How many FT faculty does SHSU have?
  • 614 FT faculty, 328 pool (adjunct) lecturers.

Are adjunct faculty included, if so how many adjuncts/part-time professors are there?
  • 614 FT faculty, 328 pool (adjunct) lecturers.

Does SHSU differentiate pay based on discipline? If not, are you interested in looking at market
data that is discipline specific?
  • Yes.

Does SHSU participate in CUPA-HR’s faculty survey?
  • Yes.

What “market tools” (D-2 A.) does SHSU currently use?
  • Varies by college.

Does SHSU have a compensation philosophy for faculty, if so can we get a copy?
  • See Academic Affairs policy 110720, Market Advances in Salary and 800722, Merit
    Advances in Salary:

  * Market:
    http://www.shsu.edu/dotAsset/49329582-1d44-490e-9f4f-965b8bc32874.pdf
  * Merit:
    http://www.shusu.edu/dotAsset/f9d37e0f-bf7e-4ac8-9dcb-1bbf8b2d13ef.pdf

Can you provide a copy of the faculty pay schedule?
  • None exists.

What are the current increments for promotion and tenure increases?
  • There are no university-wide increments in place.

Can you please provide the current list of institutional peers and aspirant institutions currently
used for compensation?
  • Establishing appropriate peer institutions is a component of this project.
If I read this correctly, an HUB subcontractor is not required as long as the fees are below $100K, is this accurate?

- The HUB plan is only required if the proposal is over $100,000

How many total positions (titles) for each employee group will be included in this study?

- 15-20

Is the HUB plan only required to be submitted if our bid is more than $100,000?

- The HUB plan is only required if the proposal is over $100,000

How many and what faculty ranks are you interested in comparing? Will this include adjunct, visiting, instructor?

- 614 FT faculty, 328 pool (adjunct) lecturers, Yes, all faculty ranks are included.

How many faculty disciplines does the University have currently that you are interested in comparing? Can you provide a list?

- Provided with commencement of project.

Does the University now have a classification for distinguished professor or similar category with additional payment?

- Yes.

How many different schools, departments are included? Can we be provided with a list?

- Please see the university’s website. Faculty in all colleges are included.

Does the University now have a list of approved peers or does this vary by school/department/discipline?

- Varies by college, department & discipline.
Does the University subscribe to CUPA-HR data-on-demand? If no, would it be willing to do so for this study?

- No, but we would consider doing so.

**Human Resources:**
How many staff are in HR and in how many job titles?

- 17, 6

Are you looking for just market data?

- Yes, relevant market data.

What other elements might you be looking for, i.e. PDQs, jds, interviews, etc.

- Market salary data only.

What is driving this review?

- Need for independently gathered salary data.

To clarify, is the University wanting a market analysis for both faculty and HR staff?

- Yes.