



**DIVISION OF AGRICULTURE**  
**RESEARCH & EXTENSION**

*University of Arkansas System*

October 3, 2023

To: All Division of Agriculture Employees

Re: Growth Reward Opportunity (GRO)

The Division of Agriculture is pleased to announce a new concept for rewarding our non-faculty employees after years of dedicated service to the Division. Recognizing that employees typically become more valuable to the organization as they gain “on the job” experience, this policy is intended to provide a mechanism to reward that “added value.” The goal is to reward our outstanding and high performing employees with financial increases on a more frequent and continuous basis compared to the former promotion process. The new Growth Reward Opportunity (GRO) is not an automatic increase and will be available contingent upon unit budgets as well as Division funding.

The GRO program will be used in lieu of the current promotion process for the Program/Project Administrators, Non-classified and former classified employees, as well as County Agents. **Excluded** from this policy are the following state titles: Faculty, Graduate/Senior Graduate Assistant, Department Chairperson, District Directors, all VP titles, and all titles that report directly to the Vice President and/or Senior Associate Vice President(s).

The former promotion application procedures and deadlines for non-classified, county agents and project/program associates are no longer applicable. The new procedures and deadlines are in the GRO application instructions. The documents should be submitted via email to your immediate supervisors and the appropriate Unit Head. We will be providing additional instructions for the final submission to the Senior Associate Vice President level.

Also, please note that until further notice, position ranks (i.e., I, II, III, etc.) will not change with these reward opportunities. Employees will remain in their current rank (if applicable) for now.

The goals of creating the Growth Reward Opportunity were to streamline the process for salary rewards, as well as encourage retention of newer, hard-working, employees.

We hope you all find this new process to be more expedited and continuous than the old process.