

# RESEARCH

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# BRIEF

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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 Lake City 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 1998-99 to 2003-04

Adjunct Degree	Year	Salary Range*	Rank Based on Salary				
			1	2	3	4	5
A.A.	03-04	\$292-\$600	Miami-Dade	Hillsborough	Tallahassee	Fla CC @ Jax	St. Petersburg
	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
B.A./B.S	03-04	\$292-\$600	Miami-Dade	Santa Fe	Hillsborough	St. Petersburg	Chipla/Fla CC&Jax
	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
M.A./M.S.	03-04	\$385-\$600	Miami-Dade	St. Petersburg	Tallahassee	Chipola	Santa Fe
	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
M.A./M.S.+30	03-04	\$344-\$628	St. Petersburg	Miami-Dade	Tallahassee	Santa Fe	Broward
	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
Ph.D./Ed.D.	03-04	\$396-\$600	St. Petersburg	Broward	Tallahassee	Chipola/Miami-Dade	Palm Beach
	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

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

(over)

In 2003-04, SPC ranked fifth in the A.A. category, fourth in the B.A. degree category, 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 2003-04 by college for all Florida public community colleges.

**TABLE 2**

**Faculty Adjunct Salary Amount Per Credit Hour and Degree in Florida Community Colleges  
2003-2004**

<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	N/A		\$430	14	\$485	13	\$485	14	\$540	8
Broward	N/A		\$441	13	\$496	12	\$546	6	\$607	2
Central Florida	\$410	10	\$410	17	\$435	20	\$435	20	\$435	19
Chipola	N/A		\$500	6	\$550	4	\$550	4	\$600	4
Daytona Beach	\$356	15	\$356	23	\$427	21	\$427	21	\$454	17
Edison	N/A		\$454	12	\$475	14	\$475	15	\$563	6
Fla. C.C. @Jax	\$500	4	\$500	6	\$500	11	\$500	12	\$500	11
Florida Keys	\$345	16	\$369	21	\$396	25	\$396	25	\$435	19
Gulf Coast	\$460	8	\$460	10	\$460	18	\$460	18	\$460	16
Hillsborough	\$530	2	\$530	3	\$530	7	\$530	8	\$530	9
Indian River	\$380	13	\$400	19	\$450	19	\$450	19	\$495	13
Lake City	***		***		***		***		***	
Lake Sumter	\$321	18	\$372	20	\$407	22	\$407	22	\$439	18
Manatee	N/A		N/A		\$525	8	\$525	10	\$525	10
Miami-Dade	\$600	1	\$600	1	\$600	1	\$600	2	\$600	4
North Florida	\$390	12	\$420	16	\$465	15	\$495	13	\$530	9
Okaloosa-Walton	\$457	9	\$457	11	\$523	9	\$527	9	\$563	6
Palm Beach (Lecture)*	N/A		\$482	7	\$538	6	\$538	7	\$594	5
Pasco-Hernando	\$464	7	\$464	9	\$464	16	\$464	16	\$464	15
Pensacola	\$292	19	\$292	25	\$344	27	\$344	27	\$396	22
Polk	\$403	11	\$403	18	\$403	23	\$403	23	\$403	21
Santa Fe	N/A		\$548	2	\$548	5	\$548	5	\$548	7
Seminole	N/A		\$425	15	\$462	17	\$462	17	\$498	12
South Florida	\$360	14	\$360	22	\$385	26	\$385	26	\$410	20
St. Johns River	\$333	17	\$333	24	\$400	24	\$400	24	\$467	14
<b>St. Petersburg</b>	<b>\$481</b>	<b>5</b>	<b>\$528</b>	<b>4</b>	<b>\$589</b>	<b>2</b>	<b>\$628</b>	<b>1</b>	<b>\$667</b>	<b>1</b>
Tallahassee	\$504	3	\$504	5	\$558	3	\$558	3	\$604	3
Valencia**	\$471	6	\$471	8	\$513	10	\$513	11	\$563	6

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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