Unanimous Resolution by the University Committee  
August 30, 2011

Whereas UW-Milwaukee (UWM) has increased student enrollment, total number of hours taught per year, total degrees granted, student diversity, extramural research funds, and total research expenditures—all clearly benefiting southeastern Wisconsin and the entire State; and

Whereas multiple objective sources show clearly that despite the previously mentioned successes, UWM faculty salaries are drastically lower than those typical of faculty in our peer institutions; and

Whereas the recent implementation of a roughly 7-8% reduction in take-home pay will place UWM at an even more serious market disadvantage, resulting in accelerated retirements/departures, and serious deterioration of our academic programs.

Therefore be it resolved that the University Committee calls on the Chancellor and Provost to develop a market-based equity pay adjustment designed to maximize faculty retention during the coming academic year, and begin development of medium to long term strategies for increasing UWM faculty salaries upward toward those common in our peer institutions.

Be it further resolved that the University Committee recommends that the Chancellor and Provost also develop simultaneously a plan to increase the pay of all other UW-Milwaukee employees, especially those with already low wages, who will suffer the most from these newly imposed pay reductions.

Mark D. Schwartz, Geography (Chair)  
William Holahan, Economics  
Devendra Misra, Electrical Engineering  
Mary Pat Kunert, Nursing  
Marcia Parson, Dance  
Rudi Strickler, Biological Sciences  
Cindy Walker, Educational Psychology