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Edwardsville Bulletin

To the Faculty and Staff of Southern Illinois University at Edwardsville

Vol. 8, No. 34
July 20, 1976

MEMO TO: The University Community

FROM: Andrew J. Kochman

SUBJECT: Salary Increases for University Personnel

During the legislative session just past, members of this administration and System personnel made a major effort to communicate the needs of this institution to the State Government on every level. In all discussions, which included a meeting on this campus with the Speaker of the House as well as frequent trips to testify before committees and meet individually with legislators, we emphasized the overriding need to give every working member of the University community a fair and decent salary increase. With the cooperation of our area legislators, an appropriation bill was passed which represented the very most we could have hoped for, considering the climate of the legislature and the overall fiscal situation of the state.

Information has reached us that the Governor's action on Monday exercising line item veto over the Southern Illinois University appropriations bill resulted in salary increases amounting to two and one-half percent of our personnel dollars. Despite our efforts, this figure is considerably less than what the legislature appropriated and sent to the Governor. This bulletin is being distributed so that all employees may be apprised of the present situation and future possibilities.

We will proceed as quickly as possible to implement increases based on the Governor's action. The Board of Trustees at its June meeting authorized salary increases to be effective July 1.

We will vigorously explore every possibility which may exist at whatever time for legislative override of the Governor's veto, particularly as it relates to increasing the dollars which might potentially be available for salary increases. There is no way to be sure of the timing and the outcome of such an override endeavor, since the legislature is no longer in session, it is doubtful that it could be brought about before mid-November.

Although it is still too early to make any accurate forecasts, consideration will be given to the possibility of mid-year reappraisal of our budget situation after we know the outcome of any potential attempt to override the Governor's veto of the appropriation bill.

In the interim, in consideration of the possibility of later reconsideration of additional monies for salary increases as a result of the above, investigation will be made of ways to deal with present Illinois law which is understood to prohibit retroactive payment for work already performed.

Please be assured that the University administration and the Board of Trustees are in no way satisfied with the present situation and that efforts will be undertaken to bring about reconsideration of the question of adequate salary increases for University employees. Any individuals or groups who have suggestions which might be helpful in the pursuit of this endeavor are encouraged to communicate them directly to me.

The UAAC as constituted above shall select its own chairperson from among its regular members (excluding ex officio members).

The UAAC shall have responsibility to assume and carry out duties of the original Affirmative Action Task Force (as outlined in the written AAP); to make recommendations to the President concerning affirmative action policies, procedures, or problems; to recommend from time to time such modifications of the written AAP as it feels advisable; to advise the President or any Vice-President with respect to any matter submitted to them by such officer requesting their advice and counsel; and to consult with any policy-recommending agency of the University with respect to affirmative action policies, procedures, or problems at the request of such agencies. The UAAC shall report directly and be responsible solely to the President of the University."

2. In accordance with section 1 preceding, the following persons constitute the University Affirmative Action Council effective 12 July 1976.

a. Members

- (1) Acting Vice President and Provost - Earl Lazerson;
Designee - Lionel Walford, Acting Dean, School of
Science and Technology
- (2) Senior Vice President for Planning and Review -
Ralph W. Ruffner; Designee - Judy Connolly, Staff
Assistant, Office of the SVP/PR
- (3) Acting Vice President for Business Affairs -
James Metcalf; Designee - Ken Hacker, Bursar
- (4) Executive Dean for Student Affairs - C. Scully Stikes;
Designee - Glenda Lawhorn, Assistant to the VP/SA
- (5) Benjamin F. Quillian - Instructor, Delinquency Study
and Youth Development Center
- (6) Sheila Ruth - Assistant Professor, Philosophical Studies
- (7) John Robinson - Staff Assistant, Supplemental Instructional
Program
- (8) Sara Rivenburgh - Departmental Business Manager, Plant
Operations
- (9) Marsha Lynch - TA, English Department (Graduate Student Member)
- (10) Ralph Collins - Student Senator (Undergraduate Student Member)

b. Members Ex Officio, Without Vote

- (1) Assistant Vice President for University Personnel
Administration - Warren Joseph
- (2) Affirmative Action Officer for Women's Affairs
Sally Page
- (3) Affirmative Action Officer for Minority Affairs -
John Flamer

3. The next meeting of the UAAC, which I plan to attend, will be a luncheon meeting at 12:00 noon on July 12 in the Missouri Room, University Center. It is requested that both the outgoing (1975-1976) membership and the incoming (1976-1977) membership -- including the four chief line administrative officers as well as their designees -- be present for this meeting.