Motion

Be it resolved that the Faculty Senate of the University of Wisconsin-Milwaukee urges the University of Wisconsin System Board of Regents to develop a faculty and staff compensation plan for the coming biennial budget that will address the following concerns:

1. The University of Wisconsin-Milwaukee is experiencing structural compression of salaries because of limited raises and increasing need to pay higher salaries for new faculty hires. Compensation programs that address a variety of salary issues and not just across-the-board approaches tied to cost-of-living fiscal estimates are needed to begin to remedy the issues of salary compression on the Milwaukee campus.

2. Anticipated increases in retirements among senior faculty will heighten the need to recruit new faculty in what is acknowledged as a very competitive market place. Given the current salary structure this will only exacerbate salary compression leading to the regrettable situation that new hires will be paid more than valued senior faculty. This will also mean that the financial pool of resources (salaries of departing employees) will be inadequate to finance the hiring of new faculty.

3. Attention to all compensation issues will be essential in developing a recruitment plan in a very competitive market. Salary increases alone will not be sum sufficient to sustain the quality of programs and educational opportunities for our students and the state of Wisconsin as a whole.

4. There is a need to develop a plan that will support recruitment of faculty in a proactive manner in an increasingly competitive market. A personnel system and compensation plan that cannot meet the challenges of a changing employment market will clearly burden UWM and each UW institution. Without a comprehensive plan we will seriously erode the historic advantages of a high quality system of higher education in Wisconsin.

The Faculty Senate of the University of Wisconsin-Milwaukee strongly urges the Board of Regents to move aggressively to address these issues with a coherent plan to seek the financial resources that will make the critical differences in the 21st century.