October 4, 2017

To: Dean Van Galen, Chancellor  
116 North Hall  
University of Wisconsin-River Falls

From: Mialisa Moline, Chair  
Faculty Senate  
University of Wisconsin-River Falls

Re: UWRF Faculty Senate Resolution 2017-18/2

The following resolution was approved unanimously, with 17 in favor, 0 opposed, and 0 abstentions, by the Faculty Senate on October 4:

**UWRF Faculty Senate Resolution Regarding Instructional Academic Staff**

*Whereas,* UWRF faculty recognize the important role of instructional academic staff in meeting the mission of the institution; and

*Whereas,* the pay plan recently passed by the legislature excludes instructional academic staff on expiring contracts from gaining a much-needed and well-deserved pay increase (however insubstantial); and

*Whereas,* some IAS have continued to teach at UWRF without job security or pay increases for as long as, and even longer than, many faculty; and

*Whereas,* all workers deserve recognition for meritorious service regardless of job category; and

*Whereas,* the Deans of each college have some discretion in setting contracts for IAS if and when they return to the institution to teach; and

*Whereas,* the faculty of UWRF believe the four college Deans hold a responsibility to recognize the work of IAS on our campus;

*Be it therefore resolved,* the faculty of UWRF recommend the administration include in the college budgets provisions for contractual pay increases equal to the pay plan increase for those IAS returning to campus for 2018-19 after having taught at least six credits during 2017-18, and limiting that disbursement of funds by providing the Deans with a provision that if that amount is not so disbursed it will return to the central budget.