

Personnel

Average Faculty Salaries: Ten-Month Contracts
 Maryland Community Colleges
 Fiscal Years 2007-2009

College Personnel: VI-1

Position	FY 2007	FY 2008	FY 2009
Professors	\$74,532	\$78,022	\$81,539
Number	729	734	744
Associate Professors	\$59,669	\$62,091	\$64,584
Number	668	580	594
Assistant Professors	\$51,182	\$53,114	\$55,598
Number	563	667	688
Instructors	\$44,041	\$45,767	\$48,175
Number	143	184	165
Other*	\$44,252	*	\$44,188
Number	44	2	40
Weighted Average	\$61,133	\$63,320	\$65,888
Total Number	2,147	2,167	2,231

* College employed less than 5 people in this category. Salary information for these individuals is not displayed in order to protect their privacy.

Source: Employee Data System

Salaries of Full-Time Credit Instructional Faculty: Ten Month Contracts
 Maryland Community Colleges
 Fiscal Year 2009

College Personnel: VI-2

Community College	Professors		Associate Professors		Assistant Professors		Instructors		Other		Total Number	Overall Weighted Average Salary
	Number	Average Salary	Number	Average Salary	Number	Average Salary	Number	Average Salary	Number	Average Salary		
Allegany College of Maryland	28	\$ 62,714	23	\$ 48,144	25	\$ 41,804	4	*	0	\$ -	80	50,728
Anne Arundel Community College	71	86,632	78	68,063	77	58,878	26	51,649	0	-	252	68,795
Baltimore City Community College	24	77,072	26	62,575	76	54,798	7	49,549	0	-	133	60,061
Community College of Balt. County	49	80,951	79	64,412	168	52,978	28	43,873	0	-	324	59,210
Carroll Community College	6	70,012	16	62,048	27	52,786	12	41,382	0	-	61	54,666
Cecil College	11	75,419	12	63,695	15	51,262	3	*	0	-	41	60,955
Chesapeake College	12	74,413	18	67,883	13	57,153	7	53,671	1	*	51	64,106
College of Southern Maryland	68	81,072	12	63,351	13	60,383	4	*	0	-	97	74,696
Frederick Community College	21	89,529	23	77,304	43	66,748	1	*	0	-	88	74,840
Garrett College	12	64,792	4	*	1	*	0	-	0	-	17	61,187
Hagerstown Community College	13	74,539	6	59,410	25	51,418	15	46,987	0	-	59	56,199
Harford Community College	17	83,520	20	67,531	21	54,621	2	*	38	44,202	98	58,125
Howard Community College	29	83,653	28	68,111	39	58,506	24	51,678	1	51,980	121	65,347
Montgomery College	287	86,355	128	69,199	92	60,231	10	55,324	0	-	517	76,859
Prince George's College	90	72,647	115	57,787	36	49,051	1	*	0	-	242	61,965
Wor-Wic Community College	6	82,011	6	64,025	17	55,532	21	46,858	0	-	50	56,086
Total	744		594		688		165		40		2,231	
Weighted Average		\$ 81,539		\$ 64,584		\$ 55,598		\$ 48,175		\$ 44,188		\$ 65,888

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

Comparison of Salaries of Ten-Month Faculty Contracts Versus K-12 School Teachers
2008-2009 Academic Year

College Personnel: VI-3

Community College	Community College Credit Instructional Faculty										K-12 Public School Teachers		
	Professor		Associate Professor		Assistant Professor		Instructor		Assistant Instructor		County	Teachers	
	Low	High	Low	High	Low	High	Low	High	Low	High		Minimum Salary	Maximum Salary
Small Colleges													
Allegany	\$ 38,428	\$ 71,090	\$ 36,598	\$ 67,705	\$ 34,855	\$ 64,481	\$ 33,195	\$ 61,410	\$ -	\$ -	Allegany	\$ 40,697	\$ 73,879
Carroll	50,248	82,910	45,320	71,783	40,185	59,875	36,867	51,245	-	-	Anne Arundel	43,452	90,520
Cecil	46,269	84,805	39,231	71,907	33,264	60,973	23,914	51,698	-	-	Baltimore City	44,820	80,596
Chesapeake	55,853	92,645	49,562	76,010	44,189	67,774	39,285	60,238	34,830	53,418	Baltimore County	42,000	80,762
Hagerstown	54,552	83,354	45,843	71,483	40,568	62,187	37,083	54,759	-	-	Calvert	44,600	102,425
Garrett	58,624	67,230	50,940	57,395	45,716	50,018	42,642	45,101	-	-	Caroline	41,310	73,911
Wor-Wic	49,191	83,626	42,044	71,475	35,935	61,090	30,714	52,213	26,251	44,627	Carroll	40,400	81,355
Small-Size Range	38,428	92,645	36,598	76,010	33,264	67,774	23,914	61,410	-	53,418	Cecil	41,674	75,284
											Charles	43,724	84,842
Medium Colleges											Dorchester	40,640	74,630
College of Southern MD	63,985	96,474	55,818	84,160	47,654	71,849	42,647	64,179	-	-	Frederick	40,706	94,846
Frederick	57,391	89,529	49,554	77,304	46,327	66,748	43,100	57,633	37,137	49,763	Garrett	42,043	71,220
Harford	59,090	87,453	47,272	73,609	40,575	64,886	39,393	57,626	-	-	Harford	41,171	80,188
Howard	58,838	97,093	52,308	84,892	46,503	74,237	45,390	65,816	39,175	56,803	Howard	44,527	91,521
Medium-Size Range	57,391	97,093	47,272	84,892	40,575	74,237	39,393	65,816	-	56,803	Kent	41,242	78,176
											Montgomery	46,410	103,634
Large Colleges											Prince George's	44,355	90,844
Anne Arundel	64,641	94,169	56,210	78,707	46,073	65,803	43,366	57,220	-	-	Queen Anne's	43,000	81,969
Baltimore City	57,435	90,745	46,307	76,726	40,365	65,430	35,046	56,349	-	-	Somerset	43,240	86,005
Baltimore County	58,237	92,582	49,481	80,565	42,348	68,951	37,459	58,015	-	-	St. Mary's	41,300	73,862
Montgomery	59,721	97,450	56,421	86,188	49,821	86,351	46,521	78,958	-	-	Talbot	42,400	73,800
Prince Georges	54,436	88,573	48,229	80,272	41,562	71,408	36,536	64,536	-	-	Washington	42,807	74,927
Large-Size Range	54,436	97,450	46,307	86,188	40,365	86,351	35,046	78,958	-	-	Wicomico	42,140	76,750
											Worcester	42,222	81,073
Systemwide Range	\$ 38,428	\$ 97,450	\$ 36,598	\$ 86,188	\$ 33,264	\$ 86,351	\$ 23,914	\$ 78,958	\$ -	\$ 56,803	Statewide	\$ 40,400	\$ 103,634

Source: Employee Data System. Approved Salary Schedule, provided by individual institutions 2007-2008, and MSDE Professional Salary Schedules Maryland Public Schools 2007-2008
Baltimore City Community College does not include higher salary "steps" for Nursing faculty which have been designated as "hard-to-hire" positions.

** 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 2008

College Personnel: VI-5

Community College	Total Full-Time Faculty	Percent Female	Percent Minority	Percent with Tenure	Percent with Master's or Higher
Allegany College of Maryland	111	57%	0%	69%	80%
Anne Arundel Community College	263	56%	17%	43%	97%
Baltimore City Community College	133	56%	62%	0%	90%
Community College of Baltimore County	384	57%	17%	30%	87%
Carroll Community College	68	62%	3%	0%	99%
Cecil College	81	36%	5%	11%	48%
Chesapeake College	57	60%	14%	7%	89%
College of Southern Maryland	119	53%	15%	76%	93%
Frederick Community College	94	60%	11%	0%	95%
Garrett College	17	29%	6%	59%	100%
Hagerstown Community College	71	66%	1%	37%	93%
Harford Community College	100	52%	9%	38%	98%
Howard Community College	148	63%	21%	0%	95%
Montgomery College	517	56%	29%	5%	94%
Prince George's College	244	61%	38%	56%	93%
Wor-Wic Community College	67	58%	9%	0%	94%
System Wide	2,474	55%	16%	27%	90%

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 2008

College Personnel: VI-6

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Community 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	
Allegany College of Maryland	0	0	16	1	0	0	17	0	1	111	107	0	10	229	0	0	0	79	0	0	79
Anne Arundel Community College	5	0	51	0	0	0	56	45	97	218	601	0	15	976	0	50	0	330	0	24	404
Baltimore City Community College	13	0	5	0	0	0	18	83	188	50	54	0	4	379	0	119	0	58	0	3	180
Community College of Baltimore County	13	1	59	0	0	0	73	64	151	320	510	0	62	1,107	4	134	4	347	0	48	537
Carroll Community College	0	0	23	0	0	0	23	2	11	62	178	4	1	258	0	21	0	229	0	3	253
Cecil College	1	0	5	0	0	0	6	4	6	41	99	0	0	150	0	2	0	38	0	1	41
Chesapeake College	1	0	15	0	0	0	16	8	3	49	74	0	0	134	0	3	0	31	0	0	34
College of Southern Maryland	9	1	29	0	0	0	39	17	75	102	252	0	2	448	0	18	0	53	0	0	71
Frederick Community College	7	0	32	0	0	0	39	10	50	84	340	0	0	484	0	2	0	35	0	0	37
Garrett College	1	0	5	0	0	0	6	1	0	16	47	0	0	64	0	0	0	18	0	0	18
Hagerstown Community College	0	0	23	0	0	0	23	1	4	68	161	2	3	239	0	2	0	68	0	2	72
Harford Community College	2	0	31	0	0	0	33	9	22	91	226	0	0	348	0	17	0	146	0	0	163
Howard Community College	11	0	38	1	1	0	51	31	112	116	283	1	9	552	0	27	0	87	0	5	119
Montgomery College	25	0	51	0	0	0	76	148	232	369	531	0	0	1,280	0	26	0	71	0	0	97
Prince George's College	27	0	23	1	0	0	51	87	286	148	170	0	1	692	2	122	2	78	0	1	205
Wor-Wic Community College	0	0	8	0	0	0	8	6	10	61	95	0	0	172	0	12	3	63	0	1	79
Total	115	2	414	3	1	0	535	516	1,248	1,906	3,728	7	107	7,512	6	555	9	1,731	0	88	2,389

FT = full-time PT = part-time

Source: Employee Data System, provided by individual institutions

Employees by Category
 Maryland Community Colleges
 As of Fall 2008

College Personnel: VI-7

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Community College	Other Professionals							Support							Total All Categories						Total Employees		
	Minority		White		Unknown		Total	Minority		White		Unknown		Total	Minority		White		Unknown		FT	PT	All
	FT	PT	FT	PT	FT	PT		FT	PT	FT	PT	FT	PT		FT	PT	FT	PT	FT	PT			
Allegany College of Maryland	0	0	68	8	0	0	76	2	0	98	80	0	1	181	2	1	293	275	0	11	295	287	582
Anne Arundel Community College	41	2	194	15	0	0	252	66	3	221	34	0	0	324	157	152	684	980	0	39	841	1171	2012
Baltimore City Community College	131	77	60	18	1	3	290	115	111	17	13	0	1	257	342	495	132	143	1	11	475	649	1124
Community College of Baltimore County	72	1	145	2	0	0	220	131	2	418	11	0	0	562	284	289	946	870	0	110	1230	1269	2499
Carroll Community College	6	0	52	1	0	0	59	6	2	83	42	1	0	134	14	34	220	450	5	4	239	488	727
Cecil College	11	0	66	3	0	0	80	1	13	32	104	0	0	150	17	21	144	244	0	1	161	266	427
Chesapeake College	7	5	49	33	0	1	95	23	19	69	66	0	1	178	39	30	182	204	0	2	221	236	457
College of Southern Maryland	20	3	74	2	0	0	99	55	5	130	28	0	0	218	101	102	335	335	0	2	436	439	875
Frederick Community College	14	7	72	33	0	0	126	16	30	95	92	0	0	233	47	89	283	500	0	0	330	589	919
Garrett College	2	0	26	1	0	0	29	3	0	38	42	0	0	83	7	0	85	108	0	0	92	108	200
Hagerstown Community College	5	0	48	7	0	1	61	7	1	100	32	2	1	143	13	7	239	268	4	7	256	282	538
Harford Community College	13	0	72	3	0	0	88	12	35	88	172	0	0	307	36	74	282	547	0	0	318	621	939
Howard Community College	31	6	100	23	2	1	163	84	5	105	7	6	2	209	157	150	359	401	10	17	526	568	1094
Montgomery College	110	20	169	36	0	0	335	442	37	361	37	0	0	877	725	315	950	675	0	0	1675	990	2665
Prince George's College	101	267	71	118	0	0	557	200	281	37	51	0	1	570	417	956	281	418	0	3	698	1377	2075
Wor-Wic Community College	6	0	46	4	0	0	56	18	7	64	9	0	0	98	30	29	182	171	0	1	212	201	413
Total	570	388	1,312	307	3	6	2,586	1,181	551	1,956	820	9	7	4,524	2,388	2,744	5,597	6,589	20	208	8,005	9,541	17,546

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 2008

College Personnel: VI-8

Community College	Minority		White		Unknown		Total Employees	
	Full-Time	Part-Time	Full-Time	Part-Time	Full-Time	Part-Time	Full-Time	Part-Time
Allegany College of Maryland	0.7%	0.3%	99.3%	95.8%	0.0%	3.8%	50.7%	49.3%
Anne Arundel Community College	18.7%	13.0%	81.3%	83.7%	0.0%	3.3%	41.8%	58.2%
Baltimore City Community College	72.0%	76.3%	27.8%	22.0%	0.2%	1.7%	42.3%	57.7%
Community College of Baltimore County	23.1%	22.8%	76.9%	68.6%	0.0%	8.7%	49.2%	50.8%
Carroll Community College	5.9%	7.0%	92.1%	92.2%	2.1%	0.8%	32.9%	67.1%
Cecil College	10.6%	7.9%	89.4%	91.7%	0.0%	0.4%	37.7%	62.3%
Chesapeake College	17.6%	12.7%	82.4%	86.4%	0.0%	0.8%	48.4%	51.6%
College of Southern Maryland	23.2%	23.2%	76.8%	76.3%	0.0%	0.5%	49.8%	50.2%
Frederick Community College	14.2%	15.1%	85.8%	84.9%	0.0%	0.0%	35.9%	64.1%
Garrett College	7.6%	0.0%	92.4%	100.0%	0.0%	0.0%	46.0%	54.0%
Hagerstown Community College	5.1%	2.5%	93.4%	95.0%	1.6%	2.5%	47.6%	52.4%
Harford Community College	11.3%	11.9%	88.7%	88.1%	0.0%	0.0%	33.9%	66.1%
Howard Community College	29.8%	26.4%	68.3%	70.6%	1.9%	3.0%	48.1%	51.9%
Montgomery College	43.3%	31.8%	56.7%	68.2%	0.0%	0.0%	62.9%	37.1%
Prince George's College	59.7%	69.4%	40.3%	30.4%	0.0%	0.2%	33.6%	66.4%
Wor-Wic Community College	14.2%	14.4%	85.8%	85.1%	0.0%	0.5%	51.3%	48.7%
Total	29.8%	28.8%	69.9%	69.1%	0.2%	2.2%	45.6%	54.4%

FT = full-time & PT = part-time

Source: Employee Data System, provided by individual institutions

Ratio of Student Credit Hours to Faculty Hours Taught
 Maryland Community Colleges
 Fiscal Years 2004-2008

College Personnel: VI-9

Community College	FY 2004	FY 2005	FY 2006	FY 2007	FY 2008
Allegany College of Maryland	17.0	16.8	16.3	16.1	16.0
Anne Arundel Community College	17.2	16.6	16.1	16.3	17.8
Baltimore City Community College	19.3	20.8	22.0	21.0	19.1
Community College of Baltimore County	18.7	18.8	18.5	17.9	18.0
Carroll Community College	16.9	16.4	16.1	16.5	17.1
Cecil College	16.6	15.9	17.0	17.5	18.0
Chesapeake College	18.5	19.9	19.7	19.6	18.6
College of Southern Maryland	18.4	16.8	17.3	17.8	21.3
Frederick Community College	15.9	17.4	15.3	17.4	17.6
Garrett College	11.8	10.2	10.0	11.1	2.6
Hagerstown Community College	14.5	13.6	13.2	13.2	13.8
Harford Community College	18.3	18.4	18.5	18.1	18.6
Howard Community College	18.8	18.4	18.3	18.8	19.0
Montgomery College	19.6	19.4	19.0	19.8	19.3
Prince George's College	17.5	16.7	16.4	17.1	15.1
Wor-Wic Community College	19.4	19.6	19.6	19.4	19.7
Average	17.4	17.2	17.1	17.4	17.0

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.