TO: UW-Platteville Faculty Senate  
Melissa Gormley, Chair  

FROM: Dennis J. Shields, Chancellor 
Mittie Nimocks Den Herder, Provost  

RE: Faculty Senate Resolution re: Campus Enhanced Compensation Plan  

DATE: 13 January 2014  

We received the Faculty Senate Resolution regarding the Campus Enhanced Compensation plan through which you recommend that the available dollars be divided equally among Full Professors (omitting those promoted in the most recent cycle) in order to address compression between ranks as well as to address compression within the Full Professor rank caused by the recent significant increase in raises accompanying the promotion to Full Professor (from $2,000 to $5,000). A discussion of this matter that took place between the Provost and the Deans in December found the deans to be in general agreement with what Faculty Senate has proposed.

Understanding the Faculty Senate’s desire to address compression I endorse the resolution for this cycle only. In the future, I expect Department and School Review Bodies and College Rank, Salary, and Tenure Committees (or their equivalent under the new RST guidelines) to include other factors than rank in their distribution plans, e.g., market pressure, discipline, or years in rank.