

**UNIVERSITY OF WISCONSIN-EAU CLAIRE  
STUDENT SENATE RESOLUTION**

**Urging the Joint Committee on Employment Relations to  
Approve the 2023-2025 University of Wisconsin Pay Plan**

- 1           WHEREAS, the University of Wisconsin-Eau Claire (UW-Eau Claire) Student Senate is the official  
2 voice of the student body; and
- 3           WHEREAS, the Student Senate is responsible for upholding and supporting UW-Eau Claire  
4 students, their interests, and their well-being; and
- 5           WHEREAS, the 2023-2025 State of Wisconsin Compensation Plan includes the Universities of  
6 Wisconsin’s Pay Plan and covers payment for general employees, unclassified employees, and elected  
7 officials; and
- 8           WHEREAS, the Universities of Wisconsin’s Pay Plan includes a 4% raise for employees in FY2024,  
9 and an additional 2% in FY2025<sup>1</sup>; and
- 10          WHEREAS, the Universities of Wisconsin’s 2023-25 Pay Plan has already been signed into the  
11 budget by Governor Tony Evers on July 5, 2023 to go into effect on July 2, 2023<sup>2</sup>; and
- 12          WHEREAS, the Universities of Wisconsin’s Pay Plan is being withheld and continues to await the  
13 prolonged final approval from the Joint Committee on Employment Relations (JCOER)<sup>3</sup>; and
- 14          WHEREAS, the unprecedented nature of withholding this Pay Plan prevents legal and authorized  
15 payment of nearly 36,000 full-time state employees<sup>3</sup>; and
- 16          WHEREAS, the co-chair of JCOER has suggested the Universities of Wisconsin currently hire and  
17 create positions of an “ideological agenda” and should cut funding toward diversity, equity, and inclusion  
18 efforts<sup>4</sup>; and
- 19          WHEREAS, the Universities of Wisconsin are frequently ranked among the top public universities  
20 in the country<sup>5</sup>; and
- 21          WHEREAS, funding per Full-Time Equivalent (FTE) student at UW public universities ranks  
22 Wisconsin 42<sup>nd</sup> in the country<sup>6</sup>; and
- 23          WHEREAS, the Wisconsin Idea has become a foundation of Wisconsin education and indicates  
24 that “education should influence people’s lives beyond the boundaries of the classroom”<sup>7</sup>; and
- 25          WHEREAS, the purpose and value of DEI is of benefit to all students and universities, by preparing  
26 students to succeed in a diverse, interconnected world, allowing access to education for students of all  
27 backgrounds, reducing biases and stereotypes, and sharpening critical thinking and analytical skills<sup>8</sup>; and
- 28          WHEREAS, the Universities of Wisconsin 2023-2028 Strategic Plan includes goals of (1) enhancing  
29 the student experience and social mobility and (2) foster civic engagement and serve the public good<sup>9</sup>;  
30 and
- 31          WHEREAS, these goals cannot be met without a focus put on the work of DEI professionals,  
32 departments, support services, and programs and how they intertwine with the intention and purpose of  
33 the Wisconsin Idea; and
- 34          WHEREAS, the University of Wisconsin-Eau Claire has been nationally ranked as a campus to  
35 support marginalized identities, like veteran students<sup>10</sup> and LGBTQIA+ students<sup>11</sup>; and

36 WHEREAS, the University of Wisconsin-Eau Claire values and recognizes the importance of a  
37 diverse, engaged, and supported student body<sup>12</sup>; and

38 WHEREAS, students' sense of belonging and support at campuses is tied directly to enrollment  
39 and retention trends and numbers<sup>13</sup>; and

40 WHEREAS, the University of Wisconsin-Eau Claire cannot and will not sustain itself and remain a  
41 successful and recognized campus without world-class faculty and support services to properly assist our  
42 diverse student population during their time as students; and

43 BE IT THEREFORE RESOLVED, the University of Wisconsin-Eau Claire Student Senate urges the  
44 Joint Committee on Employment Relations to approve the UW Pay Plan; and

45 BE IT FURTHER RESOLVED, the UW-Eau Claire Student Senate will continue to support the  
46 livelihood of all UW employees; and

47 BE IT FURTHER RESOLVED, the UW-Eau Claire Student Senate will continue to support the crucial  
48 DEI-related programs, departments, and services that foster success and support the well-being of our  
49 student body; and

50 BE IT FURTHER RESOLVED, President Farmer and Vice President Consiglio, in consultation with  
51 involved parties, will write letters to be sent with this resolution to local representative and members of  
52 the Joint Committee on Employment Relations portraying the voice and intentions of the student body;  
53 and

54 BE IT FINALLY RESOLVED, that upon passage of this resolution, President Farmer will transmit a  
55 copy of this resolution to Dr. James Schmidt, Chancellor; Gregory Heinselmann, Interim Dean of Students;  
56 Dr. Patricia Kleine, Provost and Vice Chancellor, Academic Affairs; Grace Crickette, Vice Chancellor,  
57 Finance and Administration; Billy Felz, Vice Chancellor, Enrollment Management; Teresa O'Halloran,  
58 Interim Assistant Chancellor of EDI; Selika Ducksworth, Interim Executive Director for EDI Engagement;  
59 Kristin Fitzsimmons, Director, University Centers; Evan Weiher, Chair, University Senate; Kirsten  
60 Hohweiler, Student Body President, UW Eau Claire-Barron County; Abbey Fischer, Campus Director, UW  
61 Eau Claire-Barron County

**AUTHORED BY:**

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<sup>1</sup> <https://www.wisconsin.edu/ohrwd/payplan/>

<sup>2</sup> <https://pbswisconsin.org/news-item/evers-issues-51-partial-vetoes-and-signs-wisconsins-2023-25-state-budget/>

<sup>3</sup> [https://pbswisconsin.org/news-item/wisconsin-republicans-withhold-uw-pay-raises-in-fight-over-school-diversity-funding/#:~:text=\(AP\)%20%E2%80%94%20Leaders%20of%20the,diversity%2C%20equity%20and%20inclusion%20s pending.](https://pbswisconsin.org/news-item/wisconsin-republicans-withhold-uw-pay-raises-in-fight-over-school-diversity-funding/#:~:text=(AP)%20%E2%80%94%20Leaders%20of%20the,diversity%2C%20equity%20and%20inclusion%20s pending.)

<sup>4</sup> <https://www.cbsnews.com/minnesota/news/wisconsin-republicans-withhold-university-pay-raises-in-fight-over-school-diversity-funding/>

<sup>5</sup> <https://www.usnews.com/news/best-states/rankings/education/higher-education>

<sup>6</sup> [https://wispolicyforum.org/wp-content/uploads/2023/04/Focus\\_23\\_07\\_HigherEd.pdf](https://wispolicyforum.org/wp-content/uploads/2023/04/Focus_23_07_HigherEd.pdf)

<sup>7</sup> <https://www.wisc.edu/wisconsin-idea/>

<sup>8</sup> <https://www2.ed.gov/rschstat/research/pubs/advancing-diversity-inclusion.pdf>

<sup>9</sup> <https://www.wisconsin.edu/news/download/bor/UW-System-Strategic-Plan-Update.pdf>

<sup>10</sup> <https://www.usnews.com/best-colleges/uw-eau-claire-3917/overall-rankings>

<sup>11</sup> <https://www.campuspride.org/2023bestofthebest>

<sup>12</sup> <https://www.uwec.edu/edi/celebrating-diversity/>

<sup>13</sup> <https://files.eric.ed.gov/fulltext/EJ1205217.pdf>