

Question Time

During the tenure of former Chancellor Carwein (i.e., 2012–2017), salaries for C-level administrators (vice-chancellors, deans, directors of Continuing Studies and Physical Plant) rose by an average of 26.5%, and salaries of head coaches increased even by 57%. During the same time period salaries for faculty increased by an average of 4.5% (1.5% on average in 2012, 2015, and 2016); or, in a cases of extraordinary performance all three times, by at most 9% since merit pay was capped at 3%. A spot check (based on a non-representative sample that includes one randomly chosen faculty member from each college) confirms that salary increases for faculty fall between 4% and 10%. In the spirit of “transparency, honesty, and open dialogue,” I was wondering (1) whether what amounts to roughly a 20% discrepancy in merit pay between CA and faculty (and even double that for athletics and faculty) is a cause for major concern for Chancellor Elsenbaumer; and if so, (2) whether he has plans for addressing this discrepancy; and if so, (3) what these plans are.

While strictly speaking not being part of the question, I include a separate document which tabulates the numbers that gave raise to Question 3. If so requested, I can disclose the names of those faculty whose salaries were used for the spot check.

B. Buldt

	<b>2012</b>	<b>2017</b>	<b>increase</b>	<b>%</b>
<b>VC's</b>				
VCAA	128,725	202,490	73,765	57%
VCAA-A	129,183	164,081	34,898	27%
VCFA	185,924	191,991	6,067	3%
VCSA	123,951	147,468 (2016)	23,517	19%
				26.5%
<b>Deans</b>				
BUS	168,729	223,497	54,768	32%
COAS	148,168	169,014	20,846	14%
EPP	95,447	145,604	50,157	53%
ETCS	173,887	200,578	28,691	16%
HSS	120,306	141,335	21,029	17%
VPA	107,956	142,422	34,466	32%
Helmke	105,508 (base)	120,358	14,850	14%
DCS	101,480	116,732	15,252	15%
DoStudents	95,658	144,220	48,562	51%
Dir PP	124,265	150,613 (2016)	26,348	21%
				26.5%
<b>Head Coaches</b>				
	571,051	894,568	323,517	57%
<b>Faculty</b>				
BUS	119,558	131,799	12,241	10%
COAS	63,398	66,776	3,387	5%
EPP	92,862	97,752	4,890	5%
ETCS	118,711	125,263	6,552	6%
HSS	57,332	59,718	2,386	4%
VPA	62,241	64,845	2,604	4%
				5.5%

### Sources

2012 and 2017 Salaries:

<http://new.pfw.edu/microsites/university-archives/administrative-archives/>

Athletics:

Chancellor Elsenbaumer's Athletics Report; Senate Reference No. 18-8