

Faculty Promotion and Equity Procedure FY2025-FY2030

Academic Affairs, Office of the Provost

The faculty promotion and equity procedure outlines a process for P&T salary increases, including guidance on benchmarking data and applicable internal equity. The process is reviewed/adjusted every six years to ensure benchmarking data is equitable, faculty have an opportunity to provide recommendations, and financial solvency is evaluated.

Tenure/Tenure-Track Faculty

When a tenure-track or tenured faculty member receives a promotion or successfully completes post-tenure review, their salary will be assessed in relationship to the College and University Professional Association (CUPA) salary data from peer institutions, as well as the faculty member's assigned discipline/CIP (Classification of Instructional Programs) code. It is important to note that the discipline codes may be different for faculty members in the same department or even for faculty teaching for the same major. As a result, the comparison groups and median salaries may differ. Faculty can find their assigned discipline/CIP code in Interfolio and on their annual Notice of Appointment (NOA). CUPA data is sent annually to academic unit administrative offices.

If a tenured or tenure-track faculty member receives a promotion or successfully completes post-tenure review and their salary is **below** the median based on CUPA data, their salary will be increased to the median. If the increase to median is less than the promotion amount noted below, their salary will be increased by the promotion amount. In other words, the faculty member will receive whichever increase is higher. If the faculty member's salary is **at or above** the median based on CUPA data, the faculty member's salary will be increased by the applicable promotion amount listed below.

- Assistant to Associate: \$5,000
- Associate to Full: \$7,000
- Post Tenure for Associate Professors: \$2,500
- Post Tenure for Full Professors: \$5,000

In addition, faculty going through subsequent post-tenure reviews (PTR), will receive an additional \$1,000, added to either the CUPA median or the minimum amount noted above, for each additional PTR. In other words, a successful second PTR would have \$1,000 added, a successful third PTR would have \$2,000 added, and so on.

Faculty completing a successful pre-tenure review will have their salary adjusted according to the internal median within their discipline code, if their salary is below the median. This effort is to correct possible salary inversion. If the salary is at or above the internal median, no salary adjustment will be made.

Fixed-Term Faculty

If a Professional, Clinical, Librarian, or Research faculty receives a promotion, they will receive an increase noted below:

- Assistant to Associate: \$5,000
- Associate to Full: \$7,000

Additional Information

CUPA Data is updated annually with the most current data availability in April. Before P&T salary adjustments are provided to the Provost for review and approval, the CUPA median for the previous two years is reviewed to check for inversion. Following Provost approval, the information will be shared with the college deans and the budget managers who will make the changes in Workday for the new fiscal year. The Budget Office will also receive the information to be included in the budget process.

A review of the peer institutions is conducted by the Provost's Office every six-years in conjunction with Deans' Council and President's Cabinet. Our current peer institutions include:

- Lamar University (Beaumont, TX)
- Prairie View A & M University (Prairie View, TX)
- Sam Houston State University (Huntsville, TX)
- Texas A&M University - Kingsville (Kingsville, TX)
- Texas Southern University (Houston, TX)
- Texas State University (San Marcos, TX)
- Texas Woman's University (Denton, TX)
- The University of Texas at Dallas (Richardson, TX)
- The University of Texas Rio Grande Valley (Edinburg, TX)
- University of Texas at El Paso (El Paso, TX)
- University of Texas at San Antonio (San Antonio, TX)

If fewer than 5 schools in the above group report salaries, CUPA median will not be returned. The Provost's Office maintains additional groups to obtain reportable data.

GROUP 2

- East Carolina University (Greenville, NC)
- East Tennessee State University (Johnson City, TN)
- Georgia Southern University (Statesboro, GA)
- Tennesaw State University (Kennesaw, GA)
- Lamar University (Beaumont, TX)
- Marshall University (Huntington, WV)
- Prairie View A&M University (Prairie View, TX)
- Sam Houston State University (Huntsville, TX)
- Texas A&M University - Kingsville (Kingsville, TX)
- Texas Southern University (Houston, TX)
- Texas State University (San Marcos, TX)
- Texas Woman's University (Denton, TX)
- The University of Texas Rio Grande Valley (Edinburg, TX)
- The University of Texas at Dallas (Richardson, TX)
- University of Alabama in Huntsville (Huntsville, AL)
- University of Louisiana at Lafayette (Lafayette, LA)
- University of Maryland Eastern Shore (Princess Anne, MD)
- University of New Orleans (New Orleans, LA)
- University of North Carolina Wilmington (Wilmington, NC)
- University of North Carolina at Charlotte (Charlotte, NC)
- University of North Carolina at Greensboro (Greensboro, NC)
- University of South Alabama (Mobile, AL)
- University of Texas at El Paso (El Paso, TX)
- University of Texas at San Antonio (San Antonio, TX)

GROUP 3

- East Carolina University (Greenville, NC)
- East Tennessee State University (Johnson City, TN)
- Georgia Southern University (Statesboro, GA)
- Kennesaw State University (Kennesaw, GA)
- Lamar University (Beaumont, TX)
- Marshall University (Huntington, WV)
- Old Dominion University (Norfolk, VA)
- Prairie View A&M University (Prairie View, TX)
- Sam Houston State University (Huntsville, TX)
- Texas A&M University - Kingsville (Kingsville, TX)
- Texas Southern University (Houston, TX)
- Texas State University (San Marcos, TX)
- Texas Woman's University (Denton, TX)
- The University of Texas Rio Grande Valley (Edinburg, TX)
- The University of Texas at Dallas (Richardson, TX)
- University of Alabama in Huntsville (Huntsville, AL)
- University of Louisiana at Lafayette (Lafayette, LA)
- University of Maryland Eastern Shore (Princess Anne, MD)
- University of Missouri - Saint Louis (Saint Louis, MO)
- University of New Orleans (New Orleans, LA)
- University of North Carolina Wilmington (Wilmington, NC)
- University of North Carolina at Charlotte (Charlotte, NC)
- University of North Carolina at Greensboro (Greensboro, NC)
- University of South Alabama (Mobile, AL)
- University of Texas at El Paso (El Paso, TX)
- University of Texas at San Antonio (San Antonio, TX)
- Western Michigan University (Kalamazoo, MI)
- Wichita State University (Wichita, KS)