



1.5.14 Faculty Compensation and Advisory Committee

Chapter 1 - Administration and Organization	Original Effective Date: June 2015
Section: 1.5 University Committees	Date Last Reviewed: February 2024
Responsible Entity: Vice President Academic, Faculty and Student Affairs	Date Last Revised: February 2024

I. Purpose

To establish the responsibilities and structure of the UT Health San Antonio Faculty Compensation and Advisory Committee.

II. Scope

This Policy applies institution-wide to all current and prospective members of the UT Health San Antonio Faculty Compensation Advisory Committee.

III. Policy

A. Overview

Appointed by the President, eight members of the full-time faculty will comprise the committee, having been nominated by the deans of each school and the president of Faculty Senate. The committee will serve as an advisory group for the deans, chairs, faculty, and President concerning issues related to faculty compensation.

B. Members

1. One faculty representative, each from the schools of Nursing and Health Professions as well as the School of Dentistry.
2. Two faculty representatives from the School of Medicine; one from the clinical departments and one from the basic science departments.
3. One faculty representative nominated from the president of Faculty Senate.
4. Two faculty representatives selected by UT Health San Antonio President to serve as at-large members.

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C. Chair

Designated annually by UT Health San Antonio President from the membership.

D. Charge

In accordance with the "Faculty Compensation Plan", this committee will act in an advisory role to facilitate the creation and maintenance of a clear and transparent system of expectations regarding relationships among compensation/salary, faculty productivity and faculty commitment to institutional missions. The Committee will meet at least once annually.

E. Term of Membership

Three years, with staggered terms.

IV. Definitions

There are no defined terms used in this Policy.

V. Related References

There are no related documents associated with this Policy.

VI. Review and Approval History

- A. The approving authority of this policy is the University Executive Committee.
- B. The review frequency cycle is set for three years following the last review date, a time period that is not mandated by regulatory, accreditation, or other authority.

Effective Date	Action Taken	Approved By	Date Approved
06/2015	Policy Origination		
02/2024	Policy Revision/Discretionary Edits		