ALLOCATION OF WAGE-PROGRESSION ADJUSTMENT

Last July, the Wisconsin Legislature's Joint Committee on Employment Relations created a new category of salary increase for UW faculty and academic staff, to be used as follows:

"An amount of 2% to be available for discretionary distribution by the Regents to provide a wage progression adjustment comparable in total economic impact equal to the adjustment provided classified employes, to be used for distribution by the Board of Regents to the campuses to meet individual equity problems arising from the relative decline in real income and competitive position of faculty and academic staff."

The Board of Regents had successfully argued that salaries of UW faculty and academic staff had fallen behind salaries of other state employees, due partially to the lack of so-called step increases.

At UWM, this 2% wage-progression adjustment was allocated according to length of service using three-year gradations, because faculty who have been at UWM for several years have fallen farther behind the national averages than have newer faculty whose salaries reflect more recent market forces.

The 2% wage-progression adjustment is available again this year. How do you think the special 2% should be allocated? The University Committee is seeking the Faculty Senate's advice on this matter.

Several alternatives have been suggested, and Senators may generate additional ideas:

(a) According to length of service, the same as last year, perhaps changing the gradations from three years to either two years or one year;

(b) According to the discretion of each department's executive committee, as was done by UW-Madison last year;

(c) According to a combination of (a) and (b): for example, allocate 1% by length of service and 1% by discretion of departmental executive committees.

The 1979-80 University Committee
Gerald Gleason
Michael Lachman
Marilyn Miller, Chair
Paul Nystrom
Howard Pincus
Rachel Skalitzky
Ethel Sloane