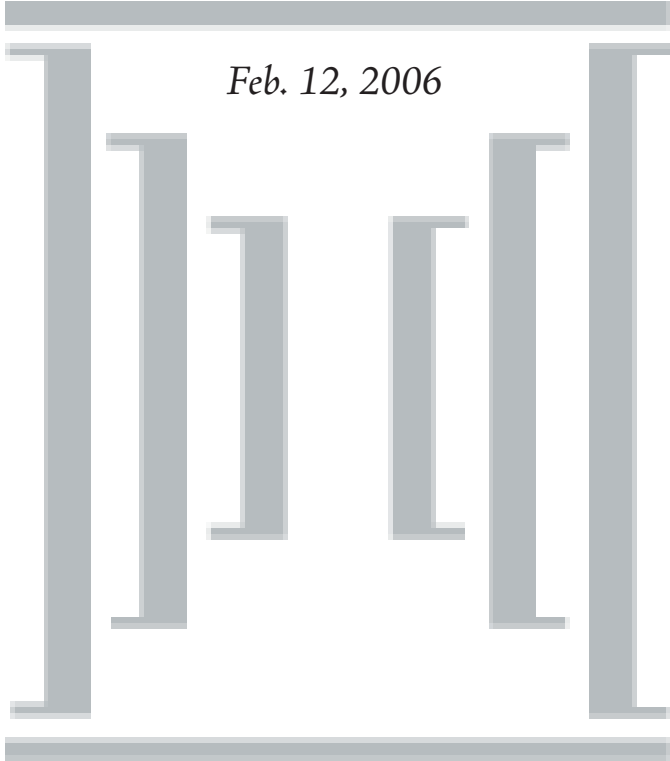


Data Trends and Briefings



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North Carolina Community College System
Planning, Accountability, Research & Evaluation

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 5,481 full-time curriculum faculty in fall of 2005, an increase of 3.9% from the previous fall when 5,276 were employed.

Of the 5,480 faculty employed in fall 2005, 4,822 were employed as full-time faculty in fall of 2004, for a one-year retention rate of 91%. The 659 new faculty hired in fall 2005 had an average monthly salary of \$4,158, much lower than the fall 2005 average monthly salary of \$4,675 for those faculty employed both years. There were 454 faculty who did not return in fall 2005 as full-time faculty in the community colleges. The fall 2004 data show that these faculty had an average monthly salary of \$4,547 as compared to \$4,452 for the 4,822 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 2004-05 and 2005-06
With the North Carolina Community College System

	Number of Faculty	Average Monthly Salary, 2004-05	Average Monthly Salary, 2005-06
Left Faculty Employment after 2003-04	454	\$4,547	
New Faculty Hire in 2004-05	659		\$4,158
Employed as Faculty Both Years	4,822	\$4,452	\$4,675

Salaries of full-time faculty who were employed in both 2004-05 and 2005-06 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 5.01%. When only State funds were included, the average increase was 5.10%. This analysis shows that, on the average, the community colleges gave faculty more than the 4.0% required legislative increase to those faculty who were retained from 2004-05 to 2005-06.

When salaries for the 2005-06 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 \$41,517 from all sources, a 3.42% increase over 2004-05. 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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