



RALPH J. HEXTER  
Provost and Executive Vice Chancellor

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May 6, 2014

CHAIR BRUNO NACHTERGAELE  
Academic Senate

Dear Bruno,

It is our intention, and best assessment, that the proposed Step Plus system will not be influenced by fiscal considerations because the campus has committed to separately and centrally funding all merit and promotions for faculty paid with state funds and tuition. These allocations are provided as a separate Provost Allocation each year. Under Step Plus, both the temporary off-scale (the acceleration "bonus" for getting a 1.5 step advancement after waiting normative time) and the increased base salary will be funded in the same way.

There are, of course, faculty salaries paid from other fund sources, but I believe that there are sufficient checks and balances in the review process to prevent financial considerations from having an undue influence.

In sum, then, I do not believe there should be any financial incentive for deans to withhold their support of proposed accelerations.

Sincerely,

A handwritten signature in cursive script that reads "Ralph J. Hexter".

Ralph J. Hexter  
Provost and Executive Vice Chancellor

c: Executive Director Anderson  
Chair-elect and Divisional Vice Chair Knoesen  
AEVC Mohr  
Associate Vice Chancellor Ratliff  
Vice Provost Stanton