

How can salary issues be addressed at two-year colleges?

Provide COLAs for academic employees (\$27.5 million)

- Increasingly, community and technical colleges are finding it difficult to recruit and retain high caliber faculty and administrative staff

Provide salary increments for full and part-time faculty (\$7.5 million)

- Compensate faculty for upgrading their skills and gaining work experience

Shrink the gap between full and part-time faculty (\$11.9 million)

- Over the last five biennia, average part-time faculty salaries grew 43 percent, reaching approximately 58 percent of full-time faculty salaries. Despite this positive growth, part-time faculty are still compensated at levels below full-time faculty
- This budget request would bring part-time faculty rates to 62 percent of the current average salary for full-time faculty

Conduct a comprehensive salary study (\$200,000)

- Utilize research to develop a long-term strategy to pay faculty fair and equitable salaries
- Use data to develop strategies that increase retention and hiring in advance of the wave of projected retirements anticipated to exceed 50% over the next five years
- Use data to establish and maintain market competitiveness and internal equity at each college
- Develop strategies that provide flexibility to meet local needs of colleges

