

Compensation Study for Texas A&M Kingsville Faculty



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Evergreen Solutions, LLC

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Who Is Evergreen Solutions?

- **National Public Sector Consulting Experience**
 - **Work in 47 States**
 - **Over 1,200 Compensation and Classification Studies**
 - **Extensive Public Sector Human Resources Experience**
 - **Full-service Human Resources Consulting Practice**
- **Expertise**
 - **Higher Education Institutions**
 - **School Divisions**
 - **Local Governments**
 - **State Agencies**
 - **Quasi-Governmental Organizations**

Overview

- Study Goals
- Project Phases
- Study Methodology
- Findings
- Recommendations
- Next Steps

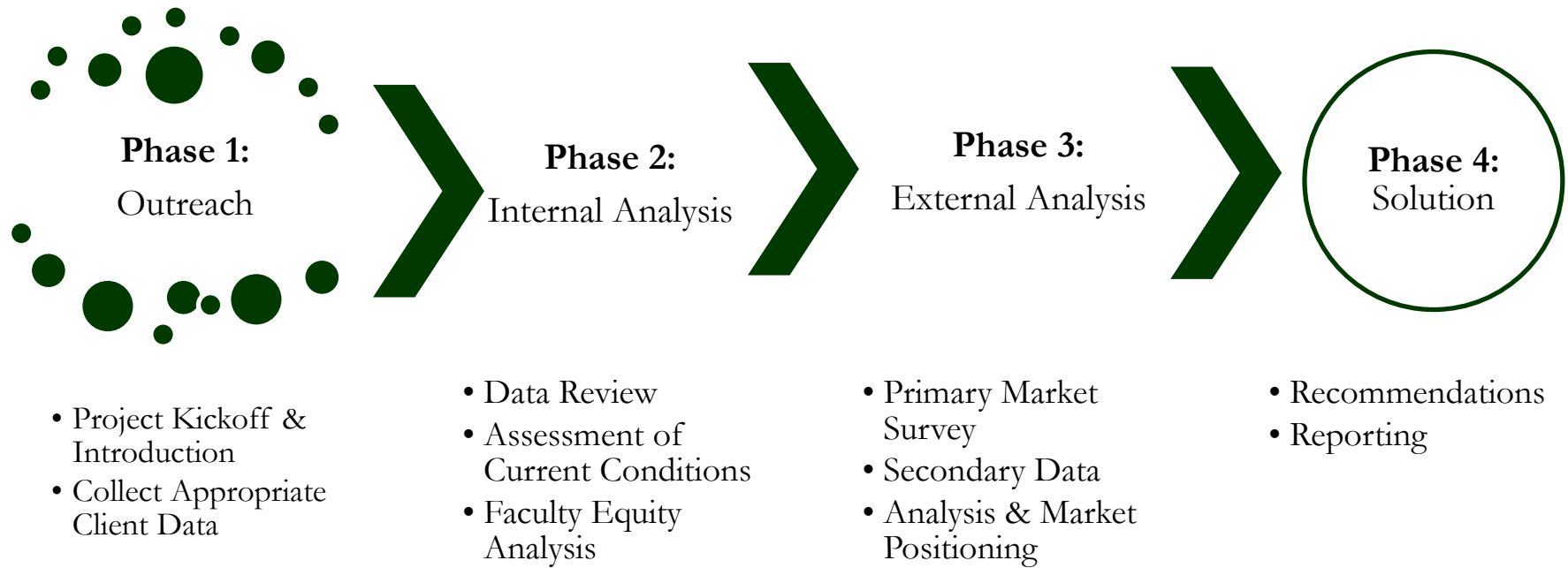


Study Goals

- Review the current compensation system to ensure internal equity.
- Survey peer organizations to ensure external equity.
- Produce recommendations to provide the organization with a compensation system that is equitable, both internally and externally.



Project Phases



Market Survey Methodology

- Organizations selected based on similarity, location, competitiveness, and more
- All results were adjusted for regional cost of living differences
- All results adjusted for contract length
- Faculty- Percentiles Focus of comparison

Peer Respondents	Faculty	Staff
Texas A&M University - Kingsville		
City Of Kingsville		X
Florida A&M University	X	X
Jackson State University	X	X
Prairie View A&M University	X	X
Sam Houston State University	X	X
Tennessee State University	X	X
Texas A & M Corpus Christi	X	X
Texas A & M San Antonio	X	X
University of Idaho	X	X
University of New Orleans	X	X
University of North Florida	X	X
University of Texas Rio Grande Valley	X	X
University of Texas at Tyler	X	X
Texas Southern University	X	X

External Analysis – Secondary Data

CUPA –

- National Data-90 Participating Institutions
- TAMU-K Carnegie Classification
- Tenure/Tenure Track
- Annualized & Full-time
- 9 - 10-month contracts
- 4 Digit CIP
- At least 5 respondents



Findings- Faculty (Primary)

Rank	Count	Average Tenure	Ave Time in Rank	Mean Salary	%Diff	10th Percentile	%Diff	25th Percentile	%Diff	50th Percentile	%Diff	75th Percentile	%Diff	90th percentile	%Diff	Incumbent Count	Institutional Count
Professor	93	18.85	8.84	\$95,581.74	-5%	\$72,632.59	9%	\$80,660.07	1%	\$91,506.15	-5%	\$106,616.61	-7%	\$121,221.11	-16%	1701	13
Associate Professor	95	11.04	5.20	\$79,557.89	-1%	\$62,619.57	8%	\$66,203.33	0%	\$71,211.69	-6%	\$87,215.22	-3%	\$101,760.48	-7%	1585	13
Assistant Professor	51	4.17	2.62	\$67,993.80	-3%	\$57,000.06	6%	\$60,000.00	3%	\$62,897.04	-4%	\$72,000.00	-7%	\$80,340.03	-17%	1394	13
Professor of Practice	1	7.78	6.91	\$88,320.06	-5%	\$88,320.06	6%	\$88,320.06	4%	\$88,320.06	-2%	\$88,320.06	-11%	\$88,320.06	-18%	4	1
Associate Professor of Practice	2	8.73	1.66	\$69,694.02	-7%	\$65,584.12	6%	\$67,125.33	-4%	\$69,694.02	-5%	\$72,262.71	-4%	\$73,803.92	-20%	20	3
Assistant Professor of Practice	8	6.48	2.04	\$67,438.16	-4%	\$51,254.03	-11%	\$57,414.38	-9%	\$68,038.88	0%	\$77,146.13	-4%	\$81,075.11	-17%	40	3
Instructional Assistant Professor	2	2.49	1.99	\$53,750.07	-6%	\$44,750.07	-3%	\$48,125.07	0%	\$53,750.07	-3%	\$59,375.07	-12%	\$62,750.07	-8%	21	1
Research Assistant Professor	6	5.35	1.72	\$51,455.88	-20%	\$45,000.00	-9%	\$45,337.50	-10%	\$46,350.00	-32%	\$52,113.96	-43%	\$63,017.64	-21%	15	5
Research Associate Professor	2	11.02	2.39	\$71,270.87	-4%	\$65,300.95	3%	\$67,539.67	-8%	\$71,270.87	-4%	\$75,002.06	-1%	\$77,240.78	-10%	14	2
Instructor	1	3.37	2.41	\$28,490.31	-89%	\$28,490.31	-35%	\$28,490.31	-57%	\$28,490.31	-84%	\$28,490.31	-116%	\$28,490.31	-147%	1011	13
Lecturer	28	6.37	4.15	\$47,928.55	-12%	\$42,000.00	9%	\$42,000.03	-6%	\$45,150.53	-16%	\$50,778.70	-21%	\$55,909.98	-26%	1011	13
Visiting Assistant Professor	1	4.08	4.08	\$71,728.65	16%	\$71,728.65	45%	\$71,728.65	32%	\$71,728.65	18%	\$71,728.65	7%	\$71,728.65	-9%	35	3
Average					-12%		3%		-5%		-12%		-19%		-26%		
Outliers Removed		7.48	3.67		-22%		-2%		-12%		-25%		-33%		-39%	6851	-
Outliers & Instructors removed					-5%		8%		0%		-7%		-10%		-17%		

- Faculty behind the market between 2%-39% with outliers removed
- Removal of Instructor rank- ahead at the 10th , behind the market between 7%-17% between the 50th Percentile & 90th Percentiles

Findings- Faculty (Secondary)

Rank	TAMU Kingsville									
	Incumbent Count	Average Time (Total)	Average Time (Rank)	Average Time (Hybrid)	%Diff Average	%Diff 10th Percentile	%Diff 25th Percentile	%Diff 50th Percentile	%Diff 75th Percentile	%Diff 90th Percentile
Professor	94	17.36	7.74	12.55	-13%	5%	-2%	-10%	-20%	-30%
Associate Professor	97	10.5	4.5	7.5	-3%	17%	8%	-1%	-11%	-22%
Assistant Professor	61	5.23	2.76	3.99	-16%	-2%	-9%	-15%	-21%	-28%
All other	-	-	-	-	-	-	-	-	-	-

- Professors- ahead of the market at the 10th Percentile, behind between 2^o-30% between the 25th and 90th Percentiles.
- Associate Professors- Ahead at the 10th Percentile, behind between 1^o-22% between the 50th and 90th Percentiles
- Assistant Professors, behind between 2^o-28%

Faculty Recommendations

1. Adopt 3 pay plans as guides for faculty compensation
 - I. *Faculty I-Base*
 - II. *Faculty II- Market I (25% Differential)*
 - III. *Faculty III- Market II (40% Differential)*
2. Place individuals within salary ranges utilizing Hybrid Parity
 - I. *15K Increase CAP*
 - II. *Merit increase for qualified incumbents*
3. Ensure all full-time faculty are at the minimum of 42K

40-Year Hybrid Parity

- Based on total time & time in rank
- Adjusts for market
- Compression based on total time & time in rank



Faculty Pay Plans

Faculty I					
Rank	Grade	Minimum	Midpoint	Maximum	Range Spread
Visiting Assistant Professor	F1-1	\$ 49,500.00	\$ 61,875.00	\$ 74,250.00	50.0%
Instructor	F1-2	\$ 36,000.00	\$ 45,000.00	\$ 54,000.00	50.0%
Lecturer	F1-3	\$ 41,400.00	\$ 51,750.00	\$ 62,100.00	50.0%
Instructional Assistant Professor	F1-4	\$ 42,750.00	\$ 53,437.50	\$ 64,125.00	50.0%
Assistant Professor	F1-5	\$ 53,000.00	\$ 66,250.00	\$ 79,500.00	50.0%
Associate Professor	F1-6	\$ 58,000.00	\$ 72,500.00	\$ 87,000.00	50.0%
Professor	F1-7	\$ 67,500.00	\$ 87,750.00	\$ 108,000.00	60.0%
Assistant Professor of Practice	FP1-1	\$ 49,500.00	\$ 61,875.00	\$ 74,250.00	50.0%
Associate Professor of Practice	FP1-2	\$ 63,000.00	\$ 78,750.00	\$ 94,500.00	50.0%
Professor of Practice	FP1-3	\$ 76,500.00	\$ 95,625.00	\$ 114,750.00	50.0%
Research Assistant Professor	FR1-1	\$ 47,000.00	\$ 58,750.00	\$ 70,500.00	50.0%
Research Associate Professor	FR1-2	\$ 52,000.00	\$ 65,000.00	\$ 78,000.00	50.0%
Tenured Assistant Professor	FT1-1	\$ 53,000.00	\$ 66,250.00	\$ 79,500.00	50.0%
Tenured Associate Professor	FT1-2	\$ 58,000.00	\$ 75,400.00	\$ 92,800.00	60.0%
Tenured Professor	FT1-3	\$ 67,500.00	\$ 91,125.00	\$ 114,750.00	70.0%

Faculty II					
Rank	Grade	Minimum	Midpoint	Maximum	Range Spread
Visiting Assistant Professor	F2-1	\$ 61,875.00	\$ 77,343.75	\$ 92,812.50	50.0%
Instructor	F2-2	\$ 45,000.00	\$ 56,250.00	\$ 67,500.00	50.0%
Lecturer	F2-3	\$ 51,750.00	\$ 64,687.50	\$ 77,625.00	50.0%
Instructional Assistant Professor	F2-4	\$ 53,437.50	\$ 66,796.88	\$ 80,156.25	50.0%
Assistant Professor	F2-5	\$ 66,250.00	\$ 82,812.50	\$ 99,375.00	50.0%
Associate Professor	F2-6	\$ 72,500.00	\$ 90,625.00	\$ 108,750.00	50.0%
Professor	F2-7	\$ 84,375.00	\$ 109,687.50	\$ 135,000.00	60.0%
Assistant Professor of Practice	FP2-1	\$ 61,875.00	\$ 77,343.75	\$ 92,812.50	50.0%
Associate Professor of Practice	FP2-2	\$ 78,750.00	\$ 98,437.50	\$ 118,125.00	50.0%
Professor of Practice	FP2-3	\$ 95,625.00	\$ 119,531.25	\$ 143,437.50	50.0%
Research Assistant Professor	FR2-1	\$ 58,750.00	\$ 73,437.50	\$ 88,125.00	50.0%
Research Associate Professor	FR2-2	\$ 65,000.00	\$ 81,250.00	\$ 97,500.00	50.0%
Tenured Assistant Professor	FT2-1	\$ 66,250.00	\$ 82,812.50	\$ 99,375.00	50.0%
Tenured Associate Professor	FT2-2	\$ 72,500.00	\$ 94,250.00	\$ 116,000.00	60.0%
Tenured Professor	FT2-3	\$ 84,375.00	\$ 113,906.25	\$ 143,437.50	70.0%

Faculty Pay Plans

Faculty III					
Rank	Grade	Minimum	Midpoint	Maximum	Range Spread
Visiting Assistant Professor	F3-1	\$ 86,625.00	\$ 108,281.25	\$ 129,937.50	50.0%
Instructor	F3-2	\$ 63,000.00	\$ 78,750.00	\$ 94,500.00	50.0%
Lecturer	F3-3	\$ 72,450.00	\$ 90,562.50	\$ 108,675.00	50.0%
Instructional Assistant Professor	F3-4	\$ 74,812.50	\$ 93,515.63	\$ 112,218.75	50.0%
Assistant Professor	F3-5	\$ 92,750.00	\$ 115,937.50	\$ 139,125.00	50.0%
Associate Professor	F3-6	\$ 101,500.00	\$ 126,875.00	\$ 152,250.00	50.0%
Professor	F3-7	\$ 118,125.00	\$ 153,562.50	\$ 189,000.00	60.0%
Assistant Professor of Practice	FP3-1	\$ 86,625.00	\$ 108,281.25	\$ 129,937.50	50.0%
Associate Professor of Practice	FP3-2	\$ 110,250.00	\$ 137,812.50	\$ 165,375.00	50.0%
Professor of Practice	FP3-3	\$ 133,875.00	\$ 167,343.75	\$ 200,812.50	50.0%
Research Assistant Professor	FR3-1	\$ 82,250.00	\$ 102,812.50	\$ 123,375.00	50.0%
Research Associate Professor	FR3-2	\$ 91,000.00	\$ 113,750.00	\$ 136,500.00	50.0%
Tenured Assistant Professor	FT3-1	\$ 92,750.00	\$ 115,937.50	\$ 139,125.00	50.0%
Tenured Associate Professor	FT3-2	\$ 101,500.00	\$ 131,950.00	\$ 162,400.00	60.0%
Tenured Professor	FT3-3	\$ 118,125.00	\$ 159,468.75	\$ 200,812.50	70.0%

Faculty Disciplines

Faculty I
Agriculture Science
Animal Science
Anthropology
Art
Education
Chemistry
Chemistry, Toxicology
Communication
Communication Sciences & Disorders
Criminal Justice
Criminology
English
Exercise Science and Kinesiology
Geography
Health and Wellness, General
Hispanic Studies, Rural Ag Communities
History
Human Development & Family Studies
Human Nutrition
Industrial Management
Library
Mathematics
Music
Performance and Sport Psychology
Philosophy
Plant and Soil Science
Political Science
Psychology
Ranch Management
Social Work
Sociology
Spanish
Sport and Fitness Administration/Management
Statistical Analytics
Theatre Arts
Wildlife and Rangeland Sciences

Faculty II
Agribusiness
Architectural Engineering
Biology
Biomedical Sciences
Business Administration
Chemical Engineering
Civil Engineering
Computer Science
Counseling & Guidance
DVM, Veterinary Medicine
Economics
Electrical Engineering
Environmental Engineering
Exercise Physiology and Kinesiology
Geology
Industrial Engineering
Mechanical Engineering
Natural Gas Engineering
Petrophysics
Physics

Faculty III
Accounting
Finance
Information Systems
Management
Marketing

Recommendations-Cost

Total Estimated Salary Cost- \$611,878.20

Average Estimated Increase- \$6,440.82

Estimated Faculty Impacted - 95

Recommendations

- Conduct min study for difficult to fill/recruit positions (3-years)
- Conduct comprehensive compensation study every 5 years

Next Steps

- **Final Report**
- **Implementation**
 - Seek approval for budget allocation
 - Consider approach for increases with approved funding
- **Notification**
 - Summer 2024

Thank you

