

Dear colleagues,

Last fall, the UW System distributed \$5 million in system-wide ongoing base funding to be used for compensation. UW Colleges' share of that funding is \$197,882. Today, I am announcing how we will allocate this funding within our institution.

Using this new funding, **we will permanently address the “tripwire” problem** that affects many of our Instructional Academic Staff (IAS). This issue was brought to my attention by a faculty resolution and during meetings I had with some of our IAS. As many of you know, IAS who teach less than 70 percent time receive a lower salary rate than peers who work more than 70 percent. Going forward, all IAS—regardless of their percentage appointment—will receive the rates currently paid to IAS appointed at 70 percent time or more.

This change will take effect for the 2016-17 academic year, and we are making no changes to contact hour calculations.

In addition, we will provide **one-time retention payments** to permanent UW Colleges university staff and non-instructional academic staff who have a salary rate less than \$40,000, have at least a 50 percent appointment, started with UW Colleges prior to January 1, 2016, and remain on the payroll as of April 30, 2016. These payments recognize that employee costs have increased—particularly in the area of State Group Health Insurance—impacting those at the low end of the pay scale the hardest. These retention payments also serve to express our sincere appreciation to these staff who have remained committed to the UW Colleges through all our recent changes. Individuals receiving these payments will be notified by May 15, 2016.

These compensation adjustments follow earlier measures to improve pay for faculty. Recently, as we've reduced budgets in response to state funding cuts, we've also sought additional savings to support faculty raises. Those efforts have yielded approximately \$600,000 per year in increased salaries for over two-thirds of our faculty (using a faculty-developed formula that accounted for market factors, merit, and years of service).

These are notable steps in the right direction, but we have more work to do.

In a recent article for *Wisconsin Business Voice*, I noted that UW Colleges contribute to producing bachelor degree holders who are poised to fill “good jobs” as defined by the Georgetown University Center for Education and the Workforce—jobs that on a national basis pay at least \$53,000. The irony wasn't lost on me, knowing full well that many of our most dedicated faculty and staff fall below this threshold.

That is why I am so pleased that we received some new funding to continue to address this important issue. Please know I remain intensely focused on narrowing the

compensation gap for UW Colleges faculty and staff as we move forward. Also know that I recognize and sincerely appreciate your hard work, commitment, and dedication.

All the best,

Cathy Sandeen