



UNIVERSITY OF OREGON

To: Deans and Directors

From: Frances Bronet, Acting Senior Vice President and Provost
Jamie Moffitt, Vice President for Finance and Administration and CFO

Re: Fiscal Year 2016 Officers of Administration and Unrepresented
Faculty Salary Increases

Date: May 11, 2015

For the past several years we have targeted July 1 as an implementation date for Officer of Administration (OA) and unrepresented faculty salary increases. We will target **January 1, 2016** for the next opportunity to implement these increases. We are making this change in acknowledgement of the tremendous amount of year-end activity that occurs throughout campus related to both academic and fiscal year end processes and procedures. It will also give us more time to assess budget issues for next year (e.g., level of state appropriation, health care cost increases, etc.)

We encourage all units to maintain annual OA and faculty performance evaluation cycles that work best for the respective unit. This performance evaluation cycle does not need to coincide with salary increase implementation dates; *but the imperative remains that all university employees receive an annual performance evaluation.*

The UO remains committed to providing regular salary adjustments to recruit and retain the highest quality faculty and staff. We will communicate more about the plan for OA and unrepresented faculty salary increases this fall.

VICE PRESIDENT FOR FINANCE AND ADMINISTRATION AND CFO

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