

February 1, 1998

To: Presidents

From: Steve Ijames, Director
Information Services

Subject: 1998-99 College Staff Information Reports and
Average Salary Studies

The enclosed 1998-99 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 November 1, 1998 and are limited to full-time staff employed for nine months or more during the 1998-1999 fiscal year.

Note that you are receiving two sets of eleven reports. 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 fund 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 their monthly salary per fund source. On the reports, there may be average salaries that appear to be much larger than you know them to be. This happens 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 fund sources are not penalized in the computation of their average state salaries.

For example:

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

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

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

The average **state monthly** faculty salaries are:

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 me or Vicki Strayer at (919) 733-7051 if you have questions regarding these reports.

Attachments

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