For many of us in higher education, the staff that work at colleges and universities are unsung heroes. After all, most faculty are protected by tenure and academic freedom. Administrators also have a great deal of autonomy and job security. Yet, staff members—whether a department secretary or someone working out of the sight of most people—are usually badly paid, lack many opportunities for advancement, and can often times be dismissed without notice.

Faculties, administrators, and students are all part of the public conversation, but little is known about staff. Now a new report is shedding some light on these little-known, but invaluable people.

A study titled “Staff in Higher Education Salary Reports: Key Findings, Trends, and Compensation Tables for the 2016-17 Academic Year” published last May is providing some very interesting and sometimes surprising information. Among the findings are that higher education staff have an annual median pay of $37,000, hardly enough to support a family unless someone else in the household is also working. Among them, the skilled craft workers on the highest paid, and service/maintenance workers are the lowest.

As expected, there is also a great deal of geographic variation when it comes to salaries, with schools in the Northeast paying the most and those in the South paying the least. Yet, once adjusted for cost of living the salaries come out to be about the same.

One surprising finding is that racial/ethnic minorities are underrepresented in college and university staff in all but service/management positions. For example, 6% of all U.S. college staff areas except skilled crafts, they are paid less than men in all except office/clerical work. When it comes to ethnicity, there is also a minority pay gap for all U.S. college staff positions, except the “prominent”.

Also, the gender pay gap is greater among older employees. The study found that experience — measured by number of years in a position — does not mitigate this imbalance, as the pay gap is also greater for those with more seniority. The authors of the report also found that there is a wide gap range for staff positions, ranging from the entry level at age 65 and beyond. The exception is in the area of skilled craft positions, where most are likely to be in their late 40s and early 50s.

The authors of this study with Jacqueline Bisele and Jasper McChesney, who produced it for the College and University Professional Association for Human Resources (CUPA-HR). They found that the overall median years in a position for higher education staff was four. The lowest turnover is among skilled craft workers in the Northeast, who have a median of 11 years in their position.

There are 175,000 U.S. educational institutions, many of which have a skilled craft worker as a member of their staff. These workers are learning the basics of sports and having fun outdoors for baseball drills using both wiffleballs and real baseballs. While having fun and learning great life lessons at the same time.

The study was sponsored by the National Association of Independent Colleges and Universities.

Ymca

Continued From Page 1

About half of the summer is left to go so there are still several camps that begin this month and in July or even early August. Two upcoming camps that are still taking registrations are Rainbow Printmaking for fourth through eighth grade students and Rocket Sports Summer for 7- to 14-year-old children.

New to the addi tion to the specialty camps this summer is the Rocket Sports Summer Camp from June 1 to 27 at 3 p.m. to 8 p.m. July 10 through July 13 at the YMCA. YMCA Summer Camp students will explore the world of color and patterns with this introduction to printmaking.

The students have the opportunity to explore painting, carving, stamping, and printing to make their designs. By using a variety of techniques including cut paper and relief printing, the results will be colorful works of art.

Kathy Seidel, who is teaching the Rainbow Printmaking Camp, said that the Rainbow Printmaking camps are going to be able to explore printmaking techniques that are “kind of advanced. But we bring it down to a more accessible level for them,” Seidel emphasized.

“We will be able to do some linoleum carving and then we will do some basic more basic printmaking techniques that I really find enjoyable,” she said.

Seidel told how she hopes that her campers “will have a great deal of fun and get very well of sports, as many as the kids love doing sports at the YMCA sports, as their teams.” Seidel added.

“The Rocket Printmaking Camp costs $40 for YMCA members and $75 for non-members. Rocket Sports Summer Camp costs $75 for YMCA members and $90 for non-members,” said Seidel.

The YMCA Summer Camp costs $40 for YMCA members and $65 for non-members. Rocket Sports Summer Camp costs $75 for YMCA members and $90 for non-members. YMCA Summer Camps are open to children in grades kindergarten through fifth grade.

Visit the YMCA’s website at www.ymcaofNSE.com/tampa and carry the burden of our lives so I

For the Intelligencer

“The first time, Lewis and Clark Community College was honored with the Illinois Community College Trustees Award for its commitment to providing a high-quality education to its students and a strong leadership commitment. This year, the college is featured as one of the seven outstanding college leaders in the United States that are recognized leaders in higher education.”

For the University

A youngster prepares to hit a ball during one of the YMCA’s summer camps. Photo by Carin Arnett.