

LTE Scorecard for 2009

➤ Conversions

Commitment

- For LTE positions funded by sources allowing for the campus creation of FTE, UW-Madison will convert 95% of all inappropriate LTE appointments over a 6 year period.
- Where creation of FTE for the LTE conversion is controlled by the State (i.e., Legislature and/or Governor), UW-Madison will pursue conversion of at least 20% of the remaining inappropriate LTE's each biennial budget process until the problem is corrected.

Results

Year	LTE Conversions Identified (FTE flexible/not flexible)	% Reduction (FTE flexible/not flexible)	Actual LTE Conversions (FTE flexible/not flexible)	FTE Created (cumulative)
2006	441 (121/320)	N/A	N/A	N/A
2007	366 (83/283)	17% (31% / 12%)	38 (29/9)	27.7
2008	286 (48/238)	35% (60% / 25%)	50 (34/16)	36.4
2009	272 (35/237)	38% (71% / 26%)	56 (39/17)	39.4

-UW-Madison has pursued increased FTE authority from DOA. This has included failed attempts for 100 FTE (200 LTE appointments) at the Athletic Department (makes up 73% of the remaining conversions).

➤ Wages

Commitment

- UW-Madison will set LTE wages at or above the Living Wage as defined by the City of Madison. Exceptions will be made based on constraints of pay schedules, retirement benefits being adversely affected, or employment involves special needs' programs.

Results

Year	At or Above Living Wage	Below Living Wage	% LTEs Below Living Wage
2006	1,072	707	40 %
2007	1,620	54	3 %
2008	1,462	53	3 %
2009	1,341	51	4 %

*New Living Wage of \$11.66 an hour has been put in place on 1/3/2010