



UNITED FACULTY and ACADEMIC STAFF of UWEC

AFT Local 6481

A Union of Professionals

Resolution of the United Faculty and Academic Staff of UWEC: APPROVED at the Spring General Membership Meeting: Friday, April 18, @ 12 PM, in Centennial Hall 1920.

Whereas competitive compensation for Faculty and Academic Staff is essential in order to attract and retain talented faculty and provide UWEC students with a high quality education,

Whereas salaries for Faculty and Academic Staff at UWEC lag those of our colleagues at regional peer institutions by as much as 25%,

Whereas there are great inequities among salaries at all ranks; many Faculty and Academic Staff earn far less than colleagues with the same rank, responsibility, and comparable levels of experience,

Whereas senior faculty salaries are compressed; salaries of full Professors are further below national means than those of Associates, which are further below national means than those of Assistants,

Whereas salaries for Instructional Academic Staff are the lowest in the UW System, and many of our colleagues in these positions have carried teaching loads that are equal or greater than their tenure-track counterparts,

Whereas Faculty and Academic Staff have been denied merit pay for over a decade, in spite of the fact that performance has been rated according to a merit-based scale,

Whereas two recent “equity” play plans failed to address these issues, and were designed with a lack of transparency and little or no input from Faculty and Academic Staff, Department Chairs, or College Deans,

Whereas we understand that the UWEC administration has managed a decade-long series of budget cuts via so-called “salary savings”, in which the money saved by replacing senior faculty with junior faculty has been diverted from the salary pool to meet other institutional needs,

Be it resolved that:

- 1) The Chancellor and Provost shall present in writing a detailed budget to the UWEC community via the University Senate at the beginning and end of each academic year. The detailed budget shall contain revenue and spending plans for current and future fiscal years at the level of departments/units/centers or the equivalent;
- 2) The Chancellor shall make a presentation regarding compensation and related issues at a fall meeting of faculty and academic staff;
- 3) Salary dollars shall not be diverted to other areas; funds in the overall salary pool for Faculty and Academic Staff shall no longer decrease;
- 4) To address equity and compression, special and biennial pay plans shall be designed with transparency, and with explicit input from all stakeholders, including the Senate Compensation Committee and Department Chairs as well as Faculty and Academic Staff at large;
- 5) Unrecognized merit rankings from years past shall be acknowledged in future pay plans.

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