

Employee Head Count

Total Full-time Head Count: . . .	181
Full-time Faculty	71
Full-time Staff	110

Each month, Blue Ridge Community College employs approximately 300 part-time (adjunct) faculty and 35 part-time staff.

Ethnicity

White	93%
Black	3%
Hispanic	3%
Asian	1%
Other	1%

Comparison to service area demographics:

- Henderson County: White, 84%; Black, 3%; Hispanic, 10%; Asian, 1%.
- Transylvania County: White, 91%; Black, 4%; Hispanic, 3%; Asian, .5%

New Hires, Attrition, and Promotions

New Hires	19
Faculty	2
Staff	17

Attrition	19
Retirements	4
Resignations	11
Dismissal	2
Reduction in Force	2

Total turnover rate was 11%

Promotions	5
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Average Annual Salary

The average annual salary of full-time Blue Ridge Community College employees is \$47,663

Category	Average Annual Salary
Executive Management	\$90,130
Faculty Dean	78,380
Administrative Dean/Director	60,597
Curriculum Faculty*	59,931
Professional Support	48,695
Non-Curriculum Faculty	45,624
Technical/Paraprofessional	36,953
Clerical/Administrative	34,081
Maintenance	32,566
Groundskeeping	27,870
Service	24,447

*The average annual salary of 9-month faculty is \$44,948

Years of Service

Years	Total	Percentage
Less than 1 year	16	9%
1 to 5 years	57	31%
6 to 10 years	30	17%
11 to 15 years	34	19%
16 to 20 years	13	7%
21 to 25 years	12	7%
26 years and more	19	10%

The average length of service of current full-time employees is 11 years.

Residency

County of Residence	Percentage
Henderson (119)	66%
Buncombe (26)	14%
Transylvania (20)	11%
Polk (10)	6%
SC Counties (4)	2%
Other NC Counties (2)	1%

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July 1, 2014 to June 30, 2015



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Highest Degree Earned

	Doctorates		Masters		Bachelors		Associate	
	#	%	#	%	#	%	#	%
Faculty	6	8%	47	66%	9	13%	9	13%

Total # of Faculty: 71

	Doctorates		Masters		Bachelors		Associate		High school diploma		Certificates	
	#	%	#	%	#	%	#	%	#	%	#	%
Staff	3	3%	23	21%	41	37%	29	26%	10	9%	4	4%

Total # of Staff: 110

Health and Safety

Short-Term Disability Claims:

There were no short-term disability claims filed during this period.

Family Medical Leave Act:

Eighteen (18) employees used Family Medical Leave Act Leave.

Birth of child 2

Illness of child, spouse, or parent 2

Employee illness 14

Workers' Compensation:

OSHA Recordable Accidents	Number of days on modified duty	Number of Days Lost	Services Paid
6	68	0	\$2,017.61

Affordable Health Care Act

As of January 1, 2015, Blue Ridge Community College is 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 Healthcare Act. This law is primarily based on the number of total working hours and is measured monthly.

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. So far, Blue Ridge has had twelve (12) eligible part-time staff members or adjunct instructors who have met the six month eligibility at least once.

Six - January 1, 2015 to June 30, 2015

Six - May 1, 2015 to October 31, 2015

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