



TEXAS A&M UNIVERSITY-SAN ANTONIO
Business Affairs

MEMORANDUM

DATE: July 12, 2022

At the beginning of the 2021-22 academic year, the University's 2022-26 strategic plan, [*Transforming Tomorrow Together*](#), was introduced. Goal 5 of the strategic plan aims to establish and maintain a culture of excellence at the University, and a key objective under Goal 5 is to "enhance the institutional commitment to talent through a holistic compensation package, professional development, and career progression in a culture that values inclusion, diversity, and equity." As a fundamental part of the action plan for accomplishing this objective, we have contracted with Evergreen Solutions LLC to conduct a faculty compensation study. In this initial work, there will be a Faculty Advisory Committee to support the consultants by offering feedback and institutional context to shape the compensation study. As the study is conducted, the Committee will advise on proposed compensation practices regarding their feasibility and appropriateness to serve specific University needs. The work with the consultants is expected to conclude in early September.

The Faculty Compensation Advisory Committee, will be under the executive sponsorship of Vice President for Business Affairs Kathy Funk-Baxter. The Committee began to convene in June 2022, with advisement on the compensation study as its focus throughout the summer. Continuing its work into fall 2022, the Committee will also review and advise on the compensation program for promotions and a revised framework for allocation of faculty professional development funds, as well as any additional faculty matters specifically addressing the achievement of the related strategic plan objective.

The committee members are

- Leonard Love
- Katherine Gillen
- Mirley Balasubramanya
- Claire Nolasco
- Amy Lewis
- Suhko Lee
- Stephen Lenz
- Martha Olivos-Gonzalez

