

University of Wisconsin-Green Bay
Salary Adjustment Policy for New Tenure-Track Faculty and Teaching
Academic Staff
November 2008

First-year faculty and teaching academic staff may be eligible for annual 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.

Faculty and teaching academic staff whose first contract period begins in August are eligible to receive a base salary increase from all portions of the annual Pay Plan at the beginning of the next contract period.

Faculty and teaching academic staff whose first contract period begins after January 1 are not eligible for Pay Plan base salary adjustments at the beginning of the next contract period. They are, however, eligible to receive Pay Plan base salary adjustments at the beginning of the following contract period.

Pay Plan base salary adjustments are to be recommended as part of the Annual Operating Plan/Budget development process based on the recommendation of the individual's budget unit chair and dean. Faculty and teaching academic staff whose first contract period begins in August shall be evaluated by the budget unit chair prior to February 1 of the first contract year to determine if their performance is satisfactory. The evaluation should be based on the submission of a professional activities report with supporting materials available upon request.

First-year faculty and teaching academic staff considered satisfactory performers by their budget unit chair and dean are eligible to receive a base salary adjustment from the satisfactory performance portion of the annual Pay Plan (between 1/3 and 2/3rds as determined by the budget unit). First-year faculty and teaching academic staff, determined to be satisfactory performers, shall also receive a merit Pay Plan base salary increase based on the average merit score received by continuing members of the unit.

The dean should inform candidates for faculty and teaching 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 when the initial contract period begins after January 1.

Approved by the University Officers: November 25, 2008