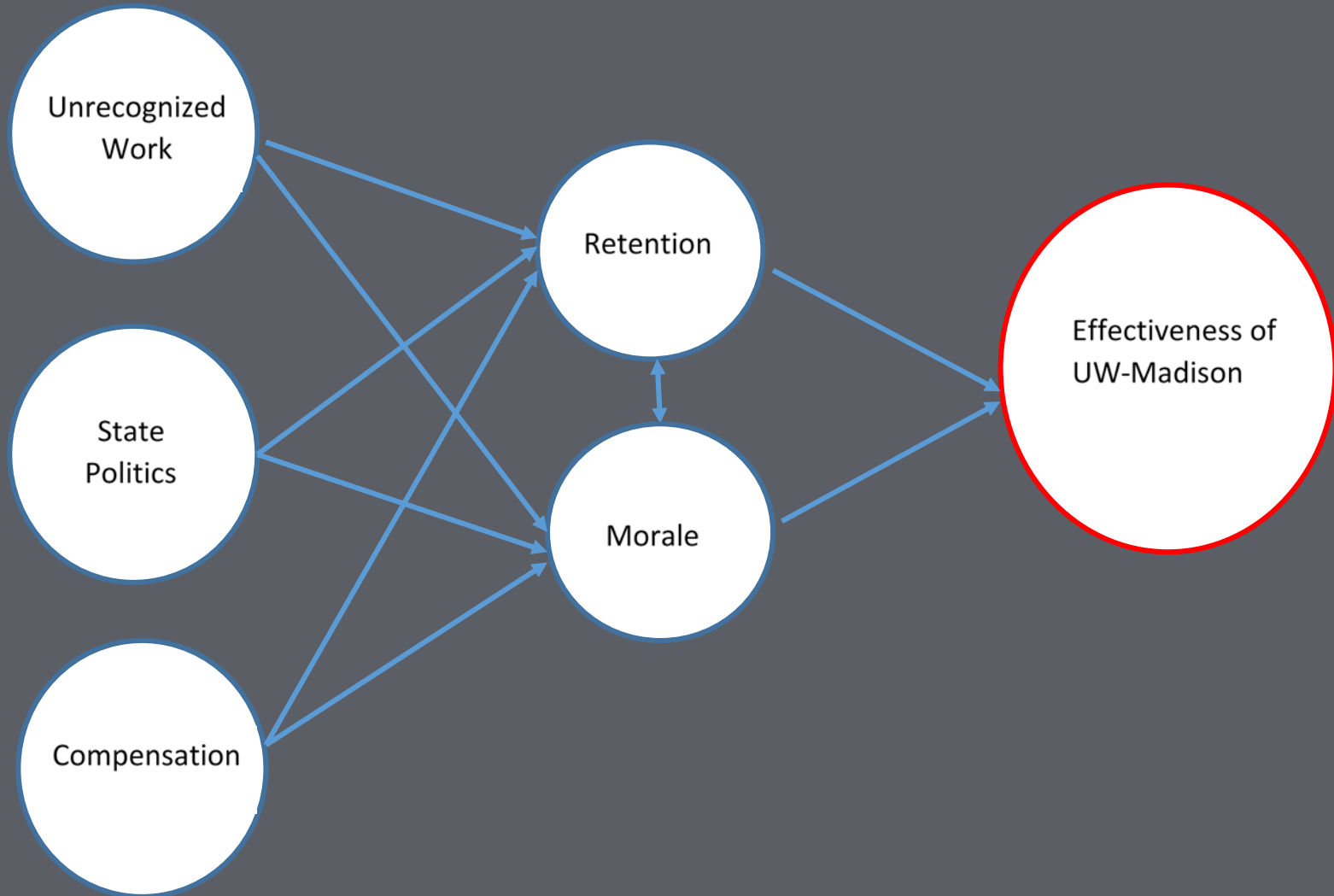


UNIVERSITY OF WISCONSIN-MADISON

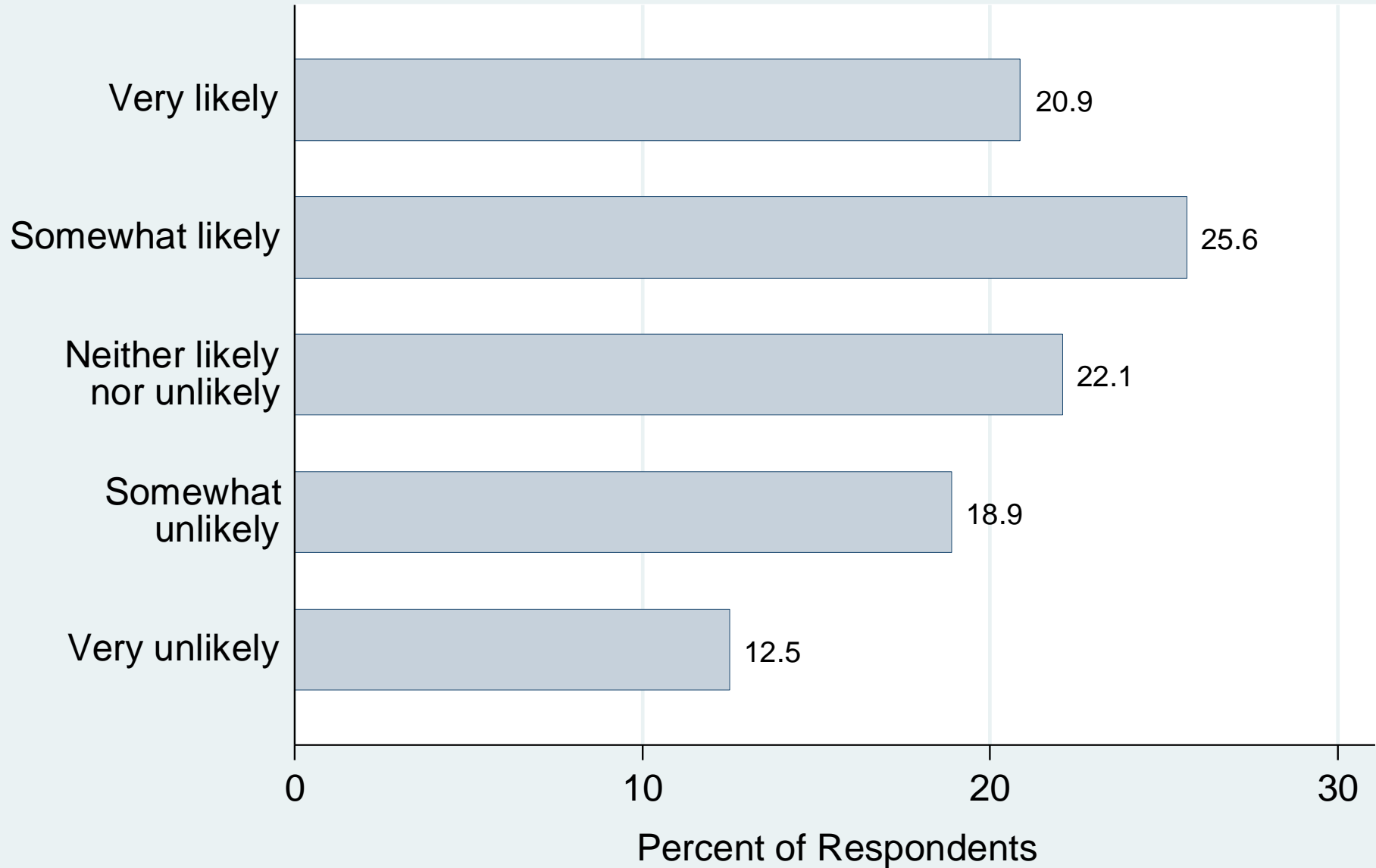
Academic Staff Worklife Survey: A First Analysis



March 3, 2016

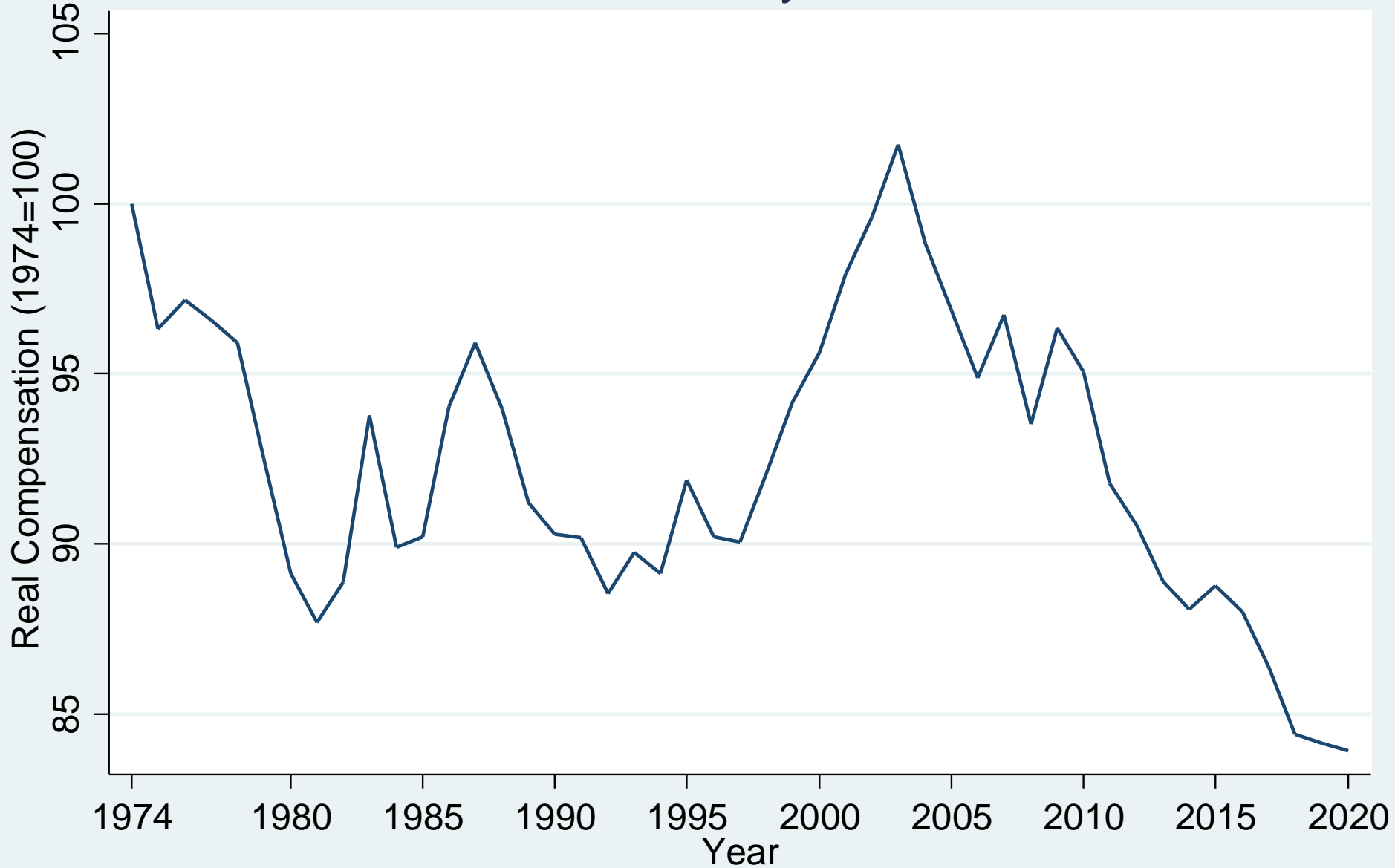


In the next three years, how likely are you to leave UW-Madison?



N=1848

Cumulative Effect of Pay Plans and Inflation



Does Not Include Effect of Benefit Cuts / Act 10



Recommendations to University Leadership

- Formally and informally recognize all the work AS do, and align their official job duties with reality.
- Devote internal resources to compensation, recognition, and other efforts to counteract the effect of state politics on AS retention and morale.
- Change AS expectations for the future by creating and continuously communicating a **credible long-term compensation strategy** that first stabilizes compensation at its current level and then increases it to competitive levels—even if doing so requires budget cuts and layoffs. We cannot rely on state leadership to do this for us.