

# ***Sure, Let's Talk About Salary Stats***

Faculty have not had raises in **three years**.

Many faculty teach **overload** (overtime) to make ends meet. Some faculty **do not have the opportunity** to teach overload within their disciplines.

Adjunct faculty make approximately **\$27 per hour**, including class time, office hours, and prep time.

Deans were awarded salary increases of over **10%-32%** over the same time period and have an average salary of over **\$115,000**.

President's Cabinet members were awarded increases between **9%** and **26%** in 2023 and have an average salary of over **\$200,000**.

Students saw **tuition increases** for the past five years.



We have long stated that our contract concerns and demands go beyond financial considerations. However, since the college seemingly wants to talk about salary statistics, let's clarify a few things.

Faculty have not had raises since fall 2022. At the same time, administrators enjoyed raises above and beyond what other members of the college community earned. Some administrators were awarded raises of 11%, 16%, 26%, and even 32%. These raises accounted for hundreds of thousands of dollars.

Meanwhile, faculty wages were frozen.

### **The Reality of Faculty Salaries v. Earnings**

A salary is what an employee is guaranteed to receive for a work week.

- Most HACC faculty are contracted to work 9.5 months per year. Some faculty are contracted to work 12 months per year.
- 9.5 month faculty salaries are based on teaching 15 credits per semester for two semesters (e.g. 5 x 3-credit course). 12 month faculty salaries are based on teaching 15 credits per semester for three semesters.
- The hourly work-week for employees at HACC is 37.5 hours. Faculty who teach a full 15-credit course load work an average of 45 hours per week (teaching, grading, meeting with students, advising, college service). Additionally, most HACC faculty design lessons, assignments, and create classes in D2L during their own time, before the semester begins. The full time faculty salary average is approximately \$67,000.

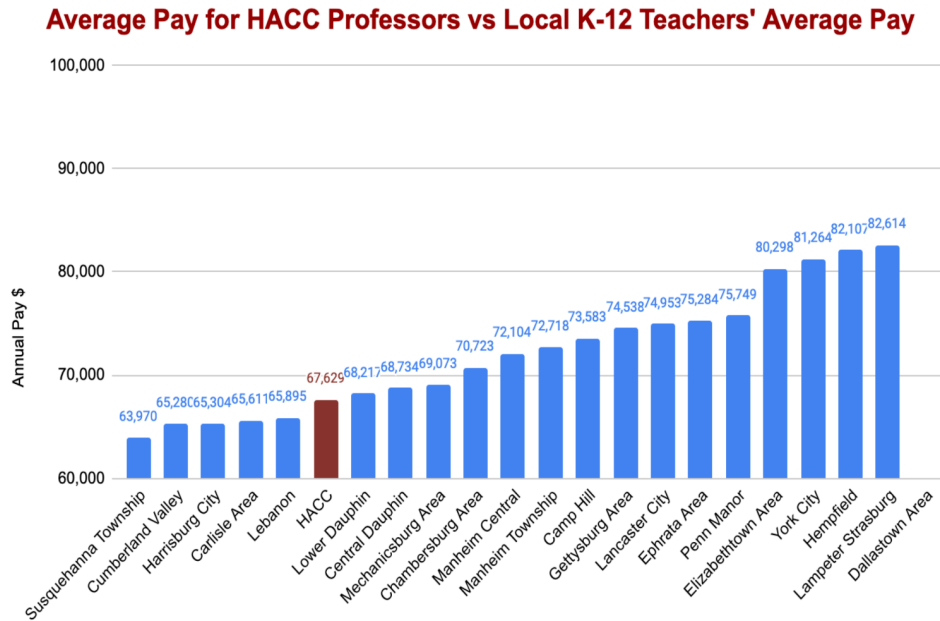
Earnings is the amount an employee earns, including overloads (overtime).

- Faculty earn additional pay for each credit hour they teach over an above 15 credits per semester.
- At HACC, faculty are limited to 6 credits of overloads - 21 credits per semester during the fall and spring semesters. When the college has a shortage of professors for a particular course, those faculty are permitted to teach additional credits to help meet students' needs.
- Faculty are permitted to teach during the Winter term (3.5 weeks) as an overload.
- Faculty are permitted to teach up to 12 credits during the summer. When the college has a shortage of instructors for a particular course, faculty may teach 15 credits to help meet students' needs.
- An "average earnings" figure is arrived at by dividing the total **earnings (not salary)** of all full-time faculty - both 9.5 month and 12 month - by the number of full-time faculty.

So professors who teach overloads earn above their annual salary which raises the overall earnings figure and that is what the college used for its argument.

- Many faculty take on extra courses as overload to supplement their base salary to make ends meet. Doing so is a necessity for full time faculty, but often comes at the expense of adjuncts or hiring additional faculty.

And compared to our K-12 colleagues? HACC faculty's average salary is near the bottom.



### The Truth about the Adjunct Experience

The college stated that adjuncts at HACC are paid better than at other colleges. But that is not the full picture.

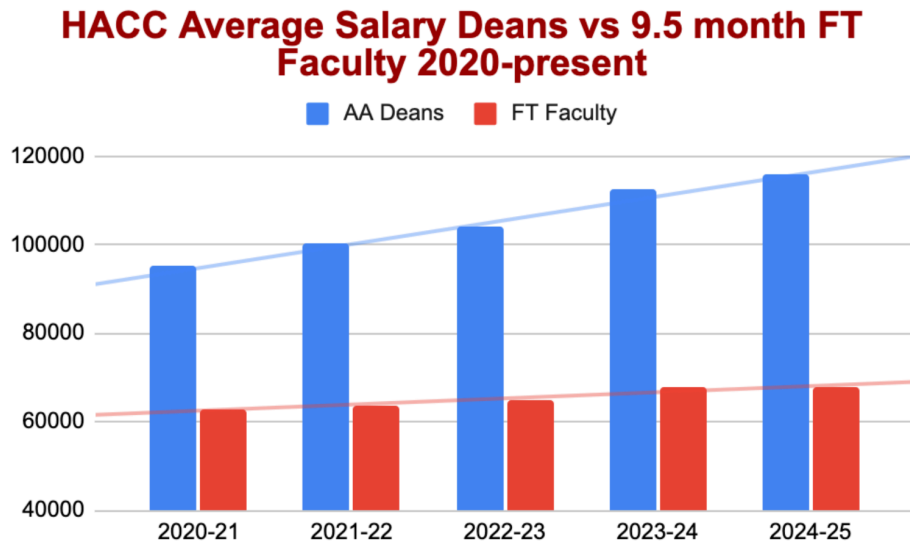
Adjunct faculty are limited to the number of classes they are permitted to teach each semester. They do not receive any benefits and most are forced to teach at multiple colleges just to make ends meet. Even if the college's claim about adjunct pay were true, that would not mean that HACC was paying them well; it would simply mean that other colleges were exploiting their adjunct faculty even more.

Accounting for class time, office hours, and grading and preparation, our adjunct faculty earn approximately \$27 an hour.

### Administrators Continue to Rake in Salary Adjustments, Raises, and Bonuses

- In 2021, deans were given an average salary increase of 14.7%. Some deans were awarded increases over 9%. These salary adjustments alone accounted for \$77,229.

- In 2023, deans were given an average increase of 10.6%, with some as high as 16% and 32%. These adjustments alone accounted for \$35,403.
- Deans have an average salary of \$115,806.



- Likewise in 2023, members of the President's Cabinet were given an average salary adjustment of 9.1%, with some vice presidents being awarded an 11% and 26% increase. These increases alone accounted for \$100,823.
- President's Cabinet members have average earnings of \$200,778, not including bonuses. For example, the college president earned a \$30,000 bonus in 2025.

### HACC Average Salaries: Cabinet-Level Administration vs 9.5 month FT Faculty 2020-present

