

Q2 2018

# HIGHER EDUCATION Employment Report



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## Executive Summary

**The number of jobs in higher education increased 0.2 percent, or 7,000 jobs, during the second quarter of 2018.** This was less than one-fourth of the growth observed one year earlier in Q2 2017 when the number of higher education jobs increased 0.8 percent or about 29,800 jobs. In addition, a significant portion of the growth in Q2 2018 is attributed to an increase in the number of jobs at both public and private four-year colleges and universities. Trends were 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 9.1 percent in Q2 2018, the highest quarterly growth rate regardless of quarter since Q2 2016. Furthermore, all of the increase in postings for higher education jobs again is attributed to a rise in the number of postings for full-time positions since there was a decrease in the number of postings for part-time positions. This development of increasing full-time postings and declining part-time postings was first observed in the fourth quarter of 2017 after several years of part-time job postings increasing at a greater rate than postings for full-time jobs.

Second 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 slower rate in Q2 2018 than one year earlier. [p.2](#)

Higher education job postings experienced the highest growth in almost two years, regardless of quarter. [p.3](#)

Both faculty and non-faculty job postings increased in Q2 2018. [p.4](#)

Growth in job postings was driven entirely by an increase in job postings for full-time positions. [p.5](#)

Job postings for full-time faculty increased as postings for part-time faculty decreased. The trend for full-time and part-time administrator job postings was mixed. [p.6](#)

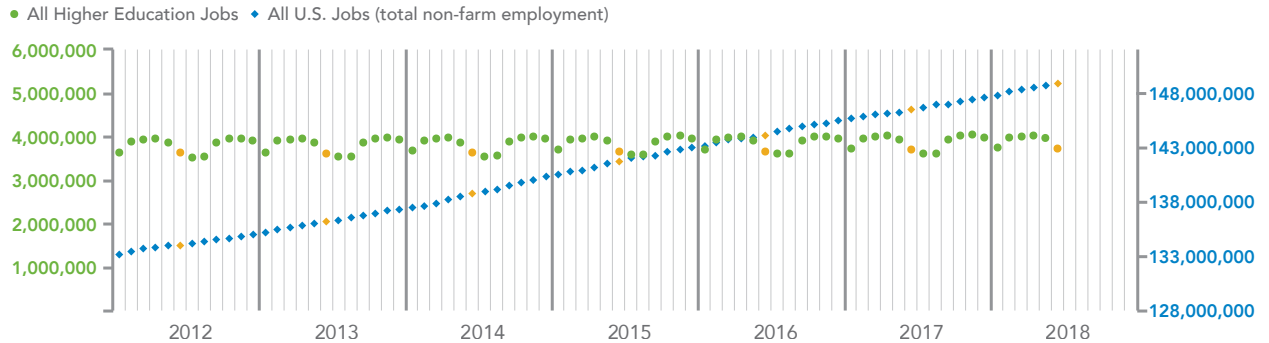
Although job postings at community colleges increased, employment at these institutions continued to decline. [p.7](#)

The number of job postings increased in all areas of the country for the first time in more than three years. [p.8](#)

## Finding

The number of jobs in higher education increased at a slower rate in Q2 2018 than one year earlier.

### 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: June data highlighted in yellow for ease of year-over-year comparisons.)

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 0.2 percent, or about 7,000 jobs, in Q2 2018 to just under 3.9 million jobs. This was about less than one-fourth the increase observed a year earlier in Q2 2017 when the increase was 0.8 percent or about 29,800 jobs.

While jobs at public institutions marginally declined 0.05 percent, or slightly less than 1,200 jobs, private institutions increased 0.6 percent or

about 8,200 jobs. However, the decline in the number of jobs at public institutions can be fully attributed to a decline in the number of jobs at community colleges, which are overwhelmingly public institutions as seen in the table to the below, right (and discussed in greater detail in the finding on page 7).

In Q2 2018 higher education jobs represented 2.62 percent of all jobs in the U.S. and this metric continues to trend downward ostensibly because of greater growth with all U.S. jobs.

### Year-Over-Year Percent Change in:

| Year | Higher Education Jobs |      | Total Overall Non-Farm Jobs | Higher Education Jobs as Percent of All Jobs |      |
|------|-----------------------|------|-----------------------------|--|------|
|      | Annual                | Q2   | Q2                          | Annual                                       | Q2   |
| 2018 |                       | 0.2  | 1.62                        |  | 2.62 |
| 2017 | 0.6                   | 0.8  | 1.63                        | 2.64   | 2.65 |
| 2016 | 0.2                   | 0.1  | 1.75                        | 2.67   | 2.68 |
| 2015 | 0.6                   | 0.7  | 2.11                        | 2.71   | 2.72 |
| 2014 | 0.3                   | 0.2  | 1.82                        | 2.75   | 2.76 |
| 2013 | 0.2                   | 0.05 | 1.61                        | 2.79   | 2.80 |
| 2012 | 0.7                   | 0.8  | 1.65                        | 2.83   | 2.85 |

### Type and Ownership of Institution Q2 2018:

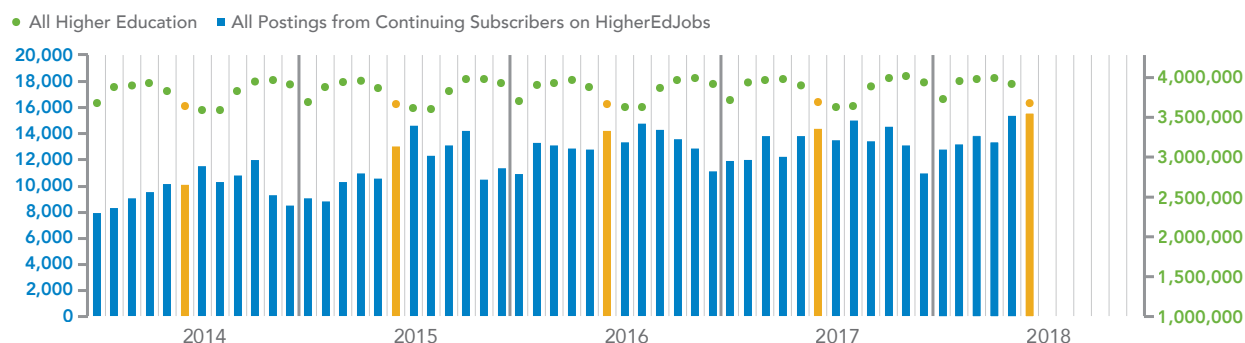
|  | Year-Over-Year Change | Percent of All Higher Education Jobs |
|--|-----------------------|--------------------------------------|
| Colleges & universities (public)                     | 0.5%                  | 44.9%                                |
| Colleges & universities (private)                    | 0.7%                  | 32.0%                                |
| Community colleges (public)                          | -1.5%                 | 17.0%                                |
| Community colleges (private)                         | -6.8%                 | 0.7%                                 |
| Business, computer and management training (public)  | -1.0%                 | 0.1%                                 |
| Business, computer and management training (private) | 1.6%                  | 1.8%                                 |
| Technical and trade schools (public)                 | 1.8%                  | 0.6%                                 |
| Technical and trade schools (private)                | 0.4%                  | 2.8%                                 |

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

## Finding

Higher education job postings experienced the highest growth in almost two years, regardless of quarter.

### 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: June data highlighted in yellow for ease of year-over-year comparisons.)

The number of advertised job openings in academia increased 9.1 percent in Q2 2018, which was the highest quarterly growth rate regardless of quarter since Q2 2016 when higher education job postings increased 15.1 percent. In Q4 2016, Q1 2017, and Q2 2017, the number of postings for higher education jobs increased 4.6 percent, 1.1 percent, and 1.8 percent, respectively, before marginally declining 0.9 percent in Q3 2017, and then increasing 2.3 percent and 5.5 percent in Q4 2017 and Q1 2018, respectively.

During Q2 2018, the total number of higher education jobs increased only 0.2 percent compared to a growth rate of more than four times as fast of 0.8 percent in Q2 2017.

As postulated in previous reports, the somewhat incongruent trends between job postings and overall higher education jobs could be because of timing – placing advertisements to fill open positions may not occur in the same quarter as hiring occurs. Furthermore, the job postings trend is further complicated by postings for part-time positions that continued to decline in

Q2 2018 (and discussed in several subsequent findings), which could be to fill positions on a more immediate basis, compared to postings for full-time openings, which may be utilized to address longer-term, staffing strategies, and administrators and managers may take more time to reach a final hiring decision.

#### Year-Over-Year Percent Change in:

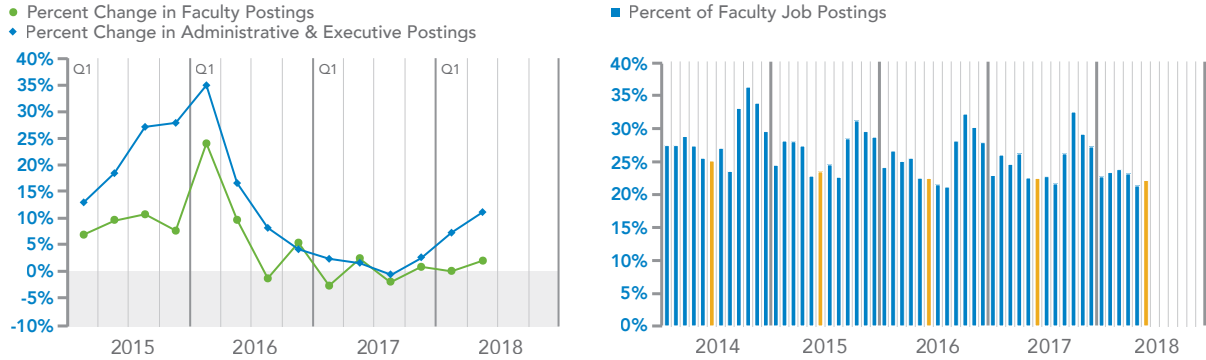
| Year | HigherEdJobs Postings |      | Total Higher Education Jobs |     |
|------|-----------------------|------|-----------------------------|-----|
|      | Annual                | Q2   | Annual                      | Q2  |
| 2018 |                       | 9.1  |                             | 0.2 |
| 2017 | 1.0                   | 1.8  | 0.6                         | 0.8 |
| 2016 | 13.2                  | 15.1 | 0.2                         | 0.1 |
| 2015 | 18.2                  | 16.2 | 0.6                         | 0.7 |

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.

# Finding

## Both faculty and non-faculty job postings increased in Q2 2018.

### Faculty Job Postings Compared to Administrative and Executive Job Postings



Source: HigherEdJobs posting data from continuing unlimited posting subscribers. (Note: June data highlighted in yellow for ease of year-over-year comparisons.)

Job postings for faculty positions increased 2.5 percent in Q2 2018 from Q2 2017, which was the largest quarterly increase since Q2 2017 that coincidentally increased by the same percentage from Q2 2016.

At the same time, the number of administrative and executive job postings increased at an accelerating pace with an 11.2 percent increase in Q2 2018 from Q2 2017, which was the largest quarterly increase since Q2 2016 when they increased 16.2 percent from Q2 2015.

Faculty job postings represented 22.1 percent of all job postings in Q2 2018. However, despite the number of postings for faculty positions rising, the ratio of faculty to administrative and executive job postings continued to diminish in Q2 2018. This has occurred in almost every second quarter since at least 2015 except for Q2 2017 when they increased, albeit marginally, from 23.4 percent in Q2 2016 to 23.6 percent in Q2 2017, after declining to 24.4 percent in Q2 2015 from Q2 2014 when they were 25.9 percent.

Conversely, it follows that the ratio of administrative and executive positions to faculty positions followed the opposite trend by generally increasing.

One possible explanation for the slowing increase relative to previous years for job postings for faculty positions as well as non-faculty positions – mainly from 2015 to mid-2016 – is because of the increase of postings for full-time positions. Since one full-time position may be created at the expense of several part-time ones, a fewer number of overall job postings may be required.

The trends for part-time and full-time job postings are examined in greater detail in the following two findings that found that the number for all part-time positions have declined and although the number of postings for full-time positions continued to increase recently, they are increasing at a lower rate. Perhaps, this trend is being driven by declining enrollments that, in turn, could be driven by shifting demographics as well as other factors.

#### Percent of Job Postings That Were:

| Year | Second Quarter    |  | Annual            |  |
|------|-------------------|--|-------------------|--|
|      | Faculty Positions | Administrative and Executive Positions | Faculty Positions | Administrative and Executive Positions |
| 2018 | 22.1              | 77.9                                   |                   |  |
| 2017 | 23.6              | 76.4                                   | 25.3              | 74.7                                   |
| 2016 | 23.4              | 76.6                                   | 25.5              | 74.5                                   |
| 2015 | 24.4              | 75.6                                   | 26.5              | 73.5                                   |
| 2014 | 25.9              | 74.1                                   | 28.8              | 71.2                                   |

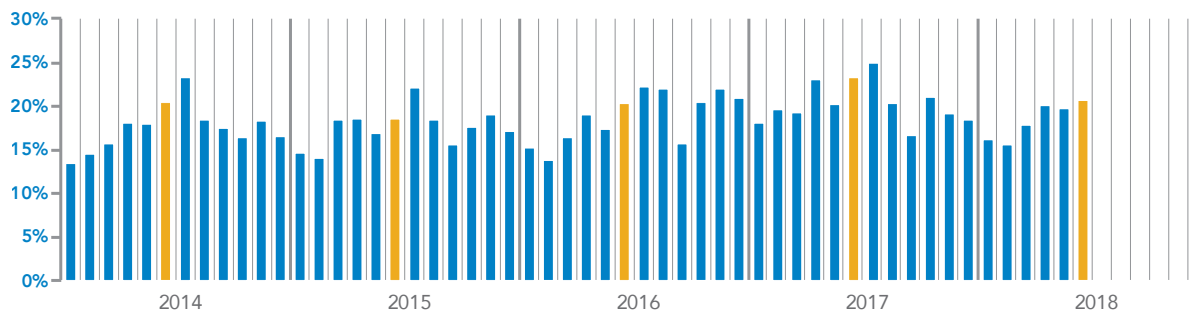
Source: HigherEdJobs posting data from continuing unlimited posting subscribers.

## Finding

Growth in job postings was driven entirely by an increase in job postings for full-time positions.

### Average Percentage of Part-Time Postings

■ Percent Part-Time Job Postings



Source: HigherEdJobs posting data from continuing unlimited posting subscribers. (Note: June data highlighted in yellow for ease of year-over-year comparisons.)

The increase in all higher education job postings during Q2 2018 was entirely driven by an increase in the number of job postings for full-time positions since postings for part-time positions declined. This was the same trend observed in the two immediately preceding quarters of Q4 2017 and Q1 2018, when this relationship – job postings for full-time positions increasing while postings for part-time positions declined – occurred since at least Q1 2015, regardless of quarter.

The number of job postings for part-time positions decreased 6.1 percent in Q2 2018, more than a 22-percentage point difference from the 16.2 percent increase one year earlier in Q2 2017. The decline in postings in Q2 2018 for part-time positions was only the third decline observed since at least 2015, regardless of quarter. The other two occurred in the immediately preceding periods when postings for part-time positions in higher education declined 3.3 percent and also 6.1 percent in Q4 2017 and Q1 2018, respectively.

Meanwhile, the number of job postings for full-time positions increased 7.7 percent in Q2 2018, a clear improvement from the 1.0 percent decline observed a year earlier in Q2 2017. It

should be noted that there were approximately five job postings for full-time positions for each part-time position.

There could be several explanations for the trend of declining postings for part-time positions compared to full-time positions, coupled with the development that there are approximately five times the amount of postings for full-time positions than part-time positions. The most likely is that higher education administrators and managers are seeing more stable enrollment trends, which enable better and more accurate strategic planning regarding immediate and longer-term future staffing levels.

### Average Percentage of Part-Time Postings

### Percent Change in Number of Postings

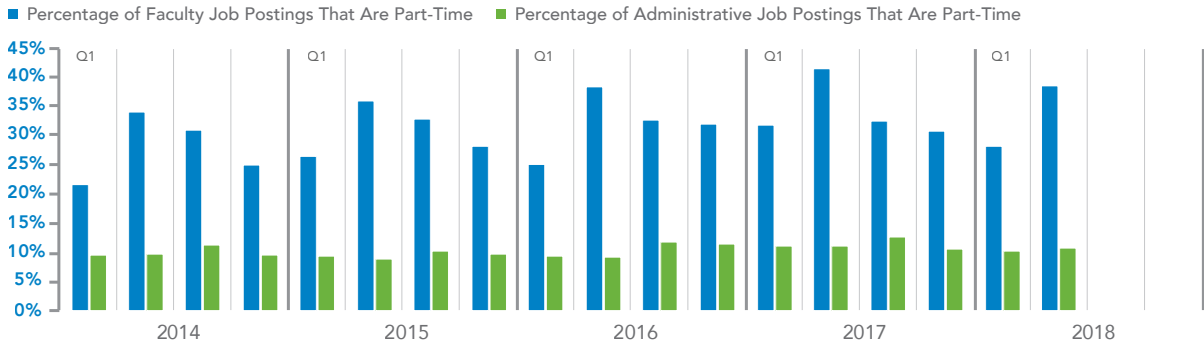
| Year | Annual | Q2   | Part-Time | Full-Time |
|------|--------|------|-----------|-----------|
|      |        |      | Q2        | Q2        |
| 2018 |        | 20.3 | -6.1      | 7.7       |
| 2017 | 20.5   | 21.9 | 16.2      | -1.0      |
| 2016 | 18.8   | 19.0 | 19.5      | 14.3      |
| 2015 | 17.8   | 18.1 | 12.3      | 17.0      |

Source: HigherEdJobs posting data from continuing unlimited posting subscribers.

## Finding

Job postings for full-time faculty increased as postings for part-time faculty decreased. The trend for full-time and part-time administrator job postings was mixed.

### Portion of Job Postings That Are Part-Time



Source: HigherEdJobs posting data from continuing unlimited posting subscribers.

Job postings for full-time faculty positions increased 7.7 percent during Q2 2018 compared to a year ago, which is especially notable since a 2.7 percent decline was observed a year earlier in Q2 2017. However, postings for full-time faculty increased 2.9 percent and 5.4 percent in the immediately preceding quarters of Q4 2017 and Q1 2018, respectively. In addition, the 4.8 percent decline in the number of postings for part-time faculty in Q2 2018, was immediately preceded by declines of 2.0 percent, 2.6 percent, and 10.6 percent in Q3 2017, Q4 2017, and Q1 2018, respectively.

Postings for full-time administrative positions increased 11.8 percent during Q2 2018 compared to the relatively flat trend of a minor decrease of 0.2 percent a year earlier in Q2 2017.

The 7.5 percent increase in the number of posting for part-time administrative positions was notably smaller than the previous two second quarters when the increases were greater than 20 percent. Furthermore, the increase for this type of posting in Q2 2018 was a change in the trend from the immediately previous periods when postings for part-time administrators declined 4.2 percent and 1.7 percent in Q4 2017 and Q1 2018, respectively.

The decline in the number of job postings for part-time faculty positions and simultaneously increase in postings for full-time faculty could be indicative that enrollment levels are not fluctuating as they had been so academe is more confident to rely less on adjunct faculty and/or want to replace several part-time positions with single full-time positions.

### Percent of Full-Time and Part-Time Job Postings

#### Faculty Job Postings

| Year | Change in Full-Time Postings | Change in Part-Time Postings | Change in Q2 Full-Time Postings | Change in Q2 Part-Time Postings |
|------|------------------------------|------------------------------|---------------------------------|---------------------------------|
| 2018 |                              |                              | 7.7                             | -4.8                            |
| 2017 | -2.8                         | 6.2                          | -2.7                            | 10.8                            |
| 2016 | 6.9                          | 12.8                         | 5.8                             | 17.7                            |
| 2015 | 4.6                          | 20.4                         | 6.8                             | 15.5                            |

#### Administrative Job Postings

| Year | Change in Full-Time Postings | Change in Part-Time Postings | Change in Q2 Full-Time Postings | Change in Q2 Part-Time Postings |
|------|------------------------------|------------------------------|---------------------------------|---------------------------------|
| 2018 |                              |                              | 11.8                            | 7.5                             |
| 2017 | 0.4                          | 10.7                         | -0.2                            | 23.4                            |
| 2016 | 13.9                         | 25.6                         | 16.4                            | 22.1                            |
| 2015 | 23.3                         | 16.0                         | 20.0                            | 8.1                             |

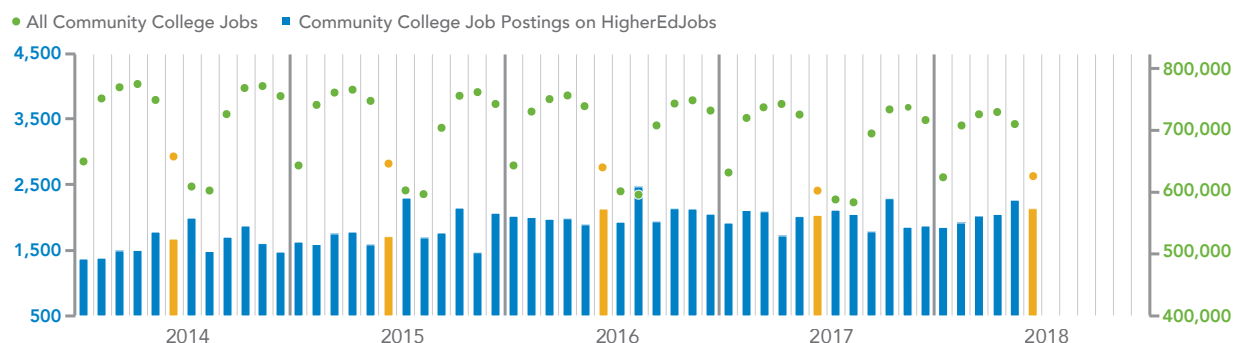
Source: HigherEdJobs posting data from continuing unlimited posting subscribers.



## Finding

Although job postings at community colleges increased, employment at these institutions continued to decline.

### Job Postings and Employment at Community Colleges



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: June data highlighted in yellow for ease of year-over-year comparisons.)

The number of job postings at community colleges increased in Q2 2018 after declining for the previous four consecutive quarters. Employment at community colleges has decreased for more than 4.5 straight years, or the 18th consecutive year-over-year quarterly decline of this metric.

2018 decline was the smallest since the recent 4.5 years of quarterly declines began in Q1 2014. Since Q4 2013, the last time community college jobs increased year-over-year, they have shed approximately 83,900 jobs or about 10.9 percent.

Job postings for open positions at community colleges increased 11.5 percent in Q2 2018, which was the first increase since Q2 2017 when these postings increased only 1.9 percent.

#### Year-Over-Year Percent Change in:

| Year | Community College Job Postings (HigherEdJobs) |      | Community College Job Postings (BLS) |      |
|------|---|------|--------------------------------------|------|
|      | Annual  | Q2   | Annual                               | Q2   |
| 2018 |   | 11.5 |                                      | -0.2 |
| 2017 | -3.2  | -3.6 | -1.9                                 | -3.1 |
| 2016 | 14.7  | 18.2 | -1.0                                 | -1.0 |
| 2015 | 11.3  | 3.0  | -1.4                                 | -1.0 |

The 11.5 percent increase in community college job postings during Q2 2018 from the year before was fairly broad-based, with one exception. Although job postings for full-time faculty positions increased 8.3 percent in Q2 2018, postings for part-time faculty decreased 7.1 percent.

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

Meanwhile, employment at community colleges decreased only 0.2 percent, or about 1,700 jobs, during Q2 2018 from Q1 2017. The Q2

Note: Though most two-year institutions now designate themselves as Community Colleges, the BLS still categorizes these institutions as Junior Colleges. To avoid confusion, Junior Colleges are referred to as Community Colleges in this finding and throughout this report.

## Finding

The number of job postings increased in all areas of the country for the first time in more than three years.

### Change in Higher Education Job Postings by Census Region and Division Q2 2017 to Q2 2018

Source: HigherEdJobs job postings from unlimited posting subscribers in Q2 2017 and Q2 2018.



For the first time since Q1 2015, all areas of the country experienced increases in the number of higher education job postings. During the second quarter of 2018, the West experienced the largest percentage increase in higher education job postings, expanding by 12.9 percent and representing 25.5 percent of all postings during the quarter. However, the Northeast, which represents a similar percent of all job postings with 24.4 percent, was the region with the slowest growth of 5.7 percent.

However, the South, with one-third the number of job postings, increased 9.2 percent. The South also contained the areas with the largest

increase (the East South Central division that increased 18.2 percent) as well as the smallest increase (the South Atlantic division that increased 3.4 percent). The Midwest, with 16.9 percent of the postings, increased 7.7 percent.

The overall number of job postings in the cohort for this regional analysis increased 9.0 percent in Q2 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. ([http://www2.census.gov/geo/pdfs/maps-data/maps/reference/us\\_regdiv.pdf](http://www2.census.gov/geo/pdfs/maps-data/maps/reference/us_regdiv.pdf))

## 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](http://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](http://www.higheredjobs.com), receives 1.4 million unique visitors a month. During 2017, roughly 5,400 colleges and universities posted 223,500 faculty, administrative, and executive job postings to HigherEdJobs.

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