



TEXAS TECH UNIVERSITY

Office of the President

MEMORANDUM

Date: June 10, 2021

To: Texas Tech University Staff & Administrators

From: Lawrence Schovanec, President

Re: Salary Merit, Equity & Compression Adjustments

We are pleased to confirm that Texas Tech University will be providing a 2% merit pool for faculty and staff. We will also increase minimum wage in FY2022 for full-time, benefits-eligible employees to \$13 per hour. In addition, funding has been dedicated to address issues of equity and compression. A portion of this funding was provided in Budget Prep to address immediate compression issues that may have resulted with the increase in minimum wage.

Salary equity is an ongoing concern in any large organization. In recent years, managers have attempted to address such concerns at Texas Tech University through equity adjustments when appropriate. To continue with those efforts, Human Resources will begin conducting an analysis of staff salaries to be concluded this summer. With that information, we will work with departments to review salary and length of service data, along with other metrics in their units. Department supervisors will be asked to identify staff members who should receive equity adjustments based on gender and those who should receive adjustments based on compression associated with length of service or the increased minimum wage, or all three. Approved equity adjustments may need to be a multi-year process to fully address all equity concerns.

Recommendations from the departments will be reviewed by their respective Vice Presidents, who will then forward the data on for final review by representatives from the Office of the President, Administration and Finance, and Human Resources.

A parallel process for faculty equity and compression adjustments is being announced in a separate memo.



FROM HERE, IT'S POSSIBLE