

Office of the Dean

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

Associate Dean for Academic Affairs: \$8,000 SAC and one and a half months of summer support

Associate Dean for Research: \$8,000 SAC and one and a half months of summer support

Other Associate Deans: \$8,000 SAC and a one course reduction in teaching load, but the teaching load cannot drop below 2 classes per academic year without additional buyout.

Special Assistant to the Dean: \$8,000 SAC and a one course reduction in teaching load, but the teaching load cannot drop below 2 classes per academic year, without additional buyout.

Center Director (Centers with Research Expenditures > \$3M): \$12,000

Associate Center Director (Centers with Research Expenditures > \$3M): \$6,000

Center Director (Centers with Research Expenditures < \$3M): \$8,000

Center Director (Centers with Research Expenditures < \$3M): \$4,000

Multidisciplinary Program Director: \$5,000

Multidisciplinary Program Associate Director: \$2,500

Accreditation Coordinator: \$2,000 SAC for faculty not already part of a departmental leadership team.