

Resolution on Faculty Compensation

Prairie View A&M University Faculty Senate

Passed by Overwhelming Majority on October 14, 2016

Whereas, during the 2015-2016 academic year, Sibson Consulting was contracted by Prairie View A&M University to conduct a comprehensive study of faculty compensation in order to develop sustainable practices for keeping faculty salaries externally competitive and internally equitable;

Whereas, in May of 2016, Sibson Consulting presented data from the study to the Steering Committee for the study and to the faculty at large;

Whereas, in its presentation of the data, Sibson Consulting recommended that every two years the university recalculate median salaries for faculty by discipline and rank using data from forty peer and aspirational institutions identified within the study and compare each faculty member's salary to the appropriate median by discipline and rank;

Whereas, in its presentation of the data, Sibson Consulting defined a "competitive" salary as one that falls within 15% of the appropriate median, which the Faculty Senate finds unanimously to be too broad of a range and inconsistent with Prairie View A&M University's basic values of fairness and equity;

Whereas, the institution's response to the data provided by Sibson Consulting was implemented without any formal recommendations from the Steering Committee for the study;

Whereas, the institution implemented a 2% raise for all tenured and tenure-track faculty, which is well-received and appreciated by said faculty but does not address issues of salary compression and inversion and is not sufficient to address individual cases in which a faculty member's salary is not externally competitive;

Whereas, the institution implemented increases to the promotional raises that will help to mitigate but not fully prevent future instances of salary compression and inversion among tenured and tenure-track faculty but that do nothing address existing instances of compression and inversion;

Now, therefore, be it resolved, that the President and CEO of the Prairie View A&M University take under advisement the following four proposals from the Faculty Senate geared toward achieving both the short- and long-term goals of the study as articulated in the original Request For Proposals used to solicit bids for the study and in the original proposal submitted by Sibson Consulting:

- 1) that the institution define a competitive salary as one that falls within 5% of the median salary for the faculty member's rank and discipline within the peer and aspirational institutions identified within the study;
- 2) that any faculty member whose salary falls below the competitive range be automatically scheduled for review by the President and the Provost to determine whether a salary adjustment is warranted to bring the faculty member's salary up to within a range of the median that is consistent with the faculty member's overall merit profile;
- 3) that a formal set of procedures be put in place by which a faculty member may appeal for his/her salary to be reviewed for an adjustment based on equity concerns and receive such a review in a fair and timely manner;

- 4) that the median salary figures for each discipline and rank be recalculated every three years and faculty salaries compared against those medians to ensure that the institution's faculty salaries remain externally competitive.

Dr. M. Clay Hooper
Speaker of the Faculty Senate

Dr. Michael Nojeim
Vice Speaker of the Faculty Senate