

UW La Crosse Fy 2009–2010 Budget – Faculty Recruitment and Retention Funding Plan

The following plan is based on the 2009–2010 UW–System guidelines on the use of the recruitment and retention funds.

1. Those involved in the distribution decision–making process.

The Provost and Chief Business Officer (CBO), with participation by the deans of UW–L’s three academic colleges (Business Administration, Liberal Studies, and Science and Health) and the Director of Murphy Library, determine the distribution of the Faculty Retention Funding. The Deans and Director will consult with the Chairs of the academic departments to develop funding requests.

2. The distribution methodology used.

The Provost requires the deans of all three academic colleges and the Director of Murphy Library to identify the most pressing retention and recruitment needs for faculty and Instructional Academic Staff in high–demand and/or mission–critical academic disciplines engaged in instructional activities within their respective colleges. The Provost, in consultation with the CBO, makes the decisions on which of the requests to fund. A portion of the funds, as determined by the Provost, may be held in a pool to support recruitment/retention efforts in the coming year.

Faculty and Instructional Academic Staff (IAS) salary adjustments should be no less than \$1000 and are based upon which requests are deemed most critical to the university. No funding will be distributed in an across–the–board methodology. This funding may not be used to address widespread compression issues. The use of these funds is limited to salary dollars and may not include non–salary recruitment needs. Deans, or any individual who has a working title of dean, are not eligible to receive this funding. Requests may be submitted for the following retention/recruitment needs:

- Salary adjustment for a faculty/IAS member to match an offer from another institution.
- Proactive salary adjustment for a faculty/IAS member who has not yet received an offer but who is being actively sought by another institution to apply for a position and where the faculty member’s salary is below comparative market salaries.
- Proactive salary adjustment for a faculty/IAS member who is below comparative market salaries, and is in a high–demand discipline, or who is identified as critical to a department or college.
- Adjustment to augment an existing salary line where the salary offered to recruit a faculty/IAS member is not competitive to hire an individual in a high–demand discipline.
- A lump–sum summer stipend to help to retain or to recruit faculty/IAS. The lump sum is paid out on a one–time basis. The base allocation dollars remain available for use in retention/recruitment efforts during the next year.

3. The rationale and/or mission–critical nature of the decision.

Funding decisions are based upon requests to address the most critical recruitment and retention needs for high–demand faculty/IAS or mission–critical academic disciplines. The following factors are among those most heavily considered in making the decisions:

- Is the faculty/IAS member a well established academic leader or does s/he demonstrate significant potential to become a future leader of the program, department, college, and/or university?
- Does the faculty/IAS member play a critical role in an academic program/department that would be very difficult to replace, perhaps as identified by an external academic program reviewer?
- Does the faculty/IAS member have significant potential to be recruited to another institution or to seek employment at another institution?
- Is there evidence that comparable faculty/IAS members have been lost to other institutions because of below–market salaries?