

1. MARKET ADJUSTMENTS IN SALARY

Market adjustments in salary should reflect changing salary structures in the market for a discipline, and they are separate from consideration for merit pay. The purpose of market adjustments is to: (1) treat full-time faculty members with renewable contracts in an equitable manner, and (2) remain competitive to retain quality faculty members in all disciplines.

2. CRITERIA FOR MARKET ADJUSTMENTS IN SALARY

2.01 To be considered for a market adjustment, a faculty member's salary must be out of alignment with national salaries for faculty with similar accomplishments in the same discipline with comparable rank and time of service.

2.02 Individual performance and comparison with state and national peer salary data will be considered in determining market pay adjustments.

3. REQUESTS FOR MARKET ADJUSTMENTS

The request for market adjustments originates with the department chair. The department chair collects the necessary salary comparison data and prepares the report for the dean. With the dean's approval, the request is forwarded to the Provost and Vice President for Academic Affairs, who will consider requests for adjustments in light of the overall financial obligations of the Division.

APPROVED: < signed >
Dana G. Hoyt, President

DATE: 4/4/19

CERTIFICATION STATEMENT

This academic policy statement (APS) has been approved by the reviewer(s) listed below and represents SHSU's Division of Academic Affairs' policy from the date of this document until superseded.

Original: July 20, 2011
Reviewer(s): Council of Academic Deans
Faculty Senate
Academic Affairs Council

Review Cycle: Five years*
Review Date: Spring 2021

Approved: < signed >
Richard Eglsaer
Provost and Vice President
for Academic Affairs

Date: 4/5/19

*Effective January 2018, Academic Policy Statements will be reviewed on a rotating 5-year schedule. To transition to a distributed review load, some policies may be reviewed prior to the 5-year timeframe, with subsequent reviews transitioning to the 5-year schedule.