



Representing UW-Madison Faculty.
Strengthening Wisconsin.

December 7, 2021

Rep. Robin Vos
Assembly Speaker
Room 211 West
State Capitol
Madison, WI 53702

Senator Chris Kapenga
Senate President
Room 220 South
State Capitol
Madison, WI 53702

**Request to Convene Joint Committee on Employment Relations (JCOER)
To Approve the 2%/2% UW Pay Plan**

Dear Speaker Vos and Senator Kapenga:

On behalf of PROFS, representing the UW-Madison faculty, we would like to thank you for passing a state budget that included funding to provide UW faculty and staff with a 2% pay increase on January 1, 2022, and an additional 2% increase on January 1, 2023. Governor Evers signed the budget, with the 2%/2% pay plan funding, on July 8.

The pay plan has been sent back to the Legislature for final approval. The Joint Committee on Employment Relations (JCOER), which you co-chair, needs to approve the 2%/2% plan for the raises to take effect. Given that UW employees have been told to expect a pay increase in early January, it is imperative that JCOER meets soon to approve the increases.

In recent years, UW-Madison compensation compared to its peer institutions has improved. This improvement is due to pay plans and other investments at the university level. The faculty are grateful for these investments, but we recognize that the state and university need to keep providing modest increases in order to remain competitive in the international academic marketplace. The 2%/2% pay plan is an important part of that equation.

The pay increases will not solve all the competitive salary issues confronting the UW System. Nevertheless, the increases will be a much-appreciated demonstration that the state values the hard work being done by UW faculty and staff. UW employees have been told to expect the raises. All that is needed is final JCOER approval.

We strongly encourage you to convene JCOER soon so that the already-funded pay plan can be put into effect in a timely manner. Thank you for considering our views.

Sincerely,

Michael Bernard-Donals
Professor of English and Jewish Studies
President, PROFS Steering Committee

Eric Sandgren
Professor of Pathobiological Science
Chair, University Committee and
PROFS Board of Directors