

Faculty Pay v. Administrator Pay

There is not a single faculty member who decided to enter the profession because of the lure of a fat paycheck. For the majority of faculty, it was the insatiable desire to be fully immersed in their chosen discipline that proved irresistible. A lifelong commitment to the realm of ideas and the pursuit of truths is what drove them to teaching. Serving as teachers, mentors, and scholars, faculty devote their energies to creating an institution that can foster the next generation of leaders.

In many colleges and universities in America, faculty receive fair compensation and respect for their service, but at Ocean County College that is not the case. Rather than offering a salary befitting a faculty with advanced degrees and years of experience and scholarship, Ocean County College faculty earn less than they would if they taught elementary school.

According to the New Jersey Department of Education, in 2012-2013 the average K-12 teacher salary was \$62,583. At Ocean County College, the salary for an Instructor was \$42,294.

In fact, according to the *Asbury Park Press*, the starting salary for a kindergarten teacher in Ocean County is higher than the salary for an Instructor at Ocean County College.

There is clearly something very wrong here. While starting salaries for OCC faculty are abysmally low—the second lowest out of all two-year colleges in New Jersey—the salary for OCC administrators are abnormally high—the second highest out of all two-year colleges in New Jersey.

In 2001, President Jonathan Larson received a salary of \$130,000. In 2014, his salary (excluding other compensation) had skyrocketed to \$230,066. That is a staggering 77% increase. During the same period, other top administrators received generous increases of up to 61%, bringing the average salary of top administrative management up to \$160,000.

2007-2014 salary increase	
Faculty	11%
Larson	31%

2011-2014 salary increase	
Faculty	0%
Larson	3.5%+

The faculty has not seen even a sliver of that bounty. The great disparity between salary ranges demonstrates a fundamental imbalance and blatant disregard for faculty.

Faculty deserve fair treatment and a salary that compensates faculty for the tireless work that they do for the students and community of Ocean County.