

**SALARY GUIDELINES FOR 2007-2009
ANNUAL COMPENSATION INCREASE PROCEDURES
for
ACADEMIC STAFF/LIMITED APPOINTMENTS-CATEGORY A**

One-third of the pool of money available to each group be assigned to “solid performers,” i.e., individuals with a “within” or “above” performance rating. Each individual is to receive the same percentage increase. The remaining two-thirds of the funds available to each group be distributed as described below.

GUIDELINE I: MERITORIOUS PERFORMANCE

Merit awards will be made to all Category A personnel whose performance has been judged to be above or within the range acceptable for their positions. Personnel rated above will receive a percentage increase, which is 1.25 as large as that for those rated within. Merit awards will NOT be made to personnel rated below.

GUIDELINE II: ADJUSTMENTS

- A. PROMOTION INCREASES. Whenever individuals are advanced to a higher title in a given title series, a salary increase will be awarded. Such an increase must at least bring the individual to the minimum of the appropriate salary grade. In any case, this increase should be at least 4% of the incumbent’s salary.
- B. QUALIFICATIONS. As soon as practical, Category A personnel at educational preparation code 4 or above who raise their educational preparation code by improving their educational qualifications during the year will receive an increase in their base salary. The monetary award will be the same as that awarded to faculty for each advancement in code. (See Faculty/Academic Staff/Limited Appointees Handbook for definition of codes.)
- C. FLOORS. When all other increases and adjustments have been made, any salary that is below the minimum of the salary grade of the position will be increased to that minimum.

GUIDELINE III: 10% DISCRETIONARY FUND

If the pay plan is greater than 2%, the Chancellor will allocate the 10% discretionary amount to meet special salary issues.

GUIDELINE IV: 2% OR LESS PAY PLAN

If the pay plan is 2% or less it will be distributed across the board for at least “solid performance” as per system guidelines.

GUIDELINE V: MORE THAN 2% PAY PLAN

If the biennial budget process provides funding to address market shortfalls, the University of Wisconsin-Stout will establish a model to distribute such funds to correct market and salary needs with due regard to establishing average salaries at peer group medians. The factors that will be included in the model are: faculty salary by rank or UW System unclassified titles and ranges as codified in UPG #1, UW System peer group averages by rank for faculty, and national CUPA data by discipline and rank or Administrative Compensation Survey tables for academic staff. The University of Wisconsin-Stout Senate of Academic Staff, in consultation with the Chancellor, will determine the weights for each factor in the model, the combination of which will produce individual compensation adjustments for all instructional and non-instructional academic staff.

SALARY GUIDELINES FOR 2007-2009
ANNUAL COMPENSATION INCREASE PROCEDURES
for
ACADEMIC STAFF/LIMITED APPOINTMENTS-CATEGORY B

One-third of the pool of money available to each group be assigned to “solid performers,” i.e., individuals with a “within” or “above” performance rating. Each individual is to receive the same percentage increase. The remaining two-thirds of the funds available to each group be distributed as described below.

GUIDELINE I: MERITORIOUS PERFORMANCE

Merit awards will be made to all Category B personnel whose performance has been judged to be above or within the range acceptable for their positions. Category B personnel rated above will receive a percentage increase which is 1.25 as large as that for those rated within. Merit awards will NOT be made to personnel rated below.

GUIDELINE II: ADJUSTMENTS

- A. PROMOTION INCREASES. Whenever individuals are promoted to a higher title in a given title series, a promotional increase will be awarded. Such a promotional increase must at least bring the individual to the minimum for the appropriate title. In any case, the promotional increase should be at least 4% of the incumbent’s salary.
- B. QUALIFICATIONS. As soon as practical, Category B personnel at educational preparation code 4 or above who raise their educational preparation code by improving their educational qualifications during the year will receive an increase in their base salary. The monetary award will be the same as that awarded to faculty for each advancement in code. (See Faculty/Academic Staff/Limited Appointees Handbook for definition of codes.
- C. FLOORS. When all other increases and adjustments have been made, any salary that is below the floor of the appropriate UW-Stout faculty floor will be increased to that floor minimum.

GUIDELINE III: 10% DISCRETIONARY FUND

If the pay plan is greater than 2%, the Chancellor will allocate the 10% discretionary amount to meet special salary issues.

GUIDELINE IV: 2% OR LESS PAY PLAN

If the pay plan is 2% or less it will be distributed across the board for at least “solid performance” as per system guidelines.

GUIDELINE V: MORE THAN 2% PAY PLAN

If the biennial budget process provides funding to address market shortfalls, the University of Wisconsin-Stout will establish a model to distribute such funds to correct market and salary needs with due regard to establishing average salaries at peer group medians. The factors that will be included in the model are: faculty salary by rank or UW System unclassified titles and ranges as codified in UPG #1, UW System peer group averages by rank for faculty, and national CUPA data by discipline and rank or Administrative Compensation Survey tables for academic staff. The University of Wisconsin-Stout Senate of Academic Staff, in consultation with the Chancellor, will determine the weights for each factor in the model, the combination of which will produce individual compensation adjustments for all instructional and non-instructional academic staff.

**SALARY GUIDELINES FOR 2007-2009
ANNUAL COMPENSATION INCREASE PROCEDURES
for
ACADEMIC STAFF/LIMITED APPOINTMENTS-CATEGORY C/D2**

One-third of the pool of money available to each group be assigned to “solid performers,” i.e., individuals with a “within” or “above” performance rating. Each individual is to receive the same percentage increase. The remaining two-thirds of the funds available to each group be distributed as described below.

GUIDELINE I: MERITORIOUS PERFORMANCE

Individuals will receive increases on the basis of merit as determined by supervisors’ judgments. The standard performance assessment system used for all unclassified personnel at UW-Stout will be a starting point for this judgment.

GUIDELINE II: ADJUSTMENTS

- A. PROMOTION INCREASES. Whenever individuals are promoted, the promotional increase should be at least 4% of the incumbent’s salary.
- B. QUALIFICATIONS. As soon as practical, Category C personnel at educational preparation code 4 or above who raise their educational preparation code by improving their educational qualifications during the year will receive an increase in their base salary. The monetary award will be the same as that awarded to faculty for each advancement in code. (See Faculty/Academic Staff/Limited Appointees Handbook for definition of codes.)
- C. FLOORS. When all other increases and adjustments have been made, any salary that is below the minimum for the appropriate category (Executive Salary Group or Administrative Salary Group) will be increased to that minimum.

GUIDELINE III: 10% DISCRETIONARY FUND

It is recommended that the Chancellor consider the following for the 10% discretionary fund:

- A. Gender pay inequities
- B. Address salary compression
- C. Market shortfalls

GUIDELINE IV: 2% OR LESS PAY PLAN

If the pay plan is 2% or less it will be distributed across the board for at least “solid performance” as per system guidelines.

GUIDELINE V: MORE THAN 2% PAY PLAN

If the biennial budget process provides funding to address market shortfalls, the University of Wisconsin-Stout will establish a model to distribute such funds to correct market and salary needs with due regard to establishing average salaries at peer group medians. The factors that will be included in the model are: faculty salary by rank or UW System unclassified titles and ranges as codified in UPG #1, UW System peer group averages by rank for faculty, and national CUPA data by discipline and rank or Administrative Compensation Survey tables for academic staff. The University of Wisconsin-Stout Senate of Academic Staff, in consultation with the Chancellor, will determine the weights for each factor in the model, the combination of which will produce individual compensation adjustments for all instructional and non-instructional academic staff.