

Department Chairs, Associate Deans, and Deans,

With a goal of staying connected on internal governance issues, the Provost Office sends a monthly Roundup on the final Friday of each month to the internal university leadership.

**Update on Faculty Salary Task Force: Process and Preliminary Findings.** Faculty representatives on the Task Force have submitted preliminary findings to the Provost Office for consideration. Next steps include reviewing their recommendations to make data-based salary adjustments for faculty salaries during the 2024 budget process. Comparison data is being drawn from the [CUPA-HR database](#), which establishes 4 unique classifications for non-tenure track faculty based on years of service (0-3 years, 4-6 years, 7-14 years, and 15+ years) and 3 unique classification for tenure-track faculty (assistant, associate, and full). These classifications are then benchmarked against [discipline-level CIP codes](#) to draw national comparisons with an adjustment for DFW Cost of Living. The outcomes of the report will focus on bringing salaries to an adjusted base using recommendations of the Task Force. A ceiling on faculty salaries will not be imposed, and recommendations for adjusting salary differences above the determined threshold are not being made. Deans will receive reports of all benchmarked salaries in their Schools/College . For more information, please email [facultysuccess@smu.edu](mailto:facultysuccess@smu.edu) and look for an informational email to be sent from the Provost Office in early March.

**Request for Sharing Ideas about Faculty Engagement and Morale.** Over the last 12-18 months, conversations about how to re-engage faculty to return to campus for participation in campus life (e.g., CTE events, collegial lunches, department speaker series, etc.) have been circulating. In response to requests from faculty across the SMU community, we are asking all academic leaders who have interest in this topic to share their ideas on ways in which ongoing efforts have resulted in greater participation and increased faculty morale. These can be ideas “in the making” or those you have already tested out. Please submit a brief description of any ideas active in your department or unit by emailing [facultysuccess@smu.edu](mailto:facultysuccess@smu.edu). We will then collate and share these ideas with the leadership community in the March Roundup.

**Faculty-in-Four Participation Data Now Available.** As part of the SMU-in-Four efforts to support undergraduate students, all faculty who teach 3-credit undergraduate courses are required to complete four requests: 1) submit book/resource orders on time, 2) use Canvas for syllabi posting and grading, 3) participate in progress reports, and 4) submit final grades on time. Data on faculty participation at the course level has been made available to all the deans’ office via a password-protected Box folder. Chairs and associate deans who are interested in this report can request access through their deans’ offices, as the information is available sorted by department. For more information, email [facultysuccess@smu.edu](mailto:facultysuccess@smu.edu).

**Overwhelmed by communications?** One useful tip is to visit your personal preferences for email list memberships on the over 100 bulk lists at SMU by going to this website: <https://www.smu.edu/oit/services/bulk-lists>. You can easily manage and customize your preferences. You will note that there are a few mandatory essential bulk lists and a few that are required because they are relevant for safety, health or other vital communications. You have many options to remove yourself from lists that are less relevant to your interests. If you have other ideas for how to streamline communications, please reach out to [facultysuccess@smu.edu](mailto:facultysuccess@smu.edu).

**Keep the community informed about faculty awards:** Please let us know if you have received or have been nominated for an award – or if you have nominated an SMU colleague [at this link](#).

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We welcome your suggestions for future areas to feature in the monthly roundup;  
email [facultysuccess@smu.edu](mailto:facultysuccess@smu.edu). You can [find past issues at this link](#).