

# Texas A&M University at Galveston

## Faculty Salary Equity Correction Process

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The Galveston Campus of Texas A&M University will regularly engage in a review process of the Faculty salary structure in each of its units to correct any potential salary inequity, compression or inversion. The intent is to regularly identify all the necessary corrections in the full time Faculty pool (tenure-track/tenure and academic professional tracks). Department Heads will have an opportunity during any budget cycles to propose salary equity revisions for the following budget cycles. Recommendations for salary corrections be done under the following guiding principles:

1. Recommendations for faculty equity adjustments consider a variety of individual faculty characteristics including:
  - a. Years in rank
  - b. Performance / productivity in key domains associated with professorial rank, e.g. for Tenure-track and Tenured (TT) Faculty - Research Scholarship and Teaching, and for Academic Professional Track (APT) faculty – Teaching and Program development. Service/professional engagement may also be considered but to a lesser extent.
  - c. Performance-based equity adjustments are not based on one-year's performance; this should be reflected in merit adjustments, rather they should be based on multi-year demonstration of productivity. As such, high performance noted in recent annual merit evaluations should be a necessary, but not sufficient condition for consideration of an equity adjustment.
  - d. Within key domains of faculty productivity, e.g., Research Scholarship, Teaching, and Program Development, specific areas of performance that are aligned with TAMUG strategic and aspirational goals will be heavily weighted in equity decisions (e.g., grants and contract activity, recruitment and retention of historically under-represented students, development and implementation of high impact and technology-mediated instructional activities, types of degree managed, mentorship of graduate students with appropriate time to degree).
2. Both salary comparison information from discipline-based analyses and nested within peer institutions and salary compression information within TAMU and TAMUG academic units may be considered as part of the rationale for equity adjustments; however, they will be secondary to performance/productivity indicators.
3. In recognition that there may not be sufficient funds to address faculty equity/performance adjustments in a single year, the following is proposed:
  - a. Each Spring semester, an analyses will be conducted by Heads to make recommendations for faculty equity adjustments. To support Head's analysis, individual departmental faculty salary information over a five year period and where available, discipline and peer university salary information (including main campus information) will be provided by the central administration.
  - b. In addition to the rationale for each equity adjustment recommendation (see above factors); Heads will be asked to provide a ranked priority of their recommendation to the CAO according to the following hierarchy:
    - i. Salary compression - Internal comparison
    - ii. Salary inversion - Internal comparison
    - iii. Market equity using comparable context (roles, responsibilities, outcomes) – External comparison