

## Faculty Senate Subcommittee on the Economic Status of the Faculty Annual Report

Members: TE Coan (chair), B. Morganfield, J. Neel, P. Papamichalis, G. Voss and K. Wellman

### Overview

The subcommittee examined the magnitude and distribution (i.e., academic unit and rank) of faculty salaries from 2010 to 2011 within the university and relative to three sets of universities for which data were available (p. 2). Processed data was supplied by the Provost's office through M. Tumeo. Faculty retirement program participation was monitored using summary data provided by B. Detwiler of the Business and Finance office. To better understand SMU's "salary environment," the subcommittee also examined, as we did last year, top SMU salaries using the most recently available data provided by the US Internal Revenue Service through its Form 990.

It is useful to recall that the raw salary data which underlies the summary data presented in this report is collected primarily for purposes *other* than informing the faculty senate. The data we receive is substantially processed and not always of the desired granularity. For example, we are unable to acquire standard deviations of sample populations for which means are reported.

### Observations

SMU faculty mean salaries in dollars as a function of school, academic unit and rank are listed on p. 3, along with corresponding fractional salary data for three comparisons school groups for which data is readily available. Arrows mark several salary types that seem low compared to salaries of the "Colonial Group," probably the most germane of the three since it contains some of SMU's "operational" and "aspirational" peers. (See the appendix for peer school listings.) A detailed salary comparison with this group is listed on p. 4. Firstly, note that the average salary for a Dedman I full professor includes the salaries of two previous administrators. Secondly, data indicates seemingly low fractional salaries for associate professors in Dedman III and Meadows relative to corresponding Colonial Group salaries. Newly hired assistant professors in Dedman II and III are paid noticeably lower relative to their comparison group peers than are their colleagues in Dedman I. SMU salary data includes Stella Porter Russell monies and salaries paid by endowed faculty positions.

"Salary compression" -- salary differences between associate and assistant professors as a fraction of the average full professor salary in a given academic unit -- remains prominent, particularly for Dedman III and Cox. See page 4.

Fractional salary raises for SMU instructional faculty are described on p. 5 as a function of rank. Histograms of these raises, summed over rank, with and without the effects of promotion, are listed on p. 6. For comparison, fractional salary raises for faculty administrators and a list of these administrators are listed on p. 7. This population has increased markedly in the past 5 years.

Salary data provided by SMU to the IRS on the highest paid SMU employees and for SMU officers is listed on p. 8. Data on a plethora of key institutional expenditures are also contained in the form 990. By law, the form is publically accessible and SMU's can be obtained from the University Controller's office. Other private universities' form 990 data can be queried through a free, efficient search engine and database at [www.guidestar.org](http://www.guidestar.org).

The business and finance office reports the majority of "young" faculty (ages 21-35) participate in SMU's retirement plan (71 out of 113). This is a fractional reduction in participation compared to last year (72% v. 63%). For completeness, "benefit eligible" faculty participation in the supplemental portion of the plan, summed over all ages, is 313 out of 763, or 41%. Last year's participation fraction was 31%.

For reference, the Bureau of Labor Statistics "South urban" consumer price index indicates that \$1.03 (\$1.05) in 2011 had the same purchasing power as \$1.00 in 2010 (2008). This represents a net increase in faculty salary purchasing power from 2008. See [www.bls.gov/cpi/](http://www.bls.gov/cpi/) for details and for data to compare purchasing power relative to other years..

### Recommendations

The faculty senate should extract from the deans of the various schools an explanation of their default policy, if any, for setting salary offers to assistant professor candidates. Overall, the senate should explore ways to increase the likelihood that our new assistant professor mean salaries are at least comparable to corresponding salaries at SMU's aspirational/peer group schools.

			2011 Ranking
COLONIAL GROUP	2011 Ranking♦	OSU GROUP 1	
Boston University	56	Cornell University (NY)	15
Brandeis University	34	Georgia Institute of Technology	35
Emory University	20	Pennsylvania State University	47
George Washington University	51	University of California at Berkeley	22
Lehigh University	37	University of California at Davis	39
Northeastern University	69	University of California at Irvine	41
Southern Methodist University	56	University of California at Los Angeles	25
Tufts University	28	University of California at San Diego	35
Tulane University	51	University of California at Santa Barbara	39
University of Miami	47	University of Florida	53
University of Notre Dame	19	University of Illinois at Urbana/Champaign	47
Wake Forest University	25	University of Michigan	29
Total Colonial Group = 12		University of North Carolina at Chapel Hill	30
		University of Texas at Austin	45
		University of Virginia	25
	2011 Ranking	University of Washington	41
OSU GROUP 2		University of Wisconsin at Madison	45
Auburn University	85	Total OSU Group 1 = 17	
Clemson University (SC)	64		
Colorado School of Mines	72		
Indiana University at Bloomington	75		
Iowa State University	94		
Miami University (OH)	79		
Michigan State University	79	♦ According to US News & World Report.	
North Carolina State University at Raleigh	111		
Ohio State University	56		
Purdue University (IN)	56		
Rutgers, State Univ of NJ - New Brunswick	64		
Texas A&M University	63		
University of Alabama	79		
University of California at Riverside	94		
University of California at Sana Cruz	72		
University of Colorado at Boulder	86		
University of Connecticut	69		
University of Delaware	75		
University of Georgia	56		
University of Iowa	72		
University of Kansas	104		
University of Maryland at College Park	56		
University of Minnesota - Twin Cities	64		
University of Nebraska at Lincoln	104		
University of Vermont	94		
VA Polytechnic Institute & State University	69		
Total OSU Group 2 = 26			

SCHOOL/COLLEGE	RANK	N	AVG SAL	SMU AVG SALARY wrt		
				OSU GROUP 1	OSU GROUP 2	COLONIAL GRP
DEDMAN I	PROF	22	\$125,348	102.2%	115.3%	102.1%
	ASSOC PROF	33	\$76,088	95.7%	104.2%	96.3%
	ASST PROF	20	\$66,180	100.6%	112.1%	103.2%
	NEW ASST PROF	4	\$66,425	102.5%	121.0%	107.1%
	INSTRUCTOR			NA	NA	NA
DEDMAN II	PROF	24	\$131,528	94.2%	102.6%	98.4%
	ASSOC PROF	16	\$84,144	95.8%	100.3%	95.2%
	ASST PROF	19	\$73,779	92.4%	103.7%	98.2%
	NEW ASST PROF	2	*	NA	NA	NA
	INSTRUCTOR			NA	NA	NA
DEDMAN III	PROF	35	\$120,360	91.6%	100.0%	97.7%
	ASSOC PROF	20	\$79,492	91.5%	96.2%	→ 91.8%
	ASST PROF	13	\$73,223	97.4%	102.0%	98.2%
	NEW ASST PROF	2	*	NA	NA	NA
	INSTRUCTOR			NA	NA	NA
DEDMAN	PROF	81	\$125,024	95.6%	104.7%	99.2%
	ASSOC PROF	69	\$78,943	93.9%	99.7%	93.4%
	ASST PROF	52	\$70,717	95.8%	104.5%	98.9%
	NEW ASST PROF	8	\$68,838	90.5%	105.6%	99.3%
	INSTRUCTOR			NA	NA	NA
COX	PROF	20	\$193,488	93.9%	110.3%	108.7%
	ASSOC PROF	17	\$161,839	97.6%	120.9%	116.1%
	ASST PROF	22	\$155,454	101.9%	119.0%	111.9%
	NEW ASST PROF	2	*	NA	NA	NA
	INSTRUCTOR	1	*	NA	NA	NA
EDUCATION	PROF	3	*	NA	NA	NA
	ASSOC PROF	11	\$84,030	99.4%	113.1%	98.6%
	ASST PROF	2	*	NA	NA	NA
	NEW ASST PROF	1	*	NA	NA	NA
	INSTRUCTOR			NA	NA	NA
ENGINEERING	PROF	21	\$144,601	102.4%	106.0%	102.7%
	ASSOC PROF	13	\$102,048	101.3%	107.0%	98.0%
	ASST PROF	9	\$91,240	102.7%	109.5%	103.3%
	NEW ASST PROF	2	*	NA	NA	NA
	INSTRUCTOR			NA	NA	NA
LAW	PROF	17	\$181,528	92.9%	103.1%	96.6%
	ASSOC PROF	9	\$134,897	102.4%	107.7%	104.6%
	ASST PROF	6	\$117,293	101.4%	102.8%	107.4%
	NEW ASST PROF			NA	NA	NA
	INSTRUCTOR			NA	NA	NA
MEADOWS	PROF	37	\$98,399	92.7%	100.5%	93.0%
	ASSOC PROF	31	\$71,020	95.0%	99.8%	→ 93.2%
	ASST PROF	25	\$60,585	97.5%	105.7%	97.7%
	NEW ASST PROF	5	\$61,538	112.0%	107.9%	101.8%
	INSTRUCTOR			NA	NA	NA
THEOLOGY	PROF	17	\$115,422			→ 89.3%
	ASSOC PROF	12	\$82,307			96.5%
	ASST PROF	2	*			NA
	NEW ASST PROF					NA
	INSTRUCTOR					NA

## SMU v. Colonial Grp: Salaries wrt to full professor

SCHOOL/COLLEGE	SMU			COLONIAL GROUP		
	RANK	N	AVG SAL	RANK	N	AVG SAL
DEDMAN I	PROF	22	\$125,348	PROF	356	\$122,807
	ASSOC % of PROF		60.7%	ASSOC % of PROF		64.3%
	ASST % of PROF		52.8%	ASST % of PROF		52.2%
	ASSOC PROF	33	\$76,088	ASSOC PROF	297	\$78,996
	ASST PROF	20	\$66,180	ASST PROF	216	\$64,155
DEDMAN II	PROF	24	\$131,528	PROF	378	\$133,724
	ASSOC % of PROF		64.0%	ASSOC % of PROF		66.1%
	ASST % of PROF		56.1%	ASST % of PROF		56.2%
	ASSOC PROF	16	\$84,144	ASSOC PROF	274	\$88,392
	ASST PROF	19	\$73,779	ASST PROF	261	\$75,134
★ DEDMAN III	PROF	35	\$120,360	PROF	594	\$123,198
	ASSOC % of PROF		66.0%	ASSOC % of PROF		70.3%
	ASST % of PROF		60.8%	ASST % of PROF		60.5%
	ASSOC PROF	20	\$79,492	ASSOC PROF	263	\$86,631
	ASST PROF	13	\$73,223	ASST PROF	203	\$74,543
DEDMAN	PROF	81	\$125,024	PROF	1328	\$126,089
	ASSOC % of PROF		63.1%	ASSOC % of PROF		67.0%
	ASST % of PROF		56.6%	ASST % of PROF		56.7%
	ASSOC PROF	69	\$78,943	ASSOC PROF	834	\$84,491
	ASST PROF	52	\$70,717	ASST PROF	680	\$71,470
★ COX	PROF	20	\$193,488	PROF	147	\$177,933
	ASSOC % of PROF		83.6%	ASSOC % of PROF		78.3%
	ASST % of PROF		80.3%	ASST % of PROF		78.1%
	ASSOC PROF	17	\$161,839	ASSOC PROF	143	\$139,357
	ASST PROF	22	\$155,454	ASST PROF	176	\$138,948
EDUCATION	PROF	3	*	PROF	25	\$118,668
	ASSOC % of PROF		NA	ASSOC % of PROF		71.8%
	ASST % of PROF		NA	ASST % of PROF		55.8%
	ASSOC PROF	11	\$84,030	ASSOC PROF	38	\$85,217
	ASST PROF	2	*	ASST PROF	27	\$66,212
ENGINEERING	PROF	21	\$144,601	PROF	207	\$140,810
	ASSOC % of PROF		70.6%	ASSOC % of PROF		74.0%
	ASST % of PROF		63.1%	ASST % of PROF		62.7%
	ASSOC PROF	13	\$102,048	ASSOC PROF	120	\$104,170
	ASST PROF	9	\$91,240	ASST PROF	73	\$88,298
LAW	PROF	17	\$181,528	PROF	266	\$188,011
	ASSOC % of PROF		74.3%	ASSOC % of PROF		68.6%
	ASST % of PROF		64.6%	ASST % of PROF		58.1%
	ASSOC PROF	9	\$134,897	ASSOC PROF	98	\$128,969
	ASST PROF	6	\$117,293	ASST PROF	17	\$109,202
MEADOWS	PROF	37	\$98,399	PROF	212	\$105,809
	ASSOC % of PROF		72.2%	ASSOC % of PROF		72.0%
	ASST % of PROF		61.6%	ASST % of PROF		58.6%
	ASSOC PROF	31	\$71,020	ASSOC PROF	265	\$76,163
	ASST PROF	25	\$60,585	ASST PROF	193	\$62,022
THEOLOGY	PROF	17	\$115,422	PROF	41	\$129,268
	ASSOC % of PROF		71.3%	ASSOC % of PROF		66.0%
	ASST % of PROF		NA	ASST % of PROF		50.7%
	ASSOC PROF	12	\$82,307	ASSOC PROF	30	\$85,291
	ASST PROF	2	*	ASST PROF	12	\$65,484

## AAUP Instructional Faculty (SMU) Salary Raises

Fall 2011

Academic Rank	Number of Continuing Faculty	Total Salary Outlays		Percentage Increase
		(2) Current Yr.	(3) Previous Yr.	
in 2010-11	(1)	(2011-12)	(2010-11)	(4)
1. Professor	183	25,108,971	24,370,321	3.03%
2. Associate	157	14,862,674	14,313,407	3.84%
3. Assistant	114	10,413,618	10,028,045	3.84%
4. Instructor	1	192,550	187,000	2.97%
5. Lecturer	139	7,804,269	7,562,465	3.20%
6. No Rank	17	1,884,418	1,865,453	1.02%
7. TOTAL	611	60,266,500	58,326,691	3.33%

Fall 2010

Academic Rank	Number of Continuing Faculty	Total Salary Outlays		Percentage Increase
		(2) Current Yr.	(3) Previous Yr.	
in 2009-10	(1)	(2010-11)	(2009-10)	(4)
1. Professor	183	24,817,116	24,370,119	1.83%
2. Associate	153	14,089,225	13,746,865	2.49%
3. Assistant	118	10,337,077	10,110,594	2.24%
4. Instructor	2	123,688	112,850	9.60%
5. Lecturer	149	8,489,554	8,325,136	1.97%
6. No Rank	6	817,435	804,419	1.62%
7. TOTAL	611	58,674,095	57,469,983	2.10%

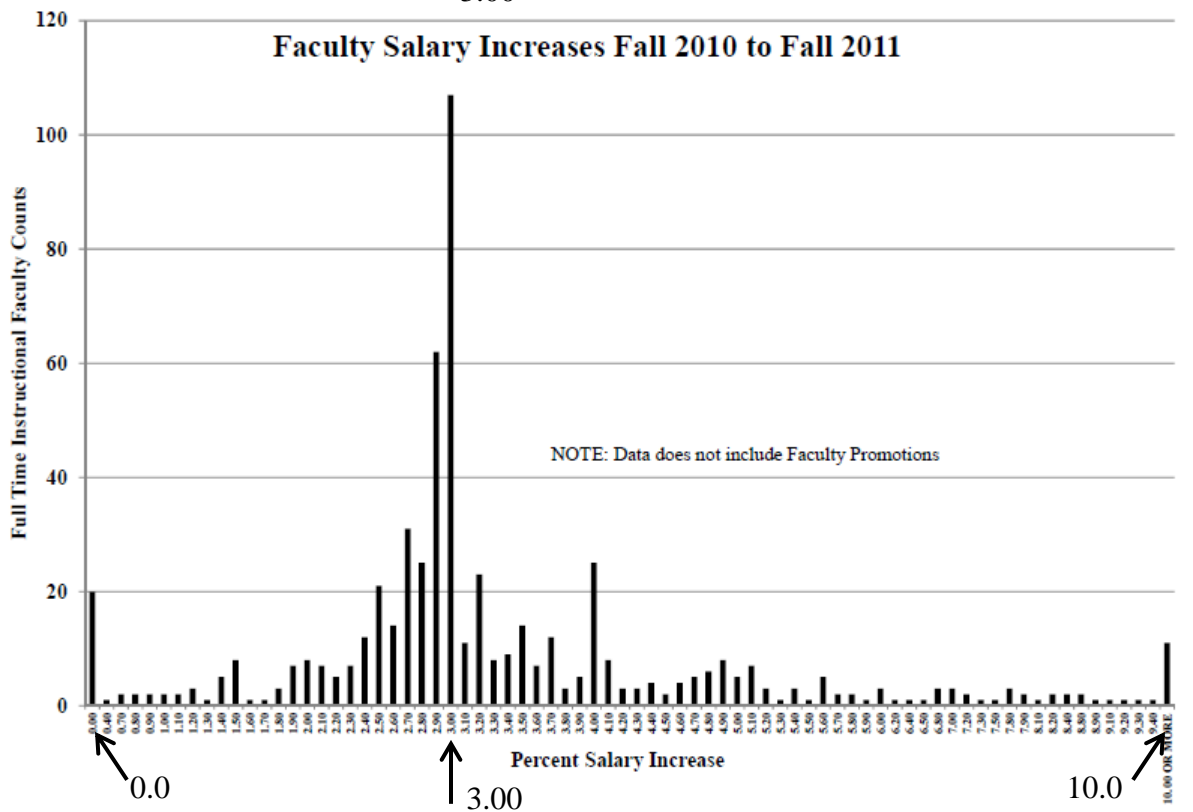
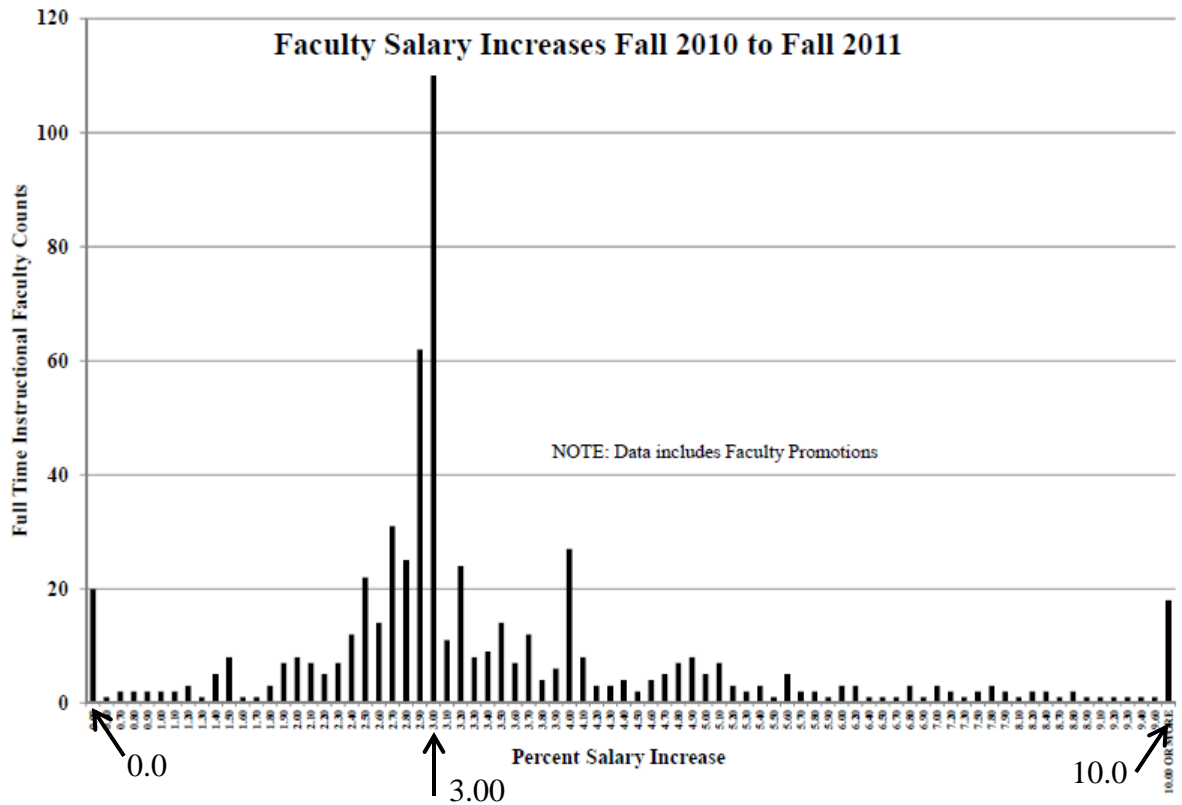
Fall 2009

Academic Rank	Number of Continuing Faculty	Total Salary Outlays		Percentage Increase
		(2) Current Yr.	(3) Previous Yr.	
in 2008-09	(1)	(2009-10)	(2008-09)	(4)
1. Professor	181	23,894,807	23,131,759	3.30%
2. Associate	149	13,794,709	13,292,163	3.78%
3. Assistant	119	10,360,710	10,010,735	3.50%
4. Instructor	1	55,850	54,200	3.04%
5. Lecturer	147	8,107,461	7,839,818	3.41%
6. No Rank	5	622,419	605,972	2.71%
7. TOTAL	602	56,835,956	54,934,647	3.46%

Fall 2008

Academic Rank	Number of Continuing Faculty	Total Salary Outlays		Percentage Increase
		Current Yr.	Previous Yr.	
in 2007-08		(2008-09)	(2007-08)	
1. Professor	177	22,604,772	21,844,659	3.48%
2. Associate	150	13,221,193	12,685,262	4.22%
3. Assistant	117	9,732,747	9,255,909	5.15%
4. Instructor	2	219,400	202,200	8.51%
5. Lecturer	136	7,178,939	6,960,988	3.13%
6. No Rank	5	475,972	475,358	0.13%
7. TOTAL	587	53,433,023	51,424,376	3.91%

# Distribution of Raises Fall 2011



## Administrative Faculty Raises

Academic Year	Number of Continuing Administrative Faculty	% Increase
FALL 2011	30	3.86%
FALL 2010	28	2.16%
FALL 2009	26	3.78%
FALL 2008	26	4.39%
FALL 2007	22	2.30%

NOTE: Includes only Faculty Administrators who were Faculty Administrators in the Previous Year

### FALL 2011 CONTINUING ADMINISTRATIVE FACULTY LIST

CASE NUMBER	LAST NAME	FIRST NAME	FACULTY TYPE FALL 11	FACULTY TYPE FALL 10
1	Adler	Michael	ADMN	ADMN
2	Attanasio	John	ADMN	ADMN
3	Barry	Thomas	ADMN	ADMN
4	Berg	Shelley	ADMN	ADMN
5	Bowen	Jose	ADMN	ADMN
6	Chard	David	ADMN	ADMN
7	Cordell	Dennis	ADMN	ADMN
8	Cross	Ruth	ADMN	ADMN
9	Daly	Gail	ADMN	ADMN
10	Dillon	William	ADMN	ADMN
11	Dunham	James	ADMN	ADMN
12	Hofeditz	Kevin	ADMN	ADMN
13	Jackofsky	Ellen	ADMN	ADMN
14	Lawrence	William	ADMN	ADMN
15	Lowe	John	ADMN	ADMN
16	Ludden	Paul	ADMN	ADMN
17	Moore	Peter	ADMN	ADMN
18	Moskowitz	Gary	ADMN	ADMN
19	Nelson	Richard	ADMN	ADMN
20	Niemi	Albert	ADMN	ADMN
21	Orsak	Geoffrey	ADMN	ADMN
22	Quick	James	ADMN	ADMN
23	Raad	Peter	ADMN	ADMN
24	Stanley	Harold	ADMN	ADMN
25	Steinberg	Marc	ADMN	ADMN
26	Sweidel	Martin	ADMN	ADMN
27	Tsutsui	William	ADMN	ADMN
28	Tunks	Thomas	ADMN	ADMN
29	Turner	Robert	ADMN	ADMN
30	Warden	Patrick	ADMN	ADMN

# IRS Form 990 FY 2010

## Form 990, Part VII - Compensation of Officers, Directors, Trustees, Key Employees, Highest Compensated Employees, and Independent Contractors

(A) Name and Title	(B) Average hours per week	(C) Position (check all that apply)						(D) Reportable compensation from the organization (W-2/1099-MISC)	(E) Reportable compensation from related organizations (W-2/1099-MISC)	(F) Estimated amount of other compensation from the organization and related organizations
		Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former			
Paul B Loyd Jr Trustee	1 00	X						0	0	0
R Gerald Turner President	37 50	X		X				595,786	0	353,212
Royce E Wilson Sr Trustee	1 00	X						0	0	0
Richard J Wood Trustee	1 00	X						0	0	0
Fredrick I Olness Trustee	37 50	X						108,567	0	37,557
Paul Ludden Provost and VP for Acade	37 50			X				384,338	0	33,673
Thomas Barry VP for Executive Affairs	37 50			X				255,742	0	35,952
Michael Condon Treasurer	37 50			X				447,478	0	39,454
Paul Ward VP for Legal Affairs	37 50			X				463,189	0	35,916
Lori White VP for Student Affairs	37 50			X				219,559	0	28,616
Brad Cheves VP for Public Affairs	37 50			X				312,176	0	35,454
Christine Casey VP for Business and Fina	37 50			X				301,521	0	27,262
Mary Anne Rogers Assistant Secretary	37 50			X				83,038	0	22,245
Albert Niemi Jr Dean	37 50				X			434,849	0	39,366
Cordelia Candelaria Dean	37 50				X			364,546	0	11,423
Peter Moore Interim Dean	37 50				X			166,764	0	26,774
June Jones Football Coach	37 50					X		1,691,566	0	35,516
Matthew Doherty Basketball Coach	37 50					X		575,166	0	41,520
Steven Orsini Director of Athletics	37 50					X		385,536	0	46,408
William Dillon Associate Dean of Busine	37 50					X		443,431	0	27,027
Miguel Quinones Professor	37 50					X		329,763	0	35,850
Amit Basu Former Highest Compensat	37 50						X	329,581	0	36,286
Bezael Gavish Former Highest Compensat	37 50						X	296,821	0	37,835
S Leon Bennett Former VP for Legal Affa	37 50						X	183,825	0	24,566
Thomas Tunks Former Interim Provost	37 50						X	178,887	0	24,431
Ross Murfin Former Provost	37 50						X	265,013	0	36,907
John O'Connor Former Interim VP for Bu	37 50						X	176,314	0	25,205



## Appendix A

<b>Dedman I</b>	<b>Dedman II</b>	<b>Dedman III</b>
English	Anthropology	Biology
History	Economics	Chemistry
Philosophy	Political Science	Earth Sciences
Religious Studies	Psychology	Mathematics
World Languages & Literature	Sociology	Physics
		Statistical Sciences

<b>Aspirational Universities</b>	<b>Cohort Peer Universities</b>
Boston College	American University
Brandeis University	Baylor University
Carnegie Mellon University	Boston University
Emory University	Fordham University
Lehigh University	George Washington University
Tufts University	Marquette University
Tulane University	Pepperdine University
University of Notre Dame	Syracuse University
University of Rochester	Texas Christian University
University of Southern California	University of Denver
Vanderbilt University	University of Miami
Wake Forest University	University of Tulsa



## Appendix B



*"You have a nest of feral accountants under your porch."*