

# SMU Faculty Compensation

Faculty Compensation Task Force – October 11, 2022

(updated 11/15/23)

Saint Martin's University



# Before 2011/12

- Prior to 2011/12, all SMU faculty were on the same salary scale (contractual agreements notwithstanding)
- In this older system, faculty were elevated to a new step every other year
- When faculty earned a promotion, they reverted to step 1 in the new rank as opposed to moving across the scale laterally

## SAINT MARTIN'S UNIVERSITY FACULTY SALARY SCALE, 2010-2011

### A. Ranked Faculty

Step	Instructor	Asst. Professor	Assoc. Professor	Full Professor
1	32,501	43,134	47,418	56,261
2	32,973	43,944	48,323	57,369
3	33,445	44,754	49,229	58,476
4	33,917	45,564	50,134	59,584
5	34,389	46,374	51,039	60,691
6	34,861	47,184	51,945	61,798
7	35,333	47,994	52,850	62,906
8	35,805	48,804	53,755	64,013
9	36,277	49,614	54,661	65,120
10	36,749	50,424	55,566	66,228
11	37,221	51,234	56,472	67,335
12	37,693	52,044	57,377	68,442
13	38,165	52,854	58,282	69,550
14	38,637	53,664	59,188	70,657
15	39,109	54,474	60,093	71,765
Increment	472	810	905	1,107

### B. Adjunct Faculty Compensation Scale

Adjunct Faculty	Ranked Faculty	Rate/hour	3 Hour Class
	Professor	850	2,550
Adjunct Professor	Assoc. Professor	820	2,460
Sr. Lecturer II	Asst. Professor	780	2,340
Sr. Lecturer I	Instructor	725	2,175

# SMU Appointment Letters - 2011/12

Dr. Roy Heynderickx - March 15, 2011:

“Business and Engineering faculty contracts have been increased with the addition of market supplements. This past February, the Board of Trustees increased the tuition surcharge paid by students taking business and engineering classes. This increase will fund these salary increases and other engineering and business initiatives as per the strategic plan approved this past year. Finally, we have increased to \$45,000 the minimum salary for the rank of Assistant Professor in all disciplines ...

We are still considering a general salary increase for next year. Once we have a better idea of our enrollment, state need grants, and Pell grants, we will be able to make that determination. We may not know with any certainty how these matters will work out until later this summer. If we are able, we will adjust faculty contracts for a salary increase at that time.”

## PROPOSED FACULTY SALARY SCALE, 2011-2012

### A. Ranked Faculty

Year	Instructor	Asst. Professor	Assoc. Professor	Full Professor
0	35,000	45,000	46,800	50,300
1	35,000	45,450	47,300	50,900
2	35,000	45,900	47,800	51,500
3	35,000	46,350	48,300	52,100
4	35,000	46,800	48,800	52,700
5	35,000	47,250	49,300	53,300
6	35,000	47,700	49,800	53,900
7	35,000	48,150	50,300	54,500
8	35,000	48,600	50,800	55,100
9	35,000	49,050	51,300	55,700
10	35,000	49,500	51,800	56,300
11	35,000	49,950	52,300	56,900
12	35,000	50,400	52,800	57,500
13	35,000	50,850	53,300	58,100
14	35,000	51,300	53,800	58,700
15	35,000	51,750	54,300	59,300
16	35,000	52,200	54,800	59,900
17	35,000	52,650	55,300	60,500
18	35,000	53,100	55,800	61,100
19	35,000	53,550	56,300	61,700
20	35,000	54,000	56,800	62,300
21	35,000	54,450	57,300	62,900
22	35,000	54,900	57,800	63,500
23	35,000	55,350	58,300	64,100
24	35,000	55,800	58,800	64,700
25	35,000	56,250	59,300	65,300
26	35,000	56,700	59,800	65,900
27	35,000	57,150	60,300	66,500
28	35,000	57,600	60,800	67,100
29	35,000	58,050	61,300	67,700
Increment	250	450	500	600

## After 2011/12

- In the fall of 2011, SMU adopted a new salary scale for CAS/CEC;
- HIMSE and SOB were also given new scales in 2011/12, but those scales were not made public for several years;
- In the new scales, “steps” were converted to “years” and corresponded to annual raises;
- The switch from “steps” to “years” was designed, in part, to address the salary inequity of those who had served lengthy tenures at SMU and had prior teaching experience elsewhere;
- When a faculty member was promoted to a new rank, they moved laterally across the scale in accordance with years served, as indicated by the shaded areas on the scale;
- After adopting the new scales, the administration increased the scholarship requirements for promotion and tenure;

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8	35,000	48,600	50,800	55,100
9	35,000	49,050	51,300	55,700
10	35,000	49,500	51,800	56,300
11	35,000	49,950	52,300	56,900
12	35,000	50,400	52,800	57,500
13	35,000	50,850	53,300	58,100
14	35,000	51,300	53,800	58,700
15	35,000	51,750	54,300	59,300
16	35,000	52,200	54,800	59,900
17	35,000	52,650	55,300	60,500
18	35,000	53,100	55,800	61,100
19	35,000	53,550	56,300	61,700
20	35,000	54,000	56,800	62,300
21	35,000	54,450	57,300	62,900
22	35,000	54,900	57,800	63,500
23	35,000	55,350	58,300	64,100
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Increment	250	450	500	600



# SMU Salary Scales as of 22/23

**CAS & CEC SALARY SCALE**

Step	FT Instructor 5:5 Teaching Load	Assistant Professor	Associate Professor	Professor
0	39,000	48,650	50,670	54,305
1	39,300	49,110	51,180	54,921
2	39,600	49,570	51,690	55,537
3	39,900	50,030	52,200	56,153
4	40,200	50,490	52,710	56,769
5	40,500	50,950	53,220	57,385
6	40,800	51,410	53,730	58,001
7	41,100	51,870	54,240	58,617
8	41,400	52,330	54,750	59,233
9	41,700	52,790	55,260	59,849
10	42,000	53,250	55,770	60,465
11	42,300	53,710	56,280	61,081
12	42,600	54,170	56,790	61,697
13	42,900	54,630	57,300	62,313
14	43,200	55,090	57,810	62,929
15	43,500	55,550	58,320	63,545
16	43,800	56,010	58,830	64,161
17	44,100	56,470	59,340	64,777
18	44,400	56,930	59,850	65,393
19	44,700	57,390	60,360	66,009
20	45,000	57,850	60,870	66,625
21	45,300	58,310	61,380	67,241
22	45,600	58,770	61,890	67,857
23	45,900	59,230	62,400	68,473
24	46,200	59,690	62,910	69,089
25	46,500	60,150	63,420	69,705
26	46,800	60,610	63,930	70,321
27	47,100	61,070	64,440	70,937
28	47,400	61,530	64,950	71,553
29	47,700	61,990	65,460	72,169
30	48,000	62,450	65,970	72,785
31	48,300	62,910	66,480	73,401
32	48,600	63,370	66,990	74,017
33	48,900	63,830	67,500	74,633
34	49,200	64,290	68,010	75,249
35	49,500	64,750	68,520	75,865

300                      460                      510                      616

**SCHOOL OF BUSINESS SALARY SCALE**

Step	FT Instructor 5:5 Teaching Load	Assistant Professor	Associate Professor	Professor
0	39,000	69,145	71,037	76,976
1	39,300	69,836	71,755	77,754
2	39,600	70,534	72,480	78,539
3	39,900	71,239	73,205	79,332
4	40,200	71,951	73,937	80,133
5	40,500	72,671	74,676	80,943
6	40,800	73,398	75,423	81,761
7	41,100	74,132	76,177	82,587
8	41,400	74,873	76,939	83,421
9	41,700	75,622	77,708	84,264
10	42,000	76,378	78,485	85,721
11	42,300	77,142	79,270	86,578
12	42,600	77,913	80,062	87,444
13	42,900	78,692	80,863	88,318
14	43,200	79,479	81,672	89,201
15	43,500	80,274	82,489	90,093
16	43,800	80,274	83,314	90,994
17	44,100	80,274	84,174	91,904
18	44,400	80,274	84,988	92,823
19	44,700	80,274	85,838	93,751
20	45,000	80,274	86,696	94,689
21	45,300	80,274	87,563	95,636
22	45,600	80,274	88,439	96,592
23	45,900	80,274	89,323	97,558
24	46,200	80,274	90,124	98,534
25	46,500	80,274	90,124	99,519
26	46,800	80,274	90,124	100,514
27	47,100	80,274	90,124	101,519
28	47,400	80,274	90,124	102,534
29	47,700	80,274	90,124	103,560
30	48,000	80,274	90,124	104,596
31	48,300	80,274	90,124	105,642
32	48,600	80,274	90,124	106,698
33	48,900	80,274	90,124	107,765
34	49,200	80,274	90,124	108,843
35	49,500	80,274	90,124	109,931

300                      1%                      1%                      1%

**HIMSE SALARY SCALE 22/23**

Step	FT Instructor	Assistant Professor	Associate Professor	Professor
0	60,000	70,000	75,000	80,000
1	60,600	70,700	75,750	80,800
2	61,206	71,407	76,508	81,608
3	61,818	72,121	77,273	82,424
4	62,436	72,842	78,045	83,248
5	63,061	73,571	78,826	84,081
6	63,691	74,306	79,614	84,922
7	64,328	75,049	80,410	85,771
8	64,971	75,800	81,214	86,629
9	65,621	76,558	82,026	87,495
10	66,277	77,324	82,847	88,370
12	66,940	78,097	83,675	89,253
13	67,610	78,097	84,512	90,146
14	68,286	78,097	85,357	91,047
15	68,968	78,097	85,784	91,958
16	69,658	78,097	86,213	92,878
17	70,355	78,097	86,644	93,806
18	71,058	78,097	87,077	94,744
19	71,769	78,097	87,512	95,692
20	72,487	78,097	87,950	96,649
21	73,211	78,097	88,390	97,615
22	73,944	78,097	88,832	98,591
23	74,683	78,097	89,276	99,577
24	75,430	78,097	89,722	100,573
25	76,184	78,097	90,171	101,579
26	76,946	78,097	90,622	102,595
27	77,715	78,097	91,075	103,621
28	77,715	78,097	91,530	104,657
29	77,715	78,097	91,988	105,703
30	77,715	78,097	92,448	106,760
31	77,715	78,097	92,910	107,828
32	77,715	78,097	93,374	108,906

1%                      1%                      1%                      1%

# Average Salary Improvement Rates

How have the salary scales changed over the years?  
(% increases shown are relative to the “baseline” values of the 2010/2011 salary scale)

- **CAS/CEC:**

- (From 2010/11 to 2022/23) - Instructors = 20%    Assistant = 13%    Associate = 12%    Full = 7%
- New “ASP” plan - Instructors = 78%    Assistant = 37%    Associate = 42%    Full = 44%

- **SOB:**

- (From 2010/11 to 2022/23) - Instructors = 20%    Assistant = 60%    Associate = 57%    Full = 52%
- New “ASP” plan - Instructors = 78%    Assistant = 69%    Associate = 65%    Full = 64%

- **HIMSE:**

- (From 2010/11 to 2022/23) - Instructors = 85%    Assistant = 62%    Associate = 66%    Full = 57%
- New “ASP” plan - Instructors = 78%    Assistant = 76%    Associate = 77%    Full = 82%

**Adjunct Professors:**

- (10/11 to 23/24) - 22%    (\$2460/16 wk. course in 2010 to \$3000 in 2023)

**2023/24:  
Introduce  
the Average Spike  
Plan (ASP)**

# The Road Ahead

- Do no harm
- Embrace a spirit of transparency, openness, and good faith
- Use the results of the Faculty Compensation Survey to guide us
- Work on the creation of a formal compensation philosophy/policy
- Set a time-table, and benchmarks, for the creation of the compensation philosophy, policy, and system(s)
- Seek to offer competitive salaries that will attract new talent, retain the faculty we have, and reward those who have pledged themselves to the institution for the long haul.
- Contemplate the benefits/drawbacks of creating merit, point-based compensation system(s) that honors teaching, service, and scholarship.
- One compensation system? Multiple systems?



# Possible Takeaways

- In his own words, Roy "broke the salary scale" 12 years ago
- Both the earlier scale (i.e., pre 2011) and the separate scales (i.e., post 2011) were compressed and, to a lesser degree, inverted
- CAS/CEC experienced the least salary gains over the last 12 years and were the most affected by inversion and compression
- So far as we know, no formal comparisons with CUPA HR, AAUP, or other databases were conducted by SMU until last year;
- Last year's CUPA HR analysis was limited and we were never told which schools we were being compared to or where they were located;
- Every school/college is lagging behind market rate, some more than others;