



*The UNIVERSITY of OKLAHOMA, HEALTH CAMPUS*  
*Office of the Senior Vice President and Provost*

July 8, 2026

Dear Faculty,

I am pleased to share that at their June meeting, the University of Oklahoma Board of Regents approved the request from President Harroz for salary increases for eligible faculty and staff, effective July 1, 2026.

Faculty performance-based raises are distributed in three tiers. Increases are based on an employee's merit tier that was assigned during the faculty evaluation process for the 2025 performance evaluation period, as follows:

| <b>Merit Tier</b>                  | <b>Percentage Increase</b> |
|------------------------------------|----------------------------|
| Tier 3                             | 4.5%                       |
| Tier 2                             | 3.5%                       |
| Tier 1                             | 2.5%                       |
| Tier 0 / Not Eligible for Increase | 0%                         |

With the Board's approval, the University continues to demonstrate its commitment to employees and our Lead On strategic plan by supporting a salary program for the fifth year in a row.

If you have questions regarding the merit tier program, please contact your chair or immediate supervisor.

Sincerely,

Gary E. Raskob  
Senior Vice President and Provost, OU Health Campus