

Friday August 31s, 2018

Email from: Dan Allcott

To: State Representative Ryan Williams

Rep. Williams,

There is a lot of confusion amongst faculty and staff at Tennessee Tech regarding the 2.5% payroll increase mandate from the state.

As you may be aware, member(s) of our local Board of Trustees have been vocal in their lack of support for cost of living raises for faculty, insisting that they be merit based, without providing criteria, or requiring it from University Administrators.. The University, with BOT approval, has stated that the 2.5% would be used as an average.

In a meeting with Provost Dr. Lori Bruce, I reported that despite consecutive years of "my own excellent" job performance evaluations, my raise was less than 2%. She then explained that the salaries increases for promoted professors was also taken from this 2.5% number, so that the actual average raise on campus would be between 1.8% and 1.9%. (Indeed, that's what I received - still odd unless everyone in my department had consecutive years of "excellent" ratings) This is an incorrect accounting method, since, in a year when the state had not give a directive for 2.5% raises, the promotion raises would still have been given.

In President Oldham's address to the faculty last week he incorrectly stated that raises on campus averaged 2.5% based on merit.

Next Thursday September 6, 2018 I will be meeting with a group of professors next and one of the questions that has arisen is whether TTU has followed the State's directive correctly?

We are simply seeking consistency and truth on this matter. Is there a statement that I can share from you on this topic as to what the State Government's intent was?

Thank you for you work for your constituents.

Dan Allcott

Saturday September 1, 2018
Reply from : State Representative Ryan Williams

Mr. Alcott,

I was able to inquire about your question from both THEC and Finance and Administration. The TN General Assembly has not mandated in statute that the increase revenue percentage be allocated in the amount that we provided as an increase. The result seems as if we should, in fact, mandate or require the increases to be provided. However, I am not certain we are able to do that. I have requested the OLS (Office of Legals Services) to tell me if we have the ability to do that. This has become an increasing challenge in many areas especially K-12 education where monies are matched with local dollars. I will let you know when I receive a response from the attorneys, however, it seems as though the administration is following the guidelines directed by the TNGA event though it isn't the spirit of the increase.

Please let me know if you have any other questions. All the best.

Ryan