The four state colleges to which FSCJ is compared – Broward, Miami Dade, St. Petersburg, and Valencia – are averaged here for the various educational levels of faculty, and compared to FSCJ faculty average salary:

 

IMPORTANT POINTS TO REMEMBER:

* FSCJ Faculty are paid $7,420 less annually than our comparator similar-size colleges in the Florida College System, with an average salary of $52,419. That is a 14.2% deficiency, amounting to $309.17 less than their peers, twice each month.
* An analysis of finer granularity discloses that a doctorate-qualified faculty member at FSCJ, on average, earns an annual salary that is less than the average salary of doctorate-qualified faculty in the other four large state colleges.
	+ Not just those with doctorates.
	+ FSCJ doctorate-qualified faculty earn less than masters-qualified faculty at the other large state colleges.
	+ FSCJ doctorate-qualified faculty earn less than bachelors-qualified faculty at the other large state colleges.
	+ FSCJ masters-qualified faculty earn less than bachelors-qualified faculty at the other large state colleges.
* We don’t begrudge awarding competitive pay to the President and her Cabinet. We agree that FSCJ has to pay competitive salaries to get quality talent.
* We just think that principle holds true for the faculty who teach the students, too. Quality talent in the faculty can make the difference between graduates and dropouts.
* Other similar-sized state colleges face the same enrollment and financial challenges as FSCJ, and yet they find a way to pay their faculties 14% more. Maybe we need to see how they do it. We believe our administration is just as talented as theirs and we can find a way too!
* MOST IMPORTANT – These are not just numbers – these are people with families.