

From: [Wood, Gary M](#)
To: [Wood, Gary M](#); [Ducoffe, Robert H](#)
Cc: [Ford, Deborah L](#); [Menke, Scott A](#)
Subject: Post-tenure review base salary increases
Date: Wednesday, March 23, 2022 2:36:00 PM

Faculty Colleagues,

The Academic and Student Affairs Plan 2025 (ASAP 25) describes our need to implement a long-term salary increase strategy (See: <https://www.uwp.edu/explore/offices/academicaffairs/asap2025.cfm>, p. 83). At its February meeting, the Faculty Senate passed a resolution calling for base faculty compensation adjustments following successful completion of post-tenure review. The rationale follows:

It is well established that salaries within the UW-System are lower than our peer institutions, which hampers recruitment of new faculty; base-salary raises following the successful completion of post-tenure review would be one way to begin to reach equilibrium and to keep UW-Parkside competitive. Moreover, faculty have only two opportunities (upon being tenured and upon promotion to Professor) to get a non-cost of living raise during their career. Although, when hired, a faculty member may have a salary comparable to our peer institutions, over time that salary falls behind because cost-of-living raises have either failed to meet national trends or have been absent entirely. So, including these raises would help to reduce losing further salary-ground to competing institutions. Further, other UW system schools already provide raises after the successful completion of post-tenure review; including these now would simply bring us in-line with practices already in place at our sister system schools.

No change to existing policy at either UW-Parkside or at the UW-System level is required for the implementation of these raises. Item number 11 of Regents Policy Document 20-9 specifically supports the inclusion of additional compensation as a result of a successful post-tenure review. It includes "additional compensation" as something that may be included in specific institution's policies regarding the mandated post-tenure review. Moreover, UWPF 6.10(6)(b), which covers post-tenure review, states that "Faculty members who receive a review resulting in the determination that they meet expectations, are entitled to take advantage of those opportunities, including additional compensation that the University may make available" [emphasis added] Thus, all that is required for raises to base-salary compensation to be included as part of successfully completing post-tenure review is for the university to make those additional compensation opportunities available. <https://www.wisconsin.edu/regents/policies/periodic-post-tenure-review-in-support-of-tenured-faculty-development/>

We are pleased to announce that all colleagues who successfully complete post-tenure review will receive a \$1,500 increase in their annual base salary. This includes everyone who has successfully completed post-tenure review beginning with the 2017-2018 academic year. This is not a retroactive raise. All who qualify will receive the base adjustment beginning with the 2022-2023 academic year. Eligible colleagues will receive a separate communication later this semester confirming their increase.

We wish we could do more. We also realize that salary gaps among our Instructional Academic Staff colleagues and peers are among the largest and we must address these as well.

For now, we are grateful to make this forward step. Thank you for all you do and enjoy the rest of your spring break!

Rob Ducoffe

Provost & Vice Chancellor, Academic and Student Affairs
Academic Affairs
University of Wisconsin-Parkside
Wisconsin-Parkside
900 Wood Road | Kenosha, WI 53144
262-595-2261 | ducoffe@uwp.edu

Gary Wood

Vice Provost for
University of