

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 4,792 full-time curriculum faculty in fall of 2002, an increase of 1.6% from the previous fall when 4,716 were employed.

Of the 4,792 faculty employed in fall 2002, 4,315 were employed as full-time faculty in fall of 2001, for a one-year retention of 91%. The 477 new faculty hired in 2002 had an average monthly salary of \$3,621, much lower than the 2002 average monthly salary of \$4,167 for those faculty employed both years. There were 402 faculty who did not return in fall 2002 as full-time faculty in the community colleges. The fall 2001 data show that these faculty had an average monthly salary of \$4,206 as compared to \$4,078 for the 4,315 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 for Full-Time, Curriculum Faculty
Based on Employment Status in 2001-02 and 2002-03
With the North Carolina Community College System

Employment Status	Number of Faculty	Average Monthly Salary, 2001-02	Average Monthly Salary, 2002-03
Left Faculty Employment after 2001-02	402	\$4,205.97	
New Faculty Hired in 2002-03	477		\$3,621.48
Employed as Faculty Both Years	4,315	\$4,078.39	\$4,167.47

Salaries of full-time faculty who were employed in 2001-02 and 2002-03 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 2.18%. When only State funds were included, the average increase was 2.28%.

When salaries for the 2002-03 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 \$37,018 from all sources, a 0.58% increase over 2001-02. 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 Planning, Accountability, Research and Evaluation (PARE).

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