

March 26, 2024

Dear Faculty:

I want to extend my heartfelt thanks to the faculty and staff who dedicated their time and expertise to the Task Force for Faculty Salaries and Merit Benchmarking. This task force was charged with analyzing tenure- and non-tenure-track faculty salaries and making recommendations for market-based salary adjustments using available comparison data. The President's Executive Council has reviewed their thorough recommendations and has made several decisions that will support their efforts.

Target compensation for faculty positions will now be set at 95% of the market median based on discipline and years of service and using comparison data sourced from the CUPA-HR database. I am pleased to report the salary analysis determined that the compensation of more than 75% of non-tenure-track faculty positions and more than 90% of tenure-track faculty positions is at or above the compensation target.

Non-tenure-track faculty positions whose salary does not meet the compensation target will have their salaries adjusted to match the national median target for their respective discipline and years of service. Tenure-track faculty positions with salaries that do not meet the target compensation will be eligible for a potential increase after review by their dean and department chair, consistent with the annual merit review process. Any adjustments to pay will be made during the regular merit cycle, and faculty who receive an adjustment will be notified by their School or College in their annual salary letter at the conclusion of the merit performance decisions.

In addition to any market-based salary adjustment, SMU will establish a central raise pool for all non-tenure-track faculty who are recommended for promotion based on their School or College's approved promotion guidelines. This central funding mirrors the central raise pool for tenure-track faculty and will be effective immediately.

I encourage you to visit this [webpage that hosts FAQs](#) to provide further context. Associate Provost Paige Ware and I will be joining the Faculty Senate on Wednesday, April 3, to answer any additional questions you might have.

We believe these actions will help us recruit and retain the best faculty - the engine that drives our teaching, research, creative activity, and service mission here on the Hilltop and beyond. Once more, I extend my deepest gratitude to the esteemed members of the Faculty Senate and the dedicated individuals comprising the Task Force. Your invaluable contributions to this critical analysis are sincerely appreciated.

Sincerely,

A handwritten signature in black ink, appearing to read "Elizabeth G. Loba". The signature is fluid and cursive, with a long horizontal stroke at the end.

Elizabeth G. Loba, PhD
Provost and Vice President for Academic Affairs
Southern Methodist University
<https://www.smu.edu/provost>

SMU.