



University of Idaho

Affirmative Action Officer
Office of the President
Moscow, Idaho 83843
Phone (208) 885-6365

January 27, 1975

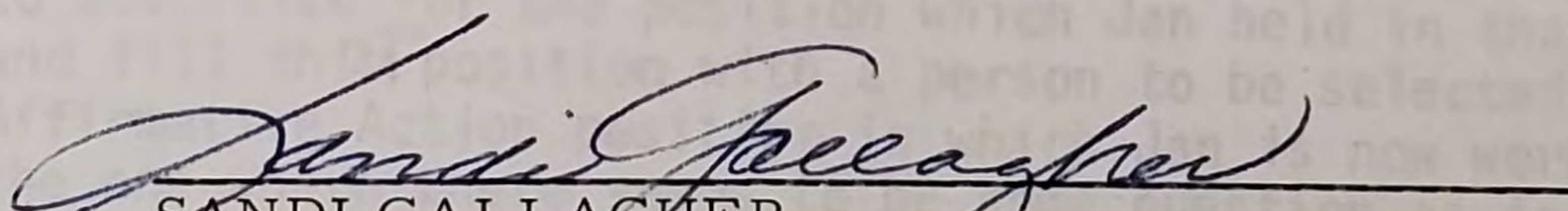
MEMORANDUM

TO: T. Richardson via President Hartung
RE: Back Pay, Staff Salary, etc.
FROM: Sandi Gallagher

An error has been found in the November 1974 Report by the Back Pay Committee. The back pay figure recommended for Joyce Campbell included payment for the academic year 1972-73 during which time Ms. Campbell was on leave without pay. Subtracting payment for that year, the recommended total adjustment for Ms. Campbell would be \$2,163.45. This includes \$1,500.45 AA Adjustment and \$663.00 Other Adjustment. Jan has recalculated all the figures presented in the report and as far as we can determine, the amounts recommended for the other women faculty members are accurate.

Mr. Charles Nicolas, the newly appointed attorney for the Idaho Commission on Human Rights, informed me on January 20, 1975, that back pay awards are usually paid in one lump sum. If, however, payment is to be made in installments over a period of two or three years, the University will have to obtain consent from those women involved and pay interest to them at the approximate rate of 6%.

Comments concerning the Staff Salary Equity study and staff back pay awards are reserved at this time and will be submitted to the President as soon as possible.


SANDI GALLAGHER
Affirmative Action Officer

SG: jj

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