

## Employee Head Count

Total Full-time Head Count: . . . .187  
 Full-time Faculty . . . . .82  
 Full-time Staff . . . . .105  
 Each month, Blue Ridge Community College employs approximately 300 part-time (adjunct) faculty and 35 part-time staff.

## Ethnicity

White . . . . .95%  
 Black . . . . .2%  
 Hispanic . . . . .3%  
 Comparison to service area demographics:  
 • Henderson County: White, 84%; Black, 3%; Hispanic, 10%; Asian, 1%; Other 2%.  
 • Transylvania County: White, 90%; Black, 4%; Hispanic, 3%; Asian, 1%; Other 2%

## Female to Male Ratio

Female . . . . .51%  
 Male . . . . .49%

## New Hires, Attrition, and Promotions

New Hires . . . . .30  
 Faculty . . . . .11  
 Staff . . . . .19  
 Attrition . . . . .19  
 Retirements . . . . .9  
 Resignations . . . . .9  
 Dismissal . . . . .1  
*Total turnover rate was 10%*

Promotions . . . . .10

## Residency

Henderson (123) . . . . .66%  
 Buncombe (27) . . . . .15%  
 Transylvania (23) . . . . .12%  
 Polk (6) . . . . .3%  
 SC Counties (4) . . . . .2%  
 Other NC Counties (4) . . . . .2%

## Years of Service

Years	Total # of employees	Percentage
Less than 1 year	6	3%
1 to 5 years	68	36%
6 to 10 years	44	24%
11 to 15 years	29	16%
16 to 20 years	20	11%
21 to 25 years	7	4%
26 years and more	13	7%

The average length of service of current full-time employees is 9.5 years.

## Health and Safety

**Short-Term Disability Claims:** There were three (3) employees receiving short-term disability in FY16. One (1) employee is still out on short-term disability.

**Voluntary Shared Leave:** There were two (2) employees who requested and received voluntary shared leave in FY16.

**Family Medical Leave Act:** Twenty-three (23) employees used Family Medical Leave Act Leave.  
 Illness of child, spouse, or parent. . . . .4  
 Employee illness . . . . .19

### Workers' Compensation:

OSHA Recordable Accidents	Days on modified duty	Days Lost	Services Paid
8	85	45	\$2,155 County; \$20,744 State

Note: During Calendar Year 2016, there were no lost time accidents recorded at the College.

**Affordable Care Act:** Beginning January 1, 2015, Blue Ridge Community College was required by law to extend health care benefits to any part-time staff member or adjunct instructor who meets the eligible criteria of the Affordable Care Act. We presently use a six (6) month measurement period and a six (6) month eligibility period for this benefit. All part-time member working hours are continuously reviewed to determine whether or not they become, or continue to be, eligible for this benefit.

*January 1 to June 30, 2017: 0 July 1 to December 31, 2016: 4*

## Highest Degree Earned

	Doctorate		Master's		Bachelor's		Associate		High school diploma		Certificate	
	#	%	#	%	#	%	#	%	#	%	#	%
<b>Staff</b>	2	2%	21	20%	36	34%	33	31%	10	10%	3	3%
<b>Faculty</b>	5	6%	57	70%	8	10%	10	12%	-	-	2	2%

Total # of Staff: 105    Total # of Faculty: 82

## Average Annual Salary

	2015-16	2016-17
<b>Full-time Employees</b>	<b>\$54,528</b>	<b>\$51,011</b>
<i>Executive Management</i>	\$91,778	\$90,450
<i>Associate Vice President</i>		\$72,666
<i>Faculty Dean</i>	\$79,259	\$81,490
<i>Admin Dean/Director</i>	\$63,740	\$61,247
<i>Curriculum Faculty (12-Month)</i>	\$64,133	\$65,428
<i>Curriculum Faculty (10-month)</i>		\$58,128
<i>Curriculum Faculty (9-Month)</i>	\$48,100	\$47,931
<i>Professional Support</i>	\$50,076	\$48,536
<i>Non-Curriculum Faculty</i>	\$49,069	\$47,526
<i>Technical/Paraprofessional</i>	\$38,531	\$38,747
<i>Clerical/Administrative</i>	\$36,214	\$36,876
<i>Maintenance</i>	\$32,566	\$31,100
<i>Grounds</i>	\$28,690	\$29,120
<i>Service</i>	\$26,157	\$26,820

**2016-17**

Human Resources Annual Report

July 1, 2016 to June 30, 2017

**Blue Ridge**  
COMMUNITY COLLEGE