

STATE BOARD OF COMMUNITY COLLEGES
Allocation for Faculty Recruitment and Retention
FY 2021-22 and FY 2022-23

Request: The State Board of Community Colleges (SBCC) is asked to approve the allocation of faculty recruitment and retention funds appropriated in the 2021 Appropriations Act (Session Law 2021-180).

Background: The 2021 Appropriations Act (Session Law 2021-180) appropriates a new funding source for recruitment and retention of community college faculty in high demand fields. High demand fields are defined as Tier 1A and Tier 1B courses. Funds can be used for bonuses as well as salary increases, for hard-to-recruit (for example, vacant position remains unfilled after multiple postings) or hard-to-retain (for example, high turnover rate of this position or competing job offer) full-time and/or part-time faculty with a majority teaching load in Tier 1A and/or 1B courses (both curriculum and continuing education). These funds must also cover the cost of associated fringe benefits (social security and retirement) for salary increases or bonuses awarded with these funds.

Rationale: Since these funds are to be used for faculty teaching in Tier 1A and/or 1B, the methodology for allocating the funds is to use the 2021-22 Tier 1A and 1B budget FTE (BFTE) and allocate the funds proportional to this BFTE. A template for tracking and verifying the legislative intended use of these funds will be distributed to colleges to record faculty receiving a recruitment and/or retention salary increase or bonus and a justification for the increase or bonus. Colleges shall submit the template to the System Office prior to implementation of any faculty recruitment or retention salary increase or bonus.

Funding Amount and Time Period: The total allocation is \$8,660,000 for FY 2021-22 available July 1, 2021 – June 30, 2022 and \$12,320,000 for FY 2022-23 available July 1, 2022 – June 30, 2023.

Community College	Tier 1A & 1B BFTE	2021-22	2022-23
Alamance CC	1,356.9	\$ 145,983	\$ 207,681
Asheville-Buncombe TCC	2,705.3	\$ 291,038	\$ 414,040
Beaufort County CC	515.3	\$ 55,433	\$ 78,861
Bladen CC	542.5	\$ 58,360	\$ 83,024
Blue Ridge CC	851.5	\$ 91,606	\$ 130,322
Brunswick CC	573.8	\$ 61,733	\$ 87,823
Caldwell CC and TI	1,736.1	\$ 186,775	\$ 265,712
Cape Fear CC	3,404.5	\$ 366,258	\$ 521,051
Carteret CC	628.8	\$ 67,649	\$ 96,240
Catawba Valley CC	1,547.3	\$ 166,462	\$ 236,814
Central Carolina CC	1,820.0	\$ 195,803	\$ 278,556
Central Piedmont CC	6,146.4	\$ 661,245	\$ 940,709
Cleveland CC	1,067.9	\$ 114,884	\$ 163,438
Coastal Carolina CC	1,466.5	\$ 157,771	\$ 224,450

Attachment FC 03

College of the Albemarle	906.3	\$ 97,498	\$ 138,704
Craven CC	1,282.7	\$ 137,997	\$ 196,319
Davidson-Davie CC	1,493.5	\$ 160,678	\$ 228,585
Durham TCC	2,020.9	\$ 217,409	\$ 309,293
Edgecombe CC	705.2	\$ 75,865	\$ 107,928
Fayetteville TCC	3,959.1	\$ 425,929	\$ 605,940
Forsyth TCC	3,131.4	\$ 336,886	\$ 479,266
Gaston College	1,785.9	\$ 192,135	\$ 273,337
Guilford TCC	3,705.5	\$ 398,645	\$ 567,125
Halifax CC	387.8	\$ 41,722	\$ 59,355
Haywood CC	483.1	\$ 51,970	\$ 73,934
Isothermal CC	710.8	\$ 76,468	\$ 108,785
James Sprunt CC	441.7	\$ 47,522	\$ 67,606
Johnston CC	1,764.5	\$ 189,831	\$ 270,060
Lenoir CC	1,106.8	\$ 119,068	\$ 169,391
Martin CC	288.6	\$ 31,052	\$ 44,176
Mayland CC	388.1	\$ 41,752	\$ 59,398
McDowell TCC	399.8	\$ 43,016	\$ 61,196
Mitchell CC	934.6	\$ 100,544	\$ 143,037
Montgomery CC	430.9	\$ 46,352	\$ 65,942
Nash CC	1,068.3	\$ 114,935	\$ 163,510
Pamlico CC	210.4	\$ 22,635	\$ 32,202
Piedmont CC	542.8	\$ 58,400	\$ 83,081
Pitt CC	3,047.8	\$ 327,887	\$ 466,462
Randolph CC	758.2	\$ 81,570	\$ 116,045
Richmond CC	1,107.1	\$ 119,103	\$ 169,441
Roanoke Chowan CC	165.9	\$ 17,847	\$ 25,389
Robeson CC	929.5	\$ 99,994	\$ 142,254
Rockingham CC	665.6	\$ 71,611	\$ 101,876
Rowan-Cabarrus CC	1,994.7	\$ 214,591	\$ 305,284
Sampson CC	706.8	\$ 76,039	\$ 108,176
Sandhills CC	1,412.4	\$ 151,954	\$ 216,175
South Piedmont CC	956.8	\$ 102,937	\$ 146,441
Southeastern CC	563.0	\$ 60,566	\$ 86,164
Southwestern CC	1,011.5	\$ 108,818	\$ 154,808
Stanly CC	817.9	\$ 87,994	\$ 125,184
Surry CC	1,200.6	\$ 129,159	\$ 183,745
Tri-County CC	434.0	\$ 46,695	\$ 66,429
Vance-Granville CC	933.0	\$ 100,370	\$ 142,789
Wake TCC	7,533.4	\$ 810,460	\$ 1,152,988
Wayne CC	1,357.3	\$ 146,020	\$ 207,733

Western Piedmont CC	721.6	\$ 77,633	\$ 110,444
Wilkes CC	1,077.3	\$ 115,902	\$ 164,886
Wilson CC	590.6	\$ 63,541	\$ 90,396
Total	80,496.6	\$8,660,000	\$12,320,000

Fund Source and Availability: Funding is available from General Fund appropriation in the 2021 Appropriations Act (Session Law 2021-180).

Contacts:

Elizabeth Grovenstein

Vice President and Chief Financial Officer