



PRAIRIE VIEW A&M UNIVERSITY

A Member of The Texas A&M University System

February 18, 2013

Dr. Cleo Bentley, Faculty Senate Speaker
Dr. Seab Smith, Faculty Senate Vice Speaker
P.O. Box 519; MS 2230
Prairie View, TX 77446

Dr. Bentley and Dr. Smith,

Faculty and staff are the most valuable resource at Prairie View A&M University. If we are to achieve our mission and goals, then productive employees, must be part of the equation for success. Indeed, your participation in many of the key conversations about our processes changes to policies and reporting, our goals, our mission, as well as our academic program offerings are critical to ensuring fairness and equality.

We realize that professors and instructors have a choice when determining where they explore their field of scholarship, conduct their research and share their knowledge. We are delighted that you, a diverse group of scholars, chose Prairie View A&M University, the state's second oldest public institution of higher education.

These are important times for higher education in many ways. Not only are we facing challenging economic conditions and smaller state appropriations, but we are charged with providing education to a record number of students. Despite significantly reduced budgets, faculty compensation is always a high priority and will remain that way.

Compensation is a key factor in recruiting, retaining, and rewarding critical faculty and staff. The University has adopted clear compensation guidelines that define the merit principles that drive compensation decisions. We will remain totally committed to a philosophy that is fair, easy to understand, reflective of market conditions and that provides equitable compensation levels. Prairie View A&M University will continue to grant merit-based salary increases to our most productive employees. We will also continue to monitor market conditions and other compensation issues and make adjustments as we see fit.

I look forward to working with each of you and the faculty senate in achieving the University's mission of teaching, research and service.

Sincerely,

George C. Wright
President