



*Representing UW-Madison Faculty.  
Strengthening Wisconsin.*

## **Testimony to the Joint Committee on Employment Relations (JCOER) requesting approval of the 2%/2% UW System faculty-staff pay plan**

**December 21, 2021**

PROFS is the Public Representation Organization of the (UW-Madison) Faculty Senate. PROFS represents the interests of the UW-Madison faculty. PROFS encourages committee members to approve the proposed 2% pay increase on January 1, 2022, and an additional 2% increase on January 1, 2023, for UW System faculty and academic staff.

Why should legislators and the residents of Wisconsin care about paying faculty and staff in a competitive manner? UW-Madison and its fellow UW System institutions educate the next generation of leaders, conduct the cutting-edge research across virtually all fields of study, and provide expertise to businesses, organizations, and local governments across the state and the country. For every dollar the state invests in the UW System, System returns 23 dollars to the Wisconsin economy. (Source: 2018 UW System Economic Impact Study, NorthStar Analytics)

Unfortunately, UW salaries have historically lagged behind our peers, and our faculty have been the target of other universities looking to lure top talent away. In recent years, UW-Madison compensation compared to its peer institutions has improved. This improvement is due to pay plans and other investments at the university level. The faculty are grateful for these investments, but we recognize that the state and university need to keep providing modest increases in order to remain competitive in the international academic marketplace. The 2%/2% pay plan is an important part of that equation.

The 2%/2% pay increases will 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.

Thank you for considering the views of the UW-Madison faculty. We look forward to continuing to work with you to ensure a bright future for UW-Madison and the rest of the UW System institutions.