To: University of Wisconsin Platteville Faculty Senate

From: Ad Hoc Faculty Governance Group (Laura Anderson, Arthur Ranney, J. Elmo Rawling, David Rowley, and James Swenson)

Date: January 17, 2013

RE: Campus-funded Faculty Compensation Plan

The University of Wisconsin Platteville faculty have been asked to propose a plan for distributing campus funds for base adjustments to salary to address various inequities as allowed under the University of Wisconsin System Unclassified Personnel Guideline (UPG) 4.06 “Salary Adjustments Outside of the State Approved Pay Plan.” We submit the following priorities to be debated by the Faculty Senate. Not all of these issues (or even any one of them) can be addressed immediately with the resources campus administration is able to commit, and future funding is difficult to predict. Therefore, it is understood that the administration may need to modify any faculty recommendations. However, as many of them as possible should be addressed. The following are suggested priorities for the Faculty Senate to debate:

1. **Minimum salaries for all ranks** (Assistant = $50,000, Associate = $53,000 and Full = $56,000)
   Ranked faculty whose current salary is less than the proposed minimum and who have received an average evaluation of at least “meritorious” will automatically receive a base salary adjustment equal to the difference between their current salary and the proposed minimum for their rank.

2. **Addressing inversions**
   Inversions will be evaluated and prioritized within each college, with egregious ($3,000 or more) inversions between ranks within disciplines receiving the highest priority; all adjustments in this category must be reviewed through the existing RST evaluation process.

3. **Addressing market issues in specific disciplines**
   Adjustments to base salary to address market issues will be evaluated and prioritized within each college; all adjustments in this category must be reviewed through the existing RST evaluation process.

4. **Increased compensation for promotion to Associate ($3,000) and Full Professor ($5,000)**
   The increases will be retroactive for 5 years from the date of the initial implementation of this action step.

5. **Compensation for compression**
   Adjustments to base salary to address compression will be evaluated and prioritized within each college; all adjustments in this category must be reviewed through the existing RST evaluation process.

Requests for inequity adjustments based on claims of biased or discriminatory practices will continue to be considered on an annual basis through the regular RST process. Requests in this category that are approved by the chancellor will receive the highest priority.

The Faculty Senate resolves that 1) all funds be distributed via the existing RST evaluation process and that 2) the campus-funded faculty priorities be reviewed by the Faculty Senate on an annual basis.