

University of Wisconsin-Green Bay
Salary Adjustment Policy for New Academic Staff
November 2008

Academic Staff may be eligible for base salary adjustments from the annual Pay Plan allocated by the State of Wisconsin. Adjustments made are subject to UW System Board of Regents policy. UW-Green Bay's Compensation Distribution Plan stipulates that a minimum amount must be allocated to recognize satisfactory performance (currently at least one-third of the annual Pay Plan), an additional amount (one-third of the annual Pay Plan) must be allocated to recognize meritorious performance, and the remaining pay plan (up to one-third) may be distributed based on meritorious performance or market.

Academic staff whose first appointment period begins between July 1 and December 31 are eligible to receive a base salary increase from each portion (satisfactory performance, merit, and merit/market) of the annual Pay Plan at the beginning of the next fiscal year (July 1).

Academic staff whose first appointment period begins between January 1 and June 30 are not eligible for Pay Plan base salary adjustments at the beginning of the next fiscal year (July 1). They are, however, eligible to receive Pay Plan base salary adjustments at the beginning of the following fiscal year.

Pay Plan base salary adjustments are to be recommended as part of the Annual Operating Plan/Budget development process based upon the recommendation of the individual's supervisor, division head and area leader. Supervisors should follow the standard academic staff evaluation process as a basis for recommended Pay Plan base salary increases.

The division head should inform candidates for academic staff positions of this policy verbally and in writing during the salary negotiation process. A sentence referring to this policy should also be included in the initial appointment letter.

Approved by the University Officers: November 25, 2008