

March 24, 1998

**MEMORANDUM**

**To:** Presidents

**From:** Brenda H. Rogers  
Vice President for Administration

**Subject:** 1997-98 College Staff Information Reports and  
Average Salary Studies

The enclosed 1997-98 reports and average salary studies have been compiled from data provided by your college in the annual College Staff Information Data Report. The reports and summary tables represent the staff/faculty employed as of October 1, 1997, and are limited to full-time staff employed for nine months or more during the 1997-1998 fiscal year.

Note that you are receiving two series of eleven reports each. The "B" series contains summary information for the community college system, and the "A" series contains information specific to your college.

**Computing Average Salaries:**

In order to compute more comparable average salaries by funding source, e.g., state, local, federal, full-time equivalent (FTE) numbers of faculty/staff are used. FTE faculty/staff are determined by counting each person in proportion to his or her monthly salary per fund source. On the reports, there may be average salaries that are much larger than what are actually paid. This situation occurs when the FTE number for the average computation falls below 1.0. Averages are computed by this method so that those colleges that pay staff/faculty from multiple funding sources are not penalized in the computation of their average state salaries.

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For example:

College A has one 12-month faculty member who is paid \$3000.00 per month from state funds.

College B has one 12-month faculty member who is paid \$1500.00 from state and \$1500.00 from federal funds.

Using the standard method for computing average state salaries yields:

College A: \$3,000

College B: \$1,500

In both cases, faculty are paid the same total salaries.

The FTE number receiving **state** salary is 1.0 for college A and 0.5 for college B.

The FTE number for each college is used as the divisor to compute the average **state monthly** faculty salaries:

College A:  $3000/\text{FTE}=3000/1=3000$

College B:  $1500/\text{FTE}=1500/.5=3000$

With this methodology, college B's average state salary can be compared with college A's. However, college B's average cannot be interpreted as the amount paid to that faculty member. It is a statistical average for the 0.5 FTE faculty receiving state funds.

Please call Steve Ijames or Vicki Strayer at (919) 733-7051 if you have questions regarding these reports.

BR/SI/vs  
Attachments

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