

To: Susan Sciame-Giesecke, Interim Chancellor

From: Faculty Senate Budgetary Affairs Committee
Chris Darr, chair
Rick Aniskiewicz
Christina Downey
Marlene Greskamp
Linda Krause
Masato Ogawa
David Rink
Angie Thorpe

RE: Merit Raises for 2013

As Chairs and Deans begin the annual review of faculty, the Budgetary Affairs Committee respectfully requests that the following questions be clarified.

- 1) How does the administration define "merit" for the purpose of salary increments on a year to year basis? In other words, what criteria are used to differentiate pay raises among faculty?
- 2) How is merit compared across faculty with different duties? In other words, how is merit determined in relation to the differing duties among tenure/tenure track faculty, lecturers, clinical faculty and librarians?

We appreciate your response on this matter.