

COMMUNITY COLLEGE FACULTY SALARY SURVEY

| For the 2007–08 |
| Academic Year |



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ACKNOWLEDGMENTS

The *2007–08 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 fifth 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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2007–08 COMMUNITY COLLEGE FACULTY SALARY SURVEY

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I. INTRODUCTION

CUPA-HR's *2007–08 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 data from 192 community colleges representing 30,658 full-time faculty members. Nine of the participants were systems providing data in the aggregate for 52 campuses. As such, the survey reflects salary data for 235 institutions. 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 12, 2007, and closed in February, 2008.

Thousands of real-time and server-side validation checks are built into the questionnaire. These checks flag data that are extremely low or high or significantly different from last year's submissions when available. A final validation check flags computational and other potential errors. In order to submit a completed survey, an institution has 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.

01.02 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 five 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
- 2007–08 total operating budget
- Student enrollment for Fall 2007–08
 - 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 2007–08
 - 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 2007–08 PARTICIPATING COMMUNITY COLLEGES

A total of 192 community colleges, representing 30,658 full-time faculty members, responded to this year’s survey. Nine of the respondents were systems reporting in the aggregate for 52 campuses, raising the total number of institutions reflected in the survey to 235. 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 (31.3% and 25.5% respectively). The smallest numbers are from the Northwest Region (8.3%).

TABLE 1
Geographic Distribution of Responding Community Colleges
CUPA-HR 2007–08 CCFS Survey

CUPA-HR Region	N	% of Total
Eastern	31	16.1%
Midwest	60	31.3%
Northwest	16	8.3%
Southern	36	18.8%
Southwest	49	25.5%
Total	192	100%

Budget Distribution

The budget size of participating institutions ranges from a low of \$2.6M to a high of \$666M. Budget quartiles are shown below.

TABLE 2
Budget Distribution of Responding Community Colleges
CUPA-HR 2007–08 CCFS Survey

Quartile	Budget Size (N = 192)
1	<\$17,765,588
2	\$17,765,588 - \$35,918,588
3	\$35,918,589 - \$70,354,090
4	>\$70,354,090
Mean	\$66,006,230
Median	\$35,918,588
Minimum	\$2,604,000
Maximum	\$665,666,200

Faculty Unionization

Unions represent faculty at 73 or 45.6% of the responding institutions. Detailed salaries at institutions with union and non-union faculty are reported in Tables 30 and 31 of Appendix A.

TABLE 3
% of Responding Community Colleges with
Union versus Non-Union Faculty
CUPA-HR 2007-08 CCFS Survey

Faculty	N	%
Non-Union	87	54.4%
Union	73	45.6%
Total	160	100%

IV. FULL-TIME FACULTY PAY PRACTICES

- **Use of Academic Ranks:** Half of the community colleges responding to the survey have ranked faculty (50.3%); last year's percentages were about the same (51.6%) (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 (90.5%) 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.
- **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 2007–08 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 in 2006–07

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 4.6% (7) of the responding community colleges report using both discipline and rank as the basis for compensating full-time faculty. Instead, a majority (59.5%) use level of education/degree, while 20.3% use academic rank, independent of discipline; another 2% report using discipline alone. Almost 14%, however, say they use some “other” method. Comments indicate that these other methods are often similar but may take into consideration other factors like experience.

TABLE 20
% of Responding Community Colleges Paying Full-Time
Teaching Faculty by Each of the Following Methods
CUPA-HR 2007–08 CCFS Survey

	N	%
Level of Education/Degree	91	59.5%
Academic Rank	31	20.3%
Academic Discipline	3	2.0%
Academic Discipline and Rank	7	4.6%
Other	21	13.7%
Total	153	100%

Overall Average Salaries by Pay Method Used

The overall average un-weighted salary of full-time faculty at responding community colleges is \$51,594; the comparable weighted salary is \$55,833. The un-weighted average is slightly lower than that reported by participants last year and the weighted average slightly higher. However, only salaries in the Discipline–Unranked category are actually lower and this change is mostly attributable to a significant decrease in the number of institutions reporting salaries in this category. As Table 21-A shows, the median salary increase for institutions completing both the 2008 and 2007 surveys was 3.1%. Increases ranged from a low of 2.8% for institutions paying by level of education to 4.0% for institutions paying by discipline unranked; keep in mind, however, that the number of institutions included in the latter is very small.

TABLE 21:
Average 9-10 Month Salaries of Full-time Faculty at
Responding Community Colleges by Pay Method –
Un-weighted and Weighted
CUPA-HR 2007–08 CCFS Survey

	Un-weighted Salary	Weighted Salary	Number of Institutions		Number of Incumbents
Education	\$53,608	\$54,955	111	59.1%	15,845
Rank	\$53,321	\$57,599	47	25.0%	10,847
Discipline Ranked	\$52,588	\$55,332	23	12.2%	3,374
Discipline Unranked	\$46,858	\$49,808	7	3.7%	592
Overall Average	\$51,594	\$55,833	188	100%	30,658

TABLE 21-A:
Median Increase in Average 9-10 Month Salaries of
Full-time Faculty at Responding Community
Colleges by Pay Method ¹
CUPA-HR 2007–08 CCFS Survey

	Median Salary Increase
Education	2.8%
Rank	3.6%
Discipline Ranked	3.5%
Discipline Unranked	4.0%
Overall	3.1%

¹ **Method of Calculating Median Salary Increase:** Percent change is determined for each pair of salaries reported by institutions for the current and prior years (2008 vs. 2007) and the median of the percent changes calculated.

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 at the top and select Salary Surveys 2008. The selected page contains the following items:

- 2007–08 Order Form and Pricing for Reports and DataOnDemand
- 2007–08 Special Studies and GSA Report Order Form
- 2007–08 Executive Summaries
- 2007–08 Respondent List for Each Survey
- 2007–08 Worksheets & Position Descriptions

RESPONDING INSTITUTIONS

INSTITUTION NAME	UNITID	STATE	CONTROL	FACULTY COLLECTIVE BARGAINING
Aims Community College	126207	CO	Public	No
Alexandria Technical College	172918	MN	Public	Yes
Anne Arundel Community College	161767	MD	Public	No
Anoka Technical College	172954	MN	Public	Yes
Anoka-Ramsey Community College	172963	MN	Public	Yes
Arapahoe Community College	126289	CO	Public	No
Arizona Western College	104160	AZ	Public	No
Austin Community College	222992	TX	Public	No
Baton Rouge Community College	437103	LA	Public	No
Belmont Technical College	201283	OH	Public	No
Bismarck State College	200022	ND	Public	No
Black River Technical College	106625	AR	Public	No
Bossier Parish Community College	158431	LA	Public	No
Brookdale Community College	183859	NJ	Public	Yes
Broward Community College	132709	FL	Public	Yes
Bucks County Community College	211307	PA	Public	Yes
Bunker Hill Community College	165112	MA	Public	Yes
Butler County Community College	211343	PA	Public	Yes
Cabarrus College of Health Sciences	198109	NC	Private	No
Camden County College	183938	NJ	Public	Yes
Carl Albert State College	206923	OK	Public	No
Carl Sandburg College	143613	IL	Private	Yes
Carolinas College of Health Sciences	433174	NC	Private	No
Central Lakes College	173203	MN	Public	Yes
Central New Mexico Community College	187532	NM	Public	Yes
Central Piedmont Community College	198260	NC	Public	No
Central Wyoming College	240514	WY	Public	No
Century College	175315	MN	Public	Yes
Chabot-Las Positas Community College District Office		CA	Public	Yes
Chabot College				
Las Positas College				
Chattanooga State Technical Community College	219824	TN	Public	No
Chesapeake College	162168	MD	Public	No
Cincinnati State Technical and Community College	201928	OH	Public	Yes
Cleveland State Community College	219879	TN	Public	No
Clovis Community College	187639	NM	Public	No
Cochise College	104425	AZ	Public	No
College of Southern Nevada	182005	NV	Public	No
Collin County Community College District	247834	TX	Public	No
Collin College - Central Park Campus				
Collin College - Preston Ridge Campus				
Collin College - Spring Creek Campus				
Collin College - Allen Campus				
Colorado Northwestern Community College	126748	CO	Public	No
Columbia State Community College	219888	TN	Public	No
Columbus State Community College	202222	OH	Public	Yes
Community College of Allegheny County	210605	PA	Public	Yes
Community College of Baltimore County, The	434672	MD	Public	No
Community College of Philadelphia	215239	PA	Public	Yes
Community College of Rhode Island	217475	RI	Public	Yes
Cossatot Community College of the University of Arkansas	106795	AR	Public	No
Crowder College	177135	MO	Public	No
Cuyahoga Community College	202356	OH	Public	Yes
Dakota County Technical College	173416	MN	Public	Yes
Dallas County Community College District Office	224253	TX	Public	No
Brookhaven College				
Cedar Valley College				
Eastfield College				
El Centro College				

RESPONDING INSTITUTIONS

INSTITUTION NAME	UNITID	STATE	CONTROL	FACULTY COLLECTIVE BARGAINING
Mountain View College Mountain View College Richland College				
Del Mar College	224350	TX	Public	No
Des Moines Area Community College	153214	IA	Public	Yes
Edison College	133508	FL	Public	Yes
Edison State Community College	202648	OH	Public	Yes
El Paso Community College	224642	TX	Public	No
Finger Lakes Community College	191199	NY	Public	Yes
Flathead Valley Community College	180197	MT	Public	Yes
Florida College	133809	FL	Private	No
Fond du Lac Tribal and Community College	380368	MN	Public	Yes
Georgia Perimeter College	244437	GA	Public	No
Germanna Community College	232195	VA	Public	No
Good Samaritan College of Nursing and Health Science		OH	Private	No
Halifax Community College	198640	NC	Public	No
Harrisburg Area Community College	212878	PA	Public	No
Heartland Community College	384342	IL	Public	Yes
Hennepin Technical College	173708	MN	Public	Yes
Hibbing Community College, A Technical and Community College	173735	MN	Public	Yes
Hillsborough Community College	134495	FL	Public	Yes
Holyoke Community College	166133	MA	Public	Yes
Houston Community College System Summary	225423	TX	Public	No
Houston Community College - Central				
Houston Community College - Coleman				
Houston Community College - Northeast				
Houston Community College - Northwest				
Houston Community College - Southeast				
Houston Community College - Southwest				
Howard College	225520	TX	Public	No
Inver Hills Community College	173799	MN	Public	Yes
Itasca Community College	173805	MN	Public	Yes
Joliet Junior College	146296	IL	Public	Yes
Kalamazoo Valley Community College	170541	MI	Public	Yes
Kansas City Kansas Community College	155292	KS	Public	Yes
Kennebec Valley Community College	161192	ME	Public	Yes
Kentucky Community and Technical College System Office	157854	KY	Public	No
Ashland Community and Technical College				
Big Sandy Community and Technical College				
Bluegrass Community and Technical Colleges				
Bowling Green Technical College				
Elizabethtown Community and Technical College				
Gateway Community and Technical College				
Hazard Community and Technical College				
Henderson Community College				
Hopkinsville Community College				
Jefferson Community and Technical College District				
Madisonville Community College				
Maysville Community and Technical College				
Owensboro Community and Technical College				
Somerset Community College				
Southeast Kentucky Community and Technical College				
West Kentucky Community and Technical College				
Kilgore College	226019	TX	Public	No
Kilian Community College	219055	SD	Private	No
Kirtland Community College	170587	MI	Public	Yes

RESPONDING INSTITUTIONS

INSTITUTION NAME	UNITID	STATE	CONTROL	FACULTY COLLECTIVE BARGAINING
L.E. Fletcher Technical Community College	160481	LA	Public	No
Lake Region State College	200192	ND	Public	No
Lake Superior College	173461	MN	Public	Yes
Lakeland Community College	203599	OH	Public	Yes
Lake-Sumter Community College	135188	FL	Public	No
Lamar State College-Orange	226107	TX	Public	No
Latter-Day Saints Business College	230418	UT	Private	No
Lehigh Carbon Community College	213525	PA	Public	Yes
Lincoln Land Community College	146685	IL	Public	Yes
Lone Star College System	227182	TX	Public	No
Lone Star College - North Harris				
Lone Star College - Kingwood				
Lone Star College - Tomball				
Lone Star College - Montgomery				
Lone Star College - CyFair				
Lone Star College - University Center				
Lorain County Community College	203748	OH	Public	No
Louisiana Technical College Sullivan Campus	160667	LA	Public	No
Luzerne County Community College	213659	PA	Public	Yes
Marion Technical College	203881	OH	Public	No
Marshall Community and Technical College		WV	Public	No
Mercer County Community College	185509	NJ	Public	Yes
Mesabi Range Community and Technical College	173531	MN	Public	Yes
Mesalands Community College	188261	NM	Public	No
Miami-Dade College	135717	FL	Public	Yes
Minneapolis Community and Technical College	174136	MN	Public	Yes
Minnesota State College - Southeast Technical	175263	MN	Public	Yes
Minnesota State Community and Technical College-Fergus Falls	173559	MN	Public	Yes
Minnesota West Community and Technical College	173638	MN	Public	Yes
Missouri State University-West Plains	179344	MO	Public	No
Mohave Community College	105206	AZ	Public	No
Mohawk Valley Community College	193283	NY	Public	Yes
Monroe Community College	193326	NY	Public	Yes
Montana State University - Billings, College of Technology	180045	MT	Public	Yes
Montana State University - Great Falls College of Technology	180249	MT	Public	Yes
Morgan Community College	127617	CO	Public	No
Motlow State Community College	221096	TN	Public	No
Mt. Hood Community College	209250	OR	Public	Yes
Nashville State Community College	221184	TN	Public	No
Nassau Community College	193478	NY	Public	Yes
New Mexico Junior College	187903	NM	Public	No
Normandale Community College	174428	MN	Public	Yes
North Central Texas College	224110	TX	Public	No
North Dakota State College of Science	200305	ND	Public	No
North Hennepin Community College	174376	MN	Public	Yes
North Idaho College	142443	ID	Public	No
Northampton County Area Community College	214379	PA	Public	Yes
Northeast State Technical Community College	221908	TN	Public	No
Northeastern Junior College	127732	CO	Public	No
Northern Essex Community College	167376	MA	Public	Yes
Northern Virginia Community College	232946	VA	Public	No
Northern Wyoming Community College District	240666	WY	Public	No
Northland Community and Technical College	174473	MN	Public	Yes
Northwest State Community College	204440	OH	Public	Yes
Northwest Technical College	173425	MN	Public	Yes
Northwestern Business College	147749	IL	Private	No

RESPONDING INSTITUTIONS

INSTITUTION NAME	UNITID	STATE	CONTROL	FACULTY COLLECTIVE BARGAINING
Nunez Community College	158884	LA	Public	No
Oakton Community College	147800	IL	Public	Yes
Oklahoma City Community College	207449	OK	Public	No
Ozarks Technical Community College	177472	MO	Public	No
Palm Beach Community College	136358	FL	Public	Yes
Pennsylvania Highlands Community College	414911	PA	Public	Yes
Pima County Community College District	105525	AZ	Public	No
Pine Technical College	174570	MN	Public	Yes
Portland Community College	209746	OR	Public	Yes
Rainy River Community College	174604	MN	Public	Yes
Red Rocks Community College	127909	CO	Public	No
Richland Community College	148292	IL	Public	Yes
Ridgewater College	175236	MN	Public	Yes
River Parishes Community College		LA	Public	No
Riverland Community College	173063	MN	Public	Yes
Rochester Community and Technical College	174738	MN	Public	Yes
Rock Valley College	148380	IL	Public	Yes
Saint Cloud Technical College	174756	MN	Public	Yes
Saint Louis Community College Center	179283	MO	Public	Yes
Saint Louis Community College at Florissant Valley				
Saint Louis Community College at Forest Park				
Saint Louis Community College at Meramec				
Saint Paul College, A Community & Technical College	175041	MN	Public	Yes
Salt Lake Community College	230746	UT	Public	No
San Jacinto College System Office	227988	TX	Public	No
San Jacinto College Central				
San Jacinto College North				
San Jacinto College South				
San Juan College	188100	NM	Public	No
Santa Fe Community College	137096	FL	Public	No
Santa Fe Community College	188137	NM	Public	No
Schoolcraft College	172200	MI	Public	Yes
Seminole Community College	137209	FL	Public	No
Sierra College	123341	CA	Public	Yes
Sinclair Community College	205470	OH	Public	No
Snow College	230597	UT	Public	No
South Central College	173911	MN	Public	Yes
South Texas Community College	409315	TX	Public	No
Southeast Missouri Hospital College of Nursing and Health Sciences		MO	Private	No
Southern West Virginia Community and Technical College	237817	WV	Public	No
Southwest Tennessee Community College	221652	TN	Public	No
Springfield Technical Community College	167905	MA	Public	Yes
St. Vincent's College	130448	CT	Private	No
State University of New York College of Technology at Alfred	196006	NY	Public	Yes
Tarrant County College District	228547	TX	Public	No
Tarrant County College - Northeast Campus				
Tarrant County College - Northwest Campus				
Tarrant County College - South Campus				
Tarrant County College - Southeast Campus				
Tarrant County College - Downtown Campus				
Three Rivers Community College	179645	MO	Public	No
Tidewater Community College	233772	VA	Public	No
Trinity Valley Community College	225308	TX	Public	No
Trocaire College	196653	NY	Private	Yes
Truckee Meadows Community College	182500	NV	Public	Yes
Tulsa Community College	207935	OK	Public	No

RESPONDING INSTITUTIONS

INSTITUTION NAME	UNITID	STATE	CONTROL	FACULTY COLLECTIVE BARGAINING
Union County College	187198	NJ	Public	Yes
University of Alaska Anchorage	102553	AK	Public	Yes
University of Alaska Southeast	102632	AK	Public	Yes
University of Arkansas Community College at Morrilton	107585	AR	Public	No
University of New Mexico-Valencia	188049	NM	Public	No
Valencia Community College	138187	FL	Public	No
Valley Forge Military College	216551	PA	Private	No
Vermilion Community College	175157	MN	Public	Yes
Virginia Community College System Office		VA	Public	No
Volunteer State Community College	222053	TN	Public	No
Wake Technical Community College	199856	NC	Public	No
Walters State Community College	222062	TN	Public	No
Western Nebraska Community College	181817	NE	Public	Yes
Western Nevada College	182564	NV	Public	No
Western Technical College	240170	WI	Public	Yes
Westmoreland County Community College	216825	PA	Public	Yes
Yavapai College	106148	AZ	Public	No