

Faculty Senate Ad hoc Working Group on Faculty Salaries and Resources

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FS Ad hoc Working Group on Faculty Salaries and Resources

Members:

Michelle Alvarado, University College

Norma Beardwood-Roper, College of Health Professions

Pauline Jojo, School of Nursing

Tamer Oraby, School of Mathematics and Statistical Sciences

Kristine Wirts, College of Liberal Arts

Sarah Williams-Blangero, School of Medicine

FS Ad hoc Working Group on Faculty Salaries and Resources: Charge

The Faculty Senate Ad hoc Working Group on Faculty Salaries and Resources was formed to develop recommendations regarding faculty salaries and resources to be provided to the Faculty Senate Executive Committee. The Ad hoc Committee will review processes used at UTRGV for 1) determining salary at time of hire, 2) reviewing salaries for internal and external equity, 3) determining merit increases, and 4) addressing salary compression and inversion. The committee also will review increase in cost of living in the Rio Grande Valley in relation to average salary increases.

Working Group on Faculty Salaries and Resources: Areas of Discussion

Meeting weekly during initial phase – three meetings to date

Topic areas include:

- Merit increase process

- Salary-related issues

- Workload issues

- UTRGV budget priorities

Working Group on Faculty Salaries and Resources: Merit Process

The Working Group is reviewing the guidelines for determining merit increases from different units of UTRGV.

The methods used for distribution of merit vary across colleges.

Working Group on Faculty Salaries and Resources: Salary Issues

The Working Group is identifying sources of information regarding salaries at UTRGV and at comparable institutions.

Salary compression and inversion exist in some colleges at UTRGV.

Salaries offered to new faculty may not be competitive in some fields, resulting in failed searches.

Working Group on Faculty Salaries and Resources: Workload Issues

Some faculty have service assignments that require committee work over the summer. Compensation for such work is not consistent across departments or colleges.

Working Group on Faculty Salaries and Resources: UTRGV Budget Priorities

Many competing demands on the UTRGV budget.

Recruitment and retention of faculty are both impacted by salary.

Faculty success and high-quality academic services are both key to student success and should be high priorities.

Working Group on Faculty Salaries and Resources: Future Activities

Review and summarize information on faculty salaries and resources.

Develop recommendations regarding salary issues, merit increase processes, and budgetary priorities.

Generate a report for the Faculty Senate Executive Committee by mid-May 2024.

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Questions or information that may be useful to the Working Group can be directed to any of the Working Group Members.

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