Resolution on the 2011-2013 Pay Plan at UWM

NO SENATE VOTE

Initiated by: Economic Benefits Committee

Whereas a major function of the Economic Benefits committee is to advise on all matters of faculty and academic staff welfare, including, but not limited to, salary, sick leave, group insurance, and retirement; and

Whereas the Competitive University Workforce Commission (CUWC) report of June 2010 www.wisconsin.edu/assets/growth_agenda/docs/2011-13/CUWC-final-report.pdf found significant deficiencies in the current compensation system and level of compensation for UW System faculty and academic staff with UW-Milwaukee most behind peer median salaries at all professorial ranks when compared to UW Madison and the UW Comprehensive institutions, and

Whereas across the UW System, academic staff/limited appointees’ salaries average 8.02% below peers, and

Whereas UW-Milwaukee average salaries for professors were 28.70% behind peer median salaries, for associate professors were 20.88% behind peer median salaries, and for assistant professors were 13.37% behind their peer median salaries, and

Whereas UW-Milwaukee Compared to the Peer Group (N=15) Median Salary Averages - Adjusted
Average Faculty Salary by Rank (Academic Year - 9 Month Basis) for 2008-09 held rankings of 14 (professor), 14 (Associate Professor), and 12 (Assistant Professor) with Rankings **1-highest** salary to **15-lowest** salary, and

Whereas a Pay Plan is needed that addresses both the retrospective and ongoing erosion of average salaries of faculty, academic staff, and academic and administrative leaders at UW-Milwaukee relative to peer group medians that has accumulated in addition to pay losses caused by the more recent economic crisis, and

Whereas by a retrospective review of the 2009-10 and 2010-11 Biennium’s there has been very significant pay losses given funding changes including mandated furloughs as evidenced by the following calculations:

- **2009-2010 Pay Plan**
  - 2.0% (Proposed, Rescinded in June 2009)
  - **4.0** (2.0 x 2) Loss to pay over 2009-11 biennium
  - **6.134%** (3.067 x 2) Amount lost to furloughs over the past two years was 3.067%.
  - **10.134%** Total loss of pay over the **2009-11 biennium** (or 5.067% per year).

See attachment: Salary Timeline from 2008 to Present

**Beginning January 1, 2011, we began contributing an additional 0.2% for WRS retirement.**
Note: 1. Additional anticipated 5% contributions towards the employee retirement and up to 12% contribution to health premiums. 2. Pay losses likely to be incurred due to increases in furlough days.

Now, therefore be it RESOLVED, by the Economic Benefits Committee of the UW-Milwaukee in their meeting assembled in room 143 Union on January 13, 2011, that the Economic Benefits Committee strongly recommends and supports the Chancellor to contribute the entire 10% of the Pay Plan discretionary fund each year of the 2011-13 biennium so that the entire 2% pay plan recommended by the Board of Regents be distributed across the board with intent to improve morale, health, and economic benefit among individual faculty, staff and their families, and

Further, that the Economic Benefits Committee supports greater latitude in the use of base funds by the UW-Milwaukee Chancellor to further the goal of closing gaps between peer median salaries and our average salaries by no later than the 2015-2017 biennium as recommended by the CUWC.

Committee Members:
Kelly Drout
Ellen Engseth
David Hoeveler
Sharon Keigher
Maria Goranova
Rebecca Holderness
Pauline Jascur
Susan Fontana, Chair
Kim Pietsch
Craig Wesley
Karl Sparks
William Velez

Approved: _______ Not Approved: _______ Deferred: _______ Other: ______________