Section 5 Faculty Policies Subject 5.7 Faculty Policies **Policy 5.5.7 Faculty Compensation Committee**	08/01/08 -Originated -Reviewed w/ changes -Reviewed w/o changes Council of Deans -Author

Faculty Compensation Committee

Policy

UTMB is committed to a fair compensation process that reflects industry trends as well as the individual merits of its faculty members.

The Faculty Compensation Committee for the University of Texas Medical Branch will review and advise the Council of Deans regarding compensation policy and programs for faculty including the following:

- base salary and components
- minimum starting salaries
- merit increases and ranges
- benchmarking
- promotional salary increments
- salary compression
- compensation rewards
- supplemental annuity percentages and eligibilities

Procedures

The Faculty Senate and the Council of Deans will each recommend, to the President, 12 faculty at large. Representation from all four (4) schools will be assured. From the slate of 24 faculty the President will appoint twelve (12) faculty members to serve staggered two year terms on the Committee. The President will appoint a Faculty Compensation Committee Chair annually. Faculty may serve a maximum of two consecutive terms on the Committee.

Ex-Officio members will be:

- Vice President for Education
- Provost and Executive Vice President for Education & Research
- Executive Vice President and Chief Business, Financial Officer
- Human Resources Director of Compensation and Benefits
- Chief Financial and Administrative Officer for Academic Enterprise and Faculty Group Practice

The Faculty Compensation Committee will meet at least quarterly and as many additional times as the committee deems is necessary. A simple majority of the members shall constitute a quorum for conducting business.