



TEXAS TECH UNIVERSITY

Office of the President™

## MEMORANDUM

DATE: May 20, 2019

TO: To Deans and all TTU Faculty

FROM: President Lawrence Schovanec  
Provost Michael Galyean  
CFO Noel Sloan

RE: FY 2020 Budget - Merit Pool, Faculty Equity Pool, and Spousal Accommodation Pool

### **Merit Pool**

The President has approved a 2% merit pool for all centrally funded positions. Merit allocations are to be entered as part of the budget prep process to be effective September 1, 2019. Merit salary increases are to be applied to reward faculty for their outstanding performance in teaching, research and creative activity, and service and engagement.

### **Spousal Accommodation Pool**

In FY 2017, funds were allocated to a new spousal accommodation pool. This has been a great benefit for the recruitment of highly qualified faculty members. We expended all available funding this past year. As such, an additional \$500,000 will be added to the spousal accommodation pool for FY 2020. Please remember that funding is available for up to 2 years, and that permanent funding will need to be identified by the college and/or department for continued employment. We strongly encourage collaborations that will benefit the institution.

### **Faculty Equity Pool**

**Purpose:** An equity adjustment pool of \$500,000 is being provided. This pool will be distributed to academic colleges based on their proportion of full-time faculty members and used to adjust salaries of top-performing faculty whose compensation is considerably below their peers as a result of compression caused by market conditions and subsequent hires. Equity adjustments are to be entered as part of the budget prep process to be effective September 1, 2019.

**Eligibility for Equity Pool:**

- Assistant Professor, Associate Professor, and Professor
- Full-time Professors of Practice (all ranks)
- Full-time Instructors

**Selection Process:** The process should be inclusive and conducted in each department, area, or school. After review of salary data, with consideration for faculty requests and annual performance reviews, each department chair, area coordinator, or school director should provide a spreadsheet that includes the name, position, and recommended salary adjustment amount to the Dean. The Dean should review each departmental spreadsheet, make necessary changes, and enter the equity adjustments into budget prep. These will be reviewed by the Office of the Provost as part of the FY 2020 budget review. The Provost will notify the Deans of approved amounts.

Total equity requests for each college cannot exceed the college's allocated amount. Please keep in mind that for individual faculty salary increases, combined merit and equity exceeding 10% of the current salary requires approval from the President.

Please know that all your efforts for Texas Tech University's continued growth and success are greatly appreciated. If you have any questions, please feel free to contact Jessica Williams in the Office of the Provost ([jessica.m.williams@ttu.edu](mailto:jessica.m.williams@ttu.edu)).