

March 1, 1995

ADMINISTRATIVE MEMORANDUM NO. 14

To: Vice Presidents, Deans, Directors, Department Chairs, and Other
Administrative Officials

From: Gordon H. Lamb, President

Subject: Salary Levels for Administrative and Professional (A&P) Employees

The salary minima shall be determined each year based upon salary guidelines adopted by the Board. The minimum will be equivalent to the bottom of the salary range outlined in the Board Guidelines.

While it is expected that most appointments will occur at salary levels between a minimum and the mid-point of the range, hiring rates in excess of the median salary can be provided with approval by the President in consideration of such factors as prior experience, current salary, area wage differentials and the like.

The salary guidelines shall not apply to: (a) coaches of intercollegiate athletics; (b) Category B employees; (c) Category C employees; or (d) Department Chairs. Upon approval of the University President, persons employed in administrative or managerial positions under grants or contracts may be employed at salaries less than the applicable minimum.