

Higher Education Employment Report

Third Quarter 2015 / Published November 2015

Executive Summary

The number of jobs in higher education declined during the third quarter of 2015, decreasing 1.31 percent compared to last year. This represents a loss of almost 21,200 higher education jobs, the largest single quarterly decline since at least 2007. About one-third of the Q3 2015 job decline in higher education jobs occurred at community colleges, which represent less than four percent of all higher education employment. In addition, the market share of higher education jobs compared to all U.S. jobs continued to decline in Q3 2015, due to growing overall U.S. employment coupled with decreasing higher education employment.

While employment in higher education was down during Q3 2015, the number of advertisements for job postings in academia continued to increase, and at a faster pace from a year ago. Postings for full-time higher education jobs outpaced increases in postings for part-time positions for the second quarter in a row, the first time this has occurred for more than three years. Furthermore, job postings for full-time faculty grew at a much faster pace than one year ago. And, although job postings for part-time faculty also increased, they grew at about half the rate they increased last year.

As of the third quarter of 2015, 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 decline in Q3 2015, the fourth consecutive quarterly decline and the largest quarterly decline since at least 2007.
- The number of advertisements for job openings continued to trend upward in Q3 2015, despite an environment of decreasing higher education employment.
- The ratio of faculty to administrative and executive postings declined sharply in Q3 2015, even though the number of faculty postings continued to increase.
- For the second quarter in a row, full-time job postings grew at a faster rate than part-time postings in Q3 2015, reversing a long-standing trend.
- Job postings for full-time faculty grew at a much faster rate in Q3 2015 compared to last year but were still outgained by increases in postings for part-time faculty.
- The number of jobs at community colleges continued to decline during Q3 2015 and at a faster rate than the year before. However, the number of advertised job openings at community colleges continued to increase during the same time period although at a slower rate than in previous years.
- The West region experienced the largest percentage increase in higher education job postings in Q3 2015, driven by strong growth in both of its divisions.

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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 more than 1,000,000 unique visitors a month. During 2014, more than 5,300 colleges and universities posted 159,000 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, Ill.

About this 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 policymakers better appreciate the trends we are experiencing with employment in real time. Those seeking jobs should also appreciate these same data.

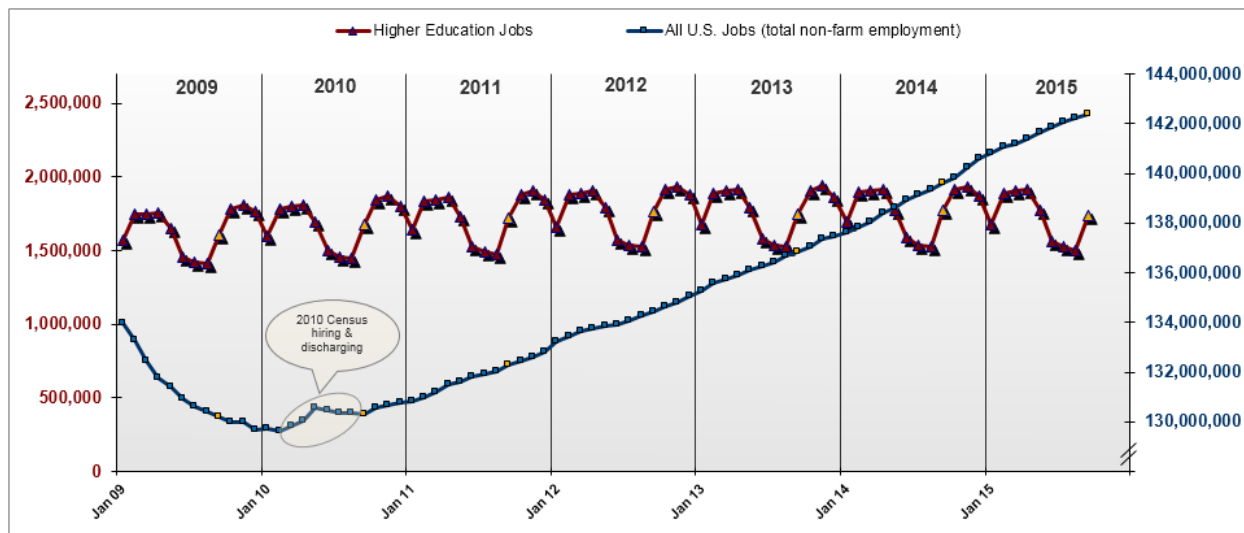
As background to some of the statistics we are reporting here, we define Higher Education Employment to include all types of employment at four-year colleges and universities as well as two-year community colleges.

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 since January 2011, a cohort of roughly 890 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.

Finding: The number of jobs in higher education continued to decline in Q3 2015, the fourth consecutive quarterly decline and the largest quarterly decline since at least 2007.

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



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

Higher education employment contracted 1.31 percent, or about 21,200 jobs, in Q3 2015. This was the fourth consecutive quarter that the number of higher education jobs has declined and was the largest ever quarterly decline since at least 2007.

The loss in overall higher education jobs was driven by the decline in employment at community colleges, despite representing only 4.0 percent of the higher education workforce.

An analysis of BLS data shows the community college sector lost 7,100 jobs, or 10.1 percent of its workforce, in Q3 2015.

Meanwhile, although four-year colleges contracted by 14,100 jobs, almost double the amount lost by community colleges, it represented only a 0.9 percent decline in employment since four-year colleges and universities are approximately 24 times larger in terms of employment. (Community college employment trends discussed in further detail on page 8.)

Year	Year-over-year percent change in:			Higher education jobs as percent of all jobs	
	Higher education jobs	Total overall non-farm jobs		Annual	Q3
2015					1.12
2014	0.2	0.55	2.01	1.28	1.16
2013	0.2	-0.54	1.77	1.30	1.17
2012	2.3	3.05	1.65	1.32	1.20
2011	2.4	2.26	1.34	1.31	1.18
2010	2.8	3.40	-0.05	1.30	1.17
2009	2.7	2.53	-4.89	1.25	1.13

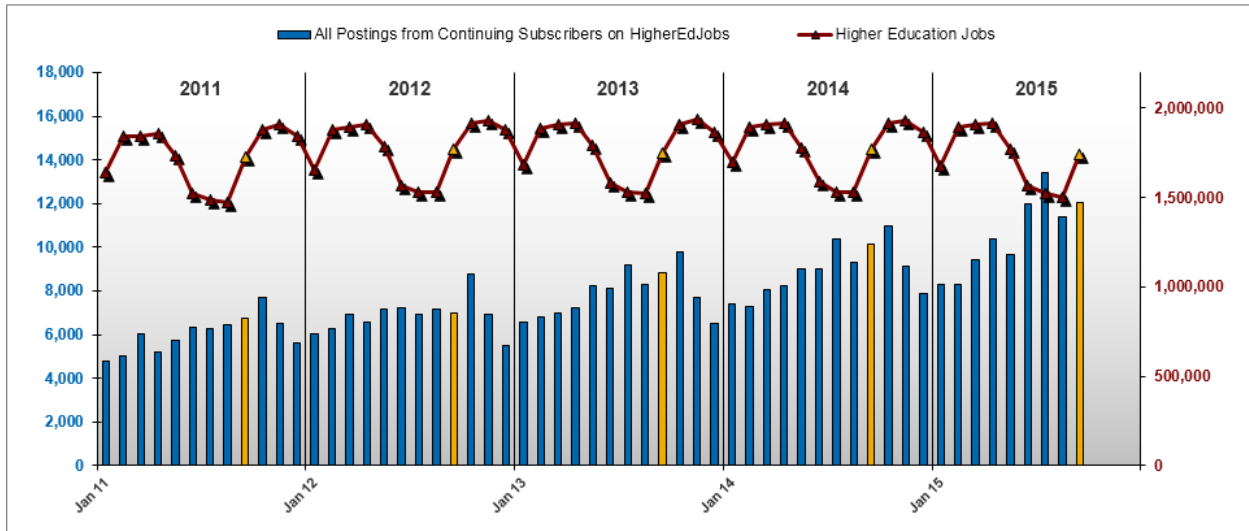
Source: HigherEdJobs analysis of U.S. Department of Labor / Bureau of Labor Statistics data.

The ratio of higher education jobs compared to overall U.S. jobs, or market share, continued to wane in Q3 2015. Simultaneous with the number of higher education jobs declining, the overall U.S. job market has continued to grow, and at an accelerating pace. Therefore, higher education's share of total U.S. employment has diminished.

The federal government does not measure "higher education employment or jobs" per se. The term as used in this report is the combination of two NAICS (North American Industry Classification System) 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 continued to trend upward in Q3 2015, despite an environment of decreasing higher education employment.

HigherEdJobs' Postings Compared to All Higher Education Jobs



Sources: HigherEdJobs® posting data from continuing unlimited posting subscribers; higher education jobs based upon HigherEdJobs analysis of U.S. Department of Labor / Bureau of Labor Statistics data.

Note: 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 Jan. 1, 2011 (roughly equating to the retail sector's reporting of annual changes of "same-store sales").

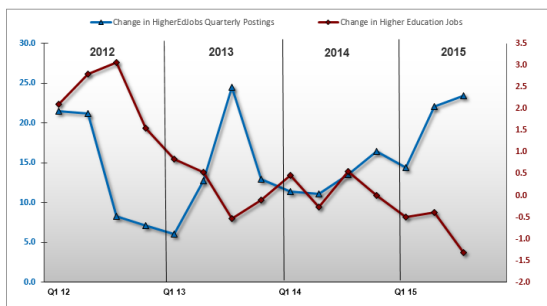
The number of advertised job openings in academia grew 23.4 percent from Q3 2014 to Q3 2015, accelerating from the 13.5 percent growth observed the prior year (from Q3 2013 to Q3 2014) and only slightly lower than the 24.5 percent rate of increase observed from Q3 2012 to Q3 2013.

Year-over-year change (in percent)

Year	HigherEdJobs postings Annual	HigherEdJobs postings Q3	Total Higher Education Jobs Annual	Total Higher Education Jobs Q2
2015		23.4		-1.31
2014	13.2	13.5	0.2	0.55
2013	14.2	24.5	0.2	-0.54
2012	13.9	8.3	2.3	3.05

The job posting data are based on the total number of postings for open positions at colleges and universities continually subscribed to HigherEdJobs' Unlimited Posting Plan for four years or more (a cohort of roughly 890 institutions).

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

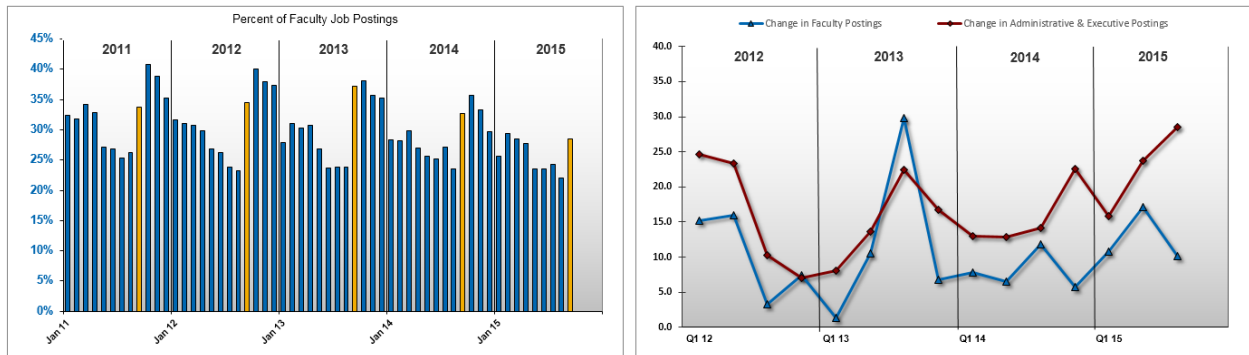


Interestingly, at least recently, there almost appears to be an inverse relationship between higher education job postings and higher education employment. As suggested in previous reports, the divergence in trends could be a sign that institutions are experiencing, and subsequently addressing, higher overall employee turnover. If institutions are losing an increasing number of employees to either retirement, other institutions, or for positions outside of academia, that could help explain why job

advertisements for higher education professionals are up but employment is down.

Finding: The ratio of faculty to administrative and executive postings declined sharply in Q3 2015, even though the number of faculty postings continued to increase.

Faculty Job Postings compared to Administrative and Executive Job Postings



Source: HigherEdJobs® posting data from continuing unlimited posting subscribers.

The ratio of faculty job postings to administrative and executive job postings declined sharply in Q3 2015. While past reports have regularly observed consistent decreases in this ratio, the rate of the decrease during Q3 2015 stands out.

From Q3 2014 to Q3 2015, the ratio of postings for faculty versus administrative or executive positions decreased 3.0 percentage points, from 27.9 percent to 24.9 percent. This is considerably greater than the changes observed in prior periods. From Q3 2013 to Q3 2014, this ratio declined 0.5 percent; from Q3 2012 to Q3 2013, the ratio increased 1.2 percent; and from Q3 2011 to Q3 2012, it decreased 1.3 percent.

While the ratio of job postings for faculty diminished in Q3 2015, the actual number of faculty job postings increased 10.2 percent. However, this was slower than the 11.8 percent increase observed in Q3 2014 as well as the 29.8 percent increase experienced in Q3 2013.

Conversely, the ratio for administrative and executive positions increased from Q3 2014 to Q3 2015 by 3.0 percentage points from 72.1 percent to 75.1 percent.

The actual number of administrative and executive job postings increased 28.5 percent in Q3 2015, which was the largest third quarter increase in at least four years. Non-faculty job postings increased 14.2 percent Q3 2014, increased 22.5 percent Q3 2013, and increased 10.3 percent Q3 2012.

Percent of job postings that were:

Year	Quarter Three		Annual	
	Faculty Positions	Administrative and Executive Positions	Faculty Positions	Administrative and Executive Positions
2015	24.9	75.1		
2014	27.9	72.1	29.0	71.0
2013	28.4	71.6	30.4	69.6
2012	27.2	72.8	31.2	68.8
2011	28.5	71.5	32.3	67.7

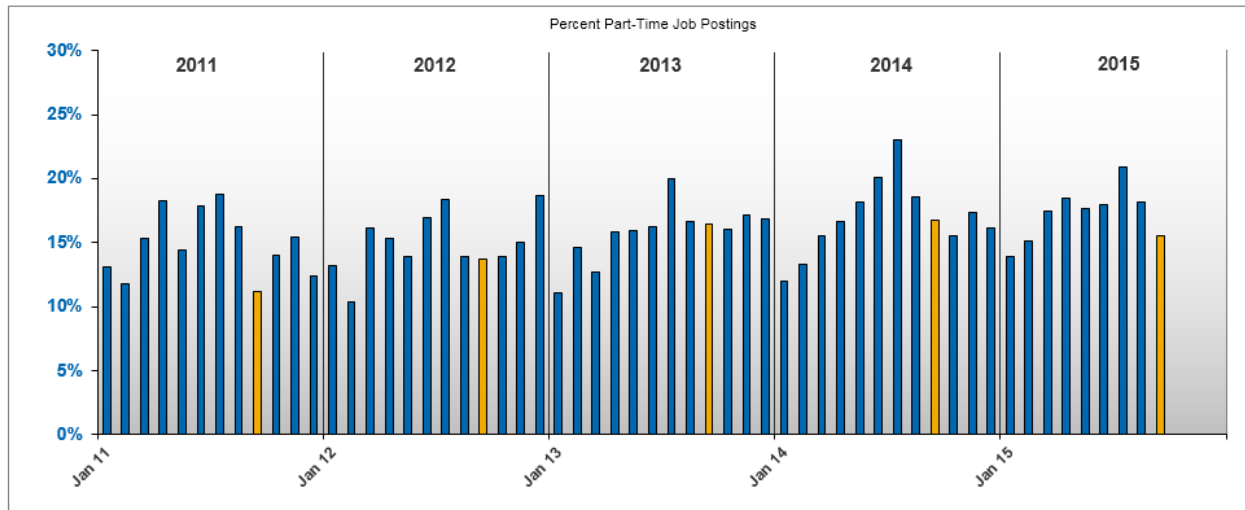
Source: HigherEdJobs posting data from continuing unlimited posting subscribers.

The higher ratios and rate of increase for administrative and executive postings compared to faculty job postings for the past few years appears to be consistent with other trends. "Growing college enrollment contributes to increased costs ... It necessitates the hiring of more administrative staff, which can be costly," according to an [October 22, 2015, article](#) in *Business Insider*.

Note: No distinction is 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: For the second quarter in a row, full-time job postings grew at a faster rate than part-time postings in Q3 2015, reversing a long-standing trend.

Average Percentage of Part-Time Postings



Source: HigherEdJobs® posting data from continuing unlimited posting subscribers.

During Q3 2015, the number of job postings for full-time positions grew at a faster rate than the increase in job postings for part-time positions. As a result, the ratio of part-time to full-time job postings declined in Q3 2015. The last time this metric decreased during the third quarter was in 2012.

Job postings for full-time and part-time positions were both up substantially during Q3 2015. Job postings for full-time positions increased 24.6 percent while job postings for part-time positions increased 17.0 percent. In Q3 2013 and Q3 2014, job postings for full-time positions increased 21.9 percent and 11.9 percent, respectively, while job postings for part-time positions expanded by 41.4 percent and 22.8 percent, respectively.

The ratio of part-time to full-time job postings declined by 1.3 percentage points from Q3 2014 to Q3 2015, decreasing from 19.5 percent to 18.2 percent. The last time this metric experienced a third quarter decline was in Q3 2012, when it dropped 0.1 percentage point (from 15.4 percent in Q3 2011 to 15.3 percent in Q3 2012).

For the past few years, postings for part-time higher education jobs tended to grow at a faster pace – and comprised an increasing share – than postings for full-time higher education jobs. Although two sequential quarters of the same movement do not necessarily indicate a trend, the Q2 2015 and Q3 2015 data may indicate that academe may be undergoing a stabilization of staffing levels that is translating into the ability to create more full-time positions.

Average percentage of part-time postings

2011	2012	2013	2014	2015
15.1	15.0	16.1	17.1	
Q3 2011	Q3 2012	Q3 2013	Q3 2014	Q3 2015
15.4	15.3	17.7	19.5	18.2

Change in number of part-time job postings (in percent)

Q3 2012	Q3 2013	Q3 2014	Q3 2015
8.6	41.4	22.8	17.0

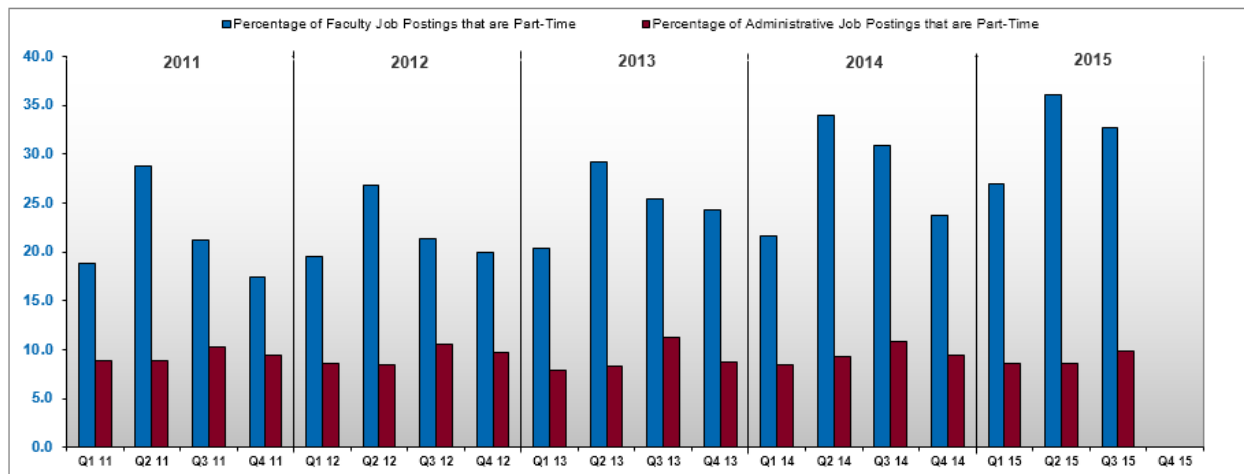
Change in number of full-time job postings (in percent)

Q3 2012	Q3 2013	Q3 2014	Q3 2015
8.3	21.9	11.9	24.6

Source: HigherEdJobs posting data from continuing unlimited posting subscribers.

Finding: Job postings for full-time faculty grew at a much faster rate in Q3 2015 compared to last year but were still outgained by increases in postings for part-time faculty.

Portion of Job Postings that are Part-Time



Source: HigherEdJobs® posting data from continuing unlimited posting subscribers.

Job postings for full-time jobs, regardless if for faculty or administrative positions, expanded at twice the rate from the year before. In addition, although postings for part-time faculty increased, they did so at less than half the rate from the year before.

Job postings for full-time faculty positions increased 7.3 percent in Q3 2015 a rate slightly more than twice the year before (3.6 percent increase observed in Q3 2014). In contrast, postings for part-time faculty positions also expanded in Q3 2015, but its growth of 16.6 percent was less than half that of the year before (35.8 percent increase in Q3 2014).

Meanwhile, job postings for full-time administrative positions increased 30.7 percent in Q3 2015, which was slightly more than double the 15.0 percent increase in Q3 2014. In Q3 2015, postings for part-time administrative positions increased 17.2 percent, which was only a 6.4 percentage point increase from the 10.8 percent increase in Q3 2014.

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

Year	Change in Full-Time Faculty Postings (Annual)	Annual Change in Q3 Full-Time Faculty Postings	Annual Change in Q3 Part-Time Faculty Postings	Ratio of Q3 Faculty Postings for Part-Time
2015	-	7.3	16.6	32.7
2014	4.2	3.6	35.8	30.9
2013	7.0	23.0	54.7	25.5
2012	9.1	3.0	4.0	21.4

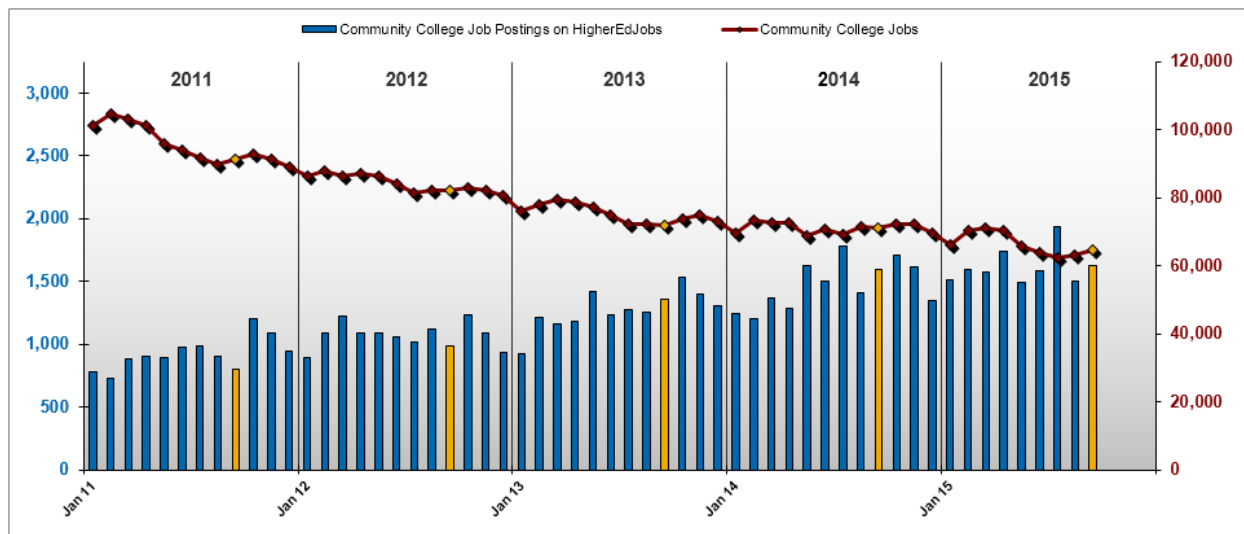
Year	Change in Full-Time Administrative Postings (Annual)	Annual Change in Q3 Full-Time Administrative Postings	Annual Change in Q3 Part-Time Administrative Postings	Ratio of Q3 Administrative Postings for Part-Time
2015	-	30.7	17.2	9.9
2014	15.2	15.0	10.8	10.9
2013	15.7	21.6	30.9	11.2
2012	16.4	10.2	12.8	10.5

Source: HigherEdJobs posting data from continuing unlimited posting subscribers.

Although the ratio of part-time to full-time faculty postings continued to increase during Q3 2015, it did so by the smallest third quarter percentage gain since at least 2012, increasing only 1.8 percentage points compared to a 5.4 percentage point jump the year before.

Finding: The number of jobs at community colleges continued to decline during Q3 2015 and at a faster rate than the year before. However, the number of advertised job openings at community colleges continued to increase during the same time period although at a slower rate than in previous years.

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.

The number of job postings for open positions at community colleges continued to increase in Q3 2015 but at a much slower rate of growth than prior third quarters. Meanwhile, the number of jobs at community colleges continued to decrease and at a faster rate of decline compared to the year before.

Advertisements for job openings at community colleges increased 6.0 percent in Q3 2015, a much slower rate of growth than the 23.2 percent growth observed in Q3 2014, as well as the 24.3 percent increase seen in Q3 2013.

During the same period, the number of jobs at community colleges decreased 10.1 percent compared to the same period the year before, representing a loss of 7,100 jobs. This marks the fourth year in a row that community college employment has declined during the third quarter. The number of jobs at community colleges dropped 9.8 percent (or 8,900 jobs) in Q3 2012, 11.9 percent (or 9,700 jobs) in Q3 2013, and 2.4 percent (or 1,700 jobs) in Q3 2014.

Year-over-year change (in percent)

Year	Community College Job Postings (HigherEdJobs) Q3	Community College Jobs (BLS) Q3
2015	6.0	-10.1
2014	23.2	-2.4
2013	24.3	-11.9
2012	15.9	-9.8

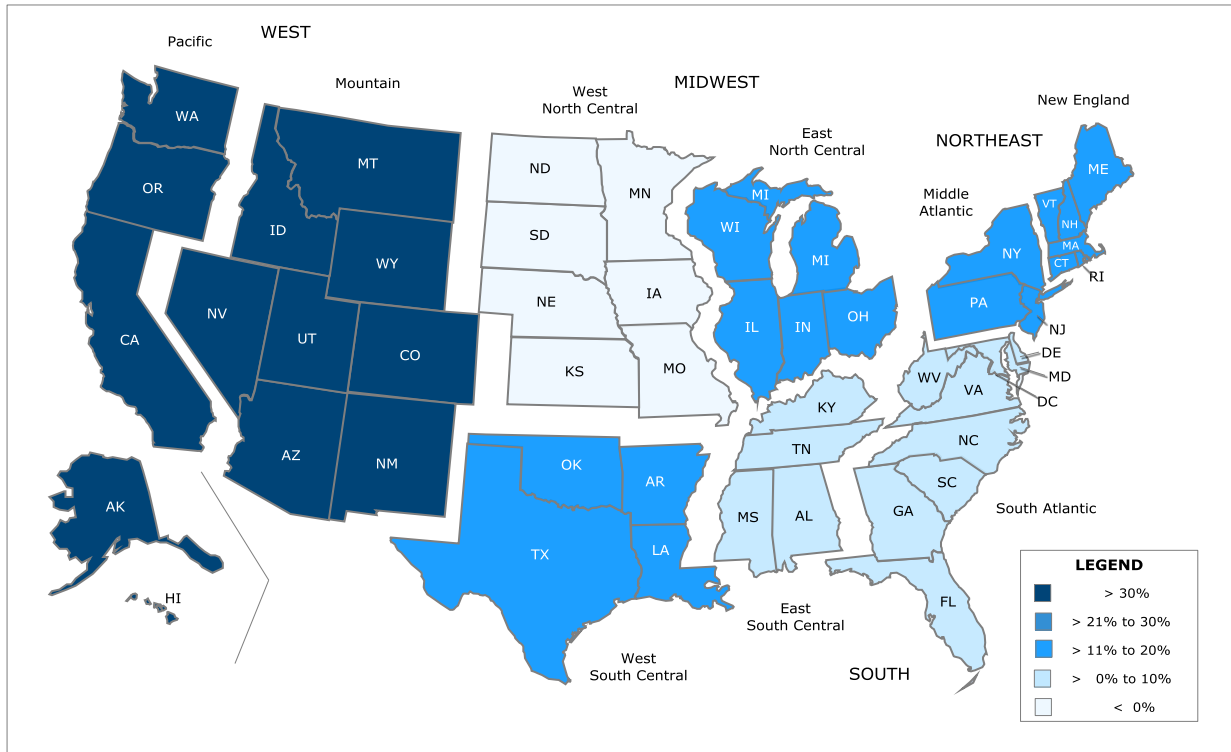
Sources: HigherEdJobs posting data from continuing unlimited posting subscribers; community college jobs from Department of Labor / Bureau of Labor Statistics.

The current quarterly decline marks the 16th consecutive quarter that community college employment has declined year-over-year. Furthermore, since Q3 2011, community college employment has *not* declined sequentially only three times – that is from quarter to quarter – and always in the fourth quarter (in Q4 2011, Q4 2013, and Q4 2014).

Note: Even though most two-year institutions now designate themselves as Community Colleges, the U.S. Bureau of Labor Statistics still categorizes these institutions as Junior Colleges. To avoid confusion, Junior Colleges are referred to as Community Colleges in this finding. The red markers, and right-hand scale, indicate Community College jobs.

Finding: The West region experienced the largest percentage increase in higher education job postings in Q3 2015, driven by strong growth in both of its divisions.

Change in Higher Education Job Postings by Census Region and Division Q3 2014 to Q3 2015



Source: HigherEdJobs® job postings from unlimited posting subscribers in Q3 2014 and Q3 2015.

During the third quarter of 2015, the West region experienced the largest increase in advertised job postings, increasing 34.0 percent from the same period last year. The region’s growth was driven by high growth in both its divisions with the Mountain division growing 36.4 percent and the Pacific region increasing 32.3 percent.

The growth was fairly consistent between divisions within most regions with the exception of the Midwest region in which its West North Central division declined by 5.8 percent and its East North Central division grew 18.1 percent.

Nationally, this Q3 2015 cohort, which includes subscribers to HigherEdJobs’ Unlimited Posting Plan for the past 12 months, experienced a 16.3 percent rate of growth for all types of higher education job postings.

Region	percent change in Q3 2015	Division	percent change in Q3 2015
WEST	34.0	Pacific	32.3
		Mountain	36.4
MIDWEST	12.4	West North Central	-5.8
		East North Central	18.1
SOUTH	8.0	West South Central	6.6
		East South Central	4.0
		South Atlantic	5.0
NORTHEAST	15.1	Middle Atlantic	15.4
		New England	14.6

Source: HigherEdJobs job postings from unlimited posting subscribers in Q3 2014 and Q3 2015.

Note: The regions and divisions used for this analysis are consistent with the official U.S. Census regions and divisions. (http://www2.census.gov/geo/pdfs/maps-data/maps/reference/us_regdiv.pdf)

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