

COMMUNITY COLLEGE FACULTY SALARY SURVEY

| For the 2006-07 |
| Academic Year |



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ACKNOWLEDGMENTS

The *2006–07 Community College Faculty Salary Survey* collects salary and rate structure data for full-time teaching faculty at two-year institutions and also collects pay practices data for both full-time and part-time/adjunct teaching faculty. This is the survey's fourth year.

We wish to thank our members for their support relative to survey design and content. CUPA-HR would not be able to offer a tool so central to the needs of higher education administrators without their continuing insight and advice.

In the CUPA-HR National Office, our research department staff coordinated and reviewed all aspects of survey analysis and report production. To ensure the accuracy of data, the research staff worked closely with the many human resource and institutional research professionals responsible for completing the survey. The efforts of these individuals are greatly appreciated. We also want to thank Peerfocus, Inc., our partner and collaborator in Surveys Online.

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2006–07 COMMUNITY COLLEGE FACULTY SALARY SURVEY

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I. INTRODUCTION

CUPA-HR's *2006–07 Community College Faculty Salary Survey* (CCFSS) provides up-to-date faculty salary data for administrators at two-year colleges.

Data collected by this survey are designed to help administrators effectively manage their human resource costs by providing a broad range of salary data with which to evaluate current faculty pay levels and plan compensation budgets.

This year's survey provides salary data from 193 community colleges representing 34,514 full-time faculty members. It also reports data on pay practices for both full-time and part-time/adjunct teaching faculty. Appendix D contains a list of survey respondents in alphabetical order.

If you believe we should collect additional data or make other improvements in our survey process, we welcome your suggestions. Our objective is to meet the informational needs of CUPA-HR members in particular and of higher education organizations in general. Please send your suggestions to rsizemore@cupahr.org, and specify "CCFS Survey Suggestion" in the subject line.

Special Studies Available

Special Studies of CCFSS results also may be purchased. Special Studies are custom reports produced by the CUPA-HR research staff, based upon selection criteria or peer groups specified by you. Although the survey report enables you to compare your salaries and practices to all community colleges that participated in the survey, Special Studies enable you to make these comparisons to one or more specific groups.

Go to www.cupahr.org to order Special Studies.

II. SURVEY METHODOLOGY AND CONTENT

Survey Methodology

The CCFSS was conducted entirely on the Web. Data were collected through Surveys Online, CUPA-HR's Web-based data collection and reporting system. The survey was opened for data collection on September 7, 2006, and closed in February, 2007.

Thousands of real-time and server-side validation checks were built into the questionnaire. These checks flagged data that were extremely low or high, or significantly different from last year's submissions when available. A final validation check flagged computational and other potential errors. In order to submit a completed survey, an institution had to correct all "fatal" errors and correct or annotate all "serious" errors.

The CCFSS collected three types of data: salary, pay practices, and institutional. Appendix B contains a Word version of the Web-based questionnaire.

Salary Data

Faculty salaries in most four-year institutions are based on the traditional structure of discipline and rank. This is not the case with community colleges. While some use discipline and rank, others use discipline alone, with faculty unranked. Still others base their pay structure on level of education/degree or on rank, independent of discipline. In order to capture the diversity of pay structures, the CCFSS provided four options for reporting faculty salaries:

- Level of Education/Degree
- Academic Rank (professor, associate, assistant, instructor, and lecturer)
- Discipline with Faculty Unranked
- Discipline with Faculty Ranked

Data were collected, as appropriate, for the ranks of professor, associate professor, assistant professor, instructor, and lecturer, and across 43 disciplines.

The following data were collected for each reporting option:

- Number of faculty
- Average salary
- Lowest salary
- Highest salary

Disciplines

The 43 disciplines included in the CCFSS are from the *Classification of Instructional Programs: 2000 Edition* published by the U.S. Department of Education's National Center for Education Statistics (NCES). Appendix C describes the disciplines covered in the survey.

The CIP taxonomy is a hierarchy organized on three levels:

- 2-digit codes define the most general groupings of related programs (XX)
- 4-digit codes define intermediate groupings of programs that have comparable content and objectives (XX.XX)
- 6-digit codes define specific instructional programs (XX.XXXX)

For example:

01. AGRICULTURE, AGRICULTURE OPERATIONS, AND RELATED SCIENCES.

Instructional programs that focus on agriculture and related sciences and that prepare individuals to apply specific knowledge, methods, and techniques to the management and performance of agricultural operations.

01.01 Agricultural Business and Management. Instructional content for this group of programs is defined in codes 01.0101 - 01.0199

01.0102 Agribusiness/Agricultural Business Operations. A program that prepares individuals to manage agricultural businesses and agriculturally related operations within diversified corporations. Includes instruction in agriculture, agricultural specialization, business management, accounting, finance, marketing, planning, human resources management, and other managerial responsibilities.

Go to <http://nces.ed.gov/pubs2002/2002165.pdf> for more information on CIP–2000.

Pay Practices Data

The CCFSS collected the following types of data about pay practices for full-time and part-time/adjunct faculty. Both structured and open-ended questions were used.

- Full-time teaching faculty
 - Use of ranks
 - Pay structure
 - Use of differential pay for hard-to-hire disciplines
 - Use of differential pay for academic versus technical disciplines
 - Use of academic versus calendar year contracts
 - Definition of full-time teaching load
 - Compensation methods for overload and summer term teaching
 - Compensation rates for overload and summer term teaching
 - Factors affecting compensation rates for overload and summer term teaching
- Part-time/adjunct teaching faculty
 - Limits on part-time/adjunct faculty teaching load
 - Compensation methods for part-time/adjunct faculty
 - Compensation rates for part-time/adjunct faculty
 - Factors affecting compensation rates for part-time/adjunct faculty

Institutional Data

The following institutional data are available for each college participating in the CCFSS. These data are used primarily to create comparison groups. The first four items were pre-loaded while the last four, starting with operating budget, were collected through the survey.

- Institution name
- 2000 Carnegie classification
- 2005 Carnegie classification
- Affiliation
 - Public
 - Private-independent
 - Private-religious
 - Private-for-profit

- Level of instruction
 - Undergraduate only
- 2006–07 total operating budget
- Student enrollment for Fall 2006–07
 - Number of full-time students
 - Number of part-time students
 - Fall credit hours taken by part-time students
 - Full-time equivalent (FTE) student total
- Faculty size for Fall 2006–07
 - Number of full-time faculty
 - Number of part-time faculty
 - Fall course hours taught by part-time faculty
 - Full-time equivalent (FTE) faculty total
- Faculty union or non-union

The information on the following pages is taken from the survey report. The full report contains 31 tables, including 10 tables of detailed salary data.

III. PROFILE OF 2006–07 PARTICIPATING COMMUNITY COLLEGES

A total of 193 community colleges, representing 34,514 full-time faculty members, responded to this year's survey. Appendix D lists this year's respondents in alphabetical order.

Geographic Distribution

Table 1 shows the geographic distribution of participating community colleges in terms of CUPA-HR's membership regions. The largest numbers of participants are from the Midwest and Southwest Regions (31.1% and 25.4% respectively). The smallest numbers are from the Northwest Region (8.3%).

TABLE 1
Geographic Distribution of Responding Community Colleges
CUPA-HR 2006–07 CCFS Survey

CUPA-HR Region	N	% of Total
Eastern	32	16.6
Midwest	60	31.1
Northwest	16	8.3
Southern	36	18.6
Southwest	49	25.4
Total	193	100.0

Budget Distribution

The budget size of participating institutions ranges from a low of \$3.3M to a high of \$604M. Budget quartiles are shown below.

TABLE 2
Budget Distribution of Responding Community Colleges
CUPA-HR 2006–07 CCFS Survey

Quartile	Budget Size (N = 193)
1	< \$16,486,490
2	\$16,486,490 - \$33,430,107
3	\$33,430,108 - \$63,441,103
4	> \$63,441,103
Mean	\$57,401,913
Median	\$33,430,108
Minimum	\$3,314,000
Maximum	\$633,476,500

Faculty Unionization

Unions represent faculty at 84 or 43.5% of the responding institutions. Detailed salaries at institutions with union and non-union faculty are reported in Tables 30 / 31 of Appendix A.

IV. FULL-TIME FACULTY PAY PRACTICES

- **Use of Academic Ranks:** Half of the community colleges responding to the survey have ranked faculty (51.6%); last year's percentages were about the same at 50.5% (Table 4).
- **Use of Differential Pay:** Respondents were asked whether their institution pays more for either academic or technical disciplines or for hard-to-hire disciplines. Tables 5 and 6 quantify the responses. The most frequently reported hard-to-hire disciplines are described in Table 7, while Table 8 describes the methods most frequently used to determine the amount of the pay differential.
- **Contract Types:** Table 9 describes the distribution of faculty on academic year/9–10 month contracts versus calendar year/11–12 month contracts. The vast majority (89.6%) are on 9–10 month contracts.
- **Full Teaching Load for Full-Time Faculty:** Survey participants were asked which method does their institution primarily use to define teaching load, and then the number of credits/course hours considered to be a full teaching load (regardless of the method actually used by their institution). Tables 10 and 11 summarize the results.
- **Methods Used to Compensate Full-Time Faculty for Overload and Summer Term Teaching:** Table 12 shows the different methods used by responding institutions to pay full-time faculty for overload and summer term teaching.
- **Minimum and Maximum Dollar Amounts Paid to Full-Time Faculty for Overload and Summer Term Teaching:** Survey participants were asked to report the minimum and maximum dollar amounts paid per credit/course hour. Results are reported in Table 13.
- **Factors Influencing Actual Amounts Paid to Full-Time Faculty for Overload and Summer Term Teaching:** Table 14 shows the factors most frequently influencing the actual amount paid to full-time faculty for both overload and summer term teaching.

V. PART-TIME/ADJUNCT FACULTY PAY PRACTICES

- **Limitations on the Teaching Load of Part-Time/Adjunct Faculty:** Table 15 shows the percentage of responding community colleges that limit the teaching load of their part-time/adjunct faculty. Table 16 shows the maximum number of credits/course hours that part-time/adjunct faculty may teach per regular and summer term. The median hours reported is less than a regular term but the same as a summer term full-time teaching load.
- **Methods Used to Compensate Part-Time/Adjunct Faculty:** Table 17 shows the different methods used by responding institutions to pay part-time/adjunct faculty.
- **Minimum and Maximum Dollar Amounts Paid to Part-Time/Adjunct Faculty:** Survey participants were asked to report the minimum and maximum dollar amounts paid per credit/course hour to part-time/adjunct faculty. Results are reported in Table 18.
- **Factors Influencing Actual Amounts Paid to Part-Time/Adjunct Faculty:** Table 19 shows the factors most frequently influencing the actual amount paid to part-time/adjunct faculty.

VI. SALARIES AT 2006–07 PARTICIPATING COMMUNITY COLLEGES

Salaries for full-time faculty at participating community colleges are summarized below by the different pay methods.

All salaries are reported in terms of academic year (9–10 month) contracts. Respondents were asked to multiply salaries for calendar year (11–12 month) contracts by 9/11 or .818. Both un-weighted and weighted salaries are provided. Un-weighted data more precisely reflects what institutions are paying in that the average or median salary for a position is included only once for each participant school. Weighted data, in contrast, is more an indicator of what incumbents are earning in that the average or median salary for a position is included once for each incumbent, thereby giving more weight to salaries paid by institutions with large numbers of incumbents.

Important Changes in Reporting of Data

Starting this year, to comply with Department of Justice (DOJ) Safe Harbor Guidelines salary data are reported only for positions having at least **five responding institutions**; in the past the minimum number was less than this. Similarly, weighted salary data are reported only for positions with 5 or more responding institutions **and** in which all responding institutions comprise 25.0% or less of the incumbents. If a position has at least 5 responding institutions but one institution represents more than 25% of the incumbents, salary data is not reported. To read a summary of the Safe Harbor Guidelines go to <http://www.ftc.gov/reports/hlth3s.htm#6> and select Statement 6.

Use of Selected Pay Methods

Survey participants were asked, “Which of the following do you use as the primary basis for determining compensation for full-time teaching faculty?” and given the following options:

- Level of Education/Degree
- Academic Rank
- Discipline – Faculty Unranked
- Discipline – Faculty Ranked

Table 20 shows that, unlike four-year institutions, only 5.3% (10) of the responding community colleges report using both discipline and rank as the basis for compensating full-time faculty. Instead, a majority (54.2%) uses level of education/degree, while 21.6% use academic rank, independent of discipline; only 2.1% report using discipline alone. These numbers are very similar to those reported in last year’s survey.

TABLE 20
% of Responding Community Colleges Paying Full-Time Teaching Faculty by Each of the Following Methods
CUPA-HR 2006–07 CCFS Survey

	N	%
Level of Education/Degree	103	54.2
Academic Rank	41	21.6
Academic Discipline	4	2.1
Academic Discipline and Rank	10	5.3
Other	32	16.8
Total	190	100.0

Overall Average Salaries by Pay Method Used

The overall, average un-weighted salary of full-time faculty at responding community colleges is \$52,978; the comparable weighted salary is \$55,163. These averages are slightly higher than those reported by responding institutions last year.

TABLE 21:
Average 9-10 Month Salaries of Full-time Faculty at
Responding Community Colleges by Pay Method –
Un-weighted and Weighted
CUPA-HR 2006–07 CCFS Survey

	Un-weighted Salary	Weighted Salary	Number of Incumbents
Education	\$52,913	\$53,988	15,804
Rank	\$52,422	\$56,754	12,771
Discipline – Ranked	\$50,312	\$53,191	3,628
Discipline - Unranked	\$56,265	\$57,499	2,311
Overall Average	\$52,978	\$55,163	34,514

Appendix A contains detailed salary and rate structure tables:

- Table 22: Un-weighted 9–10 Month Salaries by Level of Education/Degree
- Table 23: Weighted 9–10 Month Salaries by Level of Education/Degree
- Table 24: Rate Structure for 9–10 Month Contracts by Level of Education/Degree
- Table 25: Un-weighted 9–10 Month Salaries by Academic Rank
- Table 26: Weighted 9–10 Month Salaries by Academic Rank
- Table 27: Rate Structure for 9–10 Month Contracts by Academic Rank
- Table 28: Un-weighted/Weighted 9–10 Month Salaries by Discipline – Unranked Faculty
- Table 29: Un-weighted/Weighted 9–10 Month Salaries by Discipline – Ranked Faculty
- Table 30: Un-weighted 9–10 Month Salaries of Union and Non-Union Faculty by Level of Education/Degree
- Table 31: Un-weighted 9–10 Month Salaries of Union and Non-Union Faculty by Rank

HOW TO ORDER THE FULL REPORT AND SPECIAL STUDIES

Go to CUPA-HR's home page at www.cupahr.org, highlight Surveys in the menu on the left, and then select Salary Surveys 2007. The selected page contains the following items:

- 2006–07 Order Form and Pricing for Reports and DataOnDemand
- 2006–07 Special Studies and GSA Report Order Form
- 2006–07 Executive Summaries
- 2006–07 Respondent List for Each Survey
- 2006–07 Worksheets & Position Descriptions

RESPONDING INSTITUTIONS

INSTITUTION NAME	FICE	STATE	CONTROL	FACULTY COLLECTIVE BARGAINING
Aims Community College	7582	CO	Public	No
Alexandria Technical College	5544	MN	Public	Yes
Anne Arundel Community College	2058	MD	Public	No
Anoka Technical College	7350	MN	Public	Yes
Anoka-Ramsey Community College	2332	MN	Public	Yes
Arapahoe Community College	1346	CO	Public	No
Austin Community College	12015	TX	Public	No
Baltimore City Community College	2061	MD	Public	No
Baton Rouge Community College	37303	LA	Public	No
Belmont Technical College	9941	OH	Public	No
Bismarck State College	2988	ND	Public	No
Black River Technical College	20522	AR	Public	No
Bossier Parish Community College	20554	LA	Public	No
Brookdale Community College	8404	NJ	Public	Yes
Broward Community College	1500	FL	Public	Yes
Bucks County Community College	3239	PA	Public	Yes
Bunker Hill Community College	11210	MA	Public	Yes
Butler County Community College	3240	PA	Public	Yes
Cabarrus College of Health Sciences	6477	NC	Private	No
Cape Fear Community College	5320	NC	Public	No
Carl Sandburg College	7265	IL	Private	Yes
Carolinas College of Health Sciences	31042	NC	Private	No
Cecil Community College	8308	MD	Public	No
Central Lakes College	2339	MN	Public	Yes
Central New Mexico Community College	4742	NM	Public	Yes
Central Piedmont Community College	2915	NC	Public	No
Central Virginia Community College	4988	VA	Public	No
Central Wyoming College	7289	WY	Public	No
Century College	6774	MN	Public	Yes
Chattanooga State Technical Community College	3998	TN	Public	No
Chesapeake College	4650	MD	Public	No
Cleveland State Community College	3999	TN	Public	No
Clovis Community College	4743	NM	Public	No
Cochise College	1072	AZ	Public	No
Coconino County Community College	31004	AZ	Public	No
College of Eastern Utah	3676	UT	Public	No
Collin County Community College District	23614	TX	Public	No
Colorado Northwestern Community College	1359	CO	Public	No
Community College of Allegheny County	3231	PA	Public	Yes
Community College of Baltimore County, The	2063	MD	Public	No
Community College of Denver	9542	CO	Public	No
Community College of Rhode Island	3408	RI	Public	Yes
Community College of Southern Nevada	10362	NV	Public	No
Connecticut Community Colleges System Summary (12 Institutions)		CT	Public	Yes
Corning Community College	2863	NY	Public	Yes
Cossatot Community College of the University of Arkansas	22209	AR	Public	No
County College of Morris	7729	NJ	Public	Yes
Crowder College	2459	MO	Public	No
Cuesta College	1192	CA	Public	Yes
Cuyahoga Community College	3040	OH	Public	Yes
Dakota County Technical College	10402	MN	Public	Yes
Dallas County Community College District Office	9331	TX	Public	No
Del Mar College	3563	TX	Public	No
Delta College	2251	MI	Public	No
East Central College	8862	MO	Public	No
Edison College	1477	FL	Public	Yes
Edison State Community College	12750	OH	Public	Yes
El Paso Community College	10387	TX	Public	No
Finger Lakes Community College	7532	NY	Public	Yes
Flathead Valley Community College	6777	MT	Public	Yes
Florida College	1482	FL	Private	No
Fond du Lac Tribal and Community College	31291	MN	Public	Yes
Georgia Perimeter College	1562	GA	Public	No
Gloucester County College	6901	NJ	Public	Yes
Good Samaritan College of Nursing and Health Science		OH	Private	No
Harford Community College	2075	MD	Public	No
Harrisburg Area Community College	3273	PA	Public	No
Hennepin Technical College	10491	MN	Public	Yes
Hibbing Community College, A Technical and Community College	2355	MN	Public	Yes
Hillsborough Community College	7870	FL	Public	Yes
Hinds Community College	2407	MS	Public	No
Holyoke Community College	2170	MA	Public	Yes
Houston Community College System Summary - All 6 Schools	10633	TX	Public	No
Howard College	3574	TX	Public	No
Inver Hills Community College	9740	MN	Public	Yes
Itasca Community College	2356	MN	Public	Yes
James A. Rhodes State College	10027	OH	Public	No
John Tyler Community College	4004	VA	Public	No
John Wood Community College	12813	IL	Public	Yes
Joliet Junior College	1699	IL	Public	Yes

RESPONDING INSTITUTIONS

INSTITUTION NAME	FICE	STATE	CONTROL	FACULTY COLLECTIVE BARGAINING
Kansas City Kansas Community College	1925	KS	Public	Yes
Kennebec Valley Community College	9826	ME	Public	Yes
Kentucky Community and Technical College System Office	6724	KY	Public	No
Kilian Community College	21446	SD	Private	No
Kirtland Community College	7171	MI	Public	Yes
L.E. Fletcher Technical Community College	5761	LA	Public	No
Laboure College	6324	MA	Private	Yes
Lake Region State College	2991	ND	Public	No
Lake Superior College	5757	MN	Public	Yes
Lakeland Community College	6804	OH	Public	Yes
Lake-Sumter Community College	1502	FL	Public	No
Lamar State College-Orange	23582	TX	Public	No
Laramie County Community College	9259	WY	Public	No
Latter-Day Saints Business College	3672	UT	Private	No
Linn-Benton Community College	6938	OR	Public	Yes
Louisiana Delta Community College		LA	Public	No
Luzerne County Community College	6811	PA	Public	Yes
Marion Technical College	10736	OH	Public	No
Marshall Community and Technical College		WV	Public	No
Mesabi Range Community & Technical College	5739	MN	Public	Yes
Mesalands Community College	32063	NM	Public	No
Miami-Dade College	1506	FL	Public	Yes
Miles Community College	2528	MT	Public	Yes
Milwaukee Area Technical College	3866	WI	Public	Yes
Minneapolis Community and Technical College	2362	MN	Public	Yes
Minnesota State College - Southeast Technical	2393	MN	Public	Yes
Minnesota State Community and Technical College-Fergus Falls	2352	MN	Public	Yes
Minnesota West Community and Technical College	5263	MN	Public	Yes
Missouri State University-West Plains	31060	MO	Public	No
Mitchell Community College	2947	NC	Public	No
Mohave Community College	11864	AZ	Public	No
Mohawk Valley Community College	2871	NY	Public	Yes
Monroe Community College	2872	NY	Public	Yes
Montana State University - Billings, College of Technology	10166	MT	Public	Yes
Montana State University - Great Falls College of Technology	9314	MT	Public	Yes
Morgan Community College	9981	CO	Public	No
Motlow State Community College	6836	TN	Public	No
Nashville State Community College	8145	TN	Public	No
Nassau Community College	2873	NY	Public	Yes
New Mexico Junior College	2655	NM	Public	No
Normandale Community College	7954	MN	Public	Yes
North Arkansas College	12261	AR	Public	No
North Central Texas College	3558	TX	Public	No
North Dakota State College of Science	2996	ND	Public	No
North Harris Montgomery Community College District	11145	TX	Public	No
North Hennepin Community College	2370	MN	Public	Yes
North Idaho College	1623	ID	Public	No
Northampton County Area Community College	7191	PA	Public	Yes
Northeast State Technical Community College	5378	TN	Public	No
Northeastern Junior College	1361	CO	Public	No
Northern Essex Community College	2174	MA	Public	Yes
Northern Virginia Community College	3727	VA	Public	No
Northern Wyoming Community College District	3930	WY	Public	No
Northland Community and Technical College	2385	MN	Public	Yes
Northwest Technical College	5541	MN	Public	Yes
Northwestern Michigan College	2302	MI	Public	No
Nunez Community College	21661	LA	Public	No
Oakton Community College	9896	IL	Public	Yes
Oklahoma City Community College	10391	OK	Public	No
Ozarks Technical Community College	30830	MO	Public	No
Pellissippi State Technical Community College	12693	TN	Public	No
Pennsylvania Highlands Community College (was Cambria County)	31804	PA	Public	Yes
Pima County Community College District	7266	AZ	Public	No
Pine Technical College	5535	MN	Public	Yes
Portland Community College	3213	OR	Public	Yes
Rainy River Community College	6775	MN	Public	Yes
Red Rocks Community College	9543	CO	Public	No
Ridgewater College	5252	MN	Public	Yes
Riverland Community College	2335	MN	Public	Yes
Robeson Community College	8612	NC	Public	No
Rochester Community and Technical College	2373	MN	Public	Yes
Saint Cloud Technical College	5534	MN	Public	Yes
Saint Louis Community College Center	2469	MO	Public	Yes
Saint Paul College, A Community & Technical College	5533	MN	Public	Yes
Salt Lake Community College	5220	UT	Public	No
San Jacinto College System Office	29137	TX	Public	No
San Juan College	2660	NM	Public	No
Santa Fe Community College	1519	FL	Public	No
Santa Fe Community College	22781	NM	Public	No
Schoolcraft College	2315	MI	Public	Yes

RESPONDING INSTITUTIONS

INSTITUTION NAME	FICE	STATE	CONTROL	FACULTY COLLECTIVE BARGAINING
Seminole Community College	1520	FL	Public	No
Sinclair Community College	3119	OH	Public	No
Snow College	3679	UT	Public	No
South Central College	5537	MN	Public	Yes
South Texas Community College	31034	TX	Public	No
Southern West Virginia Community and Technical College	3816	WV	Public	No
Southwest Tennessee Community College	10439	TN	Public	No
Southwestern Illinois College	1636	IL	Public	Yes
Springfield Technical Community College	8078	MA	Public	Yes
St. Vincent's College	6191	CT	Private	No
Stark State College of Technology	10881	OH	Public	No
Tarrant County College District	3626	TX	Public	No
Texas State Technical College Harlingen	9225	TX	Public	No
Texas State Technical College Marshall	33965	TX	Public	No
Texas State Technical College Waco	3634	TX	Public	No
Texas State Technical College West Texas	9932	TX	Public	No
Trinity Valley Community College	3572	TX	Public	No
Truckee Meadows Community College	21077	NV	Public	Yes
Tulsa Community College	9763	OK	Public	No
Union County College	2643	NJ	Public	Yes
University of Alaska Southeast	1065	AK	Public	Yes
University of Arkansas Community College at Morrilton	5245	AR	Public	No
University of New Mexico-Valencia	666741	NM	Public	No
Valencia Community College	6750	FL	Public	No
Vermilion Community College	2350	MN	Public	Yes
Walla Walla Community College	5006	WA	Public	Yes
Walters State Community College	8863	TN	Public	No
Weatherford College	3664	TX	Public	No
West Hills Community College District	1176	CA	Public	Yes
Western Nebraska Community College	2560	NE	Public	Yes
Western Nevada Community College	10363	NV	Public	No
Westmoreland County Community College	10176	PA	Public	Yes
Yavapai College	1079	AZ	Public	No