



TEXAS TECH UNIVERSITY

Office of *the* President™

MEMORANDUM

DATE: January 31, 2023

TO: Faculty and Staff

FROM: Lawrence Schovanec, President

RE: Salary Compression and Equity Review Update

As we continue the initial stages of updating our strategic plan with a greater emphasis on investment in our faculty, staff and students, we recognize that salary compression and equity are ongoing concerns. In recent years, we have addressed the compensation of faculty and staff through a series of merit, equity and compression adjustments. We have also provided stipend increases for graduate students and funded the matching program for graduate assistants.

To continue our efforts, Human Resources (HR) analyzed compression in staff salaries as Phase II of this initiative. We are pleased to announce a midyear staff adjustment to address compression and equity. These adjustments will take effect on March 1, 2023.

Our study of faculty and graduate compensation is ongoing. In the coming months, the Offices of the President and Provost will continue working with deans, department chairs and HR to review compression and equity adjustments for all faculty as well as additional graduate student support.

Our ability to fund these salary adjustments is due in part to your efforts that have provided for semester credit hour growth. The final decisions regarding the timing and amount of additional adjustments for faculty and graduate students will also depend on the outcomes of this legislative session. Nevertheless, we are committed to making these decisions in this fiscal year.



FROM HERE, IT'S POSSIBLE