

## Munoz, Juan

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**From:** Bailey, Guy  
**Sent:** Monday, December 19, 2011 3:30 PM  
**To:** Hernandez, Grace  
**Cc:** Munoz, Juan  
**Subject:** Re: SPICE counter

I agree

Sent from my iPhone

On Dec 19, 2011, at 2:34 PM, "Hernandez, Grace" <[grace.hernandez@ttu.edu](mailto:grace.hernandez@ttu.edu)> wrote:

I recommend that we tell her that we stand by our original offer, which should not be taken as a slight to her program, but rather it is a budget consideration.

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**From:** Juan Munoz <[juan.munoz@ttu.edu](mailto:juan.munoz@ttu.edu)>  
**Date:** Mon, 19 Dec 2011 12:52:22 -0600  
**To:** Grace Hernandez <[grace.hernandez@ttu.edu](mailto:grace.hernandez@ttu.edu)>  
**Subject:** FW: SPICE counter

Grace,

see below, and please share with me any thoughts/revisions you might have.

Juan

Dr. Bailey,

I presented Susan Polgar with your offer of a 10% salary increase for her and Paul Troung, and a pledge of an additional 100K in scholarship funding for TTU chess players.

She countered with a request for TTU to come within 10-15% of the salary being offered to her and Paul Troung, by the competing institution. They have not disclosed the school's name, as yet.

- 1) Susan Polgar is being offered a salary of \$250,00. TTU would need to offer either \$225,00 @ 10%, or \$212,500 @15%, to come within 10-15% of the salary being offered to her. This would represent a salary increase of between \$93-80,000. Moreover, this amount does not include fringes; at 45K to 42K, respectively. Her current salary is \$131,325.

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<b>Polgar salary based on \$250k</b>	
<b>Salaries</b>	
Original Salary	\$250,000
Fringes	\$50,000

<b>Total</b>	<b>\$300,000</b>
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<b>10% Reduction</b>	<b>\$25,000</b>
10% less	\$225,000
Fringes	\$45,000
<b>Total</b>	<b>\$270,000</b>

<b>15% Reduction</b>	<b>\$37,500</b>
15% less	\$212,500
Fringes	\$42,500
<b>Total</b>	<b>\$255,000</b>

2) Paul Troung is being offered a salary of \$150,000. TTU would need to offer either \$135,000 @ 10%, or \$127,500 @15%, to come within 10-15% of the salary being offered to him. This would represent a salary increase of between \$56-48,000. Moreover, This does not include fringes, at 27K to 25.5K, respectively. His current salary is \$78,795.

<b>Troung salary based on \$150k</b>	
<b>Salaries</b>	<b>\$150k</b>
Orignal Salary	\$150,000
Fringes	\$30,000
<b>Total</b>	<b>\$180,000</b>

<b>10% Reduction</b>	<b>\$15,000</b>
10% less	\$135,000
Fringes	\$27,000
<b>Total</b>	<b>\$162,000</b>

<b>15% Reduction</b>	<b>\$22,500</b>
15% less	\$127,500
Fringes	\$25,500
<b>Total</b>	<b>\$153,000</b>

3) Additionally, Susan Polgar has requested that TTU come within 10-15% of the \$220,000 in annual scholarship support being pledged by the competing institution. Currently, you have authorized \$130,000 in new funding. To be within 10-15%, TTU would have to increase its annual scholarship support by \$57-68,000, in addition to the \$130,000 recently offered as part of the current negotiation.

There are other dimensions to the offer they have received, related to space, additional staff, competitive bonuses and travel expenses. However, the significant items are summarized above. I will wait to hear from you regarding the direction the university should take on this matter.

**Juan Sanchez Muñoz, Ph.D.**

*Vice President*

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