MEMORANDUM

TO: All Teaching Faculty

FROM: Maurice W. Scherrens
       Suzanne Slayden

DATE: January 15, 2008

SUBJECT: 9 Month Salary/12 Month Pay

The University Administration and Faculty Senate contracted with an independent accounting firm (Gelman, Rosenberg & Freedman) to review the methodology being used by the University to pay those faculty who are being paid their nine month salary over twelve months (9/12).

The study concluded that the methodology being used was proper and typical of that used throughout the country by other universities. The study further concluded that both 9/9 and 9/12 faculty are paid their full academic year salaries over the course of the academic year period, Sept.-August. However, it did reaffirm that a portion of the raise specified in the salary memo, effective Nov. 25th, is deferred after the 12-month period to ensure consistent payments throughout the year. Further details about the actual calculations will be available soon.

Action Plan
As a result of these findings, the University will make these provisions for faculty compensation.

1. All new and current faculty may choose whether to be paid their salary over nine months or over twelve months.

2. If a choice is not made, a new faculty member will be paid over nine months.

3. The opportunity to change from one payment option to the other will occur annually during an open enrollment period (dates for 2008 yet to be determined).

4. Information and guidance for both the 9/9 and 9/12 options will be distributed to all new faculty and will be permanently accessible on the Human Resources website.

The University Administration and the Faculty Senate worked together very effectively in examining the method by which 9/12 faculty are paid. We appreciate the time and effort given by both faculty and staff to review and improve this very important practice.