The 2000-02 Appropriations Act does not include salary increases for teaching and research faculty or for administrative and professional faculty in FY 2001-02. In this situation, salary equity among the faculties of our various schools might deteriorate in consequence of the disparate levels of private/non-state income available to the schools. Accordingly, it is the University’s policy that schools or units may not use private or clinical funds to give salary increases that would normally be considered during the annual salary review and salary setting process. Reappointments will occur as normal, and reappointment-related salary increases will be approved when the state approves its next faculty salary increase. Raises associated with defined role changes, counter offers, and specific equity concerns will be addressed in the customary ways within the limits of each school’s or unit’s existing resources. (All questions about this policy should be addressed to the appropriate vice president.) Raises associated with promotions and tenure will be delayed until the Governor and General Assembly act on a salary increase. If no increases come during the relevant fiscal year, Messrs. Block and Sandridge will reexamine the policy on raises associated with promotions and tenure.

All deans and department heads should maintain a normal evaluation schedule for faculty, and all should consider and make records of possible salary recommendations during that evaluation. Obviously, we hope that the Governor and the General Assembly will appropriate a retroactive salary increase at the beginning of the 2002 General Assembly Session. If this increase is approved, we will face a very short deadline to make salary recommendations. Deans and department heads must be prepared to act quickly in the event that we receive authority to award retroactive salary increases.

Any exception to the above policies and procedures must have the prior written approval of the appropriate vice president. Copies of these approved exceptions must be delivered at the time of each approval to Ms. Sheehy, who oversees this process.