Recommendation of the Economic Benefits Committee to the Faculty Senate regarding faculty and staff salaries

The Economic Benefits Committee has examined and discussed the proposed motion to endorse the enactment of a career salary ladder at UWM. During the past year, the committee has carefully examined the salary issue from a historical perspective and ways to address the decline in salaries. On the basis of our discussion we offer the following motion:

The UWM Faculty Senate strongly encourages the campus and system administration to take immediate action for increasing salaries for UWM faculty and staff. Salary increases over the past five years have fallen behind increases in the salaries of peer institutions, cost-of-living and Wisconsin personal income. UWM is in danger of a serious drop in morale, and of losing its most effective faculty members.

To address this issue, the Faculty Senate proposes that (1) salaries be increased to the 75th percentile of our peer institutions over the next five years, (2) UW-System present the salary package to the Regents before consideration of the biennial budget, and (3) UW-System and the Regents develop a model to reduce the irregular and wide variance in salary increases typical of the past. These changes would improve UWM’s effectiveness in recruiting and retaining faculty and staff, and therefore improve the institution’s academic quality and reputation.