

RESEARCH BRIEF

A publication of the Planning, Accountability, Research and Evaluation Section

North Carolina Community College System

February 2004

No. 2004-02

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 5,102 full-time curriculum faculty in fall of 2003, an increase of 6.5% from the previous fall when 4,792 were employed.

Of the 5,102 faculty employed in fall 2003, 4,333 were employed as full-time faculty in fall of 2002, for a one-year retention of 90%. The 769 new faculty hired in 2003 had an average monthly salary of \$3,715, much lower than the 2003 average monthly salary of \$4,278 for those faculty employed both years. There were 459 faculty who did not return in fall 2003 as full-time faculty in the community colleges. The fall 2002 data show that these faculty had an average monthly salary of \$4,118 as compared to \$4,113 for the 4,333 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 2002-03 and 2003-04
With the North Carolina Community College System

Employment Status	Number of Faculty	Average Monthly Salary, 2002-03	Average Monthly Salary, 2003-04
Left Faculty Employment after 2002-03	459	\$4,117.53	
New Faculty Hired in 2003-04	769		\$3,714.51
Employed as Faculty Both Years	4,333	\$4,112.65	\$4,257.95

Salaries of full-time faculty who were employed in 2002-03 and 2003-04 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 3.53%. When only State funds were included, the average increase was 3.86%. This analysis shows that, on the average, the community colleges gave faculty more than the 0.5% required legislative increase to those faculty who were retained from 2002 to 2003.

When salaries for the 2003-04 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 \$37,584 from all sources, a 1.53% increase over 2002-03. 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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