

# PERSONNEL

**AVERAGE FACULTY SALARIES: TEN-MONTH CONTRACTS**  
**MARYLAND COMMUNITY COLLEGES**  
**FISCAL YEARS 2006-2008**

Position	FY2006	FY2007	FY2008
Professors	\$72,368	\$74,532	\$78,022
Number	724	729	734
Associate Professors	57,626	59,669	62,091
Number	580	668	580
Assistant Professors	49,444	51,182	53,114
Number	582	563	667
Instructors	42,397	44,041	45,767
Number	145	143	184
Other	41,042	44,252	*
Number	41	44	2
WEIGHTED AVERAGE	\$59,085	\$61,133	\$63,320
TOTAL NUMBER	2,072	2,147	2,167

\* 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 2007**

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	\$61,443	24	\$47,794	23	\$40,400	6	\$35,931	0	\$0	84	\$49,959
Anne Arundel	68	84,729	83	65,568	72	56,189	22	49,547	0	0	245	66,691
Baltimore City	28	74,017	24	60,480	77	53,045	7	46,280	0	0	136	58,327
Baltimore County	47	80,157	80	63,742	164	52,330	23	43,129	0	0	314	58,729
Carroll	5	69,473	15	56,597	26	51,428	7	39,609	0	0	53	53,032
Cecil	12	72,723	11	62,143	15	49,026	2	43,572	0	0	40	59,470
Chesapeake	11	74,583	21	65,090	11	55,559	5	51,727	2	*	50	62,835
College of S. MD	64	80,790	13	64,776	20	60,441	0	0	0	0	97	74,448
Frederick	21	78,703	20	69,188	42	53,463	0	0	0	0	83	63,638
Garrett	12	57,442	4	49,533	1	46,568	0	0	0	0	17	54,941
Hagerstown	15	71,080	6	56,362	19	48,898	18	46,257	0	0	58	54,587
Harford	16	80,480	20	67,334	20	53,539	41	44,691	0	0	97	57,087
Howard	30	80,234	27	66,190	38	55,520	22	49,757	0	0	117	63,236
Montgomery	282	81,825	119	65,140	91	56,472	9	48,611	0	0	501	72,660
Prince George's	86	68,458	106	55,473	33	46,241	2	40,211	0	0	227	58,916
Wor-Wic	6	80,959	7	63,675	15	55,103	20	44,953	0	0	48	55,356
<b>TOTAL</b>	<b>734</b>		<b>580</b>		<b>667</b>		<b>184</b>		<b>2</b>		<b>2,167</b>	
<b>WEIGHTED AVERAGE</b>		<b>\$78,022</b>		<b>\$62,091</b>		<b>\$53,114</b>		<b>\$45,767</b>		<b>*</b>		<b>\$63,320</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. Howard Community College has one faculty member employed in "other" category but is not listed due to privacy reasons.

**COMPARISON OF SALARIES OF TEN-MONTH FACULTY CONTRACTS VERSUS K-12 SCHOOL TEACHERS  
2007-2008 ACADEMIC YEAR**

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**
<b>Small</b>													
Allegany	\$38,220	\$71,090	\$36,400	\$67,704	\$34,667	\$64,481	\$33,016	\$61,410	\$0	\$0	Allegany	\$38,393	\$69,697
Carroll	60,075	81,445	50,516	65,630	43,118	62,805	37,000	42,882	0	0	Anne Arundel	41,383	86,209
Cecil	44,921	82,335	38,088	69,813	32,295	59,197	23,218	50,192	0	0	Baltimore City***	37,831	74,134
Chesapeake	55,853	85,982	49,562	70,543	44,189	62,900	39,285	55,906	34,830	49,576	Baltimore County	42,000	80,762
Hagerstown	52,963	80,926	44,508	69,401	39,386	60,376	36,003	53,164	0	0	Calvert	42,650	98,014
Garrett	55,256	63,365	48,016	54,098	43,093	47,147	40,196	42,513	0	0	Caroline	40,500	72,462
Wor-Wic	49,191	83,626	42,044	71,475	35,935	61,090	30,714	52,213	26,251	44,627	Carroll	40,000	80,550
Small-Size Range	<b>\$38,220</b>	<b>\$85,982</b>	<b>\$36,400</b>	<b>\$71,475</b>	<b>\$32,295</b>	<b>\$64,481</b>	<b>\$23,218</b>	<b>\$61,410</b>	<b>\$26,251</b>	<b>\$49,576</b>	Cecil	40,061	72,692
											Charles	42,245	82,091
<b>Medium</b>											Dorchester	40,000	73,167
College of S. MD	\$63,985	\$96,474	\$55,818	\$84,160	\$47,654	\$91,849	\$42,647	\$64,179	\$0	\$0	Frederick	39,907	90,907
Frederick	53,087	82,807	46,339	72,280	39,578	61,741	38,636	52,545	34,061	46,323	Garrett	39,663	67,528
Harford	57,369	84,906	45,895	71,465	39,393	62,996	38,246	55,948	0	0	Harford	40,523	79,059
Howard	58,838	89,335	52,308	77,246	46,503	66,791	42,152	58,290	36,754	49,935	Howard	42,407	87,163
Medium-Size Range	<b>\$53,087</b>	<b>\$96,474</b>	<b>\$45,895</b>	<b>\$84,160</b>	<b>\$39,393</b>	<b>\$91,849</b>	<b>\$38,246</b>	<b>\$64,179</b>	<b>\$34,061</b>	<b>\$49,935</b>	Kent	40,041	75,899
											Montgomery	44,200	98,700
<b>Large</b>											Prince George's	43,481	89,054
Anne Arundel	\$55,477	\$91,014	\$48,241	\$76,076	\$43,643	\$63,579	\$37,950	\$55,287	\$0	\$0	Queen Anne's	40,250	77,995
Baltimore City	56,309	78,999	45,399	65,549	39,574	55,906	34,359	46,774	0	0	Somerset	40,000	71,254
Baltimore County	58,237	92,582	49,481	80,565	42,348	68,951	37,459	58,015	0	0	St Mary's	41,577	82,593
Montgomery	45,427	92,453	51,596	83,184	39,862	76,911	44,096	60,457	0	0	Talbot	41,000	71,300
Prince George's	52,596	85,578	46,599	77,558	40,157	68,994	35,301	62,354	0	0	Washington	41,962	73,468
Large-Size Range	<b>\$45,427</b>	<b>\$92,582</b>	<b>\$45,399</b>	<b>\$83,184</b>	<b>\$39,574</b>	<b>\$76,911</b>	<b>\$34,359</b>	<b>\$62,354</b>	<b>\$0</b>	<b>\$0</b>	Wicomico	39,620	74,510
											Worcester	40,390	77,730
<b>SYSTEMWIDE RANGE</b>	<b>\$38,220</b>	<b>\$96,474</b>	<b>\$36,400</b>	<b>\$84,160</b>	<b>\$32,295</b>	<b>\$91,849</b>	<b>\$23,218</b>	<b>\$64,179</b>	<b>\$26,251</b>	<b>\$49,935</b>	Statewide	37,831	98,700

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

\*\*\*Teacher's salaries in Baltimore City are in negotiations and are not final for school year 2007-2008.

**CHARACTERISTICS OF FULL-TIME CREDIT FACULTY  
MARYLAND COMMUNITY COLLEGES  
AS OF FALL 2007**

College	Total Full-time Faculty	Percent Female	Percent Minority	Percent with Tenure*	Percent with Master's or Higher
Allegany	114	54%	0%	70%	85%
Anne Arundel	257	57%	15%	45%	97%
Baltimore City	136	54%	50%	0%	88%
Baltimore County	372	57%	17%	33%	89%
Carroll	61	59%	3%	0%	95%
Cecil	44	66%	9%	20%	89%
Chesapeake	56	63%	13%	7%	89%
College of S. MD	127	49%	14%	69%	95%
Frederick	88	63%	8%	0%	98%
Garrett	17	29%	6%	59%	100%
Hagerstown	77	64%	3%	35%	90%
Harford	100	56%	7%	43%	96%
Howard	141	64%	22%	0%	94%
Montgomery	501	55%	28%	6%	95%
Prince George's	244	60%	36%	87%	92%
Wor-Wic	62	60%	10%	0%	92%
SYSTEMWIDE	2,397	57%	20%	31%	93%

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 2007**

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	17	1	0	0	18	0	0	114	118	0	0	232	0	0	0	97	0	0	0	0	97	
Anne Arundel	6	0	49	0	0	0	55	39	77	218	556	0	15	905	0	54	0	358	0	13	0	0	425	
Baltimore City	12	0	6	0	0	0	18	68	176	54	57	14	4	373	2	114	0	62	0	2	0	0	180	
Baltimore County	10	1	55	0	0	0	66	62	140	310	493	0	78	1,083	5	114	4	335	0	61	0	0	519	
Carroll	0	0	22	0	0	0	22	2	12	56	148	3	2	223	0	14	0	240	0	5	0	0	259	
Cecil	1	0	5	0	0	0	6	4	10	40	95	0	0	149	0	3	0	35	0	0	0	0	38	
Chesapeake	1	0	15	0	0	0	16	7	3	49	74	0	0	133	0	4	0	45	0	1	0	0	50	
College of S. MD	7	1	32	0	0	0	40	18	65	109	239	0	9	440	0	8	1	39	0	2	0	0	50	
Frederick	4	0	26	1	0	0	31	7	32	81	320	0	11	451	0	2	0	16	0	1	0	0	19	
Garrett	1	0	3	0	0	0	4	1	0	16	44	0	0	61	0	0	0	25	0	0	0	0	25	
Hagerstown	0	0	21	1	0	0	22	2	6	74	138	1	3	224	0	0	0	59	0	2	0	0	61	
Harford	1	0	30	0	0	0	31	7	17	92	218	1	4	339	0	14	0	161	0	2	0	0	177	
Howard	8	0	40	1	1	0	50	31	95	109	305	1	17	558	0	29	0	102	0	4	0	0	135	
Montgomery	24	0	51	0	0	0	75	138	246	363	621	0	0	1,368	0	34	0	67	0	0	0	0	101	
Prince George's	31	1	24	0	0	0	56	87	284	157	167	0	0	695	0	212	0	142	0	0	0	0	354	
Wor-Wic	0	0	8	0	0	0	8	6	12	56	98	0	1	173	0	9	3	68	0	0	0	0	80	
<b>TOTAL</b>	<b>106</b>	<b>3</b>	<b>404</b>	<b>4</b>	<b>1</b>	<b>0</b>	<b>518</b>	<b>479</b>	<b>1,175</b>	<b>1,898</b>	<b>3,691</b>	<b>20</b>	<b>144</b>	<b>7,407</b>	<b>7</b>	<b>611</b>	<b>8</b>	<b>1,851</b>	<b>0</b>	<b>93</b>	<b>0</b>	<b>0</b>	<b>2,570</b>	

FT = full-time

PT = part-time

Source: Employee Data System, provided by individual institutions

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**EMPLOYEES BY CATEGORY**  
**MARYLAND COMMUNITY COLLEGES**  
**AS OF FALL 2007**

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
Allegany	0	0	68	7	0	0	75	1	0	101	76	0	0	178	1	0	300	299	0	0	301	299	600
Anne Arundel	35	1	177	14	0	0	227	67	3	220	33	1	0	324	147	135	664	961	1	28	812	1,124	1,936
Baltimore City	137	76	59	16	2	2	292	121	126	19	9	0	0	275	340	492	138	144	16	8	494	644	1,138
Baltimore County	71	1	151	3	0	0	226	121	4	424	17	0	0	566	269	260	944	848	0	139	1,213	1,247	2,460
Carroll	6	0	45	1	0	0	52	5	2	81	43	0	1	132	13	28	204	432	3	8	220	468	688
Cecil	10	0	64	7	0	0	81	3	11	30	84	0	1	129	18	24	139	221	0	1	157	246	403
Chesapeake	8	1	43	13	0	1	66	19	19	71	64	0	0	173	35	27	178	196	0	2	213	225	438
College of S. MD	18	1	66	4	0	0	89	49	6	127	24	0	0	206	92	81	335	306	0	11	427	398	825
Frederick	10	6	60	26	0	0	102	13	30	80	112	1	3	239	36	70	247	475	1	15	284	560	844
Garrett	2	0	28	1	0	0	31	2	2	40	35	0	0	79	6	2	87	105	0	0	93	107	200
Hagerstown	5	0	29	7	0	0	41	7	0	107	29	1	1	145	14	6	231	234	2	6	247	246	493
Harford	15	0	61	3	1	0	80	13	27	85	163	1	5	294	36	58	268	545	3	11	307	614	921
Howard	28	4	96	23	2	1	154	89	3	91	10	5	0	198	156	131	336	441	9	22	501	594	1,095
Montgomery	106	19	163	35	0	0	323	429	38	358	40	0	0	865	697	337	935	763	0	0	1,632	1,100	2,732
Prince George's	58	38	39	14	0	0	149	265	442	74	99	0	0	880	441	977	294	422	0	0	735	1,399	2,134
Wor-Wic	5	0	43	4	0	0	52	17	6	61	7	0	0	91	28	27	171	177	0	1	199	205	404
<b>TOTAL</b>	<b>514</b>	<b>147</b>	<b>1,192</b>	<b>178</b>	<b>5</b>	<b>4</b>	<b>2,040</b>	<b>1,221</b>	<b>719</b>	<b>1,969</b>	<b>845</b>	<b>9</b>	<b>11</b>	<b>4,774</b>	<b>2,329</b>	<b>2,655</b>	<b>5,471</b>	<b>6,569</b>	<b>35</b>	<b>252</b>	<b>7,835</b>	<b>9,476</b>	<b>17,311</b>

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 2007**

College	Total All Categories *						Total *	
	Minority		White		Unknown		Employees	
	FT	PT	FT	PT	FT	PT	FT	PT
Allegany	0.3%	0.0%	99.7%	100.0%	0.0%	0.0%	50.2%	49.8%
Anne Arundel	18.1%	12.0%	81.8%	85.5%	0.1%	2.5%	41.9%	58.1%
Baltimore City	68.8%	76.4%	27.9%	22.4%	3.2%	1.2%	43.4%	56.6%
Baltimore County	22.2%	20.9%	77.8%	68.0%	0.0%	11.1%	49.3%	50.7%
Carroll	5.9%	6.0%	92.7%	92.3%	1.4%	1.7%	32.0%	68.0%
Cecil	11.5%	9.8%	88.5%	89.8%	0.0%	0.4%	39.0%	61.0%
Chesapeake	16.4%	12.0%	83.6%	87.1%	0.0%	0.9%	48.6%	51.4%
College of S. MD	21.5%	20.4%	78.5%	76.9%	0.0%	2.8%	51.8%	48.2%
Frederick	12.7%	12.5%	87.0%	84.8%	0.4%	2.7%	33.6%	66.4%
Garrett	6.5%	1.9%	93.5%	98.1%	0.0%	0.0%	46.5%	53.5%
Hagerstown	5.7%	2.4%	93.5%	95.1%	0.8%	2.4%	50.1%	49.9%
Harford	11.7%	9.4%	87.3%	88.8%	1.0%	1.8%	33.3%	66.7%
Howard	31.1%	22.1%	67.1%	74.2%	1.8%	3.7%	45.8%	54.2%
Montgomery	42.7%	30.6%	57.3%	69.4%	0.0%	0.0%	59.7%	40.3%
Prince George's	60.0%	69.8%	40.0%	30.2%	0.0%	0.0%	34.4%	65.6%
Wor-Wic	14.1%	13.2%	85.9%	86.3%	0.0%	0.5%	49.3%	50.7%
<b>Total</b>	<b>29.7%</b>	<b>28.0%</b>	<b>69.8%</b>	<b>69.3%</b>	<b>0.4%</b>	<b>2.7%</b>	<b>45.3%</b>	<b>54.7%</b>

FT = full-time

Source: Employee Data System, provided by individual institutions

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**RATIO OF STUDENT CREDIT HOURS TO FACULTY HOURS TAUGHT**  
**MARYLAND COMMUNITY COLLEGES**  
**FISCAL YEARS 2003-2007**


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College	FY 2003	FY 2004	FY 2005	FY 2006	FY 2007
Allegany	16.9	17.0	16.8	16.3	16.1
Anne Arundel	18.1	17.2	16.6	16.1	16.3
Baltimore City	20.1	19.3	20.8	22.0	21.0
Baltimore County	18.5	18.7	18.8	18.5	17.9
Carroll	16.5	16.9	16.4	16.1	16.5
Cecil	16.6	16.6	15.9	17.0	17.5
College of S. MD	17.6	18.5	19.9	19.7	19.6
Chesapeake	17.2	18.4	16.8	17.3	17.8
Frederick	16.0	15.9	17.4	15.3	17.4
Garrett	12.1	11.8	10.2	10.0	11.1
Hagerstown	13.9	14.5	13.6	13.2	13.2
Harford	16.6	18.3	18.4	18.5	18.1
Howard	18.1	18.8	18.4	18.3	18.8
Montgomery	19.3	19.6	19.4	19.0	19.8
Prince George's	17.9	17.5	16.7	16.4	17.1
Wor-Wic	20.0	19.4	19.6	19.6	19.4
<b>AVERAGE</b>	<b>18.0</b>	<b>18.1</b>	<b>18.0</b>	<b>17.6</b>	<b>17.4</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.