Motion to Form a Task Force on Faculty and Academic Staff Compensation

Motion: the UWM Faculty Senate supports the creation of a Task Force on Faculty and Academic Staff Compensation to address the following charge:

Examine Faculty salaries and Academic Staff salaries at UWM relative to salaries at our peer institutions. This salary analysis should be conducted to consider rank, discipline/profession, and “merit compression.”

1. Determine the extent that UWM faculty and academic staff salaries vary from the median salaries of peer institutions by rank, discipline/profession, and “merit compression.”

2. Provide financial estimates of the cost to bring Faculty and Academic Staff to the median salary for their rank, discipline/profession, and “merit compression.”

The Task Force will be appointed by the Economic Benefits Committee in consultation with the University Committee and the Academic Staff Committee; representation will include:

1. Faculty and Academic Staff members of the Economic Benefits Committee.
2. Faculty and Academic Staff members with interest and expertise in faculty and academic staff compensation data analysis.
3. A dean with enough longevity at UWM to have dealt with our faculty compensation/salary compression and salary structure issues and compensation issues related to the Academic Staff.
4. A staff colleague from Assessment & Institutional Research with expertise in faculty compensation analyses at UWM.
5. A member of the Faculty Merit Compression Study Group from 2000-2001.

Rationale

The University Committee offers this substitute motion to clarify several aspects of the original motion from the UWM Economic Benefits Committee. First, the original motion is unclear with respect to faculty vs. academic staff salary structure analyses and who is to perform them. Therefore, the substitute motion clearly identifies a faculty-focused task force to address the proposed charge. We make assumption that the Academic Staff Senate will pursue its own subcommittee task force to address whatever salary structure concerns exist for our academic staff colleagues.

Second, the composition of the Task Force has been clarified to incorporate the work done in 2000-2001AY, which was a working group charged to deal with faculty “merit compression.” The group was chaired by then Economic Benefits Committee Chair Mark Harris, who still has the Excel spreadsheets from that effort. At that time, factors such as years at rank and discipline/profession market data were folded in, in addition to “merit compression.” Department Executive Committees were actively engaged in providing input with respect to “merit compression,” which was to be a multi-year average view of merit for each colleague.

Therefore, the University Committee asks the Senate to approve this substitute motion in lieu of the original motion as presented.
UWM University Committee

John Johnson, Chair
Janet Lily
Erika Sander
Mark Schwartz
Donald Solomon
Cindy Walker
Thomas Walker