

July 8, 2016

The Honorable Martin Looney
The Honorable Dante Bartolomeo
The State Senate Democrats
Legislative Office Building
Room 3300
Hartford, CT 06106-1591

Dear Senators Looney and Bartolomeo:

Last month, in response to questions about pay at UConn, I wrote that the university's aim is always to hire and retain highly-effective, experienced people and pay them fairly based on their professional value and the value of their job, both at UConn and nationally.

Salaries for many non-union staff are based, in large part, on national benchmarking data that show a range of what similar universities pay individuals in similar positions in a highly competitive market. This practice, per Board of Trustees policy, helps ensure that pay at UConn is neither high nor low, compared to peers.

The market for senior positions in higher education nationally is a critical factor when determining non-union pay here and at all similar institutions nationally. The university competes with other highly-ranked research universities – both public and private – for many senior staff (as well as for faculty and students). That market drives pay.

This is true with athletic, medical and administrative staff at UConn and throughout higher education.

As you know, four UConn staff members, who were paid below the market median, have employment agreements with the university dating to 2013 and 2014. The agreements included pay increases over time. These employees are critical to the university and are being paid fairly, in keeping with national benchmarks, earning their pay.

However, while no four salaries are a significant factor in the state's budget or in UConn's, in the three years since the agreements were signed, the state's fiscal situation has deteriorated. I understand the concerns you have voiced regarding the appearance of even a small number of pay increases in this fiscal environment.

Further, we at UConn place the highest value on the institution's relationship with state leaders, including those in the General Assembly, and do not wish to place unnecessary strain on that relationship because of this issue.

The Honorable Martin Looney
The Honorable Dante Bartolomeo
Page 2
July 8, 2016

In light of that, the staff members who have unexpired employment agreements have decided to forgo the remaining compensation owed to them, or that they are eligible to receive, under the agreements.

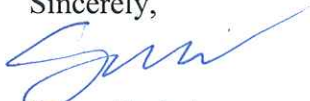
The university has not offered similar employment agreements to managers since 2013-2014 and does not intend to do so. Please note that the university intends to freeze pay for non-union managers in the coming fiscal year, FY17. Management employees will not receive an increase unless they are hired into a new position, are promoted, are reclassified and given significant new responsibilities that they did not previously have, for reasons of equity or clinical productivity, etc.

As you know, the university phased-out car allowances for managers last year and does not intend to offer them to managers going forward. Any management employee who previously had a car allowance had its value folded into their base pay when they were phased out, including two of the four employees mentioned above. These two employees have further agreed to a reduction in pay mirroring the dollar value of their former car allowance.

I am concerned about the precedent this action may set, and that it will make hiring high-quality faculty and staff at UConn more difficult in the future. However, given the circumstances, we believe it is necessary in order to move forward.

We look forward to working with you and to continuing the work of contributing to the state's economic well-being. As always, thank you for your continued support of the University of Connecticut.

Sincerely,



Susan Herbst
President

cc: The Honorable Dannel P. Malloy
The Honorable Brendan Sharkey
The Honorable Leonard Fasano
The Honorable Themis Klarides
The Honorable Robert Duff
The Honorable Joseph Aresimowicz
The Honorable Roberta Willis
The Honorable Kevin Witkos
The Honorable Whit Betts

GULLEY HALL
352 MANSFIELD ROAD UNIT 1048
STORRS, CT 06269-1048

PHONE 860.486.2337
FAX 860-486-2627
www.uconn.edu

An Equal Opportunity Employer