Recommendations from the Ad Hoc Committee on Titling and Compensation

The Academic Staff Assembly endorses the recommendations from the report of the Ad Hoc Committee on Titling and Compensation including the recommendations deemed most important by the committee, which are listed below:

- HR Design must not create or institutionalize a two-tiered system where faculty receive competitive compensation but staff do not (page 15).
- A system must be created which will replace pay plans as the means of stabilizing employee compensation against inflation. Most likely the system will be a blend of different mechanisms. This system must consistently have sufficient funding to accomplish its purpose (page 13).
- Efforts to overhaul the HR system must be grounded in sound data, and these data must be made public (page 12).
- New titles must allow for comparisons across the University and with our peers as well as being perceived as accurate (page 9).
- All employees must have opportunities for advancement throughout their careers (page 9).
- Shared governance must be involved in all decisions related to HR Design (page 6, 16).
- The consultants who carry out the Titling and Compensation Study must understand the unique history and features of UW-Madison and how they contribute to its extraordinary success (page 6).
- Units should be given flexibility in how they accomplish the goals of the new HR system but be held accountable for doing so (page 6).
- The word "Professor" should be used in Academic Staff titles where appropriate and comparable to usage at other universities, especially for those who would be considered non-tenure track faculty elsewhere (page 7).
- Use of Limited appointments should be defined and narrowly applied (page 8).
- Rather than having a large number of very specific titles, use "tags" to convey additional information about job duties (page 8).
- Consider adding more promotional steps to title series, especially those that are not comparable to the faculty three-level system (page 8).
- Maximum salaries for Category A academic staff should be eliminated or converted to guidelines (page 11).
- Units should be given flexibility in how they implement performance pay but be held accountable for providing equitable results. Routine annual performance reviews should be used, but should not be the only information taken into account (page 12).
- Create a data dashboard for supervisors and budget planners on salaries/promotions/raises for individuals (page 13).
- Supervisors should be given flexibility to counter outside offers extended to academic staff regardless of the nature of the offer (page 14).
- The Academic Staff leave system should be left substantially as it is (page 16).
- Communicate regularly and collect meaningful feedback throughout the study process (page 16).
- Once a new system is designed, plan a significant effort to explain it to the University community with the goal of having it better understood than the current system (page 16).