



MEMORANDUM

TO: AAMU Faculty

FROM: Charlie Rucker
Interim Vice President for Business and Finance

DATE: February 8, 2007

RE: Updated Faculty Salary Schedule

The Faculty Senate Executive Committee has requested that an updated faculty salary schedule be posted on the university's web site. In making this request, the Committee distributed to the faculty a proposed schedule reflecting what it contends should be the new salaries for faculty as a result of the recent adjustments made in January. Additionally, the Committee indicated that a number of faculty have still not received their full salary adjustment as reflected in the schedule they presented and that the calculations used by my office to make these adjustments were incorrect.

We have reviewed the schedule presented by the Executive Committee and determined that the base salary used in making their calculations is incorrect and that our calculations are correct. The Committees' base salary shown in the chart labeled 2005 Faculty Salary reflects the salary which would have been given if the full 85% SREB was applied in 2005-06. The second chart shown is labeled 2006 Salary with 5% Adjustment. As a result, the amount shown in this second chart is slightly higher than the amount provided in your recent adjustments and what is indicated to be your current salary.

The difference in calculations between what we provided, which is reflected in the updated salary schedule posted on the website, and the salary schedule provided by the Executive Committee is a result of the following. As you know the 85% SREB was divided in half with 50% being applied in 2005-06 and the remaining 50% applied in 2006-07. As such, the base salary which was actually provided in 2005-06 and upon which the 5% increase was added is not that which is shown in the Executive Committee's chart.

While we understand the viewpoint of the Faculty Senate Executive Committee in suggesting the base salaries should be that which would have been provided had the full 85% adjustment been made in 2005-06, the Board of Trustees agreed that since the funds

were not available this would be done as noted above. Generally Accepted Accounting Principles (GAAP) indicate that we should use actual and not proposed salaries in making such adjustments. More importantly, although these individual differences amount to only a few hundred dollars for each faculty member our current budget can simply not afford to absorb any additional increases without affecting other budget reductions.

You should also know that President Jennings is planning to propose to the Board of Trustees a 5% increase for 2007-08 in an effort to continue to address his commitment to improving salaries for faculty and staff. This proposed salary increase will be based on the availability of funds.

cc: AAMU Board of Trustees
Robert R. Jennings, President
Beverly C. Edmond, Provost and Vice President for Academic Affairs