutions)

⁸ See Appendices B.4.3: *OEA Part-Time Statewide College Insurance Contribution Comparison 2007-08* and B.4.4: *OEA Part-Time Statewide Salaries Comparison 2007-08*

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Appendix B.4.1: Part-Time Evaluation Summary (percentage compliance)

Departments/Divisions	2004-2005	2005-2006	2006-2007	2007-2008	2008-2009	2009-2010	2010-2011
Ad Basic & Secondary Ed (ABSE)	80%	100%	100%	100%	100%	100%	100%
Academic Learning Skills	31%	69%	100%	100%	100%	100%	100%
Advanced Technology	0%	75%	90%	90%	90%	100%	100%
ARTS: (Art, Applied Design, Music, Dance & Theatre Arts)	75%	68%	68%	82%	91%	100%	100%
Business & Computer Info Tech	100%	86%	91%	88%	88%	100%	100%
Cooperative Education	43%	63%	100%	100%	INC	100%	100%
Cottage Grove	0%	17%	100%	100%	100%	100%	100%
Counseling	30%	50%	71%	100%	100%	100%	100%
Culinary Arts & Hospitality	0%	0%	67%	67%	67%	100%	100%
Florence	0%	0%	67%	75%	75%	100%	100%
Health Professions	0%	9%	79%	100%	100%	100%	100%
Health & Physical Ed	29%	62%	100%	100%	100%	100%	100%
Lang, Lit & Communication	73%	80%	71%	84%	84%	100%	100%
Mathematics	100%	100%	100%	100%	100%	100%	100%
Science	23%	47%	61%	70%	70%	100%	100%
Social Science	100%	100%	100%	100%	100%	100%	100%
Women's Program	100%	100%	100%	100%	100%	100%	100%

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Appendix B.4.2: Oregon CC FTE % Taught by FT & PT Faculty

The table below shows the percentage of FTE taught by full-time and part-time faculty at each Oregon community college in 2006-2007. The colleges with the highest proportion of FTE taught by part-time faculty are Columbia Gorge, Oregon Coast and Tillamook Bay, all small colleges. Larger colleges located in small cities tended to rely more on full-time faculty (Linn-Benton, Umpqua, Central Oregon) than larger colleges located in urban areas (Clackamas, Portland, Lane).

<i>FTE % Taught By</i>	<i>Full-Time Faculty</i>	<i>Part-Time Faculty</i>
<i>Blue Mountain</i>	59%	41%
<i>Central Oregon</i>	64%	36%
<i>Chemeketa</i>	63%	37%
<i>Clackamas</i>	53%	47%
<i>Clatsop</i>	66%	34%
<i>Columbia Gorge</i>	25%	75%
<i>Klamath</i>	50%*	50%*
<i>Lane</i>	56%	44%
<i>Linn-Benton</i>	64%	36%
<i>Mt. Hood</i>	60%	40%
<i>Oregon Coast</i>	29%	71%
<i>Portland</i>	46%	54%
<i>Rogue</i>	42%	58%
<i>Southwestern OR</i>	55%	45%
<i>Tillamook Bay</i>	37%	63%
<i>Treasure Valley</i>	<i>Did not respond</i>	
<i>Umpqua</i>	67%	33%
<i>*Klamath only provided headcount data, so this is not directly comparable</i>		

Source: Post-secondary Quality Education Commission: Faculty & Program Quality Committee, CCWD & OUS Data, March 2009

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Appendix B.4.3: OEA Employer Contribution to Full-time Faculty Insurance Benefits Comparisons

Community College	Max Employer Contribution/Month		2007-08 Employee Out of Pocket/Month		Benefits Included in Premium						125 Plan***
	2006-07	2007-08	Min*	Max**	Med	Dntl	Vis	LTD	Life	AD&	
Blue Mountain ¹	875.00	875.00	0	152.45	X	X	X	X	X	X	Yes (A,B,C)
Central Oregon ^{1,2,3}	835.55	1046.40	73.71	123.12	X	X	X				Yes (A,B,C)
Chemeketa	1096.96	1125.48	0	91.47	X	X	X	X	X	X	Yes (A,B,C)
Clackamas	515.00	690.00	0	814.35	X	X	X		X	X	Yes (A,B,C)
Clatsop ^{1,2,3}	614.25	645.00	0	323.83	X	X	X				Yes (A,B,C)
Columbia Gorge ^{1,2,3}	838.54	962.83	0	163.40	X	X	X				Yes (A)
Klamath	690.00	745.00	0	452.70	X	X	X				Yes (A,B,C)
Lane	1143.94	1292.74	62.88	202.36	X	X	X	X	X		Yes (A,B,C)
Linn-Benton ^{1,2,3}	996.64	965.59	0	183.75	X	X	X				Yes (A,B,C)
Mt. Hood ^{1,2,3}	1065.06	1177.68	55.00	75.00	X	X	X				Yes (A,B,C)
Oregon Coast	775.00	875.00	0	386.37	X	X	X	X	X	X	Yes (A,B,C)
Portland ^{1,2}	690.00	775.60	0	570.03	X	X	X				Yes (A,B)
Rogue	993.17	1052.76	3.24	185.29	X	X	X		X	X	Yes (A,B,C)
Southwestern ^{1,2}	693.20	841.56	38.36	247.81	X	X	X				Yes (A,B,C)
Tillamook Bay ^{1,2,3}	703.74	722.74	0	348.47	X	X	X				Yes (A,B,C)
Treasure Valley ^{1,2,3}	893.18	955.7	14.55	101.35	X	X	X				Yes (A,B,C)
Umpqua ²	830.49	963.62	70.93	103.43	X	X	X				Yes (A,B,C)
MEAN	822.05	923.62	18.75	266.19							
MEDIAN	833.02	953.62	0	185.29							

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Notes:

1 – LTD paid by college, but not part of Maximum Employer Contribution

2 – Life paid by college, but not part of Maximum Employer Contribution

3 – AD&D paid by college, but not part of Maximum Employer Contribution

* Min reflects the most inexpensive plan, if more than one available

** Max reflects the most expensive plan, if more than one available

*** 125 Plan Options provided:

A – Premium Conversion Plan – Insurance premium paid with “before tax” dollars

B – Health Care – Allows for reimbursement of qualifying medical, dental and vision care expenses not covered by other insurance with “before tax” dollars

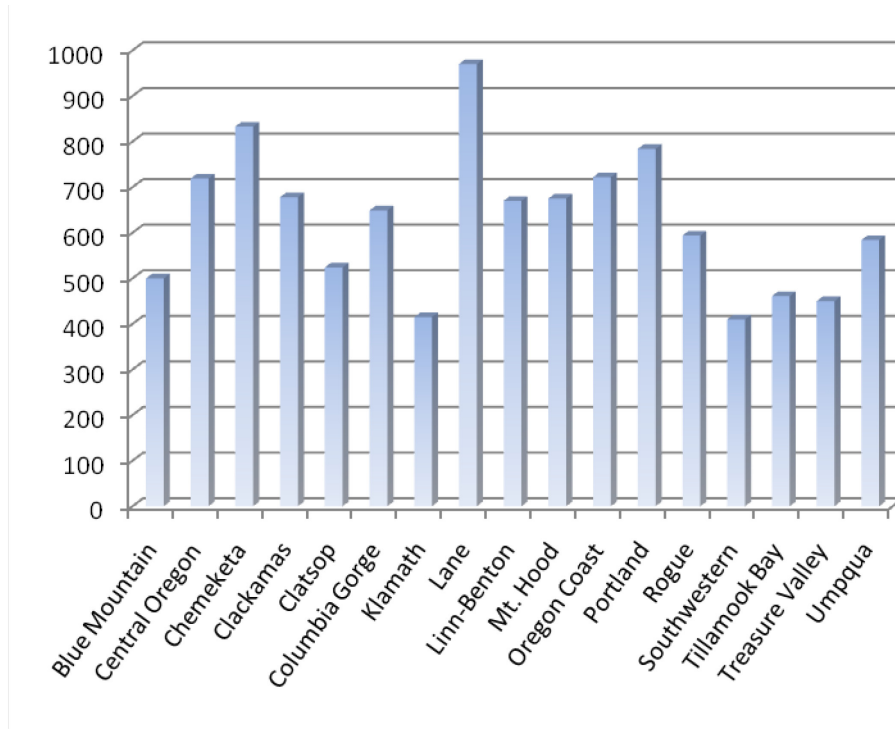
C – Dependent Care – Allows for reimbursement of eligible dependent care expenses with “before tax” dollars

Source: *OEA Almanac of Oregon Community Colleges: 2007-2008*

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Appendix B.4.4: OEA Part-Time Statewide Salaries Comparison 2007-08



Source: OEA Almanac of Oregon Community Colleges: 2007-2008

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Appendix B.4.5: Contracted Faculty Salary Schedule, Fiscal Year 2009

Effective 7-1-08 through 6-30-09
1% Increase, 1/2 Step Increase

LEVEL 01	ANNUAL	12 MONTH PAY (24 Pay Periods)	10 MONTH PAY (20 Pay Periods)	HOURLY RATE
STEP 1	45699	1904.13	2284.95	33.21
STEP 2	46556	1939.83	2327.80	33.83
STEP 3	47412	1975.50	2370.60	34.46
STEP 4	48301	2012.54	2415.05	35.10
STEP 5	49190	2049.58	2459.50	35.75
STEP 6	50112	2088.00	2505.60	36.42
STEP 7	51036	2126.50	2551.80	37.09
STEP 8	51993	2166.38	2599.65	37.79
STEP 9	52949	2206.21	2647.45	38.48
STEP 10	53942	2247.58	2697.10	39.20
STEP 11	54935	2288.96	2746.75	39.92
STEP 12	55965	2331.88	2798.25	40.67
STEP 13	56995	2374.79	2849.75	41.42
STEP 14	58064	2419.33	2903.20	42.20
STEP 15	59132	2463.83	2956.60	42.97
STEP 16	60241	2510.04	3012.05	43.78
STEP 17	61350	2556.25	3067.50	44.59
STEP 18	62500	2604.17	3125.00	45.42
STEP 19	63650	2652.08	3182.50	46.26
STEP 20	64843	2701.79	3242.15	47.12
STEP 21	66039	2751.63	3301.95	47.99
STEP 22	67277	2803.21	3363.85	48.89
STEP 23	68512	2854.67	3425.60	49.79
STEP 24	69797	2908.21	3489.85	50.72
STEP 25	71084	2961.83	3554.20	51.66

FULL TIME CONTRACT - 172 DAYS

62 Fall
55 Winter
55 Spring

Source: Lane Community College Human Resources Department, 07.20.09

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Appendix B.4.5 (cont): Contracted Faculty Salary Schedule, Fiscal Year 2010

Effective 7-1-09 through 6-30-10
 2.3% Increase -1.743%, 1/2 Step Increase
 Additional 1/2 Step at the Top

LEVEL 01	ADJUSTED ANNUAL	12 MONTH PAY (24 Pay Periods)	10 MONTH PAY (20 Pay Periods)	HOURLY RATE
PAYROLL STEP (one-half)				
STEP 1	45935	1913.96	2296.75	33.38
STEP 2	46797	1949.88	2339.85	34.01
STEP 3	47657	1985.71	2382.85	34.63
STEP 4	48550	2022.92	2427.50	35.28
STEP 5	49444	2060.17	2472.20	35.93
STEP 6	50371	2098.79	2518.55	36.61
STEP 7	51300	2137.50	2565.00	37.28
STEP 8	52262	2177.58	2613.10	37.98
STEP 9	53223	2217.63	2661.15	38.68
STEP 10	54221	2259.21	2711.05	39.40
STEP 11	55219	2300.79	2760.95	40.13
STEP 12	56255	2343.96	2812.75	40.88
STEP 13	57290	2387.08	2864.50	41.64
STEP 14	58364	2431.83	2918.20	42.42
STEP 15	59438	2476.58	2971.90	43.20
STEP 16	60552	2523.00	3027.60	44.01
STEP 17	61667	2569.46	3083.35	44.82
STEP 18	62824	2617.67	3141.20	45.66
STEP 19	63979	2665.79	3198.95	46.50
STEP 20	65179	2715.79	3258.95	47.37
STEP 21	66380	2765.83	3319.00	48.24
STEP 22	67625	2817.71	3381.25	49.15
STEP 23	68866	2869.42	3443.30	50.05
STEP 24	70157	2923.21	3507.85	50.99
STEP 25	71452	2977.17	3572.60	51.93
STEP 26	72791	3032.96	3639.55	52.90

FACULTY WORK YEAR - 175 DAYS
 FOR PAYROLL CALCULATION PURPOSES USE 172 DAYS FOR 2009-10

62 Days - Fall
 55 Days - Winter
 55 Days - Spring

Source: Lane Community College Human Resources Department, 07.20.09