FACULTY SENATE RECOMMENDATION CONCERNING 0% MERIT RAISES

Whereas, Texas A&M University has a value statement claiming “People are Texas A&M University's most valuable asset”; the University strives to maintain an environment which encourages all employees to achieve their personal and professional goals and aspirations as we work toward achieving the University's mission; in this environment, each person's individuality and contributions are respected.

Whereas, Texas A&M University has a mission statement claiming

…its mission of providing the highest quality undergraduate and graduate programs is inseparable from its mission of developing new understandings through research and creativity.

And expanded in the Vision 2020 statement to say:

Texas A&M University is a modern, comprehensive public educational institution dedicated to serving society by [providing]:

- Academic, Research, and Service Excellence
- Teaching Excellence
- Leadership and Citizenship Development
- Managerial and Service Excellence

Whereas, The faculty Senate recognizes the complexity of developing appropriate merit rewards for faculty, especially given that higher education faculty in the State of Texas are afforded no Cost of Living Adjustments (COLA) to combat inflation (currently approximately 2.5% annually), and the ‘merit pools’ are often only large enough for 2.5%-3% raises on average;

Whereas, Insurance premiums and co-pays for office visits, some medical procedures, and prescription drugs are expected to rise significantly over the next several years and faculty members will be expected to pay more for these benefits as well as other administrative fees;

Whereas, Faculty at Texas A&M University-College Station are, according to President Robert Gates, averaging significantly less salary than their counterparts at the University of Texas-Austin and most of the institutions cited in Vision 20-20; and

Whereas, Low raises, particularly any less than inflation levels, have the practical effect of reducing the salary of many faculty who are demonstrably discharging their professional obligations of teaching, research, and service; therefore be it

Known, That the Faculty Senate at Texas A&M University strongly encourages those administrators who determine merit raise levels be reminded that faculty must be involved in research, teaching, and service, and that care must be exhibited to encourage success in all aspects of our mission and vision, and that these administrators should administer the merit raise process to encourage all faculty members to contribute to the best of their abilities to the total University multiple-mission and vision; and therefore be it

Recommended, That when a merit raise pool is available no 0% raises should be assigned to faculty who are performing at satisfactory levels of productivity as assessed by peer review and the Department Head’s evaluation within their department.

Approved by Personnel & Welfare Committee 04/23/03
Approved by the Faculty Senate 05/05/03