

Recommendations from the Ad Hoc Committee on Category B Academic Staff Salary Compression

The Academic Staff Assembly endorses the recommendations from the report of the Ad Hoc Committee on Category B Academic Staff Salary Compression (ASA Document #647), which are listed below:

- As part of the Titling and Total Compensation Study, the University of Wisconsin should conduct a pay equity study for all Category B academic staff employees. The study should identify and remedy existing instances of salary compression, as well as plan for future ways to identify and continually address new instances of salary compression.
- The University of Wisconsin should ensure compliance to the new performance management policy, confirming that annual performance reviews are conducted for each employee as a critical component to employee development. Annual reviews should include, when appropriate, reviews for changes in duties (with corresponding pay adjustments), reviews for promotion, and reviews for increased job security.
- The University of Wisconsin should confirm units follow existing policies and use existing tools to ensure opportunities for promotion and increased job security are not overlooked or bypassed. While there is no expectations that any individual employee will receive promotion or increase in job security, supervisors must perform those reviews and inform employees of their decisions. The University should also develop and implement a plan to address the stagnating compensation of late career employees who have reached the top of their series ladder.
- The University of Wisconsin should establish uniform campus-wide guidelines that describe “who pays” for pay adjustments (e.g. established source of bridge-funding for academic staff employees paid with extramural funds).