



TEXAS TECH UNIVERSITY

Office of the President

MEMORANDUM

To: Faculty and Staff

From: Lawrence Schovanec, President
Noel Sloan, SVP of Administration & Finance, CFO

Re: FY 2022: Merit, Equity, Compression & Minimum Wage

It has been a little over a year since the COVID-19 pandemic shifted our campus to Phase IV and remote operations. Faculty and staff responded and came together to continue to provide quality education, safety, and support to our students. Through your commitment, TTU saw an increase in student enrollment and research funding.

The Texas Legislature is still in session and we await their final guidance on the state's budget priorities and economic realities for the next two years. Once the session concludes, we will provide the full Budget Prep memorandum for preparing your FY 2022 budget. However, as we begin to look forward to returning to normal operations post-pandemic, our financial investment priorities will be focused on our people and we want to take this opportunity to share some of those details now.

The budget for FY 2022 will include a merit pool with salary adjustments to be effective September 2021. In FY 2022, we will begin to provide funding beyond the merit pool to address gender equity and salary compression. The Provost Office has completed a gender equity study for faculty that will be updated and analyzed through the summer months. Concurrently, we will work through the Department Chairs, Deans, and Provost Office to review faculty salary compression as we follow up on the recommendations of the Faculty Senate to address the issue of compression. Funding to address faculty equity and compression will be distributed in FY 2022 but it is anticipated that to fully fund salary corrections will require investment over multiple fiscal years. Human Resources will begin conducting an analysis of staff salaries to be concluded this summer. With that information, we will then work with identified areas on a plan for funding any equity and compression issues. This again may need to be addressed over multiple fiscal years.

As we have done in years past, there will be additional central funding committed to both the diversity hiring pool as well as the spousal accommodation pool. We acknowledge the benefits in having these funds available to attract the best qualified candidates to TTU.

Finally, in FY 2022 we will increase minimum wage for full-time, benefits-eligible employees to \$13 dollars per-hour, subject to satisfactory performance evaluation.

We thank you for all you do that makes Texas Tech a special place.



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