

Higher Education Employment Report

Third Quarter 2016 / Published November 2016

Executive Summary

The number of jobs in higher education increased during Q3 2016 by 1.92 percent, or by about 31,000 jobs. It was the largest third quarter increase for the sector in four years. In fact, higher education increased jobs at a faster rate of growth than the U.S. economy, resulting in an incremental increase in the market share of higher education jobs compared to all U.S. jobs in Q3 2016. This is the first time this metric increased during the third quarter in four years.

Meanwhile, the total number of advertisements for job postings in academia, which had been increasing recently but at a decelerating rate of growth, declined slightly in Q3 2016. This was the first decrease in higher education job postings since at least Q1 2013, regardless of quarter. The decline in higher education job postings was distributed throughout most types of job postings, although some types of administrative and executive postings experienced incremental growth.

As of the third quarter of 2016, 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:

- Higher education job growth during Q3 2016 was the largest increase for the third quarter in four years.
- Higher education job postings declined in Q3 2016 for the first time since at least Q1 2013, regardless of quarter, despite increasing employment in higher education.
- The number of faculty job postings decreased in Q3 2016 for the first time in three years. Meanwhile, postings for administrative and executive jobs were up marginally.
- The ratio of part-time to full-time job postings decreased during Q3 2016. In addition, part-time and full-time postings were both down.
- Job postings for both full-time as well as part-time faculty declined in Q3 2016. However, postings for full-time administrative positions also declined. Job postings for part-time administrative positions increased, but by the smallest third quarter percentage in at least three years.
- The number of job postings at community colleges declined in Q3 2016 for the first time, regardless of quarter, since at least Q1 2013. Also, community college employment continued its decline, but did so by the smallest percentage in at least five years.
- The Midwest region experienced the largest percentage increase in higher education job postings in Q3 2016 while the West experienced the largest percentage decline.

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 1.3 million unique visitors a month. During 2015, more than 5,400 colleges and universities posted 186,000 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.

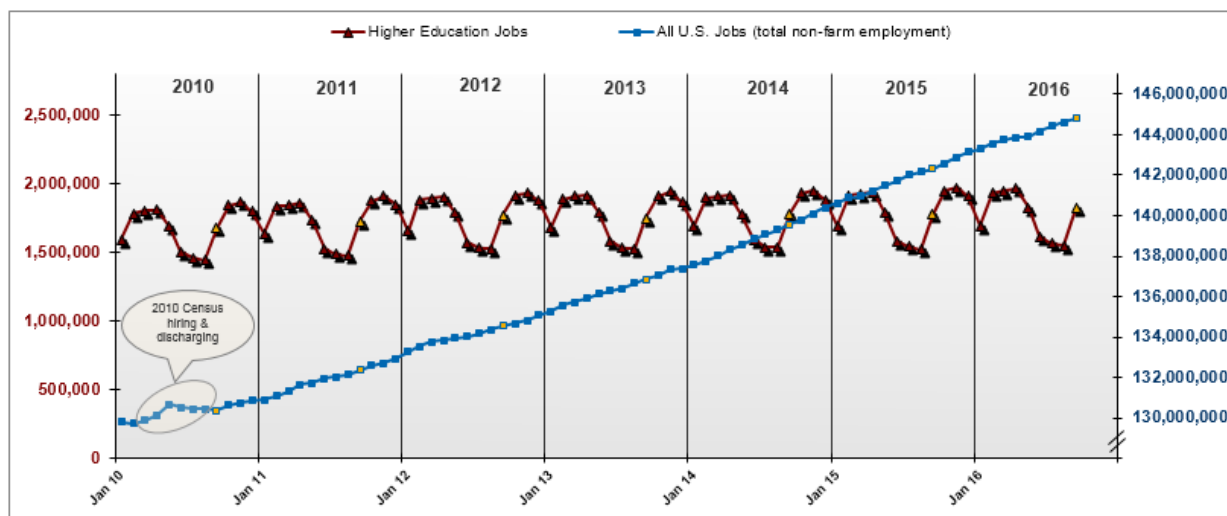
Findings on jobs in higher education and the U.S. economy are based on data from the U.S. Department of Labor / Bureau of Labor Statistics (BLS). Except where indicated otherwise, findings on advertised job postings in higher education are based on posting data from non-profit U.S. colleges and universities that have been continually subscribed to the HigherEdJobs Unlimited Posting Plan since January 2012, a cohort of roughly 850 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.SteinbergEmploymentResearch.com), an independent employment researcher.

SPECIAL TECHNICAL NOTICE: Starting with the Q1 2016 employment report and moving forward, institutions that have recently adopted HigherEdJobs' Automated Job Posting Service and subsequently experienced a spike in postings will be removed from the analysis since changes in postings from these institutions are likely due to changes in their posting processes, not a change in job posting trends.

Finding: Higher education job growth during Q3 2016 was the largest increase for the third quarter in four years.

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 increased 1.92 percent, or about 31,000 jobs in Q3 2016. This is the largest third quarter growth rate since Q3 2012 when the number of jobs in higher education grew 3.05 percent, or about 47,700 jobs.

This is the second quarter in a row that higher education has observed strong employment growth; Q2 2016 experienced the fastest second quarter growth rate in four years, increasing 1.75 percent from Q2 2015, or about 31,100 jobs.

Consistent with recent editions of this report, the number of jobs in higher education continued to increase despite a decrease in jobs at community colleges. An analysis of BLS data reveals that community colleges lost 1,600 jobs, or 2.6 percent of their workforce, during Q3 2016. (Community college employment trends discussed in further detail on page 8.) However, the decrease in community college jobs was more than offset by increases at four-year colleges, which were up 2.1 percent, or 32,700 jobs, during the same time period.

Year	Year-Over-Year Percent Change in:			Higher Education Jobs as Percent of All Jobs	
	Higher Education Jobs	Total Overall Non-Farm Jobs	Q3	Annual	Q3
2016			1.92		1.14
2015	0.6	-0.44	2.03	1.27	1.13
2014	0.6	1.15	1.95	1.28	1.16
2013	0.2	-0.54	1.70	1.30	1.17
2012	2.3	3.05	1.66	1.32	1.20
2011	2.4	2.26	1.35	1.31	1.18
2010	2.8	3.40	-0.04	1.30	1.17

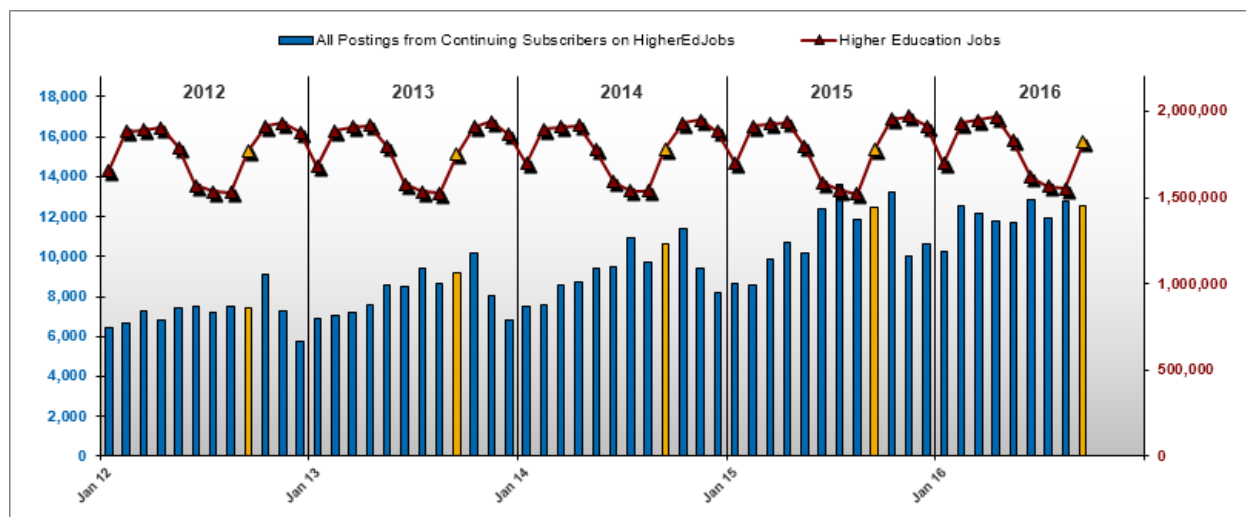
Source: HigherEdJobs analysis of U.S. Department of Labor / Bureau of Labor Statistics data.

Higher education added jobs at a faster pace than the general U.S. economy during Q3 2016: 1.92 percent for higher education versus 1.73 percent for the U.S. employment market overall. As a result, the market share, or higher education's portion of all U.S. jobs, which had consistently declined in the third quarter for the past four years, increased incrementally from 1.13 percent in Q3 2015 to 1.14 percent in Q3 2016.

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: Higher education job postings declined in Q3 2016 for the first time since at least Q1 2013, regardless of quarter, despite increasing employment in higher education.

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.

The number of advertised job openings in academia declined 1.5 percent in Q3 2016, the first time a decrease was observed for this metric since at least Q1 2013, regardless of quarter. Further analysis in this report shows that the decline, albeit relatively small, in higher education job postings is fairly broad-based in terms of full-time or part-time, faculty or administrative and executive, as well as geographically.

Year-Over-Year Change (in Percent)

Year	HigherEdJobs Postings Annual	HigherEdJobs Postings Q3	Total Higher Education Jobs Annual	Total Higher Education Jobs Q3
2016		-1.5		1.9
2015	18.5	21.2	0.6	-0.4
2014	13.5	14.5	0.6	1.1
2013	13.6	23.2	0.2	-0.5

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.

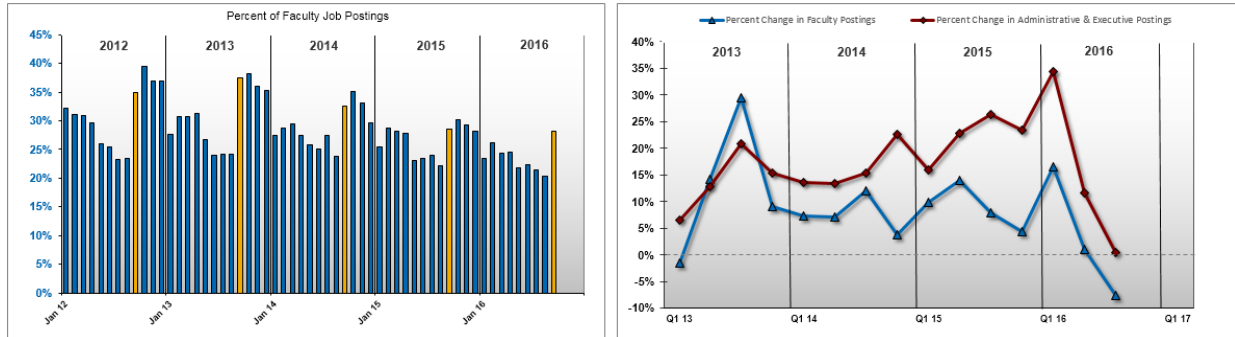
As noted in past reports, these diverging trends – increasing higher education employment and decreasing higher education job postings – may simply be an issue of timing. It is possible that enough hiring took place after job posting growth earlier in 2016, (29.4 percent in Q1 2016 and 9.0 percent in Q2 2016) filling many vacancies thereby negating the need to advertise for candidates. Additionally, it could also indicate decreasing employee turnover in the sector; posting fewer jobs yet still experiencing a net increase in employees; or possibly future hiring will be weaker than in the recent past.

It should be noted that the recent high-profile shuttering of several for-profit colleges and post-secondary training institutes has no direct impact on the cohort selected for this analysis of higher education job posting trends since this report only examines colleges and universities that are subscribed to HigherEdJobs' Unlimited Posting Plan, which is only offered to non-profit colleges and universities.

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, 2012 (roughly equating to the retail sector's reporting of annual changes of "same-store sales"), a cohort of roughly 850 institutions.

Finding: The number of faculty job postings decreased in Q3 2016 for the first time in three years. Meanwhile, postings for administrative and executive jobs were up marginally.

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 in Q3 2016 compared to Q3 2015, although at a slower rate compared to the decrease from Q3 2014 to Q3 2015. In addition, the actual number of faculty job postings declined for the first time in nearly three years, regardless of quarter. The number of administrative and executive postings increased during the quarter, but only incrementally.

From Q3 2015 to Q3 2016, the ratio of postings for faculty versus administrative and executive positions decreased 1.5 percent, from 24.9 percent to 23.4 percent. This is a considerably smaller change compared to the prior third quarter when they declined 3.1 percent from Q3 2014 to Q3 2015. Moreover, as the ratio of job postings for faculty decreased in Q3 2016, the actual number of faculty job postings declined 7.6 percent from the year before. It should be noted that the current decrease follows three years of growth for faculty job postings in the third quarter. Faculty job postings increased 29.6 percent from Q3 2012 to Q3 2013, 12.1 percent from Q3 2013 to Q3 2014, and 7.8 percent from Q3 2014 to Q2 2015. The last time that faculty job postings declined, regardless of quarter, was in Q1 2013 when they decreased 1.5 percent.

Consistent with the relatively weak trend for faculty jobs postings, the increase in administrative and executive job postings in Q3 2016 was the smallest it has been since at least 2013, regardless of quarter. In Q3 2016, administrative and executive job postings increased only 0.5 percent. This compares to growth of 20.8 percent from Q3 2012 to Q3 2013, 15.5 percent from Q3 2013 to Q3 2014, and 26.5 percent from Q3 2014 to Q3 2015.

While the decline in faculty postings is likely not welcome news to those looking for academic positions, it is not possible to determine at this early stage whether the current development is the beginning of a downward trend or is simply a temporary plateau and subsequent decline within a longer trend of growth. Also, the decreasing number of faculty job postings may simply be a sign of less faculty turnover.

Percent of Job Postings That Were:

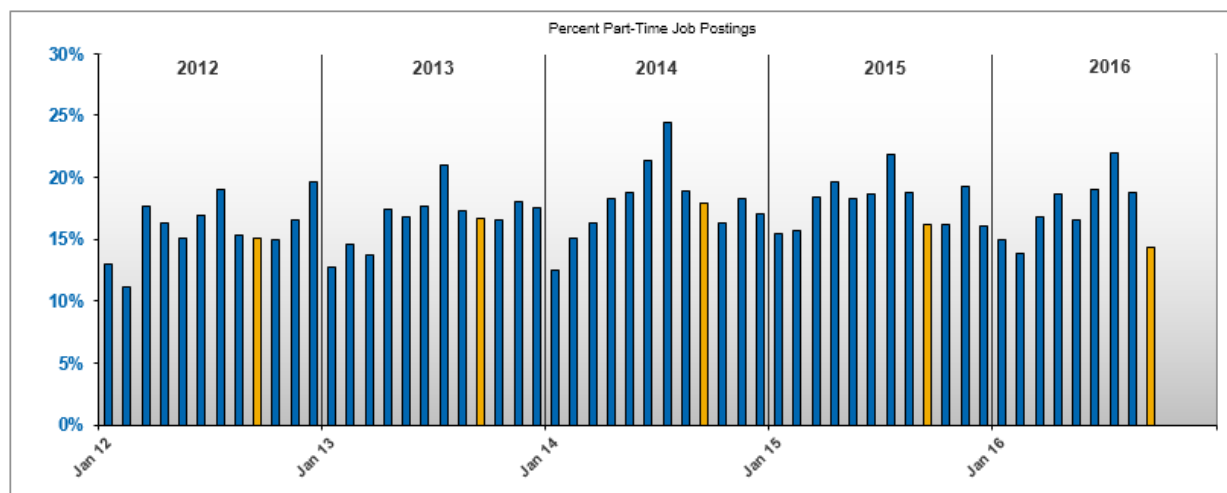
Year	Third Quarter		Annual	
	Faculty Positions	Administrative and Executive Positions	Faculty Positions	Administrative and Executive Positions
2016	23.4	76.6		
2015	24.9	75.1	26.5	73.5
2014	28.0	72.0	28.9	71.1
2013	28.6	71.4	30.6	69.4
2012	27.2	72.8	30.9	69.1

Source: HigherEdJobs posting data from continuing unlimited posting subscribers.

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: The ratio of part-time to full-time job postings decreased during Q3 2016. In addition, part-time and full-time postings were both down.

Average Percentage of Part-Time Postings



Source: HigherEdJobs posting data from continuing unlimited posting subscribers.

The percentage of part-time job postings contracted for the second consecutive third quarter in Q3 2016. In addition, the number of part-time as well as full-time job postings both decreased for the first time, regardless of quarter, since at least 2013.

The number of job postings for part-time positions in higher education declined 4.8 percent in Q3 2016 compared to the year before. This follows three years of increases in part-time postings: 14.1 percent increase in Q3 2015, 25.2 percent increase in Q3 2014, and 35.1 percent increase in Q2 2013. In addition, the ratio of all job postings for part-time job postings declined slightly. During Q3 2016, 18.4 percent of higher education job postings were for part-time positions, down slightly from 18.9 percent in Q3 2015, which was a decline from 20.4 percent in Q3 2014.

Job postings for full-time positions also decreased in Q3 2016, but by only 0.9 percent. This was a substantial change from the 22.7 percent growth observed the same quarter the year before and the 12.5 percent growth the year before that.

This report previously suggested that “the diminishing growth rate of part-time job postings may indicate that academic administrators feel more confident to create more full-time positions.” Although postings for full-time positions clearly did not increase, the larger drop in postings for part-time positions could confirm the strategy for using part-time positions before creating full-time positions to affirm the need to create full-time positions. Therefore, the drop in job postings for part-time positions could also result in a subsequent, albeit smaller, decline in job postings for full-time positions.

Average Percentage of Part-Time Postings

2012	2013	2014	2015	2016
15.8	16.8	18.1	18.0	
Q3 2012	Q3 2013	Q3 2014	Q3 2015	Q3 2016
16.5	18.3	20.4	18.9	18.4

Change in Number of Part-Time Job Postings (in Percent)

Q3 2013	Q3 2014	Q3 2015	Q3 2016
35.1	25.2	14.1	-4.8

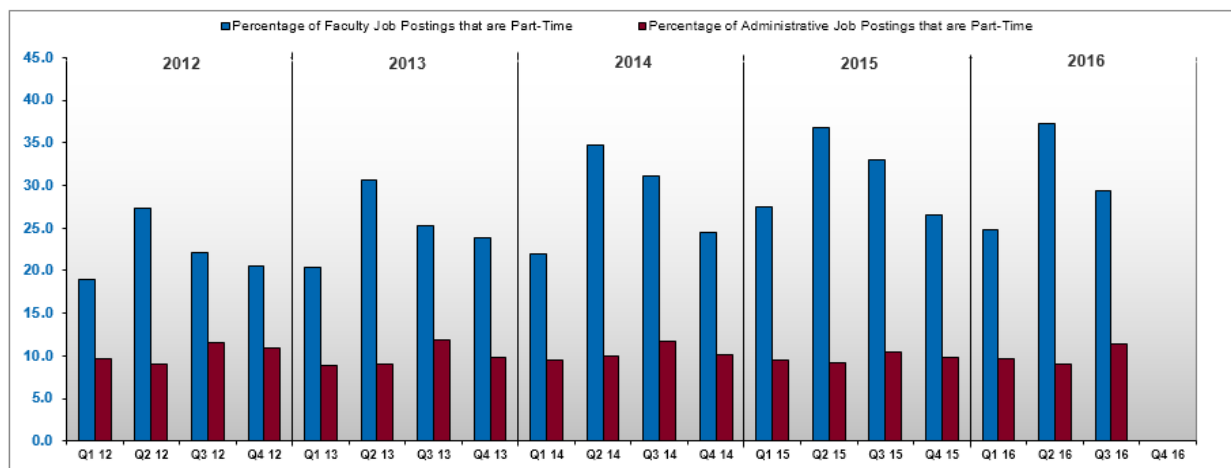
Change in Number of Full-Time Job Postings (in Percent)

Q3 2013	Q3 2014	Q3 2015	Q3 2016
21.3	12.5	22.7	-0.9

Source: HigherEdJobs posting data from continuing unlimited posting subscribers.

Finding: Job postings for both full-time as well as part-time faculty declined in Q3 2016. However, postings for full-time administrative positions also declined. Job postings for part-time administrative positions increased, but by the smallest third quarter percentage in at least three years.

Portion of Job Postings that are Part-Time



Source: HigherEdJobs posting data from continuing unlimited posting subscribers.

Job postings for full-time faculty declined in Q3 2016, the first decrease for this type of job posting since Q1 2013, regardless of quarter. In addition, postings for part-time faculty fell as well – and by much more – the first decline in part-time faculty job postings since at least 2013, regardless of quarter.

Job postings for full-time faculty positions declined 2.7 percent in Q3 2016, following a 5.0 percent increase a year earlier in Q3 2015. With the exception of Q3 2013 when these postings increased 24.2 percent, the year-over-year change in the number of these postings in the third quarter has been relatively small. In Q3 2014, they increased 3.3 percent; and in Q3 2015, they increased 5.0 percent.

In comparison, the variation of the changes for part-time faculty postings has been much larger. In Q3 2016, they declined 17.6 percent, which was the only time since at least 2013 that they declined, regardless of quarter. A year earlier, in Q3 2015, they increased 14.0 percent; grew 38.2 percent in Q3 2014, and expanded 48.4 percent in Q3 2013.

Meanwhile, postings for full-time administrative positions declined 0.3 percent in Q3 2016, the first time these postings decreased since at least 2013, regardless of quarter. And, job postings for part-time administrative positions increased but only by 8.9 percent, the smallest third quarter growth rate for this type of job posting since at least Q3 2013.

Detail of Full-Time Compared to Part-Time Job Postings (in Percent)

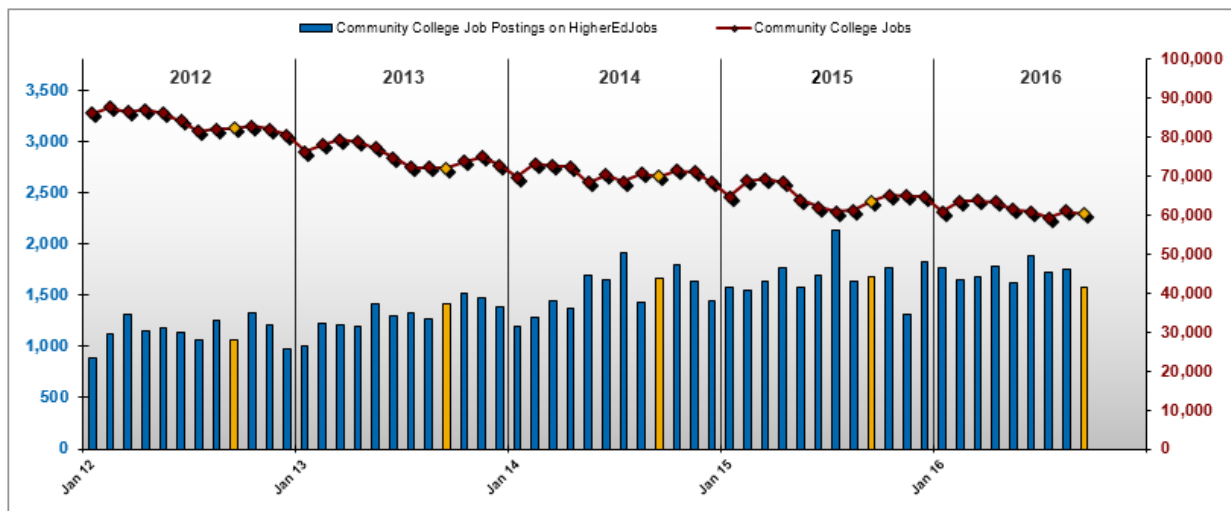
Year	Annual Change in Full-Time Faculty Postings	Annual Change in Part-Time Faculty Postings	Annual Change in Q3 Full-Time Faculty Postings	Annual Change in Q3 Part-Time Faculty Postings
2016			-2.7	-17.6
2015	4.3	19.5	5.0	14.0
2014	3.1	20.5	3.3	38.2
2013	8.0	27.6	24.2	48.4

Year	Change in Full-Time Administrative Postings	Change in Part-Time Administrative Postings	Annual Change in Q3 Full-Time Administrative Postings	Annual Change in Q3 Part-Time Administrative Postings
2016			-0.3	8.9
2015	24.2	15.9	28.9	14.1
2014	15.8	21.4	15.9	13.8
2013	14.6	11.1	20.5	25.1

Source: HigherEdJobs posting data from continuing unlimited posting subscribers.

Finding: The number of job postings at community colleges declined in Q3 2016 for the first time, regardless of quarter, since at least Q1 2013. Also, community college employment continued its decline, but did so by the smallest percentage in at least five 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 at community colleges decreased 7.5 percent in Q3 2016, the first decline in this metric since at least Q1 2013, regardless of quarter. The decline of community college job postings was driven more by a decrease in faculty postings than the by a decline in administrative postings and only slightly more by a decrease in postings for full-time rather than by part-time positions.

The 7.5 percent decline in job postings for community college positions during Q3 2016 was led by a 12.2 percent decrease in postings for faculty positions and to a lesser degree by a 5.2 percent decline in administrative and executive job postings. Via another measurement, job postings for full-time positions declined 8.1 percent in Q3 2016 as postings for part-time positions declined 6.4 percent.

The number of jobs at community colleges started to decline Q3 2011 and continued, regardless of quarter, through Q3 2016. However, the decreases have recently lessened and the 2.6 percent decline in Q3 2016 was the smallest decrease in the 21 consecutive quarters of declines.

Year-Over-Year Change (in Percent)

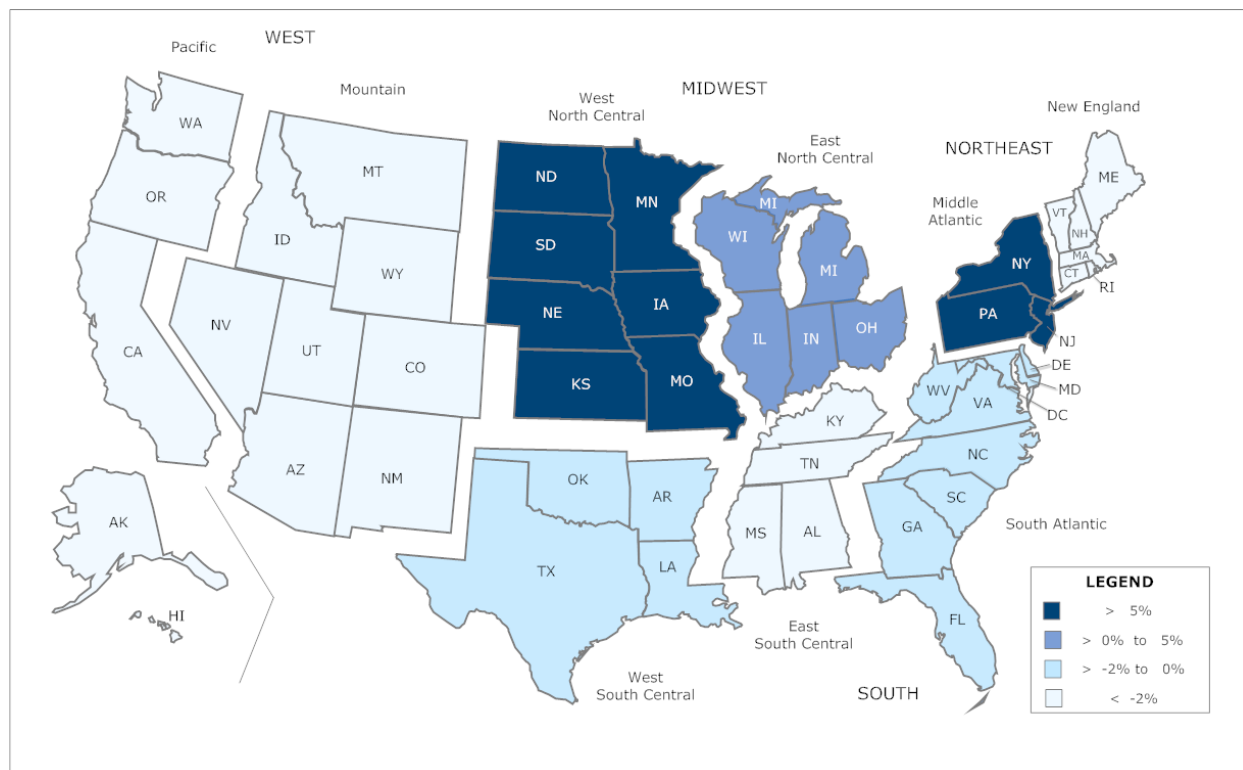
Year	Community College Job Postings (HigherEdJobs) Q3	Community College Jobs (BLS) Q3
2016	-7.5	-2.6
2015	9.0	-11.3
2014	24.7	-3.4
2013	18.4	-11.9

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

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 the right-hand scale, indicate Community College jobs.

Finding: The Midwest region experienced the largest percentage increase in higher education job postings in Q3 2016 while the West experienced the largest percentage decline.

Change in Higher Education Job Postings by Census Region and Division Q3 2015 to Q3 2016



Source: HigherEdJobs job postings from unlimited posting subscribers in Q3 2015 and Q3 2016.

During the third quarter of 2016, the Midwest region experienced the largest increase in advertised job postings, increasing 3.9 percent from the same period last year and was the only region in which job postings in all its underlying divisions increased. Conversely, the number of job postings in the West region declined by 3.4 percent.

Nationally, this Q3 2016 cohort, which includes subscribers to HigherEdJobs' Unlimited Posting Plan for the past 12 months, experienced a 0.6 percent decrease for all types of higher education job postings compared to last year.

Although the cohort examined for this regional analysis of higher education job postings differs from the cohort (continuous subscribers for four years) analyzed in the rest of this report, it confirms that the overall decline in job postings for higher education jobs was broad-based and not just concentrated or driven by any single section or area of the country.

Region	Percent Change in Q3 2016	Division	Percent Change in Q3 2016
WEST	-3.4	Pacific	-4.2
		Mountain	-2.3
MIDWEST	3.9	West North Central	6.2
		East North Central	3.2
SOUTH	-2.5	West South Central	-0.2
		East South Central	-10.0
		South Atlantic	-0.6
NORTHEAST	2.4	Middle Atlantic	6.5
		New England	-3.3

Source: HigherEdJobs job postings from unlimited posting subscribers in Q3 2015 and Q3 2016.

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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Published by

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