

# RESEARCH BRIEF

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## FACULTY SALARIES AND EMPLOYMENT

North Carolina community college faculty are employees of the local community college whose salaries are funded primarily from State allocations. A few colleges have local faculty salary supplements, and a small number of faculty are paid from other sources, such as grants. Salaries are affected by many factors, a few of which are the local labor market, local personnel policies, work assignments, number of months employed, and performance. This research brief presents data for the last two years on the number of full-time faculty and average salaries based upon the Staff Information files submitted by the community colleges each fall.

The North Carolina Community College System employed 4,390 full-time curriculum faculty in fall of 1999, an increase of 4% from the previous fall when 4,221 were employed.

Of the 4,390 faculty employed in fall 1999, 3,801 were employed as full-time faculty in fall of 1998, for a one-year retention of 90%. The 589 new faculty hired in 1999 have an average monthly salary of \$3,330, much lower than the 1999 average monthly salary of \$3,915 for those faculty employed both years. There were 400 faculty who did not return in fall 1999 as full-time faculty in the community colleges. The fall 1998 data show that these faculty had an average monthly salary of \$3,766 as compared to \$3,659 for the 3,801 faculty who were retained. This analysis supports the hypothesis that faculty who leave the system, in some cases for retirement, earn higher salaries than those who are retained. It also shows that new faculty are hired at much lower salaries, on the average.

**Table 1**  
**Average Monthly Salary from State Funds for Full-Time, Curriculum Faculty**  
**Based on Employment Status in 1998-99 and 1999-2000**  
**With the North Carolina Community College System**

	<b>Number of Faculty</b>	<b>Average Monthly Salary, 1998-99</b>	<b>Average Monthly Salary, 1999-00</b>
<b>Left Faculty Employment after 1998-99</b>	<b>400</b>	<b>\$3,765.96</b>	<b>—</b>
<b>New Faculty Hired in 1999-2000</b>	<b>589</b>	<b>—</b>	<b>\$3,329.95</b>
<b>Employed as Faculty Both Years</b>	<b>3,801</b>	<b>\$3,659.49</b>	<b>\$3,914.79</b>

Salaries of full-time faculty who were employed the same number of months both in 1998-99 and 1999-2000 were compared to determine the average increase in monthly salary. When all sources of salary (local, Federal, State, etc.) are included, the average increase is 6.94%. When only State funds are included, the average increase is 7.00%. This analysis shows that, on the average, the community colleges gave more than the 5% legislative increase to those faculty who were retained from 1998 to 1999 and employed for the same number of months.

In 1999, 67.0% of the full-time faculty are employed on a 12-month basis, with an annual State salary of \$45,977. Another 23.1% are employed as 9-month faculty, with an annual State salary of \$33,532. Another 8.0% are on 10-month employment contracts, with an average State salary of \$37,753, and the remaining are on 11-month contracts, at an average annual State salary of \$41,203. (For the 5% of faculty with contracts having partial months, e.g., 9.25 months, the length of employment is rounded to the nearest whole.)

**Table 2**  
Average State Salaries for Full-Time Faculty by Employment Period

Length of Employment	Number of Faculty, 1999-00	Percent of Total Faculty, 1999-00	1999-00 Average Annual State Salary	Percent of Instructional Unit Allotment of \$42,201	Number Employed 1998 and 1999 for Same Number of Months	Average Percent Increase in Monthly Salary
9-month	1,013	23.1%	\$33,532	79.4%	523	7.20%
10-month	352	8.0%	\$37,753	89.5%	303	7.44%
11-month	82	1.9%	\$41,203	97.6%	69	7.73%
12-month	2,943	67.0%	\$45,977	108.9%	2,583	6.81%

Traditionally, North Carolina community colleges have employed the majority of faculty on 12-month contracts. While this trend held true in 1999-00, there was an overall decline in the percent of faculty employed on a 12-month basis. One year's data are not sufficient to determine if this change in percent of faculty with 12-month contracts represents a change in employment practices at the community colleges; however, it is a factor that should be monitored for the next several years.

**Table 3**  
Length of Employment for Full-Time Faculty, 1998-99 to 1999-2000

Length of Employment	Number of Faculty, 1998-99	Number of Faculty, 1999-00	Percent of Faculty, 1998-99	Percent of Faculty, 1999-00
9-month	891	1,013	21.1%	23.1%
10-month	316	352	7.5%	8.0%
11-month	69	82	1.6%	1.9%
12-month	2,945	2,943	69.8%	67.0%

When salaries for the 1999-2000 year are converted to nine months for the purpose of comparing with the SREB states and with national data, the average North Carolina community college faculty earns \$34,527 from all sources, a 4.5% increase over 1998-99. Relative to other states, North Carolina community college faculty earn monthly salaries that rank at the bottom. However, over 75% of North Carolina community college faculty work more than nine months, increasing their **annual** earnings.

*Source of data: Staff Information files submitted to the North Carolina Community College System Office. Data analysis by Planning and Research and Information Services sections.*

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