



2015-17 Budget Priorities

1) Closing the Salary Gap: Instructor and Staff Salaries

North Carolina Community Colleges cannot be the best when our instructors are paid among the worst. We now rank 15th out of 16 southeastern states. We aspire to rise to a ranking at the middle of states within the Southeastern Region (SREB), a spot now occupied by community college instructors in Mississippi.

Over the next two years, allow colleges to retain the **\$59 million in recurring funds** now returned to the state as part of previous management flexibility cuts, and invest those funds in instructor and staff salaries. Such an investment could improve North Carolina's average instructor salary by over 5%.

2) Closing the Interest Gap: NC Works Career Coaches

Overcoming an "interest gap" among young people is imperative to increasing both interest and enrollment in high school to community college pathways that lead to good paying technical careers. **\$7 million in recurring funds** – phased in over two years – will establish a fund to match business, philanthropy and local funding to place local community college-employed career coaches in high schools. The program will model successful NC efforts in Lee, Harnett and Chatham counties, as well as state programs in Virginia and Arkansas.

3) Closing the Technology Gap: Equipment and Technology

To prepare a workforce with current skills, community colleges must have current technology and equipment. Colleges are placing significant emphasis on STEM programs for technicians and health care workers that lead to well-paying new jobs. Community colleges are increasing facility footprints to allow for additional enrollment in these programs, but struggle to equip shops and labs with updated technical equipment. **\$10 million in nonrecurring funds** for equipment will provide an important infusion of funds to support new technology-based jobs.

In addition, our System operates one of the largest college information systems among higher education in the United States. It is imperative that this IT system move to a new operating platform before the current platform reaches end-of-life. Before State ITS will give final approval for this platform migration, we must move at least half of the colleges to a hosted "cloud" environment, which is expected to be more technically efficient. **\$5 million in recurring funds** would provide support to pilot up to nine colleges in a hosted environment in FY 2015-16.



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	2015-16	2016-17 (additional to 2015-16)
Faculty and Staff Salaries	\$30 million R	\$29 million R
NC Works Career Coaches	\$3.5 million R	\$3.5 million R
Equipment and Technology <ul style="list-style-type: none"> • STEM Equipment • CIS Modernization 	\$10 million NR \$ 5 million R	TBD
Performance-Based Funding <ul style="list-style-type: none"> • Employment-Related Measure 		Pending outcome of Performance Measures Committee
Total	\$38.5 million R \$10 million NR	\$32.5 million+ R