



December 13, 2023

Dear Staff,

I am pleased to bring you the results from our recent staff compensation study, an essential part of SMU's commitment to ensuring fair and competitive compensation.

Background

The purpose of this study was to align salary ranges assigned to job classifications and pay grades with peer universities and top employers in the DFW region. SMU conducts a review every two years to make sure we are offering our dedicated staff members a competitive salary and benefits. In collaboration with Segal, a specialized consultant in compensation and benefits for higher education, we embarked on this journey in March and have diligently worked through the fall.

The study encompassed the majority of benefits-eligible classified staff positions at SMU. Benchmarking analyses were based on available compensation and market data.

Study Results

Based upon Segal's recommendations and after careful consideration, the President's Executive Council approved a new compensation plan that will be effective **January 1, 2024**.

Here are a few highlights:

- The study will result in new staff titles, updated job classifications, and career pathing. The revised compensation structure aligns with the benchmarking data and market assessment.
- Going forward, the target compensation for positions will be a minimum of 90% of the market (an increase from 85%).
- 45% of individuals will see their pay increased.
- 55% of the classified staff positions analyzed are currently paid at or above the competitive market range.
- 63% of individuals will see their HR title change. Functional titles – or those on the business card – may remain the same in consultation with your supervisor.
- The new job architecture creates career paths for employees to advance their careers at SMU.

We understand that you may have questions about potential changes to your salary or title. Some positions may see adjustments to ensure accurate compensation and titles reflect the responsibilities and market.

Any changes to your salary or title will be communicated to you within the first two weeks of January. Please visit these [FAQs](#) for more information.

At SMU, we are dedicated to providing a fair and competitive compensation structure that reflects the value and contributions of team members. Your dedication to the University is invaluable, and we look forward to a future of continued professional growth and success together.

Sincerely,

Sheri A. Starkey
Associate Vice President and
Chief Human Resources Officer