

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 4,716 full-time curriculum faculty in fall of 2001, an increase of 2.3% from the previous fall when 4,610 were employed.

Of the 4,716 faculty employed in fall 2001, 4,199 were employed as full-time faculty in fall of 2000, for a one-year retention of 91%. The 517 new faculty hired in 2001 had an average monthly salary of \$3,430, much lower than the 2001 average monthly salary of \$4,072 for those faculty employed both years. There were 411 faculty who did not return in fall 2001 as full-time faculty in the community colleges. The fall 2000 data show that these faculty had an average monthly salary of \$3,962 as compared to \$3,923 for the 4,199 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 2000-01 and 2001-02
With the North Carolina Community College System

Employment Status	Number of Faculty	Average Monthly Salary, 2000-01	Average Monthly Salary, 2001-02
Left Faculty Employment after 2000-01	411	\$3,961.62	
New Faculty Hired in 2001-02	517		\$3,430.03
Employed as Faculty Both Years	4,199	\$3,923.14	\$4,071.65

Salaries of full-time faculty who were employed in 2000-01 and 2001-02 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 3.88%. When only State funds were included, the average increase was 3.79%. This analysis shows that, on the average, the community colleges gave faculty more than the average 2.7% required legislative increase to those faculty who were retained from 2000 to 2001. (Note: The 2001 legislature mandated a \$625 increase plus a 1% continuing salary increase to all permanent full-time faculty and professional staff. Based on the average 2000-01 faculty salary from state funds for those faculty employed in 2000-01 and 2001-02, this represents an average salary increase of 2.7%).

In 2001, 90.59% of the full-time faculty were employed on a 9-month basis, with an annual State salary of \$36,217. Another 4.98% were employed as 10-month faculty, with an annual State salary of \$35,245. Another 0.04% were on 11-month employment contracts, with an average State salary of \$40,981, and the remaining were on 12-month contracts, at an average annual State salary of \$48,885.

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

Length of Employment	Number of Faculty, 2001-02	Percent of Total Faculty, 2001-02	2001-02 Average Annual State Salary	Percent of Instructional Unit Allotment of \$43,374
9-month	4,272	90.59%	\$36,217	83.5%
10-month	235	4.98%	\$35,245	81.3%
11-month	2	0.04%	\$40,981	94.5%
12-month	207	4.39%	\$48,885	112.7%

Traditionally, North Carolina community colleges have employed the majority of faculty on 12-month contracts. The 2001 legislature mandated that colleges convert all faculty contracts to 9-month contracts for the fall and spring semesters. The data show that, for the most part, all full-time curriculum faculty have been converted to 9-month contracts.

Table 3
Length of Employment for Full-Time Faculty, 2000-01 to 2001-02

Length of Employment	Number of Faculty, 2000-01	Number of Faculty, 2001-02	Percent of Faculty, 2000-01	Percent of Faculty, 2001-02
9-month	914	4,272	19.83%	90.59%
10-month	516	235	11.19%	4.98%
11-month	145	2	3.15%	0.04%
12-month	3,035	207	65.84%	4.39%

When salaries for the 2001-02 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 \$36,809 from all sources, a 2.1% increase over 2000-01. 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.

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