

MEMORANDUM

TO: Deans, Directors, and Departmental Executive Officers

FROM: Wallace Loh, Executive Vice President and Provost
Douglas K. True, Senior Vice President

RE: 2009-2010 Salary Program

DATE: May 7, 2009

Instructions for implementing the 2009-10 Salary Program are attached. The program is based upon collective bargaining agreements as well as appropriations and policies anticipated from the state and from the Board of Regents. Legislative action on appropriations for FY2010 provides \$35.5 million less than the revised appropriations from FY2009. Additionally, the legislature and the Governor are providing \$35.4 million in nonrecurring federal stimulus funds which must be spent by June 30, 2010. These Funds are to be used for transition during the next year with four guiding principles:

- Save and create jobs
- Improve student achievement
- Accountability
- Minimize impact of anticipated FY2011 state appropriations funding decline

The FY10 University of Iowa General Education Fund revenue budget assumes a 7.6% tuition rate increase for non-resident undergraduate students, a 4.2% increase for resident undergraduate students, and a 5.6% increase for graduate students. Selected professional school tuition supplements are in addition to this. Indirect cost recoveries are budgeted to grow 4%. The Board of Regents has required further reallocation sufficient to meet FY2010 budget goals and as a transition to FY2011.

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The decisions you are making now should be based on the guidelines in this document. Colleges and divisions may provide additional guidelines. The results of the process are not considered final until the Board of Regents approves the University's final budget at its August 5-6 meeting. The electronic budget and salary file will be available to administrative offices on May 19th. Electronic budget and salary entries are due to the Budget Office by June 8th. Colleges or divisions with employees holding joint appointments in other colleges and divisions should coordinate with the appropriate Budget Officer as early as possible and not delay an administrative area's ability to finalize their budget decisions. Individuals should be informed of their recommended salary levels prior to July 1. Senior Human Resource leaders are available to suggest best practices for this communication.

Faculty

For FY 2010, merit-based salary increments for faculty will be 0% except for promotional increases. The Office of the Provost will consider a very limited number of exceptions to the 0% faculty salary increment policy for counter offers, equity adjustments, and compression. In addition, the Colleges of Medicine, Dentistry, Pharmacy, and Nursing, who pay variable compensation to faculty based on productivity, as previously approved by the Board, will continue to be authorized to do so in FY 2010 subject to individual plan reviews and approvals by the Office of the Provost and University Human Resources.

Funding for faculty promotions will be supported by new general fund allocations from central administration. All other faculty salary increments are to be paid from collegiate resources.

Promotional increments for the tenure and clinical tracks are \$2,500 for Assistant to Associate Professor and \$3,500 for Associate Professor to Full Professor.

All requests for FY10 salary increments are to be submitted for approval to Susan Johnson, Associate Provost for Faculty.

Non-Union Professional & Scientific (P&S) Staff

For FY 2010, merit-based salary increments for non-organized professional and scientific staff will be 0% except for reclassification increases that have received prior approval. The University Human Resources office will consider a very limited number of exceptions to the 0% P&S staff salary increment policy for counter offers, equity adjustments, and compression.

All funding for P&S salary increments will come from collegiate/division or department budgets – no new central resources will be provided to help pay for P&S salary increments.

Reclassification increments for the professional and scientific staff can be found within Attachment C.

All requests for FY10 salary increments are to be submitted to Susan Buckley, Vice President for Human Resources, for approval.

Additional Information

Attachment A provides detailed information on wage adjustments for unionized staff.

Attachment B lists the fringe pool rates for FY10.

Attachment C provides the general salary increase guidelines.

Attachment D provides the P&S salary schedule for FY10.

This information can be accessed at <http://www.uiowa.edu/hr/salary/index.html>