

**To:** David Anderson, President  
St. Olaf College

**From:** Matthew Richey, Chair  
Review and Planning Committee

**Re:** RPC Salary recommendation

**Date:** November 15, 2006

As required by the Faculty Manual (V.XIII.1), this memo contains a recommendation by the Review and Planning Committee concerning next year's salary line recommendation.

Based on information provided by Alan Norton, RPC recommends a salary line increase of no less than 5.25%. As well, we strongly encourage you and the Board to consider increasing this as much as possible. We appreciate the efforts the College has made in recent years to improve faculty salaries, both relative to our peer institutions and in relation to overall costs of living. Aggressively continuing this effort is in the long-term benefit of the College.

In addition, RPC will begin considering the salary distribution formula (FM V.XIII.3). Our intent is to look closely at a variety of models for this distribution. Your input on this issue would be appreciated.