

**SALARIES OF FULL-TIME INSTRUCTIONAL FACULTY: TEN-MONTH CONTRACTS
MARYLAND COMMUNITY COLLEGES
FISCAL YEAR 1986**

College	Professors		Associate Professors		Assistant Professors		Instructors		Other		Total No.	Overall Weighted Average Salary
	No.	Average Salary	No.	Average Salary	No.	Average Salary	No.	Average Salary	No.	Average Salary		
Allegany	11	\$28,872	12	\$24,114	27	\$20,628	11	18,957	2	16,935	63	22,322
Anne Arundel	48	38,428	61	33,302	45	26,553	20	22,630			174	31,744
Baltimore	36	33,973	31	28,262	48	24,057	22	20,582	12	18,514	149	26,368
Baltimore County:**												
Catonsville	48	40,663	76	33,602	63	27,726	14	22,841			201	32,697
Dundalk	10	36,486	9	31,728	22	27,419	6	21,885			47	29,467
Essex	51	41,002	55	32,586	33	27,613	10	22,698	1	15,588	150	33,581
Carroll***												
Cecil	7	32,075	6	26,874	13	23,981	7	17,499	3	15,438	36	24,065
Chesapeake	4	29,707	9	25,750	12	21,780	5	19,280	2	15,159	32	23,083
Charles****	13	35,015	8	31,965	20	24,301	9	17,954			50	27,170
Frederick	9	36,517	7	27,253	22	21,507	6	18,782			44	25,120
Garrett	2	28,000	2	23,750	3	21,218	5	16,000			12	20,596
Hagerstown	19	29,991	13	26,553	10	22,055	1	20,632			43	26,888
Harford	6	37,164	36	33,379	16	28,295	6	20,450			64	31,251
Howard	7	38,784	8	33,030	19	26,471	8	20,218	5	17,156	47	27,366
Montgomery	197	37,166	64	29,934	59	25,202	12	21,315			332	33,073
Prince George's	102	37,801	87	32,606	26	26,176	9	20,658	1	19,807	225	33,683
Wor-Wic			5	29,216	8	23,678	6	21,795			19	24,541
TOTAL	570		489		446		157		26		1,688	
WEIGHTED AVERAGE		\$37,224		\$31,544		\$25,329		\$20,654		\$17,456		\$30,590

Source: Salaries, Tenure and Fringe Benefits of Full-time Instructional Faculty

* College employed two people or fewer in this category. Refer to Table VI-B.1 (Ten-Month Salary Scales) for salary information.

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	No.	Average Salary	No.	Average Salary	No.	Average Salary	No.	Average Salary	No.	Average Salary		
Allegany	10	\$31,308	15	\$25,715	28	\$21,814	7	20,513	2	18305	62	24,029
Anne Arundel	51	41,139	61	35,009	44	28,286	23	24,477			179	33,750
Baltimore	27	35,463	32	29,306	39	25,696	20	21,380	12	19,998	130	27,423
Baltimore County:**												
Catonsville	51	42,425	70	35,366	57	29,809	11	23,559	1	18,976	190	34,824
Dundalk	12	38,471	11	27,617	17	30,448	4	22,936			44	31,245
Essex	51	43,523	56	34,257	34	29,213	7	23,528			148	35,784
Carroll***												
Cecil	9	32,931	4	29,802	13	25,462	7	19,141	1	18,691	34	26,449
Chesapeake	4	32,736	10	28,324	12	22,952	5	19,473	1	16,489	32	25,108
Charles****	15	35,933	9	32,703	21	24,652	4	14,746			49	28,775
Frederick	7	39,368	10	29,518	21	23,660	1	22,163			39	27,943
Garrett	2	27,500	1	22,500	8	20,894	5	16,300			16	20,385
Hagerstown	20	31,988	13	28,696	9	22,699	1	21,883			43	28,814
Harford	8	39,097	34	35,801	14	31,323	5	21,173			61	34,007
Howard	8	39,239	8	33,575	20	26,509	9	20,628	5	18,232	50	27,790
Montgomery	200	39,745	66	31,236	62	26,944	11	23,270			339	35,213
Prince George's	105	38,917	87	33,643	22	26,510	4	21,893			218	35,248
Wor-Wic	2	31,886	5	30,660	8	25,688	6	22,588			21	26,576
TOTAL	582		492		429		130		22		1,655	
WEIGHTED AVERAGE		\$39,306		\$32,870		\$26,778		\$21,817		\$19,177		\$32,504

Source: Salaries, Tenure and Fringe Benefits of Full-time Instructional Faculty

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MARYLAND COMMUNITY COLLEGES
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	No.	Average Salary	No.	Average Salary	No.	Average Salary	No.	Average Salary	No.	Average Salary		
Allegany	11	\$32,108	17	\$26,495	28	\$22,974	3	24,690	2	19,585	61	25,576
Anne Arundel	53	43,793	57	37,072	42	30,299	25	25,689			177	35,870
Baltimore	27	36,056	31	29,780	36	26,314	13	22,034	8	20,765	115	28,666
Baltimore County:**												
Catonsville	50	43,154	72	35,941	57	30,058	23	25,059	1	17,572	203	34,742
Dundalk	11	40,204	12	33,495	16	29,653	3	24,345			42	33,135
Essex	52	42,889	57	34,731	31	29,736	8	23,630			148	35,951
Carroll***												
Cecil	10	36,291	5	33,350	12	25,674	4	21,545	1	22,103	32	29,563
Chesapeake	4	35,699	12	29,520	10	25,395	5	21,811	2	18,163	33	27,163
Charles****	13	38,537	9	33,594	23	25,693					45	30,984
Frederick	6	39,012	12	30,881	21	26,154	2	23,382	1	15,059	42	28,945
Garrett	2	28,325	1	23,175	6	20,342	3	16,823			12	21,029
Hagerstown	21	34,709	10	31,349	10	24,269	1	23,196			42	31,149
Harford	7	40,243	32	37,571	11	34,234	5	23,182			55	35,936
Howard	10	40,528	4	34,523	17	28,081	14	22,171	5	19,016	50	28,524
Montgomery	201	42,250	70	32,796	61	28,711	10	24,422			342	37,379
Prince George's	99	40,938	78	35,612	24	27,222	5	23,245			206	36,894
Wor-Wic	2	34,198	4	31,917	9	27,647	6	23,510			21	27,902
TOTAL	579		483		414		130		20		1,626	
WEIGHTED AVERAGE		\$41,113		\$34,220		\$27,892		\$23,728		\$19,572		\$34,044

Source: Salaries, Tenure and Fringe Benefits of Full-time Instructional Faculty

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FISCAL YEAR 1989**

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	No.	Average Salary	No.	Average Salary	No.	Average Salary	No.	Average Salary	No.	Average Salary		
Allegany	12	\$34,785	17	\$28,986	26	\$25,207	4	25,260	1	21,778	60	28,140
Anne Arundel	55	45,484	57	38,235	48	31,030	21	26,178			181	37,128
Baltimore	32	38,881	27	32,337	30	28,552	14	23,849	7	20,949	110	31,403
Baltimore County:**												
Catonsville	52	46,100	73	38,914	50	33,003	21	27,177	2	19,440	198	37,867
Dundalk	13	43,430	14	36,454	17	30,959	3	26,114			47	35,736
Essex	55	46,020	57	38,161	30	32,693	7	25,448			149	39,364
Carroll***												
Cecil	9	38,586	6	34,360	13	25,933	6	23,634			34	30,364
Chesapeake	5	39,096	12	31,457	11	27,014	4	23,739	1	20,143	33	29,855
Charles****	14	38,840	8	34,723	24	26,875	10	25,516			56	30,745
Frederick	5	42,339	13	33,224	24	27,958	1	26,141	1	16,607	44	30,849
Garrett	2	28,325	1	23,175	6	20,343	4	17,124			13	20,798
Hagerstown	22	37,072	10	33,041	10	26,199	1	25,280			43	33,332
Harford	11	41,789	31	38,928	13	33,033	1	24,625			56	37,866
Howard	10	43,373	8	30,813	16	29,995	13	24,141	6	19,662	53	30,037
Montgomery	204	44,864	71	34,756	54	30,509	13	25,912			342	39,779
Prince George's	105	44,787	77	38,313	21	29,597	6	27,065			209	40,367
Wor-Wic	2	36,941	3	34,252	11	28,917	6	24,157			22	29,076
TOTAL	608		485		404		135		18		1,650	
WEIGHTED AVERAGE		\$43,830		\$36,479		\$29,677		\$25,232		\$20,112		\$36,423

Source: Salaries, Tenure and Fringe Benefits of Full-time Instructional Faculty

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	No.	Average Salary	No.	Average Salary	No.	Average Salary	No.	Average Salary	No.	Average Salary		
Allegany	12	\$37,430	18	\$31,186	26	\$26,501	4	26,338			60	30,081
Anne Arundel	59	48,296	54	40,470	51	32,333	28	27,488			192	38,820
Baltimore	32	40,143	27	33,664	32	29,190	16	24,855	6	22,821	113	32,409
Baltimore County:**												
Catonsville	53	47,770	75	40,777	37	34,303	24	25,945	*		190	39,491
Dundalk	14	45,919	14	38,679	17	32,715	3	26,142			48	37,895
Essex	57	48,922	54	40,440	35	33,878	6	27,160			152	41,586
Carroll***												
Cecil	10	40,083	6	37,181	15	27,613	7	25,583			38	32,031
Chesapeake	7	38,268	10	32,796	8	29,659	6	26,169	*		32	31,629
Charles****	20	43,255	9	34,781	28	28,854	4	21,931			61	33,996
Frederick	5	45,338	14	36,731	28	30,359	*		*		50	33,290
Garrett	3	27,896	3	25,265	8	23,027					14	24,550
Hagerstown	24	40,611	9	34,561	11	27,973	*				45	36,016
Harford	12	45,484	31	42,417	10	35,960	5	25,965			58	40,520
Howard	10	48,265	11	38,300	23	32,755	9	27,073	5	21,164	58	34,600
Montgomery	219	47,392	72	36,429	63	32,728	11	29,478			365	42,159
Prince George's	111	48,440	69	40,262	18	32,839	10	27,948	*		209	43,280
Wor-Wic	*		4	32,640	11	31,186	8	25,071			25	30,167
TOTAL	650		480		421		144		15		1,710	
WEIGHTED AVERAGE		\$46,507		\$38,484		\$31,339		\$26,522		\$21,748		\$38,620

Source: Salaries, Tenure and Fringe Benefits of Full-time Instructional Faculty

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	No.	Average Salary	No.	Average Salary	No.	Average Salary	No.	Average Salary	No.	Average Salary		
Allegany	14	\$39,189	18	\$33,232	27	\$28,076	3	29,023			62	32,128
Anne Arundel	61	51,000	52	43,270	48	33,844	31	29,508			192	41,147
Baltimore	31	40,567	24	34,578	32	30,222	18	25,977	7	22,714	112	32,867
Baltimore County:**												
Catonsville	53	49,403	72	40,935	43	33,761	25	26,223			193	39,756
Dundalk	14	47,061	14	39,607	18	31,899	6	26,483			52	37,431
Essex	59	49,128	57	40,776	33	33,663	10	26,673			159	41,512
Carroll***												
Cecil	12	41,868	7	38,261	13	31,449	7	26,559			39	35,000
Chesapeake	9	40,712	9	34,975	7	29,883	6	25,592	*		32	33,373
Charles****	21	44,496	13	36,464	28	29,661	6	24,061			68	35,049
Frederick	7	47,214	16	39,462	31	32,447	*		*		58	35,691
Garrett	4	29,093	*		8	23,795					14	25,714
Hagerstown	24	42,304	10	35,081	11	28,457	*				46	37,126
Harford	12	49,389	34	44,299	12	36,961	4	28,462			62	42,842
Howard	11	48,666	15	40,810	24	33,778	10	28,215	6	22,987	66	36,034
Montgomery	220	50,196	68	39,090	64	35,361	10	30,397			362	44,940
Prince George's	120	50,734	68	42,931	16	34,378	8	29,639	*		213	46,086
Wor-Wic	*		6	34,400	9	34,420	10	26,147			27	32,039
TOTAL	674		485		424		157		17		1,757	
WEIGHTED AVERAGE		\$48,524		\$40,203		\$32,598		\$27,518		\$22,720		\$40,257

Source: Salaries, Tenure and Fringe Benefits of Full-time Instructional Faculty

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	No.	Average Salary	No.	Average Salary	No.	Average Salary	No.	Average Salary	No.	Average Salary		
Allegany	17	\$41,345	18	\$35,592	26	\$30,849	1 *	23,983			62	34,993
Anne Arundel	66	50,944	52	42,948	41	33,810	31	30,362			190	41,700
Baltimore	24	41,616	22	35,522	49	29,348	6	26,397	5	23,700	106	32,974
Baltimore County:**												
Catonsville	53	50,898	74	42,648	42	35,542	23	27,489			192	41,555
Dundalk	11	50,875	13	42,094	20	33,905	5	28,921			49	39,379
Essex	60	50,876	54	42,801	34	34,787	8	27,864			156	43,394
Carroll***												
Cecil	13	42,940	8	39,327	12	33,620	6	25,830			39	36,699
Chesapeake	10	40,199	8	35,719	6	31,185	8	27,579			32	34,234
Charles****	23	45,196	16	36,440	27	29,736	5	24,721			71	35,902
Frederick	6	48,631	22	40,484	24	33,810	*		*		56	37,536
Garrett	4	29,679	5	25,791	6	24,312					15	26,236
Hagerstown	25	44,709	9	37,160	10	30,289	*		*		46	39,314
Harford	12	48,280	34	44,304	15	35,426	3	29,704			64	42,284
Howard	10	50,630	12	40,248	26	34,441	13	28,645	4	23,552	65	36,174
Montgomery	217	50,762	73	40,135	64	36,249	14	30,435			368	45,357
Prince George's	121	51,740	63	43,949	13	35,372	8	30,824			205	47,491
Wor-Wic	*		6	34,400	7	34,962	10	26,046			25	31,959
TOTAL	674		489		422		144		12		1,741	
WEIGHTED AVERAGE		\$49,482		\$41,108		\$33,377		\$28,513		\$23,797		\$41,315

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Allegany											0	
Anne Arundel											0	
Baltimore											0	
Baltimore County:**												
Catonsville											0	
Dundalk											0	
Essex					Not Reported in 1993 MACC Databook						0	
Carroll***											0	
Cecil											0	
Chesapeake											0	
Charles****											0	
Frederick											0	
Garrett											0	
Hagerstown											0	
Harford											0	
Howard											0	
Montgomery											0	
Prince George's											0	
Wor-Wic											0	
TOTAL	0		0		0		0		0		0	

WEIGHTED AVERAGE

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Allegany	18	\$43,827	20	\$37,281	23	\$32,527					61	37,420
Anne Arundel	71	51,058	53	42,067	46	34,485	21	29,566			191	42,209
Baltimore City	32	40,750	21	34,733	60	29,219	3	24,185			116	33,268
Baltimore County:**												
Catonsville	48	51,804	63	44,202	34	35,797	13	26,773			158	43,269
Dundalk	9	47,303	19	41,707	19	33,921	3	30,592			50	39,089
Essex	56	52,143	52	42,277	30	34,858	7	28,178			145	43,872
Carroll***			3	42,629	10	33,954	16	29,607			29	32,453
Cecil	13	46,014	9	42,788	8	35,947	6	26,350			36	39,693
Chesapeake	12	40,468	6	41,023	11	32,513	5	30,180			34	36,479
Charles****	28	46,953	20	38,266	22	32,388	*				72	39,459
Frederick	6	48,116	27	40,964	24	35,679	5	30,704	*		63	38,610
Garrett	4	33,772	6	30,299	4	27,654					14	30,536
Hagerstown	33	47,117	8	38,662	10	30,650	3	28,522	*		55	41,386
Harford	13	51,613	34	46,906	14	40,296	4	28,848			65	45,312
Howard	11	52,839	24	42,444	24	35,259	13	31,122	5	25,702	77	38,691
Montgomery	232	52,352	95	41,636	68	30,755	6	33,543			401	45,870
Prince George's	119	52,323	61	43,960	13	32,983	5	31,974			198	47,963
Wor-Wic	4	45,240	*		12	34,849	12	28,347	*		32	33,329
TOTAL	709		523		432		124		9		1,797	
WEIGHTED AVERAGE		\$50,399		\$41,929		\$33,135		\$29,210		\$25,218		\$42,195

Source: Salaries, Tenure and Fringe Benefits of Full-time Instructional Faculty

* College employed two people or fewer in this category. Refer to Table VI-B.1 (Ten-Month Salary Scales) for salary information.

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**SALARIES OF FULL-TIME INSTRUCTIONAL FACULTY: TEN-MONTH CONTRACTS
MARYLAND COMMUNITY COLLEGES
FISCAL YEAR 1995**

College	Professors		Associate Professors		Assistant Professors		Instructors		Other		Total No.	Overall Weighted Average Salary
	No.	Average Salary	No.	Average Salary	No.	Average Salary	No.	Average Salary	No.	Average Salary		
Allegany	21	\$45,230	19	\$37,794	25	\$33,387					65	38,501
Anne Arundel	71	53,595	54	44,849	44	36,555	29	31,243			198	44,149
Baltimore	30	42,437	21	39,197	61	32,260	3	25,325			115	36,001
Baltimore County:**												
Catonsville	43	54,101	58	46,347	45	35,125	18	27,849			164	43,271
Dundalk	11	52,578	20	43,120	19	35,821	1 *	34,378			51	42,269
Essex	53	53,692	50	45,196	32	36,109	5	29,985			140	45,792
Carroll***	3	55,321	7	44,275	17	33,882	12	30,345			39	36,308
Cecil	12	49,908	11	42,270	10	34,388	4	29,190			37	41,203
Chesapeake	13	43,661	7	42,060	10	34,220	5	30,418			35	38,752
Charles****	36	47,720	19	39,029	19	33,443			*		75	41,582
Frederick	7	48,249	28	43,478	27	36,462	4	33,068		*	67	40,314
Garrett	5	36,376	8	32,318						*	15	33,360
Hagerstown	30	48,261	7	38,072	11	31,106	4	28,328			52	41,727
Harford	13	53,249	37	48,231	14	42,550	4	32,820			68	47,114
Howard	16	54,102	21	44,049	26	38,382	11	32,089	4	27,467	78	41,685
Montgomery	227	54,565	92	44,143	71	39,137	6	34,045			396	49,067
Prince George's	117	54,737	60	46,410	24	33,684	7	33,860			208	49,203
Wor-Wic	4	48,461	4	39,035	11	37,236	12	29,696		*	33	35,548
TOTAL	712		523		468		126		7		1,836	
WEIGHTED AVERAGE		\$52,442		\$44,050		\$35,688		\$30,570		\$28,027		\$44,187

Source: Salaries, Tenure and Fringe Benefits of Full-time Instructional Faculty

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**SALARIES OF FULL-TIME INSTRUCTIONAL FACULTY: TEN-MONTH CONTRACTS
MARYLAND COMMUNITY COLLEGES
FISCAL YEAR 1996**

College	Professors		Associate Professors		Assistant Professors		Instructors		Other		Total No.	Overall Weighted Average Salary
	No.	Average Salary	No.	Average Salary	No.	Average Salary	No.	Average Salary	No.	Average Salary		
Allegany	21	\$46,051	21	\$38,477	22	\$32,583					64	38,936
Anne Arundel	74	55,198	55	44,730	38	37,023	26	31,409			193	45,432
Baltimore	31	45,305	22	39,969	66	34,214	4	28,300			123	37,846
Baltimore County:**												
Catonsville	42	54,595	55	46,025	41	35,703	20	28,703			158	43,432
Dundalk	10	51,862	21	43,392	17	36,652	*				49	42,598
Essex	53	54,046	52	45,167	28	35,950	5	30,050			138	46,159
Carroll***	*		9	44,911	19	33,713	7	31,897			37	37,378
Cecil	14	50,458	9	43,048	10	35,901	3	31,194			36	42,957
Chesapeake	14	46,335	6	42,568	10	36,117	6	31,181			36	40,343
Charles****	40	51,761	18	41,149	18	35,497	3	25,710			79	44,648
Frederick	10	47,984	24	43,588	26	36,741	3	33,393	*		65	40,566
Garrett	7	35,962	4	32,433	3	29,659					14	33,603
Hagerstown	30	47,349	9	36,730	7	30,320	4	28,327			50	41,532
Harford	12	52,501	37	48,887	17	41,807	*				68	47,226
Howard	17	54,938	20	46,235	28	39,738	10	32,086	4	28,932	79	43,138
Montgomery	246	53,574	88	43,313	55	38,937	9	33,830			398	48,836
Prince George's	109	55,916	53	47,470	29	34,130	7	35,991			198	49,760
Wor-Wic	*		*		*						4	47,343
TOTAL	733		504		436		110		6		1,789	
WEIGHTED AVERAGE		\$52,809		\$44,333		\$36,190		\$31,111		\$28,525		\$44,956

Source: Salaries, Tenure and Fringe Benefits of Full-time Instructional Faculty

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**SALARIES OF FULL-TIME INSTRUCTIONAL FACULTY: TEN-MONTH CONTRACTS
MARYLAND COMMUNITY COLLEGES
FISCAL YEAR 1997**

College	Professors		Instructors				Other		Total No.	Overall Weighted Average Salary		
	No.	Average Salary	No.	Average Salary	No.	Average Salary	No.	Average Salary				
Allegany	21	\$47,127	21	\$38,404	29	\$32,536	*		72	38,379		
Anne Arundel	79	54,808	52	44,402	34	36,972	26	32,366	191	45,745		
Baltimore City	26	45,539	25	40,107	65	37,616	5	27,557	121	39,417		
Baltimore County**												
Catonsville	37	54,809	54	46,200	53	36,537	14	31,432	158	43,666		
Dundalk	11	52,575	20	42,871	15	36,531	*		47	42,751		
Essex	50	53,561	43	45,017	28	35,394	6	26,996	*	128	45,248	
Carroll	2	58,337	11	45,186	20	34,045	4	33,263	37	38,586		
Cecil	13	50,401	8	45,838	10	37,526	3	31,817	34	43,901		
Chesapeake	13	47,995	7	41,485	6	36,775	7	29,885	33	40,733		
Charles***	40	50,859	22	39,955	14	35,210	4	25,357	80	43,847		
Frederick	13	50,167	24	44,035	29	37,840	*		*	70	41,883	
Garrett	7	41,151	4	37,608	4	33,527	*		16	37,640		
Hagerstown	25	49,288	13	37,143	7	31,230	3	26,543	48	41,944		
Harford	11	53,765	37	49,959	17	41,456	3	34,664	6	29,887	74	46,324
Howard	21	55,453	22	44,301	22	40,226	8	32,400	3	29,609	76	44,370
Montgomery	232	57,490	92	47,384	51	41,701	10	35,923			385	52,423
Prince George's	101	55,586	60	45,554	37	34,400	6	32,160			204	48,104
Wor-Wic	4	53,355	5	41,995	17	38,768	8	31,196			34	39,177
TOTAL	706		520		458		112		12		#####	
WEIGHTED AVERAGE		\$54,266		\$44,721		\$37,094		\$31,357		\$29,208		\$45,585

Source: Salaries, Tenure and Fringe Benefits of Full-time Instructional Faculty

* College employed two people or fewer in this category. Refer to Table VI-B.1 (Ten-Month Salary Scales) for salary information.

**SALARIES OF FULL-TIME INSTRUCTIONAL FACULTY: TEN-MONTH CONTRACTS
MARYLAND COMMUNITY COLLEGES
FISCAL YEAR 1998**

College	Professors		Instructors				Other		Overall Weighted		
	No.	Average Salary	No.	Average Salary	No.	Average Salary	No.	Average Salary	Total No.	Average Salary	
Allegany	21	\$48,788	23	\$39,111	26	\$33,056	*		72	\$39,326	
Anne Arundel	70	57,849	51	46,574	46	37,488	15	33,679	182	47,551	
Baltimore City	24	50,609	20	45,216	65	37,587	5	31,679	114	41,408	
Baltimore County**											
Catonsville	36	55,227	51	46,817	44	35,524	19	29,974	150	43,389	
Dundalk	11	52,709	18	43,857	17	36,390	*		47	42,839	
Essex	52	54,598	40	45,191	24	35,807	6	27,666	122	46,493	
Carroll	3	56,752	10	50,934	21	38,071	4	36,560	38	42,772	
Cecil	13	51,450	9	46,205	9	39,530	3	32,772	34	45,258	
Chesapeake	10	49,083	7	44,612	13	37,319	6	33,243	36	41,326	
Charles***	43	53,233	24	42,543	10	37,960	4	27,244	81	46,897	
Frederick	16	50,009	25	44,181	25	38,018	*		70	42,608	
Garrett	8	42,161	6	36,709	3	33,696			17	38,743	
Hagerstown	25	50,767	13	38,257	9	33,468	4	28,855	51	42,807	
Harford	13	51,947	33	50,032	15	41,815	4	34,399	9	33,990	
Howard	25	55,960	25	45,029	13	38,849	7	32,839	3	30,163	
Montgomery	237	58,960	89	48,876	49	42,267	9	35,399	384	53,941	
Prince George's	104	57,551	70	45,450	32	37,252	7	33,064	213	49,720	
Wor-Wic	4	56,237	5	44,838	15	41,057	10	33,106	34	41,060	
TOTAL	715		519		436		108		14	#####	
WEIGHTED AVERAGE		\$55,915		\$45,813		\$37,734		\$32,024		\$32,482	\$46,943

Source: Salaries, Tenure and Fringe Benefits of Full-time Instructional Faculty

* College employed two people or fewer in this category. Refer to Table VI-B.1 (Ten-Month Salary Scales) for salary information.

**SALARIES OF FULL-TIME INSTRUCTIONAL FACULTY: TEN-MONTH CONTRACTS
MARYLAND COMMUNITY COLLEGES
FISCAL YEAR 1999**

College	Professors		Assistant Professors		Instructors		Other		Total No.	Overall Weighted Average Salary		
	No.	Average Salary	No.	Average Salary	No.	Average Salary	No.	Average Salary				
Allegany	24	\$49,284	19	\$40,433	24	\$31,013	4	\$25,446	71	\$39,396		
Anne Arundel	70	61,437	56	48,927	50	39,294	14	35,755	190	50,030		
Baltimore City	25	53,196	21	46,494	69	38,931	3	31,822	118	43,118		
Baltimore County**	99	56,220	110	46,371	88	36,445	31	29,593	328	45,095		
Carroll	4	57,779	11	44,886	15	36,831	6	31,150	36	40,673		
Cecil	13	54,004	10	47,469	8	39,960	3	33,998	34	47,012		
Chesapeake	12	52,271	5	46,156	17	40,355	6	37,319	40	44,200		
Charles***	47	56,922	19	46,120	15	42,024	*		83	51,096		
Frederick	15	51,696	28	45,733	24	38,656	*		69	44,177		
Garrett	8	45,104	9	38,067	*		*		19	40,457		
Hagerstown	26	52,041	13	39,913	9	34,593	4	29,797	52	44,278		
Harford	8	58,782	33	53,302	16	44,586	8	34,343	65	49,498		
Howard	27	57,886	24	47,169	10	41,267	8	36,155	3	32,170	72	48,519
Montgomery	255	60,056	83	49,628	38	43,146	11	36,897			387	55,501
Prince George's	99	58,716	77	45,353	31	38,124	5	33,774			212	50,263
Wor-Wic	5	60,172	3	47,054	16	42,710	11	35,585			35	43,338
TOTAL	737		521		431		118		4		1,811	
WEIGHTED AVERAGE		\$57,755		\$46,922		\$38,737		\$33,065		\$31,568		\$48,446

Source: Salaries, Tenure and Fringe Benefits of Full-time Instructional Faculty

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**SALARIES OF FULL-TIME INSTRUCTIONAL FACULTY: TEN-MONTH CONTRACTS
MARYLAND COMMUNITY COLLEGES
FISCAL YEAR 2000**

College	Professors		Average		Instructors		Average		Other		Total No.	Overall Weighted Average Salary
	No.	Average Salary	No.	Average Salary	No.	Average Salary	No.	Average Salary	No.	Average Salary		
Allegany	29	\$49,325	17	\$40,875	22	\$34,806	5	\$26,743			73	\$41,435
Anne Arundel	68	65,446	53	51,989	54	41,112	9	37,418			184	\$53,057
Baltimore City	26	57,790	27	45,664	67	40,129	*				122	\$45,024
Baltimore County**	93	57,731	99	47,416	98	37,611	29	29,350			319	\$45,769
Carroll	6	55,189	11	42,539	16	36,697	*				35	\$41,546
Cecil	13	56,164	11	48,621	5	41,050	3	32,952			32	\$49,033
Chesapeake	13	53,906	7	48,718	20	41,572	*		*		43	\$46,258
Charles***	51	58,543	17	48,722	15	42,747	*				84	\$53,420
Frederick	16	54,757	29	46,651	24	41,207	*		*		71	\$46,291
Garrett	9	45,914	7	39,342	*		*				19	\$41,514
Hagerstown	26	52,889	10	41,506	11	35,497	6	30,581			53	\$44,606
Harford	13	59,358	31	53,707	11	46,776	8	36,093			63	\$51,426
Howard	29	59,845	22	49,296	14	42,919	10	34,964	3	33,921	78	\$49,645
Montgomery	260	61,375	83	50,684	64	42,838	15	37,698			422	\$55,619
Prince George's	97	60,919	89	46,420	30	38,713	5	37,987			221	\$51,547
Wor-Wic	6	61,340	7	48,352	13	42,579	12	35,760			38	\$44,451
TOTAL	755		520		465		112		5		1,857	
WEIGHTED AVERAGE		\$59,479		\$48,113		\$40,028		\$33,742		\$33,365		\$49,803

Source: Salaries, Tenure and Fringe Benefits of Full-time Instructional Faculty

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**SALARIES OF FULL-TIME INSTRUCTIONAL FACULTY: TEN-MONTH CONTRACTS
MARYLAND COMMUNITY COLLEGES
FISCAL YEAR 2001**

College	Professors				Instructors				Other	Total No.	Overall Weighted Average Salary
	No.	Average Salary	No.	Average Salary	No.	Average Salary	No.	Average Salary	Average Salary		
Allegany	29	\$50,012	19	\$40,646	16	\$35,983	4	\$28,018		68	\$42,800
Anne Arundel	61	67,954	49	54,414	59	42,792	19	38,416		188	\$53,543
Baltimore City	27	59,993	26	48,558	63	41,828	4	34,313		120	\$47,123
Baltimore County**	88	52,547	101	45,128	109	38,733	35	32,411		333	\$43,659
Carroll	6	58,309	13	43,465	15	36,542	3	32,908		37	\$42,210
Cecil	12	58,523	12	50,352	6	41,860	3	39,144		33	\$50,760
Chesapeake	13	56,634	11	48,611	16	43,679	*		*	42	\$48,755
College of S. MD***	53	60,426	13	50,380	15	44,135	*		*	83	\$55,255
Frederick	18	62,933	25	49,487	27	43,483	*		*	72	\$50,252
Garrett	10	46,615	6	40,233	*	*	*			20	\$42,024
Hagerstown	24	54,659	11	43,113	13	36,703	4	31,314		52	\$45,932
Harford	12	62,862	32	56,252	13	48,951	8	38,630		65	\$53,843
Howard	30	61,932	20	50,636	16	44,674	11	36,096	*	79	\$51,309
Montgomery	267	62,564	100	52,441	80	44,220	21	37,603	*	468	\$56,145
Prince George's	100	62,524	107	46,663	26	39,086	4	36,288		238	\$52,358
Wor-Wic	6	66,767	7	52,492	12	45,826	14	38,747		39	\$47,703
TOTAL	756		552		488		136		4	1,937	
WEIGHTED AVERAGE		\$60,465		\$48,891		\$41,581		\$35,682		\$35,053	\$50,585

Source: Salaries, Tenure and Fringe Benefits of Full-time Instructional Faculty

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**SALARIES OF FULL-TIME INSTRUCTIONAL FACULTY: TEN-MONTH CONTRACTS
MARYLAND COMMUNITY COLLEGES
FISCAL YEAR 2002**

College	Professors				Other				Total No.	Overall Weighted Average Salary	
	No.	Average Salary	No.	Average Salary	No.	Average Salary	No.	Average Salary			
Allegany	31	\$50,887	22	\$39,185	13	\$36,614	6	\$27,682		72	\$42,801
Anne Arundel	61	71,000	52	57,346	71	46,988	23	39,932		207	\$55,882
Baltimore City	28	64,564	22	53,100	63	44,946	5	37,274		118	\$50,796
Baltimore County**	81	63,780	90	53,972	113	44,344	46	36,607		330	\$50,662
Carroll	6	62,245	13	45,615	15	39,544	6	32,703		40	\$43,896
Cecil	13	58,748	12	52,327	6	43,349	*	40,711		33	\$52,520
Chesapeake	13	59,939	14	52,972	15	45,473	*	44,288	* 37,146	45	\$51,589
College of S. MD***	55	63,434	13	51,086	12	45,523	*	34,871		81	\$58,446
Frederick	20	62,111	23	53,282	28	45,610	*	44,525		72	\$52,629
Garrett	9	46,500	7	39,587	*	36,565	*	33,112		18	\$42,516
Hagerstown	26	56,588	11	44,593	12	37,815	*	31,503		51	\$48,600
Harford	12	65,880	33	57,866	9	52,773	7	40,483		61	\$56,696
Howard	31	65,444	19	54,326	18	46,992	11	38,113	* 26,891	81	\$54,072
Montgomery	264	66,347	108	54,869	96	46,666	19	40,273		487	\$58,905
Prince George's	92	63,268	123	47,457	25	37,798	*	44,542		242	\$52,446
Wor-Wic	5	72,978	9	53,061	10	48,354	16	40,334		40	\$49,283
TOTAL	747		571		507		149		4	1,978	
WEIGHTED AVERAGE		\$64,177		\$51,965		\$44,838		\$37,950		\$32,019	\$53,654

Source: Salaries, Tenure and Fringe Benefits of Full-time Instructional Faculty

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**SALARIES OF FULL-TIME INSTRUCTIONAL FACULTY: TEN-MONTH CONTRACTS
MARYLAND COMMUNITY COLLEGES
FISCAL YEAR 2003**

College	Professors		Associate Professors		Assistant Professors		Instructors		Other		Total No.	Overall Weighted Average Salary
	No.	Average Salary	No.	Average Salary	No.	Average Salary	No.	Average Salary	No.	Average Salary		
Allegany	32	\$52,894	21	\$40,493	13	\$36,461	5	\$29,391	0	\$0	71	\$44,562
Anne Arundel	61	73,483	61	58,355	61	48,203	21	42,346	0	0	204	58,195
Baltimore City	31	65,690	19	52,289	66	46,055	5	39,215	0	0	121	51,782
Baltimore County**	70	66,543	94	54,721	123	45,220	38	37,696	0	0	325	51,681
Carroll	4	65,111	15	47,251	15	40,645	8	33,352	0	0	42	43,945
Cecil	14	60,670	11	55,299	9	42,328	*	42,339	0	0	36	53,425
Chesapeake	13	60,469	16	53,915	11	47,403	4	41,856	0	0	44	53,127
College of S. MD***	53	65,019	11	53,492	16	47,843	*	39,817	0	0	82	59,507
Frederick	20	65,936	25	56,252	26	47,915	*	47,220	0	0	72	55,806
Garrett	6	48,158	9	42,396	*	39,432	0	0	0	0	16	44,372
Hagerstown	26	59,372	12	46,993	11	39,891	*	35,939	0	0	51	51,339
Harford	11	67,415	34	59,239	13	52,604	24	40,483	0	0	82	53,794
Howard	30	67,082	22	55,392	22	46,292	11	39,352	*	35,927	87	54,656
Montgomery	238	70,060	95	57,321	87	48,969	15	44,516	0	0	435	62,179
Prince George's	90	63,864	120	49,604	27	39,644	3	41,792	0	0	240	53,733
Wor-Wic	5	74,907	10	54,789	9	50,444	20	40,969	0	0	44	49,905
TOTAL	704		575		510		161			35,927	1,952	
WEIGHTED AVERAGE		\$66,638		\$53,645		\$46,087		\$39,748		\$35,927		\$55,192

Source: Salaries, Tenure and Fringe Benefits of Full-time Instructional Faculty

* College employed two people or fewer in this category. Refer to Table VI-B.1 (Ten-Month Salary Scales) for salary information.

** As of October 1, 1998, the Community College of Baltimore County (Catonsville, Dundalk, & Essex Campuses) is shown as one college.

**SALARIES OF FULL-TIME INSTRUCTIONAL FACULTY: TEN-MONTH CONTRACTS
MARYLAND COMMUNITY COLLEGES
FISCAL YEAR 2004**

College	Professors		Associate Professors		Assistant Professors		Instructors		Other		Total No.	Overall Weighted Average Salary
	No.	Average Salary	No.	Average Salary	No.	Average Salary	No.	Average Salary	No.	Average Salary		
Allegany	31	\$54,572	24	\$41,626	15	\$34,771	9	\$26,803	0	\$0	79	\$43,716
Anne Arundel	65	73,368	63	58,500	73	48,318	21	43,242	0	0	222	58,062
Baltimore City	32	64,320	20	53,088	63	45,773	6	38,381	*	58,619	122	51,579
Baltimore County**	64	67,918	90	55,027	128	45,577	24	37,549	0	0	306	52,399
Carroll	3	66,123	16	47,737	19	39,367	6	34,436	0	0	44	43,563
Cecil	12	60,621	10	56,188	12	42,203	*	42,339	0	0	36	52,235
Chesapeake	14	59,475	14	53,440	14	47,774	5	53,540	*	28,948	48	53,048
College of S. MD***	55	64,621	15	52,088	14	47,724	3	37,723	0	0	87	58,814
Frederick	21	68,580	22	61,623	26	50,634	*	49,109	0	0	70	59,450
Garrett	8	48,447	8	42,204	0	0	0	0	0	0	16	45,325
Hagerstown	20	61,041	12	49,042	9	41,816	12	35,660	0	0	53	49,313
Harford	10	67,345	33	58,440	9	51,226	*	52,591	33	38,025	86	50,819
Howard	32	68,308	20	55,815	28	47,101	13	41,913	*	37,826	95	55,174
Montgomery	243	70,956	105	58,049	94	49,868		48,025	*	0	451	62,992
Prince George's	89	63,309	110	48,996	32	40,402	*	39,015	0	0	232	53,258
Wor-Wic	6	75,205	9	54,973	12	49,694	19	41,045	0	0	46	50,482
TOTAL	705		571		548		131		38		1,993	
WEIGHTED AVERAGE		\$67,254		\$54,046		\$46,363		\$39,927		\$37,317		\$55,359

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

* College employed one or two people in this category. Refer to Table VI-B.1 (Ten-Month Salary Scales) for salary information.

** As of October 1, 1998, the Community College of Baltimore County (Catonsville, Dundalk, & Essex Campuses) is shown as one college.

**SALARIES OF FULL-TIME CREDIT INSTRUCTIONAL FACULTY:
TEN-MONTH CONTRACTS
MARYLAND COMMUNITY COLLEGES
FISCAL YEAR 2005**

College	Professors		Associate Professors		Assistant Professors		Instructors		Other		Total No.	Overall Weighted Average Salary
	No.	Average Salary	No.	Average Salary	No.	Average Salary	No.	Average Salary	No.	Average Salary		
Allegany	30	\$55,953	24	\$42,756	16	\$35,493	*		0	\$0	73	\$46,073
Anne Arundel	67	75,674	66	59,779	73	49,329	17	45,527	0	0	223	60,047
Baltimore City	29	65,836	19	54,192	62	47,001	6	40,541	5	62,106	121	52,948
Baltimore County**	53	71,356	82	58,280	137	47,454	33	39,076	0	0	305	53,612
Carroll	5	71,180	15	49,808	20	40,901	*		0	0	43	47,085
Cecil	12	64,576	12	55,216	9	45,540	*		0	0	35	55,322
Chesapeake	11	61,106	14	54,998	15	48,586	7	43,670	*		49	51,912
College of S. MD***	55	66,180	12	54,903	22	48,649	*		0	0	91	59,804
Frederick	25	69,286	24	67,640	29	53,429	*		0	0	79	62,658
Garrett	10	48,638	5	42,275	*	37,985	*		0	0	18	44,955
Hagerstown	24	65,198	12	49,264	9	43,312	18	38,760	0	0	63	51,483
Harford	10	71,040	34	60,697	12	50,428	*		33	39,426	90	52,593
Howard	34	70,346	20	58,555	26	48,791	13	42,920	*		95	57,389
Montgomery	266	73,042	103	58,698	82	50,670	*		0	0	455	65,499
Prince George's	86	68,231	117	52,657	33	42,806	*		0	0	237	56,785
Wor-Wic	9	75,659	12	59,290	12	52,382	20	42,389	*		54	53,725
TOTAL	726		571		559		132		43		2,031	
WEIGHTED AVERAGE		\$69,898		\$56,388		\$47,757		\$40,867		\$41,247		\$57,513

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.

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

College	Professors		Associate Professors		Assistant Professors		Instructors		Other		Total No.	Overall Weighted Average Salary
	No.	Average Salary	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.