



2002 NMC DIRECTORS SALARY SURVEY RESULTS

About the Respondents (*N* = 111; *n* = 44; response rate = 39.6%)

Carnegie Classification

Doctoral/Research Universities—Extensive	27%
Doctoral/Research Universities—Intensive	27%
Associate's Colleges	16%
Master's Colleges and Universities I	9%
Master's Colleges and Universities II	7%
Baccalaureate Colleges—General	7%
Museum	5%
Baccalaureate/Associate's Colleges	2%
Baccalaureate Colleges—Liberal Arts	0%
	<u>100%</u>

Region

Northeast US	28%
West US	21%
Midwest US	19%
Southwest US	12%
Western Canada	9%
Southeast US	7%
Upper Midwest US	2%
Europe/Australia	2%
	<u>100%</u>

Information on the Center Director Position

Center Director

(Includes all titles)

	Annual salary	Vacation days	Personal professional development funds	Conferences attended each year	Training days per year
Mean	\$ 72,900.23	30.92	\$ 5,039.47	2.89	6.78
min	\$ 28,000.00	10.00	\$ 500.00	1.00	2.00
max	\$ 130,000.00	90.00	\$ 15,000.00	20.00	12.00

45% have a personal budget

Classification of the Center Director

Management	63%
FT Faculty (all receive release time)	25%
Other	7%
Classified staff	5%
	<u>100%</u>

Most Common Duties of the Center Director

Plan programs and activities of the center	93%
Plan and administer the center budget	93%
Manage multimedia or web development projects	89%
Work with faculty	86%
Plan and manage equipment purchases.....	84%
Resolve personnel problems.....	82%
Evangelize to the larger university or museum community	70%
Oversee lab(s).....	64%
Implement campus-wide initiatives, such as Blackboard	59%
Work with students.....	43%
Work with artists.....	39%
Coordinate equipment repairs.....	34%
Resolve student problems.....	30%
Manage collections	2%

Summary of other duties added by respondents:

- Provide leadership for technology*
- Write grants, seek external funding*
- Provide professional development opportunities*
- Manage various related services*

Information on Staff Positions

The most common positions are listed first.

Instructional Designer, Faculty Support Specialist

staff who work with faculty around faculty projects; designing, implementing, consulting, etc.

	Annual salary	Vacation days	Professional development funds	Conferences attended each year	Training days per year	Centers that have this position
Mean	\$ 43,856.00	18.77	\$ 3,301.71	1.76	9.88	70%
min	\$ 8,400.00	9.60	\$ 600.00	0.50	1.00	
max	\$ 70,000.00	40.00	\$ 18,000.00	6.00	40.00	

Web Designer, Web Developer, Web Master

staff who design, maintain, or manage web sites or web site creation

	Annual salary	Vacation days	Professional development funds	Conferences attended each year	Training days per year	Centers that have this position
Mean	\$ 45,888.00	18.37	\$ 2,363.64	1.85	8.80	68%
min	\$ 16,000.00	9.60	\$ 1,000.00	1.00	2.00	
max	\$ 75,000.00	35.00	\$ 5,000.00	6.00	40.00	

Equipment Technician, Instructional Technology Specialist

staff who make the hardware work, keep software functional; may support classrooms as well

	Annual salary	Vacation days	Professional development funds	Conferences attended each year	Training days per year	Centers that have this position
Mean	\$ 36,545.45	18.68	\$ 2,209.09	1.47	5.57	68%
min	\$ 17,000.00	10.00	\$ 500.00	0.50	1.00	
max	\$ 54,000.00	35.00	\$ 4,000.00	3.00	12.00	

Information on Staff Positions (continued)

Multimedia Designer, Digital Media Specialist, Media Producer <i>staff who produce multimedia content such as animations, images, design schemes</i>						
	Annual salary	Vacation days	Professional development funds	Conferences attended each year	Training days per year	Centers that have this position
Mean	\$ 44,093.33	17.29	\$ 2,111.11	2.25	9.22	59%
min	\$ 31,400.00	9.60	\$ 500.00	1.00	1.00	
max	\$ 63,000.00	24.00	\$ 3,000.00	6.00	40.00	

Programmer, Application Developer <i>database and web wizards who create new ways for people to accomplish things</i>						
	Annual salary	Vacation days	Professional development funds	Conferences attended each year	Training days per year	Centers that have this position
Mean	\$ 50,588.89	18.23	\$ 2,110.00	2.00	7.45	57%
min	\$ 14,000.00	9.00	\$ 600.00	1.00	2.00	
max	\$ 72,000.00	35.00	\$ 5,000.00	6.00	40.00	

Videographer, Digital Video Specialist, Video Editor <i>staff who work with video production or editing for multimedia or the web</i>						
	Annual salary	Vacation days	Professional development funds	Conferences attended each year	Training days per year	Centers that have this position
Mean	\$ 42,313.33	18.91	\$ 2,812.50	2.00	10.67	55%
min	\$ 33,000.00	9.60	\$ 1,000.00	1.00	1.00	
max	\$ 68,000.00	35.00	\$ 5,000.00	6.00	40.00	

Interface Designer <i>staff who design the look, feel, and interactive aspects of an application or web resource</i>						
	Annual salary	Vacation days	Professional development funds	Conferences attended each year	Training days per year	Centers that have this position
Mean	\$ 32,225.00	18.00	\$ 1,333.33	1.88	3.33	30%
min	\$ 11,900.00	15.00	\$ 500.00	1.00	1.00	
max	\$ 60,000.00	20.00	\$ 2,000.00	3.50	5.00	

FTE staff/Faculty ratio <i>(1 FTE staff to ?? faculty)</i>	
Mean	318.74
min	3.00
max	2,500.00

Information on Staff Positions (continued)

Full-time Staff Turn over Rate

0-5%	68%
6-10%	13%
11-15%	8%
16-20%	5%
21-25%	3%
26-50%	3%
51-75%	3%
76-100%	0%

Use of Student Workers

Students help with routine technical tasks	36%
Students are vital parts of all aspects of the center	29%
Student provide key technical skills.	19%
Don't use student workers	12%
Students help with clerical tasks	5%

Training Opportunities Provided to Center Staff

Conference attendance	90%
Vendor-provided software or hardware training	79%
University extension or credit classes	69%
Commercially-provided training courses	60%
Release time to learn own their own	29%
Internal training	10%
Self-taught & other approaches	10%



This survey was conducted between September 15 and September 30, 2002 by the New Media Consortium. No information that would identify any particular college or individual was collected.

New Media Consortium

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