



MIDWESTERN STATE UNIVERSITY

# Operating Policies & Procedures Manual

## University Operating Policy/Procedure (“OP”) OP 06.40: Faculty Compensation

<b>Approval Authority:</b>	President
<b>Policy Type:</b>	University Operating Policy and Procedure
<b>Policy Owner:</b>	Provost and Vice President for Academic Affairs
<b>Responsible Office:</b>	Human Resources
<b>Next Scheduled Review:</b>	<del>09/01/2023</del> <u>03/01/27</u>

### I. Policy Statement

This OP provides the principles for determining compensation of continuing contract faculty at Midwestern State University (“MSU” or “University”), a component institution of the Texas Tech University (“TTU”) System.

### II. Application of OP

This OP applies to University faculty members who are on contract in full-time positions as defined in MSU OP 06.01: Faculty.

### III. Procedures and Responsibilities

#### A. Budget and Compensation

The compensation of continuing contract faculty is increased annually if permitted by prevailing budgetary constraints. ~~The primary budget parameters that determine ability to assign raises is student enrollment, as defined by recruitment and retention.~~

#### B. Determinants of Faculty Raises

1. Consistent with State of Texas ~~policy~~ law (*Texas Education Code, Section 51.962 - Merit Salary Increases*), salary increases for faculty or faculty equivalent employees of institutions of higher education must be awarded on the basis of merit and performance in accepted activities. To be eligible for a merit salary increase, a faculty member must have been employed by the institution of higher education for more than six months, and at least six months must have elapsed since the last merit increase. Merit increases are determined based on quality of work as determined by OP 06.20: Faculty Performance Review. ~~faculty compensatory increases are given on a merit basis.~~

2. At MSU, salary ~~equity parity~~ is based upon years of service, discipline, and academic rank. ~~Data used to determine comparison salaries based on academic rank and discipline will be obtained from the College and University Professional Association for Human Resources (“CUPA-HR”) Data on Demand (or equivalent) using a comparison group relevant to MSU and quality of work as determined by Section 3.114 OP 06.20 (Faculty Performance Review) of this manual.~~

### C. Process for Assigning Faculty Raises

All faculty salary increases are given through the annual budgetary process.

Recommendations for individual faculty salary increases ~~begin with~~ are initiated by the relevant department chair ~~and are reviewed by~~ in collaboration with the relevant college dean and the Provost and Vice President for Academic Affairs. The ~~Provost~~ ~~President~~ recommends salary increases to the ~~President~~ ~~Board of Regents~~ for final approval.

## IV. Related Statutes, Rules, and Policies

### Related Statutes:

*Texas Education Code, Section 51.943 (Renewal of Faculty Employment Contracts)*

*Texas Education Code, Section 51.962 (Merit Salary Increases)*

### Related Rules:

*TTU System Regents' Rules (Chapter 04 – Academic Affairs)*

### Related MSU OPs:

[OP 06.01: Faculty](#)

[OP 06.05: Faculty Tenure and Promotion](#)

[OP 06.06: Dismissal of Faculty for Cause](#)

[OP 06.15: Faculty Hiring Procedures](#)

[OP 06.16: Written Terms of Employment for Faculty](#)

[OP 06.17: Faculty Workload](#)

[OP 06.18: Summer, Part of Term, Special Term, and Overload Teaching](#)

[OP 06.19: Office Hours for Faculty](#)

[OP 06.20: Faculty Performance Review](#)

[OP 06.26: Actual Financial Exigency and/or Phasing Out University Programs and Consequent Dismissal of Tenured Faculty and/or Dismissal of Non-Tenured Faculty Without Full Period of Notice](#)

[OP 06.27: Notice of Non-Reappointment of Non-Tenured Faculty](#)

## V. Responsible Office

Contact: Director, Human Resources

Phone: (940) 397-4221

E-mail: [human.resources@msutexas.edu](mailto:human.resources@msutexas.edu)

## VI. Revision History

11/05/2004: MSU Policy/Procedure 3.132: Faculty Compensation is adopted and approved by the MSU Board of Regents.

08/05/2021 Comprehensive revision and renumbering of the MSU Policies and Procedures Manual which is renamed Operating Policies and Procedures Manual of Midwestern State University. Former MSU Policy/Procedure 3.132: Faculty Compensation is renumbered by the MSU Board of Regents, effective September 1, 2021 (when MSU becomes a component institution of the TTU System), as MSU Operating Policy/Procedure (“OP”) 06.40: Faculty Compensation.

\_\_/\_\_/2026: Revised to include adding section headings; breakout of compensation based on budget, determinants of faculty raises, and process for faculty raises; and removing specific benefit information/procedures and deferring to the Office of Human Resources for benefit determinations. In section on determinants of raises, added *Texas Education Code* reference for merit raises and CUPA-HR (College and University Professional Association for Human Resources) for parity/equity raises. Approved by MSU President Stacia Haynie on \_ and the TTU System Board of Regents on \_.

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Stacia Haynie, President  
Midwestern State University

Date Signed: \_\_\_\_\_

