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# Faculty and Staff

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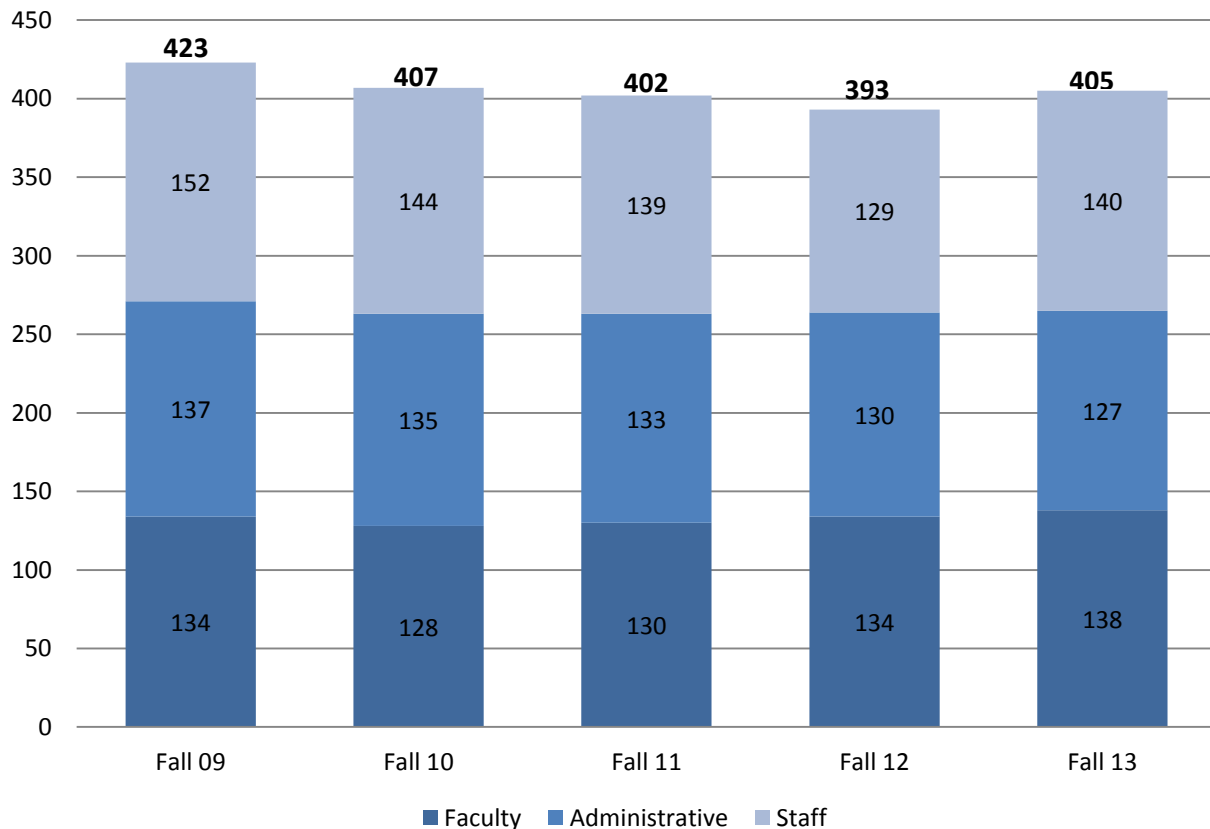
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### Full-Time Employees by Type Five Fall Semesters

	Fall 09	Fall 10	Fall 11	Fall 12	Fall 13
<b>Full-Time Employee Type</b>					
Primarily Instruction	134	128	130	--	--
Executive/administrative/managerial	45	44	44	--	--
Other professionals (support/service)	92	91	89	--	--
Technical and paraprofessionals	4	3	2	--	--
Clerical and secretarial	74	67	61	--	--
Skilled crafts	12	12	12	--	--
Service/maintenance	62	62	64	--	--
<b>Beginning in Fall 2012, IPEDS began reporting new Standard Occupational Classifications</b>					
Postsecondary Teachers/Instructional Staff	--	--	--	134	138
Library and Instructional Support	--	--	--	23	25
Management	--	--	--	43	40
Business and Financial Operations	--	--	--	20	18
Computer, Engineering, and Science	--	--	--	13	13
Community Service, Legal, Arts, and Media	--	--	--	27	27
Healthcare Practitioners and Technical	--	--	--	4	4
Service Occupations	--	--	--	64	76
Sales and Related Occupations	--	--	--	0	0
Office and Administrative Support Occupations	--	--	--	53	52
Natural Resources, Construction, & Maintenance	--	--	--	12	12
Production, Transportation, and Material Moving	--	--	--	0	0
<b>Total</b>	<b>423</b>	<b>407</b>	<b>402</b>	<b>393</b>	<b>405</b>

### Distribution of Full-Time Employees

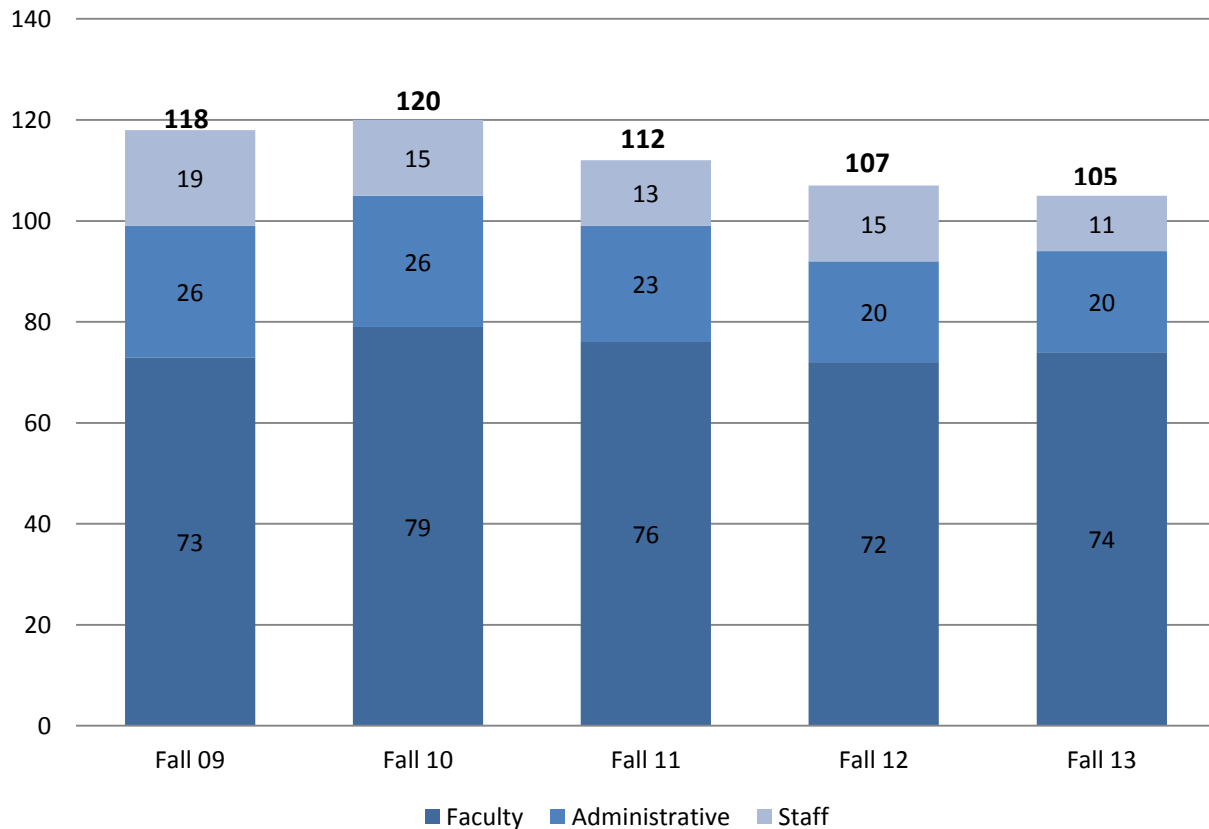


Source: IPEDS Human Resources Survey

**Part-Time Employees by Type  
Five Fall Semesters**

	Fall 09	Fall 10	Fall 11	Fall 12	Fall 13
<b>Part-Time Employee Type</b>					
Primarily Instruction	73	79	76	--	--
Executive/administrative/managerial	0	0	0	--	--
Other professionals (support/service)	25	25	21	--	--
Technical and paraprofessionals	1	1	2	--	--
Clerical and secretarial	6	4	2	--	--
Skilled crafts	1	0	1	--	--
Service/maintenance	12	11	10	--	--
<b>Beginning in Fall 2012, IPEDS began reporting new Standard Occupational Classifications</b>					
Postsecondary Teachers/Instructional Staff	--	--	--	72	74
Library and Instructional Support	--	--	--	4	3
Management	--	--	--	0	0
Business and Financial Operations	--	--	--	0	0
Computer, Engineering, and Science	--	--	--	1	0
Community Service, Legal, Arts, and Media	--	--	--	11	13
Healthcare Practitioners and Technical	--	--	--	4	4
Service Occupations	--	--	--	10	4
Sales and Related Occupations	--	--	--	0	0
Office and Administrative Support Occupations	--	--	--	4	6
Natural Resources, Construction, & Maintenance	--	--	--	1	1
Production, Transportation, and Material Moving	--	--	--	0	0
<b>Total</b>	<b>118</b>	<b>120</b>	<b>112</b>	<b>107</b>	<b>105</b>

**Distribution of Part-Time Employees**



Source: IPEDS Human Resources Survey

**Full-Time Employee Diversity  
Five Fall Semesters**

	Fall 2009	Fall 2010	Fall 2011	Fall 2012	Fall 2013
<b>Instructional Faculty</b>					
Black or African-American	1	2	2	3	4
American Indian or Alaska Native	0	0	0	0	0
Asian	2	3	4	6	7
Latina or Hispanic	5	5	4	4	5
Native Hawaiian or Pacific Islander	0	0	0	0	0
Two or More Races	0	0	0	0	0
<b>Racial/Ethnic Minority Total</b>	<b>8</b>	<b>10</b>	<b>10</b>	<b>13</b>	<b>16</b>
<b>Racial/Ethnic Minority Percent</b>	6.0%	7.8%	7.7%	9.7%	11.6%
Race/Ethnicity Unknown	3	6	7	10	10
<b>Race/Ethnicity Unknown Percent</b>	2.2%	4.7%	5.4%	7.5%	7.2%
White	114	112	111	107	111
<b>White Percent</b>	85.1%	87.5%	85.4%	79.9%	80.4%
<b>Total U.S. Citizens/Nationals</b>	<b>125</b>	<b>128</b>	<b>128</b>	<b>130</b>	<b>137</b>
Non-Resident Internationals	9	0	2	4	1
<b>Non-Resident Int. Percent</b>	6.7%	0.0%	1.5%	3.0%	0.7%
<b>Grand Total</b>	<b>134</b>	<b>128</b>	<b>130</b>	<b>134</b>	<b>138</b>
<b>Full-Time Faculty by Age</b>					
	%	%	%	%	%
Under 40	12.6%	15.0%	19.3%	17.1%	19.5%
40 to 60	57.5%	56.7%	58.8%	56.9%	53.4%
Over 60	29.9%	28.3%	21.8%	26.0%	27.1%
<b>Average Age</b>	<b>54.3</b>	<b>53.2</b>	<b>51.4</b>	<b>49.8</b>	<b>51.6</b>
<b>Administration and Staff</b>					
Black or African-American	19	19	16	14	16
American Indian or Alaska Native	2	1	0	0	0
Asian	1	1	1	3	4
Latina or Hispanic	3	8	8	8	13
Native Hawaiian or Pac. Islander	0	0	0	0	0
Two or More Races	0	0	2	3	3
<b>Racial/Ethnic Minority Total</b>	<b>25</b>	<b>29</b>	<b>27</b>	<b>28</b>	<b>36</b>
<b>Racial/Ethnic Minority Percent</b>	8.7%	10.4%	9.9%	10.8%	13.5%
Race/Ethnicity Unknown	0	0	1	0	1
<b>Race/Ethnicity Unknown Percent</b>	0.0%	0.0%	0.4%	0.0%	0.4%
White	256	248	243	230	227
<b>White Percent</b>	88.6%	88.9%	89.3%	88.8%	85.0%
<b>Total U.S. Citizens/Nationals</b>	<b>281</b>	<b>277</b>	<b>271</b>	<b>258</b>	<b>264</b>
Non-Resident Internationals	8	2	1	1	3
<b>Non-Resident Int. Percent</b>	2.8%	0.7%	0.4%	0.4%	1.1%
<b>Grand Total</b>	<b>289</b>	<b>279</b>	<b>272</b>	<b>259</b>	<b>267</b>

Note: Prior to Fall 2010, non-resident international employees included permanent residents. Beginning in Fall 2010, classification was corrected to align with required federal reporting standards.

Source: IPEDS Human Resources Survey and Banner Extract

**Full-Time AAUP Instructional Faculty  
Five Fall Semesters**

	Fall 2009		Fall 2010		Fall 2011		Fall 2012		Fall 2013	
	N	%	N	%	N	%	N	%	N	%
Full-Time	129	67.5%	127	63.8%	119	61.3%	123	62.8%	133	62.8%
Part-Time	62	32.5%	72	36.2%	75	38.7%	73	37.2%	65	37.2%
<b>Total</b>	<b>191</b>	<b>100.0%</b>	<b>199</b>	<b>100.0%</b>	<b>194</b>	<b>100.0%</b>	<b>196</b>	<b>100.0%</b>	<b>198</b>	<b>100.0%</b>
<b>FTE Headcount Faculty</b>	<b>149.67</b>		<b>151</b>		<b>144</b>		<b>147.33</b>		<b>154.67</b>	
<b>FTE Student/FTE Faculty Ratio</b>	<b>11.0</b>		<b>10.2</b>		<b>10.4</b>		<b>9.9</b>		<b>9.5</b>	
<b>Tenure Status</b>										
Tenured	88	68.2%	87	68.5%	75	63.0%	70	56.9%	82	61.7%
Pre-Tenure	28	21.7%	26	20.5%	25	21.0%	33	26.8%	31	23.3%
Non-Tenure	13	10.1%	14	11.0%	19	16.0%	20	16.3%	20	15.0%
<b>Sex</b>										
Female	84	65.1%	81	63.8%	77	64.7%	80	65.0%	87	65.4%
Male	45	34.9%	46	36.2%	42	35.3%	43	35.0%	46	34.6%
<b>Highest Degree Earned</b>										
Doctorate	104	75.9%	101	78.3%	103	81.1%	90	75.6%	102	77.3%
Other Terminal	15	10.9%	12	9.3%	15	11.8%	14	11.8%	9	6.8%
Master's	16	11.7%	16	12.4%	6	4.7%	14	11.8%	21	15.9%
Bachelor's	2	1.5%	0	0.0%	3	2.4%	1	0.8%	0	0.0%
<b>Full-Time Instructional Faculty Headcount by Department</b>										
Anthropology*	1	0.8%	1	0.8%	1	0.8%	--	--	--	--
Art	5	3.9%	6	4.7%	6	5.0%	6	4.9%	6	4.5%
Biology	9	7.1%	10	7.9%	11	9.2%	12	9.8%	11	8.3%
Business and Economics	9	7.1%	9	7.1%	9	7.6%	8	6.5%	8	6.1%
Chemistry and Physics	8	6.3%	9	7.1%	8	6.7%	9	7.3%	9	6.8%
Communication Studies, Dance, Theater	10	7.9%	10	7.9%	10	8.4%	10	8.1%	10	7.6%
Communicative Sciences and Disorders	--	--	--	--	--	--	--	--	3	2.3%
Education	6	4.7%	6	4.7%	5	4.2%	6	4.9%	6	4.5%
English	9	7.1%	5	3.9%	6	5.0%	5	4.1%	6	4.5%
Global Studies*	--	--	--	--	--	--	1	0.8%	1	0.8%
History	4	3.1%	4	3.1%	4	3.4%	5	4.1%	5	3.8%
Humanistic Studies	3	2.4%	3	2.4%	3	2.5%	2	1.6%	3	2.3%
Math	10	7.9%	11	8.7%	9	7.6%	9	7.3%	10	7.6%
Modern Languages	11	8.7%	11	8.7%	9	7.6%	9	7.3%	9	6.8%
Music	5	3.9%	5	3.9%	5	4.2%	5	4.1%	5	3.8%
Nursing	10	7.9%	8	6.3%	10	8.4%	10	8.1%	10	7.6%
Philosophy	3	2.4%	4	3.1%	3	2.5%	4	3.3%	4	3.0%
Political Science	4	3.1%	5	3.9%	4	3.4%	4	3.3%	5	3.8%
Psychology***	8	6.3%	8	6.3%	7	5.9%	7	5.7%	7	5.3%
Religious Studies	6	4.7%	6	4.7%	5	4.2%	5	4.1%	7	5.3%
Sociology	4	3.1%	4	3.1%	2	1.7%	3	2.4%	4	3.0%
Social Work	2	1.6%	2	1.6%	2	1.7%	3	2.4%	3	2.3%

Note: FTE is equal to "Full-time faculty" + 1/3 "Part-time faculty"

Student/Faculty ratio is calculated based FTE student count divided by FTE faculty count.

Beginning in Fall 2009, counts are reflective of the AAUP definition of faculty which is more restrictive than in previous years.

\*In 2012, the Global Studies department was formed which included Anthropology.

\*\* In Fall 2012, the Women's Studies program was re-named Gender and Women's Studies.

\*\*\*Psychology and Communicative Disorders and Disorders were a single department until Fall 2013.

Source: AAUP Survey and Banner Extract

**Full-Time Faculty Compensation  
Five Fall Semesters**

	2009	2010	2011	2012	2013
<b>Professor</b>					
Saint Mary's Avg. Salary	\$79,091	\$79,381	\$81,031	\$79,900	\$80,709
80 <sup>th</sup> Percentile Avg. Salary 2012 Peers	\$83,160	\$83,700	\$85,480	\$88,900	\$90,420
Saint Mary's 1-year % change in salary	-0.2%	0.4%	2.1%	-1.4%	1.0%
Peer 1-year % change in salary	0.4%	0.6%	2.1%	4.0%	1.7%
Saint Mary's Avg. Compensation	\$102,872	\$104,395	\$109,295	\$108,200	\$108,502
80 <sup>th</sup> Percentile Avg. Comp. 2012 Peers	\$108,400	\$111,340	\$113,760	\$118,260	\$119,000
Saint Mary's 1-year % change in compensation	-0.7%	1.5%	4.7%	-1.0%	0.3%
Peer 1-year % change in compensation	0.4%	2.2%	2.7%	4.0%	0.6%
<b>Associate Professor</b>					
Saint Mary's Avg. Salary	\$65,585	\$64,233	\$64,521	\$62,800	\$62,503
80 <sup>th</sup> Percentile Avg. Salary 2012 Peers	\$65,480	\$66,900	\$67,480	\$70,320	\$71,940
Saint Mary's 1-year % change in salary	-0.2%	-2.1%	0.4%	-2.7%	-0.5%
Peer 1-year % change in salary	-1.1%	2.2%	0.9%	4.2%	2.3%
Saint Mary's Avg. Compensation	\$87,209	\$88,147	\$87,298	\$88,300	\$84,350
80 <sup>th</sup> Percentile Avg. Comp. 2012 Peers	\$85,860	\$87,860	\$88,800	\$91,660	\$94,820
Saint Mary's 1-year % change in compensation	2.8%	1.1%	0.1%	1.1%	-4.5%
Peer 1-year % change in compensation	-1.1%	2.3%	1.1%	3.2%	3.4%
<b>Assistant Professor</b>					
Saint Mary's Avg. Salary	\$53,841	\$53,456	\$54,114	\$53,100	\$54,433
80 <sup>th</sup> Percentile Avg. Salary 2012 Peers	\$54,960	\$56,100	\$57,520	\$59,060	\$59,400
Saint Mary's 1-year % change in salary	-0.5%	-0.7%	1.2%	-1.9%	2.5%
Peer 1-year % change in salary	-2.3%	2.1%	2.5%	2.7%	0.6%
Saint Mary's Avg. Compensation	\$68,037	\$72,149	\$71,794	\$68,800	\$69,833
80 <sup>th</sup> Percentile Avg. Comp. 2012 Peers	\$73,140	\$75,760	\$76,380	\$80,900	\$81,700
Saint Mary's 1-year % change in compensation	-1.9%	6.0%	-0.5%	-4.2%	1.5%
Peer 1-year % change in compensation	1.1%	3.6%	0.8%	5.9%	1.0%

\*Data reflected as of November 1 AAUP survey date.

Sources: AAUP Faculty Compensation Survey and Academe

**Average Salary of Saint Mary's Full-Time Faculty**

