

Office of the Dean

October 2, 2024

As required by the UNM Faculty Handbook Section C180: Special Administrative Component, I provide herein the School of Engineering's SAC policies that specify the type of administrative work for which a SAC may be awarded, how the compensation is determined, including a standardized payment scale that ensures equity. In the School of Engineering, SACs are awarded for specific, significant administrative responsibilities above and beyond the normal level of service expected of faculty, to provide an incentive for faculty to take on such responsibilities as well as to compensate faculty appropriately for the work. The term of each SAC is coincident with the term of the additional administrative appointment. SACs are renewed on the occasion of renewal of the administrative appointment.

With the exception of SACs for Department Chair, the SACs for each administrative appointment are fixed, and based on the level of responsibility for the appointment. The details of the level of SACs for Department Chair are presented below.

Department Chairs: Department chairs receive a nine-month base salary commensurate with their seniority and accomplishments as a *faculty member* and a SAC that brings their total compensation to a level consistent with the total compensation of *other chairs* in the School of Engineering, thus ensuring equity among chairs. The reason for this policy is that chairs in the School of Engineering, while all holding the rank of Professor, are often at different stages in their faculty careers in terms of accomplishments and seniority (i.e., years-since PhD). The chair's nine-month base salary should be consistent with the department's overall salary v. years-since-PhD plot. At the same time, with the School's departments being roughly equal in size and complexity, there should be a consistent total compensation for Department Chairs. This policy also helps ensure that when a Department Chair appointment ends and the chair returns to the faculty, his/her nine-month base salary is consistent with those of other departmental salaries. Department Chairs also receive one month of summer support.

Associate Department Chairs: \$5,000 - \$10,000

Accreditation Coordinator: \$3,000 - \$5,000 SAC for faculty not already part of a departmental leadership team.

Assistant to the Chair: \$3,000 - \$5,000

School level Associate Deans and Special Assistants to the Dean: The teaching load for associate deans and special assistants to the Dean should be assigned according to the departmental workload policy, using the FTE remaining in the department after the administrative appointment (typically 0.5 FTE for associate deans and 0.67 FTE for special assistants).

Senior Associate Dean: \$20,000 SAC and one and a half months of summer support

Associate Dean: \$15,000 SAC and one and a half months of summer support
Current Associate Dean positions: Faculty Affairs; Academic Affairs and Community Engagement; Research and Innovation

Other Associate Deans: \$10,000 SAC with negotiable summer support.

Special Assistant to the Dean: \$8,000 - \$10,000
Current Assistant positions: Learning Sciences; Educational Initiatives; Research Center Development; HSC Liaison

Research Center Director: \$10,000

Associate Research Center Director: \$5,000

Multidisciplinary Program Director: \$8,000-10,000

Multidisciplinary Program Associate Director: \$3,000 - \$5,000