

Faculty Promotion and Equity Procedure

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 11 peer institutions, as well as the faculty member's assigned discipline 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.

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

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 the final salary information is provided to the Provost for review and approval, a comparison of the CUPA median for the previous 2 years is done to check for inversion. Once the Provost gives the 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 Dean's 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)

We are currently in the 5th year of the 6-year cycle for this plan. Faculty input will be requested both through a taskforce and surveys to improve the process prior to the new plan beginning.