

# Default Report

*Pay Progression Feedback*

May 11th 2021, 10:55 am CDT

**Q1 - The UW System Title & Total Compensation Project serves as an opportunity to revisit UWM compensation policies and practices. The ASC is discussing ways in which compensation policy can better support transparency and equity in pay and progression in units across campus. Please share your thoughts, experiences, and/or recommendations on pay progression at UWM, which will help inform our discussions and recommendations. Thank you!**

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Job descriptions are too general and do not reflect the true nature of individual's job duties/project responsibilities. It is difficult to assess the System's T&T compensation project when we are only given one part of that project--it would be nice to be able to see the compensation piece along with job descriptions to attain a full understanding of what is being presented and provide constructive feedback at that time.

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I feel fortunate to have had the opportunity to move us as senior advisor and earn indefinite status in my position which involved an increase in pay. However, this did not come easy despite stellar evaluations in the past. I often had to advocate for myself in order to advance my career at UWM. Not once have I had a supervisor encourage career progression. If clear metrics were in place on how people can progress and a clear path for progression, I also think we would be able to keep more talent at UWM. I've seen a lot of great folks leave due to lack of support in career progression.

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One recommendation, which has already been brought up at the Senate meetings, is compensation based on merit. Some individuals feel that your only real chance for pay advancement, outside of pay increases voted on at the State government level, is when you get a title change (got from associate to assistant professor or achieve indefinite status). Well, those benchmarks can take 4 or more years to achieve, and then once they are achieved, what then? How do you increase your salary if not by merit-based increased. So, I think many people would be eager to see a new model of annual review that considers this pathway.

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Any formal pay progression would be appreciated. In my current unit (student services in LSB), there are no pay progression opportunities outside of indefinite status. For someone that already has indefinite, it feels as though you have to leave the university or unit to earn a salary adjustment.

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Individually, it has been extremely difficult for me to secure any sort of meaningful raise at UWM. I have been in my current (and first academic staff position) for nearly 8.5 years, and have had two raises in that time. One came from when a colleague left the university, and I took on new duties, and once was when I got my indefinite status. There is no clear pathway defined to even make goals toward reaching. Additionally, there is not much available as far as upward mobility in my office, and while I'm happy where I am, I also want to continue to grow my skills and progress in my career. I have honestly been mulling over possibly leaving the university because it's tiring to constantly hear what amazing things I'm contributing to the university and that I'd be compensated for them "if we had the funding." As you might imagine, that's demoralizing to hear. Compensation progression is important, living is expensive, and getting more so, and I honestly wouldn't be able to keep my job if I was still single. I would like to see investment in our mid-career colleagues on campus - so many have moved on to other organizations because we feel like we hit a brick wall at UWM and can't fathom staying without any sort of meaningful compensation changes. I love my job, truly, and I think I have a lot more in me to give, but I also would like to see the university reward the hard work and loyalty that I have given over the past decade plus.

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I believe that it is in the critical best interest for UWM employees that the TTC project and any resulting policy address an annual pay plan, requiring administrators to address merit and cost-of-living wage increases on an annual basis.

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Nobody has shared the results of the project on me personally. Have no idea what it means for salary/job progression or pay. No clue as to how this compares to local and industry salaries for the same job/skills.

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Generally, staff at UWM are all undercompensated and overworked. With budget cuts and workload increases, morale is getting lower and lower for staff. Our peers at other UW and WTCS schools are earning more than we are for the same work. Even within UWM, there are staff in the same title as mine with less years of experience who make more than me because they work in a different school or college that values their position more (as evidenced by their higher compensation). Related to pay progression specifically - There is a huge lack of consistency across campus between how many years of service is required for the various prefix levels - associate, no prefix, senior, distinguished and what the increase in compensation is, if any, at each level. Human Resources actively tries to use a lower 'years of service' for staff who have worked at other UW system schools. It is incredibly unfair. Further, there are staff with the same 'title' (Advisor, for example) are hired as either fixed term or probationary depending on the specific office in which they work. Fixed term appointments are supposed to be made "for positions for which no continuing need can be determined". Even if a position has been around for dozens of years, staff are being hired as fixed term now instead of probationary. That has definitely been a shift in recent years and is outrageous. UWM must create a clear plan for compensation and pay progression that is consistent between all areas of the university.

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I work in administration in a dean's office, and I could not find my job on the list of TTP jobs. I'm concerned about this. I think that every school and college has a dean's office or department office that is organized differently, so no one on campus has my exact collection of duties. I am concerned my position will be downgraded. What should staff do when they have a position that is unique?

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I think in general those people who are not directly involved in this process do not have a good idea of what it will mean to them. I think that there should be some information regarding the general employee

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I think your efforts should be commended...daunting task. Every job title has certain basic responsibilities associated with it and expectations are that these basics would be met professionally. The challenge, as I see it, is equitably rewarding those employees who go above and beyond the call of duty and consistently exceed basic responsibilities. Developing a system to objectively analyze this

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part and determine pay progression based upon actual data collected would be a good addition to the entire compensation policy.

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It is horrible, inconsistent and offers very few chances to advance. The process is confusing, there is very little support from supervisors to assist staff in progressing salary wise. Pay is incredibly inconsistent across campus. There has also been little to no direction on TTC in our unit. I have no idea what my new title will be. I also have not had a review in 5 years. Where is the accountability?

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Regarding academic staff-- I sincerely hope that TTC puts people into categories that allow similar progression as their previous titles, i.e. in salary ranges, and that no one ends up in a lower salary track. I have great concern for our university staff as well, where hourly wages are low and have very little flexibility for increases. This is a major retention issue and I think there should be greater flexibility to raise those wages to retain good workers in positions where their experience and wisdom contributes to the unit. Too often good university staff jump positions to chase a higher wage.

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There needs to be well-defined criteria for advancing through the progression levels that are not open to interpretation. One possibility would be a combination of years in the position combined with annual evaluation ratings of satisfactory or higher. This progression would have to be automatic so that individual units (schools, colleges, admin, etc.) could not dispute due to budget concerns, much like our state mandated increases are handled now.