

TO: Don S. Rice
Associate Provost for Academic Administration

FROM: Paul D. Sarvela, Dean
College of Applied Arts and Sciences

DATE: January 4, 2007

SUBJECT: Labor Condition Application for Dr. Marilyn Monroe

The purpose of this memo is to document the procedure by which the salary of Dr. Marilyn Monroe, an assistant professor of Information Systems and Applied Technology was established.

Each faculty hired is *relatively* unique, and hiring faculty is more like hiring talent (in sports or entertainment) than hiring workers with standard qualifications to do a standard job. The factors used in setting individual salaries for this category of employee in the College of Applied Science and Arts include market information, the relevant collective bargaining agreement, academic credentials (e.g., degrees, teaching experience), and unique qualifications (specific expertise in information systems including such topics as networking, telecommunications, and database design).

Dr. Monroe's salary is consistent with those other assistant professors of Information Systems and Applied Technology with similar educations and teaching experience.

Thank you for your attention to this matter and please do not hesitate to call me if you have any questions or need additional information.