



MISSOURI

October 21, 2011

TO: Sharon Bostick
Dean of Libraries
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UMKC

FROM: Betsy Rodriguez

SUBJECT: Annual 2011-2012 Salary and Wage Report

Each year we provide the campus libraries with an update of salaries and hourly wages for university faculty, staff and students. Enclosed is the 2011-2012 campus listing which reflects salaries and wages as of September 1, 2011. This listing provides in alphabetical order employees' names, departments, titles and either salaries or hourly wages.

Please make sure that anyone who requests this report be aware of the following:

- After two years of no salary increases and consistently lagging salaries compared to peer institutions, the University of Missouri identified a 2 percent merit salary increase as a strategic priority this year. That essentially means the UM campuses and UM health care system spent no less than 2 percent of their overall salary budget on salary increases. However, individual salary adjustments could be higher or lower than that, depending on employee merit and department or unit budgets.

- This listing simply provides salary and hourly wage amounts without explanation of year-over-year changes. If one were to compare individual salaries or hourly wages from one year to the next, it is important to understand that some salary changes may have occurred for reasons other than standard merit increases, including:
 - Faculty who were promoted from one academic rank to another may have received a standard promotional increase that is separate from their annual merit increase but would be included as part of the salary listed. These academic promotions may only occur two to three times throughout an academic career.
 - Some employees receive promotions or new assignments, while others might have reduced job responsibilities that might coincide with annual salary changes, or might have occurred prior to this report, but after last year's report.
 - Some large salary changes might be due to the employee moving from part-time to full-time status.
 - Some faculty or staff members may have received increases due to counter-offers or highly competitive and/or hard-to-fill positions, particularly in health care areas.
 - Some staff in lower salary ranges may have received increases when their positions fell below the minimum of the market range.

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Enclosure

c: Chancellor Leo E. Morton
Cindy Pollard
Kathy Miller
Bob Mullen
Carol Hintz