

SLCC Faculty Compensation Philosophy and Structure FAQ

People Workplace and Culture strives to be transparent with faculty compensation. Please reach out the Director of Faculty Services, James Broadbent, MBA; SHRM-SCP with any questions or concerns.

COMPENSATION PHILOSOPHY:

In order to fulfill its mission, Salt Lake Community College supports a total rewards program to attract, develop, retain, and reward a highly qualified and diverse workforce. Within the boundaries of financial feasibility and sustainability, SLCC's compensation strategies must help the community college:

- Provide wages, salaries and benefits which are competitive within appropriate labor markets.
- Promote internal equity across diverse College functions.
- Ensure consistency in meeting compliance requirements while remaining flexible in responding to internal and external workforce changes.

SALARY SHCHEDULE STRUCTURE:

1. There are 4 salary schedules for SLCC Faculty:
 - a. Schedule A: 9-month Appointments (1.0 FTE).
 - b. Schedule B: Premium Salary rates for 9-month appointment (1.0 FTE).
 - c. Schedule C: 12-month SLTech Appointments (1.25 FTE)
 - d. Schedule D: Premium 12-month SLTech Appointment (1.25 FTE)
2. Salary Grades: A salary grade is a system used by employers to categorize jobs based on their level of responsibility, required skills, and experience.
 - a. The Salary Grades are determined by Faculty Rank in appropriate schedule (A,B,C,&D).
3. Premium Salary Schedules: The minimums for Schedules B and D are 13% higher than Schedules A and C.

CIP Codes	Designated Schedule B and D "Premium" Programs
4.09	Architectural Sciences and Technology
11.01	Computer And Information Sciences
14.09	Computer Engineering
11.1	Computer/Information Technology Administration and Management

52.2	Construction Management
14.1	Electrical, Electronics and Communications Engineering
15	Engineering Technologies/Technicians, General
14.01	Engineering, General
14.19	Mechanical Engineering
51.0805	Pharmacy Technician/Assistant
51.39	Practical Nursing, Vocational Nursing and Nursing Assistants.
51.3801	Registered Nursing/Registered Nurse

- a. Reasoning: To increase competitiveness and our efforts to attract qualified candidates in more difficult to hire disciplines, the minimum salaries are 13% higher in these schedules.
 - b. How does SLCC determine what programs will be placed in the Premium Schedule? The following are considerations for “Hard to Fill” positions:
 - i. Required industry credentials to teach an individual program.
 - ii. Evaluation of recruitment efforts and strength of application pools
 - iii. CIP Codes Designation (National Center of Education Statistics identifies instructional programs by this code.)
 - iv. *Note: The required credentials needed teach the program competencies is evaluated and not the program itself.*
 1. *For Example: A Registered Nurse is required to teach in the Registered and Vocational nursing programs.*
 - c. Who determines which faculty positions are placed into the premiums Schedule B and D?
 - i. The Academic Provost, AVP of People Workplace and Culture, and the Director of Faculty Services will review quantifiable recruitment and market data in determining this classification.
 - ii. A Dean or Associate Dean may request the Director of Faculty Services to review a specific program as a premium classification.
4. Salary Step Placement and determination
- a. Initial Placement (March 2024): The initial step placement of faculty into the new structure consisted of the following:
 - i. Current Faculty Rank and base salary
 - ii. CBIZ Market Minimums for each faculty rank
 - iii. The next highest step according to the current base salary.
 - iv. Initial determination of Premium Classification for schedules B and D.
 - b. Methodology:

- i. If the base salary was below the new market minimums, the faculty was placed into step 1 (Market Minimum).
 - ii. If the base salary was above the new market minimum, the placement was at the next highest step from the current salary.
 - 1. For example: Andrew is and Associate Professor in English with a base salary of \$67,735.
 - 2. In Schedule A, Step 3 is \$67, 188 and Step 4 is \$68,707.
 - a. Andrew received a one-time payment in March of \$972, the difference between his current salary and Step 4.
 - 3. Andrew's placement is Schedule A. Step 4.
 - c. Compression was not addressed in this phase. SLCC plans to evaluate years of service and experience to address salary compression when budget becomes available.
- 5. How are new Faculty salaries determined at the time of hire?
 - a. The selected candidate's degree, credentials, years of Full-time Teaching, and work experience will be evaluated.
 - b. The Director of Faculty Services and the Hiring manager will review the finalist in comparison to peers across department and school.
 - c. A higher step placement could be granted for higher level of degrees and/or additional years of Full-Time teaching at a college or university.
 - d. Our current faculty's years of service to SLCC is considered valuable to the institution and uses this in determining the placement for new hires.
 - i. Outside Full-Time Teaching is counted as academic years (Fall and Spring Semester) for 9-month appointments.
- 6. Rank and Degree Advancement Placements.
 - a. Rank Advancement: SLCC values continuous professional activity and advancement. When a faculty member has earned a Rank Advancement, how is the placement determined?
 - i. Faculty who are awarded Tenure advance to Associate Professor.
 - ii. A 5% increase is applied to the current base salary (step placement).
 - iii. The faculty member is placed into the Associate Professor Grade at the next highest step from this 5% calculation.
 - 1. Example: Marianne in Social Sciences receives Tenure and Rank Advancement to Associate Professor. Her current salary is Schedule A, Assistant Professor, Step 7 at: \$66,619.
 - 2. A 5% increase is applied: $\$66,619 \times 1.05 = 69,949$.
 - 3. Marianne is now placed in Schedule A, Associate Professor, Step 5; \$70,226.

- iv. Annual increases are also applied to the base.
- b. Degree Advancement: The same 5% increase applies to degree advancements and the faculty will be placed in the next highest step within their grade (Rank) and schedule.
- 7. Maximum Step
 - a. Each of the grades within the schedules have a maximum step value. When a faculty member reaches the maximum step, movement in the schedule is held until the maximum step is increased. For these cases, SLCC will issue a one-time payment for the annual increase faculty received for the new fiscal year.
 - b. Note: Retirement contributions are paid on all earnings.
- 8. CBIZ 5 year Market Review: CBIZ has contracted with SLCC to review market salary data every year for the next 5 years.
 - a. To maintain the structure of the faculty rank and step system, continuous review of market data is required.
 - b. The Salary Schedules may adjust according to future market data analysis.
- 9. Annual Step Advancement
 - a. Faculty who are eligible to receive an annual increase will be moved one step each July for the new fiscal year depending on leg legislative funding.
 - i. Example 4% increase – The methodology for providing a 4% increase to the schedule will be to increase the minimums so that the step movement is approximately 4%.
 - ii. Due the step structure, there may be slight variability in the percentage increases for individual faculty due to the difference between steps (2.2% to 2.5% between steps) for each rank or grade.
 - iii. If the approved funds cannot cover the step movement, faculty may be held in their step and the schedule is increased appropriately.
 - b. Rank and Tenure Advancements will also be applied each year in July.