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Subject: Salary Deferral Changes for Academic Year Faculty
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DEPARTMENT OF HUMAN RESOURCES

Beginning August 2025, the University will no longer defer salary for nine-month academic year faculty. Your total salary amount will not be impacted. Academic year (nine-month) faculty will receive their academic year salary over 10 months, August through May.

This change responds to feedback from academic leaders and faculty that express concerns with the delay in receiving compensation for their work. This will also eliminate challenges with pay errors and pay manipulations when faculty are hired, experience salary changes and/or leave employment during the academic year and aligns the University's compensation practices with other R1 institutions. Additionally, this shift is part of the modernization of HR and Finance operations to Oracle. This transformation, known as the SOAR Program, supports the Ascend Strategic Plan. To learn more about SOAR, [view the website](#).

We understand that this change may require you to adjust your financial planning. HR will provide faculty with tools and resources for you to independently continue to defer a portion of your monthly payments to an account of your choice via direct deposit, such as a personal savings account, to then allow access to the same amount of salary during the summer months. Summer compensation eligibility and policies will remain the same.

This modification will not impact your benefit coverage or retirement contributions. However, please note that benefit deductions will be higher during the first two months of the academic year to account for the missed deductions in June and July.

The following resources are being shared so that you can begin to inform yourself on the changes as well as to provide a forum for asking questions:

- The following website will have the most up-to-date information, upcoming events and detailed FAQs: [Faculty Deferred Pay Updates](#)
- Faculty can leverage this planning tool to understand how much of their salary they should save monthly to replicate the current deferred pay model: [Faculty Deferred Pay Planning Tool](#)
- Upcoming events include financial planning sessions with financial advisors and information sessions with Human Resources beginning in the Spring 2025 semester.

If you have any questions, please reach out to Human Resources at facsal@memphis.edu. The above only applies to the recipients of this email and should not be forwarded to other employees.



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