

February 25, 1998

MEMORANDUM

TO: Presidents

FROM: H. Martin Lancaster

SUBJECT: Salary Transfers

I regret that the report requested by Representative Robert Grady has created difficulties for some of you with the press and with your faculty and staff. Of course, we had no control over his request or the data which was gathered. However, I tried to make clear to Dennis Patterson, the Associated Press reporter who put out the story, that to our knowledge every single transfer was appropriate, legal, legitimate, and essential to the operation of our respective campuses. As you well know from dealing with the press, an extensive interview which went into great detail was ultimately distilled into a couple of quotations.

In situations like this, my advice to you would be to inundate the press and your staff with details. I do not think anyone has anything to hide and if your staff and the public know the details of your transfers, they will agree with you that the uses of the funds were essential to the operation of your college and the success of your programs. I am convinced that if your faculty knows that the money you transferred was for the purposes of providing them the instructional technology that they demand, the support that they need, and the supplies that are critical to their functioning, they will fully understand.

I will also make a part of my pitch that the budget approved last week by the State Board of Community Colleges replaces almost dollar for dollar the money transferred from salaries to equipment, technology, other costs, and support services. This will make additional dollars available for hiring full-time faculty and further addressing the salary needs of our System. Getting these funds into your budgets will be high priorities for us when the General Assembly meets.

Assuming that you have done so, and I believe that most of you have, I would encourage you also to point out to everyone that you have given the salary increases provided by the General Assembly to every faculty and staff member and that the transfers came from your utilization of part-time faculty which frees up salary and benefits money for these other purposes. They need to know that you have not been shortchanging them in their paycheck, but have been using salary dollars that would have otherwise gone to full-time faculty for these purposes.

Lastly, I would be happy to respond to any newspaper reporter whom you choose to have call me. While I was in Washington attending the ACCT/AACC Legislative Conference, Kennon Briggs fielded many media inquiries. I will make clear, as he did, the nature of the transfers and the importance of maintaining the flexibility which you have been given by the General Assembly

and have used to meet the critical needs of your campus. It will be helpful if you want me to talk with your media if you will fax me the details of your transfers. The information we have is gross dollars and not precisely how you used them.

CC-98-068

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