

UWM Chancellor's Faculty Compensation Fund for FY 2017-2018

Issued: January 9, 2018

To help schools and colleges improve faculty morale and retain the faculty who are contributing to UWM's achievement of its strategic priorities including maintaining UWM's R1 status, UWM is setting aside up to \$1.5 million in base funds, equivalent to about 2.3% of all faculty salaries, in a new Chancellor's Faculty Compensation Fund, to be used solely for base faculty salary adjustments. The preferred effective date is the start of the fiscal year 2018-2019. These funds will be applied on top of (after) pay plan recommendations.

Funding amounts for schools and colleges will be initially earmarked from the Chancellor's Faculty Compensation Fund based on the school's overall faculty peer market compensation gap and the school/college's ability to provide its own compensation funding. Thus, this fund provides relatively more funding to schools and colleges with the largest peer market compensation gaps. All schools and colleges are encouraged to also use existing funding within their schools, as permitted under SPC expenditure targets, to further address faculty compensation issues.

In order to use the allocated funds, schools and colleges must develop a plan for matching the central funds allocated with its most critical faculty compensation needs. Those compensation needs may fall into two buckets: (1) the need to address severe market compression issues ("Compression"); and (2) the need to retain the highest performers who may be of greatest flight risk ("Retention"). In developing Compression and Retention plans, Deans should also consider individual, internal equity and attempt to improve any known equity issues wherever possible. ("Equity" considers whether a faculty member's salary is appropriately and equitably related to career progression and merit in comparison with peers in the same school or college at UWM.)

Each Dean, in consultation with governance or advisory groups within the school/college, will develop recommendations for use of the Compression and Retention funds, by individual. Since this will be after the pay plan recommendations, the salary data to use should be the faculty salary after pay plan recommendations. The final recommendations by Deans will be reviewed for approval by the Provost in consultation with the Chancellor and implemented thereafter. Following Provost approval, schools/colleges will need to complete necessary documentation per UWM's normal human resources processes to effectuate use of the funds. Human Resources will advise schools/colleges on how to accomplish this.

The central funds may be used only for 101 or 189-funded salary. Further criteria for use of the funds for the two stated purposes are laid out below.

Compression Increases

Deans may allocate up to 2/3 of the funds provided for Compression increases and should develop a plan for how best to use funds for those issues in their school or college. Distribution plans must consider market-related factors such as rank, time in rank, and field of discipline. Compression funds may be allocated only to those faculty who are at a minimum considered to be solid performers.

Retention Increases

Deans must allocate at least 1/3 of the funds provided, or more if desired, for Retention increases. Individuals approved for Retention increases must meet each of the following criteria:

- The individual exhibits superior meritorious performance;
- The individual presents a retention risk as a result of the individual's current salary and being competitive in a national market; and
- The individual is significantly contributing to one or more of UWM's three strategic priorities as outlined by the Chancellor in his Strategic Opportunities Statement of April 2017, which are for UWM to be an outstanding learning environment, an exceptional research university, and a community engagement leader.