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COMPARISON OF FACULTY ADJUNCT SALARIES IN FLORIDA COMMUNITY COLLEGES

Annually since 1995-96, the Office of Institutional Research has surveyed the twenty-eight (28) Florida Community Colleges to determine adjunct faculty salaries per credit hour for college level credit and college preparatory courses. Adjunct salaries are based on the degree of the adjunct and the number of credits of college level or college preparatory courses taught by the individual at most colleges. However, Florida Community College at Jacksonville, Manatee, Miami-Dade, Pasco-Hernando, Polk and Santa Fe Colleges rank are not recognized for salary purposes. At LakeCity adjuncts are paid based on class enrollment; at Palm Beach instructors are paid differently for lecture and laboratory classes and at Valencia adjuncts are paid differently for on-campus and off-campus dual enrollment courses. Table 1 shows the salary range (from lowest to highest amount) for the system by adjunct degree and year and the five (5) highest ranked colleges in terms of dollars paid per credit hour. In all cases, for all years, St. Petersburg College (SPC) has ranked among the top five in salaries paid to adjunct faculty. It should be noted that not all colleges hire adjuncts at the A. A. level nor recognize the M.A./M.S. + 30 classification for salary purposes.

TABLE 1

Top Five Florida Community Colleges in Faculty Adjunct Salaries 1997-98 to 2002-03

Adjunct Degree	Year	Salary Range*	Rank Based on Salary				
			1	2	3	4	5
A.A.	02-03	\$281-\$600	Miami-Dade	Hillsborough	Fla CC @ Jax	Tallahassee	St. Petersburg
	01-02	\$276-\$530	Hillsborough	Manatee	Tallahassee	St. Petersburg	Valencia
	00-01	\$300-\$530	Hillsborough	Santa Fe	Tallahassee	Manatee	St. Petersburg
	99-00	\$300-\$530	Hillsborough	Santa Fe	Manatee	Tallahassee	St. Petersburg
	98-99	\$300-\$530	Hillsborough	Santa Fe	St. Petersburg	Tallahassee	Broward
	97-98	\$285-\$530	Hillsborough	St. Petersburg	Santa Fe	Tallahassee	Valencia
B.A./B.S.	02-03	\$281-\$600	Miami-Dade	Santa Fe	Hillsborough	Manatee	St. Petersburg
	01-02	\$276-\$600	Miami-Dade	Hillsborough	Santa Fe	St. Petersburg	Manatee
	00-01	\$276-\$600	Miami-Dade	Hillsborough	Indian River	St. Petersburg	Santa Fe
	99-00	\$276-\$600	Miami-Dade	Hillsborough	St. Petersburg	Santa Fe	Manatee
	98-99	\$276-\$600	Miami-Dade	Hillsborough	St. Petersburg	Santa Fe	Tallahassee
	97-98	\$264-\$530	Hillsborough	St. Petersburg	Santa Fe	Tallahassee	Valencia
M.A./M.S.	02-03	\$322-\$600	Miami-Dade	St. Petersburg	Chipola	Santa Fe	Tallahassee
	01-02	\$328-\$600	Miami-Dade	St. Petersburg	Hillsborough	Santa Fe	Tallahassee
	00-01	\$328-\$600	Miami-Dade	St. Petersburg	Indian River	Hillsborough	Tallahassee
	99-00	\$328-\$600	Miami-Dade	St. Petersburg	Hillsborough	Tallahassee	Santa Fe
	98-99	\$328-\$600	Miami-Dade	St. Petersburg	Hillsborough	Broward	Tallahassee
	97-98	\$317-\$544	St. Petersburg	Hillsborough	Tallahassee	Broward	Valencia
M.A./M.S.+30	02-03	\$322-\$610	St. Petersburg	Miami-Dade	Chipola	Broward	Santa Fe
	01-02	\$328-\$604	St. Petersburg	Miami-Dade	Broward	Hillsborough	Santa Fe
	00-01	\$350-\$604	St. Petersburg	Miami-Dade	Hillsborough	Palm Beach	Santa Fe
	99-00	\$335-\$600	Miami-Dade	St. Petersburg	Hillsborough	Santa Fe	Okaloosa-Walton / Seminole
	98-99	\$335-\$600	Miami-Dade	Broward	St. Petersburg	Hillsborough	Tallahassee
	97-98	\$317-\$581	St. Petersburg	Hillsborough	Valencia	Indian River	Santa Fe
Ph.D./Ed.D.	02-03	\$371-\$648	St. Petersburg	Broward	Chipola	Palm Beach	Tallahassee
	01-02	\$375-\$642	St. Petersburg	Broward	Miami-Dade	Palm Beach	Tallahassee
	00-01	\$375-\$642	St. Petersburg	Indian River	Miami-Dade	Tallahassee	Broward
	99-00	\$355-\$617	St. Petersburg	Miami-Dade	Broward	Tallahassee	Hillsborough / North Florida
	98-99	\$355-\$617	St. Petersburg	Miami-Dade	Broward	Hillsborough/ North Florida	Tallahassee
	97-98	\$344-\$617	St. Petersburg	Broward	Hillsborough	Tallahassee	Valencia

*Salaries lowest to highest for all 28 Florida Community Colleges.

(over)

In 2002-03, SPC ranked fourth in the A.A. and B.A. degree categories, second in the M.A./M.S. category, and first in the M.A./M.S. + 30 degree and the Ph.D./Ed.D. categories. Note SPC is the only college using the system of Equated Credit Hours (ECH) for the hiring of faculty. Thus, for the purposes of this comparison 1 ECH = 1 Credit Hour. Table 2 shows the salary amount paid per credit hour in each degree category in 2002-03 by college for all Florida public community colleges.

TABLE 2

**Faculty Adjunct Salary Amount Per Credit Hour and Degree in Florida Community Colleges
2002-2003**

<u>COLLEGE</u>	<u>ASSOCIATE'S</u>		<u>BACHELOR'S</u>		<u>MASTER'S</u>		<u>MASTER'S + 30</u>		<u>DOCTORATE</u>	
	<u>Amount</u>	<u>Rank</u>	<u>Amount</u>	<u>Rank</u>	<u>Amount</u>	<u>Rank</u>	<u>Amount</u>	<u>Rank</u>	<u>Amount</u>	<u>Rank</u>
Brevard	\$425	9	\$425	14	\$475	13	\$475	13	\$530	9
Broward	N/A		\$441	12	\$496	12	\$546	4	\$607	2
Central Florida	\$400	10	\$400	16	\$425	21	\$425	20	\$425	19
Chipola	N/A		\$500	6	\$550	3	\$550	3	\$600	3
Daytona Beach	\$356	14	\$356	19	\$427	20	\$427	19	\$454	15
Edison	N/A		\$440	13	\$461	16	\$461	15	\$546	7
Fla. C.C. @ Jax	\$500	3	\$500	6	\$500	10	\$500	10	\$500	11
Florida Keys	\$345	15	\$369	18	\$396	23	\$396	22	\$435	18
Gulf Coast	\$442	8	\$442	11	\$442	19	\$442	18	\$442	17
Hillsborough	\$530	2	\$530	3	\$530	6	\$530	7	\$530	9
Indian River	\$380	13	\$400	16	\$450	17	\$450	16	\$495	13
Lake City	***		***		***		***		***	
Lake Sumter	\$300	17	\$348	20	\$380	25	\$380	24	\$410	20
Manatee	N/A		\$517	4	\$517	8	\$517	9	\$517	10
Miami-Dade	\$600	1	\$600	1	\$600	1	\$600	2	\$600	3
North Florida	\$390	11	\$420	15	\$465	14	\$495	12	\$530	9
Okaloosa-Walton	\$448	7	\$448	10	\$513	9	\$517	9	\$552	6
Palm Beach (Lecture)*	N/A		\$473	8	\$528	7	\$528	8	\$582	4
Pasco-Hernando	\$448	7	\$448	10	\$448	18	\$448	17	\$448	16
Pensacola	\$292	18	\$292	23	\$344	27	\$344	26	\$396	21
Polk	\$384	12	\$384	17	\$384	24	\$384	23	\$384	23
Santa Fe	N/A		\$538	2	\$538	4	\$538	5	\$538	8
Seminole	N/A		\$425	14	\$462	15	\$462	14	\$498	12
South Florida	\$345	15	\$345	21	\$370	26	\$370	25	\$395	22
St. Johns River	\$333	16	\$333	22	\$400	22	\$400	21	\$467	14
St. Petersburg	\$467	5	\$513	5	\$572	2	\$610	1	\$648	1
Tallahassee	\$480	4	\$480	7	\$531	5	\$531	6	\$575	5
Valencia**	\$457	6	\$457	9	\$498	11	\$498	11	\$546	7

N/A - Rank not recognized for salary purposes at this college

* Lab: Bachelor's-\$498, Masters/Masters+30-\$556, Doctorate-\$614

**off campus dual enrollment credit classes, Associates/Bachelors: \$686, Masters/Masters+30: \$747, Doctorate: \$819

***Does not pay by degree but rather by class enrollment: 7-10 students, \$1000, 11-16 students, \$1150;

17-23 students, \$1350; 24+students, \$1550

SPC Office of Institutional Research

Source: Survey conducted by SPC

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