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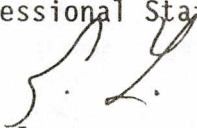
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BULLETIN

To the Faculty and Staff of Southern Illinois University at Edwardsville

Vol. 19, No. 14
August 23, 1988

MEMO TO: Faculty, Professional Staff, and Open-Range Civil Service Employees
FROM: Earl Lazerson 
SUBJECT: Salary Equity Increases

In December, 1986, on the recommendation of the Faculty Senate Executive Committee, I appointed a Faculty Salary Equity Task Force. In February, 1987, on the recommendation of the Staff Senate, I appointed two additional equity task forces, one to review salaries of the professional staff and the other to review the salaries of open-range civil service employees.

Each task force submitted a preliminary report in March, 1988. At the time it was appointed, the Faculty Salary Equity Task Force recommended that the reports of all the task forces be reviewed by the University Planning and Budget Council. Accordingly, on March 30, I sent the reports to the UPBC requesting the Council to review the reports to determine the degree to which they meet their stated objectives and to assess the soundness of their assumptions and methodologies. I also requested that the Council provide me with advice on a process for implementing the recommendations of the reports, insofar as the recommendations were deemed feasible, given the current status of the University's needs and resources.

During April and May the UPBC reviewed the reports and worked with members of the task forces to effect various methodological refinements. The Council reported its findings and recommendations to me on May 26. Its major recommendations were:

1. The salary inequities identified for faculty, professional staff and open-range civil service employees should be addressed over the next two years.
2. Half of the funds to address these inequities should come from general administrative funds. The other half of the funds for addressing inequities for faculty should come from a tax on each unit of the university which has faculty positions to be levied as a percentage of

(over)

faculty personnel budgets in each of those units. The other half of the funds for addressing inequities for professional staff and open-range civil service employees should come from a fund established by not filling vacated professional staff and open-range civil service positions in each of the functional areas in proportion to the inequities in those areas.

3. Equity studies should be conducted every two years for faculty, professional staff, and open-range civil service employees to safeguard against the creation of salary inequities.

4. A school which can present a compelling case to the Provost may be permitted to extend the equity program using its own internal resources. No general administration funds are to be provided for these extensions.

The Faculty Senate reviewed and endorsed the recommendations of the UPBC at its meeting on June 9. The Staff Senate, at its meeting on June 16, reviewed and recommended approval of the UPBC report with a few emendations to clarify specific points.

I approve the recommendations of the UPBC and have directed the functional area heads to implement the salary equity increases effective September 16, 1988, with the increases to be reflected on the October 1 payroll.

We will need to reallocate a total of approximately \$1,360,000 during this year and the next to implement the plans. That reallocation will not be made without sacrifice. The half that will come from general administration funds will mean fewer dollars for instructional equipment, library materials, computer equipment, and repairs and renovations to the physical plant. The half that will come from the units will put further pressure on an already strained staff.

But, we must make these sacrifices if we are to achieve equity and to continue to attract and retain the highest quality faculty and staff. I am confident I will have your support in implementing the salary equity plans.