

**REPORT ON  
FACULTY AND STAFF BASE SALARY  
ADJUSTMENTS and LUMP SUM PAYMENTS  
FOR FY2014**

**EXECUTIVE SUMMARY**

**BACKGROUND**

UW System Chancellors have authority delegated to them pursuant to s. 36.09(1)(j), Wis. Stats., to adjust salaries for unclassified faculty and staff, for the purposes of correcting salary inequities, recognizing job reclassifications or promotions, or addressing other competitive factors. Unclassified staff include faculty, academic staff, and limited appointees. For these employees, the statutes do not permit adjustments for merit or exceptional performance, outside of the state-approved pay plan.

Under the same delegated authority for personnel transactions used to provide base salary adjustments, Chancellors have the authority to provide lump sum additional pay to unclassified staff (faculty, academic staff, and limited appointees) for additional work performed beyond what is normally expected as part of a full teaching, research, and or service/administrative work load. Additionally, Discretionary Merit Compensation (DMCs) and Discretionary Equity or Retention Adjustments (DERAs) for classified staff can be in the form of a lump sum adjustment.

Different than base salary adjustments for equity, competitive factors, and change in duties/promotions, lump sum payments are non-base building compensation for additional work of a one-time or non-recurring nature. Examples of additional work include teaching an additional class to meet unanticipated demand, teaching an interim class when not part of the fall or spring semester teaching loads, serving in an interim capacity in addition to current job responsibilities when release time from teaching or administrative responsibilities is not an option, or covering duties and responsibilities of an unexpected leave.

Regent action at the December 2013 meeting directed that this report become an annual report to the Board for information purposes. Separate tables have also been added this year that include base adjustments and lump sum payments for faculty only.

**REQUESTED ACTION**

This report is for information only

## **FACULTY AND STAFF BASE SALARY ADJUSTMENTS FY14**

### **DISCUSSION**

The attached tables also reflect salary adjustments for classified staff that include merit-based pay adjustments as permitted by Chapter 230 and OSER regulations.

The following notes may provide useful context for reviewing these data.

#### **Tables 1 and 2: FY14 Budgeted Salaries and Base Adjustments and Average Dollar Base per Recipient – All Types of Base Adjustments**

In fiscal year 2014, 9,896 (28.79%) staff received a base adjustment and for comparison 7,235 (21.31%) staff received a base adjustment in fiscal year 2013.

In fiscal year 2014 the average base adjustment for unclassified staff was \$4,464. For classified staff, the average adjustment was \$2,604. For comparison, in fiscal year 2013 the average base adjustment for unclassified staff was \$3,362. For classified staff, the average adjustment was \$3,366.

In fiscal year 2014, UW Chancellors reallocated \$38.0 million on a budgeted salary base of \$2.23 billion to fund these adjustments (2.32%). For comparison, in fiscal year 2013, adjustments required that Chancellors reallocate \$33.7 million of existing resources on a budget salary base of \$2.18 billion (1.55%).

#### **Table 3: FY14 Base Adjustments for Classified and Unclassified Staff – for Merit, Equity, and Market Base Adjustments (excluding promotions, title changes, and change in duties)**

In fiscal year 2014, 8,555 (86.45%) of the base adjustments were for reasons of merit, equity, or market factors.

In fiscal year 2014, 24.89% (8,555 recipients) of all staff received a base adjustment for reasons of merit, equity, or market factors.

For comparison, in fiscal year 2013, 5,863 of the base adjustments (81.03%) were for reasons of merit, equity, or market factors. And in fiscal year 2013, 17.26% (5,863 recipients) of all staff received a base adjustment for reasons of merit, equity, or market factors.

**Table 4: FY14 Budgeted Salaries and Base Adjustments and Average Dollar Base per Recipient for Faculty Only – All Types of Base Adjustments**

In fiscal year 2014, 2,454 (37.87%) faculty received a base adjustment and for comparison 2,587 (40.43%) faculty received a base adjustment in fiscal year 2013.

In fiscal year 2014 the average base adjustment per faculty recipient was \$5,726. For comparison, in fiscal year 2013 the average base adjustment per faculty recipient \$5,333.

In fiscal year 2014, UW Chancellors reallocated \$14.1 million on a budgeted faculty salary base of \$558.6 million to fund these adjustments (2.52%). For comparison, in fiscal year 2013, adjustments required that Chancellors reallocate \$13.8 million (2.56%) of existing resources on a budgeted faculty salary base of \$538.8 million.

**Table 5: FY14 Base Adjustments for Faculty Only – for Equity and Market Base Adjustments (excluding promotions, title changes, and change in duties)**

In fiscal year 2014, 2,181 (33.66%) faculty received a base adjustment for reasons of merit, equity, or market factors. The comparable number for 2013 was 2,229 (34.83%).

In fiscal year 2014 the average base adjustment for reasons other than a promotion or change in duties per faculty recipient was \$5,328. For comparison, in fiscal year 2013 the average base adjustment per faculty recipient was \$5,115.

In fiscal year 2014, UW Chancellors reallocated \$11.6 million on a budgeted faculty salary base of \$558.6 million to fund these adjustments (2.08%). For comparison, in fiscal year 2013, adjustments required that Chancellors reallocate \$11.4 million of existing resources on a budgeted faculty salary base of 538.8 million (2.13%).

UNIVERSITY OF WISCONSIN SYSTEM  
 FISCAL YEAR 14 BUDGETED SALARIES AND BASE ADJUSTMENTS\* (Without Student Assistants in Headcount)  
 All Funds

FISCAL YEAR 14																
Institution	FY 14 Unclassified Staff Base Adjustments					FY 14 Classified Staff Base Adjustments					FY 14 Totals					
	FY 14 Total Budgeted Unclassified Salary Dollars	Total Dollars for Uncl. Base Adjs.	Number of Uncl. Receiving Base Adjs	Total Uncl. Headcount	Percent Uncl. Staff Receiving Base Adjustment	FY 14 Total Budgeted Classified Salary Dollars	Total Dollars for Classified Base Adjs.	Number of Classified Staff Receiving Base Adjs	Total Classified Headcount	Percent Classified Staff Receiving Base Adjustment	FY Total Budgeted Salary Dollars	Total Base Adj Dollars	Number of Staff Receiving Base Adjs	Total Headcount	Percent of Staff Receiving Base Adjs.	Total Base Adjs as Percent of Total Budgeted Salaries
MADISON	906,021,861	19,928,234	3,560	11,076	32.14%	288,431,567	4,959,310	1,939	5,280	36.72%	1,194,453,428	24,887,544	5,499	16,356	33.62%	2.75%
MILWAUKEE	165,725,411	1,847,992	345	2,939	11.74%	66,496,663	850,382	197	1,026	19.20%	232,222,074	2,698,374	542	3,965	13.67%	1.63%
EAU CLAIRE	51,257,584	1,002,307	272	889	30.60%	25,769,038	193,612	61	413	14.77%	77,026,622	1,195,919	333	1,302	25.58%	2.33%
GREEN BAY	26,568,047	432,383	178	528	33.71%	11,620,918	227,846	110	207	53.14%	38,188,965	660,229	288	735	39.18%	2.49%
La CROSSE	50,135,278	567,425	218	916	23.80%	16,401,040	205,187	125	349	35.82%	66,536,318	772,612	343	1,265	27.11%	1.54%
OSHKOSH	56,246,522	1,529,741	749	1,095	68.40%	23,215,847	270,879	120	402	29.85%	79,462,369	1,800,620	869	1,497	58.05%	3.20%
PARKSIDE	21,089,759	95,727	23	417	5.52%	9,048,540	89,652	17	166	10.24%	30,138,299	185,379	40	583	6.86%	0.88%
PLATTEVILLE	38,196,204	866,459	302	685	44.09%	19,565,736	363,333	165	311	53.05%	57,761,940	1,229,792	467	996	46.89%	3.22%
RIVER FALLS	25,702,010	173,847	76	571	13.31%	13,564,674	114,465	33	218	15.14%	39,266,684	288,312	109	789	13.81%	1.12%
STEVENS POINT	44,514,054	923,405	260	840	30.95%	24,624,081	401,495	160	384	41.67%	69,138,135	1,324,900	420	1,224	34.31%	2.98%
STOUT	40,401,809	299,134	85	825	10.30%	21,062,118	259,466	169	397	42.57%	61,463,927	558,600	254	1,222	20.79%	1.38%
SUPERIOR	14,618,603	47,427	13	331	3.93%	7,009,385	22,761	9	144	6.25%	21,627,988	70,188	22	475	4.63%	0.48%
WHITEWATER	52,314,863	630,109	315	934	33.73%	21,394,086	345,822	114	372	30.65%	73,708,949	975,931	429	1,306	32.85%	1.87%
COLLEGES	36,411,192	191,565	42	1,115	3.77%	10,663,832	22,336	8	224	3.57%	47,075,024	213,901	50	1,339	3.73%	0.59%
EXTENSION	102,797,584	605,181	110	926	11.88%	18,653,124	164,522	52	215	24.19%	121,450,708	769,703	162	1,141	14.20%	0.75%
UW SYS ADMIN	4,756,312	142,826	16	45	35.56%	2,683,015	55,494	11	45	24.44%	7,439,327	198,320	27	90	30.00%	4.17%
SYSTEM WIDE	4,500,061	61,313	10	31	32.26%	4,373,809	105,164	32	62	51.61%	8,873,870	166,477	42	93	45.16%	3.70%
	1,641,257,154	29,345,075	6,574	24,163	27.21%	584,577,473	8,651,726	3,322	10,215	32.52%	2,225,834,627	37,996,801	9,896	34,378	28.79%	2.32%

**DATE SOURCE:**

Budgeted Salaries are from the 2013-14 UW Annual Budget  
 Base Adjustments are from HRS as of June 30, 2014  
 Headcount data are from the 2013 October Payroll

**\*BASE ADJUSTMENTS:**

Classified and Unclassified Staff: Adjustments for promotion, title changes and change in duties  
 Classified Staff: OSER's Discretionary Merit Compensation (DMCs) and Discretionary Equity and Retention (DERAs)  
 Unclassified Staff: Equity and competitive base adjustments allowed under Wis. Stat. §36.09(1)(j)

UNIVERSITY OF WISCONSIN SYSTEM  
FISCAL YEAR 14 AVERAGE DOLLAR BASE ADJUSTMENT PER RECIPIENT (Without Student Assistants in Headcount)

All Base Adjustments\*  
All Funds

FISCAL YEAR 14												
Institution	FY 14 Unclassified Staff Base Adjustments				FY 14 Classified Staff Base Adjustments				FY 14 Totals			
	FY 14 Total Budgeted Unclassified Salary Dollars	Total Dollars for Uncl. Base Adjs.	Number of Uncl. Receiving Base Adjs	Average Base Adjustment per Uncl Recipient	FY 14 Total Budgeted Classified Salary Dollars	Total Dollars for Classified Base Adjs.	Number of Classified Staff Receiving Base Adjs	Average Base Adjustment per Classified Recipient	FY Total Budgeted Salary Dollars	Total Base Adj Dollars	Number of Staff Receiving Base Adjs	Average Base Adjustment per Recipient
MADISON	906,021,861	19,928,234	3,560	5,598	288,431,567	4,959,310	1,939	2,558	1,194,453,428	24,887,544	5,499	4,526
MILWAUKEE	165,725,411	1,847,992	345	5,356	66,496,663	850,382	197	4,317	232,222,074	2,698,374	542	4,979
EAU CLAIRE	51,257,584	1,002,307	272	3,685	25,769,038	193,612	61	3,174	77,026,622	1,195,919	333	3,591
GREEN BAY	26,568,047	432,383	178	2,429	11,620,918	227,846	110	2,071	38,188,965	660,229	288	2,292
La CROSSE	50,135,278	567,425	218	2,603	16,401,040	205,187	125	1,641	66,536,318	772,612	343	2,253
OSHKOSH	56,246,522	1,529,741	749	2,042	23,215,847	270,879	120	2,257	79,462,369	1,800,620	869	2,072
PARKSIDE	21,089,759	95,727	23	4,162	9,048,540	89,652	17	5,274	30,138,299	185,379	40	4,634
PLATTEVILLE	38,196,204	866,459	302	2,869	19,565,736	363,333	165	2,202	57,761,940	1,229,792	467	2,633
RIVER FALLS	25,702,010	173,847	76	2,287	13,564,674	114,465	33	3,469	39,266,684	288,312	109	2,645
STEVENS POINT	44,514,054	923,405	260	3,552	24,624,081	401,495	160	2,509	69,138,135	1,324,900	420	3,155
STOUT	40,401,809	299,134	85	3,519	21,062,118	259,466	169	1,535	61,463,927	558,600	254	2,199
SUPERIOR	14,618,603	47,427	13	3,648	7,009,385	22,761	9	2,529	21,627,988	70,188	22	3,190
WHITEWATER	52,314,863	630,109	315	2,000	21,394,086	345,822	114	3,034	73,708,949	975,931	429	2,275
COLLEGES	36,411,192	191,565	42	4,561	10,663,832	22,336	8	2,792	47,075,024	213,901	50	4,278
EXTENSION	102,797,584	605,181	110	5,502	18,653,124	164,522	52	3,164	121,450,708	769,703	162	4,751
UW SYS ADMIN	4,756,312	142,826	16	8,927	2,683,015	55,494	11	5,045	7,439,327	198,320	27	7,345
SYSTEM WIDE	4,500,061	61,313	10	6,131	4,373,809	105,164	32	3,286	8,873,870	166,477	42	3,964
	1,641,257,154	29,345,075	6,574	4,464	584,577,473	8,651,726	3,322	2,604	2,225,834,627	37,996,801	9,896	3,840

**DATE SOURCE:**

Budgeted Salaries are from the 2013-14 UW Annual Budget

Base Adjustments are from HRS as of June 30, 2014

Headcount data are from the 2013 October Payroll

**\*BASE ADJUSTMENTS:**

Classified and Unclassified Staff: Adjustments for promotion, title changes and change in duties

Classified Staff: OSER's Discretionary Merit Compensation (DMCs) and Discretionary Equity and Retention (DERAs)

Unclassified Staff: Equity and competitive base adjustments allowed under Wis. Stat. §36.09(1)(j)

UNIVERSITY OF WISCONSIN SYSTEM  
 FISCAL YEAR 14 BUDGETED SALARIES AND BASE ADJUSTMENTS\* EXCLUDING PROMOTIONS, TITLE CHANGES, AND CHANGE IN DUTIES (Without Student Assistants in Headcount)  
 All Funds

FISCAL YEAR 14																
Institution	FY 14 Unclassified Staff Base Adjustments					FY 14 Classified Staff Base Adjustments					FY 14 Totals					
	FY 14 Total Budgeted Unclassified Salary Dollars	Total Dollars for Uncl. Base Adjs.	Number of Uncl. Receiving Base Adjs	Total Uncl. Headcount	Percent Uncl. Staff Receiving Base Adjustment	FY 14 Total Budgeted Classified Salary Dollars	Total Dollars for Classified Base Adjs.	Number of Classified Staff Receiving Base Adjs	Total Classified Headcount	Percent Classified Staff Receiving Base Adjustment	FY Total Budgeted Salary Dollars	Total Base Adj Dollars	Number of Staff Receiving Base Adjs	Total Headcount	Percent of Staff Receiving Base Adjs.	Total Base Adjs as Percent of Total Budgeted Salaries
MADISON	906,021,861	15,386,846	2,994	11,076	27.03%	288,431,567	4,455,004	1,818	5,280	34.43%	1,194,453,428	19,841,850	4,812	16,356	29.42%	2.19%
MILWAUKEE	165,725,411	1,055,549	190	2,939	6.46%	66,496,663	774,474	173	1,026	16.86%	232,222,074	1,830,023	363	3,965	9.16%	1.10%
EAU CLAIRE	51,257,584	608,981	221	889	24.86%	25,769,038	176,379	56	413	13.56%	77,026,622	785,360	277	1,302	21.27%	1.53%
GREEN BAY	26,568,047	336,994	160	528	30.30%	11,620,918	217,409	108	207	52.17%	38,188,965	554,403	268	735	36.46%	2.09%
La CROSSE	50,135,278	409,164	195	916	21.29%	16,401,040	185,975	120	349	34.38%	66,536,318	595,139	315	1,265	24.90%	1.19%
OSHKOSH	56,246,522	1,339,383	731	1,095	66.76%	23,215,847	236,931	112	402	27.86%	79,462,369	1,576,314	843	1,497	56.31%	2.80%
PARKSIDE	21,089,759	28,410	3	417	0.72%	9,048,540	87,146	16	166	9.64%	30,138,299	115,556	19	583	3.26%	0.55%
PLATTEVILLE	38,196,204	683,405	288	685	42.04%	19,565,736	332,908	160	311	51.45%	57,761,940	1,016,313	448	996	44.98%	2.66%
RIVER FALLS	25,702,010	70,926	47	571	8.23%	13,564,674	59,867	27	218	12.39%	39,266,684	130,793	74	789	9.38%	0.51%
STEVENS POINT	44,514,054	689,447	221	840	26.31%	24,624,081	375,005	151	384	39.32%	69,138,135	1,064,452	372	1,224	30.39%	2.39%
STOUT	40,401,809	102,718	31	825	3.76%	21,062,118	240,026	163	397	41.06%	61,463,927	342,744	194	1,222	15.88%	0.85%
SUPERIOR	14,618,603	11,500	2	331	0.60%	7,009,385	0	0	144	0.00%	21,627,988	11,500	2	475	0.42%	0.08%
WHITEWATER	52,314,863	478,713	293	934	31.37%	21,394,086	319,467	108	372	29.03%	73,708,949	798,180	401	1,306	30.70%	1.53%
COLLEGES	36,411,192	65,998	9	1,115	0.81%	10,663,832	11,748	4	224	1.79%	47,075,024	77,746	13	1,339	0.97%	0.21%
EXTENSION	102,797,584	295,337	46	926	4.97%	18,653,124	149,828	46	215	21.40%	121,450,708	445,165	92	1,141	8.06%	0.43%
UW SYS ADMIN	4,756,312	107,153	13	45	28.89%	2,683,015	44,471	10	45	22.22%	7,439,327	151,624	23	90	25.56%	3.19%
SYSTEM WIDE	4,500,061	36,688	8	31	25.81%	4,373,809	99,172	31	62	50.00%	8,873,870	135,860	39	93	41.94%	3.02%
	1,641,257,154	21,707,212	5,452	24,163	22.56%	584,577,473	7,765,810	3,103	10,215	30.38%	2,225,834,627	29,473,022	8,555	34,378	24.89%	1.80%

**DATE SOURCE:**

Budgeted Salaries are from the 2013-14 UW Annual Budget

Base Adjustments are from HRS as of June 30, 2014

Headcount data are from the 2013 October Payroll

**\*BASE ADJUSTMENTS:**

Classified Staff: OSER's Discretionary Merit Compensation (DMCs) and Discretionary Equity and Retention (DERAs)

Unclassified Staff: Equity and competitive base adjustments allowed under Wis. Stat. §36.09(1)(j)

UNIVERSITY OF WISCONSIN SYSTEM

FISCAL YEAR 14 BUDGETED SALARIES AND ALL BASE ADJUSTMENTS\* FOR FACULTY ONLY (Without Student Assistants in Headcount)

Professor, Associate Professor, Assistant Professor and Instructor

All Funds

FISCAL YEAR 14							
FY 14 Faculty Base Adjustments							
Institution	FY14 Total Budgeted Faculty Dollars	Total Dollars for Faculty Adjs.	Number of Faculty Receiving Base Adjs	Average Base Adjustment per Faculty Recipient	Total Faculty Headcount	Percent Faculty Receiving Base Adjustment	Percent of Faculty Salary Dollars
MADISON	242,880,475	9,227,010	983	9,387	2,117	46.43%	3.80%
MILWAUKEE	75,770,596	810,275	86	9,422	850	10.12%	1.07%
EAU CLAIRE	29,451,323	611,517	151	4,050	401	37.66%	2.08%
GREEN BAY	10,129,029	219,372	86	2,551	158	54.43%	2.17%
La CROSSE	25,498,839	358,716	141	2,544	384	36.72%	1.41%
OSHKOSH	25,572,537	853,160	286	2,983	325	88.00%	3.34%
PARKSIDE	8,381,066	33,000	9	3,667	123	7.32%	0.39%
PLATTEVILLE	17,451,386	456,158	193	2,364	245	78.78%	2.61%
RIVER FALLS	15,115,016	96,076	22	4,367	208	10.58%	0.64%
STEVENS POINT	22,083,577	668,449	189	3,537	347	54.47%	3.03%
STOUT	19,288,859	163,910	51	3,214	284	17.96%	0.85%
SUPERIOR	7,583,930	11,055	5	2,211	116	4.31%	0.15%
WHITEWATER	26,468,663	384,609	206	1,867	368	55.98%	1.45%
COLLEGES	16,072,525	54,167	20	2,708	292	6.85%	0.34%
EXTENSION	16,815,934	104,406	26	4,016	262	9.92%	0.62%
UW SYS ADMIN	0	0	0	N/A	0	N/A	N/A
SYSTEM WIDE	0	0	0	N/A	0	N/A	N/A
				N/A			
	558,563,755	14,051,880	2,454	5,726	6,480	37.87%	2.52%

**DATE SOURCE:**

Budgeted Salaries are from the 2013-14 UW Annual Budget

Base Adjustments are from HRS as of June 30, 2014

Headcount data are from the 2013 October Payroll

**\*BASE ADJUSTMENTS:**

Faculty: Adjustments for promotion, title changes and change in duties

Faculty: Equity and competitive base adjustments allowed under Wis. Stat. §36.09(1)(j)

UNIVERSITY OF WISCONSIN SYSTEM

FISCAL YEAR 14 BUDGETED AND BASE ADJUSTMENTS\* FOR FACULTY ONLY  
 (EXCLUDING PROMOTIONS, TITLE CHANGES, AND CHANGE IN DUTIES (Without Student Assistants in Headcount))  
 Professor, Associate Professor, Assistant Professor and Instructor  
 All Funds

FISCAL YEAR 14							
FY 14 Faculty Base Adjustments							
Institution	FY14 Total Budgeted Faculty Dollars	Total Dollars for Faculty Adjs.	Number of Faculty Receiving Base Adjs	Average Base Adjustment per Faculty Recipient	Total Faculty Headcount	Percent Faculty Receiving Base Adjustment	Percent of Faculty Salary Dollars
MADISON	242,880,475	8,201,664	935	8,772	2,117	44.17%	3.38%
MILWAUKEE	75,770,596	517,497	47	11,011	850	5.53%	0.68%
EAU CLAIRE	29,451,323	379,705	124	3,062	401	30.92%	1.29%
GREEN BAY	10,129,029	168,520	80	2,107	158	50.63%	1.66%
La CROSSE	25,498,839	283,766	133	2,134	384	34.64%	1.11%
OSHKOSH	25,572,537	743,658	282	2,637	325	86.77%	2.91%
PARKSIDE	8,381,066	0	0	N/A	123	0.00%	0.00%
PLATTEVILLE	17,451,386	398,158	189	2,107	245	77.14%	2.28%
RIVER FALLS	15,115,016	16,826	1	16,826	208	0.48%	0.11%
STEVENS POINT	22,083,577	544,591	170	3,203	347	48.99%	2.47%
STOUT	19,288,859	49,024	19	2,580	284	6.69%	0.25%
SUPERIOR	7,583,930	0	0	N/A	116	0.00%	0.00%
WHITEWATER	26,468,663	280,712	193	1,454	368	52.45%	1.06%
COLLEGES	16,072,525	11,667	2	5,834	292	0.68%	0.07%
EXTENSION	16,815,934	24,835	6	4,139	262	2.29%	0.15%
UW SYS ADMIN	0	0	0	N/A	0	N/A	N/A
SYSTEM WIDE	0	0	0	N/A	0	N/A	N/A
				N/A			
	558,563,755	11,620,623	2,181	5,328	6,480	33.66%	2.08%

**DATE SOURCE:**

Budgeted Salaries are from the 2013-14 UW Annual Budget  
 Base Adjustments are from HRS as of June 30, 2014  
 Headcount data are from the 2013 October Payroll

**\*BASE ADJUSTMENTS:**

Faculty: Equity and competitive base adjustments allowed under Wis. Stat. §36.09(1)(j)



## **FACULTY AND STAFF LUMP SUM PAYMENTS FOR FY14**

### **DISCUSSION**

The three attached tables provide information on additional non-base building payments made in FY14. Staff who receive only lump sums as a form of compensation are not included in these tables (e.g. summer camp employees, summer session staff payments made as lump sums).

#### **Table 1: FY14 Budgeted Salaries and Additional Compensation Payments**

In fiscal year 2014, UW Chancellors reallocated one-time resources of \$23.3 million on a budgeted salary base of \$2.23 billion to fund these adjustments (1.05%). For comparison, in fiscal year 2013, adjustments required that Chancellors reallocate \$23.7 million on a budgeted salary base of \$2.18 billion (1.09%).

For those receiving additional pay, the average amount paid per recipient was \$3,930 for FY14 and for comparison \$3,460 for FY13.

#### **Table 2: FY14 Additional Compensation Payments by Unclassified and Classified Staff**

In fiscal year 2014, 5,215 (21.58%) unclassified staff received additional pay and 718 (7.03%) classified staff received additional pay and. For comparison, in fiscal year 2013, (19.92%) unclassified staff received additional pay and 2,107 (20.68%) classified staff received additional pay.

#### **Table 3: FY14 Faculty Only Budgeted Salaries and Additional Compensation Payments**

In fiscal year 2014, UW Chancellors reallocated one-time resources of \$12.1 million on a budgeted faculty salary base of \$558.6 million to fund these adjustments (2.17%). For comparison, in fiscal year 2013, adjustments required that Chancellors reallocate \$10.5 million on a budgeted faculty salary base of \$538.8 million (1.96%).

For those faculty receiving additional pay, the average amount paid was \$5,142 for FY14 and for comparison \$4,743 for FY13.

University of Wisconsin System  
 FY2014 Budgeted Salaries and Additional Compensation Payments (Without Student Assistants in Headcount)  
 All Funds

Institution	FISCAL YEAR 2014						
	Total Budgeted Salaries	FY 2014 Add'l Comp. Payments	Number of Staff Receiving Add'l Comp. Payments	Total Headcount	Percent Receiving Add'l Comp. Payments	Average Amount of Additional Compensation per Recipient	Percent of Total Salary Dollars
MADISON	1,194,453,428	2,240,715	749	16,356	4.58%	2,992	0.19%
MILWAUKEE	232,222,074	2,280,381	489	3,965	12.33%	4,663	0.98%
EAU CLAIRE	77,026,622	1,633,853	416	1,302	31.95%	3,928	2.12%
GREEN BAY	38,188,965	1,451,531	190	735	25.85%	7,640	3.80%
La CROSSE	66,536,318	2,221,867	622	1,265	49.17%	3,572	3.34%
OSHKOSH	79,462,369	1,739,434	447	1,497	29.86%	3,891	2.19%
PARKSIDE	30,138,299	803,680	151	583	25.90%	5,322	2.67%
PLATTEVILLE	57,761,940	2,243,823	702	996	70.48%	3,196	3.88%
RIVER FALLS	39,266,684	1,002,971	214	789	27.12%	4,687	2.55%
STEVENS POINT	69,138,135	1,698,174	406	1,224	33.17%	4,183	2.46%
STOUT	61,463,927	1,310,903	303	1,222	24.80%	4,326	2.13%
SUPERIOR	21,627,988	1,001,381	174	475	36.63%	5,755	4.63%
WHITEWATER	73,708,949	2,481,958	554	1,306	42.42%	4,480	3.37%
COLLEGES	47,075,024	1,056,784	457	1,339	34.13%	2,312	2.24%
EXTENSION	121,450,708	132,322	48	1,141	4.21%	2,757	0.11%
UW SYS ADMIN	7,439,327	7,786	6	90	6.67%	1,298	0.10%
SYSTEM WIDE	8,873,870	10,646	5	93	5.38%	2,129	0.12%
TOTAL	2,225,834,627	23,318,209	5,933	34,378	17.26%	3,930	1.05%

**DATA SOURCES:**

Budgeted Salaries are from the 2014 UW Annual Budgets

Additional Compensation Adjustments are from HRS as June 30, 2014

Headcount data are from the 2013 October payrolls

UNIVERSITY OF WISCONSIN SYSTEM  
 FISCAL YEAR 14 ADDITIONAL COMPENSATION PAYMENTS BY CLASSIFIED AND UNCLASSIFIED (Without Student Assistants in Headcount)  
 All Funds

FISCAL YEAR 14																
Institution	FY 14 Unclassified Add'l Compensation					FY 14 Classified Add'l Compensation					FY 14 Totals					
	FY 14 Total Budgeted Unclassified Salary Dollars	Total Dollars for Uncl Add'l Comp Payments	Number of Uncl. Receiving Add'l Comp Payments	Total Uncl. Headcount	Percent Uncl. Staff Receiving Add'l Comp Payments	FY 14 Total Budgeted Classified Salary Dollars	Total Dollars for Classified Add'l Comp Payments	Number of Classified Receiving Add'l Comp Payments	Total Classified Headcount	Percent Classified Staff Receiving Add'l Comp Payments	FY Total Budgeted Salary Dollars	Total Add'l Comp Payment Dollars	Number of Staff Receiving Add'l Comp Payments	Total Headcount	Percent of Staff Receiving Add'l Comp Payments	Total Add'l Comp Payments as Percent of Total Budgeted Salaries
MADISON	906,021,861	1,766,890	576	11,076	5.20%	288,431,567	473,825	173	5,280	3.28%	1,194,453,428	2,240,715	749	16,356	4.58%	0.19%
MILWAUKEE	165,725,411	2,152,989	439	2,939	14.94%	66,496,663	127,392	50	1,026	4.87%	232,222,074	2,280,381	489	3,965	12.33%	0.98%
EAU CLAIRE	51,257,584	1,558,478	374	889	42.07%	25,769,038	75,375	42	413	10.17%	77,026,622	1,633,853	416	1,302	31.95%	2.12%
GREEN BAY	26,568,047	1,440,631	180	528	34.09%	11,620,918	10,900	10	207	4.83%	38,188,965	1,451,531	190	735	25.85%	3.80%
La CROSSE	50,135,278	2,220,811	621	916	67.79%	16,401,040	1,056	1	349	0.29%	66,536,318	2,221,867	622	1,265	49.17%	3.34%
OSHKOSH	56,246,522	1,674,354	410	1,095	37.44%	23,215,847	65,080	37	402	9.20%	79,462,369	1,739,434	447	1,497	29.86%	2.19%
PARKSIDE	21,089,759	776,532	136	417	32.61%	9,048,540	27,148	15	166	9.04%	30,138,299	803,680	151	583	25.90%	2.67%
PLATTEVILLE	38,196,204	2,015,231	468	685	68.32%	19,565,736	228,592	234	311	75.24%	57,761,940	2,243,823	702	996	70.48%	3.88%
RIVER FALLS	25,702,010	999,521	210	571	36.78%	13,564,674	3,450	4	218	1.83%	39,266,684	1,002,971	214	789	27.12%	2.55%
STEVENS POINT	44,514,054	1,607,591	337	840	40.12%	24,624,081	90,583	69	384	17.97%	69,138,135	1,698,174	406	1,224	33.17%	2.46%
STOUT	40,401,809	1,302,119	291	825	35.27%	21,062,118	8,784	12	397	3.02%	61,463,927	1,310,903	303	1,222	24.80%	2.13%
SUPERIOR	14,618,603	977,352	167	331	50.45%	7,009,385	24,029	7	144	4.86%	21,627,988	1,001,381	174	475	36.63%	4.63%
WHITEWATER	52,314,863	2,418,789	521	934	55.78%	21,394,086	63,169	33	372	8.87%	73,708,949	2,481,958	554	1,306	42.42%	3.37%
COLLEGES	36,411,192	1,040,645	440	1,115	39.46%	10,663,832	16,139	17	224	7.59%	47,075,024	1,056,784	457	1,339	34.13%	2.24%
EXTENSION	102,797,584	106,180	40	926	4.32%	18,653,124	26,142	8	215	3.72%	121,450,708	132,322	48	1,141	4.21%	0.11%
UW SYS ADMIN	4,756,312	2,000	3	45	6.67%	2,683,015	5,786	3	45	6.67%	7,439,327	7,786	6	90	6.67%	0.10%
SYSTEM WIDE	4,500,061	3,646	2	31	6.45%	4,373,809	7,000	3	62	4.84%	8,873,870	10,646	5	93	5.38%	0.12%
	1,641,257,154	22,063,759	5,215	24,163	21.58%	584,577,473	1,254,450	718	10,215	7.03%	2,225,834,627	23,318,209	5,933	34,378	17.26%	1.05%

**DATA SOURCES:**

Budgeted Salaries are from the 2014 UW Annual Budgets  
 Additional Compensation Adjustments are from HRS as June 30, 2014  
 Headcount data are from the 2013 October payrolls

## UNIVERSITY OF WISCONSIN SYSTEM

FISCAL YEAR 14 BUDGETED SALARIES AND ADDITIONAL COMPENSATION FOR FACULTY ONLY (Without Student Assistants in Headcount)  
 Professor, Associate Professor, Assistant Professor and Instructor  
 All Funds

FISCAL YEAR 14							
FY 14 Faculty Additional Compensation							
Institution	FY14 Total Budgeted Faculty Dollars	Total Dollars for Faculty Additional Compensation	Number of Faculty Receiving Additional Compensation	Average Additional Compensation Faculty Recipient	Total Faculty Headcount	Percent Faculty Receiving Additional Compensation	Percent of Faculty Salary Dollars
MADISON	242,880,475	296,571	107	2,772	2,117	5.05%	0.12%
MILWAUKEE	75,770,596	834,718	135	6,183	850	15.88%	1.10%
EAU CLAIRE	29,451,323	889,962	182	4,890	401	45.39%	3.02%
GREEN BAY	10,129,029	1,023,252	106	9,653	158	67.09%	10.10%
La CROSSE	25,498,839	1,393,344	326	4,274	384	84.90%	5.46%
OSHKOSH	25,572,537	789,647	184	4,292	325	56.62%	3.09%
PARKSIDE	8,381,066	351,261	60	5,854	123	48.78%	4.19%
PLATTEVILLE	17,451,386	1,239,251	221	5,607	245	90.20%	7.10%
RIVER FALLS	15,115,016	666,303	130	5,125	208	62.50%	4.41%
STEVENS POINT	22,083,577	1,019,436	175	5,825	347	50.43%	4.62%
STOUT	19,288,859	1,042,541	189	5,516	284	66.55%	5.40%
SUPERIOR	7,583,930	504,580	88	5,734	116	75.86%	6.65%
WHITEWATER	26,468,663	1,552,278	274	5,665	368	74.46%	5.86%
COLLEGES	16,072,525	509,696	174	2,929	292	59.59%	3.17%
EXTENSION	16,815,934	text 6,000	6	1,000	262	2.29%	0.04%
UW SYS ADMIN	0	0	0	N/A	0	N/A	N/A
SYSTEM WIDE	0	0	0	N/A	0	N/A	N/A
	558,563,755	12,118,840	2,357	5,142	6,480	36.37%	2.17%

**DATE SOURCE:**

Budgeted Salaries are from the 2013-14 UW Annual Budget

Additional Compensation Adjustments are from HRS as of June 30, 2014

Headcount data are from the 2013 October Payroll