

February 10,

Dr.
Chancellor

Building

FEB

Dear Dr.

In developing the distribution plan for salary increases for fiscal , there are four situations that exceed guidelines and for which I request special approval.

- Dr. is an outstanding scientist with wide recognition for research in and quality. The University of recently invited him for official interview for a position as section leader in new initiatives. He is currently paid \$ and with merit rating as Associate Professor would receive \$3,400 increase. I propose an additional \$3,000 adjustment (this would represent 14.8% increase) as a move to try to retain him at this university.

- Mr. now serves as Director of both the and programs. With this change last summer we were able to vacate a position as well as bring together two areas for which combination of efforts have been very beneficial. I was informed when the change was made that was already at the top of the pay scale and could not be further adjusted. He is currently paid \$ and with merit rating in Group C would receive \$2,790 increase. I propose an additional \$2,225 adjustment to bring his salary to \$ (this would represent 12.9% increase). is doing an exceptionally fine job and we must move his salary up so as to retain his talent at the university.

- Dr. , an Assistant Research Professor, is a very productive faculty member and her salary is low relative to other assistant professors because of a low starting salary (determined by the amount of funds in the grant). Her salary is currently \$ and with a merit rating (maximum)

Dr.
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as an Assistant Research Professor would receive a \$2,800 increase. I propose a \$3,680 additional adjustment (this would represent a 19.9% increase) to bring Dr. ' salary in line with others of the same rank. This increase would be given only if funds are available in the grant in accordance with Administrative Regulations AR11-1.0-1 concerning appointments in the Research Special Title Series.

A special salary adjustment is being requested for

has a current salary of \$18,480. We are proposing an increase of \$3,650, an increase of 19.75%. This employee is an outstanding young minority who graduated from the with honors. She has been an excellent employee for the for 3 years. is nearing completion of a Master's Degree and has plans to work toward a Ph.D. Degree at some point in the future. Unless we can make a significant adjustment in her salary we have little possibility of keeping her as an employee. Another agency in has given her a current job offer of \$ per year.

Your special consideration would be very much appreciated.
Thanks.

Sincerely,

Dean