



MEMORANDUM

DATE: November 7, 2018

TO: TTU Deans, Department Chairs, Faculty and Staff

FROM: Lawrence Schovanec, President  
Dr. Michael Galyean, Senior Vice President & Provost  
Noel Sloan, Vice President for Administration & Finance & CFO

SUBJECT: Investment and Support

The faculty and staff at Texas Tech University are essential to the success of our institution and our students. We have put in place several funding pools to attract and retain highly qualified individuals and want to ensure that you have this information for future recruiting needs.

Merit. Due to state budget cuts last legislative session, we deferred the merit pool for FY 2018. With continued increases in enrollment we were able to provide a 2% mid-year merit pool in March, 2018 and another 2% merit pool in September, 2018 for FY 2019.

Mid-Year Equity. The FY 2019 Operating Budget includes \$500,000 for a Mid-Year Faculty Equity pool of funding. The Provost Office will be communicating details in January as has been done in prior years. This funding is to assist in addressing compression and flight risk for faculty.

Diversity & Inclusion. In FY 2018 a new funding pool of \$500,000 was created between President's Office, Provost's Office, and Office of Diversity, Equity & Inclusion to support diversity hires at all levels.

Dual-Career Couples. While a funding pool of \$500,000 has been in place for the past few years to support spouse or partner accommodations, the procedures and mechanism for funding has just recently been formalized and posted on the Office of the Provost website, [http://www.depts.ttu.edu/provost/prospective/lubbock\\_partner.php](http://www.depts.ttu.edu/provost/prospective/lubbock_partner.php).

We are aware that Texas Tech University Health Sciences Center did not implement a merit pool for the current fiscal year, FY 2019, as they focused on increasing the minimum wage per hour for certain specific staff classifications. We will continue discussions on potential options for certain specific staff classifications at our institution.

Thank you for all you do for Texas Tech University. We look forward to our continued collaboration and success in reaching our goals as outlined in our Strategic Plan, A Pathway to 2025.