

Resolution on Prioritization of Staff Salaries by UW-Madison Leadership

- (1) Whereas, in the 2018 Title and Total Compensation Benefits Preference Survey, UW-Madison faculty and staff ranked pay as the single most important benefit¹;
- (2) Whereas, a goal of the Title and Total Compensation project is to create “Market based pay and benefits structures (total compensation) so we can reward and retain our excellent employees”²;
- (3) Whereas, Chancellor Rebecca Blank has expressed support for TTC goals, including competitive pay for employees, by stating “This project will help compare our jobs to the market, reward excellence, and support long-term career growth. It will also ensure that we have a framework for continuous reassessment, so our titles and market data stay current”³;
- (4) Whereas, Chancellor Blank will be leaving the UW-Madison at the end of this academic year;
- (5) Whereas, the Title and Total Compensation project revealed that almost 67% of academic staff and limited appointees are below the market peer average⁴;
- (6) Whereas, from December 2020 to December 2021, the Consumer Price Index for all items rose 7%, the largest December to December percent change since 1981;⁵
- (7) Whereas, in the last three years, UW-Madison has prioritized an increase in faculty salaries, resulting in average salaries for full professors rising from 12th (last) place among peer universities to 5th place;⁶
- (8) Whereas, over the last eight years, UW-Madison has prioritized an increase in graduate assistant compensation, resulting in a 43% increase in minimum stipend for TA’s, a 42% increase for annual project assistantships, and a 21% increase for annual research assistantships;⁷
- (9) Whereas, there are over 11,000 academic staff currently employed at UW-Madison;
- (10) Whereas, prioritizing competitive wages for staff decreases the likelihood of salary compression and costs related to turnover;
- (11) Therefore, be it resolved that the Academic Staff Assembly urges the UW-Madison Chancellor Search and Screen Committee to explore each candidate’s commitment to improving

¹ https://hr.wisc.edu/title-and-total-compensation-study/wp-content/uploads/sites/11/2019/12/Benefits-Preference-Survey_final_reducedsize.pdf

² https://hr.wisc.edu/title-and-total-compensation-study/wp-content/uploads/sites/11/2019/12/Benefits-Preference-Survey_final_reducedsize.pdf

³ <https://news.wisc.edu/uw-madison-will-update-job-titles-and-position-descriptions-in-november/>

⁴ https://kb.wisc.edu/images/group171/115246/ASA_12.13.21.pdf

⁵ <https://www.bls.gov/opub/ted/2022/consumer-price-index-2021-in-review.htm>

⁶ <https://uwmadison.app.box.com/s/lfak0vk6obty0vzzqqaog2wjwhmzqq3s>

⁷ <https://grad.wisc.edu/2021/11/09/2022-2023-graduate-assistant-stipend-increase/>

salaries for staff, particularly those below market average, their prior experience in doing so, and to weigh these factors heavily in generating the list of finalists for the position;

(12) Therefore, be it further resolved that the Academic Staff Assembly urges the next Chancellor of UW-Madison to prioritize pay increases and paying competitive wages for staff, both through existing programs, such as the Discretionary Compensation Fund and the Performance Bonus Fund, as well as through other means.