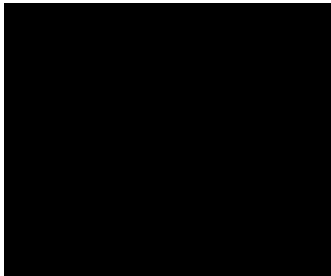


Compensation Study for Texas A&M Kingsville Faculty



**Presented by:
Britt Gamble**



**Date
4.30.2024**



Who Is Evergreen Solutions?

- National Public Sector Consulting Experience
 - $\frac{3}{4}$ Work in 47 States
 - $\frac{3}{4}$ Over 1,200 Compensation and Classification Studies
 - $\frac{3}{4}$ Extensive Public Sector Human Resources Experience
 - $\frac{3}{4}$ Full-service Human Resources Consulting Practice
- Expertise
 - $\frac{3}{4}$ Higher Education Institutions
 - $\frac{3}{4}$ School Divisions
 - $\frac{3}{4}$ Local Governments
 - $\frac{3}{4}$ State Agencies
 - $\frac{3}{4}$ Quasi-Governmental Organizations





Project Phases

Phase 1: Outreach

- Project Kickoff & Introduction
- Collect Appropriate

Market Survey Methodology

¾ Organizations selected based on similarity, location, competitiveness, and more

¾ All results were adjusted for regional cost of living differences

¾ All results adjusted for contract length

¾ 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 –

- ¾ National Data 90 Participating Institutions
- ¾ TAMU-K Carnegie Classification
- ¾ Tenure/Tenure Track
- ¾ Annualized & Fulltime
- ¾ 9 - 10-month contracts
- ¾ 4 Digit CIP
- ¾ At least 5 respondents

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	-	-	-	-	-	-	-	-	-	-

- 3/4 Professors ahead of the market at the 10th Percentile, behind between 2%-30% between the 25th and 90th Percentiles.
- 3/4 Associate Professors ahead at the 10th Percentile.



Faculty Recommendations

1. Adopt 3 pay plans as guides for faculty compensation
 - I. Faculty-Base
 - II. Faculty-II

Faculty Pay Plans

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%
Associate Professor of Practice		\$ 72,500.00			

Faculty Pay Plans

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	\$ 110,000.00	\$ 137,500.00	\$ 165,000.00	50.0%

FP3-2 \$ 110,000.00 Tc 10 Tw () Tj 1-0.04 Tc 0.04 Tw 7.133 6-0.04 Tc 0.04 Tw

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
Br7 (s)JTJ 0.008 Tc Is
Ciiology
Bi3.4 (e)JTJ -0NcsiBieiheologyB7
Ei



Recommendation Cost

Total Estimated Salary Cost \$611,878.20

Average Estimated Increase \$6,440.82

Estimated Faculty Impacted -95

Recommendations

3/4

Next Steps

$\frac{3}{4}$ Final Report

$\frac{3}{4}$ Implementation

f

Thank you
