

April 4, 2006

To: Deans, Directors, Department Heads and All Administrative Staff

From: Sandra Russell

Subject: FY 2006-2007 Pay-for-Performance Program Update

In light of the Governor's proposed budget and the drastic cuts in University appropriations, the decision to allocate funds to this year's pay-for-performance program has been deferred. This postponement is necessary until a clearer picture of the state budget and its impact on Rutgers is available. The University also is evaluating the salary programs of other employee groups and is considering various options consistent with our goal of fair treatment for all employees. In the meanwhile, the University is continuing to advocate to restore funding for the budget.

The performance appraisal process is important, independent of the pay-for-performance program. In addition, because it is necessary to have completed appraisals in hand when a final decision is made about this year's allocations, we are proceeding with the performance appraisal process this spring. Every eligible employee is entitled to the opportunity to discuss their performance for the current appraisal period with their supervisor. This evaluation process is the ideal venue for employees and their supervisors to establish performance standards and goals for the coming year as well to provide feedback on performance over the last fiscal year.

We will be communicating with you as soon as a decision concerning this program can be made. Thank you for your patience and understanding during this difficult time.