



Date: 26 September 2014

To: Carol Parker
Senior Vice Provost for Academic Affairs

From: Wynn Goering 

Re: SAC Policy for UNM West

Per the requirements of Faculty Handbook Policy C180, "Special Administrative Component," the following is submitted regarding the administration of SACs at UNM West.

Context

UNM West may offer special administrative components (SACs) to UNM faculty in its employ. It may not, however, grant faculty appointments per se. This means that faculty performing administrative roles at UNM West come from a wide variety of disciplines, each with its own compensation benchmarks and salary bases.

Policy

Per the stipulations of C180, UNM West may offer special administration salary components to faculty "for carrying out certain specified administrative duties that are in addition to the faculty member's non-administrative duties." The amount of the SAC is determined by two factors: (1) the faculty member's base pay, which is not set by UNM West; and (2) the nature and scope of the administrative duties to be performed. The intent is to bring the faculty member's total compensation to a level commensurate with similar administrative positions throughout the university system.

Since UNM West does not have tenure or multi-year appointments, SACs are limited to the duration of the term contract and are subject to annual renewal.

Application (FY 15)

UNM West presently has two positions that employ a SAC as part of the contract.

Director of Community Affairs and Strategic Initiatives

Description: the Director of Community Affairs and Strategic Initiatives is responsible for all strategies, relationships, and activities pertaining to external stakeholders, including the UNM West Advisory Council, County Commission, City Council, Chamber of Commerce, state legislators, area businesses, etc.



Comparable Position(s): *the nature and scope of the duties of the Director of Community Affairs and Strategic Initiatives are comparable to those of a branch campus executive director.*

Comparative Salary Range: *\$118,000 - \$142,000*

SAC: *the difference between the comparative salary and the faculty salary base of the incumbent.*

Director of Educational Services

Description: *the Director of Educational Services is responsible for the development and administration of all academic programs and academic support services.*

Comparable Position(s): *the nature and scope of the duties of the Director of Educational Services are comparable to those of a branch campus dean of instruction.*

Comparative Gross Salary Range: *\$90,000 - \$129,000*

SAC: *the difference between the comparative salary and the faculty salary base of the incumbent.*