

GUIDELINES FOR FY18 FACULTY MERIT PAY INCREASES

With the approval of the State of Texas General Appropriations Bill and the increase in the FY18 tuition and fee rates, UHD has established a 3% merit pool raise for faculty. Additionally, provisions have been made to address equity, compression, and market adjustments.

The Davies College of Business (DCOB) will apply college funds (\$170,000) to address internal equity, compression, and market adjustments. The use of DCOB funds will allow additional funding to be allocated to the three other colleges on a prorated basis. This structural compression was created by the rising market for hiring faculty.

Guidelines

The goal of UHD's faculty salary increases is to reward the meritorious performance of faculty who have contributed to the achievement of the university's goals and objectives.

Faculty salary increases will be based on the Faculty Performance Evaluations PS 10.A.05 policy (dated 06/22/2015), State of Texas House Bill No. 4 (Eighty-third, Regular Session), Senate Bill No. 2 and the Board of Regents expectations.

Faculty who failed to complete all mandatory training for the preceding year, as required by the University of Houston System Administrative Memorandum (SAM) 02.A.26 are ineligible for a merit increase.

Merit increases will not be approved if the faculty is indebted to the University of Houston System, in accordance with Policy Statement (PS) 05.A.23.

Promotion and Tenure Increases

The fiscal year 2018 budget includes funds for promotions from assistant to associate professor with tenure (\$4,000 increment), and associate professor to full professor (\$8,000 increment).

Type of Merit Increases

With input from department chairs, college deans will be guided by annual faculty evaluations to determine a minimum threshold and levels of earned merit. The salary pools will be allocated by department, so that the % of increases are aligned with the unique evaluation scoring of each department.

- a. While not requiring a specific percentage it is expected that some faculty will receive no merit increase.
- b. A minimum of 2.5% of the 3% pool must be applied for merit increases.
- c. No merit increase will exceed 5%
- d. Total salary increases may exceed 5% due to compression and market adjustment.

Equity, Compression and Market Adjustments

The 2017 CUPA report will serve as a reference in determining the basis for faculty salary adjustments by discipline.

- a. Faculty must be meritorious in order to be considered for salary adjustments.
- b. Adjustments will focus on market competitiveness and faculty retention.
- c. College deans and department chairs will determine the allocation of the .5% merit pool to be used to address equity and market challenges.

All raises will take effect at the start of the new fiscal year, September 1, 2017. Faculty increases will be in the October 1, 2017 payroll.

Finally, these guidelines and the final salary distributions, without names or other individual identification will be provided to Faculty Senate.