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# Edwardsville Bulletin

To the Faculty and Staff of Southern Illinois University at Edwardsville

Vol. 10, No. 42  
June 2, 1978

MEMO TO: The University Community  
FROM: Kenneth A. Shaw *KAS*  
SUBJECT: Salary Increase Plans for Fiscal Year 1979

The material which follows has been submitted to the Board of Trustees for consideration at the June, 1978 meeting.

## "SALARY INCREASE PLANS FOR FISCAL YEAR 1979, SIUE"

### 1. Guidelines for Faculty Employees

- a. Each eligible faculty member in a given rank will receive an adjustment equal in amount to  $.5x\%$  of the mean salary of that rank, where  $x\%$  is that percentage arrived at by legislative and gubernatorial action. Mean salary by rank will be determined by the Office of the Vice-President and Provost, SIUE.
- b. Each eligible faculty member in a given rank will receive a performance adjustment equal in amount to  $.4x\%$  of the mean salary of that rank.
- c. "Eligible faculty member," as used in a. and b. above, refers both to terms of appointment and sufficiency of performance. In regard to terms of appointment, eligibility will be determined by consultation between the appropriate dean or director and the Office of the Vice-President and Provost. In regard to sufficiency of performance, demonstrably unsatisfactory performance may lead to a reduction in the amounts awarded under either a. or b. above. In such cases, written justification for a determination of unsatisfactory performance must be provided to the faculty member and the Office of the Vice-President and Provost by the appropriate dean or director.
- d. Those eligible faculty members who receive the full amounts possible in a. and b. above, but who remain below the following monthly minima

Professor	\$2,300
Associate Professor	1,925
Assistant Professor	1,595
Instructor/Lecturer	1,300

will be brought to the minima.

- e. The remaining 1/10 of all available salary adjustment dollars will be distributed to the units in proportion to their number of eligible FTE faculty for distribution as distinguished performance awards. The process by which these awards are determined, including criteria used, will be submitted along with the unit's recommended distribution of these dollars to the Office of the Vice-President and Provost.
- f. In the event the guidelines established in a. through e. above might prove detrimental to a particular unit, the Office of the Vice-President and Provost will consider alternatives to these guidelines, submitted by the affected unit, if such alternatives have strong faculty support in the affected unit, and the alternatives proposed can be demonstrated to be in the best interests of the affected unit and overall institutional achievement.

2. Guidelines for Administrative Staff Employees\*

- a. Each unit will receive 8% of its eligible Administrative Staff salary base for distribution.
- b. From the funds distributed per a. above, each Administrative Staff employee will receive a \$51 across-the-board increase.
- c. From the funds distributed per a. above, after the across-the-board increases have been granted, each unit will have approximately 5% of its base for distribution as merit increases.

3. Guidelines for Civil Service Range Employees\*

- a. Each unit will receive 4% of its eligible Civil Service range personnel base for distribution as merit/equity increases; and
- b. In addition, each Civil Service range employee included in a. above will receive a \$51 across-the-board increase.
- c. This will assure that the lowest range classification will receive approximately a 10% increase from the across-the-board factor, and will still be eligible for merit consideration.

4. Guidelines for Persons Holding Assistantships\*

Graduate, teaching, and research assistantships will receive an 8% salary increase. Assistantship ranges will be adjusted accordingly. Increases will be effective July 1, 1978.

5. Guidelines for Student Workers\*

Student workers will receive an across-the-board hourly rate increase of 25¢, and student work ranges will be adjusted accordingly. Increases will be effective with the payroll period which includes January 1, 1979.

\*These guidelines are subject to the appropriation, through legislative and gubernatorial action, of sufficient salary adjustment funds."