

**Resolution Regarding Salary Ranges for the Title and Total Compensation Project**

- 1) Whereas, the Title and Total Compensation (TTC) project is reviewing current job titles and total compensation for the first time since the Hayes-Hill study in the 1980s;
- 2) Whereas, the TTC project began in March 2017 and is a joint effort between UW-Madison and UW System;
- 3) Whereas, outcomes of the TTC project for UW-Madison and UW System will differ according to the needs of each project;
- 4) Whereas, UW-Madison academic staff members are active participants in many aspects of the TTC project;
- 5) Whereas, it is expected that in spring of 2019 that the TTC project will propose salary ranges for new titles that are created;
- 6) Whereas, UW-Madison academic staff have long-standing concerns (ASA #468) relating to pay ranges and their effect on employee mobility;
- 7) Whereas, a main premise of the newly created job framework is that employees will move from job to job to create a “career ladder;”
- 8) Whereas, a “career ladder” is not a viable option for a large number of academic staff on campus who are limited by their specialized skills and/or discipline;
- 9) Whereas, these academic staff increase in knowledge, experience, and value to the University over time, and command a higher salary in the marketplace, despite not moving from job to job;
- 10) Therefore be it resolved, the Academic Staff Assembly at UW-Madison urges that the salary ranges created during the Title and Total Compensation project for academic staff in areas where a career ladder isn’t possible or desirable be sufficiently broad (perhaps with no maximum) to enable an employee to enjoy a full successful career in their chosen occupation at UW-Madison.
- 11) Be it further resolved, the Academic Staff Assembly at UW-Madison urges UW-Madison administration to provide the Office of Human Resources with adequate personnel and funding to update salary ranges regularly, at least once every five years, based on relevant market data.