

North Carolina Community Colleges Long-Term State Vacancies and Their Lapsed Salaries

Raleigh, NC



DAVE Act Report

May 2026

State Auditor
Dave Boliek

*A Constitutional Office of the
State of North Carolina*





North Carolina Office of the State Auditor

Dave Boliek, State Auditor

Auditor's Transmittal

The Honorable Josh Stein, Governor
The Honorable Phil Berger, President Pro Tempore
The Honorable Destin Hall, Speaker of the House
Honorable Members of the North Carolina General Assembly

To all:

As part of its mission to improve transparency and inform workforce management across North Carolina's government, the Division of Accountability, Value, and Efficiency (DAVE) analyzed long-term vacancies and associated lapsed salaries across North Carolina's community colleges.

As of December 31, 2025, the North Carolina Community College System employed more than 31,000 personnel across 58 institutions. Within this workforce, only 136 long-term vacancies were identified, representing a very small proportion of total positions.

This low vacancy level reflects effective workforce management across the system. The data show that more than 60% of the long-term vacant positions have been filled, are in the final stages of hiring, or are actively being recruited. This demonstrates that community colleges are actively managing staffing needs.

Where vacancies persist, they are primarily driven by external factors, including competitive labor market conditions, specialized job requirements, and compensation challenges.

Our community colleges have an important role, helping educate and build a homegrown workforce here in North Carolina. The limited number of long-term vacancies identified in this audit is a sign of strong operational oversight and responsible management of personnel by North Carolina's community college presidents.

Respectfully submitted,

Dave Boliek
State Auditor



DIVISION OF ACCOUNTABILITY, VALUE, AND EFFICIENCY (DAVE)

North Carolina Community Colleges Long-Term Vacancies and Their Lapsed Salaries

Background

[Session Law 2025-89](#) created the North Carolina Office of the State Auditor (OSA), **Division of Accountability, Value, and Efficiency (DAVE)** to help strengthen the State’s base budget integrity and improve the accuracy of financial information used to make decisions. As part of its mandate, DAVE engaged to perform a series of assessments of **long-term vacancies**¹ and associated **lapsed salaries** across North Carolina.

This report presents the results of OSA’s analysis of long-term vacancies and lapsed salaries across North Carolina’s **community colleges** and is supplemented by an online interactive dashboard featuring the underlying data, available [here](#). OSA’s January 2026 audit titled [State Agencies of North Carolina Long-Term State Vacancies and Their Lapsed Salaries](#) analyzed these items across State agencies. An analysis of North Carolina’s universities’ long-term vacancies and lapsed salaries will be released in a subsequent report.

The North Carolina Community College System (NCCCS) employs a total of over 31,000 personnel.² Their mission is to “[elevate] North Carolina’s future by delivering a diverse, highly skilled talent pipeline aligned to the labor market, supporting economic mobility that creates transformational generational change, and setting the national standard for innovation in higher education and workforce development.”³ The 58 community colleges across North Carolina enroll over 590,000 students each year.⁴

Did You Know?

If a State agency job is vacant, agencies may still receive funds for the associated salary and benefits. Those budgeted dollars are called “lapsed salary” and can potentially be used by State agencies for other expenditures until the vacancy is filled.

NC COMMUNITY COLLEGES
CREATING SUCCESS

¹ Defined as positions within a community college that have remained vacant for six months or more as of December 31, 2025.

² [NCCCS Employee Headcount Dashboard](#), last updated October 2025.

³ [North Carolina Community Colleges – About Us](#)

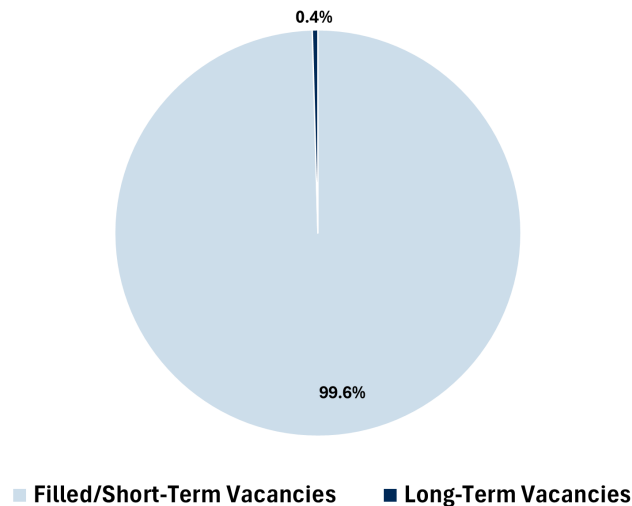
⁴ Ibid.

Objective

The objective of this audit was to analyze **long-term vacancies and associated lapsed salaries across community colleges**. Specifically, this audit:

1. Identified all positions that have remained vacant for six months or more as of **December 31, 2025**, including:
 - The total number of positions vacant over this period.
 - The length of the vacancies.
 - Whether these vacancies were posted.⁵
2. Identified the amount of lapsed salary generated from long-term vacancies annually, including:
 - The amount of lapsed salary generated per year.
 - The total amount of lapsed salary generated since the positions became vacant.
 - The reasons for the length of the long-term vacancies, according to each community college.

North Carolina Community College Employee Vacancy Status⁶

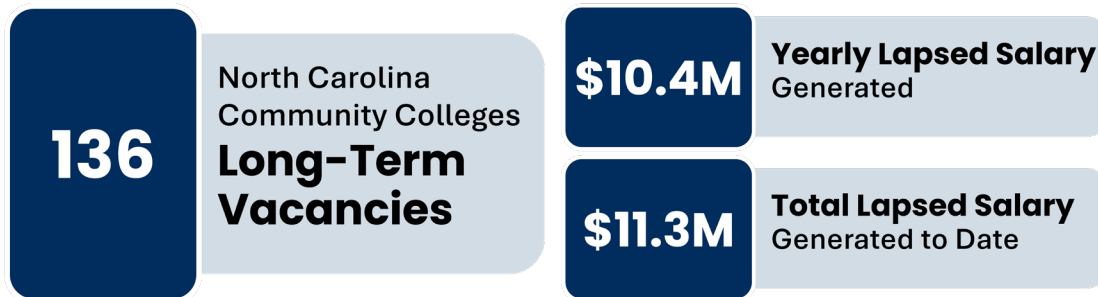


⁵ Refers to the official advertisement of a job vacancy to attract applicants.

⁶ Total headcount is pulled from October 2025 (31,197) while the number of long-term vacancies is from December 31, 2025 (136).

Conclusion

As of December 31, 2025, North Carolina community colleges reported 136 long-term vacancies.⁷ If these vacancies remained unfilled for an entire fiscal year, they would generate \$10.4 million in lapsed salaries. Of these 136 positions, 29 (21.3%) are healthcare-related, with half citing low compensation or a lack of qualified applicants as the reason for the vacancy.⁸ These positions are critical in addressing North Carolina’s nursing shortage and emphasize the importance of filling these positions timely.⁹



Community Colleges Long-Term Vacancies & Their Lapsed Salaries

Community colleges had a total of 136 long-term vacancies as of December 31, 2025.¹⁰ These vacancies would generate \$10.4 million in lapsed salaries if left vacant for an entire year. However, community colleges have complex funding models that include both State and local sources, so not all of those funds are available to them. Because of these complex funding models, OSA does not recommend eliminating these vacancies for base budget accuracy, as noted in the January 2026 State Vacancy & Lapsed Salary report. Instead, this report is intended to increase transparency in the community college system.

Vacancy Explanations & Future Plans

Community colleges were asked to provide information on any position vacant for at least six months as of December 31, 2025, as well as an explanation for why the position remained vacant and future plans for the position. Responses were categorized by theme and are outlined in the chart below. Definitions for each category are provided in the following section.

⁷ See Appendix for full list of each community college long-term vacancy, the length of the long-term vacancy, and the salary associated with the long-term vacancy organized by community college.

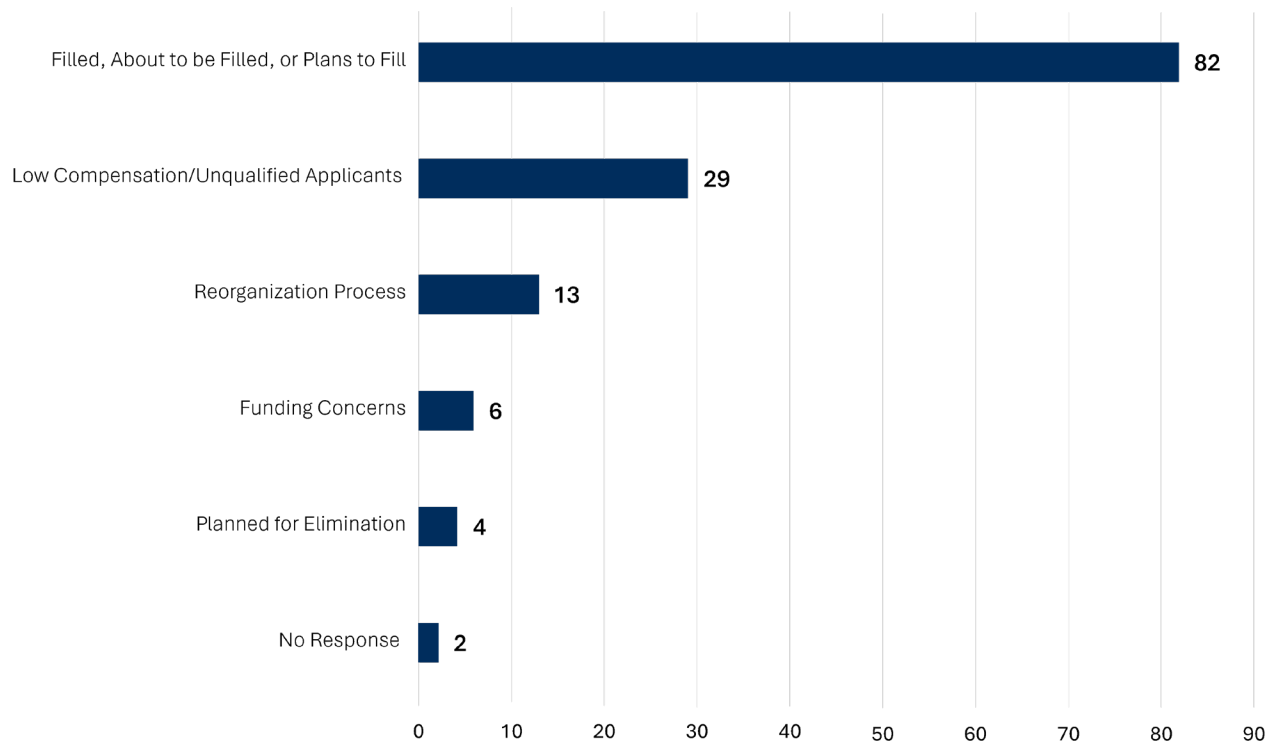
⁸ There were also 29 long-term vacancies in total for which low compensation or a lack of qualified applicants was the reason cited for the vacancy. See *Vacancy Explanations & Future Plans* section of the report.

⁹ [Health Talent Alliance – 2025 Data Analysis](#).

¹⁰ See Appendix for full list of each community college long-term vacancy, the length of the long-term vacancy, and the salary associated with the long-term vacancy organized by community college.

- **Filled, About to be Filled, or Plans to Fill:** 82 positions (60.3%) were classified under this category. The community colleges have either filled these positions, were in the final stages of the hiring process or are actively recruiting as of December 31, 2025.
- **Low Compensation/Unqualified Applicants:** Twenty-nine positions (21.3%) were classified under this category. These positions have remained vacant due to uncompetitive salary, specialized qualifications, inconvenient work location, or some combination of all three.
- **Reorganization Process:** Thirteen positions (9.6%) were classified under this category. These positions were being evaluated for reclassification or held while the division they are within undergoes reorganization.
- **Funding Concerns:** Six positions (4.4%) were classified under this category. These positions did not have adequate stable funding to hire as of December 31, 2025.
- **Planned for Elimination:** Four positions (2.9%) were classified under this category. These positions were marked for elimination as of December 31, 2025.
- **No Response:** Two positions (1.5%) were classified under this category. These positions did not include a reason for their vacancy length or future plans.

Vacancy Explanation for Long-Term Vacancies

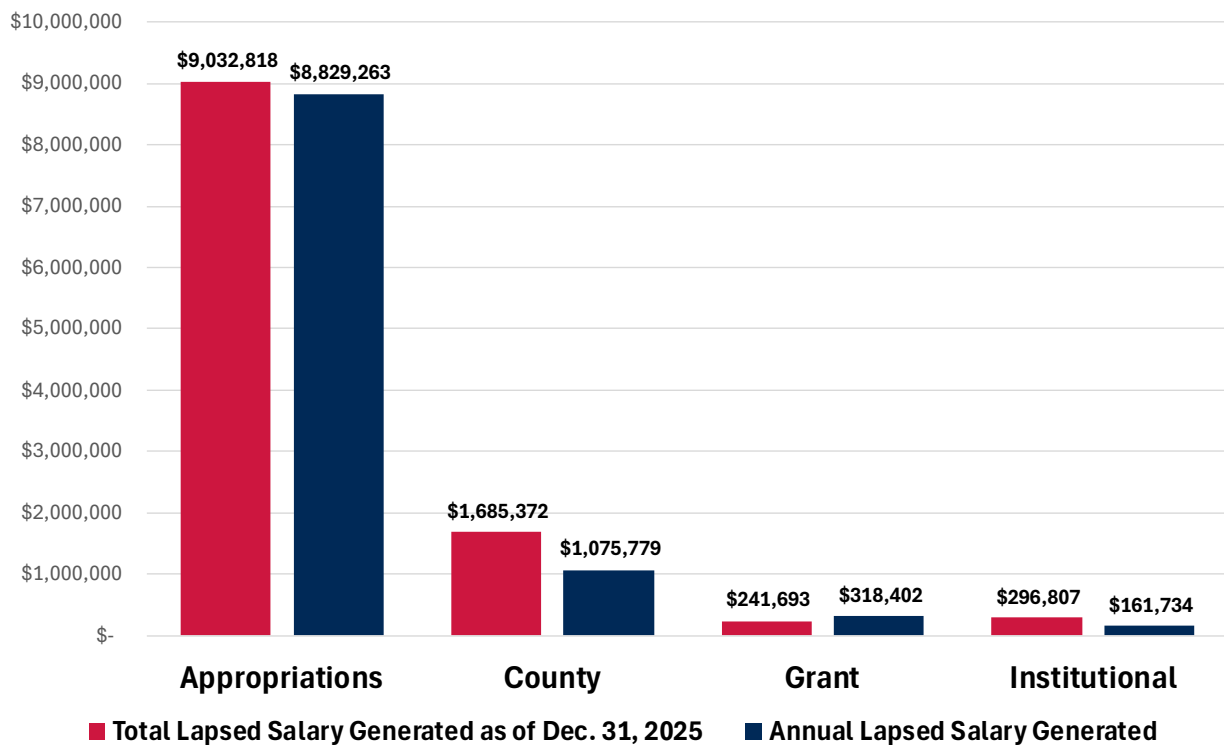


Lapsed Salary Generated from Long-Term Vacancies

The long-term vacancies of all community colleges would generate \$10.4 million in lapsed salaries if left vacant for an entire year, as shown in blue in the following chart. Since each position became vacant, they have generated a total of \$11.3 million in lapsed salaries, shown in red. This amount may span multiple years and is therefore not indicative of funds available to the community colleges. Because of these complex funding models, OSA does not recommend eliminating these vacancies for base budget accuracy as noted in the January 2026 State Vacancy & Lapsed Salary report. Instead, this report is intended to increase transparency within the community college system. Definitions of the different funding sources for these vacant positions are outlined below.

- **Appropriations:** These are funds drawn from the State treasury by the General Assembly.¹¹
- **County:** “Funds appropriated to the college by the local tax-levying authority.”¹²
- **Grant:** Funds appropriated to the college that are targeted for particular categories of projects, students, special programs, or special purposes.
- **Institutional:** “Funds budgeted and expended through college accounts that are not allocated to the college by the State Board of Community Colleges, nor appropriated to the college by the local tax-levying authority.”¹³

Lapsed Salary Generated from Long-Term Vacancies



¹¹ [Glossary of Budget Terms - Fiscal Research Division - North Carolina General Assembly](#)

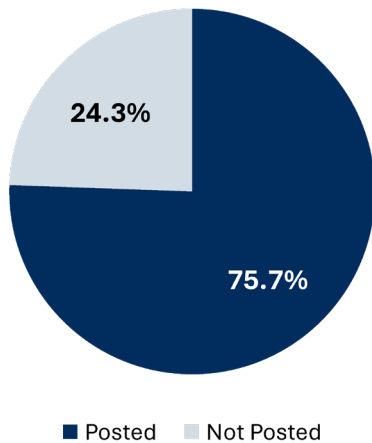
¹² State Board Code: [ENTIRE-CODE-01FEB26.pdf](#)

¹³ Ibid.

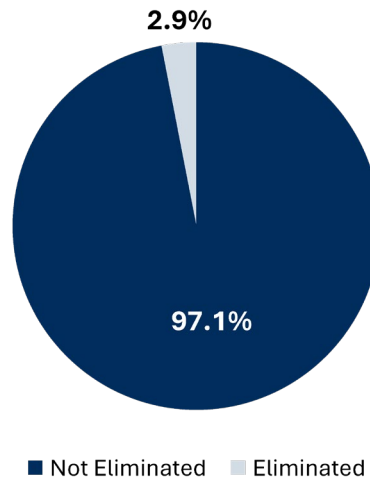
Posting & Elimination Status of Long-Term Vacancies

Community colleges reported the original posting date for each vacancy¹⁴ if applicable, as well as any plans to eliminate the position. Thirty-three (24.3%) long-term vacancies did not have any posting date and were therefore not posted as of December 31, 2025. Additionally, according to community colleges, four (2.9%) long-term vacancies are planned for elimination.

Posted Status of Long-Term Vacancies



Elimination Status of Long-Term Vacancies



OSA has published an online interactive dashboard with data from this report, available [here](#).

Methodology

The objective of this audit was to analyze **long-term vacancies and associated lapsed salaries across community colleges**.

To achieve this audit objective, auditors:

- Sent data request forms to each community college requesting a listing of positions that had remained vacant for six months or more (long-term vacancies). For these long-term vacancies, auditors requested:
 - A description of each position (including duties),
 - The original position vacancy date,
 - The original posting date,
 - Explanations for the length of the vacancies,
 - If applicable, any plans to eliminate long-term vacant positions.

¹⁴ Refers to the official advertisement of a job vacancy to attract applicants.

- Reviewed community college submissions for completeness.
- Cleaned community college submitted data.
- Analyzed community college submissions for the number and length of long-term vacancies, as well as explanations for the length of the vacancies.
- Grouped vacancy explanations into standardized categories representing common reasons for long-term vacancies, such as low compensation or funding concerns.
- Reviewed applicable laws, regulations, policies, and procedures relevant to community college hiring practices and the use and reporting of lapsed salaries.

Due to the nature of audit testing and the inherent limitations of an audit, together with limitations of any system of internal and management controls, this audit may not disclose all performance weaknesses or non-compliance.

This audit was designed to identify deficiencies in internal control significant to the audit objectives. As a basis for evaluating internal control, auditors applied the internal control guidance contained in professional auditing standards. However, our audit does not provide a basis for expressing an opinion on internal control, and consequently, we have not issued such an opinion.

We conducted this performance audit in accordance with generally accepted government auditing standards. Those standards require that we plan and perform the audit to obtain sufficient, appropriate evidence to provide a reasonable basis for our findings and conclusions based on our audit objectives. We believe that the evidence obtained provides a reasonable basis for our findings and conclusions based on our audit objectives.

Auditee Response

Management of all North Carolina community colleges were provided a draft copy of this report for review and feedback. No disagreements with the report were noted.

Appendix



Community College Name	Position Title	Days Vacant	Annual Salary
Asheville-Buncombe Technical Community College	Instructor, Barbering	1316	\$89,545
Asheville-Buncombe Technical Community College	Technician, HVAC	699	\$69,240
Asheville-Buncombe Technical Community College	Executive Director, Human Resources & Organizational Development	558	\$142,197
Asheville-Buncombe Technical Community College	Specialist, Employment	535	\$69,205
Asheville-Buncombe Technical Community College	Instructor, Nursing	376	\$122,153
Asheville-Buncombe Technical Community College	Director, Information Systems	334	\$110,375
Asheville-Buncombe Technical Community College	Director, Plant Operations	275	\$102,303
Asheville-Buncombe Technical Community College	Police Officer	252	\$68,524
Asheville-Buncombe Technical Community College	Lead Technician, Facilities Support	215	\$60,905
Asheville-Buncombe Technical Community College	Chair, Criminal Justice Technology	213	\$107,580
Caldwell Community College & Technical Institute	Facilities Specialist	189	\$58,144
Central Carolina Community College	IT Instructor (9 months)	883	\$83,625
Central Carolina Community College	HCI Masonry Instructor (9 months)	432	\$79,808
Central Carolina Community College	Accounting Instructor (9 months)	365	\$82,997

Community College Name	Position Title	Days Vacant	Annual Salary
Central Piedmont Community College	Student Life Coordinator - Campus Engagement Activities Focused	1309	\$41,600
Central Piedmont Community College	Instructor	548	\$54,032
Central Piedmont Community College	Research Analyst	395	\$42,935
Central Piedmont Community College	Accounting Specialist II	305	\$41,600
Central Piedmont Community College	Instructor	305	\$48,578
Central Piedmont Community College	Financial Analyst Sr WTVI	305	\$53,318
Central Piedmont Community College	Instructor	274	\$51,468
Central Piedmont Community College	Instructor	244	\$54,032
Central Piedmont Community College	Instructor	213	\$54,032
Central Piedmont Community College	Associate Dean of Therapy & Acute Care	213	\$59,608
Cleveland Community College	Fire Instructor	610	\$75,000
Coastal Carolina Community College	Medical Office Program Instructor	914	\$120,197
Coastal Carolina Community College	Coordinator, Emergency Medical Science	324	\$45,271
Coastal Carolina Community College	Powerline Instructor	213	\$42,016
Durham Technical Community College	Assistant Dean, Nursing Education	N/A	N/A
Durham Technical Community College	Instructor/Coordinator Manufacturing/Industrial Systems	1941	N/A
Durham Technical Community College	Instructor, Licensed Practical Nurse	1096	N/A
Durham Technical Community College	Specialist, Student Information and Records	884	\$49,138
Durham Technical Community College	Specialist Student Information Advising	883	\$48,654
Durham Technical Community College	Instructor, Associate Degree Nursing	853	N/A
Durham Technical Community College	Instructor, Opticianry	846	N/A
Durham Technical Community College	Instructor, Accounting	731	N/A
Durham Technical Community College	Admissions Counselor	671	\$54,668
Durham Technical Community College	Coordinator, Assessment and Planning	671	\$57,948
Durham Technical Community College	Landscaper	579	\$51,574
Durham Technical Community College	Instructional Technologies Support Specialist	512	\$57,948

Community College Name	Position Title	Days Vacant	Annual Salary
Durham Technical Community College	Advisor, Financial Aid & Veterans Services	334	\$52,141
Durham Technical Community College	Advisor, Financial Aid & Veterans Services	334	\$52,141
Durham Technical Community College	Director, Corporate Education	334	\$64,118
Durham Technical Community College	Program Specialist, Small Business Center	306	\$54,668
Durham Technical Community College	Assistant Vice President, Finance	214	\$87,801
Durham Technical Community College	Career Coach Grant-Funded	184	\$54,668
Durham Technical Community College	Success Coach - Business & Entrep.	184	\$54,668
Fayetteville Technical Community College	Logistics Instructor	1095	\$120,916
Fayetteville Technical Community College	Security Officer	1048	\$59,341
Fayetteville Technical Community College	Financial Accountant	1005	\$89,827
Fayetteville Technical Community College	Security Sergeant/Field Supervisor	975	\$60,129
Fayetteville Technical Community College	English/Speech Communications Instructor	944	\$97,600
Fayetteville Technical Community College	Math Instructor	743	\$113,320
Fayetteville Technical Community College	Medical Coding/Allied Health Instructor	639	\$91,253
Fayetteville Technical Community College	Security Officer	510	\$59,341
Fayetteville Technical Community College	Secretary II	442	\$67,307
Fayetteville Technical Community College	Security Officer	425	\$59,341
Fayetteville Technical Community College	Social Science Instructor	364	\$136,010
Fayetteville Technical Community College	IT/PC Support Instructor	364	\$156,053
Fayetteville Technical Community College	Instructional Lab Technician	333	\$61,914
Fayetteville Technical Community College	College & Career Readiness Instructor	333	\$118,252
Fayetteville Technical Community College	Enrollment Services Technician	331	\$74,233
Fayetteville Technical Community College	Senior Media Production Specialist	213	\$113,787
Fayetteville Technical Community College	Nursing Instructor	213	\$130,730
Fayetteville Technical Community College	Records Clerk	187	\$54,685
Forsyth Technical Community College	Practical Nursing	N/A	\$113,900
Forsyth Technical Community College	Associate Degree Nursing	N/A	\$113,900

Community College Name	Position Title	Days Vacant	Annual Salary
Forsyth Technical Community College	Associate Degree Nursing	N/A	\$113,900
Forsyth Technical Community College	Associate Degree Nursing	N/A	\$113,900
Forsyth Technical Community College	Associate Degree Nursing	N/A	\$113,900
Forsyth Technical Community College	Associate Degree Nursing	N/A	\$113,900
Forsyth Technical Community College	Associate Degree Nursing	N/A	\$113,900
Forsyth Technical Community College	Practical Nursing	N/A	\$113,900
Forsyth Technical Community College	Clinical Education Coordinator, Interventional Cardiac & Vascular Technology	243	\$115,600
Forsyth Technical Community College	General Maintenance Technician	226	\$58,500
Forsyth Technical Community College	Groundskeeper	196	\$51,700
Gaston College	Instructor Information Technology/Cyber Security	N/A	\$49,008
Gaston College	Instructor-Electrical Systems Technology (9 Month)	1310	\$43,830
Gaston College	Network/PC/AV Technician	275	\$42,113
Guilford Technical Community College	Instructor/Clinical Coordinator, Medical Sonography (\$10,000 Hiring Bonus)	N/A	\$146,113
Guilford Technical Community College	Campus Police	915	\$73,195
Guilford Technical Community College	Campus Police	915	\$73,195
Guilford Technical Community College	Campus Police	915	\$73,195
Guilford Technical Community College	Campus Police	915	\$73,195
Guilford Technical Community College	Campus Police	915	\$73,195
Guilford Technical Community College	Instructor, Adult Education, ESOL	445	\$79,598
Guilford Technical Community College	Assistant, Admin. Personal and Prof Enrichment (part-time regular)	425	\$29,064
Guilford Technical Community College	Instructor, Medical Coding, Healthcare and Medical Office Administration	365	\$89,121

Community College Name	Position Title	Days Vacant	Annual Salary
Guilford Technical Community College	Technician, I, Maintenance	243	\$55,418
Guilford Technical Community College	Technician, I, Maintenance	243	\$55,418
Guilford Technical Community College	Instructor, Electrical Trades (Electrician) (\$8,000 Hiring Bonus) (Re-advertised)	215	\$105,094
Guilford Technical Community College	Director, Program, Aviation Systems Technology (\$10,000 Hiring Bonus)	213	\$166,576
Guilford Technical Community College	Technician, I HVAC	206	\$82,958
Guilford Technical Community College	Instructor, Diesel/Heavy Equipment Technology (\$10,000 Hiring Bonus)	203	\$114,356
Halifax Community College	Instructor/Program Chair Business Administration	588	\$64,252
Haywood Community College	FT Lead Lineworker Instructor	191	\$60,000
James Sprunt Community College	Accounting Instructor	658	\$50,000
Martin Community College	Director, Healthcare Programs	670	\$94,008
Martin Community College	Director, EMS Programs	333	\$102,960
Montgomery Community College	Nursing Instructor	364	\$96,746
Montgomery Community College	Forestry Instructor	216	\$94,307
Nash Community College	Controller	310	\$85,000
Piedmont Community College	Instructor, Nurse Aide	653	\$52,548
Piedmont Community College	Instructor, Associate Degree Nursing (Evenings & Weekends-Caswell County)	649	\$51,956
Piedmont Community College	Instructor, Accounting/Economics	239	\$51,956
Pitt Community College	Police Officer	365	\$69,442
Randolph Community College	Instructor, Nursing	N/A	\$75,000
Southeastern Community College	Healthcare Training Instructional Staff	247	\$60,000
Stanly Community College	Program Head, Electrical Lineworker	548	\$93,162
Stanly Community College	Security Officer	244	\$75,760
Stanly Community College	Program Head, Accounting	213	\$81,036

Community College Name	Position Title	Days Vacant	Annual Salary
Vance-Granville Community College	Soc. & Hum Svcs Prgm Head	287	\$57,270
Vance-Granville Community College	Fin Aid/LRC Assistant SC	195	\$42,000
Wake Technical Community College	Technical Assistant, Disability Support Services	884	\$74,561
Wake Technical Community College	Instructor 9M Business Administration Economics	731	\$81,271
Wake Technical Community College	Assistant to the Dean of Career Services	651	\$85,705
Wake Technical Community College	Instructor 9M Business Administration	626	\$81,271
Wake Technical Community College	Instructor, Information Technology - WCE	588	\$127,050
Wake Technical Community College	Law Enforcement IT Liaison	456	\$91,070
Wake Technical Community College	Instructor 9M Biology (Anatomy & Physiology)	338	\$89,749
Wake Technical Community College	Instructor 9M Mathematics	338	\$89,749
Wake Technical Community College	Instructor 9M Biology (Anatomy & Physiology)	338	\$89,749
Wake Technical Community College	Instructor/Coordinator, EMS (Fire & Rescue)	328	\$117,100
Wake Technical Community College	Commission Program Compliance Specialist	303	\$73,908
Wake Technical Community College	Provost, Information Technology, Business Programs and Research Triana Park Campus	285	\$191,162
Wake Technical Community College	Fire Academy Coordinator	245	\$127,002
Wake Technical Community College	Instructor 9M Mathematics	232	\$89,749
Wake Technical Community College	Department Head - Humanities	195	\$131,571
Wake Technical Community College	Project Manager- Cross Divisional Initiatives	194	\$120,316
Wake Technical Community College	Instructor 9M English as a Foreign Language	184	\$80,992
Western Piedmont Community College	Accountant	731	\$36,744
Western Piedmont Community College	Financial Aid Technician	549	\$38,916
Western Piedmont Community College	Career Coach	487	\$44,784
Western Piedmont Community College	Assistant Registrar	396	\$49,728

Community College Name	Position Title	Days Vacant	Annual Salary
Wilson Community College	Interpreter Educ Instructor	365	\$57,722
Wilson Community College	Accounting Instructor	363	\$61,800

Ordering Information

Copies of this report may be obtained by contacting:



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