October 23, 2012

TO: Bonnie Postlethwaite  
Dean of Libraries  
00209 MNL 214  
UMKC

FROM: Betsy Rodriguez  
Vice President for Human Resources

SUBJECT: Annual 2012-2013 Salary and Wage Report

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

Please ensure that anyone requesting this report is provided the following information:

- This year each campus established a unique salary increase process. In general, campuses expected to spend about 2% overall, but there are wide variations by campus, unit, and individual employees due to budget differences, market considerations and merit.

- This listing provides salary and hourly wage amounts at a point in time. When comparing 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 annual 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 have reduced job responsibilities that might coincide with annual salary or wage 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 counteroffers or highly competitive and/or hard-to-fill positions.
– Some staff in lower salary ranges may have received increases if their salary or wage fell below the minimum of the salary or wage range.

Questions should be addressed to the appropriate campus, hospital or system Human Resources office.

BR:bl

Enclosure

c: Chancellor Leo Morton
   Jennifer Hollingshead
   Bob Schwartz
   Larry Bunce
   Carol Hintz
   Gail Hackett