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CHAIRMAN OF THE BOARD OF TRUSTEES

TO: Lilien F. Robinson
Chair of the Faculty Senate Executive Committee

FROM: Charles T. Manatt, Chairman of the Board
Stephen Joel Trachtenberg, President

RE: Your June 9 Letter to Us

DATE: August 26, 2005

We thank you for your letter of June 9, 2005 that chronicles the concerns of the members of the Faculty Senate with respect to the timing and size of the pool for faculty merit-pay increases.

Due consideration has been given to the concerns of the Faculty Senate as voiced in their Resolution 05/2. As you are by now aware, the faculty merit-pay increases' pool will be 6% of the total academic-year salaries of all occupied faculty lines and there will be extra funds allocated to move the full professors and the assistant professors as close as possible to or above the AAUP 80th percentile for average salaries at these ranks. We understand that the associate professors are already above the 80th percentile.

Faculty members will be notified of their merit-pay increases, which will be effective on January 1, 2006, as early as practical prior to November 1, 2005. While our commitments on such matters must be contingent, we look forward to having the next merit pay review effective a year after this one—that is, January 1, 2007. We shall be making significant effort in the budget process for FY 07 towards keeping the Faculty Senate Fiscal Planning and Budgeting Committee involved in discussions of the state of the budget and the details involved in its development.

With regard to other matters in your letter, we believe they all have been addressed in the past. Therefore, we thank you for your correspondence concerning these matters. We would appreciate your distribution of this letter to the Faculty.

CTM-SJT/h