
Faculty and Staff

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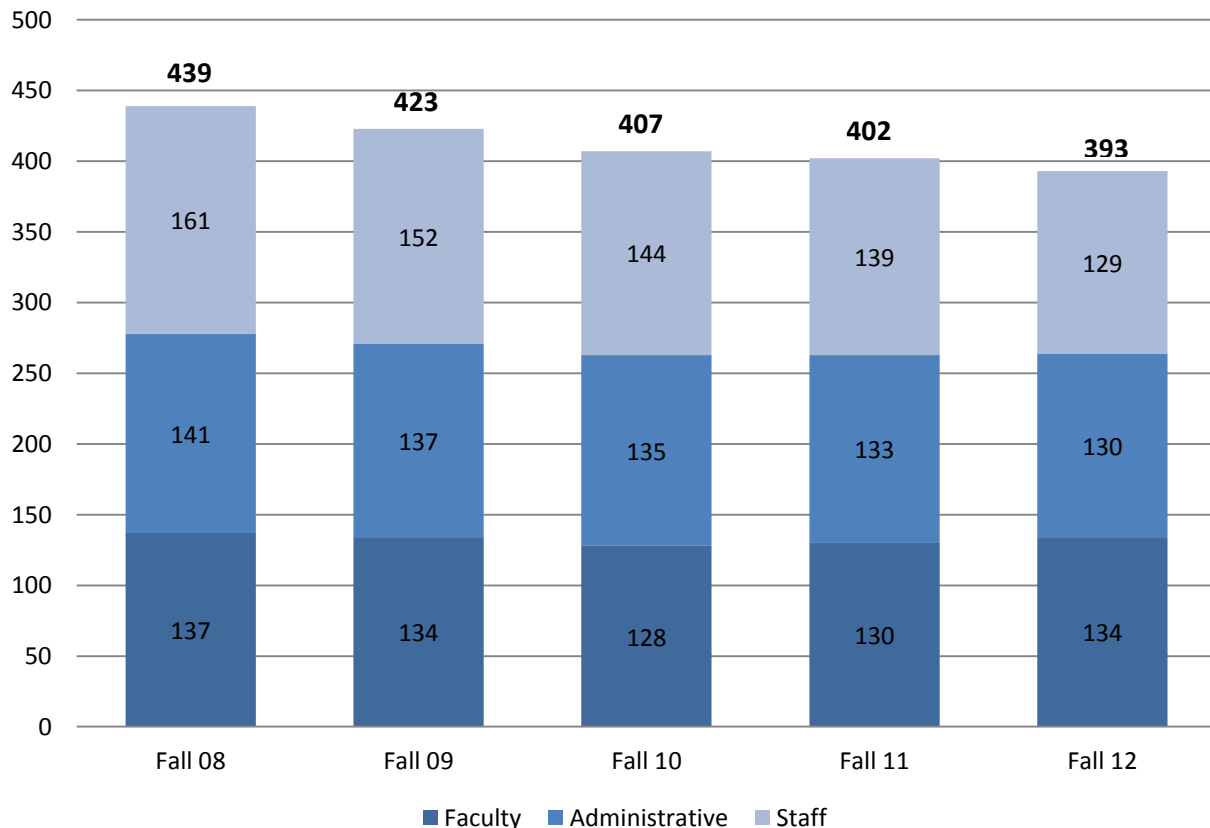
SAINT MARY'S COLLEGE
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Full-Time Employees by Type Five Fall Semesters

	Fall 08	Fall 09	Fall 10	Fall 11	Fall 12
Full-Time Employee Type					
Primarily Instruction	137	134	128	130	--
Executive/administrative/managerial	48	45	44	44	--
Other professionals (support/service)	93	92	91	89	--
Technical and paraprofessionals	4	4	3	2	--
Clerical and secretarial	78	74	67	61	--
Skilled crafts	14	12	12	12	--
Service/maintenance	65	62	62	64	--
Postsecondary Teachers/Instructional Staff	--	--	--	--	134
Library and Instructional Support	--	--	--	--	23
Management	--	--	--	--	43
Business and Financial Operations	--	--	--	--	20
Computer, Engineering, and Science	--	--	--	--	13
Community Service, Legal, Arts, and Media	--	--	--	--	27
Healthcare Practitioners and Technical	--	--	--	--	4
Service Occupations	--	--	--	--	64
Sales and Related Occupations	--	--	--	--	0
Office and Administrative Support Occupations	--	--	--	--	53
Natural Resources, Construction, & Maintenance	--	--	--	--	12
Production, Transportation, and Material Moving	--	--	--	--	0
Total	439	423	407	402	393

Note: Beginning in Fall 2012, IPEDS began utilizing new employee SOC reporting categories.

Distribution of Full-Time Employees



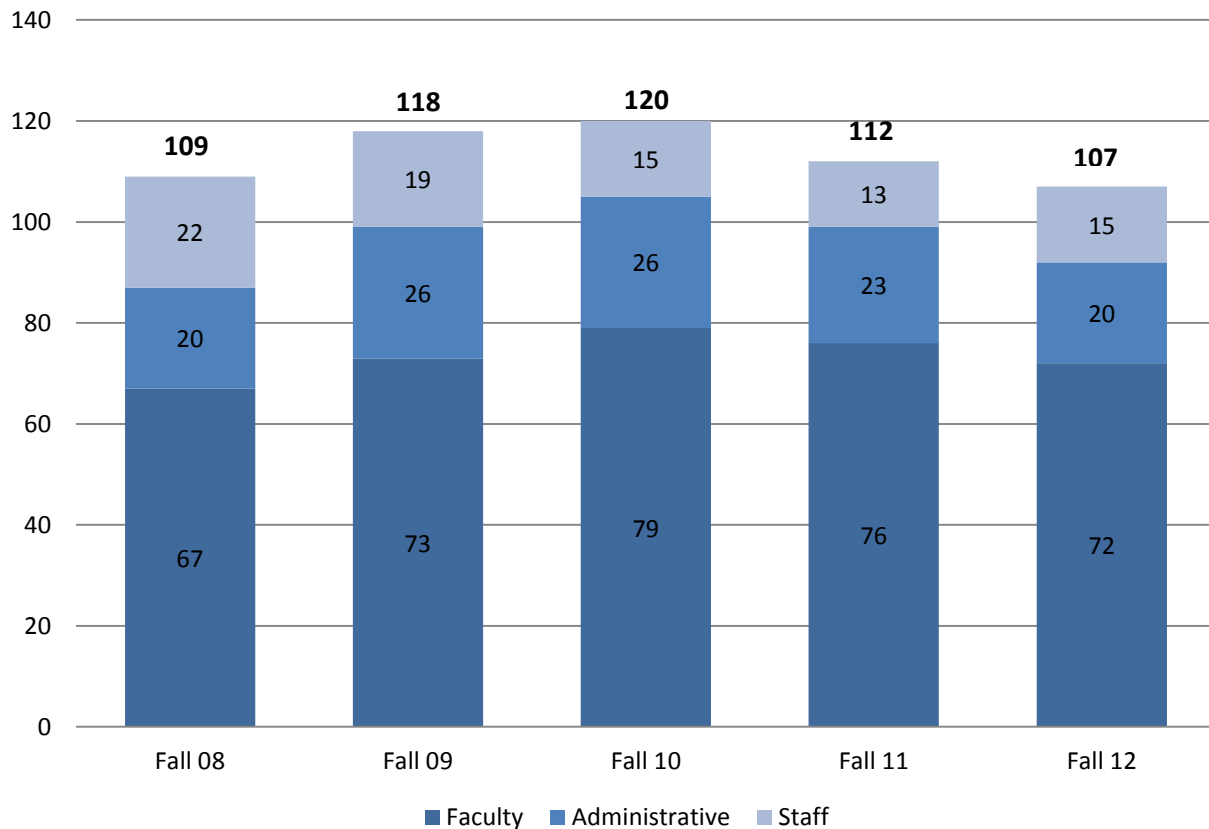
Source: IPEDS Human Resources Survey

Part-Time Employees by Type Five Fall Semesters

	Fall 08	Fall 09	Fall 10	Fall 11	Fall 12
Part-Time Employee Type					
Primarily Instruction	67	73	79	76	--
Executive/administrative/managerial	1	0	0	0	--
Other professionals (support/service)	19	25	25	21	--
Technical and paraprofessionals	0	1	1	2	--
Clerical and secretarial	10	6	4	2	--
Skilled crafts	1	1	0	1	--
Service/maintenance	11	12	11	10	--
Postsecondary Teachers/Instructional Staff	--	--	--	--	72
Library and Instructional Support	--	--	--	--	4
Management	--	--	--	--	0
Business and Financial Operations	--	--	--	--	0
Computer, Engineering, and Science	--	--	--	--	1
Community Service, Legal, Arts, and Media	--	--	--	--	11
Healthcare Practitioners and Technical	--	--	--	--	4
Service Occupations	--	--	--	--	10
Sales and Related Occupations	--	--	--	--	0
Office and Administrative Support Occupations	--	--	--	--	4
Natural Resources, Construction, & Maintenance	--	--	--	--	1
Production, Transportation, and Material Moving	--	--	--	--	0
Total	109	118	120	112	107

Note: Beginning in Fall 2012, IPEDS began utilizing new employee SOC reporting categories.

Distribution of Part-Time Employees



Source: IPEDS Human Resources Survey

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

	Fall 2008	Fall 2009	Fall 2010	Fall 2011	Fall 2012
Instructional Faculty					
Black or African-American	1	1	2	2	3
American Indian or Alaska Native	0	0	0	0	0
Asian	3	2	3	4	6
Latina or Hispanic	3	5	5	4	4
Native Hawaiian or Pacific Islander	-	0	0	0	0
Two or More Races	-	0	0	0	0
Racial/Ethnic Minority Total	7	8	10	10	13
Racial/Ethnic Minority Percent	5.1%	6.0%	7.8%	7.7%	9.7%
Race/Ethnicity Unknown	8	3	6	7	10
Race/Ethnicity Unknown Percent	5.8%	2.2%	4.7%	5.4%	7.5%
White	113	114	112	111	107
White Percent	82.5%	85.1%	87.5%	85.4%	79.9%
Total U.S. Citizens/Nationals	128	125	128	128	130
Non-Resident Internationals	9	9	0	2	4
Non-Resident Int. Percent	6.6%	6.7%	0.0%	1.5%	3.0%
Grand Total	137	134	128	130	134
Full-Time Faculty by Age					
	%	%	%	%	%
Under 40	13.2%	12.6%	15.0%	19.3%	17.1%
40 to 60	57.4%	57.5%	56.7%	58.8%	56.9%
Over 60	29.4%	29.9%	28.3%	21.8%	26.0%
Average Age	54.1	54.3	53.2	51.4	49.8
Administration and Staff					
Black or African-American	13	19	19	16	14
American Indian or Alaska Native	0	2	1	0	0
Asian	2	1	1	1	3
Latina or Hispanic	6	3	8	8	8
Native Hawaiian or Pac. Islander	-	0	0	0	0
Two or More Races	-	0	0	2	3
Racial/Ethnic Minority Total	21	25	29	27	28
Racial/Ethnic Minority Percent	7.0%	8.7%	10.4%	9.9%	10.8%
Race/Ethnicity Unknown	4	0	0	1	0
Race/Ethnicity Unknown Percent	1.3%	0.0%	0.0%	0.4%	0.0%
White	268	256	248	243	230
White Percent	88.7%	88.6%	88.9%	89.3%	88.8%
Total U.S. Citizens/Nationals	293	281	277	271	258
Non-Resident Internationals	9	8	2	1	1
Non-Resident Int. Percent	3.0%	2.8%	0.7%	0.4%	0.4%
Grand Total	302	289	279	272	259

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 2008		Fall 2009		Fall 2010		Fall 2011		Fall 2012	
	N	%	N	%	N	%	N	%	N	%
Full-Time	137	67.2%	129	67.5%	127	63.8%	119	61.3%	123	62.8%
Part-Time	67	32.8%	62	32.5%	72	36.2%	75	38.7%	73	37.2%
Total	204	100.0%	191	100.0%	199	100.0%	194	100.0%	196	100.0%
FTE Headcount Faculty	159.33		149.67		151		144		147.33	
FTE Student/FTE Faculty Ratio	10.1		11.0		10.2		10.4		9.9	
Tenure Status										
Tenured	85	62.0%	88	68.2%	87	68.5%	75	63.0%	70	56.9%
Pre-Tenure	32	23.4%	28	21.7%	26	20.5%	25	21.0%	33	26.8%
Non-Tenure	20	14.6%	13	10.1%	14	11.0%	19	16.0%	20	16.3%
Sex										
Female	89	65.0%	84	65.1%	81	63.8%	77	64.7%	80	65.0%
Male	48	35.0%	45	34.9%	46	36.2%	42	35.3%	43	35.0%
Highest Degree Earned										
Doctorate	104	75.9%	101	78.3%	103	81.1%	90	75.6%	90	73.2%
Other Terminal	15	10.9%	12	9.3%	15	11.8%	14	11.8%	12	9.8%
Master's	16	11.7%	16	12.4%	6	4.7%	14	11.8%	20	16.3%
Bachelor's	2	1.5%	0	0.0%	3	2.4%	1	0.8%	1	0.8%
Full-Time Instructional Faculty Headcount by Department										
Anthropology*	2		1		1		1		-	
Art	5		5		6		6		6	
Biology	9		9		10		11		12	
Business and Economics	9		9		9		9		8	
Chemistry and Physics	8		8		9		8		9	
Communication Studies, Dance, Theater	10		10		10		10		10	
Education	6		6		6		5		6	
English	9		9		5		6		5	
Gender and Women's Studies**	1		0		1		0.5		1.5	
Global Studies*	-		-		-		-		1	
History	5		4		4		4		4.5	
Humanistic Studies	3		3		3		3		2	
Math	11		10		11		9		9	
Modern Languages	13		11		11		9		9	
Music	5		5		5		5		5	
Nursing	10		10		8		10		10	
Philosophy	4		3		4		3		4	
Political Science	4		4		4.5		3.5		3.5	
Psychology and Communicative Disorders	8		8		8		7		7	
Religious Studies	7		6		6		5		5	
Sociology	4		4		3.5		2		2.5	
Social Work	2		2		2		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.

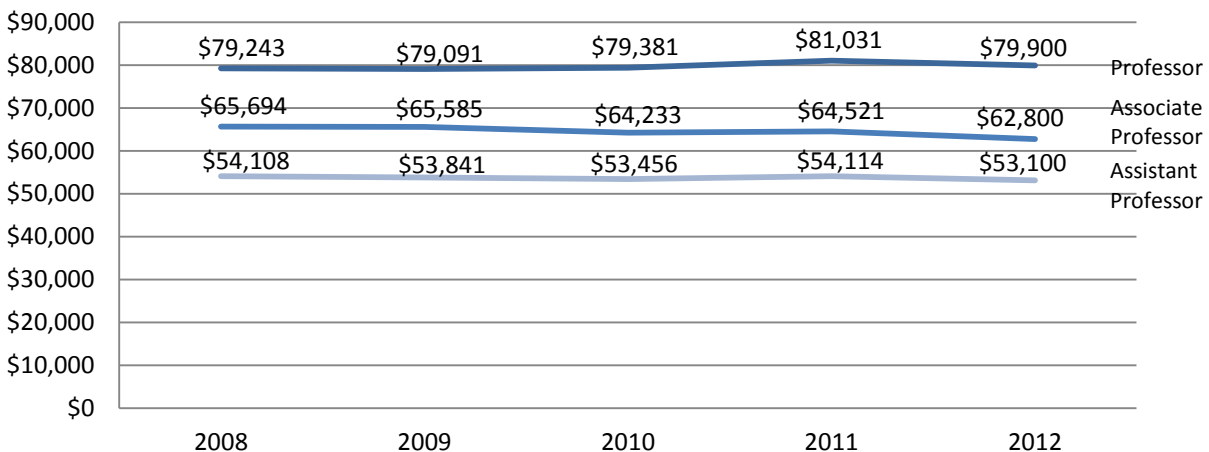
** In Fall 2012, the Women's Studies program was re-named Gender and Women's Studies.

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

	2008	2009	2010	2011	2012
Professor					
SMC Avg. Salary	\$79,243	\$79,091	\$79,381	\$81,031	\$79,900
80 th Percentile Avg. Salary 2012 Peers	\$82,840	\$83,160	\$83,700	\$85,480	\$88,900
% inc. SMC Salary	5.4%	-0.2%	0.4%	2.1%	-1.4%
% Inc. 2012 Peer Salary	-	0.4%	0.6%	2.1%	4.0%
SMC Avg. Compensation	\$103,559	\$102,872	\$104,395	\$109,295	\$108,200
80 th Percentile Avg. Comp. 2012 Peers	\$108,000	\$108,400	\$111,340	\$113,760	\$118,260
% inc. SMC Compensation	0.6%	-0.7%	1.5%	4.7%	-1.0%
% inc. 2012 Peer Compensation	-	0.4%	2.2%	2.7%	4.0%
Associate Professor					
SMC Avg. Salary	\$65,694	\$65,585	\$64,233	\$64,521	\$62,800
80 th Percentile Avg. Salary 2012 Peers	\$66,220	\$65,480	\$66,900	\$67,480	\$70,320
% inc. SMC Salary	5.6%	-0.2%	-2.1%	0.4%	-2.7%
% Inc. 2012 Peer Salary	-	-1.1%	2.2%	0.9%	4.2%
SMC Avg. Compensation	\$84,797	\$87,209	\$88,147	\$87,298	\$88,300
80 th Percentile Avg. Comp. 2012 Peers	\$86,840	\$85,860	\$87,860	\$88,800	\$91,660
% inc. SMC compensation	4.7%	2.8%	1.1%	0.1%	1.1%
% inc. 2012 Peer Compensation	-	-1.1%	2.3%	1.1%	3.2%
Assistant Professor					
SMC Avg. Salary	\$54,108	\$53,841	\$53,456	\$54,114	\$53,100
80 th Percentile Avg. Salary 2012 Peers	\$56,240	\$54,960	\$56,100	\$57,520	\$59,060
% inc. SMC Salary	3.5%	-0.5%	-0.7%	1.2%	-1.9%
% Inc. 2012 Peer Salary	-	-2.3%	2.1%	2.5%	2.7%
SMC Avg. Compensation	\$69,326	\$68,037	\$72,149	\$71,794	\$68,800
80 th Percentile Avg. Comp. 2012 Peers	\$72,340	\$73,140	\$75,760	\$76,380	\$80,900
% inc. SMC compensation	3.6%	-1.9%	6.0%	-0.5%	-4.2%
% inc. 2012 Peer Compensation	-	1.1%	3.6%	0.8%	5.9%

*Data reflected as of November 1 AAUP survey date.

Average Salary of Saint Mary's Full-Time Faculty



Source: AAUP Faculty Compensation Survey and Academe