

Southern Methodist University (SMU)
Salary Structure
01/01/22

Grade	Minimum	Midpoint	Maximum	Midpoint Progression	Range Width
33	\$29,250	\$32,299	\$39,754	n/a	36%
34	\$29,250	\$36,337	\$44,723	12.5%	53%
35	\$31,444	\$40,879	\$50,314	12.5%	60%
36	\$35,375	\$45,989	\$56,603	12.5%	60%

37	\$39,796	\$51,737	\$63,678	12.5%	60%
38	\$44,771	\$58,205	\$71,638	12.5%	60%
39	\$50,367	\$65,480	\$80,593	12.5%	60%
40	\$57,923	\$75,302	\$92,682	15.0%	60%
41	\$66,611	\$86,598	\$106,584	15.0%	60%

42	\$76,603	\$99,587	\$122,572	15.0%	60%
43	\$88,093	\$114,525	\$140,958	15.0%	60%
44	\$101,307	\$131,704	\$162,101	15.0%	60%
45	\$116,503	\$151,460	\$186,417	15.0%	60%
46	\$133,978	\$174,179	\$214,379	15.0%	60%
47	\$154,075	\$200,306	\$246,536	15.0%	60%
48	\$177,186	\$230,351	\$283,517	15.0%	60%

2022	2024
<ul style="list-style-type: none"> 16 pay grades \$29,250 - \$283,517 \$29,250 min or \$15.00 hr Wide ranges 	<ul style="list-style-type: none"> 16 pay grades \$37,000 - \$333,500 \$37,000 min or \$17.79/18.98 hr Ranges start narrow then go wide
Four paygrades (33-36) in 2022 are now equal to two paygrades (33-34) in 2024	
<ul style="list-style-type: none"> PG 33 – 36 (\$29,250 - \$56,603) 	<ul style="list-style-type: none"> PG 33 – 34 (\$37,000 - \$57,000)
Five paygrades (37-41) in 2022 are now equal to six paygrades (35-40) in 2024	
<ul style="list-style-type: none"> PG 37 – 41 (\$39,796 - \$106,584) 	<ul style="list-style-type: none"> PG 35 – 40 (\$44,800 - \$109,500)
Seven paygrades (42-48) in 2022 are equal to eight paygrades (41-48) in 2024	
<ul style="list-style-type: none"> PG 42 – 48 (\$76,603 - \$283,517) 	<ul style="list-style-type: none"> PG 41 – 48 (\$81,800 - \$333,500)
The min and max amounts increased in pay grade 48 to accommodate higher salaries	

Southern Methodist University (SMU)
Salary Structure
01/01/24

Grade	Minimum	Midpoint	Maximum	Midpoint Progression	Range Width
33	\$37,000	\$44,400	\$51,800	n/a	40%
34	\$40,700	\$48,800	\$57,000	10%	40%

35	\$44,800	\$53,700	\$62,700	10%	40%
36	\$49,300	\$59,100	\$69,000	10%	40%
37	\$54,200	\$65,000	\$75,900	10%	40%
38	\$58,200	\$72,800	\$87,300	12%	50%
39	\$65,200	\$81,500	\$97,800	12%	50%
40	\$73,000	\$91,300	\$109,500	12%	50%

41	\$81,800	\$102,300	\$122,700	12%	50%
42	\$89,700	\$116,600	\$143,500	14%	60%
43	\$102,200	\$132,900	\$163,500	14%	60%
44	\$116,500	\$151,500	\$186,400	14%	60%
45	\$132,800	\$172,700	\$212,500	14%	60%
46	\$151,500	\$196,900	\$242,400	14%	60%
47	\$169,200	\$228,400	\$287,600	16%	70%
48	\$196,200	\$264,900	\$333,500	16%	70%