



Representing UW-Madison Faculty.  
Strengthening Wisconsin.

January 24, 2018

Representative 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

Dear Speaker Vos and Senator Roth:

On behalf of PROFS, representing the UW-Madison faculty, we encourage you to schedule a meeting of the Joint Committee on Employment Relations (JCOER) soon to approve the UW faculty and staff pay plan. The 4% overall increase in 2018-19 will provide a much-needed boost for UW-Madison and its dedicated employees.

State legislators from throughout Wisconsin should be concerned about the recruitment and retention of UW-Madison faculty and staff. The university brings worldwide acclaim to the state. Alumni and students consistently give their UW-Madison educations high marks. UW-Madison ranks among the top universities nationally in securing research funds. The university has a major impact on the state's economy. The incredible quality and impact of UW-Madison must not be taken for granted.

According to the most recent analysis prepared by the UW-Madison Office of Academic Planning and Institutional Research (APIR), based on the Association of American University Professors (AAUP) 2016-17 Faculty Survey, a 12.7% pay increase is needed to get UW-Madison full professors' salaries to the median of our peer universities. The peer group was established by the Governor's Commission on Faculty Compensation.

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 faculty and staff at other UW institutions.

While the 4% increase will not solve the UW's compensation problems, it will be an important step in the right direction. The increase will be greatly appreciated by those who work day in and day out for the UW and the people of Wisconsin. Thank you for considering our views.

Sincerely,

A handwritten signature in black ink that reads "Dorothy Farrar Edwards". The signature is written in a cursive style.

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

A handwritten signature in black ink that reads "Anja Wanner". The signature is written in a cursive style.

Anja Wanner  
Professor of English  
Chair, University Committee and  
PROFS Board of Directors