

RESOLUTION

**ONE-TIME SALARY SUPPLEMENT
(UNIVERSITY GENERAL DIVISION)**

WHEREAS, the University has continued to sustain positive momentum in achieving its missions through careful management and the united efforts of its employees, and

WHEREAS, through the successful approach by the University General Division and the employees of that Division in the management of its resources, the University is in a position to give a one-time salary supplement to employees in the University General Division of the University,

THEREFORE, BE IT RESOLVED, that the Board of Trustees of the University of South Alabama hereby approves a one-time salary supplement in the University General Division for all current salaried or hourly regular faculty, staff and administrative employees of that Division, as defined by USA human resources policies, who were employed prior to June 1, 2012, in a lump sum of three percent of each employee's current annual base salary, with a minimum supplement of \$1,500 (of which permanent part-time employees will receive a prorated amount based on their full-time equivalent status) to be paid on December 14, 2012, through the payroll system by direct deposit, after mandatory deductions, including taxes and retirement, are made.




REC'D
OFFICE OF THE PRESIDENT

NOV 30 2012

UNIVERSITY OF SOUTH ALABAMA
Vice President for Financial Affairs
AD 170

UNIVERSITY OF SOUTH ALABAMA

MEMORANDUM

TO: President V. Gordon Moulton
FROM: M. Wayne Davis 
SUBJECT: One-Time Salary Supplement
DATE: November 30, 2012

The University General Division of the University finished the fiscal year ended September 30, 2012, better than the projected budget. This was accomplished through careful budget management, combining departments and other measures to reduce ongoing costs.

Attached to this memorandum is a proposed resolution to present to the Board of Trustees for a lump-sum, three percent, one-time salary supplement. If approved, the payment could be made to employees as early as Friday, December 14, 2012.

With your approval, this will be added to the meeting agenda for consideration by the Board of Trustees at its meeting on Thursday, December 6, 2012.

MWD/cbm

Attached



MEMORANDUM
UNIVERSITY OF SOUTH ALABAMA

DATE: November 13, 2013

TO: Faculty and Staff

FROM: V. Gordon Moulton

Thank you for the many expressions of support during my recent surgery and post-operative recovery. I am pleased with the outcome and grateful to the talented professionals in our USA Health System that the procedure went well. I will be involved in follow-up treatment at the Mitchell Cancer Institute for about one month.

I regret that my treatment schedule will prevent me from speaking to faculty at the fall General Faculty Meeting that had been planned for Nov. 15. We will reschedule the meeting for after the Christmas holidays. In the interim, I want to mention two items.

First, I thank everyone who has participated in our 50th Anniversary celebration thus far. This is an important year to commemorate and publicize our University's contribution to the quality of life of the Gulf Coast region and beyond. Each event has been successful, and participation has been gratifying. I invite you to take part in the remaining events throughout the academic year, culminating with our finale on the evening of Friday, May 3, 2013 – 50 years to the day since passage of the legislation founding the University. Details of the ongoing Anniversary celebration are available on USA's home page.

Second, as you may recall, the University delayed its decision during the September Board of Trustees meeting related to salary policies for the University General and the Hospitals and Clinics divisions for the current fiscal year pending better clarification of the financial situation. Here is an update.

University General Division

The economic challenges facing higher education remain significant and will continue to require our best collective solutions in the future. Given that we now know our enrollment and other budgetary factors, I plan to recommend to the board at its December meeting a salary increase for regular benefits-eligible faculty and staff in the University General Division. I will propose a 3 percent one-time supplemental payment to be made in December, with a minimum supplement of \$1,500. A minimum increase of 3 percent will be added to the permanent salary effective Oct. 1, 2013, provided there is no downturn in state funding, enrollment, tuition revenue, or University operational funding. This approach is being taken to allow faculty and staff to benefit immediately from the increase, while also enhancing the permanent salary base. Employees must have been hired on or before May 31, 2012, to be eligible for the supplement.

Hospitals and Clinics Division

USA truly appreciates the contributions made each day by our Hospital and Clinics Division employees. Currently, through no fault of our own, the nation's health care industry is facing historic financial upheaval, with many questions unresolved related to federal health care policy, reimbursement, and other variables that are crucial to the financial viability of all health care providers. Health care providers across America are experiencing remarkable financial pressures that have led to budgetary cutbacks, job losses, and even closures of hospitals. At this time, USA's highest priorities in the Hospitals and Clinics Division are to protect existing jobs and meet the unique health care needs of the Gulf Coast region by preserving the scope of its health care programs. I truly regret that financial conditions and external uncertainties do not permit the University to provide a salary increase in the Hospitals and Clinics Division at this time without creating excessive financial risk for the USA Health System. We will all be eagerly awaiting greater clarity on the financial future of the nation's health care system in the coming months as the impact of federal health care policy becomes better known. Meanwhile, the University expresses its heartfelt gratitude for your service.

As the University of South Alabama celebrates its 50th year of service, I appreciate your contributions to the University's success and look forward to a more comprehensive discussion of the institution's future at the General Faculty Meeting after the holidays.

VGM:pbw