



# Almanac

VOL. 2, NO. 11

SPECIAL ISSUE, JUNE 1956

TO

Non Profit Org.

## An Announcement By The President

June 11, 1956

DEAR COLLEAGUE:

Once again the Editor of The Almanac is according me the courtesy of his columns to inform you of the next stage in the series of steps which the University is taking to maintain and develop an outstanding faculty.

As a result of the Governor's approval of the full general maintenance appropriation requested of the Commonwealth for the current biennium, it is now possible to attain the following objectives in the course of our program for increasing faculty salaries, strengthening supplementary benefits, and creating new faculty positions:

1. Implement the plan announced to the University Senate on October 24, 1955, by making effective, as of July 1, 1955, 5 to 10 per cent general salary increases for fully affiliated, fully salaried faculty members; and by also establishing the following minimum salary levels for our academic grades: instructors who have completed their graduate training, \$4,000; assistant professors, \$5,000; associate professors, \$6,000; and professors, \$7,000. This will raise the previous minimum level \$1,000 in each category.

The general increases will apply to the respective academic levels as follows:

Fully affiliated, fully salaried professors whose base salaries are under \$10,000 will receive a 10 per cent salary increase, or an increase to a minimum base salary of \$7,000, whichever is greater, except in instances where such an increase would result in a total salary in excess of \$10,000.

Similarly qualified associate professors will be granted a 10 per cent increase or an increase to the minimum base salary of \$6,000, whichever is greater.

Assistant professors, in the fully affiliated, fully salaried category, will receive a 5 per cent increase or an increase to a minimum base salary of \$5,000, whichever is greater.

Associates and instructors, in the same status, who have completed their graduate training, will be granted a 5 per cent increase or an increase to a minimum base salary of \$4,000, whichever is greater.

All other fully affiliated, fully salaried academic personnel will receive a 5 per cent increase.

The across-the-board increases to the academic staff are made possible by the allocation of \$290,000 in the University's budget for 1956-57.

In addition, \$160,700 has been designated in the budget for selective increases for the academic staff.

2. Increase to 7½ per cent the University's present contribution of 5 per cent to the retirement allowance plan for

faculty and administrative personnel. This contribution is based upon the annual base salaries of the participants who would continue to contribute a minimum of 5 per cent as in the past. To cover the cost of this increased annuity benefit, \$110,000, a sum equal to 2½ per cent of the adjusted 1955-56 faculty salaries will be deposited with T.I.A.A. as of June 30, 1956.

3. Create new faculty positions during the next academic year through an allocation of \$283,700.

Thus, \$844,000 — an amount in excess of the \$715,000 increase we are receiving this year over the previous year from the Commonwealth appropriation for general purposes — will be used for the faculty development program.

Faculty members can anticipate receiving salary checks, reflecting the adjustment to July 1, 1955, on or about June 25, 1956.

In addition to these increases, it is estimated that the income from the fraction of the Ford basic grant and the accomplishment bonus, which we anticipate receiving July 1, 1956, will increase by nearly 2 per cent the base salaries, as of June 30, 1956, of fully affiliated, fully salaried members of the faculties of our undergraduate schools and the Graduate School of Arts and Sciences. The actual salary increase estimated from this source is 1.9 per cent but by the use of additional University funds an increase of a flat 2 per cent will be put into effect, as of July 1, 1956, provided the Ford funds are received by that date.

These actions were authorized at the June meeting of the Trustees.

In making this announcement, I wish to convey to you my sincere appreciation and that of the Trustees for the patience and understanding which you have displayed during the development of these measures for improvement of the faculty's financial position.

Very sincerely,

GAYLORD P. HARNWELL  
President