To: Faculty and Staff  
From: Michael K. Young, President  
Subject: Faculty and Staff Guidance on Merit Pay  
Date: Monday, June 19, 2017  

Faculty and Staff Colleagues,

As you know there has been a significant amount of uncertainty throughout the legislative session with challenges along the way, most notably a temporary hiring freeze required of us from February 1.

Versions of the budget bill included significant cuts to higher education institutions, including Texas A&M University. Had these cuts passed, any form of merit raise would have been infeasible and, in fact, would have likely necessitated staff reductions.

In anticipation of this session and in assessing the existing budget at the time, we were able to offer a higher-than-normal raise pool last year, investing nearly $14 million.

We appreciate the advocacy and education by our legislative team as well as our Aggie network and members of the legislature themselves. While results from the legislative session fared better than some versions along the way, a large percentage is obligated to colleges to accommodate increased student enrollments.

Given the above and after lengthy discussions that resulted in a consensus decision among all Deans and Vice Presidents, we are able to offer the following merit guidelines for the upcoming fiscal year. With the exception of continued central funding for merit raises for this year's faculty promotions:

1. Merit will be one-time in nature (not recurring);
2. Merit will be funded by the units and not from central resources;
3. Merit will be limited to no more than 15% of budgeted employees within a unit;
4. The total merit pool will be limited to 5% of the salaries of employees selected to receive merit.

We believe this process will allow us to recognize and appropriately reward outstanding performers while providing flexibility for necessary funding to accommodate enrollment growth and the continued pursuit of excellence at Texas A&M University.

Sincerely,

Michael K. Young