

October 11, 2007

Dr. Judy G. Hample  
Chancellor  
Pennsylvania State System of Higher Education  
2986 North Second Street  
Harrisburg, PA 17110

Dear Dr. Hample:

This will confirm the following agreement regarding faculty members who were promoted in the 2003-04 academic year and who received less than a ten (10) percent salary increase upon promotion:

1. Effective with the fall 2007 semester, those faculty members promoted in the 2003-04 academic year who received less than a ten (10) percent salary increase (including any applicable service increment) shall be placed on the salary step they would have attained had they received the ten (10) percent increase upon promotion in the fall 2003.
2. This settlement shall apply to those faculty members who were promoted in the fall 2003 semester and who are still employed by the Pennsylvania State System of Higher Education as of the fall 2007 semester.
3. All grievances relating to the 2003 promotions shall be withdrawn.

Please indicate your concurrence with the above stated terms by signing below and returning a copy to this office.

Sincerely,

Patricia I. Heilman  
President

PIH/CJE:cje

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Judy G. Hample, Chancellor  
On behalf of PASSHE

Date