

A stylized illustration in shades of teal and light blue. On the left, three tall palm trees stand against a dark teal background. To the right, a modern, multi-story building with large windows is depicted in a lighter teal color. The overall aesthetic is clean and graphic.

FLORIDA COLLEGES IN CRISIS

Introduction:

Public colleges in Florida overwhelmingly rely on adjunct professors (instructors employed semester-to-semester, course-by-course), but they pay these instructors shockingly low wages. And the pay is getting worse.

Many of these precarious professors cobble together more than enough courses for a full-time workload, but are still paid at part-time rates. As a result, they often rely on food stamps, Medicaid and other government programs to get by. ¹ Meanwhile, students and families struggle to pay for the education they need to succeed in today's job market.

Majority of Professors' Pay is Low & Falling



Adjunct professors now make up more than 70 percent of Florida College System faculty. ²



\$1,900

The typical adjunct professor working in a Florida public college earns just over \$1,900 per course. Pay varies by college and ranges from just \$1,488 to \$2,460 per course across the state college system. ³



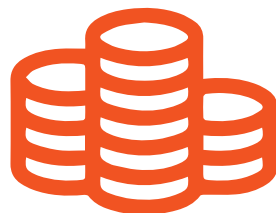
When controlled for inflation, median adjunct pay per course is down 5% since 2010. ⁴

Professors in Poverty

Despite offering few permanent positions, some colleges limit the number of courses adjunct professors can teach. ⁵ Their annual pay is almost impossible to live on. This often forces them to teach at multiple colleges or work outside education entirely. Just to make ends meet, adjuncts have to teach an excessive number of courses. And it's virtually impossible to earn as much as their peers or support a family teaching. Traditionally employed professors typically teach ten courses a year. ^{6,7}

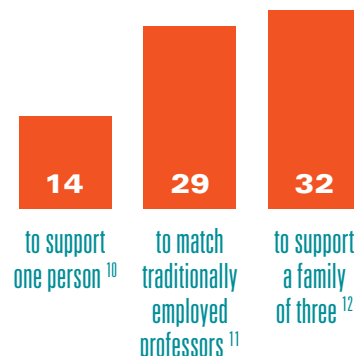


In Florida, the typical adjunct earns just \$17,000 a year. ⁸



That is \$8,300 less than the over \$25,000 it takes for a single adult to pay their basic bills in Florida. ⁹

COURSES TAUGHT



Why Is This Happening:

As Florida has cut funding for higher education, colleges and universities have looked to fill the gap by raising tuition and relying on lower-paid adjunct faculty. This has squeezed students and professors alike. Investment in higher education is down 13 percent over the last decade on a per-student basis.¹³ Meanwhile average tuition is up 59 percent,¹⁴ and student debt in Florida has grown faster than in any other state over the past three years.¹⁵ In fact, three of the six metro areas with the biggest student debt increase in the country are in Florida: Orlando, Tampa, and Miami. ¹⁶ We know it's possible to invest in adjunct instructors; in Connecticut, where community college adjunct faculty formed their union in 1984, pay for adjunct faculty is up 11% percent after adjusting for inflation since the recession. ¹⁷

How to Fix It:

This moment calls for a bold reinvestment in our educators and our next generation of leaders. In addition to supporting adjunct professors as they form their unions across the state, we must pass legislation that fully funds our colleges and universities for all to attend, addresses student debt and ensures that all educators make a minimum of \$4,000 per course – the equivalent of \$15/hour for full-time work.

Meet Ximena Barrientos



Ximena has been an adjunct professor for 10 years and currently teaches at Miami Dade College. Over that period, she has never seen a raise that matches the constantly increasing cost of living. She is passionate about her work educating young people as a Earth Sciences professor. Yet, despite teaching a full-time course load or more for the past six years and having a PhD from Harvard, she makes less than \$20,000 a year. She worries about her health, because on her wages she can't afford health insurance. Worst of all, she struggles to give students the attention they need, while facing her own financial issues.

Endnotes

- 1 University of California–Berkeley Center for Labor Research and Education calculations from the following data: 2008–2012 March Current Population Survey, 2007–2011 American Community Survey, U.S. Department of Education Integrated Postsecondary Education Data System, and program administrative data. All costs are reported in 2011 dollars. For further detail on methodology see: http://laborcenter.berkeley.edu/pdf/2013/fast_food_poverty_wages.pdf
- 2 SEIU calculations based on data from IPEDS, “Human Resources: Full- and part-time medical and non-medical staff by faculty status and primary function/occupational activity, Fall 2017, Fall 2016, Fall 2015, Fall 2014, Fall 2013, Fall 2012, Fall 2011, Fall 2010, Fall 2009, and Fall 2008.” Retrieved February 27, 2019.
- 3 SEIU calculation based on adjunct salary schedules provided individually by each of the 28 colleges in the Florida College System in response to an SEIU/Faculty Forward public records request submitted in fall 2018.
- 4 SEIU calculation based on adjunct salary schedules provided individually by each of the 28 colleges in the Florida College System in response to an SEIU/Faculty Forward public records request submitted in fall 2018.
- 5 Two examples include Miami Dade College and Lake-Sumter State College: The Miami Dade College AY 2018-19 adjunct pay schedule limits the total number of classes an adjunct can teach to a maximum of 9 standard 3-credit hour courses (108 points maximum divided by 12 points per standard course equals 9 courses). The Lake-Sumter State College Adjunct Salary Schedule for 2018-2019 limits the adjunct teaching load to 9 credit hours per semester.
- 6 2018 Florida Statutes 1012.82 specifies that “each full-time member of the teaching faculty at any Florida College System institution who is paid wholly from funds appropriated from the Florida College System Program Fund or from funds appropriated for Florida College System institution baccalaureate degree programs shall teach a minimum of 15 classroom contact hours per week at such institution.”
http://www.leg.state.fl.us/statutes/index.cfm?App_mode=Display_Statute&URL=1000-1099/1012/1012.html
- 7 A standard 3-credit hour courses typically meets for 3 contact hours per week over the course of a semester, according to: Silva, Elena, White, Taylor, and Toch, Thomas, “The Carnegie Unit: A Century-Old Standard in a Changing Education Landscape,” p.8, Carnegie Foundation for the Advancement of Teaching.
<https://www.luminafoundation.org/files/resources/carnegie-unit-report.pdf> (15 classroom contact hours per week divided by 3 contact hours would result in a standard of 5 3-credit courses a semester, or 10 a year.)
- 8 The \$17,000 figure represents pay from all sources for part-time instructors whose primary profession is college teaching. Data from University of California–Berkeley Center for Labor Research and Education Analysis of IPUMS American Community Survey, 2009-2016.
- 9 The living wage for a single adult in Florida is \$25,324. See: MIT Living Wage Calculator for Florida. Accessed January 29, 2019.
<http://livingwage.mit.edu/states/12>
- 10 SEIU calculation based on adjunct salary schedules provided individually by each of the 28 colleges in the Florida College System in response to an SEIU/Faculty Forward public records request submitted in fall 2018 and the MIT Living Wage Calculator \$25,324 annual living wage for a single adult in Florida. Accessed January 29, 2019. <http://livingwage.mit.edu/states/12>
- 11 SEIU calculation based on adjunct salary schedules provided individually by each of the 28 colleges in the Florida College System in response to an SEIU/Faculty Forward public records request submitted in fall 2018 and IPEDS “Frequently used/Derived variables: Average salaries and full-time equivalent staff: Average salary of full-time non-medial instructional staff equated to 9-month contracts: Average salary equated to 9 months of full-time instructional staff - all ranks, 2016-17.” Retrieved September 20, 2018. Per SEIU analysis of IPEDS data, the typical Florida College System full-time faculty member earns \$54,136 per year. At \$1,928 per course an adjunct would have to teach 28.1 courses to earn that much, and since it’s impossible to teach 0.1 courses, the typical adjunct would need to teach 29 courses to match that full-time pay amount.
- 12 SEIU calculation based on adjunct salary schedules provided individually by each of the 28 colleges in the Florida College System in response to an SEIU/Faculty Forward public records request submitted in fall 2018 and the MIT Living Wage Calculator \$60,757 living wage for one adult and two children in Florida. Accessed January 29, 2019. <http://livingwage.mit.edu/states/12>
- 13 Mitchell, Michael; Leachman, Michael; Masterson, Kathleen; and Waxman, Samantha, “Unkept Promises: State Cuts to Higher Education Threaten Access and Equity,” Center on Budget and Policy Priorities, October 4, 2018. <https://www.cbpp.org/sites/default/files/atoms/files/10-4-18sfp.pdf>
- 14 Mitchell, Michael; Leachman, Michael; Masterson, Kathleen; and Waxman, Samantha, “Unkept Promises: State Cuts to Higher Education Threaten Access and Equity,” Center on Budget and Policy Priorities, October 4, 2018. <https://www.cbpp.org/sites/default/files/atoms/files/10-4-18sfp.pdf>
- 15 Lembo Stolba, Stefan, “Student Loan Debt Reaches All-Time High in 2018,” Experian, December 21, 2018.
<https://www.experian.com/blogs/ask-experian/stateof-student-loan-debt>
- 16 The top six markets are Orlando, Tampa, Atlanta, Houston, Las Vegas and Miami. See Lembo Stolba, Stefan, “Student Loan Debt Reaches All-Time High in 2018,” Experian, December 21, 2018. <https://www.experian.com/blogs/ask-experian/state-of-student-loan-debt/>
- 17 SEIU calculations based on the 2007-2010 and 2016-21 Collective Bargaining Agreements for Part-Time Employees between the Board of Regents for Higher Education and the Congress of Connecticut Community Colleges, comparing the 2007-08 and 2018-19 pay for part-time lecturers after adjusting for inflation using the BLS CPI Inflation Calculator.

Methodology:

Florida College System adjunct pay calculations are based on official adjunct faculty salary schedules provided by all 28 Florida College System schools in response to SEIU/Faculty Forward information requests. The analysis assumes that the typical adjunct holds a master’s degree and teaches standard 3-credit hour, semester-long course(s). The 2010 pay figures have been adjusted for inflation using Consumer Price Index data provided by the U.S. Bureau of Labor Statistics. The endnotes identify the sources for other information contained in this report.