GENERAL INFORMATION

1. Texas State University-San Marcos is committed to maintaining a faculty salary system that fairly compensates faculty members for their services.
2. One component of this plan involves a periodic review of the salaries of full-time continuing faculty, when funds are available. Salaries of deans and department chairs are excluded from this analysis.
3. This Policy and Procedure Statement (PPS) provides information about the process that is used to conduct this periodic review.

PURPOSES OF THE FACULTY SALARY EQUITY STUDY

4. The periodic Faculty Salary Equity Study provides critical information about the University’s faculty salary structure. The review is conducted to maintain a faculty salary system that fairly compensates faculty members for their services.

THE FACULTY SALARY EQUITY STUDY MODEL

5. The periodic Faculty Salary Equity Study review shall be based upon a model, or method developed to identify existing salaries and potential inequities in the existing salary system. The model shall include a number of variables that are related to salary, based on an approved method for faculty salary analysis.
6. The Provost is responsible for approving the model or method.
7. Deans, in consultation with college budget committees and department chairs will make recommendations for salary equity adjustments for individuals to the Provost. Department chairs will have consulted department personnel committees. The Provost approves all adjustments.
CERTIFICATION STATEMENT

8. This PPS has been approved by the reviewer listed below and represents Texas State's Division of Academic Affairs policy and procedure from the date of this document until superseded.

Review Cycle: ______________________ Review Date: ________________
Reviewer: _________________________ Date: ______________________
Approved: ________________________ Date: ______________________

Gene Bourgeois
Provost and Vice President for Academic Affairs