

August 2, 2017

Dear Iowa State faculty and staff:

I will present Iowa State University's FY18 budget to the Board of Regents today for consideration and approval. Included in my remarks will be acknowledgment of the significant hardship caused by state funding cuts and the resulting decision against mandated salary increases for FY18.

I understand the frustration many of you feel regarding this decision. Each of you is a valued employee who performs essential functions to fulfill Iowa State's unique land-grant mission. You should be compensated fairly and competitively for your work and talent.

Please be assured that this issue was carefully considered from all angles, just as the decision to implement a last-minute tuition increase was carefully considered. It boiled down to this: could we justify a second consecutive, last-minute tuition increase to fund pay raises at the expense of funding critical student programs and services? After thoughtful discussion, input, and feedback, I came to the conclusion that we simply could not.

State funding cuts and subsequent last-minute tuition hikes place a difficult burden not only on our students but also on you, our faculty and staff. I will deliver this message today to the Board as well as the importance of competitive compensation to retain our valuable employees.

In addition to establishing transparent, reasonable tuition rates, faculty and staff retention will be a key priority of our five-year tuition plan that will be [presented August 9](#). We are hopeful that the Board of Regents will be receptive to our needs and to the importance of providing fair, competitive pay to you, our faculty and staff, who truly determine the value of the Iowa State experience.

Sincerely,
Benjamin J. Allen
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Interim President