GENERAL INFORMATION

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

2. 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 he/she deems it useful, the provost will initiate the faculty salary equity study. Salaries of deans and department chairs/school directors 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.

FACULTY SALARY EQUITY STUDY PURPOSE

4. 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.

FACULTY SALARY EQUITY STUDY MODEL

5. The periodic Faculty Salary Equity Study shall be based upon a model or method developed to identify current salaries and potential inequities in the existing salary system. The model shall include a number of variables that are related to salary, and shall be based on an approved method for faculty salary analysis as determined by the provost.

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

7. Deans, in consultation with college budget committees and department chairs, will make recommendations for individual faculty salary equity adjustments to the provost. Department chairs will have consulted department personnel committees. The provost’s final approval is required for all such 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and represents Texas State’s Division of Academic Affairs policy and procedure from the date of this document until superseded.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

Texas State University
Provost and Vice President for Academic Affairs
Last Updated: September 30, 2016
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