



March 4, 2022

Dear Colleagues,

Staff and faculty compensation has been a focus and one of our highest priorities as we consider, in consultation with the Planning & Priorities Committee, allocation of new resources for the University's 2022–23 (fiscal year 2023) operating budget. As we work to finalize the budget, we are pleased to share with you the following news regarding employee compensation increases for the year beginning July 1, 2022:

- A 5.5% increase to the merit salary pool for both staff and faculty.
- An increase to the University's minimum wage for both regular full- and part-time staff to \$15.00 per hour.
- An additional \$2.6 million to sustain the University's employee benefits program.

With the implementation of these changes on July 1, 2022, the University's salary pool for employees will have increased at a compound growth rate of 9.2% since July 1, 2020, the beginning of the University's first full fiscal year of the pandemic. Additionally, the University will have increased its minimum wage by 25% (from \$12.00 to \$15.00 per hour) over the same two-year period.

The budgeted increase to the fiscal year 2023 merit salary pool is significantly higher than any we have enacted over the past decade. Moreover, this budget allocation to continuing employee salaries and benefits represents, by far, the largest increase in expense in next year's budget. This sizable and permanent increase is made possible as a result of student enrollment returning to our pre-pandemic level in the current academic year and the continuing financial strength of the University.

As was true prior to the pandemic, increases in fiscal year 2023 salaries will be based on individual performance, with the exception of the upward adjustment to the minimum wage. That is, salary increases will not be provided across the board for staff and faculty; instead, the substantial merit increase pool provides the deans, vice presidents, and divisional leaders with the ability to differentiate salary increases according to contributions and performance.

Thank you very much for your continued dedication and service to our University of Richmond community.

**Kevin Hallock**  
President

**David Hale**  
Executive Vice President and Chief Operating Officer

**Jeffrey Legro**  
Executive Vice President and Provost