

Office of the Provost
and Vice President
for Academic Affairs

April 24, 2000

THE UNIVERSITY OF
ALABAMA
ACADEMIC AFFAIRS

Professor J. Norman Baldwin
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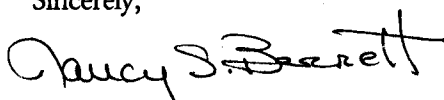
Dear Norm:

Please express my appreciation to the Faculty Senate Financial Affairs Committee for their study of faculty salary compression.

As you know, we frequently experience difficulty hiring faculty in certain high-demand areas and are forced by the market to offer high entry-level salaries in some areas. In other cases, we need to match external salary offers to retain current faculty in these same fields.

Nevertheless, the deans and I are also acutely aware of the morale problems salary compression can cause and welcome suggestions regarding how best to approach the problem. I have circulated your report to the deans and look forward to discussing it with the Faculty Senate Steering Committee at our next meeting.

Sincerely,



Nancy S. Barrett
Provost and Vice President for Academic Affairs

NSB/dm

c: Deans Council
Dr. Pat Bauch

