



TEXAS TECH UNIVERSITY
Office of *the* President™

MEMORANDUM

DATE: January 3, 2022

TO: Faculty and Staff

FROM: Lawrence Schovanec, President
Noel Sloan, Senior Vice President and CFO

RE: Staff Compression and Equity Review Update

In appreciation of our faculty and staff, we were pleased to provide university-wide merit for this fiscal year. During the past year, we also began to address salary compression and equity concerns. This past fall, equity and compression adjustments, primarily for faculty, were funded, and we increased the minimum wage for full-time, benefits-eligible employees to \$13 per hour.

With the new minimum wage in place, Human Resources analyzed compression in staff salaries. As a result, we have approved more than \$4 million to address the compression caused by increasing the minimum wage. With the compression analysis completed, beginning in January 2022, Human Resources will work with Vice Presidents and Deans to review salary and length of service data, along with other metrics in their areas of oversight. We anticipate that the review with Vice Presidents and Deans will continue over the next several months. The initial salary adjustments will take effect on March 1, 2022, with additional reviews and recommendations continuing into FY23.



FROM HERE, IT'S POSSIBLE