



SLCC Faculty Compensation Philosophy and Structure

Introduction

Salt Lake Community College's People, Workplace, and Culture division is dedicated to maintaining transparency in faculty compensation practices. Faculty members are encouraged to reach out with any questions or concerns. For support, please contact:

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Compensation Philosophy

In alignment with its mission, Salt Lake Community College offers a comprehensive total rewards program aimed at attracting, developing, retaining, and rewarding a highly qualified and broad range of individuals from varying workforce backgrounds. Within the limits of financial feasibility and long-term sustainability, SLCC's compensation strategy is guided by the following principles:

- **Market Competitiveness:** Provide compensation and benefits that are aligned with relevant labor market standards.
- **Internal Equity:** Ensure fair and consistent compensation practices across all College departments and roles.
- **Regulatory Compliance and Adaptability:** Maintain compliance with applicable laws and regulations while remaining responsive to changes in the internal and external workforce landscape.

Faculty Salary Schedule Structure

Salt Lake Community College (SLCC) maintains six distinct faculty salary schedules, each designed to reflect the nature of the appointment and associated responsibilities. These schedules are as follows:

Schedule	Description	FTE
A (SLCC)	Standard 9-month faculty appointments	1.0
B (SLCC)	Premium salary rates for 9-month faculty appointments	1.0
C (Grandfathered as of July 2025)	12-month SLTech tenure-track appointments	1.25
D (Grandfathered as of July 2025)	Premium salary rates for 12-month SLTech tenure-track appointments	1.25
E (SLCC)	12-month Nursing faculty appointments	1.211

F (SLTech)	12-month non-tenure SLTech faculty appointments	1.25
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Salary Grades

A salary grade is a classification system used to group positions based on levels of responsibility, required qualifications, and experience. At SLCC, salary grades are determined by faculty rank or level within the applicable salary schedule.

Premium Salary Schedules

Schedules B, D, E, and F2 are classified as premium salary schedules. These schedules offer minimum salary levels that are 13% higher than their corresponding standard schedules (A and C). This adjustment reflects additional responsibilities, specialized roles, or market-driven compensation considerations.

Rationale and Process for Premium Salary Schedules

a. Purpose of Premium Salary Rates

To enhance SLCC's competitiveness in recruiting and retaining qualified faculty in disciplines that are more challenging to staff, certain salary schedules include a 13% increase in minimum salaries. This adjustment supports efforts to attract top talent in high-demand or hard-to-fill academic areas.

b. Criteria for Placement in Premium Salary Schedules

Programs may be designated for premium salary schedules based on the following considerations:

- **Required Industry Credentials:** Evaluation of the specific credentials necessary to teach the program's competencies, rather than the program title itself.
Example: A Registered Nurse credential is required to teach in both Registered and Vocational Nursing programs.
- **Recruitment Challenges:** Analysis of recruitment efforts and the strength of applicant pools.
- **CIP Code Designation:** Review of Classification of Instructional Programs (CIP) codes, as defined by the National Center for Education Statistics, to identify instructional areas with recognized hiring challenges.

Salary Step Placement and Determination

a. Initial Placement (March 2024)

The initial placement of faculty into the updated salary structure was based on the following criteria:

- Current faculty rank and base salary
- CBIZ market minimums for each faculty rank
- Placement based on current base salary/Rank and then the next higher step



- Preliminary determination of premium classification for Schedules B and D

b. Placement Methodology

- If a faculty member's base salary was below the new market minimum, they were placed at Step 1 (Market Minimum).
- If the base salary was above the market minimum, placement was made at the next highest step above the current salary.

Example: Andrew, an Associate Professor in English, had a base salary of \$67,735. In Schedule A, Step 3 is \$67,188 and Step 4 is \$68,707. Andrew's final placement: Schedule A, Step 4

c. Salary Compression

Salary compression was not addressed during the initial implementation phase. SLCC plans to evaluate years of service and experience to address compression in the future as funding becomes available.

Determining Salaries for New Faculty Hires

- When determining the salary step for newly hired faculty, the following factors are considered and salary compensation comparisons are made within individual disciplines/departments:
 - Academic credentials and professional qualifications
 - Years of full-time teaching experience
 - Years of part-time teaching experience; divided by 2 (half credit)
 - Relevant industry or professional experience
- PWC Faculty Services and the Hiring Manager collaboratively review the finalist's qualifications in comparison to current faculty within the department and school. Higher step placement may be granted for:
 - Advanced degrees
 - Extensive full-time teaching experience at accredited colleges or universitiesNote: SLCC values institutional knowledge. The years of service of current faculty are considered when determining equitable placement for new hires. For 9-month appointments, outside full-time teaching is counted as academic years (Fall and Spring semesters only).

Rank and Degree Advancement Placement

a. Rank Advancement

SLCC recognizes and rewards professional growth and academic achievement. When a faculty member earns a rank advancement through the application process, placement is determined as follows:

- Faculty awarded tenure advance to the rank of Associate Professor
- A 5% increase is applied to the current base salary



- The faculty member is placed at the next highest step within the Associate Professor grade based on the adjusted salary

Example: Marianne, a faculty member in Social Sciences, is awarded tenure and promoted to Associate Professor. Current salary: Schedule A, Assistant Professor, Step 7 — \$66,619. 5% increase: $\$66,619 \times 1.05 = \$69,949$. Placement: Schedule A, Associate Professor, Step 5 — \$70,226

The annual step increases are applied to the new base salary following advancement, if applicable for that year.

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. This may occur anytime during the year. If on a 9-month appointment, the new salary is effective upon final approvals and processing. The difference between the old and the new salary is prorated based on the remaining number of Faculty Calendar Days for the Academic year.

Market Reviews

To maintain the structure of the faculty rank and step system, continuous review of market data is required. PWC Faculty Services will use CUPA*HR Surveys and other available local and national compensation surveys for determining market analysis. The Salary Schedules may adjust according to future market data analysis.

Annual Step Advancement

Faculty who are eligible to receive an annual increase will be moved one step each July for the new fiscal year depending on legislative funding. Example 2.5% increase – The methodology for providing an overall 2.5% increase to the schedule will be to increase the step values such so that the step movement overall is 2.5%. Due the step structure, there are slight variability in the percentage increases for individual faculty due to the difference between steps for each rank/grade. Each step represents an equal dollar value for that grade rather than a percentage. 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.