

Saint Mary's College of California

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SMC Salary Scale

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### Faculty salary scale 2011-2012

Saint Mary's College of California

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SAINT MARY'S COLLEGE  
FULL-TIME FACULTY SALARY SCALE  
2011-2012

Step	Instructor		Assistant		Associate		Professor
	I	II	I	II	I	II	
1	50,730	53,659	55,434	58,634	66,834	70,684	86,039
2	52,252	55,269	57,097	60,393	68,839	72,805	88,621
3	53,819	56,927	58,810	62,198	70,904	74,989	91,279
4			60,574	64,064	73,031	77,238	94,018
5			62,391	65,986	75,222	79,556	96,838
6			64,263	67,965	77,478	81,942	99,743
7							102,735
PRE 1989							105,304

For lecturer policy and scale, see the Dean of the appropriate school or Office of Human Resources

**2.16 GRIEVANCE**

**2.16.1 INTRODUCTION**

1. The grievance procedure provides an individual with faculty status a procedure by which to have his/her grievance heard in a fair, predictable manner which permits the participation of his/her colleagues. The goal of the procedure is to effect the timely and equitable settlement of the grievance.
2. The grievance procedure is used to settle disputes between faculty members and other faculty members or between faculty members and academic administrators. The following are grievable issues:
  - a. alleged inadequate consideration and/or alleged violations of academic freedom by the Rank and Tenure Committee, the Provost, or the President in tenure and promotion recommendations and/or decisions (see section 2.16.3);
  - b. alleged inadequate consideration and/or alleged violations of academic freedom in reappointment recommendations and/or decisions not involving the Rank and Tenure Committee (see section 2.16.4);