



Higher Education Employment Report

Third Quarter, 2011 / Published November 2011

Executive Summary

The number of jobs in higher education grew 2.5 percent during the third quarter of 2011, down from the 3.8 percent growth observed during the same period in 2010. Correspondingly, advertisements for job openings in higher education also continued to grow, but at a moderating pace in Q3 2011, according to data from HigherEdJobs. The increasing reliance on part-time faculty continued during the third quarter while the ratio of part-time to full-time administrative job postings decreased. Overall, however, the general ratio of part-time to full-time job postings, which had been increasing the past few years, appears to be moderating.

As of the third quarter of 2011, analyses of U.S. Department of Labor/ Bureau of Labor Statistics (BLS) data on higher education employment as well as job posting trends with HigherEdJobs found:

- The number of jobs in higher education continued to grow during Q3 2011 but at a moderating rate. In addition, the "market share" of higher education jobs compared to all U.S. jobs continued to expand.
- The number of advertisements for job openings in higher education continued to grow during the third quarter of 2011 but at a slower rate.
- Although colleges and universities continued to focus on hiring administrators and executives over faculty in Q3 2011, the ratio between the two components has remained fairly stable over the past year.
- Growth in community college job openings and employment began to moderate in Q3 2011.
- The increasing use of part-time employees in higher education may be abating.
- Colleges and universities appear to be increasing their reliance on part-time faculty while decreasing their reliance on part-time administrators.
- The Midwest outpaced all regions for higher education job posting growth during Q3 2011.

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About HigherEdJobs

HigherEdJobs is the leading source for jobs and career information in academia. The company's web site, www.higheredjobs.com, receives over 1,000,000 unique visitors a month. During 2010, more than 4,250 colleges and universities posted over 79,000 faculty, administrative, and executive job postings to HigherEdJobs.

Founded in 1996, HigherEdJobs' mission is to help higher education candidates and employers connect with one another to find their dream job, or employee, as quickly as possible with the least amount of effort.

HigherEdJobs is published by Internet Employment Linkage, Inc. (IEL). IEL is headquartered in State College, PA, and has an accounting and operations office in Oak Park, IL.

About this Quarterly Report

The HigherEdJobs Higher Education Employment Report, published quarterly, provides summary information about employment within the higher education community. The goal of the report is to help academic leaders and policy makers better appreciate the trends we are experiencing with employment in real-time. Those seeking jobs should also appreciate these same data.

As background to some of the statistics we are reporting here, we define Higher Education Employment to include all types of employment at four-year colleges and universities, as well as two-year community colleges and technical schools.

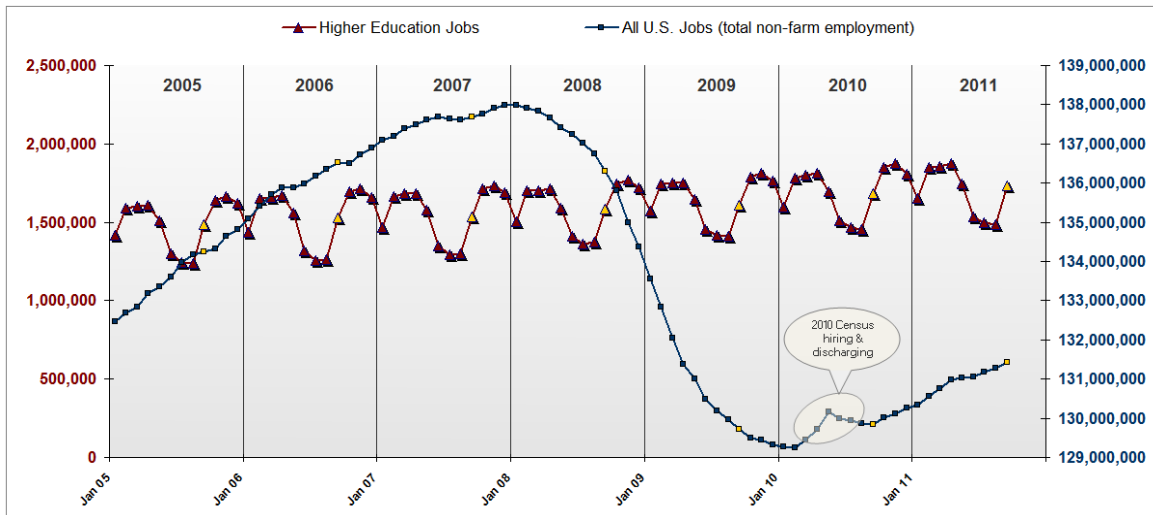
Findings on jobs in higher education and the U.S. economy are based on data from the U.S. Department of Labor / Bureau of Labor Statistics (BLS). Except where indicated otherwise, findings on advertised job postings in higher education are based on posting data from U.S. colleges and universities that have been continually subscribed to the HigherEdJobs unlimited posting plan for four years or more, a cohort of roughly 700 institutions. Each of the institutions included in this report has paid a flat fee for unlimited advertising and, consequently, has no financial deterrent to discourage it from posting any job opening on HigherEdJobs.

The Higher Education Employment Report is produced by HigherEdJobs with critical analysis and expertise provided by Bruce Steinberg (www.brucesteinberg.net), an independent employment researcher.

To receive future copies of this report via email, please contact HigherEdJobs at media@higheredjobs.com.

Finding: The number of jobs in higher education continued to grow during Q3 2011 but at a moderating rate. In addition, the “market share” of higher education jobs compared to all U.S. jobs continued to expand.

Higher Education Jobs Compared to All U.S. Jobs (Monthly)



Source: HigherEdJobs, based on U.S. Department of Labor / Bureau of Labor Statistics data
(Note: Yellow markers are September data and presented for ease of year-over-year comparison)

According to data from the Bureau of Labor Statistics (BLS), the number of jobs in higher education rose by 2.5 percent, or approximately 38,000 jobs, during Q3 2011 from the same period a year earlier. While positive, the rate of increase slowed from the year before. From Q3 2009 to Q3 2010, the number of jobs in higher education increased 3.8 percent. Compared to the overall U.S. economy, however, the recent growth in higher education jobs is still strong. The total number of jobs in the U.S. was up only 1.0 percent in Q3 2011 (see table, next page).

In addition, the “market share” of jobs in higher education, that is the ratio of higher education jobs compared to overall U.S. jobs, continued to increase but at a decelerating pace in recent years. During Q3 2011, the percentage of all U.S. jobs in higher education edged up only 0.02 percentage points to 1.20 percent. During the third quarter of 2010, 2009, and 2008, the ratios were 1.18 percent, 1.14 percent, and 1.05 percent respectively.

Year	Year-over-year percent change in higher education jobs		Higher education jobs as percent of all jobs
	Annual	Q3	Q3
2011	--	2.5	1.20
2010	3.1	3.8	1.18
2009	2.7	2.5	1.14
2008	2.7	4.7	1.05
2007	1.5	2.2	1.00
2006	2.7	2.0	0.99
2005	2.1	4.4	0.98

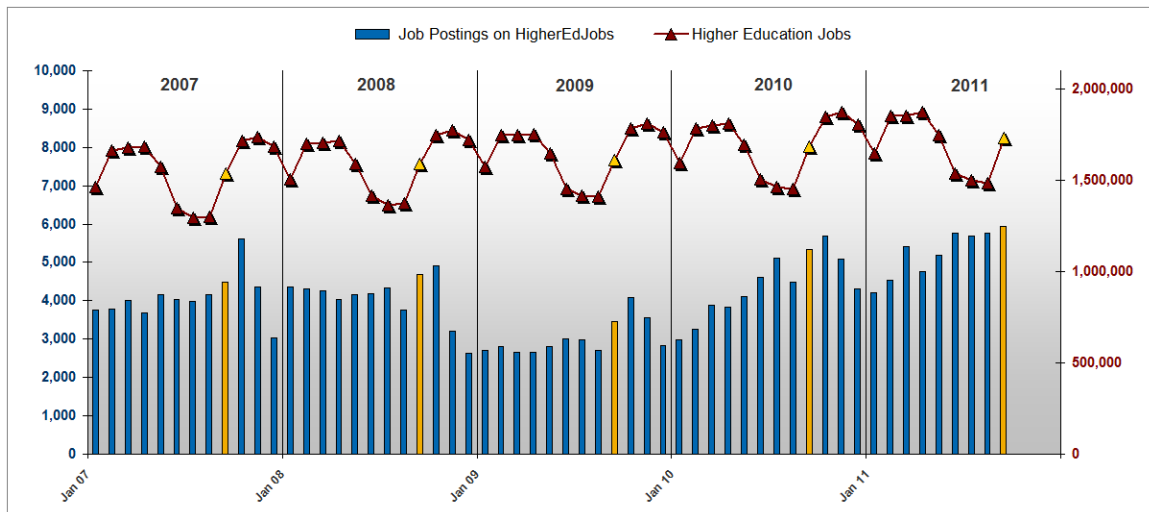
Source: HigherEdJobs analysis of U.S. Department of Labor / Bureau of Labor Statistics data

While total U.S. job growth continues to be characterized as weak by government and private economists alike, job growth in higher education continues to follow historical growth patterns apparently unaffected by the overall employment trend. The number of higher education jobs continued to grow even when there were consecutive declines in the total number of U.S. jobs during the third quarter of 2008, 2009, and 2010.

The federal government does not measure “higher education employment jobs” per se. The term as used in this report is the combination of two NAICS (North American Industry Classification System, the program that tracks jobs by sector) sectors: Junior Colleges (NAICS 611200), and Colleges and Universities (NAICS 611300). The data are reported by the Bureau of Labor Statistics (BLS) of the U.S. Department of Labor.

Finding: The number of advertisements for job openings in higher education continued to grow during the third quarter of 2011 but at a slower rate.

HigherEdJobs' Postings Compared to All Higher Education Jobs



Sources: HigherEdJobs postings from continuing subscribers; Higher Education jobs based upon HigherEdJobs analysis of U.S. Department of Labor / Bureau of Labor Statistics data

Job postings in higher education increased during Q3 2011, but at a moderating rate compared to previous years. The number of job postings in academia – as manifested by the total number of postings from colleges and universities continually subscribed to HigherEdJobs’ unlimited posting plan for four years or more (a cohort of roughly 700 institutions) – grew 16.5 percent from Q3 2010 to Q3 2011. In comparison, higher education job postings jumped 63.2 percent from Q3 2009 to Q3 2010.

While the number of jobs in higher education has continued to climb regardless of the U.S. economy, the number of job openings in the industry has been more variable. In 2009, which was partially concurrent with the recession, the number of job openings in higher education decreased 25.6 percent from the previous year. Then in 2010, immediately after the recession, the number of job openings in higher education increased 45.2 percent.

Year-over-year change (in percent)

Year	HigherEdJobs Postings Annual	HigherEdJobs Postings Q3	Total Overall Non-Farm Jobs Q3	Total Higher Education Jobs Q3
2011	--	16.5	1.0	2.5
2010	45.2	63.2	-0.1	3.8
2009	-25.6	-28.3	-4.9	2.5
2008	-0.5	1.0	-0.7	4.7

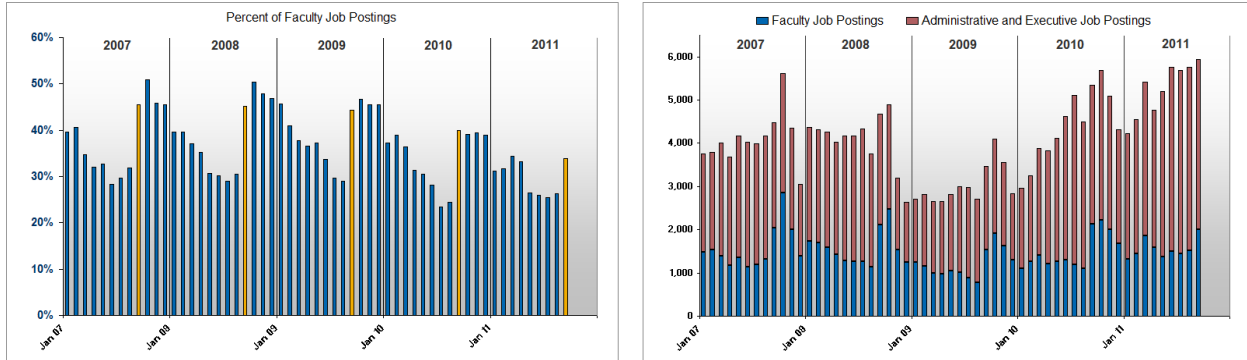
Sources: Posting data from HigherEdJobs’ continuing unlimited posting subscribers; Higher Education jobs based on HigherEdJobs analysis of U.S. Department of Labor / Bureau of Labor Statistics data

While the recent increase in higher education job postings is positive, not all of the news is good for academia. At least one reason for the high increase in job postings in 2010 and early 2011 was due to a growing reliance on part-time positions, a trend that appears to be tapering off (see detail regarding full-time and part-time job postings data and trends, pages seven and eight).

The blue bars (September data highlighted in yellow for ease of year-over-year comparisons) in the chart above signify monthly job openings posted to HigherEdJobs by U.S. colleges and universities that have continuously subscribed to the company’s unlimited posting plan since at least January 1, 2007 (roughly equating to the retail sector’s reporting of annual changes of “same-store sales”).

Finding: Although colleges and universities continued to focus on hiring administrators and executives over faculty in Q3 2011, the ratio between the two components has remained fairly stable over the past year.

Faculty Job Postings Compared to Administrative and Executive Job Postings



Source: HigherEdJobs posting data from continuing unlimited posting subscribers

Job postings for faculty positions continued to decrease as a ratio of all job openings during Q3 2011 even though the total number of faculty postings increased. From Q3 2010 to Q3 2011, the ratio of job postings for faculty positions decreased from 29.6 percent to 28.6 percent. However, the actual number of faculty job postings increased 12.4 percent over the same period.

Although the ratio of faculty positions decreased in Q3 2011, it did so by a small margin. This may indicate that the trend of concentrating on administrative and executives hires is waning and that institutions are approaching an optimal ratio between faculty and non-faculty positions in a post-recession environment.

Historically, the ratio of job postings for faculty peaks in the fall semester as academic departments firm up their hiring plans for the subsequent fall semester. Then, the percentage of faculty postings drops off dramatically at the beginning of the calendar year continuing into the second quarter, until the fall when the cycle repeats itself.

Leading up to and including the recession, institutions shifted their hiring emphasis slightly toward faculty hires and away from administrative and executive positions from early 2008 to mid-2009. Then in 2010, after the official end of the recession, schools appeared to concentrate more on filling vacancies of administrative and executive positions.

Percent of job postings in Q3 that were:

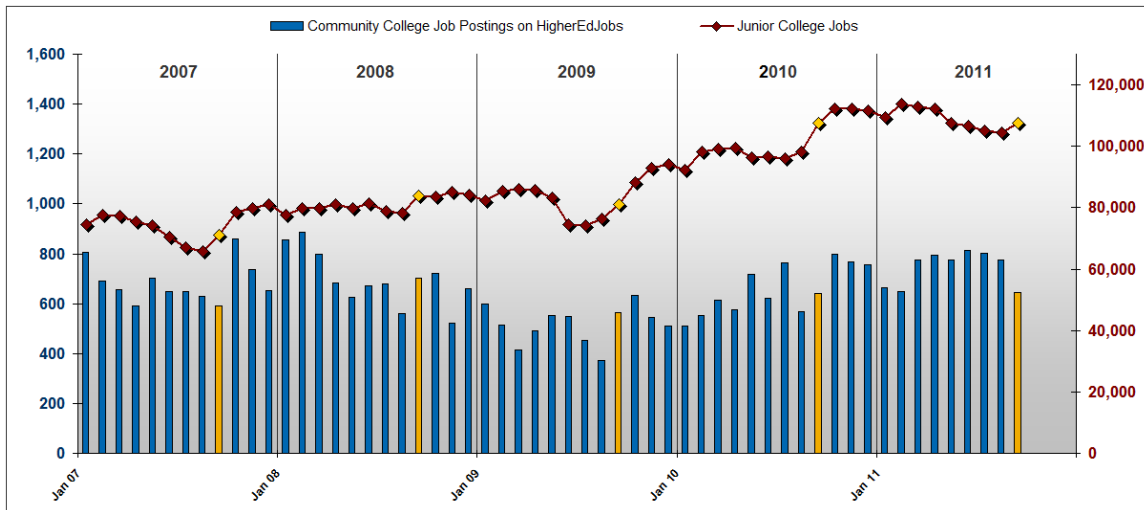
Year	Faculty Positions	Administrative and Executive Positions
2011	28.6	71.4
2010	29.6	70.4
2009	35.0	65.0
2008	35.4	64.6
2007	36.0	64.0

Source: HigherEdJobs' continuing unlimited posting subscribers

Note: No distinction has been made between tenure track and non-tenure track faculty positions. Administrative and executive positions cover a wide variety of jobs including academic VPs, provosts, deans, IT managers, network administrators, fundraisers, administrative assistants, counselors, comptrollers, etc.

Finding: Growth in community college job openings and employment began to moderate in Q3 2011.

Job Postings and Employment at Community Colleges



Sources: HigherEdJobs posting data from continuing unlimited posting subscribers; U.S. Department of Labor / Bureau of Labor Statistics

At community colleges, both job postings and employment continued to grow during Q3 2011. However, the rate of growth appears to have moderated by the end of the quarter.

The number of community college job postings from HigherEdJobs' continuing unlimited posting subscribers grew 12.7 percent during Q3 2011 compared to Q3 2010. This is in strong contrast to a year earlier, in Q3 2010, when community college job postings grew 41.9 percent. Similar to the trend observed for job postings at all higher education institutions (page four), the lower Q3 2011 growth rate followed unusually high growth the year before (Q3 2010), when many colleges and universities were recovering from drastic reductions in job postings.

Third quarter year-over-year changes in the number of community college job postings are even more pronounced when examined on a monthly basis. In 2010, the year-over-year increase in the number job postings for July, August, and September were 68.6 percent, 52.1 percent, and 13.7 percent, respectively. One year later, in 2011, the year-over-year increases for those same months were 5.4 percent, 36.2 percent, and 0.5 percent, clearly demonstrating how the rate of growth has slowed.

The actual number of jobs at community colleges followed a similar pattern. According to the Bureau of Labor Statistics (BLS), the number of jobs at community colleges grew by only 5.2 from Q3 2010 to Q3 2011, considerably less than the 30.2 percent growth observed the year before.

Year	Year-over-year change (in percent)	
	HigherEdJobs Community College Job Postings Q3	Junior College Jobs (BLS) Q3
2011	12.7	5.2
2010	41.9	30.2
2009	-28.5	-3.9
2008	4.1	18.3
2007	12.5	-14.8

Sources: HigherEdJobs' continuing unlimited posting subscribers; Junior College Jobs from Department of Labor / Bureau of Labor Statistics

Finding: The increasing use of part-time employees in higher education may be abating.

The ratio of part-time to full-time higher education job postings, after reaching a historic high watermark in Q2 2011 at 16.8 percent, declined in Q3 2011 and returned to the same level it was a year earlier, indicating that the recent reliance on part-time employees may be abating.

During Q3 2011, the ratio of part-time to full-time postings in higher education was 15.0 percent, essentially unchanged from a year earlier when the ratio was 15.1 percent. Throughout the quarter, the ratio varied considerably, reaching near historic highs in July (18.1 percent) and August (15.9 percent) then dropping considerably during September (11.1 percent).

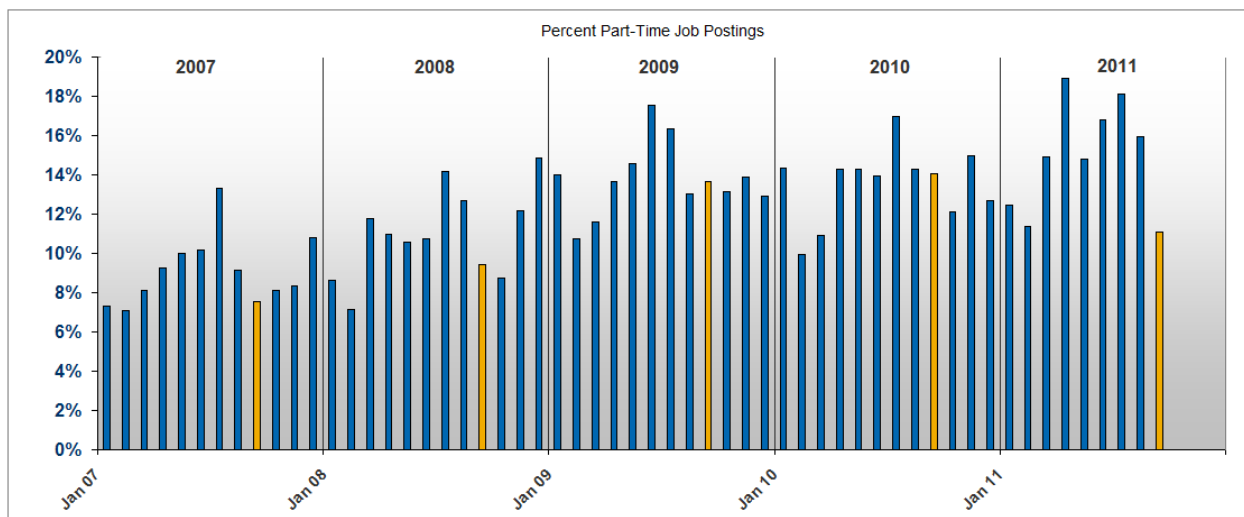
The ratio of part-time to full-time job postings in higher education increased throughout the recession and reached a new high in mid-2009, just as the recession was declared over. Although the ratio of part-time positions retreated slightly in 2010, the decrease was only temporary. The subsequent recovery proved to be fairly weak in magnitude and, as a result, institutional budgets didn't improve as anticipated. Consequently, institutions relied more on part-time employees to address fluctuating staffing levels, fiscal concerns, and an uncertain economic future.

Considering the ratio of part-time postings is essentially unchanged in Q3 2011 from a year earlier, the use of part-time employees may have reached a plateau. Whether this is temporary remains to be seen.

Average Percentage of Part-Time Postings

2007	2008	2009	2010	
9.1	11.0	13.8	13.6	
Q3 2007	Q3 2008	Q3 2009	Q3 2010	Q3 2011
10.0	12.1	14.3	15.1	15.0

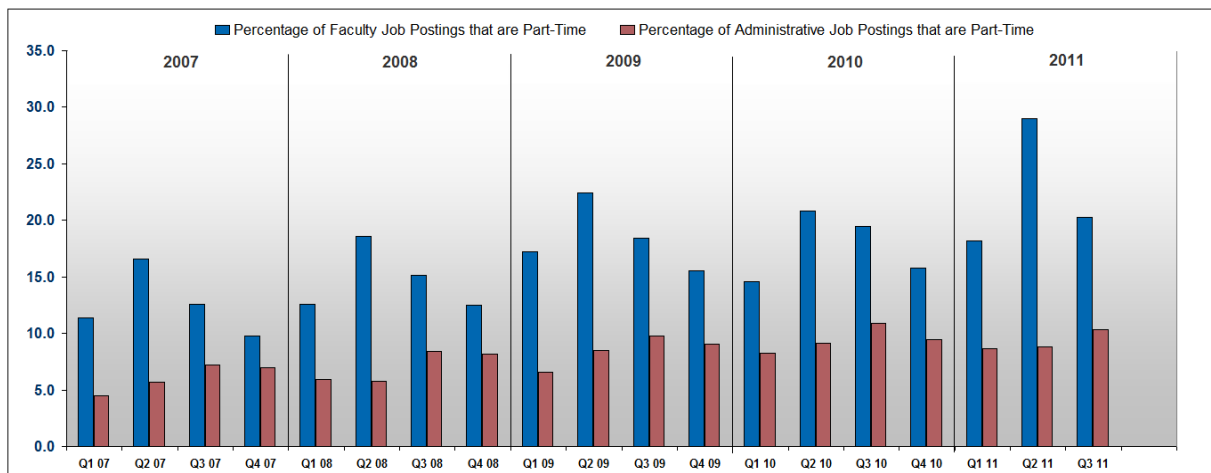
Ratio of Part-Time Postings



Source: HigherEdJobs posting data from continuing unlimited posting subscribers

Finding: Colleges and universities appear to be increasing their reliance on part-time faculty while decreasing their reliance on part-time administrators.

Portion of Job Postings that are Part-Time



Source: HigherEdJobs posting data from continuing unlimited posting subscribers

Colleges and universities appear to be increasing their reliance on part-time faculty but decreasing their reliance on part-time administrators. During Q3 2011, the percentage of faculty postings for part-time positions *increased* to 20.3 percent, the highest third quarter level covered in this report. In contrast, the percentage of administrative job postings for part-time employees *decreased* to 10.3 percent in Q3 2011 from 10.9 percent in Q3 2010.

While the percentage of faculty postings for full-time faculty decreased during Q3 2011, the actual number increased 12.3 percent. Even though the number of full-time positions increased, the ratio trended toward part-time faculty since the number of part-time faculty postings increased by an even higher amount (18.1 percent).

In contrast, changes for administrative job postings were different in both direction and magnitude. In Q3 2011, job postings for part-time administrators increased 12.7 percent while postings for full-time administrators increased 19.2 percent.

It appears colleges and universities are more willing to use part-time employees to fill faculty positions than administrative positions. The ratio of faculty postings for part-time positions (20.3 percent) was nearly double the percentage of administrative postings for part-time positions (10.3 percent).

Detail of Full-Time Compared to Part-Time Jobs Postings (in percent)

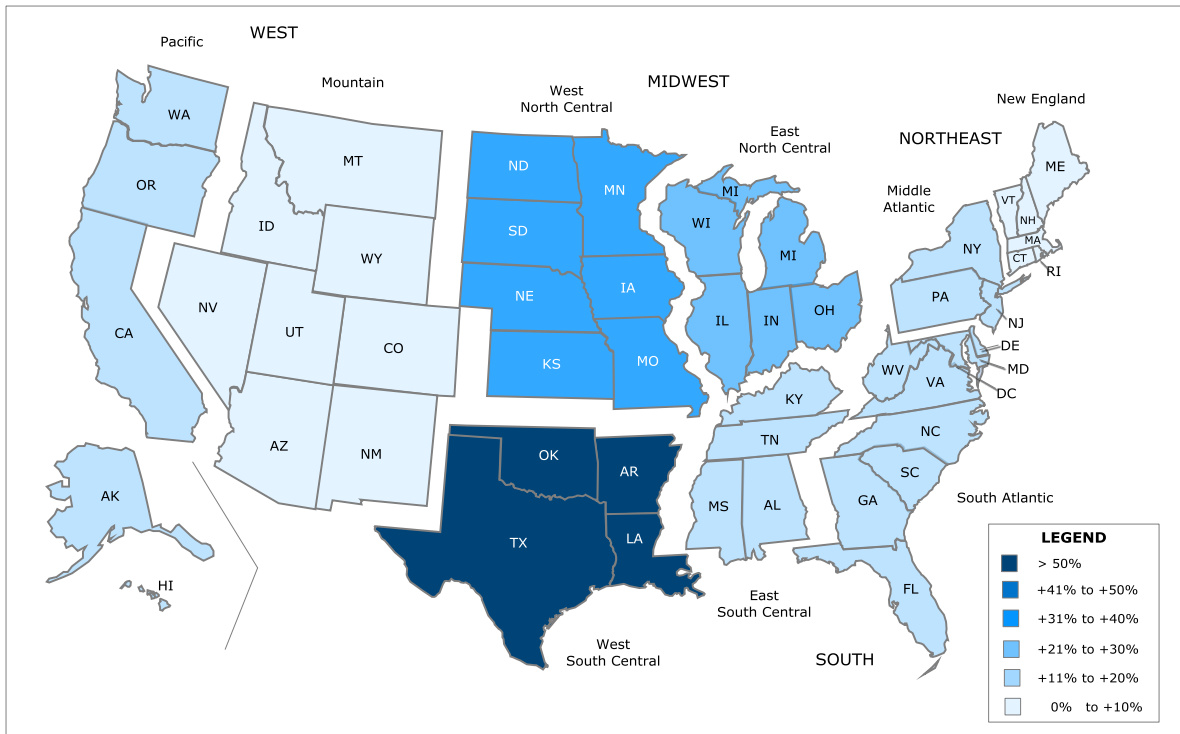
Year	Annual Change in Q3 Full-Time Faculty Postings	Annual Change in Q3 Part-Time Faculty Postings	Ratio of Q3 Faculty Postings for Part-Time
2011	12.3	18.1	20.3
2010	35.2	44.5	19.5
2009	-31.9	-13.8	18.5
2008	-3.7	19.5	15.2
2007	--	--	12.6

Year	Annual Change in Q3 Full-Time Administrative Postings	Annual Change in Q3 Part-Time Administrative Postings	Ratio of Q3 Administrative Postings for Part-Time
2011	19.2	12.7	10.3
2010	78.8	101.1	10.9
2009	-30.0	-17.7	9.8
2008	1.7	20.1	8.4
2007	--	--	7.2

Source: HigherEdJobs continuing unlimited posting subscribers

Finding: The Midwest outpaced all regions for higher education job posting growth during Q3 2011.

Change in Higher Education Job Postings by Census Division Q3 2010 to Q3 2011



Source: HigherEdJobs posting data from continuing unlimited posting subscribers for one year or longer

Job postings for higher education positions were up in all regions of the country. The Midwest led all regions, up 37.7 percent, nearly two and one-half times the next highest region. Following the Midwest was the Southern region with 14.1 percent growth.

Nationally, the number of job postings from HigherEdJobs' continuing unlimited posting subscribers for one year or longer grew 18.5 percent during Q3 2011 compared to the same period the year before.

The surge in higher education job postings from the Midwest is striking compared to the previous four quarters. Since Q3 2010, either the West or the Northeast regions have observed the highest growth rates while the Midwest has had either the lowest or second to lowest growth rate. Changes in job postings from region to region and even within a region may be partially due to differences between regional economies and/or state appropriations.

Region	Percent Change in Q3 2011	Division	Percent Change in Q3 2011
WEST	13.2	Pacific	20.1
		Mountain	4.6
MIDWEST	37.7	West North Central	39.8
		East North Central	27.5
		West South Central	50.5
SOUTH	14.4	East South Central	10.6
		South Atlantic	15.8
NORTHEAST	10.2	Middle Atlantic	12.2
		New England	8.0

Source: HigherEdJobs job postings from unlimited posting customers in Q3 2010 and Q3 2011

Note: The regions used for this analysis are consistent with the official U.S. Census regions and divisions. (http://www.census.gov/geo/www/us_regdiv.pdf).

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