



August 24, 2022

Dear SMU employees,

We hope you have had an enjoyable summer and are excited about the beginning of the new academic year.

As we come back together, I would like to address some concerns voiced by members of our community, including representatives from the Staff Association and the Faculty Senate. Over the last year, dramatic increases in housing, groceries, gasoline, and more have proven to be especially burdensome and will likely continue for some time. Earlier this year, we committed to finding viable ways to lessen the impact of inflation on our employees.

Accordingly, I am pleased to announce that the President's Executive Council (PEC) has approved a one-time salary inflationary supplement of \$1,000 for each of our benefits-eligible employees. This supplement is being sourced from remaining University funds that were previously reserved to address potential COVID-19 challenges during the most critical period of the pandemic.

For faculty and staff who are paid once a month, the supplement will take effect on the paycheck you receive Wednesday, August 31, 2022; if you are paid bi-weekly, you will see the additional \$1,000 reflected in your Friday, September 2, 2022, check.

While an overwhelming majority of you are eligible, the full criteria of qualifications and exemptions are listed below:

- You must be a benefits-eligible member of the faculty or staff who is paid on a monthly or bi-weekly basis directly from SMU.
- You must be on the SMU payroll as of Monday, August 22, 2022; new employees added after that date are not included.
- Anyone who has notified HR of a termination, even one with a future date (i.e., retiring later this year) is not eligible for the supplement.
- Members of the PEC, temporary workers, student workers, adjuncts, and other individuals who generally do not classify as benefits-eligible are also not included in the payment.

This one-time supplement is in addition to the pay increases faculty and staff already received for this current fiscal year. Remember, as announced in 2021, SMU also fully absorbed the costs of higher health insurance premiums this calendar year.

While we recognize that these enhancements may not fully eliminate the impact you are feeling, we hope it reflects our sincere appreciation for your work in supporting our students and their education.

With gratitude,

A handwritten signature in black ink, appearing to read "R. Gerald Turner". The signature is fluid and cursive, with a large initial "R" and a long, sweeping underline.

R. Gerald Turner
SMU President