



Faculty Senate • http://www.uwrf.edu/faculty_senate/welcome.html

Senators: Chair – David Rainville , Vice Chair – David Furniss, Secretary – Kris Hiney, Executive Committee – Glenn Potts, Ogden Rogers

RECEIVED

MAR 31 2008

**CHANCELLOR'S OFFICE
UW-RIVER FALLS**

To: Don Betz, Chancellor
116 North Hall
University of Wisconsin-River Falls

Original to David R

From: David Rainville, Chair
Faculty Senate
University of Wisconsin-River Falls

RE: UW-RF Faculty Senate Motion 2007/2008/41

At the March 26, 2008 meeting of Wisconsin-River Falls Faculty senate, motion 2007-2008/41 was passed. This motion is forwarded for your action

A motion from the Faculty Compensation Committee for UWRF Faculty Salary Adjustment and Salary Preservation.

Whereas, The Top Priority identified in the UWRF Strategic Plan 2007-2008 is “Goal 7: Invest in Human Resources” – specifically 7.1 “Strive to enhance compensation and benefits plans for all UWRF employees” and & 7.1.1 “Act to reduce salary compression;” and

Whereas, The salary levels for all faculty at UWRF have historically lagged behind those of our UW System Comprehensive Universities (hereafter referred to as our “peer institutions”);¹ and

Whereas, Hiring practices instituted by UWRF following “Reach For the Future” have permitted Assistant Professors and most Associate Professors to make positive gains in terms of salary position when compared to peer institutions; and

Whereas, Full Professor salaries have been identified, both during “Reach For the Future” and during our current Strategic Planning process, as being substantially below our peer institutions based on nationally recognized data sources (AAUP as well as UW-System),² and

Whereas, UWRF is designated by the Federal Government as being included in the Twin Cities metropolitan area and, therefore, subject to the Bureau of Labor Statistics data relevant to the cost of living in that metropolitan area; and

Whereas, The Recruitment and Retention Fund (RRF) (previously called the “STAR” system) and College Deans’ salary exceptions offer opportunities for faculty at all ranks to increase their base pay on a limited, individual, selective basis; and

Whereas, Since 1999, the UWRF policy on promotions has been to award \$3,000 to faculty promoted from Assistant Professor to Associate Professor and to award \$4,000 to the base pay of faculty promoted from Associate to Full Professor; and

Whereas, The current pay policies for the UW System and UWRF itself provide no formal mechanism for UWRF Full Professors to reach even the average of their system peers nor provide any significant financial incentive to excel and advance in their professional careers; therefore be it **moved**

1. That \$2,000 will be added before 16 May 2008 out of the current year's budget to the base salary of all current faculty members who were promoted to (and not hired at) the rank of Full Professor while at UWRF on or before 1 January 2007. ³
2. That the following year, \$2,000 will be added before 15 May 2009 to the base salary of all current faculty members who were promoted to (and not hired at) the rank of Full Professor on or before 1 January 2008.
3. That beginning 2008-2009, the award increments for promotion to Associate Professor and Full Professor will be increased yearly by a percentage that equals the approved pay plan percentage increase. The base year is 2008-2009.
4. That all monies assigned to unclassified salaries shall remain assigned to unclassified salaries when an unclassified employee leaves UWRF (e.g., retirement, resignation, death, or any other reason). "Salary savings" shall no longer be used as a revenue source for UW system budget cuts or transferred to non-salary budgets except in response to a budget crisis and after consultation with the Senate Executive Committee.
5. That beginning the 2009-2010 academic year, salary adjustments (other than the pay plan percentage increase) for faculty of all ranks will be made on the basis of a model to be determined that would include, but not be limited to, 1) Post Tenure Review; 2) the difference between the faculty member's salary and the salaries of faculty at peer institutions adjusted for academic discipline; and 3) years of service at UWRF. A minimum of \$100,000 shall be allocated to this adjustment fund annually. This is separate from the RRF system. Other adjustment programs currently in existence will continue to exist. This allocation shall continue at least until UWRF faculty salaries at all ranks reach the average of our peer institutions.

Notes:

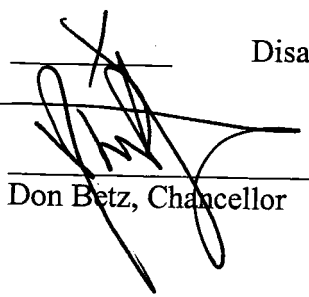
¹ For example, in 1998-1999, UWRF Assistant Professors ranked 9th in the System in terms of average salary; UWRF Associate Professors ranked 10th out of 11 institutions; and UWRF Full Professors ranked 11th out of the 11 UW System institutions in mean salary. UWRF Full Professors have ranked 11th out of 11 UW System institutions for the last six years (2002-2007) according to AAUP data.

² According to AAUP 2006-2007 averages, UWRF Assistant Professors earn \$715 above their peer average; UWRF Associate Professors are \$62 below their peer average; UWRF Full Professors are \$4,735 below their peer average.

³ All the UW comprehensives will get the 3% raise authorized by the state of Wisconsin for the current biennium. That means that the current \$4,735 deficit for UWRF Full Professors will only get bigger (\$5,023.36).

_____ Approved

_____ Disapproved (See attached)



Don Betz, Chancellor

4/24/08
Date



4-24-08

Office of the Chancellor • 116 North Hall • (715) 425-3201 • Fax (715) 425-3304 • don.betz@uwrf.edu • www.uwrf.edu

To: Don Betz, Chancellor
116 North Hall
University of Wisconsin-River Falls

see suggested
revisions

From: David Rainville, Chair
Faculty Senate
University of Wisconsin-River Falls

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Whereas, The Top Priority identified in the UWRF Strategic Plan 2007-2008 is “Goal 7: Invest in Human Resources”-specifically 7.1 “Strive to enhance compensation and benefits plans for all UWRF employees” & 7.1.1 “Act to reduce salary compression;” and

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Whereas, Full Professor salaries have been identified, both during “Reach For the Future” and during our current Strategic Planning process, as being substantially below our peer institutions based on nationally recognized data resources (AAUP as UW-System),² and

Whereas, UWRF is designated by the Federal Government as being included in the Twin Cities metropolitan area, and therefore, subject to the Bureau of Labor Statistics data relevant to the cost of living in that metropolitan area; and

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Whereas, Since 1999, the UWRF policy on promotions has been to award \$3,000 to faculty promoted from Assistant Professor and to award \$4,000 to the base pay of faculty promoted from Associate to Full Professor; and

Whereas, The current pay policies for the UW System and UWRF itself provide no formal mechanism for UWRF Full Professors to reach even the average of their system peers nor provide any significant financial incentive to excel and advance in their professional careers; therefore be it **moved**

1. That \$2,000 will be added ~~before effective 16 May 2008~~ **effective July 1, 2008** out of the current year's budget to the base salary of all current faculty members who were promoted to (and not hired at) the rank of Full Professor while at UWRF on or before 1 January 2007. ³
2. That the following year, \$2,000 will be added ~~effective before 15 May 2009~~ **effective July 1, 2009** to the base salary of all current faculty members who were promoted to (and not hired at) the rank of Full Professor on or before 1 January 2008. **(Pending review of institution's financial status during 2009-2010 budget process)**
3. That beginning 2008-2009, the award increments for promotion to Associate Professor and Full Professor will be increased yearly by a percentage that equals the approved pay plan percentage increase **from the previous year.** The base year is 2008-2009.
4. That all monies assigned to unclassified salaries shall remain assigned to unclassified salaries when an unclassified employee leaves UWRF (e.g. retirement, resignation, death, or any other reason). "Salary savings" shall no longer be used as a revenue source for the UW system budget cuts or transferred to non-salary budgets except in response to a budget crisis and after consultation with the Senate Executive Committee.
5. That beginning the 2009-2010 academic year, salary adjustments (other than the pay plan percentage increase) for faculty of all ranks will be made on the basis of a model to be determined that would include, but not limited to, 1) Post Tenure Review; 2) the difference between the faculty member's salary and the salaries of faculty at peer institutions adjusted for academic discipline; and 3) years of service at UWRF. A minimum of \$100,000 shall be allocated to this adjustment fund annually. This is separate from the RRF system. Other adjustment programs currently in existence will continue to exist. This allocation shall continue at least until UWRF faculty salaries at all ranks reach the average of our peer institutions. **Definition of "Faculty" / "Academic Staff" included?**

Notes

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_____ Approved

_____ Disapproved

Don Betz, Chancellor

Date

Subject: Faculty Senate Motion 2007/08/41

Date: Thursday, April 24, 2008 12:11 PM

From: Connie Foster <connie.d.foster@uwrf.edu>

To: David Rainville david.p.rainville@uwrf.edu, Glenn Potts glenn.t.potts@uwrf.edu, Ogden Rogers ogden.w.rogers@uwrf.edu, More...

Cc: Stephen Olsen stephen.t.olsen@uwrf.edu

Conversation: Faculty Senate Motion 2007/08/41

David and Executive Committee,

I want to update you on the status of Faculty Senate Motion 2007/08/41.

The motion has been approved in concept, however, there are a few minor edits including date changes and additional clarifications. I have attached the updated motion for your review. I will send a hard copy with Don's signature disapproving the original motion with the attached new wording for your review.

The form for the Chancellor's sign-off has two options, approved or disapproved. In this case, the Chancellor approves of the concept and a majority of the details. In fact he has already committed funding to these initiatives. Unfortunately, he must select 'disapproved' to the motion since he has suggested some minor changes. I am trusting that you know the procedure for next steps.

Connie