



PRAIRIE VIEW A&M UNIVERSITY

A Member of the Texas A&M University System

Memorandum

To: Staff Employees and Academic Directors with Staff

From: George C. Wright *GCW*
President

Date: December 5, 2006

Subject: Completion of Compensation and Classification Study

At Prairie View A&M University, people are our most valued resource, through your service, the University is able to provide excellence in education, research and service. In June 2005, PVAMU kicked-off a Compensation and Classification Study of staff positions. A professional consulting firm, McConnell Jones Lanier & Murphy LLP (MJLM), was engaged to assist in this endeavor.

The completed project resulted in a new Compensation Plan for staff positions. The objective of the new plan is to maintain a compensation program that:

- Provides a total compensation program that considers the external market while focusing on ensuring internal equity and taking into account the advantages of a collegiate work environment;
- Enables successful competition in its labor markets;
- Retains its most competent and best qualified personnel;
- Achieves its mission and objectives in the community;
- Promotes a systematic approach to salary administration; and
- Adheres to Texas A&M University System (TAMUS) Regulation 31.01 Compensation and 31.01.01 Compensation Administration.

The new compensation plan will be implemented on January 1, 2007. You are invited to attend a town hall meeting on Thursday, December 14, 2006 in the Memorial Student Center Auditorium from 3:00 p.m. to 4:00 p.m. The meeting is for the purpose of providing you basic information on the compensation study. Also, printed frequently asked questions concerning the study will be distributed at the meeting.

We wish to thank all employees who participated in the project. Your participation helped to make the project a success.

Office of the President

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