

To: Academic Staff Assembly and Executive Committee
From: Assembly Payline Review Committee
Re: Final report, for Assembly meeting 5/23/89

On December 14, 1987, in response to Assembly Resolution #3, the executive committee of the Assembly formed an ad hoc Payline Review Committee (PRC) and charged it "to review whether the UW payline on which the current academic staff salary schedule is based is consistent with the statutes and with Hayes/Hill criteria." The PRC was further charged "with gathering data which will either support or refute the allegations that the current payline includes a gender and/or racial bias." Finally, if the PRC's findings indicated any problems in these areas, the Committee was to make recommendations to correct them.

We compliment the Assembly and its executive committee for forming the PRC, which has been a catalyst for others to achieve a great deal. The PRC's charge has been largely fulfilled by the study commissioned by Chancellor Shalala and done by Prof. Robert Hauser, Taissa Hauser, and their team, and published in April, 1989 as "Interim Report on Pay Equity Among Category A Academic Staff at the University of Wisconsin-Madison" (Center for Demography and Ecology CDE Working Paper 89-4). Moreover, the Office of Women and Equal Opportunity Programs published "An Examination of the Status of Academic Staff Women Following the Implementation of the Academic Staff Titling and Compensation Plan, The University of Wisconsin System" in June, 1988. This report, prepared by Marian J. Swoboda and Joan Daniels Pedro, examines the problems in the payline System-wide.

The PRC endorses the conclusions and recommendations of these two reports, and we feel that this is an appropriate time for our Committee to pass on the torch. The PRC was formed to answer an immediate need, at a time when the Assembly did not have the Standing Committee on Compensation and Economic Benefits (CEBC). We feel that future efforts in this matter should be referred to the CEBC, and we recommend that this Standing Committee should study the recommendations in the Hauser report and recommend ways to implement them. We especially second the Hausers' urging that there should very soon be a study done of the payline of Category B academic staff to complement the Hauser report, which was limited to Category A. Since it is the implication of both the Hauser and Swoboda reports that the problems have to be addressed throughout the UW System if they are to be solved on any individual campus, we also strongly recommend that ASEC keep in touch with representative groups of academic staff on other System campuses, so that we can jointly address these matters.

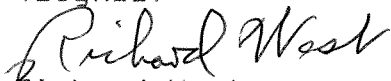
There remains the pleasant duty of thanking the many people who have helped the PRC carry out its difficult task. In

particular, we benefited from the advice and the expertise of: Stephen Butts (Policy and Planning), Carin Clauss (Law School), Dennis Dresang (Political Science), Barbara Meyer (Law Library), Carla Raatz (Academic Personnel Office), and Rita Sweeney (labor lawyer). We owe an enormous debt to Robert and Taissa Hauser, Joan Pedro, and Marian Swoboda, whose expert analyses have done so much to identify the problems, and, we trust, will lead to solutions in time. And we thank Chancellor Donna Shalala: what has been achieved owes much to her strong support for these studies.

As chair, I wish to express my deep gratitude to all the members of the PRC for their long and hard work.

And I formally ask the Assembly to discharge the Payroll Review Committee.

(signed)



Richard West
Chair, Payroll Review Committee

Committee Members: Lois Brick (past member), Karen Carlson, Robert Miller (ex officio), Jane Phillips, Deborah Stewart, Mark Wetter (Vice Chair).