Members present: Jennifer Lee, Teresa O’Halloran, Teresa Wells, Patti See, Linda Spaeth
Members absent: Kathy Sahlhoff, Kate Hinnant, Donna Weber, Katie Ritland-Clouse, Julie Eklund
Guest: Stephanie Jamelske

Minutes – The minutes from February 21, 2012 were not yet available to approve.

Open Forum – No items

Update on System Personnel Rule Changes

Sasha Showsh asked for ASPC’s input on questions from Sibson Consulting that pertain to the UW System Compensation Committee.

Q: How would you describe the culture at UW-Eau Claire?
ASPC Response: UW-Eau Claire is a regional public university with a mostly traditional age student population.

Q: How would you describe the de facto compensation philosophy and pay system in place at UW-Eau Claire?
ASPC Response: We’ve followed the 1/3. 1/3. 1/3 policy with 2/3 going to solid performance and 1/3 for merit. We tend to favor smaller payments to more people.

Q: What attracts candidates to UW-Eau Claire?
ASPC Response: Focus on teaching, good students, good schools, nice community, great place to raise children, natural resources, collegiality, and cost of living.

Q: Are there specific areas within the institution that are facing attraction and/or retention issues?
ASPC Response: Yes, positions that have a national market such as administrators and certain faculty, and the hostile political environment in the state.

Q: Does UW-Eau Claire currently have a peer group? Are these peer groups appropriate for compensation comparisons?
ASPC Response: Yes, how can they not be appropriate?

Q: How should pay be positioned relative to the appropriate competitive market?
ASPC Response: Somewhere else but the bottom.

Q: How should pay be linked to performance?
ASPC Response: Quality performance should be recognized by compensation. We should have the ability to reward performance with both one-time funds and permanent based funding.
In the area of other questions, the ASPC response is that we would like more freedom from state and UWS constraints on pay and benefit and more local control in these areas. The current compensation plan repels talent rather than attract it.

Jennifer shared a document titled UNIVERSITY OF WISCONSIN SYSTEM: ESTABLISHING NEW UNIVERSITY PERSONNEL SYSTEMS from Al Crist, UWS Associate VP for HR that he will be presenting to the Legislative Task Force and to the Board of Regents this week.

**Academic Staff Representative Update/Report**

The next meeting will be on Friday March 9.

**Upcoming Employee Information Sessions**

We will provide an information session on the Complaints and Grievances Procedures for Academic Staff on Tuesday, March 13 from 12:00-1:00 pm.

Another information session on Committees will be planned for after spring break.

**Promotion Language Review**

Kate Hinnant was not at the meeting today so there is nothing to review yet.

**Miscellaneous Business**

None

**Assignments for Next Meeting**

We need to look at the Administrative Review Process in the future.

The meeting was adjourned at 2:58 pm.

Meeting minutes submitted for approval by:

*Linda Spaeth,*

Recorder for the Meeting