

12/14/2021



BOARD OF REGENTS OF THE UNIVERSITY OF WISCONSIN SYSTEM

December 20, 2021

2:30 p.m.

Via WebEx Videoconference

1. Calling of the Roll
2. Declaration of Conflicts
3. Approval of Salary Ranges for Senior Executives
4. Adjourn

Webex videoconference registration information and meeting materials can be found at <https://www.wisconsin.edu/regents/meetingmaterials> or may be obtained from Jess Lathrop, Executive Director, Office of the Board of Regents, 1860 Van Hise Hall, 1220 Linden Drive, Madison, WI 53706, (608) 262-2324.

APPROVAL OF SALARY RANGES FOR SENIOR EXECUTIVES

REQUESTED ACTION

Adoption of Resolution 3., approving the proposed salary ranges for UW System senior executives through the 2021-2023 biennium.

Resolution 3. WHEREAS, pursuant to s. 20.923(4g), Wis. Stats., the Board of Regents has the authority to set salary ranges for specified UW System senior executive leaders, and

WHEREAS, pursuant to Regent Policy Document 6-5, salary ranges should be brought into compliance with the Regent policy on a biennial basis,

NOW, THEREFORE, BE IT RESOLVED that, upon the recommendation of the President of Board of Regents of the University of Wisconsin System, the Board of Regents adopts the attached salary ranges for senior executives effective December 20, 2021 for the 2021-23 biennium.

SUMMARY

The attached Senior Executive Salary Ranges are submitted to the Board of Regents for adoption for 2021-23. The action requested will bring all senior executive ranges current as informed by current market data. If approved, the midpoint of the salary ranges will increase from between 2.5% and 32.0%

Peer salary information was obtained through the 2020 CUPA Administrators Compensation Survey with three exceptions. For salary range 9, peer salary data was obtained from 2019-20 Chronicle of Higher Ed Executive Compensation Package survey and aged 2.73% based on 2020 CUPA Administrators Compensation Survey average

increase. For salary ranges 2 and 5, the 2019-21 approved salary range was aged by 5.47% based upon 2019 and 2020 CUPA Administrators Compensation Surveys average increases.

This is an adjustment to pay ranges only. There is no request for pay adjustments or increases at this time.

Presenter(s)

- Daniel Chanen, Associate Vice President for Human Resource Officer/CHRO

BACKGROUND

In accordance with Wis. Stat. § 36.116(3m), the Board of Regents has the authority to establish salary ranges for the UW System President, Senior Vice Presidents, Vice Presidents and all Associate and Assistant Vice Presidents for UW System; and all Chancellors, Provosts/Vice Chancellors (deputy), Associate and Assistant Vice Chancellors, Administrative Directors and Associate Directors at all UW System institutions.

Regent Policy Document 6-5, Executive Salary Structure, further defines this authority and prescribes a specific analysis, including institution specific peer groups, to establish market comparisons based on the 1984 Governor's Faculty Compensation Study Commission. The policy states "after review of peer salary survey information, salary ranges shall be adopted for the ensuing biennium by resolution of a majority of the full membership of the Board of Regents in open session by roll call vote at a regularly scheduled meeting."

This analysis is typically completed for each upcoming biennium with the new Senior Executive Salary Ranges and submitted in December of even-numbered years for the ensuing biennium. The analysis for the 2021-2023 biennium was not presented to the Board in December of 2020 due to the pandemic and unknown fiscal impacts which made contemplation of changes to executive salary ranges imprudent. The analysis for the 2021-2023 biennium was scheduled for consideration by the Board at its regular meeting on December 9-10, 2021. However, the item was tabled in part because the analysis and ensuing recommendation did not follow the specific analysis required by the policy, and because the committee requested information on additional compensation options.

The Board is currently engaged in searches to fill the UW System President and the UW-Madison Chancellor positions. Given the importance of attracting and the best and most competitive candidates for both of these high-profile positions, the Board is asked to

consider these past due adjustments to the salary ranges at a special meeting of the Board, rather than waiting for the next regular meeting of the Board in February 2022.

Completion of the prescribed analysis shows a percentage change to the midpoint of each position category ranging from 2.5% to 32%. There has been substantial growth in the position of chancellors, particularly for the peer groups established for UW-Madison, 21.67%, and UW-Milwaukee, 32%. The non-doctoral (comprehensive) chancellor peer group also increased at a greater rate than the overall market for administrative salary growth at 7.1%.

The attached Senior Executive Salary Ranges are submitted for Board of Regents approval, effective immediately and through the 2021-2023 biennium.

Related Policies

- Regent Policy Document 6-5, Executive Salary Structure

ATTACHMENTS

- A) UW System Executive Salary Ranges, Current State and Proposed for 2021-23, All Institutions

UW System Executive Salary Ranges: Current and Proposed for 2021-23, All Institutions

Executive Salary Range	Position(s)	Current - Approved: 4/4/2019			2019-20 Peer Median*	Adjusted Peer Median (95%)	Proposed: 12/20/2021			
		Effective Date: 7/1/2019					Proposed Effective Date: 12/20/2021			
		Minimum	Midpoint	Maximum			Minimum	Midpoint	Maximum	% Change
9	UW System President	\$489,334	\$611,667	\$734,000	\$687,461	\$653,088	\$522,470	\$653,088	\$783,706	6.77%
		Current - Approved: 12/6/2018			2020 Peer Median**	Adjusted Peer Median (95%)	Proposed: 12/20/2021			
		Effective Date: 7/1/2019					Effective Date: 12/20/2021			
		Minimum	Midpoint	Maximum			Minimum	Midpoint	Maximum	% Change
8	UW-Madison Chancellor	\$493,240	\$616,550	\$739,860	\$789,640	\$750,158	\$600,126	\$750,158	\$900,190	21.67%
7	UW-Milwaukee Chancellor	\$342,000	\$427,500	\$513,000	\$594,000	\$564,300	\$451,440	\$564,300	\$677,160	32.00%
6	UW-Madison Provost/Vice Chancellor (deputy)	\$361,000	\$451,250	\$541,500	\$498,675	\$473,741	\$378,993	\$473,741	\$568,490	4.98%
5	UW System Senior Vice Presidents^	\$239,085	\$298,856	\$358,627	\$315,203		\$252,163	\$315,203	\$378,244	5.47%
4	UW-Milwaukee Provost/Vice Chancellor (deputy)	\$273,600	\$342,000	\$410,400	\$394,592	\$374,862	\$299,890	\$374,862	\$449,835	9.61%
3	Non-Doctoral Chancellors	\$228,000	\$285,000	\$342,000	\$321,300	\$305,235	\$244,188	\$305,235	\$366,282	7.10%
2	UW System Vice Presidents^	\$209,476	\$261,845	\$314,214	\$276,168		\$220,934	\$276,168	\$331,402	5.47%
1	Non-Doctoral Provosts	\$176,627	\$220,784	\$264,941	\$238,225	\$226,314	\$181,051	\$226,314	\$271,577	2.50%

*Peer salary information not available through CUPA; obtained from 2019-20 Chronicle of Higher Ed Executive Compensation Package survey, aged 2.73% based on 2020 CUPA Administrators Compensation Survey average increase.

**Peer salary information from 2020 CUPA Administrators Compensation Survey except for those positions noted.

^Peer salary information not available from CUPA. Aged the 2019-21 salary range by 5.47% based upon 2019 and 2020 CUPA Administrators Compensation Surveys average increases.