

PERSONNEL

AVERAGE FACULTY SALARIES: TEN-MONTH CONTRACTS
MARYLAND COMMUNITY COLLEGES
FISCAL YEARS 2004-2006

Position	FY2004	FY2005	FY2006
Professors	\$67,254	\$69,898	\$72,368
Number	705	726	724
Associate Professors	54,046	56,388	57,626
Number	571	571	480
Assistant Professors	46,383	47,757	49,444
Number	548	559	582
Instructors	39,927	40,867	42,397
Number	131	132	145
Other	37,317	41,247	41,042
Number	38	43	41
WEIGHTED AVERAGE	\$55,359	\$57,513	\$59,085
TOTAL NUMBER	1,993	2,031	2,072

Source: Employee Data System

**SALARIES OF FULL-TIME CREDIT INSTRUCTIONAL FACULTY:
TEN-MONTH CONTRACTS
MARYLAND COMMUNITY COLLEGES
FISCAL YEAR 2006**

College	Professors		Associate	Assistant		Instructors		Other		Total No.	Overall Weighted Average Salary	
	No.	Average Salary	Professors No.	Average Salary	No.	Average Salary	No.	Average Salary	No.			Average Salary
Allegany	31	\$57,922	27	\$44,158	17	\$36,694	8	\$31,183	0	\$0	83	\$46,519
Anne Arundel	67	79,656	71	61,316	69	51,886	17	46,228	*		226	62,624
Baltimore City	33	69,553	20	55,849	66	49,889	8	44,490	0	0	127	55,597
Baltimore County	54	72,929	82	59,953	147	48,485	22	39,878	0	0	305	55,275
Carroll	*		18	54,264	21	47,534	9	40,343	0	0	52	50,333
Cecil	12	67,648	10	58,042	12	45,813	*		0	0	35	56,800
Chesapeake	11	64,659	16	57,501	12	51,240	8	43,903	*		49	54,455
College of S. MD	56	73,735	18	59,318	20	52,564	*		0	0	96	65,984
Frederick	24	72,582	23	64,026	28	54,129	*		0	0	77	62,663
Garrett	9	51,871	*		*		0	0	0	0	16	48,069
Hagerstown	19	65,035	7	50,268	9	44,198	21	40,693	0	0	56	50,712
Harford	13	72,758	27	63,751	14	52,595	*		36	43,529	93	54,842
Howard	31	72,831	23	60,352	29	50,684	15	45,605	*		99	59,036
Montgomery	267	75,193	109	58,959	83	51,838	9	48,439	0	0	468	66,755
Prince George's	86	68,162	117	53,750	36	43,820	*		0	0	241	57,277
Wor-Wic	7	72,924	9	56,655	15	51,779	18	42,078	0	0	49	52,132
TOTAL	724		580		582		145		41		2,072	
WEIGHTED AVERAGE		\$72,368		\$57,626		\$49,444		\$42,397		\$41,042		\$59,085

Source: Salaries, Tenure and Fringe Benefits of Full-time Instructional Faculty, provided by individual institutions

* College employed less than 5 people in this category. Salary information for these individuals is not displayed in order to protect their privacy. Their data is included to calculate the average salary and total number of credit instructional faculty. Refer to Table VI-B.1 (Ten-Month Salary Scales) for salary scale ranges.

**CREDIT FACULTY SALARY SCALES: TEN-MONTH CONTRACTS
MARYLAND COMMUNITY COLLEGES
FISCAL YEAR 2006**

College	Professor		Associate Professor		Assistant Professor		Instructor		Assistant Instructor	
	Low	High	Low	High	Low	High	Low	High	Low	High
Small										
Allegany	\$39,538	\$73,946	\$34,629	\$64,814	\$32,120	\$60,136	\$30,653	\$57,408	\$0	\$0
Carroll	48,315	79,721	43,577	69,022	38,639	57,572	35,449	49,274	0	0
Cecil	43,177	79,138	36,609	67,102	31,041	56,898	26,319	48,243	22,316	40,905
Chesapeake	49,296	75,889	43,744	62,262	39,002	55,516	34,674	49,344	30,742	43,756
Hagerstown	50,411	77,028	42,365	66,059	37,489	57,468	34,269	50,604	0	0
Garrett	48,251	55,057	42,172	47,278	38,041	41,444	35,610	37,554	0	0
Wor-Wic	47,486	80,726	40,586	68,997	34,689	58,972	29,649	50,403	25,341	43,080
Small-Size Range	\$39,538	\$80,726	\$34,629	\$69,022	\$31,041	\$60,136	\$26,319	\$57,408	\$22,316	\$43,756
Medium										
College of S. MD	\$60,312	\$90,936	\$52,614	\$79,239	\$44,918	\$67,725	\$40,199	\$60,495	\$0	\$0
Frederick	51,026	79,591	44,539	69,473	38,041	59,343	37,136	50,504	0	0
Harford	63,345	76,323	46,968	68,853	42,694	67,087	39,758	48,466	0	0
Howard	54,479	82,718	48,433	71,524	43,058	61,844	39,030	53,972	34,032	46,236
Medium-Size Range	\$51,026	\$90,936	\$44,539	\$79,239	\$38,041	\$67,725	\$37,136	\$60,495	\$34,032	\$46,236
Large										
Anne Arundel	\$51,504	\$81,216	\$44,786	\$70,628	\$38,944	\$61,411	\$33,864	\$53,402	\$0	\$0
Baltimore City	54,123	75,963	43,609	70,882	37,898	60,447	32,785	52,058	0	0
Baltimore County	54,893	85,917	46,640	74,744	39,916	63,968	35,308	53,823	0	0
Montgomery	52,273	84,165	50,873	81,856	41,423	68,529	40,073	45,473	0	0
Prince George's	50,092	79,608	44,380	72,147	38,245	64,181	33,620	58,004	0	0
Large-Size Range	\$50,092	\$85,917	\$43,609	\$81,856	\$37,898	\$68,529	\$32,785	\$58,004	\$0	\$0
SYSTEMWIDE RANGE	\$39,538	\$90,936	\$34,629	\$81,856	\$31,041	\$68,529	\$26,319	\$60,495	\$22,316	\$46,236

Source: Approved Salary Schedule, provided by individual institutions

**CHARACTERISTICS OF FULL-TIME CREDIT FACULTY
MARYLAND COMMUNITY COLLEGES
AS OF FALL 2005**

College	Total Full-time Faculty	Percent Female	Percent Minority	Percent with Tenure*	Percent with Master's or Higher
Allegany	111	60%	0%	71%	86%
Anne Arundel	245	56%	12%	42%	94%
Baltimore City	127	55%	56%	0%	86%
Baltimore County	355	56%	15%	42%	87%
Carroll	60	63%	2%	0%	90%
Cecil	41	63%	7%	24%	90%
Chesapeake	55	62%	11%	7%	89%
College of S. MD	122	52%	14%	64%	93%
Frederick	82	57%	6%	0%	95%
Garrett	16	31%	6%	44%	100%
Hagerstown	69	64%	1%	49%	90%
Harford	98	56%	8%	46%	64%
Howard	115	62%	20%	0%	95%
Montgomery	468	54%	27%	11%	96%
Prince George's	241	60%	37%	78%	93%
Wor-Wic	56	61%	7%	0%	93%
SYSTEMWIDE	2,261	57%	19%	33%	91%

Source: Employee Data System, provided by individual institutions

* NOTE: about half of the institutions offer tenure to new hires, several institutions have no tenured faculty.

**EMPLOYEES BY CATEGORY
MARYLAND COMMUNITY COLLEGES
AS OF FALL 2005**

College	Administrative							Credit Instructional							Non-credit Instructional									
	Minority		White		Unknown			Total	Minority		White		Unknown			Total	Minority		White		Unknown			Total
	FT	PT	FT	PT	FT	PT	FT		PT	FT	PT	FT	PT	FT	PT		FT	PT	FT	PT	FT	PT	FT	
Allegany	0	0	19	0	0	0	19	0	1	111	118	0	0	230	0	0	0	0	0	0	68	68		
Anne Arundel	7	0	45	0	0	0	52	30	81	215	574	0	5	905	0	55	1	344	0	6	406	406		
Baltimore City	9	1	3	0	0	0	13	71	226	56	73	0	0	426	1	93	0	68	0	0	162	162		
Baltimore County	8	1	54	1	0	0	64	54	124	301	536	0	71	1,086	4	80	6	337	0	50	477	477		
Carroll	0	0	19	0	0	0	19	1	9	62	141	0	0	213	0	10	0	197	0	4	211	211		
Cecil	1	0	5	0	0	0	6	3	9	38	96	0	0	146	0	4	0	42	0	0	46	46		
Chesapeake	1	0	13	0	0	0	14	6	5	49	82	0	0	142	0	2	0	54	0	0	56	56		
College of S. MD	5	1	37	0	0	0	43	17	56	105	255	0	0	433	0	2	0	22	0	0	24	24		
Frederick	2	0	25	0	0	0	27	4	24	76	278	0	0	382	0	1	0	41	0	0	42	42		
Garrett	0	0	6	0	0	0	6	1	0	15	31	0	0	47	0	0	0	22	0	0	22	22		
Hagerstown	1	0	20	0	0	0	21	1	5	68	152	0	1	227	0	7	0	52	0	1	60	60		
Harford	2	0	29	0	1	0	32	8	18	89	184	1	2	302	0	19	0	179	0	1	199	199		
Howard	7	0	32	0	1	0	40	23	82	92	281	0	19	497	0	34	0	104	0	6	144	144		
Montgomery	22	0	44	1	0	0	67	125	193	343	577	0	0	1,238	0	63	0	114	0	0	177	177		
Prince George's	27	0	24	2	0	0	53	88	258	176	150	0	0	672	0	81	0	93	0	0	174	174		
Wor-Wic	2	0	46	4	0	0	52	4	9	52	102	0	1	168	0	5	3	65	0	1	74	74		
TOTAL	94	3	421	8	2	0	528	436	1,100	1,848	3,630	1	99	7,114	5	456	10	1,734	0	137	2,342	2,342		

NEW for 2005 --Non-Credit Instructional Personnel Have been included in this count.

FT = full-time PT = part-time

Source: Employee Data System, provided by individual institutions

(continued from previous page)

**EMPLOYEES BY CATEGORY
MARYLAND COMMUNITY COLLEGES
AS OF FALL 2005**

College	Other Professional							Support							Total All Categories *						Total *		
	Minority		White		Unknown			Minority		White		Unknown			Minority		White		Unknown		Employees		
	FT	PT	FT	PT	FT	PT	Total	FT	PT	FT	PT	FT	PT	Total	FT	PT	FT	PT	FT	PT	FT	PT	ALL
Allegany	0	0	66	7	0	0	73	1	0	98	81	0	0	180	1	1	294	206	0	68	295	275	570
Anne Arundel	27	3	149	14	0	0	193	70	7	209	30	0	0	316	134	146	619	962	0	11	753	1,119	1,872
Baltimore City	149	30	48	6	0	0	233	133	195	21	12	0	0	361	363	545	128	159	0	0	491	704	1,195
Baltimore County	74	1	148	4	0	0	227	114	3	417	23	0	0	557	254	209	926	901	0	121	1,180	1,231	2,411
Carroll	5	0	34	3	1	0	43	5	3	74	40	0	0	122	11	22	189	381	1	4	201	407	608
Cecil	7	0	56	9	0	0	72	1	6	26	74	0	0	107	12	19	125	221	0	0	137	240	377
Chesapeake	7	1	48	8	0	0	64	19	2	69	62	0	0	152	33	10	179	206	0	0	212	216	428
College of S. MD	9	1	60	4	0	0	74	38	6	123	25	0	0	192	69	66	325	306	0	0	394	372	766
Frederick	5	1	39	2	0	0	47	14	30	102	120	0	0	266	25	56	242	441	0	0	267	497	764
Garrett	1	0	18	0	0	0	19	1	1	42	34	0	0	78	3	1	81	87	0	0	84	88	172
Hagerstown	3	0	34	5	0	0	42	6	0	91	36	0	0	133	11	12	213	245	0	2	224	259	483
Harford	10	0	58	0	0	0	68	15	31	81	216	0	1	344	35	68	257	579	2	4	294	651	945
Howard	55	4	124	19	2	0	204	48	2	48	8	1	0	107	133	122	296	412	4	25	433	559	992
Montgomery	85	14	151	20	0	0	270	237	22	238	18	0	0	515	469	292	776	730	0	0	1,245	1,022	2,267
Prince George's	50	36	43	19	0	0	148	249	427	66	108	0	0	850	414	802	309	372	0	0	723	1,174	1,897
Wor-Wic	0	0	0	0	0	0	0	15	1	50	8	0	0	74	21	15	151	179	0	2	172	196	368
TOTAL	487	91	1,076	120	3	0	1,777	966	736	1,755	895	1	1	4,354	1,988	2,386	5,110	6,387	7	237	7,105	9,010	16,115

NEW for 2005 --Non-Credit Instructional Personnel Have been included in this count.

FT = full-time

PT = part-time

Source: Employee Data System, provided by individual institutions

**PERCENTAGE OF TOTAL EMPLOYEES - MINORITY AND STATUS
MARYLAND COMMUNITY COLLEGES
AS OF FALL 2005**

College	Total All Categories *						Total *	
	Minority		White		Unknown		Employees	
	FT	PT	FT	PT	FT	PT	FT	PT
Allegany	0.3%	0.4%	99.7%	74.9%	0.0%	24.7%	51.8%	48.2%
Anne Arundel	17.8%	13.0%	82.2%	86.0%	0.0%	1.0%	40.2%	59.8%
Baltimore City	73.9%	77.4%	26.1%	22.6%	0.0%	0.0%	41.1%	58.9%
Baltimore County	21.5%	17.0%	78.5%	73.2%	0.0%	9.8%	48.9%	51.1%
Carroll	5.5%	5.4%	94.0%	93.6%	0.5%	1.0%	33.1%	66.9%
Cecil	8.8%	7.9%	91.2%	92.1%	0.0%	0.0%	36.3%	63.7%
Chesapeake	15.6%	4.6%	84.4%	95.4%	0.0%	0.0%	49.5%	50.5%
College of S. MD	17.5%	17.7%	82.5%	82.3%	0.0%	0.0%	51.4%	48.6%
Frederick	9.4%	11.3%	90.6%	88.7%	0.0%	0.0%	34.9%	65.1%
Garrett	3.6%	1.1%	96.4%	98.9%	0.0%	0.0%	48.8%	51.2%
Hagerstown	4.9%	4.6%	95.1%	94.6%	0.0%	0.8%	46.4%	53.6%
Harford	11.9%	10.4%	87.4%	88.9%	0.7%	0.6%	31.1%	68.9%
Howard	30.7%	21.8%	68.4%	73.7%	0.9%	4.5%	43.6%	56.4%
Montgomery	37.7%	28.6%	62.3%	71.4%	0.0%	0.0%	54.9%	45.1%
Prince George's	57.3%	68.3%	42.7%	31.7%	0.0%	0.0%	38.1%	61.9%
Wor-Wic	12.2%	7.7%	87.8%	91.3%	0.0%	1.0%	46.7%	53.3%
Total	28.0%	26.5%	71.9%	70.9%	0.1%	2.6%	44.1%	55.9%

NEW THIS YEAR--Non-Credit Instructional Personnel Have been included in this count.

FT = full-time

Source: Employee Data System, provided by individual institutions

**RATIO OF STUDENT CREDIT HOURS TO FACULTY HOURS TAUGHT
MARYLAND COMMUNITY COLLEGES
FISCAL YEARS 2002-2005**

College	FY 2002	FY 2003	FY 2004	FY 2005
Allegany	15.5	16.9	17.0	16.8
Anne Arundel	17.7	18.1	17.2	16.6
Baltimore City	16.9	20.1	19.3	20.8
Baltimore County	17.8	18.5	18.7	18.8
Carroll	16.1	16.5	16.9	16.4
Cecil	18.4	16.6	16.6	15.9
College of S. MD	17.3	17.6	18.5	19.9
Chesapeake	15.7	17.2	18.4	16.8
Frederick	16.7	16.0	15.9	17.4
Garrett	11.5	12.1	11.8	10.2
Hagerstown	13.3	13.9	14.5	13.6
Harford	19.5	16.6	18.3	18.4
Howard	18.8	18.1	18.8	18.4
Montgomery	19.3	19.3	19.6	19.4
Prince George's	17.9	17.9	17.5	16.7
Wor-Wic	19.9	20.0	19.4	19.6
AVERAGE	17.7	18.0	18.1	18.0

Source: MHEC-CC-4, Exhibit XIII

Notes: These ratios are the result of dividing student credit hours generated by faculty course credit hours taught, measured at the end of the third week of classes each semester, and exclusive of continuing education courses.