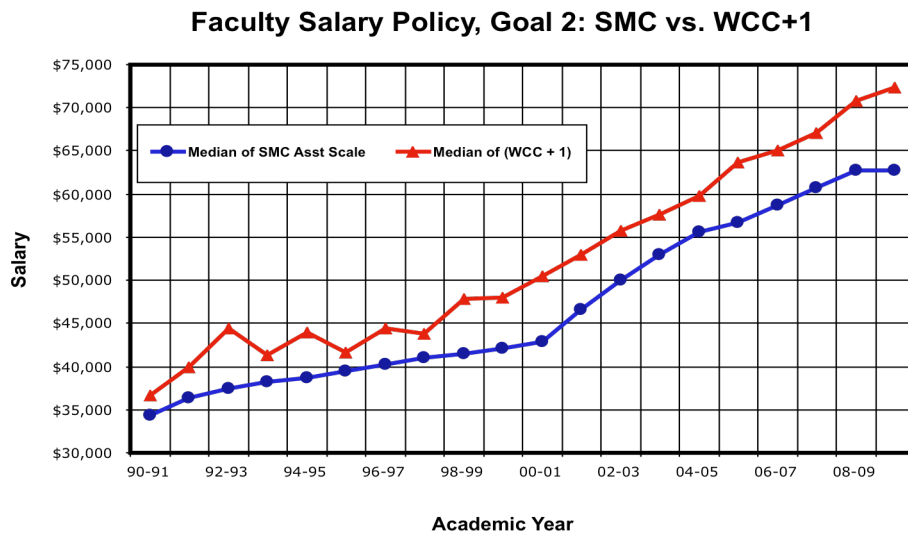
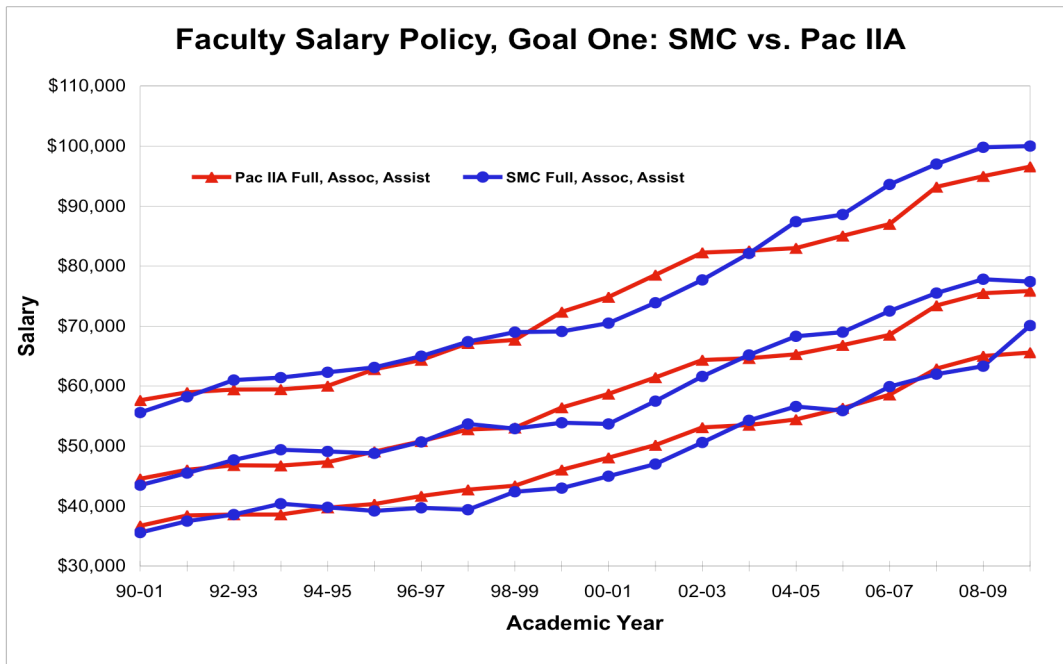
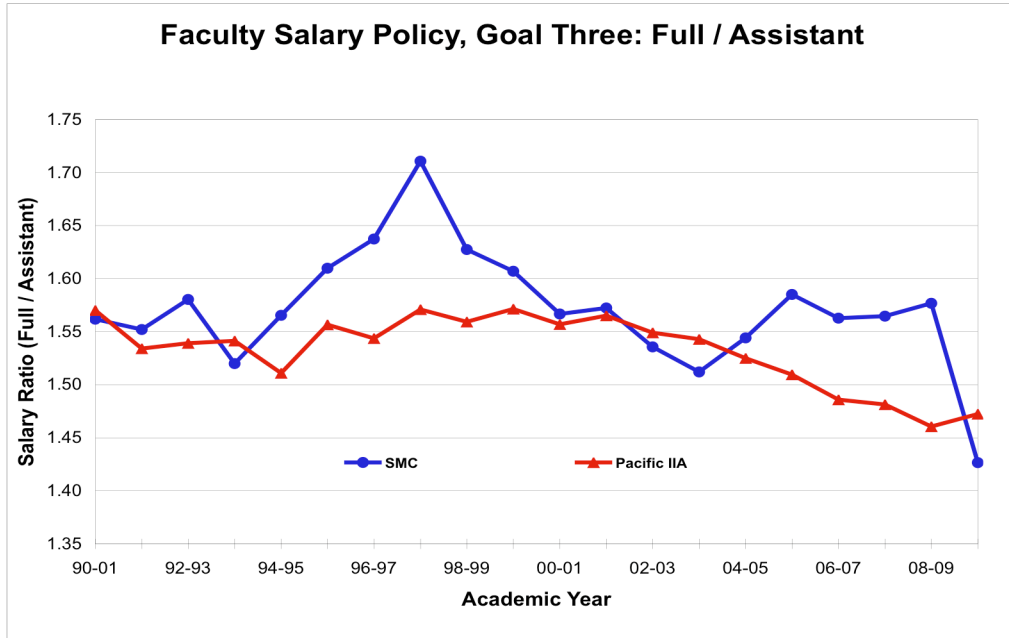


May 2010 Faculty Welfare Report on Salaries and Benefits

Salary Comparisons: Goals 1 – 3

The comparisons corresponding to Goals 1, 2, and 3 of our current salary policy are presented below. The new data for the 2009-2010 academic year indicate that we are continuing to meet the Goal 1 (comparisons to Pacific IIA institutions) and Goal 3 (the range between assistant and full professors) targets, but falling further behind with respect to Goal 2 (comparisons to WCC institutions).





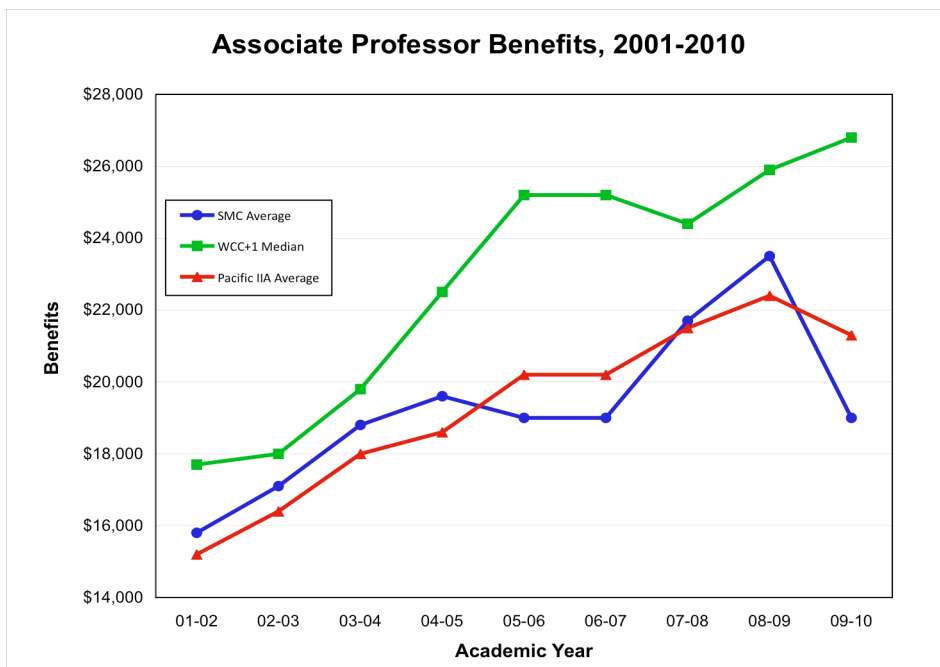
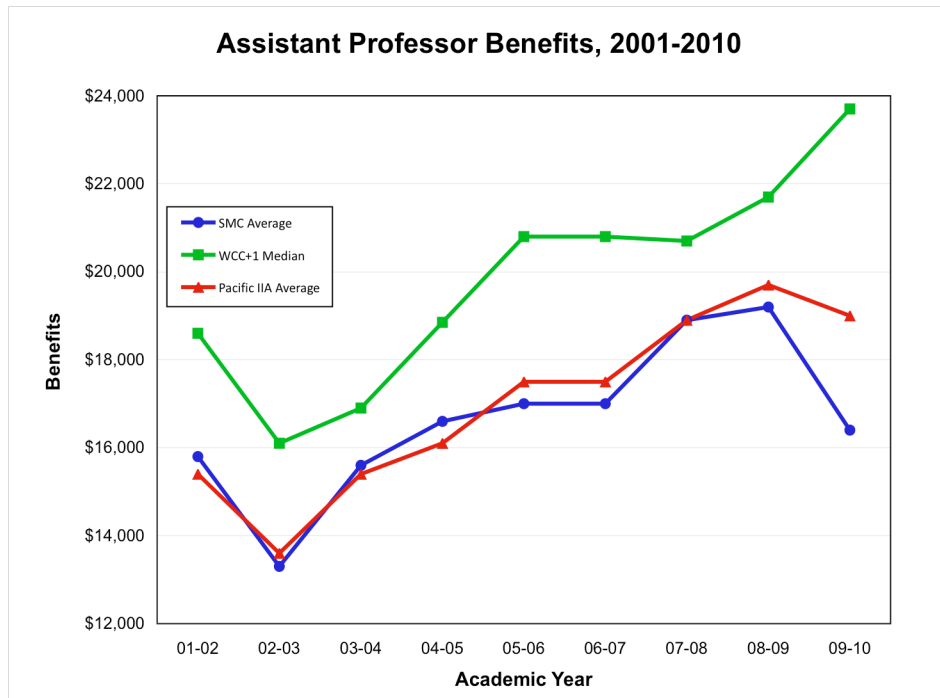
While average 2009-2010 salaries for full and associate professors at SMC remained roughly constant compared to those from 2008-2009, average paid salaries for assistant professors increased markedly – by nearly \$7,000. This increase resulted from the continued hiring of new faculty at salaries that are far above scale values. The impact of off-scale salaries on the Goal 1 analysis for assistant professors has become so pronounced that the average paid salary reported by SMC (\$70,100) is now \$2,600 higher than the top value (\$67,493 for step II-6) on the SMC assistant professor pay scale.

Reductions in Benefits

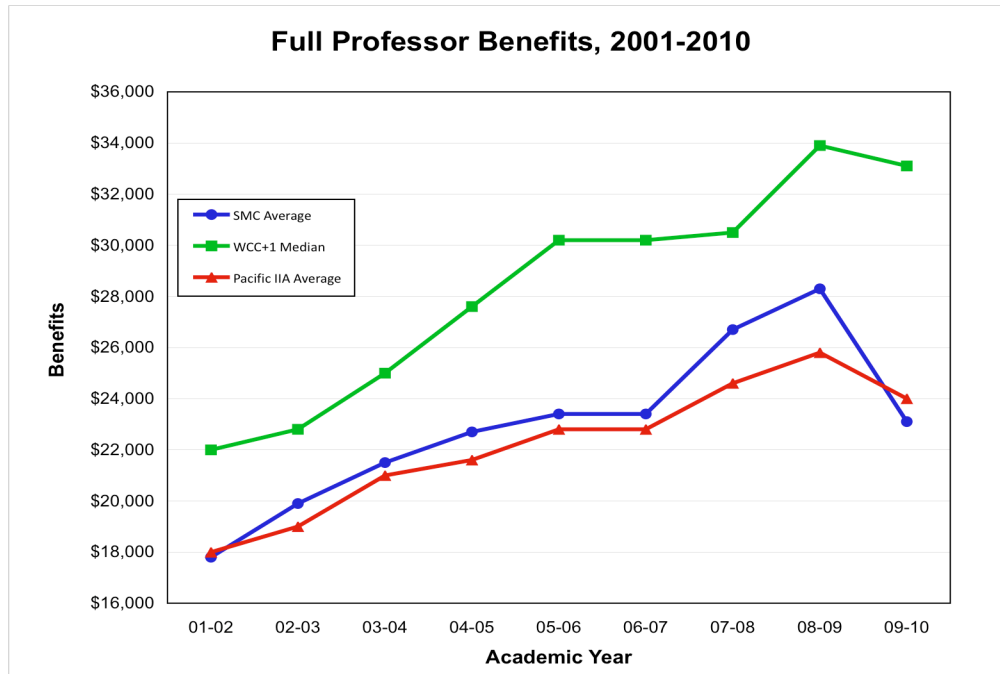
The Goal 1 and Goal 2 – type comparisons shown above are based solely on salary, and do not reflect the substantial reductions in retirement contributions that were implemented for the 2009-2010 academic year. Prior to 2009-2010, the College contribution to the TIAA-CREF retirement plan was 8.25% of total annual salary; for 2009-2010 this contribution was reduced to 2.00%. This reduction had a significant impact on the benefits (which are comprised mainly of healthcare support and TIAA-CREF retirement contributions) provided to SMC faculty.

The data collected by the AAUP indicated that approximately 13% of all U.S. colleges and universities decreased retirement contributions for 2009-2010, with 75% remaining essentially constant and 12% posting increases. The highest category of decrease listed by the AAUP was “2% or more,” with 7% of all reporting institutions falling into this category. These results place the College at the very bottom of the national rankings – we stand out as an outlier among the outliers (and not in a good way).

The FWC is extremely concerned that the effective suspension of our retirement program will become the “new normal,” given that the official 5-year budget plan for 2010-2011 through 2014-2015 includes pension contribution rates of 3%, 3%, 3%, 5%, and 5%. Considering the compounded impacts of these cuts, the long-term effects could be devastating, especially on the youngest members of the faculty.



Note: In these figures, the WCC +1 median data for 2004-2005 are estimated to be an average of the 2003-2004 and 2005-2006 values.



In addition to reduced pension contributions, it is important to remember that health insurance contributions were frozen (0% increase) for the 2009-2010 academic year, which forced many faculty members to divert more of their earnings to maintain the same level of coverage. The projected increases in health plan contributions for 2010-2011 through 2014-2015 are 1%, 3%, 3%, 3%, and 3%.

Off-Scale Salaries

A significant portion of our report from a year ago (“May 2009 Faculty Welfare Committee Report on Salaries”) was devoted to the discovery that a small number of faculty members were receiving off-scale salaries. This discovery was highly problematic, for a number of reasons:

1. Our current salary policy is built upon the assumption of a uniform salary scale, and differential salaries can distort the Goal 1 – 3 comparisons. (This is already clearly evident in the Goal #1 and Goal #3 results shown above.)
2. The decision to pay off-scale salaries to certain faculty members while keeping other colleagues from the same program / discipline on the standard SMC scale is inherently unfair, regardless of whether one supports or opposes the concept of differential pay.
3. The decision to pay differential salaries represents a breakdown in shared governance. The administration decided to move in this direction without consulting the faculty and then kept their actions hidden from the Academic Senate and the FWC. By doing so they knowingly and deliberately violated official *Faculty Handbook* policy. Even after the existence of off-scale salaries became known to the faculty in the spring of 2009, the administration made it clear that this practice was going to continue.

Last fall, Provost Dobkin indicated to the FWC and the Academic Senate that a total of nine faculty members were receiving differential pay. Our analysis of the raw salary data that the College submitted to the AAUP supports this assertion. According to the figures that were provided by Human Resources, there are seven assistant professors, two associate professors, and one full professor who are being paid salaries that range from 19% to 59% above the maximum scale value specified for that rank.

The data used in this analysis include the corresponding teaching loads, so the numbers quoted above are not elevated for that reason – all ten cases correspond to teaching loads of 1.00 FTE (full-time equivalent). However, the data provide no information regarding the specific reasons for the off-scale pay. Our overall estimate of ten faculty members who are off-scale (out of 202 faculty with full-time appointments for 2009-2010) is therefore essentially consistent with the information provided by Provost Dobkin.

Finally, before leaving the topic of salaries, the FWC would like to comment on the oft-voiced faculty suspicion that our administrators are being over-compensated as a result of secretive, back-room deals. (While this is not a *faculty* compensation issue, it comes up frequently in informal discussions and is therefore worthy of some clarification.) Based on the information that we have seen – analyses provided by the CFO and shared directly with the faculty – there is no evidence that administrators at SMC are over-compensated compared to those at peer institutions. In fact, our administrators are more likely underpaid relative to their peers. Specific compensation figures for many of our top administrators can be found within Schedule J of the IRS Form 990 documents posted on SMCnet by the Vice President for Finance.

Faculty Survey on Salary Policy Issues

In order to prepare for a comprehensive review of salary policy – a review that is now underway, with the reconstitution of the Faculty Salary Policy Task Force – the FWC spent a large portion of the spring 2010 semester conducting informational visits with academic departments, educating the faculty on the salary policy issues. These visits were accompanied by a follow-up online survey that was restricted to full-time faculty (both adjunct and tenure-track). Survey responses were collected over a three-week period (April 12 – May 3), with an overall response rate of 81% (165 out of 204 possible responses). The FWC wishes to publicly thank Sam Agronow, the Director of Institutional Research, and his support staff for their outstanding work on the survey.

Faculty members who wish to peruse the detailed survey results (e.g., responses sorted by rank, school affiliation, or Rank and Tenure status) are encouraged to visit the FWC web page on SMCnet. Overall, the survey results indicate that...

1. Most faculty are somewhat knowledgeable about the current salary policy.

<i>Very knowledgeable:</i>	20.7%
<i>Somewhat knowledgeable:</i>	62.2%
<i>Not knowledgeable:</i>	17.1%

2. Most faculty support the current salary policy and believe that it should be retained as is, or with some modification.

<i>Advocate for enforcement of the current policy, and engage the Administration to this effect:</i>	44.0%
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<i>Preserve some parts of the existing policy, and discard or reformulate other parts:</i>	27.7%
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<i>Abandon the current policy and negotiate a completely new policy from the ground up:</i>	17.0%
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<i>Don't know / no opinion:</i>	11.3%
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3. The faculty believe that cost of living is the most important factor when selecting peer institutions for salary comparison purposes (90.6% response rate). [Similar institutional size is a distant second at 50.6%.] They believe that Santa Clara University (74.1%) and the University of San Francisco (73.4%) are the most appropriate peer institutions for this purpose.

4. The faculty support retaining a uniform pay scale by a margin of approximately 59% to 37%.

<i>Strongly support uniform scale:</i>	29.7%
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<i>Support uniform scale, but with some reservations:</i>	29.7%
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<i>Support differential scales, but with some reservations:</i>	27.8%
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<i>Strongly support differential scales:</i>	9.5%
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<i>Don't know / no opinion:</i>	3.2%
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5. The faculty support the current system of automatic step increases with occasional Rank and Tenure evaluations by a margin of 73% to 25%.

<i>Strongly support automatic step increases with occasional R&T evaluations:</i>	49.4%
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<i>Support automatic step increases, but have some reservations:</i>	24.0%
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<i>Support merit pay, but have some reservations:</i>	13.0%
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<i>Strongly support merit pay based on annual reviews:</i>	12.3%
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<i>Don't know / no opinion:</i>	1.3%
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6. The faculty believe that salaries should be linked with Rank and Tenure placements, but perhaps in a manner that is more flexible.

<i>They should continue to be linked:</i>	48.7%
<i>They should be partially linked, but with more flexibility:</i>	32.1%
<i>They should not be linked:</i>	12.2%
<i>Other:</i>	1.9%
<i>Don't know / no opinion:</i>	5.1%

Respondent Demographics

These data correspond to 165 responses out of 204 full-time faculty (80.9% response rate).

Rank and Tenure Status

Adjunct:	11.9%
Tenure-track but not yet tenured:	14.6%
Tenured:	73.5%

Length of time at SMC

Less than 5 years:	17.6%
5 to 10 years:	24.2%
10 to 20 years:	34.6%
More than 20 years:	23.5%

Current Academic Rank

Assistant Professor:	13.9%
Associate Professor:	36.8%
Full Professor:	49.3%

School Affiliation

SOLA:	49.0%
SEBA:	17.9%
KSOE:	14.6%
SOS:	18.5%

Primary Teaching Duties

Undergraduate:	73.7%
Graduate:	26.3%

Respectfully submitted to the Academic Senate on May 13th, 2010.

2009 – 2010 Faculty Welfare Committee: Tomas Gomez
Colette Fleuridas
Chris Jones
Joel Burley, Chair

On SMCnet at:

www.stmarys-ca.edu/faculty-and-staff/faculty-governance/academic-senate/faculty-welfare-committee/index.html