




# PRAIRIE VIEW A&M UNIVERSITY

A Member of The Texas A&M University System

**DATE:** October 19, 2016

**TO:** Prairie View A&M University Tenured and Tenure-Track Faculty

**FROM:** Felecia M. Nave, Ph.D.   
Provost & Senior Vice President for Academic Affairs

**RE:** Voluntary Separation Program

In September 2015, it was announced that the University had engaged an independent consulting firm, Sibson Consulting, to complete a Faculty Compensation Study to assist PVAMU in designing a comprehensive workforce management program for faculty. Sibson was charged with assisting the University in establishing a faculty compensation structure and redesigning the evaluation metrics for faculty, researchers, and administrators.

In addition, the University worked with the consultants and the Office of Human Resources to establish guidelines for a Voluntary Separation Program. During the 2015-2016 Academic Year, the University extended the program to our tenured and tenure-track faculty who met the eligibility criteria. For the 2016-2017 Academic Year, we are again extending to you an offer to participate in the Voluntary Separation Program. Based upon the established criteria of the program, you have been identified as potentially eligible to participate. **This is a voluntary program.**

Enclosed you will find 1) Exhibit A – Voluntary Separation Agreement Guidelines, 2) Exhibit B – Report of Eligible Employees, and 3) First Year Separation Agreement. This is a time sensitive offer.

If you elect to participate in the program, all documents must be submitted to your respective Dean by December 2, 2016. The service that you have provided the students, University, and professional community is beyond measure. We thank you for your contribution to making Prairie View A&M University an “institution of the first-class.”

**Xc:** Dr. George C. Wright, President  
Dr. Corey Bradford, Senior Vice President for Fiscal Affairs  
Mrs. Radhika Ayyar, Executive Director Human Resources  
Mrs. Betty Ricks-Harris, Associate Vice President for Academic Fiscal Affairs  
Academic Deans