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The number of jobs in higher education increased by 0.4 percent, or 13,800 jobs, during the third quarter of 2018, only slightly less than the growth observed one year earlier in Q3 2017 when the number of higher education jobs also increased by 0.4 percent or about 16,000 jobs. However, as also noted in previous reports, overall growth in higher education jobs was negatively impacted by a continuing decline with community college employment. Employment trends continued to be mixed between public and private institutions at community colleges, technical and trade schools, as well as business, computer, and management training schools.

Meanwhile, the number of postings for open positions in higher education increased by 7.1 percent in Q3 2018, which was the highest third-quarter increase since Q3 2015. The increase in the number of higher education job postings occurred with both full-time and part-time faculty as well as full-time and part-time administrators. However, there were several times more full-time postings than part-time postings for both faculty and non-faculty job postings.

Third quarter 2018 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 increased at a slightly slower rate in Q3 2018 than one year earlier. p.2
- Higher education job postings increased at the fastest third quarter rate since 2015. p.3
- Both faculty and non-faculty job postings continued to increase in Q3 2018. p.4
- Job postings for full-time positions were greater than for part-time positions. p.5
- Job postings for both full-time and part-time faculty as well as both kinds of administrative job postings increased. p.6
- Employment at community colleges continued to decline despite an increase in job postings. p.7
- The number of job postings increased in all regions of the country and marginally declined in only one division. p.8
The number of jobs in higher education increased at a slightly slower rate in Q3 2018 than one year earlier.

Higher education employment — which this analysis defines as all jobs at public as well as private colleges and universities, community colleges, technical and trade schools, as well as business, computer, and management training schools — increased by 0.37 percent, or about 13,800 jobs, in Q3 2018 to just over 3.7 million jobs. That increase was slightly less than the 0.43 percent growth observed one year earlier in Q3 2017 when the number of higher education jobs increased by 16,000 in Q3 2017.

Although the majority — 62.5 percent — of all higher education jobs are at public institutions, private institutions generated 59.8 percent, or about 8,200 jobs, of the Q3 2018 higher education job growth while public institutions contributed about 5,500 jobs to the Q3 2018 increase. However, the job trend at all public institutions was negatively affected by the loss of a significant number of jobs at community colleges, which are overwhelming public institutions and discussed in greater detail in the finding on page 7.

Higher education jobs represented 2.50 percent of all jobs in the U.S. during Q3 2018, and this metric continues to trend downward mainly because of job growth throughout other sectors and industries of the U.S. economy.

<table>
<thead>
<tr>
<th>Year</th>
<th>Annual</th>
<th>Q3</th>
<th>Q3</th>
<th>Annual</th>
<th>Q3</th>
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<td>2.79</td>
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<td></td>
<td>2.83</td>
<td>2.71</td>
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</table>

Higher education job postings increased at the fastest third quarter rate since 2015.

The number of advertised job openings in academia increased by 7.1 percent in Q3 2018, which was the highest third-quarter growth rate since Q3 2015.

The increase in the number of higher education job postings and the increase in the number of jobs in higher education does not appear to have much of a clear if any, direct correlation. However, the months of the fall semester (generally August to December) do not entirely coincide with the months of the third quarter (July to September). The ongoing increase in job postings and overall higher education jobs could be a result of advertising to fill job openings that may not occur in the same quarter as hiring occurs. The same may also be said for the differing trends of job postings, higher education jobs, and student enrollments.

The National Student Clearinghouse Research Center reports that overall postsecondary enrollments declined 1.7 percent in fall 2018 from the previous fall. Despite no immediate correlation between total enrollments and overall higher education jobs and higher education job postings, a pattern of contraction or weakness among enrollments, higher education jobs, and higher education job postings appears to emerge when focusing on community colleges, discussed in the finding on page 7.

Year-Over-Year Percent Change in:

<table>
<thead>
<tr>
<th>Year</th>
<th>HigherEdJobs Postings</th>
<th>Total Higher Education Jobs</th>
</tr>
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<td>Annual</td>
<td>Q3</td>
</tr>
<tr>
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<td>2017</td>
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</tr>
<tr>
<td>2015</td>
<td>17.7</td>
<td>22.3</td>
</tr>
</tbody>
</table>

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. (Note: September data highlighted in yellow for ease of year-over-year comparisons.)
Both faculty and non-faculty job postings continued to increase in Q3 2018.

Job postings for faculty positions increased 5.4 percent in Q3 2018 from Q3 2017, which was the largest quarterly increase since Q2 2016, regardless of quarter. A year ago, in Q3 2017, faculty job postings increased by just 2.5 percent. In addition, the 5.4 percent increase in Q3 2018 was slightly greater than the 5.0 percent increase in the immediately preceding Q2 2018.

Faculty job postings represented 23.0 percent of all job postings in Q3 2018. However, despite the increasing number of postings for faculty positions, the third quarter ratio of faculty to administrative and executive job postings has been relatively stable for the past few years, but still decreasing by a small amount. The 23.0 percent of faculty job postings was only 0.3 percent lower than Q3 2017’s 23.3 percent, which, in turn, was only 0.1 percent below Q3 2016’s 23.4 percent. However, the 23.4 percent in Q3 2016 was 1.3 percent below Q3 2015’s 24.7 percent, which, In turn, was 2.4 percent below the 27.1 percent in Q3 2014.

One possible explanation regarding the fairly stable ratio of faculty to non-faculty job postings in the third quarter is that after the start of the academic year, curriculums and faculty staffing levels are more or less established for the remainder of the academic year.

The number of administrative and executive job postings increased by 7.6 percent in Q3 2018 from Q3 2017 compared to the 2.6 percent increase observed in Q3 2017 from Q3 2016. However, the 7.6 percent Q3 2018 rise in job postings for non-faculty positions was much less than the 14.5 percent increase in the immediately preceding Q2 2018.

The observed drop in the increase of job postings for non-faculty jobs could be due to the success that institutions had in finding suitable candidates and filling the open positions. Therefore, the comparatively more “normal” 7.6 percent increase in postings in Q3 2018 could signify a return to filling positions caused by natural attrition and employee turnover.
Finding

Job postings for full-time positions were greater than for part-time positions.

The number of job postings for full-time positions as well as for part-time positions in higher education increased during Q3 2018, which was the same trend as the immediately preceding Q2 2018. However, this is an evident change from the trends observed in Q4 2017 and Q1 2018 when postings for full-time positions increased while postings for part-time positions decreased.

The number of job postings for full-time positions increased 7.2 percent in Q3 2018, which was more than double the increase of 2.3 percent in Q3 2017. However, it was about half of the 14.1 percent increase in the immediately preceding Q2 2018.

And although the 7.2 percent increase in postings for full-time positions was only slightly higher than the 6.7 percent increase in Q3 2018 for part-time positions, there was almost five times the number of postings for full-time positions than part-time positions.

As discussed in earlier findings, the more stable employment environment within academe may be allowing higher education administrators and managers to plan better for immediate and longer-term future staffing levels and feel more confident of creating and funding full-time positions.

Meanwhile, the number of job postings for part-time positions increased 6.7 percent in Q3 2018, which was greater than the 3.8 percent increase observed a year earlier in Q3 2017 as well as the 4.0 percent increase in the immediately preceding second quarter of 2018.

And although the 7.2 percent increase in postings for full-time positions was only slightly higher than the 6.7 percent increase in Q3 2018 for part-time positions, there was almost five times the number of postings for full-time positions than part-time positions.

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Average Percentage of Part-Time Postings

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Job postings for both full-time and part-time faculty as well as both kinds of administrative job postings increased.

Portion of Job Postings That Are Part-Time

Job postings for full-time faculty positions increased 4.2 percent during Q3 2018 compared to a year ago, which is greater growth than the 3.3 percent increase observed a year earlier in Q3 2017. Likewise, the trend for postings for part-time faculty increased 7.9 percent in Q3 2018, which is much greater than the 0.7 increase observed a year earlier in Q3 2017. Despite the higher growth rate in part-time faculty postings compared to full-time faculty postings, there were still approximately two postings for full-time faculty positions for each single part-time faculty position.

Postings for full-time administrative positions increased 8.7 percent during Q3 2018 compared to a year earlier, which is a greater growth than the 2.0 percent increase observed a year earlier in Q3 2017. However, the 5.8 percent increase in the number of postings for part-time administrators in Q3 2018 was less than the 6.6 percent increase a year earlier. In addition, there were more than seven job postings for full-time administrative positions for each single part-time administrative position.

The increases in the number of postings for faculty positions — both full and part-time — could be the result of more even enrollment trends creating a more stable environment for which administrators and executives can plan staffing and curriculum for the future. And possibly because of the more stable financial environment for academe, open administrative positions are more likely to be for full-time positions than for part-time.

Percent of Full-Time and Part-Time Job Postings

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

Employment at community colleges continued to decline despite an increase in job postings.

Job Postings and Employment at Community Colleges

The number of job postings at community colleges increased 2.9 percent in Q3 2018 after declining 8.3 percent a year earlier in Q3 2017.

Although job postings for open positions at community colleges increased for the second consecutive quarter in Q3 2018, they declined for the five previous quarters from Q1 2017 to Q1 2018, inclusive.

However, employment at community colleges has decreased for almost five straight years, or the 19th consecutive year-over-year quarterly decline of this metric. The number of jobs at community colleges declined 0.8 percent, or about 4,900 jobs, in Q3 2018 from Q3 2017.

The job loss at community colleges can likely be directly attributed to declining enrollments at two-year, public degree-granting institutions as estimated by the National Student Clearinghouse Research Center. For the fall 2018 semester, the estimate is that enrollments at those institution fell 3.2 percent, which was the seventh consecutive semester decline from at least fall 2015.

Year-Over-Year Percent Change in:

<table>
<thead>
<tr>
<th>Year</th>
<th>Community College Job Postings (HigherEdJobs)</th>
<th>Community College Job Postings (BLS)</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Annual</td>
<td>Q3</td>
</tr>
<tr>
<td>2018</td>
<td>13.5</td>
<td>11.0</td>
</tr>
<tr>
<td>2017</td>
<td>-4.1</td>
<td>-8.3</td>
</tr>
<tr>
<td>2016</td>
<td>13.5</td>
<td>13.2</td>
</tr>
</tbody>
</table>


Note: Though most two-year institutions now designate themselves as Community Colleges, the BLS still categorizes these institutions as Junior Colleges and the National Student Clearinghouse Research Center categorizes them as two-year, public institutions. To avoid confusion, both are referred to as Community Colleges in this finding and throughout this report.
The number of job postings increased in all regions of the country and marginally declined in only one division.

All regions of the country experienced increases in the number of higher education job postings in Q3 2018 from one year earlier. During the third quarter of 2018, the Northeast experienced the largest percentage increase in higher education job postings, expanding by 11.8 percent and representing 26.7 percent of all postings during the quarter. However, the South, which represents the largest portion of all job postings with 31.3 percent, only increased by 5.4 percent.

The Midwest, with 17.9 percent of the postings, increased the slowest at 3.1 percent. It also contains the only area that experienced a decline in the third quarter, albeit marginal, in higher education postings in its West North Central area, comprised of Iowa, Nebraska, Kansas, North Dakota, Minnesota, South Dakota, and Missouri. The West, with almost a quarter of all higher education job postings during Q3 2018, increased 4.7 percent despite its Pacific division, comprised of Alaska, California, Hawaii, Oregon, and Washington, experiencing only a marginal increase of 0.03 percent.

The overall number of job postings in the cohort for this regional analysis increased 6.4 percent in Q3 2018. It should be pointed out that the group examined for this regional analysis of higher education job postings differs from the cohort analyzed in the rest of this report, which is comprised of continuous subscribers for four years.

Note: The regions and divisions used for this analysis are consistent with the official U.S. Census regions and divisions.
About this Report

The HigherEdJobs Higher Education Employment Report, published quarterly, provides summary information about employment within the higher education community. In this report, higher education employment is defined as all types of employment at four-year colleges and universities, two-year community colleges, and other types of higher educational training as well as trade schools, both public and private.

Findings on jobs in higher education are based on data from the U.S. Department of Labor / Bureau of Labor Statistics (BLS), specifically the Quarterly Census of Employment and Wages. 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 2013, a cohort of roughly 870 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.

About HigherEdJobs®

HigherEdJobs is published by Internet Employment Linkage, Inc. (IEL) and is the leading source for jobs and career information in academia. The company’s website, www.higheredjobs.com, receives 1.4 million unique visitors a month. During 2018, roughly 5,300 colleges and universities posted 256,500 faculty, administrative, and executive job postings to HigherEdJobs.

HigherEdJobs’ Conclusions Mirror Those of CUPA-HR

In February 2019, the College and University Professional Association for Human Resources published a research report entitled Impact of the Economic Recession on Student Enrollment and Faculty Composition in U.S. Higher Education: 2003-2018.¹

HigherEdJobs first published our Higher Education Employment Report covering Q1 2009 higher education job posting trends in May 2009. The new CUPA-HR report came to similar conclusions as HigherEdJobs’ employment report in regards to how higher education adjusted its staffing practices to cope with the recession, especially in regards to hiring full-time or part-time faculty.

For example, from the CUPA-HR report: “Public institutions — which were more affected by decreases in government support — hired fewer new full-time faculty and more part-time faculty….” And from HigherEdJobs’ first employment report for the Q1 2009 time period, “it appears higher education institutions are responding to financial pressures by relying more on part-time employees.”

In subsequent reports, HigherEdJobs began to look closer into part-time faculty compared to full-time faculty job postings and in the Q4 2011 report concluded, “Colleges and universities appear to be using part-time positions to fill all types of openings, with possibly more emphasis on part-time faculty.”


Current flu vaccines cover only the three or four strains of the flu that the World Health Organization expects to be the most prevalent each year. Two Texas Tech University researchers, widely known for their work in immunotherapy and infectious diseases, are working to change this. Harvinder Gill and Steve Presley have teamed up to develop a universal flu vaccine that targets the most unchanging parts of the virus. They recently received a five-year grant from the National Institute of Allergy and Infectious Diseases within the National Institutes of Health.