

# RESEARCH 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 in all cases and the number of credits of college level or college preparatory courses taught by the individual. 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 Junior College (SPJC) has ranked among the top three 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. In 1998-99, SPJC ranked third in the A.A., B. A. and M.A./M.S. + 30 degree categories, second in the M.A./M.S. category and first in the Ph.D./Ed.D. category. Note SPJC 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 1998-99 by college for all Florida public community colleges.

TABLE 1

#### Top Five Florida Community Colleges in Faculty Adjunct Salaries 1995-96 to 1998-99

| Adjunct Degree | Year  | Salary Range* | Rank Based on Salary |                          |                |                                |             |
|----------------|-------|---------------|----------------------|--------------------------|----------------|--------------------------------|-------------|
|                |       |               | 1                    | 2                        | 3              | 4                              | 5           |
| A.A.           | 98-99 | \$300-\$530   | Hillsborough         | Santa Fe                 | St. Petersburg | Tallahassee                    | Broward     |
|                | 97-98 | \$285-\$530   | Hillsborough         | St. Petersburg           | Santa Fe       | Tallahassee                    | Valencia    |
|                | 96-97 | \$270-\$530   | Hillsborough         | St. Petersburg           | Santa Fe       | Tallahassee                    | Chipola     |
|                | 95-96 | \$244-\$500   | Hillsborough         | St. Petersburg           | Tallahassee    | Santa Fe                       | Chipola     |
| B.A./B.S.      | 98-99 | \$276-\$600   | Miami-Dade           | Hillsborough             | St. Petersburg | Santa Fe                       | Tallahassee |
|                | 97-98 | \$264-\$530   | Hillsborough         | St. Petersburg           | Santa Fe       | Tallahassee                    | Valencia    |
|                | 96-97 | \$264-\$530   | Hillsborough         | St. Petersburg           | Santa Fe       | Tallahassee                    | Chipola     |
|                | 95-96 | \$244-\$500   | Hillsborough         | St. Petersburg           | Tallahassee    | Santa Fe                       | Chipola     |
| M.A./M.S.      | 98-99 | \$328-\$600   | Miami-Dade           | St. Petersburg           | Hillsborough   | Broward                        | Tallahassee |
|                | 97-98 | \$317-\$544   | St. Petersburg       | Hillsborough             | Tallahassee    | Broward                        | Valencia    |
|                | 96-97 | \$315-\$544   | St. Petersburg       | Hillsborough             | Tallahassee    | Palm Beach                     | Valencia    |
|                | 95-96 | \$300-\$524   | St. Petersburg       | Hillsborough             | Tallahassee    | Broward                        | Palm Beach  |
| M.A./M.S.+30   | 98-99 | \$335-\$600   | Miami-Dade           | Broward                  | St. Petersburg | Hillsborough                   | Tallahassee |
|                | 97-98 | \$317-\$581   | St. Petersburg       | Hillsborough             | Valencia       | Indian River                   | Santa Fe    |
|                | 96-97 | \$317-\$581   | St. Petersburg       | Hillsborough             | Palm Beach     | Valencia                       | Broward     |
|                | 95-96 | \$300-\$559   | St. Petersburg       | Hillsborough             | Broward        | Palm Beach                     | Valencia    |
| Ph.D./Ed.D.    | 98-99 | \$355-\$617   | St. Petersburg       | Miami-Dade               | Broward        | Hillsborough/<br>North Florida | Tallahassee |
|                | 97-98 | \$344-\$617   | St. Petersburg       | Broward                  | Hillsborough   | Tallahassee                    | Valencia    |
|                | 96-97 | \$320-\$617   | St. Petersburg       | Broward/<br>Hillsborough | Palm Beach     | Tallahassee                    | Valencia    |
|                | 95-96 | \$320-\$594   | St. Petersburg       | Broward                  | Hillsborough   | Tallahassee                    | Palm Beach  |

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

**TABLE 2**

**Faculty Adjunct Salary Amount Per Credit Hour and Degree in Florida Community Colleges  
1998-99**

| <b>COLLEGE</b>  | <b>ASSOCIATE'S</b> |             | <b>BACHELOR'S</b> |             | <b>MASTER'S</b> |             | <b>MASTER'S + 30</b> |             | <b>DOCTORATE</b> |             |
|-----------------|--------------------|-------------|-------------------|-------------|-----------------|-------------|----------------------|-------------|------------------|-------------|
|                 | <b>Amount</b>      | <b>Rank</b> | <b>Amount</b>     | <b>Rank</b> | <b>Amount</b>   | <b>Rank</b> | <b>Amount</b>        | <b>Rank</b> | <b>Amount</b>    | <b>Rank</b> |
| Brevard         | \$350              | 13          | \$350             | 17          | \$400           | 12          | \$400                | 13          | \$450            | 12          |
| Broward **      | \$434              | 5           | \$434             | 6           | \$489           | 4           | \$582                | 2           | \$597            | 3           |
| Central Florida | \$350              | 13          | \$350             | 17          | \$385           | 16          | \$400                | 13          | \$415            | 16          |
| Chipola         | N/A                |             | \$400             | 9           | \$400           | 12          | \$400                | 13          | \$400            | 19          |
| Daytona Beach   | \$317              | 15          | \$317             | 19          | \$393           | 14          | \$393                | 15          | \$437            | 14          |
| Edison          | \$375              | 9           | \$375             | 13          | \$392           | 15          | \$413                | 12          | \$465            | 11          |
| Fla. C.C. @ Jax | \$382              | 8           | \$382             | 12          | \$382           | 17          | \$382                | 16          | \$382            | 20          |
| Florida Keys    | \$330              | 14          | \$369             | 14          | \$396           | 13          | \$396                | 14          | \$435            | 15          |
| Gulf Coast      | \$400              | 6           | \$400             | 9           | \$400           | 12          | \$400                | 13          | \$400            | 19          |
| Hillsborough    | \$530              | 1           | \$530             | 2           | \$530           | 3           | \$530                | 4           | \$530            | 4           |
| Indian River    | \$370              | 10          | \$390             | 10          | \$435           | 10          | \$435                | 11          | \$480            | 8           |
| Lake City       | N/A                |             | \$288             | 22          | \$332           | 24          | \$339                | 22          | \$357            | 25          |
| Lake Sumter     | \$300              | 17          | \$348             | 18          | \$380           | 18          | \$380                | 17          | \$410            | 17          |
| Manatee         | \$375              | 9           | \$375             | 13          | \$375           | 19          | \$375                | 18          | \$375            | 22          |
| Miami-Dade      | N/A                |             | \$600             | 1           | \$600           | 1           | \$600                | 1           | \$600            | 2           |
| North Florida   | N/A                |             | \$350             | 17          | \$400           | 12          | \$460                | 6           | \$530            | 4           |
| Okaloosa-Walton | \$383              | 7           | \$383             | 11          | \$438           | 9           | \$442                | 9           | \$471            | 10          |
| Palm Beach      | N/A                |             | \$383             | 11          | \$433           | 11          | N/A                  |             | \$483            | 7           |
| Pasco-Hernando  | \$368              | 11          | \$368             | 15          | \$368           | 20          | \$368                | 19          | \$368            | 23          |
| Pensacola       | N/A                |             | \$276             | 23          | \$328           | 25          | N/A                  |             | \$380            | 21          |
| Polk            | \$360              | 12          | \$360             | 16          | \$360           | 21          | \$360                | 20          | \$360            | 24          |
| Santa Fe        | \$445              | 2           | \$445             | 4           | \$445           | 7           | \$445                | 8           | \$445            | 13          |
| Seminole        | N/A                |             | \$406             | 8           | \$442           | 8           | \$442                | 10          | \$477            | 9           |
| South Florida   | \$315              | 16          | \$315             | 20          | \$335           | 23          | \$335                | 23          | \$355            | 26          |
| St. Johns River | N/A                |             | \$289             | 21          | \$347           | 22          | \$347                | 21          | \$404            | 18          |
| St. Petersburg  | <b>\$444</b>       | <b>3</b>    | <b>\$488</b>      | <b>3</b>    | <b>\$544</b>    | <b>2</b>    | <b>\$581</b>         | <b>3</b>    | <b>\$617</b>     | <b>1</b>    |
| Tallahassee     | \$435              | 4           | \$435             | 5           | \$482           | 5           | \$482                | 5           | \$522            | 5           |
| Valencia        | N/A                |             | \$418             | 7           | \$456           | 6           | \$456                | 7           | \$500            | 6           |

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

\*.Amount per Credit Hour for College Level Credit and College Preparatory Classes

\*\*Ranking used midpoint range

SPJC Office of Institutional Research

Source: Survey conducted by SPJC

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