



*Representing UW-Madison Faculty.
Strengthening Wisconsin.*

Testimony to the Joint Committee on Employment Relations on the 2017-19 UW Pay Plan

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PROFS -- the Public Representation Organization of the Faculty Senate -- represents the UW-Madison faculty. PROFS is linked to the governance structure at the university, with the University Committee, the executive committee of the Faculty Senate, serving as our Board of Directors.

As a former University Committee member and current PROFS President, I encourage the committee to approve the proposed UW pay plan. The 4% overall increase in 2018-19 will provide a much-needed boost for UW-Madison and its dedicated employees.

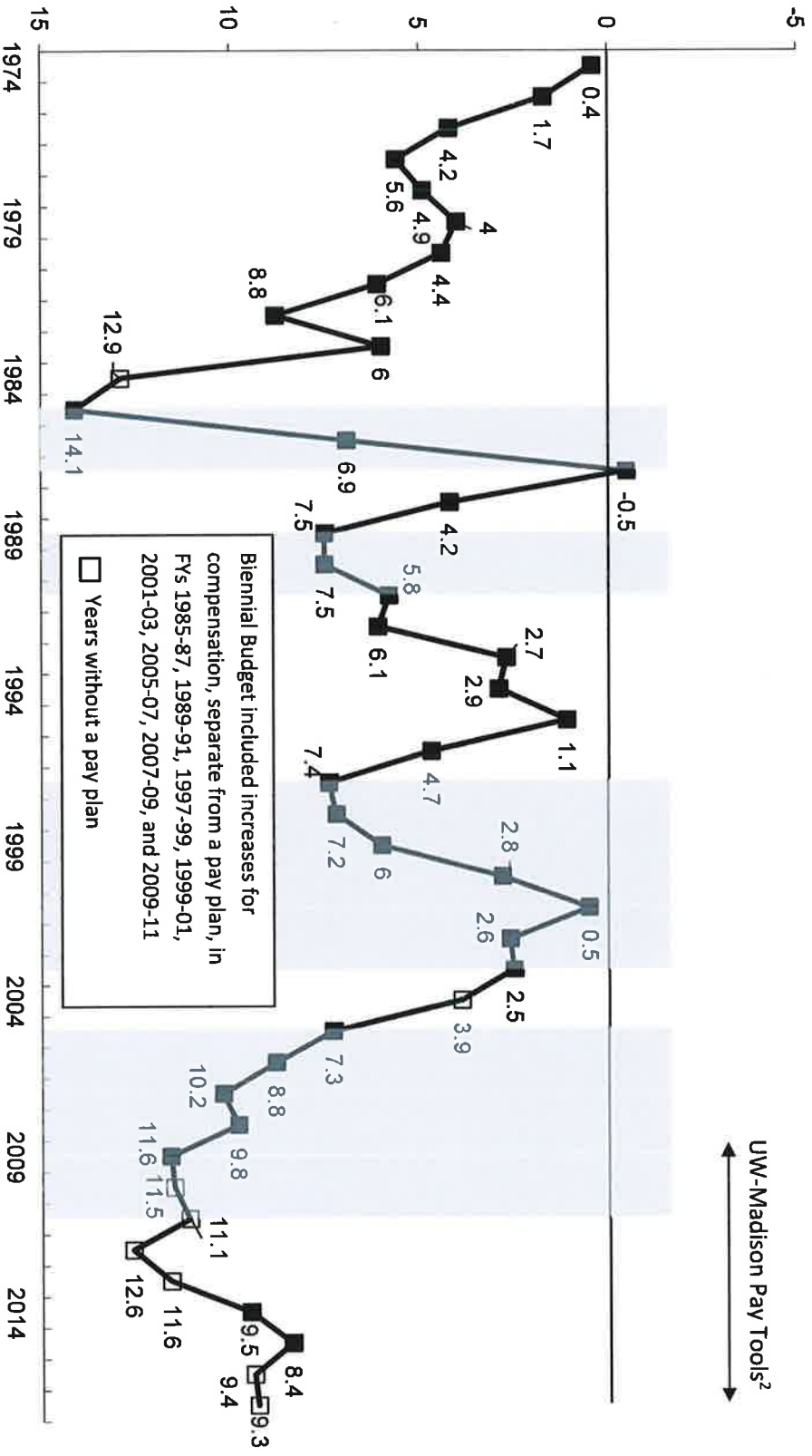
State legislators from throughout Wisconsin should be concerned about the recruitment and retention of UW-Madison faculty and staff. The university brings worldwide acclaim to the state. Alumni and students consistently give their UW-Madison educations high marks. UW-Madison ranks among the top universities nationally in securing research funds. The university has a major impact on the state's economy. The incredible quality and impact of UW-Madison must not be taken for granted.

The attached chart was prepared by the UW-Madison Office of Academic Planning and Institutional Research (APIR), based on the Association of American University Professors (AAUP) 2016-17 Faculty Survey. As you can see, a 9.3% increase is needed to get UW-Madison faculty salaries to the median of our peer universities. At the full professor level, a 12.7% pay increase is needed. The peer group was established by the Governor's Commission on Faculty Compensation.

Other universities are well-aware that our faculty are severely underpaid, and those universities are aggressively recruiting faculty. Our excellent academic staff and university staff are also underpaid, as are faculty and staff at other UW institutions.

While the 4% increase will not solve the UW's compensation problems, it will be an important step in the right direction. The increase will be greatly appreciated by those who work day in and day out for the UW and the people of Wisconsin. Thank you for considering the views of the UW-Madison faculty.

UW-Madison Faculty Salary Deficit Percent Payroll Increase Needed to Bring Faculty Salaries to Peer Group Medians¹



Notes: Based on the annual AAUP Faculty Salary Survey. Accounts for the number of faculty at each rank for UW-Madison. Faculty on 12-month appointments are included, but their salaries have been converted to 9-month rates. Medical schools are excluded. UW-Madison's peer group for purposes of salary comparisons was established by The Governor's Commission on Faculty Compensation in 1984. The peer universities include the University of California-Berkeley, University of California-Los Angeles, University of Michigan, Ohio State University, University of Texas-Austin, University of Illinois, Purdue University, Indiana University, University of Minnesota, Michigan State University, and the University of Washington-Seattle. The average salaries reported to AAUP are affected by several factors, including faculty turnover and promotions, salary adjustments for promotions, competitive market adjustments, and equity adjustments. In addition to the announced annual increases

¹Peer Group Median excludes UW-Madison
²For more information on UW-Madison Pay Tools, view the report at <https://aric.wisc.edu/facultystaff/facultyPortfolioToolsAnalysis/Final.pdf>
 Academic Planning and Institutional Research, Office of the Provost, UW-Madison, arl, 4/11/2017