May 18, 2012

Pay Plan Summary of Changes

1) No changes.

2) Updated Table 1 for rationale and amounts for faculty promotion. No changes for academic staff promotion. Changed language to state that adjustment will be effective no later than effective date of the plan.

3) No changes.

4) Updated Table 2 minima per UW System. No changes to language/process.

5) Added new table, Table 3, with new calculations explained.
   5.1) Recommend all unclassified staff use this plan.
   5.2) No changes.
   5.3) Updated Table 4 for more thorough descriptions for all unclassified staff.
   5.4) Updated for recommended changes, 10% distributed based on equity; same for FAC/IAS and APAS and limited.
       *Section 5.4.1 eliminated, because plan now applies to both FAC/IAS and APAS
       *Section 5.4.2 eliminated, because APAS longevity now weighted in salary adjustment.
       *Section 5.4.3 changed to Section 5.5.
   5.5) Revised title of this section to specify that post-tenure compression applies to faculty with tenure; updated the text in the last paragraph to clarify the sources and distribution of funding.

6) No changes.

7) A recommended process for a potential “Supplemental Pay Plan” is defined.