

2010 Competitive University Workforce Commission

University of Wisconsin System Competitive University Workforce Goal

Goal

Our competitive university workforce goal is to attract, hire, and retain the most diverse, the best, and the brightest faculty, academic and administrative leaders, and academic and classified staff.

Compensation Objective

This workforce goal gives recognition to the value the UW System places on quality teaching, research, student and administrative support, and leadership and the essential role diversity plays in attaining such quality. Our objective is to have a compensation plan that keeps up with increases in the cost of living, provides for recognition of meritorious performance, and is responsive to competitive market factors.

Strategy: Our strategy is to provide peer market and region/local comparisons to support a competitive salary and fringe benefits package and acquire the funding support and flexibilities required to do so. A pay plan is needed that closes the gap that exists between our peer institutions' median salaries and our average salaries. In addition, increased base budget funding and increased flexibility on how it is allocated are needed to address market factors for individuals and groups of employees. Finally, continued support for existing and expanded fringe benefit plans is required to have a competitive compensation package.

Positive Work Environment Objective

The importance of other factors that impact individual decisions to accept an offer and to stay cannot be overstated in our efforts to reach our goal. In this regard, establishing an environment of trust and mutual respect between and among all employees and students at each of our institutions is essential. The effectiveness of our compensation package in attracting and retaining the most diverse, the best, and the brightest will be enhanced by an overall positive institutional environment coupled with a state government and a citizenry that values a diverse workforce, supports public higher education, understands the role it plays in building a strong Wisconsin, and appreciates the opportunity it provides for all to reach their full potential.

Strategy: Our strategy is to continue to work toward building learning and campus communities that foster a shared commitment to act in the best interests of each person whether student, administrator, faculty, or staff. To do this we will promote an educationally purposeful, open, just, disciplined, caring, creative, and celebrative community. Each institution needs to consider how each of these principles is now or can be incorporated into day-to-day decision making toward developing and sustaining an environment of trust that enhances performance.

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 University of Wisconsin System
 Faculty Salaries Compared to Peers
 (Category D)
 Executive Summary

Compensation Category D (see **Attachment D-1**) refers to salary structures primarily applicable to the faculty. Although the UW System establishes minimum salary levels for ranked faculty, each institution is free to establish a salary structure that exceeds those minima to reflect the academic job market and the wide variation in compensation levels among the disciplines. Salary minima levels are increased by the amount of the JCOER approved pay plan.

Funding to address recruitment and retention challenges for faculty is available through base budget reallocation and as well as funds designated for this purpose in the 2009-11 biennial budget. **Attachment D-2** shows that UW System faculty average salaries for professors are 9.31%, 28.70%, and 20.00% behind peer medians at UW-Madison, UW-Milwaukee, and the UW Comprehensive institutions respectively. For associate professors, the average salary exceeds the median peer salaries at UW-Madison, while at UW-Milwaukee and the UW Comprehensive institutions, average salaries are 20.88% and 17.37% behind the peer medians respectively. Assistant professor average salaries exceed the peer median at UW-Madison, are 13.37% behind peers at UW-Milwaukee, and 10.56% behind peers at the UW Comprehensive institutions. We estimate that faculty average salaries will be 11.10% behind peer median salaries by the end of the 2009-11 biennium and 17.9% behind by the end of the 2011-13 biennium (see **Attachment D-3**).

Take away messages from the attached summaries are as follows:

- Funding to address recruitment and retention challenges for faculty is available through base budget reallocation as well as funds designated for this purpose in the 2009-11 biennial budget.
- The UW System establishes minimum salary levels for ranked faculty. However, each institution is free to establish a salary structure that exceeds those minima to reflect the academic job market and the wide variation in compensation levels among the disciplines.
- Average salaries for professors are 9.31%, 28.70%, and 20.00% behind peer median salaries at UW-Madison, UW-Milwaukee, and the UW Comprehensive institutions respectively.
- For associate professors, the average salary exceeds the median peer salaries at UW-Madison, while average salaries are 20.88% and 17.37% behind the median peer salaries at UW-Milwaukee and the UW Comprehensive institutions respectively.
- At UW-Madison, assistant professor average salaries exceed the peer median, while at UW-Milwaukee they are 13.37% behind the peer median, and 10.56% behind the peer median at the UW Comprehensive institutions.
- It is estimated that faculty average salaries will be 11.10% behind peer median salaries by the end of the 2009-11 biennium and 17.9% behind by 2011-13.

2008-11 FACULTY SALARY MINIMA
Effective July 1, 2008 through June 30, 2011

	Academic Year (9 Month Basis)
Professor	\$53,000
Associate Professor	43,900
Assistant Professor	34,600
Instructor	28,800

**UW-Madison Compared to the Peer Group Median Salary Averages - Adjusted
Average Faculty Salary by Rank (Academic Year - 9 Month Basis)
Adjusted for the Cost of Living
2008-2009**

Institutions	ERI COLI	Professor		Associate Professor		Assistant Professor	
		Adj. Salary	Rank	Adj. Salary	Rank	Adj. Salary	Rank
University of Illinois - Urbana	94.2	\$137,600	1	\$88,600	2	\$81,000	1
University of Michigan - Ann Arbor	105.0	135,300	2	88,700	1	77,700	3
Ohio State University	97.3	129,900	3	86,500	3	77,100	4
University of Texas - Austin	103.0	128,400	4	82,800	7	79,400	2
Michigan State University	100.3	121,500	5	85,600	4	66,700	8
Purdue University	96.0	119,800	6	83,500	6	75,300	5
Indiana University - Bloomington	103.3	114,600	7	79,000	8	68,800	7
UW-Madison	99.9	109,600	8	84,600	5	73,100	6
University of Washington - Seattle	118.5	102,700	9	73,500	9	65,800	9
University of Minnesota - Twin Cities	128.2	99,400	10	67,200	10	58,500	10
University of California - Berkeley	151.7	94,600	11	63,300	11	53,600	11
University of California - Los Angeles	163.2	88,500	12	56,400	12	48,800	12
Peer Group Median (Excluding UW-Madison)		119,800		82,800		68,800	
UW-Madison's Average Minus Median		(10,200)		1,800		4,300	
Percentage Increase to Reach Median		9.31%		none		none	

**UW-Milwaukee Compared to the Peer Group Median Salary Averages - Adjusted
Average Faculty Salary by Rank (Academic Year - 9 Month Basis)
Adjusted for the Cost of Living
2008-2009**

Institutions	ERI COLI	Professor		Associate Professor		Assistant Professor	
		Adj. Salary	Rank	Adj. Salary	Rank	Adj. Salary	Rank
SUNY at Buffalo	104.4	\$121,300	1	\$84,300	2	\$68,600	3
Rutgers University - Newark	115.0	120,900	2	86,000	1	75,600	2
Georgia State University	110.2	110,500	3	70,000	8	59,100	9
University of Texas - Dallas	113.4	110,000	4	84,100	3	76,700	1
University of Missouri - Kansas City	97.9	109,000	5	77,100	5	63,700	5
Wayne State University	104.4	106,200	6	80,700	4	66,100	4
University of Cincinnati	98.5	101,200	7	73,500	7	61,100	6
University of Louisville	100.8	100,500	8	76,400	6	58,300	10
Temple University	129.0	95,300	9	67,700	12	48,100	15
Cleveland State University	104.4	95,100	10	68,300	10	56,800	11
University of Toledo	101.3	93,100	11	69,300	9	61,100	6
University of Akron	101.7	90,900	12	68,300	10	59,200	8
University of Illinois - Chicago	137.8	86,100	13	61,300	13	52,900	13
UW-Milwaukee	119.5	78,400	14	59,400	14	53,100	12
University of New Orleans	124.0	70,900	15	53,200	15	50,200	14
Peer Group Median (Excluding UW-Milwaukee)		100,900		71,800		60,200	
UW-Milwaukee's Average Minus Median		(22,500)		(12,400)		(7,100)	
Percentage Increase to Reach Median		28.70%		20.88%		13.37%	

* Note: University of New Orleans is no longer included in the Comprehensives' peer group since they no longer report salary information to AAUP.
The last year they did so was in 2002-2003.

vs Peer Rank

UW Comprehensives Compared to the Peer Group Median Salary Averages - Adjusted Average Faculty Salary by Rank (Academic Year - 9 Month Basis) Adjusted for the Cost of Living 2008-2009

Institutions	ERI COLI	Professor		Associate Professor		Assistant Professor	
		Adj. Salary	Rank	Adj. Salary	Rank	Adj. Salary	Rank
Wright State University	99.0	\$100,500	1	\$73,800	6	\$63,200	4
Western Illinois University	88.5	98,500	2	76,500	2	62,000	9
Western Michigan University	97.6	97,000	3	72,400	7	57,100	23
University of Northern Iowa	90.2	96,300	4	77,800	1	61,800	11
University of Illinois - Springfield	92.7	96,200	5	71,600	10	59,300	18
Michigan Technological University	98.2	95,400	6	76,000	3	72,200	1
Central Michigan University	98.2	94,000	7	72,200	8	59,200	19
University of Minnesota - Duluth	98.5	93,900	8	74,400	4	56,900	24
Southern Illinois University - Edwardsville	93.9	91,100	9	74,300	5	62,200	7
Eastern Illinois University	95.0	90,500	10	71,800	9	62,700	6
University of Michigan - Dearborn	110.0	89,700	11	71,500	11	64,600	2
Indiana University - Southeast	90.4	88,300	12	70,100	15	63,500	3
Youngstown State University	100.6	88,200	13	69,900	16	58,100	20
Oakland University	106.1	88,000	14	67,700	22	59,600	17
Minnesota State University - Mankato	100.6	88,000	14	69,300	17	61,400	12
Bemidji State University	93.2	87,700	16	71,000	12	62,000	9
Grand Valley State University	100.2	87,400	17	68,100	20	54,500	27
University of Michigan - Flint	99.9	86,500	18	67,500	23	62,900	5
Winona State University	99.1	86,200	19	66,100	25	57,800	21
Purdue University - Calumet	98.0	86,200	19	66,900	24	59,800	15
Eastern Michigan University	103.1	85,700	21	68,900	18	59,700	16
Indiana Purdue University - Fort Wayne	93.5	85,600	22	67,900	21	62,200	7
Ferris State University	98.0	85,500	23	68,200	19	60,700	14
St. Cloud State University	99.1	85,100	* 24	70,300	14	61,400	12
Northern Michigan University	98.4	83,400	25	64,800	27	54,200	28
University of Southern Indiana	95.4	82,300	26	66,000	26	57,300	22
Minnesota State University - Moorhead	101.5	81,300	27	64,300	28	56,700	25
University of Akron - Wayne	94.1	80,200	28	70,800	13	n/a	n/a
Indiana University at South Bend	98.4	79,400	29	59,300	30	54,900	26
Indiana University - Northwest	101.8	78,300	30	63,500	29	51,900	30
UW Comprehensives	99.5	73,000	31 *	59,300	30 *	54,000	29 *
Northeastern Illinois University	137.5	59,000	32	48,900	33	44,400	31
Chicago State University	137.5	58,500	33	49,900	32	43,900	32
Peer Group Median (Excluding UW Comprehensives)		87,600		69,600		59,700	
UW Comprehensives' Average Minus Median		(14,600)		(10,300)		(5,700)	
Percentage Increase to Reach Median		20.00%		17.37%		10.56%	

Cost of Living Adj. - Med Minus Camp. 7

* Note: Saginaw Valley College is no longer included in the Comprehensives' peer group since they no longer report salary information to AAUP. The last year they did so was in 1999-2000.

