October 4, 2012

TO:  Deans, Directors, and Department Chairs

FROM:  Patricia A. Kleine
        Provost and Vice Chancellor for Academic Affairs

RE:  Remedy of Group Inequity

Dear Colleagues:

Salary inequities are a critical concern at the University of Wisconsin-Eau Claire. Multiple analyses of institutional salary data reflect that UW-Eau Claire salaries are not competitive, diminishing the University’s ability to retain and attract quality employees. Institutional retention data indicates that the majority of faculty resignations cite poor compensation as a motivating factor in deciding to leave UW-Eau Claire. Over 90% of resignations due to compensation are by assistant and associate professors. The University invests heavily in the development of this talent only to lose them as they mature into productive scholars and teachers. Poor compensation is eroding the future of UW-Eau Claire.

The University of Wisconsin System Unclassified Personnel Guideline #4, subparagraph 4.06(5), authorizes the use of funds for salary adjustments based on “equitable compensation for faculty and academic staff with comparable training, experience and responsibilities.” Therefore, after consultation with the Interim Chancellor, the University Senate Compensation Committee, deans, and directors, I am pleased to announce that UW-Eau Claire has taken the first step in a multi-year process to address the salary inequities among continuing faculty and academic staff.

After careful analysis of such factors as starting salary trends and market influences, faculty and staff salary adjustments of between $1,000 and $4,000 were developed for the most egregious cases of salary inequity among faculty and academic staff hired between 2000 and 2009. (The previously mentioned institutional retention data establishes this timeframe as the highest priority salaries inequities for the University. In future years, the University will address salary inequities for additional faculty and academic staff.) For fiscal year 2013, the University will invest nearly $250,000 in equity remedies awarded to approximately 28% of the faculty and academic staff. These equity remedies will be retroactive to the beginning of the 2012-2013 contract period. Funding for equity adjustments is made possible through tuition dollars and sustained student FTE.

It should be noted, UW-Eau Claire faculty at the rank of full professor will continue to be eligible for equity/compression adjustments through the Post-Tenure Review process as described in the UW-Eau Claire Comprehensive Salary Plan. Salary inequities for other permanent employees will continue to be evaluated through the Discretionary Merit Compensation process.

The University of Wisconsin-Eau Claire is privileged to have the finest faculty and staff available. This group remedy of salary inequity is only a first step in recognizing their collective excellence. The University must and will continue to pursue all available means for equitably compensating its most valuable asset – its human resources.