

RESEARCH BRIEF

A publication of the Planning and Research Section, North Carolina Community College System

October 2002

No. 2002-01

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 4,610 full-time curriculum faculty in fall of 2000, an increase of 5% from the previous fall when 4,390 were employed.

Of the 4,610 faculty employed in fall 2000, 3,934 were employed as full-time faculty in fall of 1999, for a one-year retention of 90%. The 676 new faculty hired in 2000 had an average monthly salary of \$3,347, much lower than the 2000 average monthly salary of \$4,026 for those faculty employed both years. There were 456 faculty who did not return in fall 2000 as full-time faculty in the community colleges. The fall 1999 data show that these faculty had an average monthly salary of \$3,792 as compared to \$3,765 for the 3,934 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 1999-00 and 2000-01
With the North Carolina Community College System

Employment Status	Number of Faculty	Average Monthly Salary, 1999-00	Average Monthly Salary, 2000-01
Left Faculty Employment after 1999-00	456	\$3,791.84	
New Faculty Hired in 2000-01	676		\$3,346.84
Employed as Faculty Both Years	3,934	\$3,765.00	\$4,026.19

Salaries of full-time faculty who were employed the same number of months in both 1999-00 and 2000-01 were compared to determine the average increase in monthly salary. When all sources of salary (local, federal, state, etc.) were included, the average increase was 6.74%. When only State funds were included, the average increase was 6.86%. This analysis shows that, on the average, the community colleges gave faculty more than the average 4.2% required legislative increase to those faculty who were retained from 1999 to 2000 and employed for the same number of months.

In 2000, 65.84% of the full-time faculty were employed on a 12-month basis, with an annual State salary of \$47,648. Another 19.83% were employed as 9-month faculty, with an annual State salary of \$34,391. Another 11.19% were on 10-month employment contracts, with an average State salary of \$38,202, and the remaining were on 11-month contracts, at an average annual State salary of \$44,505.

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

Length of Employment	Number of Faculty, 2000-01	Percent of Total Faculty, 2000-01	2000-01 Average Annual State Salary	Percent of Instructional Unit Allotment of \$42,201	Number Employed 1999 and 2000 for Same Number of Months	Average Percent Increase in Monthly Salary
9-month	914	19.83%	\$34,391	81.5%	600	7.17%
10-month	516	11.19%	\$38,202	90.5%	354	5.60%
11-month	145	3.15%	\$44,505	105.5%	95	7.05%
12-month	3,035	65.84%	\$47,648	112.9%	2,573	6.97%

Traditionally, North Carolina community colleges have employed the majority of faculty on 12-month contracts. While this trend held true in 2000-01, there was an overall decline in the percent of faculty employed on a 12-month basis. The 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, 1999-00 to 2000-01

Length of Employment	Number of Faculty, 1999-00	Number of Faculty, 2000-01	Percent of Faculty, 1999-00	Percent of Faculty, 2000-01
9-month	790	914	18.00%	19.83%
10-month	482	516	10.98%	11.19%
11-month	163	145	3.71%	3.15%
12-month	2,955	3,035	67.31%	65.84%

When salaries for the 2000-01 year are standardized to nine months for the purpose of comparing with the SREB states and with national data, the average North Carolina community college faculty earned \$36,044 from all sources, a 4.4% increase over 1999-00. Relative to other states, North Carolina community college faculty earn monthly salaries that rank at the bottom.

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

Keith Brown
N.C. Community College System
200 W. Jones Street
Raleigh, NC 27603-1337
(919) 733-7051

Planning & Research
N.C. Community College System

Keith Brown, Associate Vice President
Vivian Barrett, Office Assistant
Dr. Larry Gracie, Associate Director for
Institutional Effectiveness
Terry Shelwood, Associate Director for
Institutional Assessment
Brenda Splawn, Research Technician
Dr. So-Young Yim, Coordinator for
Research Projects