



UNIVERSITY OF HOUSTON SYSTEM
UNIVERSITY OF HOUSTON

JOHN J. ANTEL, PH.D.

Theresa M. Monaco Chair
Senior Vice Chancellor for Academic Affairs, UH System
Senior Vice President for Academic Affairs and Provost, UH

September 3, 2009

TO: University Faculty
FROM: John Antel, Provost
RE: Faculty Raises for Academic Year 2009-2010

I am sorry to announce that there will not be significant faculty raises this academic year. The decline in our endowment distribution, and, the significant amount of non-recurring funds we received from the State, require extreme measures. The possibility of funding cuts is also looming.

The University is, however, making available some limited funds to adjust and maintain faculty salaries. Here are the specifics.

- Faculty promotion and tenure raises will occur as usual. These raises are already in the system and will be reflected in October 1 payroll.
- From a separate pool, about \$500,000 will be allocated to support targeted 'retention' raises. The targeted raises will be in discrete amounts of not less than \$2500. These retention raises should be awarded to the most productive faculty, to faculty who are most crucial to the future of our programs, and to faculty who may be hired away by other institutions. This is not an 'equity' raise pool.

Deans, in consultation with department chairs, will be responsible for recommending individual faculty for retention raises. Recommendations will be forwarded to the Provost with documentation of merit.

These raises will be in the payroll system by November 1, but will be retroactive to the beginning of the academic year.

- In spite of the diminished endowment, the University will maintain payments to chaired professors for the salary component of chair distributions.

- All full-time faculty and staff making less than \$50,000 a year will be awarded a one-time payment of \$300 to help defer increases in health insurance and other living costs. Qualifying part-time employees will get a fraction of the \$300 prorated on the basis of their fraction of 1.0 fte.

In a recent Board of Regents meeting, the board chairman reiterated the recommendation of the Chancellor and the Provost that we must have a raise pool next year. We will do whatever we can to avoid a second year without significant raises.

Thank you