

4-26-1991

Edwardsville Bulletin: April 26, 1991

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Recommended Citation

Southern Illinois University Edwardsville, "Edwardsville Bulletin: April 26, 1991" (1991). *SIUE "Bulletin"*. 462.
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Adm: Ed Bull

BULLETIN

To the Faculty, Staff and Students of Southern Illinois University at Edwardsville

Vol. 22, No. 9
April 26, 1991

MEMO TO: The University Community
FROM: Earl Lazerson *E.L.*
SUBJECT: Equity Studies

PRESIDENT'S OFFICE

APR 29 1991

SOUTHERN ILLINOIS UNIVERSITY
AT EDWARDSVILLE

In submitting its report on salary equity studies for faculty, open-range civil service, and professional staff in 1988, the University Planning and Budget Council recommended that these studies be repeated biannually. Studies of faculty, open-range civil service, and unrepresented administrative/professional staff were to have been completed by Fall, 1990, but methodological problems with the study of unrepresented administrative/professional employees delayed completion until Winter, 1991.

The UPBC has now completed its review of the studies and has recommended that the results be implemented. I concur with that recommendation, and have directed the vice-presidents to proceed with implementation. Faculty salary equity adjustments will be made in general accord with the procedures outlined by Provost Werner in his memorandum to the faculty of October 19, 1990. Adjustments for unrepresented administrative/professional staff will be made by the individual's supervisor in consultation with the appropriate vice-president using the results of the study on a case-by-case basis. Open range civil service employees shall receive the salary equity adjustments identified by the study.

Since the purpose of equity studies is to identify and correct salary inequities, not all employees in these groups will receive salary adjustments. Faculty who are to receive increases will be so informed by their deans. Open range civil service and unrepresented administrative/professional staff employees will be notified of adjustments by their supervisors.

Half of the increases will be effective May 1, 1991. I hope that the remaining half of the increases can be implemented on May 1, 1992, but I wish to reserve that decision pending the outcome of the current legislative session and a review of the budgetary situation of the University in FY92.