**Faculty Salary Equity Study AA/PPS No. 04.01.51 (7.16)**

 **Issue No. 1**

 **Revised Date: 01/14/2020**

 **Effective Date: 09/30/2016
 Next Review Date: 09/01/2025 (E5Y)**

 **Senior Reviewer: Associate Provost**

**01. POLICY STATEMENTS**

01.01 Texas State University is committed to maintaining a faculty salary system that equitably compensates faculty members for their service.

\*01.02 A component of this system is the periodic review of full-time continuing faculty salaries. When funds are made available by the President’s Cabinet or when they deem it useful, the provost and vice president for Academic Affairs (VPAA) will initiate the faculty salary equity study.

01.03 This policy and procedure statement provides information about the process that is used to conduct this periodic review.

 **02. FACULTY SALARY EQUITY STUDY PURPOSE**

02.01 A periodic faculty salary equity study provides critical information about the university's faculty salary structure. The study is conducted to ensure a faculty salary system that fairly compensates faculty members for their services.

**03. FACULTY SALARY EQUITY STUDY MODEL**

\*03.01 The periodic faculty salary equity study is based upon a model or method developed to identify current salaries and potential inequities in the existing salary system. The model includes a number of variables that are related to salary, including historical hiring and salary patterns, past performance and merit decisions, gender, race or ethnicity, and other factors, and is based on an approved method for faculty salary analysis as determined by the provost and VPAA.

03.02 Equity adjustments are not appropriate in cases where salary gaps exist due to failure to earn merit salary increases.

03.03 Deans, in consultation with college budget committees and department chairs and school directors, will make recommendations for individual faculty salary equity adjustments to the provost and VPAA. Department chairs and school directors will have consulted department and school personnel committees. The provost and VPAA’s final approval is required for all such adjustments.

**04. REVIEWER OF THIS PPS**

**04.01 Reviewer of this PPS includes the following:**

**Position Date**

**Associate Provost September 1 E5Y**

**05. CERTIFICATION STATEMENT**

This PPS has been approved by the following individuals in their official capacities and represents Texas State Academic Affairs policy and procedure from the date of this document until superseded.

Associate Provost; senior reviewer of this PPS

Provost and Vice President for Academic Affairs