

Resolution to Support Continued Central Funding for Compensation for Academic Staff

1. Whereas, on September 19, 2018, the Vice Chancellor for Finance and Administration and Provost announced that central funds for compensation adjustments for 2018-2019 would be made available to Schools/Colleges/Divisions in addition to the first pay plan above 1% in a decade;
2. Whereas, the Academic Staff Assembly has supported use of additional compensation exercises (ASA #502A) to begin to address equity, retention and compression;
3. Whereas, the Academic Staff Worklife Survey Report from 2016 (ASA #649) concluded that “In the absence of adequate regular state pay plans, addressing compensation boldly will probably require painful budget reallocations and layoffs to make money available for compensation;”
4. Whereas, this report continues, “University leadership can make a real difference by finding ways to recognize all the work academic staff do, and by first stabilizing their compensation and then working to return it to competitive levels;”
5. Whereas, compensation exercises are critical for UW-Madison to build and maintain its world-class university status by recruiting and retaining outstanding Academic Staff; and
6. Whereas, continued review of centrally provided resources is critical and should occur with transparency between employees, supervisors, dean’s offices and campus leadership.
7. Therefore, be it resolved, that the Academic Staff Assembly strongly supports continuation of central funds for compensation adjustments including the Block Grant, Discretionary Compensation Fund (DCF) and Performance Bonus Fund, which provides \$11.5 million in 2018-19, to increase pay to reward exceptional performance and to address market and equity gaps; and
8. Therefore, be it further resolved, that the Academic Staff Assembly thanks campus leaders for dedicating central and divisional resources that will leverage the 4% phased pay plan to more fully support recruitment and retention and to address comparatively low pay for many academic staff; and
9. Therefore, be it further resolved, academic staff governance leaders look forward to working with campus leadership and relevant stakeholders to review data from these exercises to ensure a fair and equitable process for future compensation opportunities.