

# PERSONNEL

**COLLEGE PERSONNEL: VI-A1**

**AVERAGE FACULTY SALARIES: TEN-MONTH CONTRACTS  
MARYLAND COMMUNITY COLLEGES  
FISCAL YEARS 2003-2005**

Position	FY2003	FY2004	FY2005
Professors	\$66,638	\$67,254	\$69,898
Number	704	705	726
Associate Professors	53,645	54,046	56,388
Number	575	571	571
Assistant Professors	46,087	46,383	47,757
Number	510	548	559
Instructors	39,748	39,927	40,867
Number	161	131	132
Other	35,927	37,317	41,247
Number	*	38	43
WEIGHTED AVERAG	\$55,192	\$55,359	\$57,513
TOTAL NUMBER	1,952	1,993	2,031

\* = College employed less than 5 people in this category.

Source: Employee Data System

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

College	Professors		Associate	Assistant		Instructors		Other		Total No.	Overall Weighted Average Salary	
	No.	Average Salary	Professors No.	Average Salary	Professors 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
<b>TOTAL</b>	<b>726</b>		<b>571</b>		<b>559</b>		<b>132</b>		<b>43</b>		<b>2,031</b>	
<b>WEIGHTED AVERAGE</b>		<b>\$69,898</b>		<b>\$56,388</b>		<b>\$47,757</b>		<b>\$40,867</b>		<b>\$41,247</b>		<b>\$57,513</b>

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 2005**

College	Professor		Associate Professor		Assistant Professor		Instructor		Assistant Instructor	
	Low	High	Low	High	Low	High	Low	High	Low	High
<b>Small</b>										
Allegany	\$38,214	\$71,090	\$33,305	\$61,958	\$29,028	\$54,001	\$26,840	\$49,930	\$0	\$0
Carroll	62,157	79,154	41,565	62,999	29,809	48,201	33,177	35,912	0	0
Cecil	43,177	79,138	36,609	67,102	31,041	56,898	26,319	48,243	22,316	40,905
Chesapeake	46,949	72,275	41,661	59,297	37,144	52,873	33,023	46,994	29,278	41,672
Hagerstown	45,829	73,360	39,967	63,518	37,118	55,794	34,269	49,612	0	0
Garrett	45,557	51,982	39,821	44,639	35,920	39,132	33,625	35,461	0	0
Wor-Wic	47,486	80,726	40,586	68,997	34,689	58,972	29,649	50,403	25,341	43,080
<b>Small-Size Range</b>	<b>\$38,214</b>	<b>\$80,726</b>	<b>\$33,305</b>	<b>\$68,997</b>	<b>\$29,028</b>	<b>\$58,972</b>	<b>\$26,319</b>	<b>\$50,403</b>	<b>\$22,316</b>	<b>\$43,080</b>
<b>Medium</b>										
College of S. MD	\$51,069	\$76,582	\$44,549	\$67,043	\$38,034	\$57,237	\$34,039	\$51,223	\$0	\$0
Frederick	49,539	77,273	43,242	67,450	36,933	57,615	36,054	49,033	31,785	43,228
Harford	52,550	77,700	42,000	65,400	36,050	57,650	35,000	51,200	0	0
Howard	50,464	78,779	44,721	68,118	39,631	58,899	35,121	50,926	30,368	44,034
<b>Medium-Size Range</b>	<b>\$49,539</b>	<b>\$78,779</b>	<b>\$42,000</b>	<b>\$68,118</b>	<b>\$36,050</b>	<b>\$58,899</b>	<b>\$34,039</b>	<b>\$51,223</b>	<b>\$30,368</b>	<b>\$44,034</b>
<b>Large</b>										
Anne Arundel	\$50,493	\$79,623	\$43,907	\$69,242	\$38,810	\$60,207	\$33,200	\$52,355	\$0	\$0
Baltimore City	53,323	83,726	46,368	40,807	37,944	68,243	38,104	43,025	0	0
Baltimore County	50,942	85,709	44,088	72,018	38,945	60,424	34,016	49,592	0	0
Montgomery	44,490	81,955	45,500	80,355	42,900	64,816	39,000	48,650	0	0
Prince George's	50,092	78,048	44,380	70,733	38,245	62,923	33,620	56,867	0	0
<b>Large-Size Range</b>	<b>\$44,490</b>	<b>\$85,709</b>	<b>\$43,907</b>	<b>\$80,355</b>	<b>\$37,944</b>	<b>\$68,243</b>	<b>\$33,200</b>	<b>\$56,867</b>	<b>\$0</b>	<b>\$0</b>
<b>SYSTEMWIDE RANGE</b>	<b>\$38,214</b>	<b>\$85,709</b>	<b>\$33,305</b>	<b>\$80,355</b>	<b>\$29,028</b>	<b>\$68,243</b>	<b>\$26,319</b>	<b>\$56,867</b>	<b>\$22,316</b>	<b>\$44,034</b>

Source: Approved Salary Schedule, provided by individual institutions

**CHARACTERISTICS OF FULL-TIME CREDIT FACULTY  
MARYLAND COMMUNITY COLLEGES  
AS OF FALL 2004**

College	Total Full-time Faculty	Percent Female	Percent Minority	Percent with Tenure*	Percent with Master's or Higher
Allegany	103	51%	0%	73%	96%
Anne Arundel	238	56%	12%	44%	96%
Baltimore City	121	56%	60%	0%	89%
Baltimore County	353	56%	15%	46%	91%
Carroll	53	64%	0%	0%	91%
Cecil	40	58%	8%	25%	88%
Chesapeake	55	60%	15%	11%	89%
College of S. MD	114	52%	17%	62%	92%
Frederick	80	60%	6%	0%	91%
Garrett	18	33%	6%	44%	100%
Hagerstown	63	62%	2%	59%	92%
Harford	93	52%	10%	52%	70%
Howard	112	63%	21%	0%	94%
Montgomery	455	55%	26%	13%	96%
Prince George's	256	60%	32%	67%	68%
Wor-Wic	54	63%	7%	0%	94%
SYSTEMWIDE	2,208	57%	19%	34%	89%

Source: Employee Data System, provided by individual institutions

\* NOTE: some institutions no longer offer tenure.

**EMPLOYEES BY CATEGORY  
MARYLAND COMMUNITY COLLEGES  
AS OF FALL 2004**

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	0	103	142	0	0	245	0	0	0	0	0	0	69	69		
Anne Arundel	7	0	42	0	0	0	49	29	78	209	520	0	7	843	0	61	0	340	0	4	405			
Baltimore City	17	0	5	0	0	0	22	72	215	51	77	0	0	415	0	107	0	108	0	0	215			
Baltimore County	10	1	56	0	0	0	67	52	124	301	520	0	67	1,064	2	80	8	329	0	57	476			
Carroll	0	0	19	0	0	0	19	0	17	56	167	0	0	240	0	3	0	156	0	4	163			
Cecil	1	0	7	0	0	0	8	3	6	37	96	0	0	142	0	4	0	65	0	0	69			
Chesapeake	1	0	14	0	0	0	15	8	4	47	69	0	0	128	0	3	0	49	0	0	52			
College of S. MD	6	0	34	0	0	0	40	19	41	95	271	0	0	426	0	4	0	22	0	0	26			
Frederick	3	0	25	0	0	0	28	5	26	74	284	0	0	389	0	1	1	32	0	0	34			
Garrett	0	0	6	0	0	0	6	1	0	17	30	0	0	48	0	0	0	15	0	0	15			
Hagerstown	1	0	17	0	0	0	18	1	8	62	164	3	0	238	0	2	0	58	0	4	64			
Harford	2	0	27	1	1	0	31	8	12	84	180	1	2	287	0	14	0	200	0	2	216			
Howard	6	0	29	0	0	0	35	23	69	89	288	0	12	481	0	27	0	121	0	6	154			
Montgomery	20	0	44	1	0	0	65	117	188	338	575	0	0	1,218	0	14	0	42	0	0	56			
Prince George's	27	0	27	1	0	0	55	82	278	174	211	0	0	745	0	121	0	123	0	0	244			
Wor-Wic	0	0	8	0	0	0	8	4	7	50	108	0	1	170	0	6	3	65	0	2	76			
<b>TOTAL</b>							<b>485</b>							<b>7,079</b>								<b>2,334</b>		

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 2004**

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	1	0	57	2	0	0	60	1	0	97	75	0	0	173	2	0	276	219	0	69	278	288	566
Anne Arundel	26	3	145	19	0	0	193	75	4	202	31	0	0	312	139	155	598	910	0	11	737	1,076	1,813
Baltimore City	138	20	46	8	0	0	212	57	36	5	2	0	0	100	284	378	107	195	0	0	391	573	964
Baltimore County	74	1	147	5	0	0	227	115	3	430	30	0	0	578	253	209	942	884	0	124	1,195	1,217	2,412
Carroll	5	1	35	11	0	0	52	5	4	67	44	0	0	120	10	25	177	378	0	4	187	407	594
Cecil	7	0	62	5	0	0	74	1	4	37	75	0	0	117	12	14	143	241	0	0	155	255	410
Chesapeake	7	2	48	6	0	0	63	20	4	68	72	0	0	164	36	13	177	196	0	0	213	209	422
College of S. MD	5	1	61	7	0	0	74	31	8	118	24	0	0	181	61	54	308	324	0	0	369	378	747
Frederick	5	1	37	2	0	0	45	14	24	96	114	0	0	248	27	52	233	432	0	0	260	484	744
Garrett	0	0	18	3	0	0	21	1	1	39	34	0	0	75	2	1	80	82	0	0	82	83	165
Hagerstown	2	0	28	13	0	0	43	5	1	95	32	1	0	134	9	11	202	267	4	4	215	282	497
Harford	10	0	60	0	0	0	70	13	36	79	239	0	5	372	33	62	250	620	2	9	285	691	976
Howard	45	6	117	18	0	0	186	49	2	47	8	1	0	107	123	104	282	435	1	18	406	557	963
Montgomery	78	23	139	20	0	0	260	355	37	371	32	0	0	795	570	262	892	670	0	0	1,462	932	2,394
Prince George's	41	34	42	17	0	0	134	257	418	85	141	0	0	901	407	851	328	493	0	0	735	1,344	2,079
Wor-Wic	4	0	35	4	0	0	43	16	1	45	8	0	0	70	24	14	141	185	0	3	165	202	367
<b>TOTAL</b>	<b>444</b>	<b>92</b>	<b>1,077</b>	<b>140</b>	<b>0</b>	<b>0</b>	<b>1,757</b>	<b>1,015</b>	<b>583</b>	<b>1,881</b>	<b>961</b>	<b>2</b>	<b>5</b>	<b>4,447</b>	<b>1,992</b>	<b>2,205</b>	<b>5,136</b>	<b>6,531</b>	<b>7</b>	<b>242</b>	<b>7,135</b>	<b>8,978</b>	<b>16,113</b>

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 2004**

College	Total All Categories *						Total *	
	Minority		White		Unknown		Employees	
	FT	PT	FT	PT	FT	PT	FT	PT
Allegany	0.7%	0.0%	99.3%	76.0%	0.0%	24.0%	49.1%	50.9%
Anne Arundel	18.9%	14.4%	81.1%	84.6%	0.0%	1.0%	40.7%	59.3%
Baltimore City	72.6%	66.0%	27.4%	34.0%	0.0%	0.0%	40.6%	59.4%
Baltimore County	21.2%	17.2%	78.8%	72.6%	0.0%	10.2%	49.5%	50.5%
Carroll	5.3%	6.1%	94.7%	92.9%	0.0%	1.0%	31.5%	68.5%
Cecil	7.7%	5.5%	92.3%	94.5%	0.0%	0.0%	37.8%	62.2%
Chesapeake	16.9%	6.2%	83.1%	93.8%	0.0%	0.0%	50.5%	49.5%
College of S. MD	16.5%	14.3%	83.5%	85.7%	0.0%	0.0%	49.4%	50.6%
Frederick	10.4%	10.7%	89.6%	89.3%	0.0%	0.0%	34.9%	65.1%
Garrett	2.4%	1.2%	97.6%	98.8%	0.0%	0.0%	49.7%	50.3%
Hagerstown	4.2%	3.9%	94.0%	94.7%	1.9%	1.4%	43.3%	56.7%
Harford	11.6%	9.0%	87.7%	89.7%	0.7%	1.3%	29.2%	70.8%
Howard	30.3%	18.7%	69.5%	78.1%	0.2%	3.2%	42.2%	57.8%
Montgomery	39.0%	28.1%	61.0%	71.9%	0.0%	0.0%	61.1%	38.9%
Prince George's	55.4%	63.3%	44.6%	36.7%	0.0%	0.0%	35.4%	64.6%
Wor-Wic	14.5%	6.9%	85.5%	91.6%	0.0%	1.5%	45.0%	55.0%
<b>Total</b>	<b>27.9%</b>	<b>24.6%</b>	<b>72.0%</b>	<b>72.7%</b>	<b>0.1%</b>	<b>2.7%</b>	<b>44.3%</b>	<b>55.7%</b>

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 2001-2004**

College	FY 2001	FY 2002	FY 2003	FY 2004
Allegany	14.5	15.5	16.9	17.0
Anne Arundel	17.3	17.7	18.1	17.2
Baltimore City	17.9	16.9	20.1	19.3
Baltimore County	17.4	17.8	18.5	18.7
Carroll	15.7	16.1	16.5	16.9
Cecil	16.3	18.4	16.6	16.6
College of S. MD	19.0	17.3	17.6	18.5
Chesapeake	15.0	15.7	17.2	18.4
Frederick	16.2	16.7	16.0	15.9
Garrett	11.9	11.5	12.1	11.8
Hagerstown	14.1	13.3	13.9	14.5
Harford	18.4	19.5	16.6	18.3
Howard	18.8	18.8	18.1	18.8
Montgomery	19.2	19.3	19.3	19.6
Prince George's	16.5	17.9	17.9	17.5
Wor-Wic	18.2	19.9	20.0	19.4
<b>AVERAGE</b>	<b>16.6</b>	<b>17.7</b>	<b>18.0</b>	<b>18.1</b>

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.