

# FACULTY WELFARE COMMITTEE

## REPORT ON FACULTY SALARIES, FALL 2005-SPRING 2006

The Faculty Welfare Committee is charged by the Senate with monitoring and reporting on the College's implementation of the 2002 Faculty Salary Policy. That policy provides:

The average of [*scil.* SMC] salaries by rank should minimally be the average salaries by rank of pacific [*sic*] States IIA institutions, as defined and published yearly in Academe, The Chronicle of Higher Education, and on Web sites. The College should strive to reach this goal within three years of the adoption of this policy.[1]

*Chronicle of Higher Education/AAUP (Academe)* data show that for academic year 2004-05—that is, in the third year, as proposed by the policy—Saint Mary's College attained (and slightly exceeded) the minimum, targeted salary levels. The fourth year (figures given in **bold** type), 2005-2006, preserves the 2004-05 result. The relevant data are summarized in Table I below (raw averages are parenthesized or bracketed).

Table I

	Assistant	Associate	Professor
2004-05 PAC IIA	(55,138)	(66,826)	(82,308)
<b>2005-06 PAC IIA</b>	55,100	66,800	82,300
Average (Mean) Salaries[2]	<b>(56,343)</b>	<b>(66,828)</b>	<b>(85,044)</b>
	<b>56,300</b>	<b>66,800</b>	<b>85,000</b>
2004-05 SMC Scale	(55,659)	(67,105)	(82,937)[4]
<b>2005-06 SMC Scale</b>	55,700	67,100	[84,161][5]
Means[3]	<b>(56,803)</b>	<b>(68,484)</b>	<b>(84,642)</b>
	<b>56,800</b>	<b>68,500</b>	<b>[85,891]</b>
			<b>85,900</b>

2004-05 SMC Scale Medians	(55,594)	(67,026)	(82,793)[6]
	55,600	67,000	[84,035][7]
	<b>(56,737)</b>	<b>(68,404)</b>	82,800
	<b>56,700</b>	<b>68,400</b>	<b>(84,494)</b>
			<b>[85,762]</b>

According to the Faculty Salary Policy, once the minimum goal has been reached, the College should aim for a second-stage, “competitive salaries” target:

To maintain competitive salaries, the budget process should also consider a smaller cohort of comparable institutions: the other schools in the WCC and Manhattan College. . . . the College should aim for the median of the assistant professor salary scale at Saint Mary’s to be the median of assistant rank average salaries at these cohort institutions, as available yearly in the sources noted above [*scil.* “. . . Academe, The Chronicle of Higher Education, and on Web sites”].<sup>[8]</sup>

Table II, below, sets out the median of 2004-05 and **2005-06** assistant rank average salaries for the WCC schools and Manhattan College, with the percentage changes from 2004-05 to 2005-06.

Table II<sup>[9]</sup>

Pepperdine	Santa Clara	USF	USD	LMU	Manhattan	Gonzaga <sup>[10]</sup>	U. Portland
76,200	72,800	67,900	63,200	56,400	55,200	NR	47,100
<b>77,300</b>	<b>74,500</b>	<b>69,900</b>	<b>68,200</b>	NR	<b>57,600</b>	NR	<b>50,200</b>
<b>+1.4%</b>	<b>+2.3%</b>	<b>+2.9%</b>	<b>+7.4%</b>		<b>+4.2%</b>		<b>+6.2%</b>

The median for 2004-05 falls between the University of San Diego and Loyola-Marymount University, or at \$59,800. The median for **2005-06** is, unfortunately, skewed owing to Loyola-Marymount University's (hitherto) uncharacteristic failure to report. A plausible median for **2005-06** might reflect the average of increases for the reporting schools of the cohort (4.6%), or **\$62,600**. An SMC salary scale constructed from median Assistant II salaries of \$59,800 and **\$62,600** follows as Table III (for brevity's sake, Instructor, Assistant I and Associate I, and "PRE-1989" calculations are omitted[11]). For comparison, actual SMC 2005-06 and **2006-07** salaries by rank follow in parentheses.

Table III[12]

	Assistant II	Associate II	Professor
1	55,435 (52,689)	66,955 (63,524)	81,501 (77,324)
	<b>58,004 (54,480)</b>	<b>70,121 (65,684)</b>	<b>85,356 (79,953)</b>
2	57,149 (54,270)	68,964 (65,430)	83,946 (79,643)
	<b>59,798 (56,115)</b>	<b>72,225 (67,655)</b>	<b>87,917 (82,352)</b>
3	58,916 (55,898)	71,033 (67,393)	86,464 (82,032)
	<b>61,647 (57,798)</b>	<b>74,392 (69,684)</b>	<b>90,555 (84,822)</b>
4	60,684 (57,575)	73,164 (69,415)	89,058 (84,493)
	<b>63,553 (59,532)</b>	<b>76,624 (71,775)</b>	<b>93,272 (87,367)</b>
5	62,505 (59,302)	75,359 (71,497)	91,730 (87,028)
	<b>65,460 (61,318)</b>	<b>78,923 (73,928)</b>	<b>96,070 (89,988)</b>
6	64,380 (61,081)	77,620 (73,642)	94,482 (89,639)
	<b>67,424 (63,158)</b>	<b>81,291 (76,146)</b>	<b>98,952 (92,688)</b>
7			97,316 (92,328)
			<b>101,921 (95,468)</b>

The actual 2005-06 scale falls  $\pm 5.5\%$  short of the second, "competitive salaries," target proposed under the Salary Policy, and the actual 2006-07 scale may be *conjectured* to fall  $\pm 6.3\%$  short of that target.

The Salary Policy also provides a guideline for yearly scale adjustments, once targeted goals have been met.

## Salary Administration

3. The College recognizes that data on comparable salaries is only available with a 1 to 2 year lag. Thus, determining whether the goal has been achieved each year is not possible. Because of this, *once the minimum goal has been achieved, the minimal targeted change in the average of the assistant professor scale should be the geometric average change over the past five years in the Pacific States IIA.*<sup>[13]</sup>

Table IV sets out the increases in average PAC IIA assistant rank salaries for academic years 1999-2000 through 2005-06, together with corresponding percentage differentials.

Table IV<sup>[14]</sup>

PAC IIA Average Assistant Salaries	Academic Year	Mean	% Change
	1999-2000	46,062	
	2000-01	47,753	+3.67
	2001-02	50,205	+5.13
	2002-03	53,470	+6.50
	2003-04	53,986	+0.96
	2004-05	55,138	+2.13
	2005-06	56,343	+2.14

The (geometric) average increase over the five years ending in 2004-05 thus equals 3.68%, and over the five years ending in 2005-06: 3.37% The actual SMC scale increase from 2004-05 to 2005-06 is  $\pm 2.05\%$ , and for 2005-06 to 2006-07 is  $\pm 3.5\%$ .

In summary, for 2006-07 Saint Mary's College seems likely to maintain the "first stage" or "minimum" Faculty Salary Policy target; the College is not gaining ground toward attainment of the "second stage" or "competitive salaries" target, and may be losing ground. However, judgment on any trend in the latter connection should await the 2006-07 AAUP/*Academe* data, due in March-April, 2007.

Respectfully submitted,

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For the Faculty Welfare Committee

22 May, 2006

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[1] SMC Faculty Handbook, July 2004, 2.15 (p. 138); July, 2005, 2.15 (p. 138).

[2] Source: *Chronicle of Higher Education* @ <http://chronicle.com/stats/aaup/aaupresults.php?Year=2004>; *Academe*, March-April, 2006, Appendix I.

[3] Source: SMC Faculty Handbook, July 2004, 2.15.2 (p. 140); July 2005, 2.15.2 (p. 140).

[4] Parenthesized figures exclude “PRE-1989” special step.

[5] Bracketed figures include “PRE-1989” special step.

[6] Parenthesized figures exclude “PRE-1989” special step.

[7] Bracketed figures include “PRE-1989” special step.

[8] SMC Faculty Handbook, July 2004, 2.15 (p. 138); July, 2005, 2.15 (p. 138).

[9] Source: *Chronicle of Higher Education* @ <http://chronicle.com/stats/aaup/aaupdetail>; *Academe*, March-April, 2006, Appendix I.

[10] Gonzaga University has not participated in AAUP reporting since academic year 1999-2000. Historically (i.e., academic years 1995-96 through 1999-2000), Gonzaga’s salary scale has reflected the lower cost of living in Spokane, falling in or very near the range reported by U. Portland.

[11] Instructor I, Assistant I and Associate I salaries by rank = correspondent Instructor II, Assistant II and Associate II salaries, less 5.75%.

[12] Associate II.1 = Assistant II.6 + 4%; Professor I = Associate II.6 + 5%; step differentials = 3%.

[13] FACULTY SALARY POLICY, 5/24/02, p. 1 (emphases added).

[14] Source: *Chronicle of Higher Education* @ <http://chronicle.com/stats/aaup/aaupresults>; *Academe*, March-April, 2006, Table IV.