

Faculty Salary Policy Survey 2010

FACULTY SALARY POLICY SURVEY - SPRING 2010

This survey is sponsored by the Faculty Welfare Committee (FWC) which is comprised of Tomas Gomez, Colette Fleuridas, Chris Jones, and Joel Burley (chair). To help educate you about these issues before you complete the survey, FWC representatives are visiting individual academic departments/programs to provide background and context. FWC strongly encourages attendance at these departmental meetings and recommends that all faculty become informed on the key issues before responding to this survey.

Once you have accessed the survey, you may go back to previous pages in the survey and update existing responses until the survey is finished or until you have exited the survey. Please note that each time you access the survey, you must do so from the same computer. If you wish to leave off and return to the survey at a later time, simply close your browser. When you return to the survey, it will open up to the page where you left off. Do not click on "exit" or "done" at the end of the survey until you have actually completed the survey, otherwise you will be unable to re-enter the survey.

For questions about this survey please contact Joel Burley at jburley@stmarys-ca.edu or 925/631-4839.

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Current Salary Policy

1. How knowledgeable do you consider yourself about the current salary policy (e.g., Goal #1 comparisons to Pacific IIA schools, Goal #2 comparisons to WCC schools, etc.)?

Very knowledgeable

Somewhat knowledgeable

Not knowledgeable

Comments:

2. Based on what you know about the current salary policy, what do you perceive to be its greatest strengths?

3. Based on what you know about the current salary policy, what do you perceive to be its greatest weaknesses?

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4. Over the past couple years the Administration has indicated – in numerous instances, both formally and informally – that it no longer supports the current salary policy, especially Goal #2. In September of 2008, Brother Ronald wrote that:

It is therefore my conclusion that the time has come to either remove Goal 2 from the Faculty Salary Policy or replace it with a goal that better reflects the academic, enrollment, financial and mission related realities of Saint Mary's College.

How should the faculty respond to the administration's withdrawal of support for the current policy?

- The faculty should advocate for enforcement of the current policy, and engage the Administration to this effect.
- The faculty should work to preserve some parts of the existing policy, and discard or reformulate other parts. (Please specify what should be kept or discarded or reformulated in the text box below).
- The faculty should abandon the current policy and negotiate a completely new policy from the ground up.
- Don't know / no opinion.

Comments:

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Peer Institutions

5. Which factors are most important when selecting peer institutions for salary comparisons? Please select what you believe to be the three most relevant criteria. (INDICATE TOP THREE CHOICES.)

- Geographic location.
- Cost of living.
- Similar demographics for enrolled students.
- Similar student applicant pools.
- Similar institutional size.
- Similar institutional mission.
- Similar financial resources / endowment.
- Current athletic rivalries.
- Don't know / no opinion.
- Other (please specify)

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6. For SMC, which schools do you believe to be appropriate peer institutions? (Check all that apply.)

- University of San Francisco
- Santa Clara University
- University of San Diego
- Loyola Marymount University
- Pepperdine University
- Gonzaga University
- University of Portland
- Mills College
- University of the Pacific
- Holy Names University
- University of Redlands
- Chapman University
- CSU – East Bay (formerly CSU – Hayward)
- Other (please specify)
- San Francisco State University
- San Jose State University
- CSU – Sacramento
- Sonoma State University
- UC – Berkeley
- UC – Davis
- UC – Santa Cruz
- UC – Merced
- Manhattan College
- La Salle University
- Christian Brothers University
- Don't know / no opinion

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Salary Scale

7. According to our current system, all tenure-track faculty are nominally paid from the same salary scale, with no distinctions between schools/programs/departments. (There are a few exceptions, but this assertion is true for the overwhelming majority of tenure-track faculty at SMC.) Do you support the use of a uniform salary scale, or do you think that SMC needs to utilize differential salary scales (i.e., Scales based on distinctions between schools/programs/departments but independent of merit pay)?

- Strongly support uniform scale.
- Support uniform scale, but with some reservations.
- Support differential scales, but with some reservations.
- Strongly support differential scales.
- Don't know / no opinion.

Comments:

8. What do you see as the primary advantages of using a uniform salary scale?

9. What do you see as the primary advantages of using differential salary scales?

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10. If differential scales were to be used at SMC, then under what circumstances should they be employed? (Check all that apply.)

- Hiring from under-represented groups.
- Hard-to-hire disciplines or departments.
- Graduate faculty.
- Exceptional hires for senior positions (e.g. renowned record of scholarship)
- Don't know / no opinion.
- Other (please specify below)

Please specify circumstances and/or add Comments:

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Promotions and Merit Pay

11. Our current salary system employs both automatic annual step increases within the assistant/associate/full professor regions of the salary scale, combined with merit-based assessments (i.e., the Rank and Tenure evaluations for tenure and promotion). Do you support the existing system, or do you believe that the College would be better served by switching to a merit pay system, where year-to-year salary adjustments would be determined by annual performance reviews? *(Under our current system, academic rank and salary are directly linked; with merit pay they can be partially or completely decoupled from one another.)*

Strongly support automatic step increases with occasional R&T evaluations.

Support automatic step increases, but have some reservations.

Support merit pay, but have some reservations.

Strongly support merit pay based on annual reviews.

Don't know / no opinion.

Comments:

12. What do you see as the primary advantages of keeping automatic step increases?

13. What do you see as the primary advantages of switching to annual merit-based pay adjustments?

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14. If merit pay were to be employed at SMC, then who should be responsible for conducting the annual evaluations? (Check all that apply.)

- Departmental Chairs.
- School Deans.
- The Provost.
- The Rank and Tenure Committee.
- Don't know / no opinion.
- Other (please specify below).

Comments:

15. In our present system, faculty salaries are determined by academic rank (e.g. Associate II-4). Should salaries continue to be linked with Rank and Tenure placements, or should these be separate issues?

- Yes, they should continue to be linked.
- They should be partially linked, but with more flexibility (e.g., salary ranges – rather than discrete values – for each R&T level).
- No, they should not be linked – salary and R&T status are two separate issues.
- Don't know / no opinion.
- Other (please specify below).

Comments:

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Your Background Information

16. What is your Rank and Tenure status?

- Adjunct, not on the tenure-track.
- On the tenure-track but not yet tenured.
- Tenured.

17. What is your current rank?

- Assistant Professor
- Associate Professor
- Full Professor

18. How long have you been at SMC?

- Less than 5 years.
- 5 to 10 years.
- 10 to 20 years.
- More than 20 years.

19. To which school do you belong?

- School of Liberal Arts
- School of Economics and Business Administration
- School of Education
- School of Science

20. Do you teach primarily at the graduate or undergraduate level?

- graduate
- undergraduate

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21. Final comments. Please restrict your remarks to salary policy concerns, as opposed to workload or benefits issues.

