

# Compensation Philosophy

The compensation philosophy of TAMIU supports the need for talent to prepare students for leadership roles in their chosen profession in an increasingly culturally diverse state, national, and global society. TAMIU provides students with a learning environment anchored by the highest quality programs built on a solid academic foundation in the arts and sciences.

## **COMPENSATION OBJECTIVES**

- Provide a total compensation program flexible enough to adjust to changing economic conditions and to individual needs;
- Provide a competitive and affordable level of compensation to our highly qualified, motivated, and diverse workforce in exchange for expected levels of performance and results;
- Maintain fair, consistent, and equitable total compensation practices in alignment with TAMIU's core values and mission;
- Attract, retain, and motivate highly qualified and effective individuals;
- Foster individual development, loyalty, and teamwork;
- Encourage a career-long commitment to TAMIU;
- Establish compensation program policies, procedures, and guidelines that are consistent with the judicious expenditure of funds entrusted to TAMIU; and
- Ensure accountability for compliance with the Texas A&M System Board of Regents policies and regulations and statutory requirements.

## **COMPENSATION PRINCIPLES**

- Provide an equitable system of job evaluation and classification covering all positions at TAMIU to properly reflect internal relationships;
- Provide a pay program which is fully competitive in the market for all employees based on appropriate public and private sector employers with whom TAMIU competes for talent;
- Provide a fair and non-discriminatory pay program that is compliant with all federal and state laws and regulations;
- Recognize the positive contributions of our dedicated employees who consistently provide the best value added performance and results for all that we serve;
- Monitor and evaluate continuously all facets of the compensation program to ensure awareness and sensitivity to relevant market fluctuation(s) and/or movement;
- Establish written policies, procedures, and guidelines for managing and administering pay in a consistent and equitable manner throughout TAMIU;
- Communicate the total compensation and reward program to all employees to ensure understanding of general administrations principles, specific pay policies and practices, and the process used to determine job classification and individual pay;
- Provide appropriate ranges in a salary structure which encourages individuals to attain the skills and knowledge necessary to increase their value to TAMIU, both on an individual basis and as a participant on a work team; and
- Emphasize and recognize the importance of exemplary work performance and reward it using merit pay programs and/or other forms of formal recognition including non-cash rewards.