**TEXAS SOUTHERN UNIVERSITY**
**BOARD OF REGENTS AGENDA**

**COMMITTEE:** Personnel & Litigation

**ITEM:** Request Approval of a 3% Market-Based Salary Adjustment for Eligible Texas Southern University Faculty Staff, Effective November 1, 2026, Funded Within the Existing Fiscal Year 2027 Operating Budget

**DATE PREVIOUSLY SUBMITTED:** N/A

**SUMMARY:**
The Administration requests Board of Regents approval to implement a 3% market-based salary adjustment for eligible Texas Southern University faculty and staff, effective November 1, 2026. The adjustment is intended to improve alignment of University salaries with the labor market, strengthen employee retention, and support workforce stability. The adjustment will apply to all employees, excluding faculty at the Dean level and above and administrative employees at the Vice President level and above. Additionally, this adjustment only applies to employees working with the organization as of April 30, 2026.

The proposed adjustment has an annualized fiscal impact of approximately $3.0 million, with a fiscal year 2027 impact of approximately $2.5 million, reflecting 10 months of implementation. The increase will be funded within the existing fiscal year 2027 operating budget through the elimination of costs associated with a new headcount initiative that ensures approved headcount aligns with ASCEND 2030 and the University's core mission and priorities.

Board approval is requested to authorize this compensation initiative. A comprehensive compensation study will be completed by the end of the year to evaluate market competitiveness, internal equity, and future compensation needs, with additional recommendations to be presented to the Board as and when deemed appropriate.

**APPLICABLE FEDERAL OR STATE STATUTE(S) AND/OR REGULATION(S):** N/A

**FISCAL IMPACT:** Not-to-Exceed (NTE) | $3,000,000.00
1000-11001-7010-70 | Non-State-Appropriated Funds

**SUPPORTING DOCUMENTATION:**

Fiscal Year 2027 Cost of Living Increase Presentation

**RELATED BOARD BYLAW, POLICY AND/OR MAPP:**
MAPP Policy: 02.02.01-Pay Guidelines for Staff Employees
MAPP Policy: 02.02.02-Classification of Staff Jobs
MAPP Policy: 03.03.01-The Planning and Budgeting Process

**ACTION REQUESTED:** The Administration recommends approval of this item.

**ASCEND 2030 UNIVERSITY STRATEGIC INITIATIVES ALIGNMENT:**
1.2 Drive student success and outcomes
3.3 Invest in faculty and staff professional development
3.5 Ensure long-term legacy- diversify revenues, grow endowment

**Legal Certification:** Based on available information to date, this agenda item and its implementation will not be in violation of any applicable federal, state, or local law or regulation.

10/26/2026

**GENERAL COUNSEL** **DATE**

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**Fiscal Certification:** This fiscal note, shown above, details the true and actual positive or negative fiscal effect that implementation of this agenda item will have and the detailed reasons for such effect.

J Maine Chubb

**CHIEF FINANCIAL OFFICER**

10/26/2026

**DATE**

James Crawford (Oct 26, 2026 20:57:49 CDT)

**PRESIDENT**

10/26/2026

**DATE**