



Representing UW-Madison Faculty.
Strengthening Wisconsin.

December 10, 2019

Rep. Robin Vos
Assembly Speaker
Room 211 West
State Capitol
Madison, WI 53702

Senator Roger Roth
Senate President
Room 220 South
State Capitol
Madison, WI 53702

Request to Convene Joint Committee on Employment Relations (JCOER) Very Soon to Approve the 2%/2% UW Pay Plan

Dear Speaker Vos and Senator Roth:

On behalf of PROFS, representing the UW-Madison faculty, we would like to thank you for passing a state budget that included funding to provide UW faculty and staff with a 2% pay increase on January 1, 2020 and an additional 2% increase on January 1, 2021. Governor Evers signed the budget, with the 2%/2% pay plan funding, on July 3.

The pay plan has been sent back to the Legislature for final approval. The Joint Committee on Employment Relations (JCOER), which you co-chair, needs to approve the 2%/2% plan for it to take effect. Given that UW employees have been told to expect a pay increase in a matter of days, it is imperative that JCOER meets very soon to approve the increases.

According to UW System and the Legislative Fiscal Bureau, UW-Madison faculty salaries are 15.6% behind faculty at peer institutions. 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 the great faculty and staff at other UW institutions.

The 2%/2% increases will obviously not solve all the competitive salary issues confronting the UW System. Nevertheless, the increases will be a much-appreciated demonstration that the state values the hard work being done by UW faculty and staff. UW employees have been told to expect the raises. All that is needed is final JCOER approval.

We strongly encourage you to convene JCOER very soon so that the already-funded pay plan can be put into effect in a timely manner. Thank you for considering our views.

Sincerely,

Dorothy Farrar Edwards
Professor of Kinesiology-Occupational
Therapy and Medicine
PROFS President

Terry D Warfield
Professor of Accounting
Chair, University Committee and
PROFS Board of Directors