



*Representing UW-Madison Faculty.
Strengthening Wisconsin.*

PROFS plan for rewarding efficiency, innovation and productivity at UW-Madison

UW-Madison faculty affirm our commitment to the ideals of public higher education, to educating the people of Wisconsin and to developing new knowledge, including that which enriches the human condition and underpins economic development. We seek to pursue that role in ways that best serve Wisconsin, by keeping UW-Madison a top, internationally recognized university.

We share with our UW-System sister universities a commitment to Wisconsin. Each university has a unique mission, and works to meet those commitments in unique ways. We make this request for UW-Madison, but we support appropriate flexibilities for all UW universities, to reward efficiency, innovation, and productivity.

UW-Madison should be offered specific authority to manage its operations in a manner that rewards efficiency, innovation and productivity within the framework of UW System, as detailed below.

1) Flexibility to manage and compensate personnel

Receive authority to manage classifications, titles and pay ranges for employees.

Receive authority to supplement the state pay plan with funds generated within the university, with ongoing responsibility to pay that additional salary and its increments for the duration of an individual's employment.

2) Flexibility in money management

Receive general-purpose revenue with a significant fraction of those funds delivered as a block grant, in order to facilitate budgeting flexibility.

Retain program revenue funds generated by the UW-Madison campus, for use as deemed appropriate by the administration in consultation with governance, and protected from transfer to the state general fund.

Retain interest accrued on UW-Madison-generated tuition, program revenue funds, gifts and grants, protected from transfer to the state general fund.

Gain authority to transfer gift and grant funds to the UW Foundation.

3) Flexibility with regard to tuition

Receive authority to establish tuition, certain remissions and residency definitions for undergraduate, graduate and professional students, within guidelines set by the Board of Regents.

Receive authority to use tuition revenue to fund need-based financial aid.

4) Flexibility with regard to capital projects

Receive relief from certain requirements associated with capital projects including: the ability to manage projects with costs under \$500,000 (with a built-in index for inflation), the ability to manage and oversee projects funded entirely by UW-Madison-generated funds free of state oversight fees but subject to usual public competitive bidding processes, and enumeration only of projects that use debt financing.

5) Flexibility with regard to procurement

Receive authority to procure materials specific to research and education through independent contracts or consortia.

6) Flexibility with regard to operations

Receive authority to manage the use of university facilities, personnel and academic programs so as to maximize accountability to UW-Madison's missions and concurrently provide incentives to increase UW-Madison-generated revenue.