TO: Andrew Marcus; Associate Dean for Sciences; Judith Baskin; Bruce Blonigen; Mia Tuan; Julie Newton; Frances Bronet; Brad Foley; Michael Moffitt; Kees de Kuyver; Terry Hunt; Kimberly Espy; Deborah Carver

FROM: Doug Blandy, Senior Vice Provost for Academic Affairs

SUBJECT: An additional critical clarification regarding FY 14 merit increase evaluation

CC: Jane Gordon; Pam Palanuk

All,

An additional clarification needs to be made regarding the memo from the Provost regarding the implementation of salary increases. In the memo, there is language under Guidance for FY14 2% Merit Process that reads “internal equity considerations must also be documented in arriving at the amount of the increase”. PLEASE NOTE: Equity is addressed separately in the CBA and this round of merit increases should NOT include any equity considerations.

Doug