June 19, 2006

Dear Deans, Chair and Directors:

Throughout the past year, we have reiterated our priority for compensation increases for Michigan Tech employees. This is necessary to ensure that we remain competitive in retaining talented faculty and staff at Michigan Tech.

At today’s forum, we presented our recommended general fund budget for FY’07 that will be considered for approval by the Board of Control on Thursday, June 22. The budget includes $1.9M for salary adjustments. If approved, salary adjustments for all will be allocated as in the past. For those employees covered by a Union Contract (UAW, POA, AFSCME), increases will be negotiated at the bargaining table as they have been in the past. Non union faculty and staff salary review will be conducted and adjustments will be allocated by supervisors based on merit, marketplace and equity consideration as is established practice at Michigan Tech.

As you know, unionized faculty members are not covered by a contract so we are required by law to follow Michigan Tech’s past practice which allocated salary adjustments based on merit, marketplace and equity considerations. The current proceedings at the Michigan Employment Relations Commission do not change this obligation under the law.

Following the Board of Control meeting, we will be contacting you with a timetable and worksheets for implementation.

Sincerely,

Glenn D. Mroz
President

Cc/Dr. Bruce Barna
    Dr. Marilyn Cooper
    Douglas Jones
    Charles Paoli
    Barbara Ruotsala