

Maryland Higher Education Commission  
Data Dictionary

***ELEMENT TITLE:***

**Salary/Wage**

**DEFINITION:** Total yearly salary to the nearest whole dollar, right justified. This should include the employee's base rate of pay (exclusive of overtime, overload or extra payments for special assignments).

**FORMAT:** Numeric – 6 digits

**CODES:** "017450" = \$17,450 CURRENT salary.  
000001 = Unknown  
000007 = Faculty on leave without pay  
000008 = An employee is a member of a military organization, paid on a different scale than civilian employees  
000009 = An employee (such as members of religious orders) whose services are valued by bookkeeping entries rather than by full cash transactions  
000005 = Workstudy, Undergraduate students, Graduate students receiving stipends

**COMMENTS:** Cumulative Salaries of Full-Time Employees, overlays and average salaries are used in IPEDS uploads and NCES-2300.3 "Salaries".

**RELATED TO:** Contract

**GLOSSARY:** Amounts paid as compensation for services to all employees—faculty, staff, part time, full time, regular employees, and student employees. This includes regular or periodic payment to a person for the regular or periodic performance of work or a service and payment to a person for more sporadic performance of work or a service (overtime, extra compensation, summer compensation, bonuses, sick or annual leave, etc.).

**SYSTEMS:** EDS

**SYSNAME:** SALARY

**DOCUMENTED:** 1995 Revised: