MEMORANDUM

DATE: May 6, 2025

TO: Faculty & Staff

FROM: Lawrence Schovanec, President

RE: FY 2026 Merit Pool

Although the legislative session is still underway and we await final decisions regarding the higher education budget, we are beginning the budget planning process for the next fiscal year at Texas Tech University.

Despite some remaining budget uncertainties, our commitment to supporting the people who make this university strong remains unchanged. I'm pleased to share that we will offer a 2% merit pool for centrally funded positions, effective September 1, 2025. In addition, we have completed the staff pay plan study, which reviewed Texas Tech jobs to determine appropriate pay rates based on market data. Changes to the pay plan will be implemented in phases beginning with the upcoming fiscal year. Human Resources will meet with each college and division to provide additional details.

As in previous years, these increases are merit-based and determined at the departmental level. They reflect our continued effort to recognize performance and the meaningful contributions each of you makes to the success of our students and the university as a whole.

This coming year will mark the fourth consecutive academic year in which Texas Tech has not increased tuition. As we continue to hold tuition flat, we must also prepare for federal policy changes that could affect our research enterprise. These changes in the higher education landscape present both challenges and opportunities. We remain focused on planning responsibly, investing in our people and advancing our mission.

Thank you for the dedication and excellence you bring to Texas Tech. Your work is essential to the progress we continue to make in teaching, research and service. I am proud to work alongside you and grateful for all you do to move this institution forward.

Business managers should refer to the budget instruction memorandum, to be shared early next week, for additional guidance on merit eligibility and distribution.