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| Policies of the UNT Dallas College of Law | Chapter 07 Faculty Affairs |
| 07.207 Faculty Compensation | |

Policy Statement. The UNT Dallas College of Law is committed to securing a qualified and competent faculty through its hiring and compensation practices. The College of Law will compensate faculty fairly and equitably based on available funding, academic discipline, faculty rank at the time of appointment, highest degree earned, job responsibilities, academic credentials, professional experience, market value, and the needs of the College of Law. Compensation shall be determined without regard to race, color, religion, sex, age, disability, national origin, veteran status, or marital status and in accordance with federal and state laws, College of Law policies, System Regulations and Regents Rules.

Application of Policy. This policy applies to all faculty members.

Definition(s).

Faculty Member. “Faculty Member” means any College of Law employee with academic rank or duties that include teaching, scholarship, institutional service, and public engagement as defined in the College of Law tenure and promotion guidelines, and who are paid in full or in part from the line item "Faculty Salaries" or from other academic funding source. The Dean of the College of Law is not covered by this policy.

Procedures and Responsibilities.

The Dean must give initial approval of all changes to budgeted faculty positions outside of the annual operating budget.

Upon the recommendation of the Associate Dean for Academic Affairs, the Dean approves all faculty salaries prior to hiring.

The Dean and Associate Dean for Academic Affairs have responsibility for the administration of this policy.

1. **Faculty Compensation.**

1.01 **General Information.** Faculty salaries are normally budgeted for a nine-month

period. Faculty members are compensated on the basis of a fair and reasonable workload (see Academic Workload Policy).

- 1.02 Market Data. To the extent possible, the College and University Professional Association for Human Resources (CUPAHR) should be a primary determinant of the market value for faculty salaries. Other relevant market data shall be considered when appropriate.
- 1.03 Compensation for Summer Teaching. A summer teaching assignment is not guaranteed. Faculty members may be assigned summer teaching as the needs of the College dictate. The compensation for summer teaching will be determined each year by the Dean. Normally the determination should be made no later than February 1. Compensation is prorated for assignments of other than three SCH courses. Compensation for summer teaching is provided through the College of Law summer budget, and generally faculty are limited to teaching a maximum of two, three-hour courses in the summer absent extraordinary circumstances.
- 1.04 Additional Compensation. If faculty members provide services to the College of Law beyond the normal faculty responsibilities, in rare instances they may be eligible for additional compensation as determined by the Associate Dean for Academic Affairs with approval by the Dean.
- 1.05 Overload Compensation. In instances when faculty members are needed to teach extra courses beyond their normal teaching load (i.e., an overload), they may be eligible for additional compensation. At a minimum, the overload compensation shall be comparable to that paid to an adjunct faculty member to teach the course. Upon the recommendation of the Associate Dean for Academic Affairs and approval of the Dean, overload compensation may vary based on the funding available, needs of the College of Law, and qualifications of the faculty member.
- 1.06 Grants, Endowments, and Other Arrangements. Grants, contracts, endowments, awards and other arrangements may provide for release time and/or additional salary support for a faculty member within applicable regulatory parameters.

2. Increases in Compensation.

- 2.01 General Increases. All salary increases for faculty members, unless otherwise mandated by the state's legislature, shall be based on merit and/or equity. Quality teaching, scholarship, administrative responsibilities, and service may be

considered in the merit process. Equity and other adjustments may be awarded based on the recommendations of the Associate Dean for Academic Affairs and approval of the Dean.

2.02 Merit Increases. Faculty members, as part of their annual evaluation, will be considered for a merit increase as appropriate based on available funds and other considerations.

2.03 Salary Increases for Promotion. Faculty members, through the promotion process, are awarded increases in the subsequent budget year based on budgeted resources and the promotion rank. Generally, the salary increase for promotion from assistant to associate professor is \$5,000 and for promotion from associate to full professor is \$8,000.

References and Cross-references.

TEX. EDUC. CODE §51.908

UNT System Board of Regents Rule 06.500

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Revised: