

Personnel

Average Faculty Salaries: Ten-Month Contracts
 Maryland Community Colleges
 Fiscal Years 2008-2010

College Personnel: VI-1

Position	FY 2008	FY 2009	FY 2010
Professors Number	\$78,022 734	\$81,539 744	\$81,126 741
Associate Professors Number	\$62,091 580	\$64,584 594	\$64,525 599
Assistant Professors Number	\$53,114 667	\$55,598 688	\$55,699 707
Instructors Number	\$45,767 184	\$48,175 165	\$48,637 162
Other* Number	* 2	\$40,483 46	\$40,483 46
Weighted Average Total Number	\$63,320 2,167	\$65,753 2,237	\$65,581 2,255

* College employed less than 5 people in this category. Salary information for these individuals is not displayed in order to protect Source: Employee Data System

Salaries of Full-Time Credit Instructional Faculty: Ten Month Contracts
 Maryland Community Colleges
 Fiscal Year 2010

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	32	\$ 60,276	22	\$ 47,810	25	\$ 41,842	5	\$ 38,513	0	\$ -	84	\$ 50,229
Anne Arundel Community College	71	85,603	80	67,212	75	58,577	25	51,332	0	-	251	68,252
Baltimore City Community College	25	77,370	23	63,045	75	55,049	5	45,369	0	-	128	60,467
Community College of Baltimore County	46	83,791	74	67,528	180	56,072	38	49,049	0	-	338	61,563
Carroll Community College	7	70,519	18	60,626	27	53,014	13	44,548	0	-	65	55,314
Cecil College	12	72,737	14	61,727	17	47,883	0	-	0	-	43	59,326
Chesapeake College	12	75,109	18	68,694	13	57,425	10	52,318	0	-	53	64,293
College of Southern Maryland	67	82,551	16	63,947	17	59,002	1	*	0	-	101	75,251
Frederick Community College	25	73,460	23	63,429	49	56,538	0	50,367	0	-	97	62,533
Garrett College	12	61,336	3	*	1	*	1	*	0	-	17	58,470
Hagerstown Community College	13	75,030	8	58,811	26	52,525	12	47,481	0	-	59	57,310
Harford Community College	17	83,520	20	67,531	21	55,143	2	*	40	44,793	100	58,202
Howard Community College	33	81,769	23	67,255	43	57,707	21	51,222	1	*	121	64,911
Montgomery College	277	87,893	144	70,571	87	61,655	6	54,266	5	3,700	519	77,489
Prince George's College	86	69,949	105	56,257	34	47,112	2	*	0	-	227	59,942
Wor-Wic Community College	6	82,011	8	63,221	17	54,532	21	46,114	0	-	52	55,640
Total	741		599		707		162		46		2,255	
Weighted Average		\$ 81,126		\$ 64,525		\$ 55,699		\$ 48,637		\$ 40,483		\$ 65,581

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

Comparison of Salaries of Ten-Month Faculty Contracts Versus K-12 School Teachers
2009-2010 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	\$ 41,511	\$ 75,357	
Carroll	60,298	99,492	54,384	86,140	48,221	71,849	44,241	61,493	-	-	- 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	95,768	49,562	78,572	44,189	70,059	39,285	62,269	34,830	55,219	- Baltimore County	42,000	80,762	
Hagerstown	55,642	85,021	46,761	72,913	41,379	63,431	37,825	55,854	-	-	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	\$ 99,492	\$ 36,598	\$ 86,140	\$ 33,264	\$ 71,849	\$ 23,914	\$ 62,269	\$ -	\$ 55,219	Cecil	42,132	76,003	
Medium Colleges														
College of Southern Maryland	\$ 64,945	\$ 97,291	\$ 56,655	\$ 85,423	\$ 48,368	\$ 72,927	\$ 43,287	\$ 65,142	\$ -	\$ -	Charles	43,724	84,842	
Frederick	57,391	89,529	49,554	77,304	46,327	66,748	43,100	57,633	37,137	49,763	Dorchester	40,640	74,630	
Harford	59,090	87,453	47,272	73,609	40,575	64,886	39,393	57,626	-	-	Frederick	40,706	94,846	
Howard	58,838	97,093	52,308	84,892	46,503	74,237	45,390	65,816	39,175	56,803	- Garrett	42,043	71,220	
Medium-Size Range	\$ 57,391	\$ 97,291	\$ 47,272	\$ 85,423	\$ 40,575	\$ 74,237	\$ 39,393	\$ 65,816	\$ -	\$ 56,803	Harford	41,171	71,688	
Large Colleges														
Anne Arundel	\$ 64,641	\$ 94,169	\$ 52,968	\$ 78,707	\$ 46,073	\$ 65,803	\$ 43,366	\$ 57,220	\$ -	\$ -	Howard	45,061	92,619	
Baltimore City	57,435	82,191	46,307	76,726	40,365	65,430	35,046	56,349	-	-	Kent	41,448	78,567	
Baltimore County	61,546	98,764	55,778	84,369	50,560	72,084	47,963	57,271	-	-	Montgomery	46,410	103,634	
Montgomery	41,751	97,450	58,071	88,560	51,471	88,723	46,521	68,396	-	-	Prince George's	44,799	91,752	
Prince Georges	54,436	88,573	48,229	80,272	41,562	71,408	36,536	64,536	-	-	Queen Anne's	43,860	83,340	
Large-Size Range	\$ 41,751	\$ 98,764	\$ 46,307	\$ 88,560	\$ 40,365	\$ 88,723	\$ 35,046	\$ 68,396	\$ -	\$ -	Somerset	41,300	73,862	
System Wide Range	\$ 38,428	\$ 99,492	\$ 36,598	\$ 88,560	\$ 33,264	\$ 88,723	\$ 23,914	\$ 68,396	\$ -	\$ 56,803	St. Mary's	44,018	90,520	
											State Wide	\$ 40,400	\$ 103,634	

Source: Employee Data System. Approved Salary Schedule, provided by individual institutions 200-2010, and MSDE Professional Salary Schedules Maryland Public Schools 2009-2010

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 2009

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	114	57%	0%	68%	91%
Anne Arundel Community College	262	57%	17%	48%	98%
Baltimore City Community College	128	59%	61%	0%	88%
Community College of Baltimore County	403	59%	18%	26%	90%
Carroll Community College	69	62%	6%	0%	99%
Cecil College	47	68%	9%	9%	87%
Chesapeake College	59	64%	10%	7%	88%
College of Southern Maryland	123	51%	14%	79%	93%
Frederick Community College	97	59%	11%	0%	67%
Garrett College	17	29%	6%	65%	100%
Hagerstown Community College	73	64%	1%	38%	92%
Harford Community College	102	53%	10%	46%	98%
Howard Community College	150	64%	22%	0%	96%
Montgomery College	515	58%	21%	4%	94%
Prince George's College	240	61%	37%	59%	94%
Wor-Wic Community College	68	59%	9%	0%	93%
System Wide	2,467	59%	20%	27%	92%

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 2009

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	11	0	0	0	11	0	0	114	116	0	0	230	0	0	0	80	0	0	80
Anne Arundel Community College	14	0	113	0	0	0	127	45	95	217	641	0	18	1,016	0	45	0	334	0	25	404
Baltimore City Community College	11	0	4	0	0	0	15	78	188	50	52	0	0	368	0	125	0	59	0	0	184
Community College of Baltimore County	12	0	61	1	0	0	74	74	194	329	615	0	36	1,248	4	144	5	377	0	25	555
Carroll Community College	1	0	22	0	0	0	23	4	16	65	201	0	2	288	0	12	0	219	0	3	234
Cecil College	1	0	5	0	0	0	6	4	15	43	120	0	0	182	0	3	0	41	0	0	44
Chesapeake College	1	0	15	0	0	0	16	6	3	53	76	0	1	139	0	3	0	55	0	1	59
College of Southern Maryland	9	1	31	0	0	0	41	17	81	106	303	0	0	507	0	14	0	51	0	0	65
Frederick Community College	6	0	33	0	0	0	39	10	42	86	380	1	3	522	0	1	0	26	0	0	27
Garrett College	0	0	6	0	0	0	6	1	0	16	5	0	22	0	0	0	9	0	0	9	
Hagerstown Community College	0	0	23	1	1	0	25	1	7	71	170	1	4	254	0	2	0	65	0	2	69
Harford Community College	2	0	29	0	0	0	31	10	26	92	251	0	0	379	0	19	0	161	0	0	180
Howard Community College	8	0	29	0	0	0	37	33	128	116	332	1	18	628	0	27	0	107	0	7	141
Montgomery College	27		54	1	0	0	82	151	291	363	677	1	6	1,489	0	29	0	83	0	3	115
Prince George's College	33	0	27	0	0	0	60	86	416	151	251	0	12	916	3	486	1	251	0	6	747
Wor-Wic Community College	0	0	8	0	0	0	8	6	11	62	102	0	0	181	0	4	3	63	0	1	71
Total	125	1	471	3	1	0	601	526	1,513	1,934	4,292	4	100	8,369	7	914	9	1,981	0	73	2,984

FT = full-time PT = part-time

Source: Employee Data System, provided by individual institutions

Employees by Category
 Maryland Community Colleges
 As of Fall 2009

College Personnel: VI-7

(continued from previous page)

Community College	Other Professionals							Support							Total All Categories						Total Employees			
	Minority		White		Unknown			Minority		White		Unknown			Minority		White		Unknown		FT		PT	All
	FT	PT	FT	PT	FT	PT	Total	FT	PT	FT	PT	FT	PT	Total	FT	PT	FT	PT	FT	PT	FT	PT	All	
Allegany College of Maryland	0	0	76	8	0	0	84	2	0	97	75	0	0	174	2	0	298	279	0	0	300	279	579	
Anne Arundel Community College	39	1	121	13	4	1	179	64	1	228	35	2	1	331	162	142	679	1,023	6	45	847	1210	2057	
Baltimore City Community College	130	40	51	5	0	0	226	102	123	15	22	0	0	262	321	476	120	138	0	0	441	614	1055	
Community College of Baltimore County	73	1	149	1	0	0	224	131	2	407	9	0	0	549	294	341	951	1,003	0	61	1245	1405	2650	
Carroll Community College	6	0	55	7	0	0	68	5	3	85	43	1	0	137	16	31	227	470	1	5	244	506	750	
Cecil College	12	0	70	4	0	0	86	1	13	34	94	0	0	142	18	31	152	259	0	0	170	290	460	
Chesapeake College	8	10	50	38	0	1	107	22	20	72	58	0	0	172	37	36	190	227	0	3	227	266	493	
College of Southern Maryland	25	2	79	2	0	0	108	58	6	135	29	0	0	228	109	104	351	385	0	0	460	489	949	
Frederick Community College	13	7	67	48	1	3	139	14	37	96	88	0	8	243	43	87	282	542	2	14	327	643	970	
Garrett College	2	0	3	2	0	0	7	2	0	38	58	0	0	98	5	0	63	74	0	0	68	74	142	
Hagerstown Community College	8	0	49	7	1	0	65	8	1	101	32	3	4	149	17	10	244	275	6	10	267	295	562	
Harford Community College	14	3	71	9	0	0	97	13	32	83	181	0	0	309	39	80	275	602	0	0	314	682	996	
Howard Community College	30	6	99	24	1	0	160	86	5	111	8	6	2	218	157	166	355	471	8	27	520	664	1184	
Montgomery College	114	22	170	39	1	1	347	470	36	373	36	2	0	917	762	378	960	836	4	10	1726	1224	2950	
Prince George's College	120	136	73	43	0	0	372	234	201	42	34	1	1	513	476	1,239	294	579	1	19	771	1837	2608	
Wor-Wic Community College	6	0	46	4	0	0	56	16	6	65	10	0	0	97	28	21	184	179	0	1	212	201	413	
Total	600	228	1,229	254	8	6	2,325	1,228	486	1,982	812	15	16	4,539	2,486	3,142	5,625	7,342	28	195	8,139	10,679	18,818	

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 2009

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%	0.0%	99.3%	100.0%	0.0%	0.0%	51.8%	48.2%
Anne Arundel Community College	19.1%	11.7%	80.2%	84.5%	0.7%	3.7%	41.2%	58.8%
Baltimore City Community College	72.8%	77.5%	27.2%	22.5%	0.0%	0.0%	41.8%	58.2%
Community College of Baltimore County	23.6%	24.3%	76.4%	71.4%	0.0%	4.3%	47.0%	53.0%
Carroll Community College	6.6%	6.1%	93.0%	92.9%	0.4%	1.0%	32.5%	67.5%
Cecil College	10.6%	10.7%	89.4%	89.3%	0.0%	0.0%	37.0%	63.0%
Chesapeake College	16.3%	13.5%	83.7%	85.3%	0.0%	1.1%	46.0%	54.0%
College of Southern Maryland	23.7%	21.3%	76.3%	78.7%	0.0%	0.0%	48.5%	51.5%
Frederick Community College	13.1%	13.5%	86.2%	84.3%	0.6%	2.2%	33.7%	66.3%
Garrett College	7.4%	0.0%	92.6%	100.0%	0.0%	0.0%	47.9%	52.1%
Hagerstown Community College	6.4%	3.4%	91.4%	93.2%	2.2%	3.4%	47.5%	52.5%
Harford Community College	12.4%	11.7%	87.6%	88.3%	0.0%	0.0%	31.5%	68.5%
Howard Community College	30.2%	25.0%	68.3%	70.9%	1.5%	4.1%	43.9%	56.1%
Montgomery College	44.1%	30.9%	55.6%	68.3%	0.2%	0.8%	58.5%	41.5%
Prince George's College	61.7%	67.4%	38.1%	31.5%	0.1%	1.0%	29.6%	70.4%
Wor-Wic Community College	13.2%	10.4%	86.8%	89.1%	0.0%	0.5%	51.3%	48.7%
Total	30.5%	29.4%	69.1%	68.8%	0.3%	1.8%	43.3%	56.7%

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 2005-2009

College Personnel: VI-9

Community College	FY 2005	FY 2006	FY 2007	FY 2008	FY 2009
Allegany College of Maryland	16.8	16.3	16.1	16.04	16.15
Anne Arundel Community College	16.6	16.1	16.3	17.79	17.87
Baltimore City Community College	20.8	22.	21.	19.05	19.65
Community College of Baltimore County	18.8	18.5	17.9	18.01	18.22
Carroll Community College	16.4	16.1	16.5	17.08	16.24
Cecil College	15.9	17.	17.5	18.00	19.91
Chesapeake College	19.9	19.7	19.6	18.57	19.49
College of Southern Maryland	16.8	17.3	17.8	21.34	18.21
Frederick Community College	17.4	15.3	17.4	17.65	18.18
Garrett College	10.2	10.	11.1	2.61	10.56
Hagerstown Community College	13.6	13.2	13.2	13.85	14.37
Harford Community College	18.4	18.5	18.1	18.58	18.82
Howard Community College	18.4	18.3	18.8	19.02	18.99
Montgomery College	19.4	19.	19.8	19.32	18.33
Prince George's College	16.7	16.4	17.1	15.13	15.76
Wor-Wic Community College	19.6	19.6	19.4	19.74	21.02
Average	17.23	17.08	17.35	16.99	17.61

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,