



University of Wisconsin
Whitewater

To: Academic Staff Assembly, Chairperson Becky Jones

From: Office of the Chancellor, Chancellor Corey A. King

Subject: Academic Staff Promotions Process

Date: July 27, 2023

Thank you for sharing the proposed policy for the academic staff promotions process. This resolution is rejected.

While we may have moved away from formally using the classifications of “instructional” and “non-instructional” academic staff, allow us to use those terms here for explanation purposes.

We appreciate the intention of this resolution and recognize that upward mobility in any organization is important for employee retention and satisfaction. We can see that this resolution is designed to provide non-instructional staff a similar predictable path for promotion. However, instructional and non-instructional staff have significantly different compensation and benefits packages. Moreover, non-instructional staff have different career progression opportunities that may come with additional compensation (Staff to Assistant Director to Director to Executive Director) with very few similar paths for instructional staff. For these reasons, this policy cannot be adopted.

Moving forward, per the UW-Whitewater Strategic Plan, we are establishing a University Compensation and Benefits Committee. The Academic Staff Assembly will have representation on that committee and we encourage you to address ongoing concerns there as well. We will also continue to monitor employee salaries relative to our University of Wisconsin System comprehensive peers.

Thank you,

Handwritten signature of Corey A. King in black ink.

Corey A. King
Chancellor

Handwritten signature of John Chenoweth in black ink.

John Chenoweth
Provost & Vice Chancellor for Academic Affairs