

Resolution Regarding Salary Ranges for the Title and Total Compensation Project

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;

Whereas, the TTC project began in March 2017 and is a joint effort between UW-Madison and UW System;

Whereas, outcomes of the TTC project for UW-Madison and UW System will differ according to the needs of each project;

Whereas, UW-Madison academic staff members are active participants in many aspects of the TTC project;

Whereas, it is expected that in spring of 2019 that the TTC project will propose salary ranges for new titles that are created;

Whereas, UW-Madison academic staff have long-standing concerns (ASA #468) relating to pay ranges and their effect on employee mobility;

Whereas, a main premise of the newly created job framework is that employees will move from job to job to create a “career ladder;”

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;

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;

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.

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.