**Recommendation from TTU Faculty Senate on Salary Compression**

**Purpose** An equity adjustment pool is being provided to adjust salaries of full-time faculty whose compensation is considerably below their peers in their respective fields as a result of compression due to market conditions and subsequent hires.

**Eligibility Criteria** Faculty must have at least 10 years of service at the university to be eligible for this consideration. If faculty leave Texas Tech and return, they must have at least 5 years of continuous service to be eligible.

The following faculty ranks are eligible for this consideration:

* Associate Professors and Full Professors
* Associate Librarians/Associate Archivists and Full Librarians/Full Archivists
* Associate Professors of Practice and Full Professors of Practice
* Full-time Lecturers and Instructors.

**Selection Process**  TTU Administration shall announce to faculty at large the salary compression initiative.

The base unit administration shall review salary compression annually during the spring semester. Faculty who meet the eligibility criteria can also request salary adjustment without any limitation based on prior considerations. The evaluation should be based on salary compression provided faculty meet satisfactory performance expected at the base unit.

After a review of salary data, the department chair, area coordinator, or school director should provide a spreadsheet that includes the name, position, and recommended salary adjustment amount to their Dean. The Dean should review each departmental spreadsheet, make changes if necessary, and combine departmental-area-school requests into a single college spreadsheet that is forward to the Provost.

The final adjustment amount will be reviewed and recommended by the President and Provost, who will notify the Deans of approved amounts. The Dean will then notify the chairperson/coordinator/director who will communicate the final recommendation to the faculty member.