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# Faculty and Staff

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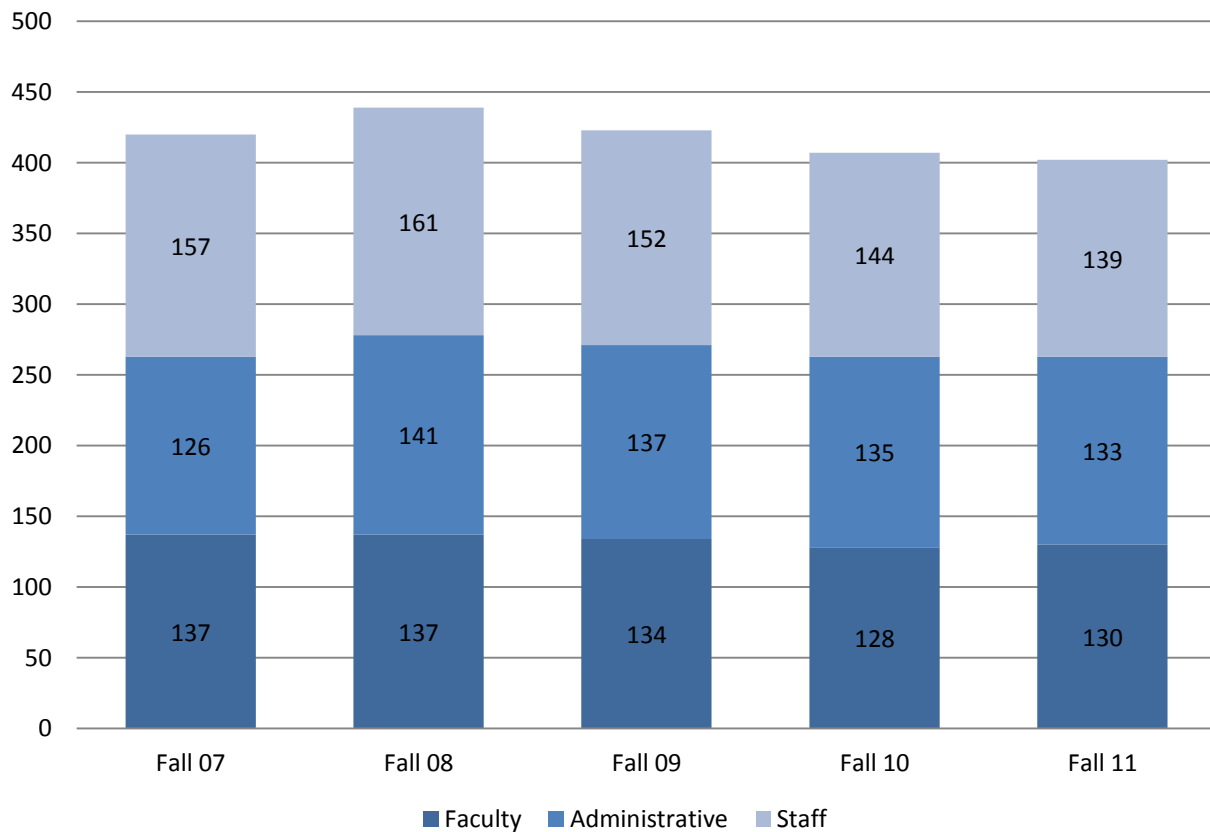
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### Full-Time and Part-Time Employees by Type Five Fall Semesters

	Fall 07	Fall 08	Fall 09	Fall 10	Fall 11
<b>Full-Time Employee Type</b>					
Primarily Instruction	137	137	134	128	130
Executive/administrative/managerial	45	48	45	44	44
Other professionals (support/service)	81	93	92	91	89
Technical and paraprofessionals	4	4	4	3	2
Clerical and secretarial	77	78	74	67	61
Skilled crafts	11	14	12	12	12
Service/maintenance	65	65	62	62	64
<b>Total</b>	<b>420</b>	<b>439</b>	<b>423</b>	<b>407</b>	<b>402</b>
<b>Part-Time Employee Type</b>					
Primarily Instruction	81	67	73	79	76
Executive/administrative/managerial	1	1	0	0	0
Other professionals (support/service)	17	19	25	25	21
Technical and paraprofessionals	0	0	1	1	2
Clerical and secretarial	9	10	6	4	2
Skilled crafts	0	1	1	0	1
Service/maintenance	10	11	12	11	10
<b>Total</b>	<b>118</b>	<b>109</b>	<b>118</b>	<b>120</b>	<b>112</b>

Note: Includes full and part-time employees in each employee type.

### Distribution of Full-Time Employees



Source: IPEDS Human Resources Survey

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

	Fall 2007	Fall 2008	Fall 2009	Fall 2010	Fall 2011
<b>Instructional Faculty</b>					
Black or African-American	1	1	1	2	2
American Indian or Alaska Native	0	0	0	0	0
Asian	4	3	2	3	4
Latina or Hispanic	3	3	5	5	4
Native Hawaiian or Pacific Islander	-	-	0	0	0
Two or More Races	-	-	0	0	0
<b>Racial/Ethnic Minority Total</b>	<b>8</b>	<b>7</b>	<b>8</b>	<b>10</b>	<b>10</b>
<b>Racial/Ethnic Minority Percent</b>	<b>5.8%</b>	<b>5.1%</b>	<b>6.0%</b>	<b>7.8%</b>	<b>7.7%</b>
Race/Ethnicity Unknown	11	8	3	6	7
<b>Race/Ethnicity Unknown Percent</b>	<b>8.0%</b>	<b>5.8%</b>	<b>2.2%</b>	<b>4.7%</b>	<b>5.4%</b>
White	113	113	114	112	111
<b>White Percent</b>	<b>82.5%</b>	<b>82.5%</b>	<b>85.1%</b>	<b>87.5%</b>	<b>85.4%</b>
<b>Total U.S. Citizens/Nationals</b>	<b>132</b>	<b>128</b>	<b>125</b>	<b>128</b>	<b>128</b>
Non-Resident Internationals	5	9	9	0	2
<b>Non-Resident Int. Percent</b>	<b>3.6%</b>	<b>6.6%</b>	<b>6.7%</b>	<b>0.0%</b>	<b>1.5%</b>
<b>Grand Total</b>	<b>137</b>	<b>137</b>	<b>134</b>	<b>128</b>	<b>130</b>
<b>Full-Time Faculty by Age</b>					
	<b>%</b>	<b>%</b>	<b>%</b>	<b>%</b>	<b>%</b>
Under 40	9.6%	13.2%	12.6%	15.0%	19.3%
40 to 60	53.7%	57.4%	57.5%	56.7%	58.8%
Over 60	36.7%	29.4%	29.9%	28.3%	21.8%
<b>Average Age</b>	<b>56.1</b>	<b>54.1</b>	<b>54.3</b>	<b>53.2</b>	<b>51.4</b>
<b>Administration and Staff</b>					
Black or African-American	19	13	19	19	16
American Indian or Alaska Native	0	0	2	1	0
Asian	2	2	1	1	1
Latina or Hispanic	7	6	3	8	8
Native Hawaiian or Pac. Islander	-	-	0	0	0
Two or More Races	-	-	0	0	2
<b>Racial/Ethnic Minority Total</b>	<b>28</b>	<b>21</b>	<b>25</b>	<b>29</b>	<b>27</b>
<b>Racial/Ethnic Minority Percent</b>	<b>9.9%</b>	<b>7.0%</b>	<b>8.7%</b>	<b>10.4%</b>	<b>9.9%</b>
Race/Ethnicity Unknown	4	4	0	0	1
<b>Race/Ethnicity Unknown Percent</b>	<b>1.4%</b>	<b>1.3%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.4%</b>
White	250	268	256	248	243
<b>White Percent</b>	<b>88.3%</b>	<b>88.7%</b>	<b>88.6%</b>	<b>88.9%</b>	<b>89.3%</b>
<b>Total U.S. Citizens/Nationals</b>	<b>282</b>	<b>293</b>	<b>281</b>	<b>277</b>	<b>271</b>
Non-Resident Internationals	1	9	8	2	1
<b>Non-Resident Int. Percent</b>	<b>0.3%</b>	<b>3.0%</b>	<b>2.8%</b>	<b>0.7%</b>	<b>0.4%</b>
<b>Grand Total</b>	<b>283</b>	<b>302</b>	<b>289</b>	<b>279</b>	<b>272</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.

“-“ indicate category did not exist in reporting year.

\*Fall 2009 marked the conversion to the new IPEDS race/ethnicity categories. Information is reported first as to whether an employee identifies as Latina or Hispanic, then whether he or she is multiracial. Lastly race is reported. New categories were added in this year.

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

	Fall 2007		Fall 2008		Fall 2009		Fall 2010		Fall 2011	
	N	%	N	%	N	%	N	%	N	%
Full-Time	137	62.8%	137	67.2%	129	67.5%	127	63.8%	119	61.3%
Part-Time	81	37.2%	67	32.8%	62	32.5%	72	36.2%	75	38.7%
<b>Total</b>	<b>218</b>	<b>100.0%</b>	<b>204</b>	<b>100.0%</b>	<b>191</b>	<b>100.0%</b>	<b>199</b>	<b>100.0%</b>	<b>194</b>	<b>100.0%</b>
<b>FTE Headcount Faculty</b>	<b>164</b>		<b>159.33</b>		<b>149.67</b>		<b>151</b>		<b>144</b>	
<b>FTE Student/FTE Faculty Ratio</b>	<b>9.6</b>		<b>10.1</b>		<b>11.0</b>		<b>10.2</b>		<b>10.4</b>	
<b>Tenure Status</b>										
Tenured	94	68.6%	85	62.0%	88	68.2%	87	68.5%	75	63.0%
Pre-Tenure	26	19.0%	32	23.4%	28	21.7%	26	20.5%	25	21.0%
Non-Tenure	17	12.4%	20	14.6%	13	10.1%	14	11.0%	19	16.0%
<b>Sex</b>										
Female	90	65.7%	89	65.0%	84	65.1%	81	63.8%	77	64.7%
Male	47	34.3%	48	35.0%	45	34.9%	46	36.2%	42	35.3%
<b>Highest Degree Earned</b>										
Doctorate	104	75.9%	104	75.9%	101	78.3%	103	81.1%	90	75.6%
Other Terminal	15	10.9%	15	10.9%	12	9.3%	15	11.8%	14	11.8%
Master's	16	11.7%	16	11.7%	16	12.4%	6	4.7%	14	11.8%
Bachelor's	2	1.5%	2	1.5%	0	0.0%	3	2.4%	1	0.8%
<b>Full-Time Instructional Faculty Headcount by Department</b>										
Anthropology	1		2		1		1		1	
Art	6		5		5		6		6	
Biology	9		9		9		10		11	
Business and Economics	10		9		9		9		9	
Chemistry and Physics	9		8		8		9		8	
Communication Studies, Dance, Theater	11		10		10		10		10	
Education	5		6		6		6		5	
English	9		9		9		5		6	
History	5.5		5		4		4		4	
Humanistic Studies	4		3		3		3		3	
Math	10		11		10		11		9	
Modern Languages	14		13		11		11		9	
Music	5		5		5		5		5	
Nursing	10		10		10		8		10	
Philosophy	4		4		3		4		3	
Political Science	4		4		4		4.5		3.5	
Psychology and Communicative Disorders	7		8		8		8		7	
Religious Studies	7		7		6		6		5	
Sociology	3		4		4		3.5		2	
Social Work	3		2		2		2		2	
Women's Studies	0.5		1		0		1		0.5	

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, course are reflective of the AAUP definition of faculty which is more restrictive than in previous years.

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

	2007	2008	2009	2010	2011
<b>Professor</b>					
SMC Avg. Salary	\$75,177	\$79,243	\$79,091	\$79,381	\$81,031
AAUP 80 <sup>th</sup> Percentile Avg. IIB Salary	\$86,734	\$92,311	\$92,650	\$93,918	\$95,649
% inc. SMC Salary	2.6%	5.4%	-0.2%	0.4%	2.1%
% Inc. AAUP Salary	3.7%	6.4%	0.4%	1.4%	1.8%
SMC Avg. Compensation	\$102,952	\$103,559	\$102,872	\$104,395	\$109,295
AAUP 80 <sup>th</sup> Percentile Avg. Compensation	\$113,914	\$120,153	\$118,857	\$122,419	\$124,649
% inc. SMC compensation	5.0%	0.6%	-0.7%	1.5%	4.7%
% inc. AAUP IIB compensation	5.6%	5.5%	-1.1%	3.0%	1.8%
<b>Associate Professor</b>					
SMC Avg. Salary	\$62,208	\$65,694	\$65,585	\$64,233	\$64,521
AAUP 80 <sup>th</sup> Percentile Avg. IIB Salary	\$68,847	\$72,361	\$71,939	\$72,375	\$73,508
% inc. SMC Salary	3.0%	5.6%	-0.2%	-2.1%	0.4%
% Inc. AAUP Salary	4.4%	5.1%	-0.6%	0.6%	1.6%
SMC Avg. Compensation	\$81,029	\$84,797	\$87,209	\$88,147	\$87,298
AAUP 80 <sup>th</sup> Percentile Avg. Compensation	\$89,252	\$93,918	\$95,012	\$95,631	\$98,440
% inc. SMC compensation	3.6%	4.7%	2.8%	1.1%	0.1%
% inc. AAUP IIB compensation	4.4%	5.2%	1.2%	0.7%	2.9%
<b>Assistant Professor</b>					
SMC Avg. Salary	\$52,276	\$54,108	\$53,841	\$53,456	\$54,114
AAUP 80 <sup>th</sup> Percentile Avg. IIB Salary	\$57,291	\$60,584	\$59,744	\$60,509	\$62,016
% inc. SMC Salary	2.3%	3.5%	-0.5%	-0.7%	1.2%
% Inc. AAUP Salary	5.2%	5.7%	-1.4%	1.3%	2.5%
SMC Avg. Compensation	\$66,947	\$69,326	\$68,037	\$72,149	\$71,794
AAUP 80 <sup>th</sup> Percentile Avg. Compensation	\$73,678	\$77,304	\$77,212	\$79,313	\$81,182
% inc. SMC compensation	3.3%	3.6%	-1.9%	6.0%	-0.5%
% inc. AAUP IIB compensation	4.0%	4.9%	-0.1%	2.7%	2.4%

\*Data reflected as of November 1 of each fall term.

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

