

Invest in the Future

Supporting faculty and staff

Since its founding in 1894, the University of Wisconsin-Stevens Point has been a source of pride for Central and Northern Wisconsin.

An early champion of sustainability and health, a promoter of arts and culture and a driver of economic prosperity, UW-Stevens Point has earned its distinction as one of the nation's outstanding regional universities.

Greatness, however, cannot be built and then abandoned. Maintaining greatness requires continual care and investment.

At the core of the UW-Stevens Point mission is the relationship between faculty and the students. These relationships suffer when faculty leave the university and the institution struggles to replace them. The integrity of the university is jeopardized when the very core of its existence is threatened.

UW-Stevens Point provides an excellent education for a fair and reasonable price. A key factor in accomplishing that goal is recruiting and retaining excellent faculty and staff.

“Our salaries have been below the national average and stagnant. It makes recruiting and retention very difficult. Those who stay and develop roots here find a community of people who care deeply for each other and this institution.”

- Nerissa Nelson, associate professor, University Library



University of Wisconsin
Stevens Point

Faculty retention and recruitment

Through the discovery, dissemination and application of knowledge, the University of Wisconsin-Stevens Point fosters intellectual growth, provides a broad-based education, models community engagement and prepares students for success in a diverse and sustainable world.



Jennifer Bray, assistant professor, human physiology

Widening salary gap

Why is UW-Stevens Point losing faculty members and finding it challenging to hire replacements? One answer is found in comparing salaries.

Based on October 2015 data, out of 322 UW-Stevens Point faculty members, 94.7 percent were paid less than the national average by discipline and rank. In 2013, 89 percent of 349 faculty members were paid less than the national average by discipline and rank.

When merit and years of service are added to the equation, 95.7 percent of UW-Stevens Point faculty members were paid less than the national average in 2015. In 2013, 94.3 percent of UW-Stevens Point faculty members were paid less than the national average.

The discrepancy between average salaries and UW-Stevens Point salaries is significant, and growing. More than 58 percent of faculty were paid at least \$10,000 a year below the national average in 2015, up from 45 percent in 2013. For nearly 13 percent, salaries are at least \$20,000 a year less than the national average.

UW-Stevens Point improved efficiencies, increased student retention and, where necessary, reduced or eliminated existing programming in order to pump more than \$1.4 million into faculty and staff salaries since the 2011 academic year. Despite our efforts, the percentage of faculty members earning less than the national average has increased, not decreased (see figure 1).

Historically, the gap is widening: In 2003-2004, the average salary at UW-Stevens Point was 3.2 percent below average faculty salaries at peer institutions nationally. A decade later, 2013-14, the salary gap widened to 22.7 percent (see figure 2). This is according to the Legislative Fiscal Bureau's compensation report to the Joint Finance Committee in May 2015.

UW-Stevens Point simply cannot keep up with the salaries of peer institutions without increased state support.



"At the end of the day, it's not about getting results to boost my career. It's about creating opportunities for students to do these wonderful things outside of the classroom."

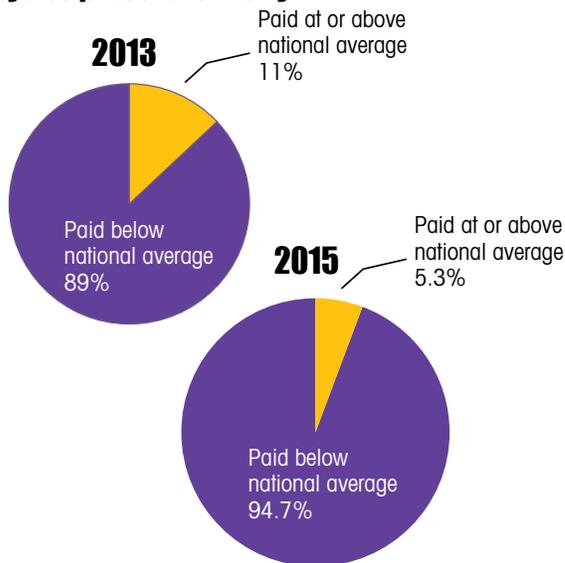
- Nate Bowling, associate professor, chemistry
- Stevens Point Journal, Oct. 24, 2015

Salary increases outpaced

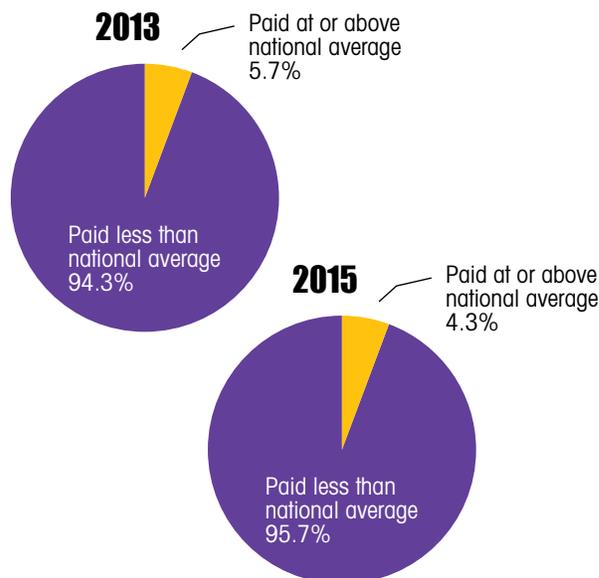
According to the American Association of University Professors 2014-15 annual report, full-time faculty across the nation had an average salary increase of 2.2 percent. Faculty who stayed at the same university saw average increases of 3.7 percent. The yearly salary increases for University of Wisconsin System faculty and staff were 1 percent in 2014, the last time salaries were adjusted.

Figure 1
Faculty salary distribution

Salary distribution at UW-Stevens Point by discipline and rank only

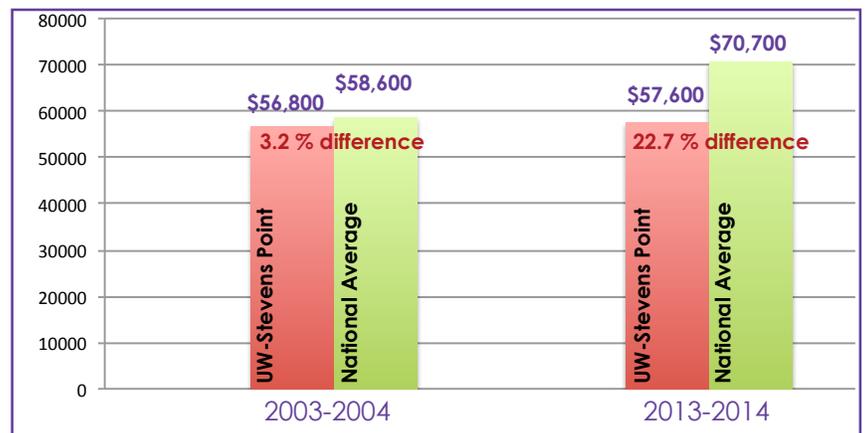


Salary gap at UW-Stevens Point when merit and years of services are added



Source: College and University Professional Association 2011-2012, 2014-15 Salary Survey

Figure 2
10 year salary gap comparison



Source: Wisconsin Legislative Fiscal Bureau Compensation Report, May 2015

Living in Central Wisconsin

Stevens Point's numerous cultural and recreational activities, multiple educational opportunities and hospitable atmosphere are all attractive to prospective candidates. With accolades such as "Best Water," "Top Ten Dream Towns" and "Sixth Best City for Families," Stevens Point is committed to providing a livable, workable and enjoyable way of life.

We sometimes hear the argument that salaries in Central Wisconsin can be lower because the cost of living is less. Unfortunately, that claim is based on a false assumption. From Boise City, Idaho, to San Antonio, Texas, many cities have lower costs of living than Central Wisconsin (see table 1).

Table 1
Cost of living composite index

NYC (Manhattan), NY	223.7
San Francisco, CA	173.2
Chicago, IL	114.6
Denver, CO	107.7
Atlanta, GA	101.6
Milwaukee, WI	100.4
Detroit, MI	94.7
Spokane, WA	91.7
Central Wisconsin	91.2
Cincinnati, OH	91.2
Boise City, ID	90.8
Des Moines, IA	89.9
Springfield, MO	89.8
Lexington, KY	89.5
San Antonio, TX	87.5
Oklahoma City, OK	87.0
Memphis, TN	85.8

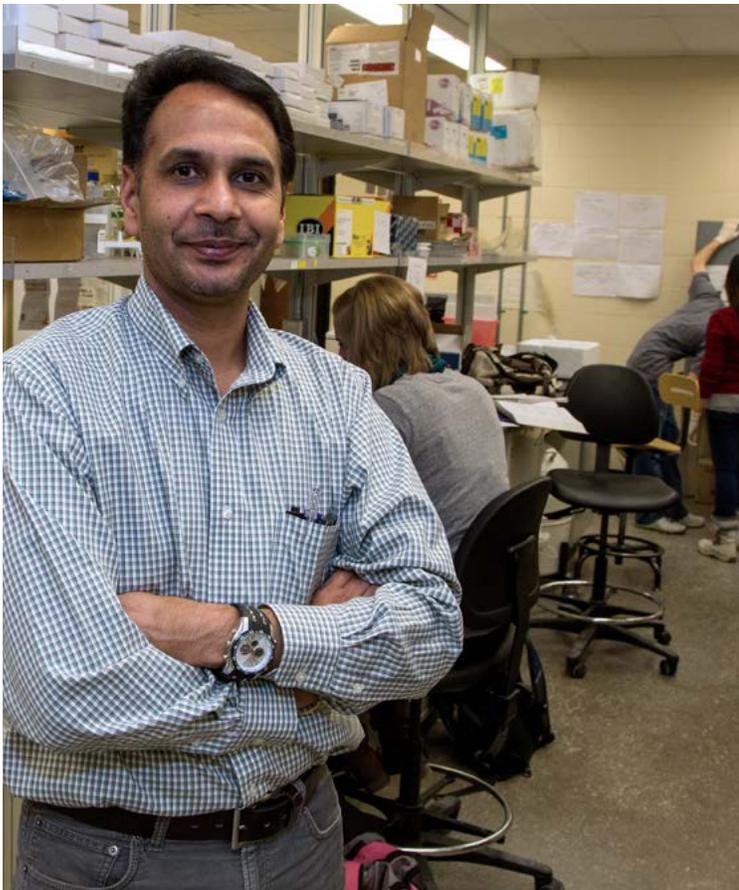
Source: Council for Community and Economic Research 2015

Attrition and retention

Low salaries continue to be a major factor in UW-Stevens Point's ability to recruit and retain employees. An increasing percentage of departing faculty and staff cite salary dissatisfaction as a reason for leaving the university.

Faculty and staff departures have steadily risen in the past three years (see figure 3). In 2013, 61 retired or resigned from UW-Stevens Point. That number doubled in 2015, with 116 departures through October. Of those, 71 resigned.

To deal with cuts in state support for the current 2015-17 budget, several needed positions on campus remain unfilled. In addition, UW-Stevens Point eliminated 80.77 FTE, which represents 8.2 percent of the university workforce.

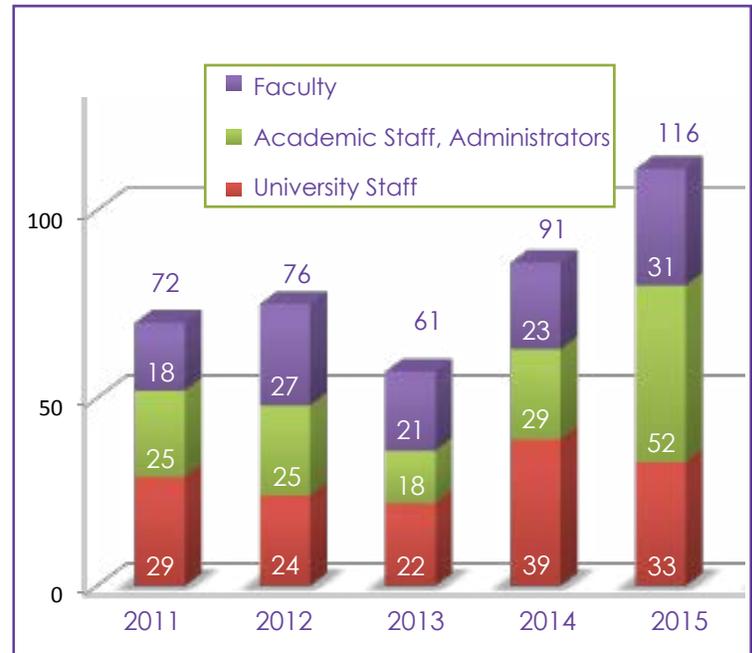


"Although I was completely satisfied with the quality of students, faculty collegiality and the university support at UW-Stevens Point, a continuous drop in effective take-home salary year after year, made it difficult to sustain my family. I had to step away from my dream job."

- Devinder Sandhu

Figure 3

UW-Stevens Point employee attrition



A case for concern

Devinder Sandhu, a biology professor who joined UW-Stevens Point in 2005, mentored dozens of undergraduate students, led plant genetics research studies, oversaw results published in professional journals and presented at national symposiums, and helped students get into graduate school. He secured more than \$600,000 in extramural grant funds for various projects from agencies such as the National Science Foundation, U.S. Department of Agriculture and United Soybean Board. He received numerous awards for excellence in teaching and research.

In August 2015, he resigned. He is now a research geneticist for the U.S. Department of Agriculture in California.

Investing in the future

Competition is fierce to attract and retain top quality faculty. Below average salaries, larger class sizes, less administrative support and a perceived lack of public support heightens the challenge.

UW-Stevens Point would need an additional \$3.83 million, or almost two-thirds of our budget cut in the current biennium, to bring faculty salaries in line with comparable institutions nationally.

Only with renewed investment from the state can UW-Stevens Point recruit and retain the best faculty and staff. We have a choice to keep or dismantle greatness. We choose greatness, and we ask for your support.