

RESOLUTION E03-10

FY10 Administrative/ATSS Salary Adjustments

WHEREAS, a thorough review of national and statewide benchmark data of comparative positions reported by the FY09/10 administrative and mid-level CUPA surveys, the Ohio Board of Regents (OBR) assigned Peer institutions, and the Ohio IUC institutions indicates that there is considerable inconsistency in the treatment of salary adjustments for FY09/10; and

WHEREAS, these data illustrate a variety of approaches for salary/wage increases were utilized such as: one-time payments, mixture of base and one-time payments, and across-the-board (to base) adjustments that ranged from a negative 6.5% to 6% increase; and

WHEREAS, it is important that SSU retains its relative position within the applicable salary market, acknowledges this group's strong support through challenging times, and recognizes each individual's significant contributions to the University's student retention efforts; and

WHEREAS, based upon all considerations the President recommends that the FY09/10 budget be modified to provide for a 2% salary adjustment to eligible administrative and ATSS employees' base salaries to be effective January 1, 2010, capped at \$1,000;

THEREFORE, BE IT RESOLVED, that the Shawnee State University Board of Trustees approves the President's recommendation as described herein.

(March 19, 2010)