



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 SCHEDULE 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)
 - i. 12-month Nursing is Schedule B at 1.235 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
48.05	Precision Metal Working (Machinist, Welding Technology)

- a. Reasoning for premium rates: 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 future budgets 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 apply the equivalent of the step movement to the new salary.
 - 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 3% 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.
 - b. The College is committed to providing the annual step movement for faculty when there are available funds. Rank and Tenure Advancements will also be applied each year in July.