

Dear Colleagues:

I am inviting you to serve on the Task Force on Faculty Salary and Merit Allocation Benchmarking. Given the scope of this important group's work, we have enlisted a broad and representative group of members from the faculty, Faculty Senate, Office of the Provost, Office of University Decision Support, and Business and Finance.

The Task Force will be charged with analyzing the following areas in order to bring forward a full report to guide decision-making, for faculty salaries at both the tenure/tenure-track and non-tenure-track levels:

- Analyze the available comparative data of faculty salaries provided by the following sources: AAUP, IPEDS, OSU survey, and G14 data, all of which provide data at the School/College level. From these sources determine salaries for Cohort and Aspirational institutions. If Cohort and Aspirational average salaries are different, we should target the midpoint as we do with TT faculty;
- Expand the data sources to include CUPA-HR, which offers disciplinary level data, and the G14 shared data on NTT faculty salaries, which is in its second year of availability;
- Explore the following variables associated with salary ranges: years of service, gender, annual merit allocations, and discipline/department;
- Examine possible factors impacting salary compression and best practices for addressing those;
- Benchmark merit and equity allocations against best practices within SMU and at peer/aspirational universities to foster strategic use of annual budget allocation for salary increases;
- Examine longitudinal data of faculty recruitment and retention to determine areas where salaries are not competitive enough to recruit or retain faculty; and
- Explore options for raising faculty salaries if and as disparities are identified.

Over the summer 2023, the Provost's Office will begin gathering data to support the areas described above, and the Task Force will begin meeting in early fall 2023 to address each of the areas laid out in the charge. An interim report will be expected in December 2023, with a full report submitted by late April 2024.

Thank you in advance for consideration of service on this important Task Force.

Elizabeth

Elizabeth G. Lobo, PhD  
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The logo for Southern Methodist University (SMU), consisting of the letters "SMU" in a bold, blue, sans-serif font.

**World Changers Shaped Here**