Based on the accompanying rationale, the Economic Benefits Committee recommends adoption of the following motion:

**MOTION:**
That the UWM Faculty Senate recommends that the Regents/Legislature consider the following procedures for the distribution of any future pay plan salary increments:

1. That the amount that is less than or equal to the previous calendar year Consumer Price Index shall be distributed across the board, and

2. the remainder of monies, if any, shall be distributed on the basis of merit.

**RATIONALE:** As of summer, 1990, the UW-System lagged its peer institutions median salaries by 6.8%. The continual erosion of faculty salaries at UWM has created serious morale problems that have been compounded by divisiveness created by merit exercises when small salary increments have been funded by the legislature. These problems divert faculty from their academic activities and undermine their productivity. Eliminating the merit pay exercise, that have become strictly symbolic, would reduce associated morale problems and enhance the teaching service and research of the faculty. The present distribution of pay plan funds results in a system that does not adequately fund quality scholarship, teaching, or service.

Randall Ryder, Chair
Economic Benefits Committee