Recommendation of the University Committee to a) request changes in Regent policy of confidentiality as it pertains to merit salary, and b) if the request is granted by the UWS Board of Regents, that the University of Wisconsin-Milwaukee Administration follow the procedure outlined in this document.

NOTE: This Document replaces Faculty Document 960, February 19, 1976 (as amended and approved by the UWM Senate 2/19/76). Faculty Document 960 was not approved by the Chancellor because it was suggested on the floor of the Senate that the document contained ambiguities and should be referred to the University Committee for further refinement.

Faculty Document 960:

Recommendation of the University Committee that the Chancellor request Central Administration and/or UW System Board of Regents to rescind the current policy of confidentiality as it applies to merit salary procedures and that the following policy be adopted.

Old Each member of the faculty shall be notified in writing of the magnitude of the salary increase recommended by his/her Executive Committee and by the Dean of his/her school or college as soon as the recommendation has been made, if indeed a change has been made at the Dean's level. Further, each individual shall be notified in writing of any significant change in the recommended salary increase made by the chief administrator of the campus.

Proposed Language:

New Each member of the faculty shall be notified in writing by his/her departmental chairman or the chairman of the Executive Committee of a non-departmentalized school of the action recommended by his/her Executive Committee regarding his/her salary. Subsequently, the faculty member shall be notified in writing by his/her Dean and/or the chief campus administrator of any change of the Executive Committee's recommendation which is in excess of $200 of any individual salary.

The rationale in Document 960, as stated below, remains unchanged except for the italicized words.

RATIONALE: Basic to a good personnel policy it is the right of the employee to know his/her conditions of employment and each recommendation which may affect these conditions. The current policy of the Board of Regents regarding confidentiality of merit increase recommendations denies faculty members a significant item of information regarding their conditions of employment. Not informed officially of their next year's salary until the Regents have approved the budget, usually very late in the spring, faculty members are jeopardized in two ways:
1. It is too late for them to argue that the approved salary is too low, present evidence to support their claim and receive a salary adjustment.

2. Because of the lateness of salary notifications, it is nearly impossible for them to seek other employment. As a matter of fact, the University of Wisconsin has consistently been in violation of the AAUP statement of April 1961, which urges a deadline of March 15 for salary notifications.

Because the amount of the salary change received by an individual represents a judgment of his/her worth, it seems reasonable that he/she should be apprised of salary recommendations at each level at which such a recommendation is made. Such information enables the individual to be informed of others' judgment of his/her worth and makes it possible for him/her to act accordingly.

University Committee
Carol Baumann
Gerald Gleason
Marilyn Miller
Corliss Phillabaum
Howard Schroedter
Leon Schur (Chairperson)