

PERSONNEL

AVERAGE FACULTY SALARIES: TEN-MONTH CONTRACTS
MARYLAND COMMUNITY COLLEGES
FISCAL YEARS 2005-2007

Position	FY2005	FY2006	FY2007
Professors	\$69,898	\$72,368	\$74,532
Number	726	724	729
Associate Professors	56,388	57,626	59,669
Number	571	480	668
Assistant Professors	47,757	49,444	51,182
Number	559	582	563
Instructors	40,867	42,397	44,041
Number	132	145	143
Other	41,247	41,042	44,252
Number	43	41	44
WEIGHTED AVERAGE	\$57,513	\$59,085	\$61,133
TOTAL NUMBER	2,031	2,072	2,147

Source: Employee Data System

**SALARIES OF FULL-TIME CREDIT INSTRUCTIONAL FACULTY:
TEN-MONTH CONTRACTS
MARYLAND COMMUNITY COLLEGES
FISCAL YEAR 2007**

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			
Allegany	29	\$57,887	28	\$46,187	23	\$38,141	6	\$33,228	0	\$0	86	\$47,076
Anne Arundel	68	82,599	73	64,111	76	54,250	21	47,841	0	0	238	64,809
Baltimore City	29	73,391	21	58,505	73	51,425	7	45,570	*		131	57,187
Baltimore County	50	76,811	157	62,192	81	50,331	22	40,311	0	0	310	59,898
Carroll	*		17	55,222	27	48,717	7	42,380	0	0	55	51,380
Cecil	11	70,161	10	61,248	14	47,545	*		0	0	37	57,671
Chesapeake	12	68,498	20	61,003	11	52,429	5	47,024	*		50	58,591
College of S. MD	63	76,647	14	61,588	20	56,049	*		0	0	100	69,403
Frederick	24	76,215	25	66,748	39	52,383	0	0	0	0	88	62,964
Garrett	11	55,224	5	45,904	*		0	0	0	0	17	51,743
Hagerstown	20	67,194	7	52,364	12	44,915	16	43,102	*		56	53,201
Harford	15	76,066	23	65,149	16	53,336	*		39	44,155	96	55,700
Howard	31	76,582	28	63,152	26	52,430	20	47,433	*		106	61,337
Montgomery	270	77,120	119	60,688	94	54,228	9	47,994	0	0	492	68,239
Prince George's	85	67,367	114	53,409	35	44,690	*		0	0	236	57,011
Wor-Wic	7	75,423	7	59,607	15	53,548	20	43,284	0	0	49	53,349
TOTAL	729		668		563		143		44		2,147	
WEIGHTED AVERAGE		\$74,532		\$59,669		\$51,182		\$44,041		\$44,252		\$61,133

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.

**COMPARISON OF SALARIES OF TEN-MONTH FACULTY CONTRACTS VERSUS K-12 SCHOOL TEACHERS
2006-2007 ACADEMIC YEAR**

College	Community College Credit Instructional Faculty										K-12 Public School Teachers		
	Professor		Associate Professor		Assistant Professor		Instructor		Assistant Instructor		County	Teachers Minimum Salary**	Maximum Salary**
	Low	High	Low	High	Low	High	Low	High	Low	High			
Small													
Allegany	\$38,220	\$71,090	\$34,745	\$64,627	\$33,091	\$61,549	\$31,515	\$58,618	\$0	\$0	Allegany	\$36,050	\$65,443
Carroll	57,412	78,782	48,759	63,288	34,039	55,873	37,809	47,615	0	0	Anne Arundel	39,041	81,330
Cecil	44,041	80,721	37,341	68,444	31,662	58,036	26,845	49,208	22,762	41,723	Baltimore City	37,831	74,134
Chesapeake	54,226	83,478	48,118	68,488	42,902	61,068	38,141	54,278	33,818	48,132	Baltimore County	40,000	77,656
Hagerstown	59,133	78,569	49,694	67,380	43,975	58,617	40,197	51,618	0	0	Calvert	40,000	93,793
Garrett	50,848	58,023	44,442	49,823	40,086	43,673	37,523	39,573	0	0	Caroline	38,000	69,011
Wor-Wic	48,436	82,341	41,398	70,377	35,383	60,151	30,242	51,411	25,848	43,941	Carroll	37,133	75,280
Small-Size Range	\$38,220	\$83,478	\$34,745	\$70,377	\$31,662	\$61,549	\$26,845	\$58,618	\$22,762	\$48,132	Cecil	38,336	69,986
											Charles	40,619	77,916
Medium											Dorchester	38,000	70,353
College of S. MD	\$62,121	\$93,664	\$54,192	\$81,709	\$46,266	\$69,757	\$41,405	\$62,310	\$0	\$0	Frederick	37,987	84,614
Frederick	52,046	81,183	45,430	70,862	38,802	60,530	37,878	51,515	33,394	45,415	Garrett	37,418	64,045
Harford	67,155	80,522	50,287	69,383	38,246	67,087	42,860	46,680	0	0	Harford	38,964	74,345
Howard	54,479	82,718	48,433	71,524	43,058	61,844	39,030	53,972	34,032	46,236	Howard	40,080	85,752
Medium-Size Range	\$52,046	\$93,664	\$45,430	\$81,709	\$38,246	\$69,757	\$37,878	\$62,310	\$33,394	\$46,236	Kent	38,134	72,285
											Montgomery	41,758	93,247
Large											Prince George's	41,410	84,813
Anne Arundel	\$58,002	\$89,669	\$52,476	\$74,952	\$43,857	\$63,639	\$38,900	\$54,470	\$0	\$0	Queen Anne's	38,000	77,169
Baltimore City	57,320	91,049	49,766	66,168	40,176	51,425	41,207	51,037	0	0	Somerset	38,000	65,600
Baltimore County	56,541	88,496	48,040	76,987	41,114	65,888	36,368	55,438	0	0	St Mary's	40,055	79,854
Montgomery	42,354	86,642	41,275	80,360	44,685	76,083	41,275	61,370	0	0	Talbot	39,600	72,800
Prince George's	50,092	79,608	44,380	72,147	38,245	64,181	33,620	58,004	0	0	Washington	39,217	68,702
Large-Size Range	\$42,354	\$91,049	\$41,275	\$80,360	\$38,245	\$76,083	\$33,620	\$61,370	\$0	\$0	Wicomico	38,100	71,640
											Worcester	38,086	73,124
SYSTEMWIDE RANGE	\$38,220	\$93,664	\$34,745	\$81,709	\$31,662	\$76,083	\$26,845	\$62,310	\$22,762	\$48,132	Statewide	36,050	93,793

Source: Employee Data System. Approved Salary Schedule, provided by individual institutions 2006-2007, and MSDE Professional Salary Schedules Maryland Public Schools 2006-2007

** Minimum salary for Bachelor's Degree Step 1, based on Standard Professional Certificate. Maximum salary based on Doctorate degree

**CHARACTERISTICS OF FULL-TIME CREDIT FACULTY
MARYLAND COMMUNITY COLLEGES
AS OF FALL 2006**

College	Total Full-time Faculty	Percent Female	Percent Minority	Percent with Tenure*	Percent with Master's or Higher
Allegany	115	55%	0%	73%	85%
Anne Arundel	250	56%	15%	43%	95%
Baltimore City	131	55%	57%	0%	86%
Baltimore County	364	55%	16%	38%	88%
Carroll	62	63%	3%	0%	97%
Cecil	42	64%	7%	21%	88%
Chesapeake	56	61%	13%	7%	89%
College of S. MD	127	50%	14%	69%	94%
Frederick	88	60%	6%	0%	95%
Garrett	17	29%	6%	59%	100%
Hagerstown	67	61%	1%	48%	88%
Harford	100	53%	7%	46%	62%
Howard	127	65%	19%	0%	94%
Montgomery	492	55%	25%	8%	95%
Prince George's	236	63%	38%	82%	99%
Wor-Wic	58	57%	9%	0%	91%
SYSTEMWIDE	2,332	57%	20%	32%	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 2006**

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	2	115	119	0	0	236	0	0	0	95	0	0	0	0	95	
Anne Arundel	8	0	48	0	0	0	56	37	101	213	548	0	0	899	0	74	0	343	0	0	0	0	417	
Baltimore City	10	0	3	0	0	0	13	75	205	56	63	0	0	399	0	85	0	73	0	0	0	0	158	
Baltimore County	9	1	51	0	0	0	61	52	122	306	493	6	82	1,061	2	81	4	315	0	64	0	0	466	
Carroll	0	0	18	0	0	0	18	2	9	59	137	1	0	208	0	11	0	222	0	13	0	0	246	
Cecil	1	0	5	0	0	0	6	3	12	39	95	0	0	149	0	4	0	32	0	0	0	0	36	
Chesapeake	1	0	15	0	0	0	16	7	7	49	71	0	0	134	0	4	0	45	0	3	0	0	52	
College of S. MD	7	1	37	0	0	0	45	18	54	109	248	0	0	429	0	11	0	59	0	0	0	0	70	
Frederick	3	0	27	0	0	0	30	4	17	52	174	0	2	249	0	7	1	80	0	2	0	0	90	
Garrett	0	0	6	0	0	0	6	1	0	16	45	0	0	62	0	0	0	20	0	0	0	0	20	
Hagerstown	0	0	22	0	0	0	22	1	6	66	162	0	2	237	0	2	0	57	0	2	0	0	61	
Harford	1	0	26	0	1	0	28	7	15	92	200	1	2	317	0	13	0	178	0	2	0	0	193	
Howard	7	0	38	0	1	0	46	24	79	103	302	0	17	525	0	27	0	101	0	3	0	0	131	
Montgomery	27	0	46	1	0	0	74	124	235	368	620	0	0	1,347	0	42	0	100	0	0	0	0	142	
Prince George's	32	0	21	1	0	0	54	90	277	161	159	0	0	687	0	126	0	116	0	0	0	0	242	
Wor-Wic	0	0	8	0	0	0	8	5	10	53	100	0	1	169	0	6	3	62	0	1	0	0	72	
TOTAL	106	2	390	2	2	0	502	450	1,151	1,857	3,536	8	106	7,108	2	493	8	1,898	0	90	0	0	2,491	

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 2006

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
Allegheny	0	0	67	7	0	0	74	1	0	99	83	0	0	183	1	2	300	304	0	0	301	306	607
Anne Arundel	31	4	153	14	0	0	202	71	5	212	31	0	0	319	147	184	626	936	0	0	773	1,120	1,893
Baltimore City	141	31	51	7	0	0	230	118	180	18	16	0	0	332	344	501	128	159	0	0	472	660	1,132
Baltimore County	66	1	144	4	6	0	221	114	4	431	19	7	0	575	243	209	936	831	19	146	1,198	1,186	2,384
Carroll	4	0	43	1	0	0	48	5	3	80	34	0	1	123	11	23	200	394	1	14	212	431	643
Cecil	10	0	63	6	0	0	79	1	11	29	80	0	0	121	15	27	136	213	0	0	151	240	391
Chesapeake	7	0	42	11	0	2	62	19	12	68	74	0	0	173	34	23	174	201	0	5	208	229	437
College of S. MD	13	2	70	1	0	0	86	54	6	132	24	0	0	216	92	74	348	332	0	0	440	406	846
Frederick	1	6	33	48	0	1	89	23	30	166	140	1	9	369	31	60	279	442	1	14	311	516	827
Garrett	1	0	19	4	0	0	24	1	1	39	33	0	0	74	3	1	80	102	0	0	83	103	186
Hagerstown	5	0	24	2	0	0	31	7	0	108	37	0	1	153	13	8	220	258	0	5	233	271	504
Harford	12	0	62	1	0	0	75	16	30	88	247	0	3	384	36	58	268	626	2	7	306	691	997
Howard	34	2	101	20	1	1	159	72	4	73	13	3	0	165	137	112	315	436	5	21	457	569	1,026
Montgomery	97	12	160	24	0	0	293	399	39	328	34	0	0	800	647	328	902	779	0	0	1,549	1,107	2,656
Prince George's	53	41	41	16	0	0	151	240	421	79	114	0	0	854	415	865	302	406	0	0	717	1,271	1,988
Wor-Wic	4	0	43	4	0	0	51	15	3	57	6	0	0	81	24	19	164	172	0	2	188	193	381
TOTAL	475	99	1,116	170	7	4	1,875	1,156	749	2,007	985	11	14	4,922	2,193	2,494	5,378	6,591	28	214	7,599	9,299	16,898

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 2006**

College	Total All Categories *						Total *	
	Minority		White		Unknown		Employees	
	FT	PT	FT	PT	FT	PT	FT	PT
Allegany	0.3%	0.7%	99.7%	99.3%	0.0%	0.0%	49.6%	50.4%
Anne Arundel	19.0%	16.4%	81.0%	83.6%	0.0%	0.0%	40.8%	59.2%
Baltimore City	72.9%	75.9%	27.1%	24.1%	0.0%	0.0%	41.7%	58.3%
Baltimore County	20.3%	17.6%	78.1%	70.1%	1.6%	12.3%	50.3%	49.7%
Carroll	5.2%	5.3%	94.3%	91.4%	0.5%	3.2%	33.0%	67.0%
Cecil	9.9%	11.3%	90.1%	88.8%	0.0%	0.0%	38.6%	61.4%
Chesapeake	16.3%	10.0%	83.7%	87.8%	0.0%	2.2%	47.6%	52.4%
College of S. MD	20.9%	18.2%	79.1%	81.8%	0.0%	0.0%	52.0%	48.0%
Frederick	10.0%	11.6%	89.7%	85.7%	0.3%	2.7%	37.6%	62.4%
Garrett	3.6%	1.0%	96.4%	99.0%	0.0%	0.0%	44.6%	55.4%
Hagerstown	5.6%	3.0%	94.4%	95.2%	0.0%	1.8%	46.2%	53.8%
Harford	11.8%	8.4%	87.6%	90.6%	0.7%	1.0%	30.7%	69.3%
Howard	30.0%	19.7%	68.9%	76.6%	1.1%	3.7%	44.5%	55.5%
Montgomery	41.8%	29.6%	58.2%	70.4%	0.0%	0.0%	58.3%	41.7%
Prince George's	57.9%	68.1%	42.1%	31.9%	0.0%	0.0%	36.1%	63.9%
Wor-Wic	12.8%	9.8%	87.2%	89.1%	0.0%	1.0%	49.3%	50.7%
Total	28.9%	26.8%	70.8%	70.9%	0.4%	2.3%	45.0%	55.0%

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 2003-2006**

College	FY 2003	FY 2004	FY 2005	FY 2006
Allegany	16.9	17.0	16.8	16.3
Anne Arundel	18.1	17.2	16.6	16.1
Baltimore City	20.1	19.3	20.8	22.0
Baltimore County	18.5	18.7	18.8	18.5
Carroll	16.5	16.9	16.4	16.1
Cecil	16.6	16.6	15.9	17.0
College of S. MD	17.6	18.5	19.9	19.7
Chesapeake	17.2	18.4	16.8	17.3
Frederick	16.0	15.9	17.4	15.3
Garrett	12.1	11.8	10.2	10.0
Hagerstown	13.9	14.5	13.6	13.2
Harford	16.6	18.3	18.4	18.5
Howard	18.1	18.8	18.4	18.3
Montgomery	19.3	19.6	19.4	19.0
Prince George's	17.9	17.5	16.7	16.4
Wor-Wic	20.0	19.4	19.6	19.6
AVERAGE	18.0	18.1	18.0	17.6

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.