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Recommended Citation

Southern Illinois University Edwardsville, "Edwardsville Bulletin: July 22, 1988" (1988). *SIUE "Bulletin"*. 418. <https://spark.siu.edu/bulletin/418>

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BULLETIN

To the Faculty and Staff of Southern Illinois University at Edwardsville

Vol. 19, No. 12
July 22, 1988

MEMO TO: Faculty and Staff

FROM: Earl Lazerson *E. L.*

SUBJECT: Fiscal Year 1989 Salary Increases

Governor Thompson has signed the University appropriation bill for FY89 as passed by the General Assembly. The bill provides SIUE a State operating budget of \$58,157,700 for the period July 1, 1988 - June 30, 1989. This amount reflects a reduction of \$311,000 from the FY88 base budget level plus an increase of \$2,292,900 (5.42%) for personal services. Assuming a 5% turnover in personnel, this would provide an average 5.7% salary increase.

But, I believe we must do better. Accordingly we will reallocate approximately \$525,000 to bring the average salary increase for faculty, professional staff, and open-range civil service employees to 7% effective July 1, 1988 with the increases for July and August reflected in the September 1 pay check. Salaries of employees represented by unions will be determined through the collective bargaining process, and prevailing wage employees will receive compensation in accordance with the Statute and Rules of the State University Civil Service System. While 7% is not adequate given the lack of a salary increase last year, it is the best that can be done without seriously jeopardizing University operations.

Reallocation to achieve a 7% salary increase will not be made without costs. The buildings will be warmer in summer and cooler in winter; there will be fewer dollars to purchase instructional equipment; implementation of the new Student Information System will be slowed as purchases of computer equipment are delayed; repairs and maintenance of our physical plant will be deferred; planned major improvements in our classrooms will be foregone; our public service efforts will be curtailed. In my judgment, these are costs we must bear if we are to protect our most important resource, our faculty and staff.

For two consecutive years the General Assembly has failed to address the legitimate and documented needs of education. Many of you contributed to the effort to achieve additional resources for education, some by writing letters, some by making phone calls, others by visiting members of the legislature, and still others by contributing money to the campaign. I deeply appreciate what you have done. But, most importantly, by continuing to work together, we will maintain the quality of teaching and learning at SIUE.