Compensation Committee Meeting  
Thursday, Dec. 1, 2011  
Alumni Room  
10:00-11:00am

Present: Bogstad, Jan, Gessner, Dave, Goodman, Jeff, Jamelske, Stephanie, Showsh, Sasha, Spaeth, Linda  
Absent: Bonneville, Jacqueline, Kolb, Fred, Lee, Jennifer, Masarik, Kate, Serros, Sherrie, Thesing-Ritter, Jodi

Minutes

The minutes of November 3, 2011 were not approved due to lack of quorum.

Discussion of Current 2011-13 Pay Plan

Stephanie provided an overview of the current Compensation Salary Plan for 2011-13. This plan only applies to unclassified staff – faculty, instructional academic staff, academic and professional academic staff, and limited employees. Our current plan includes information on promotion for both faculty and academic staff. Faculty promotions are based on flat dollar amounts which vary between assistant, associate and full professors while Academic Staff promotions are based on 8.75% of current salary. Approximately 30-35 unclassified staff receive promotions each year. There is a process for post-tenure review for faculty who are reviewed every five years to address salary compression. The Chancellor has agreed to use base funding to support these increases. Longevity raises for academic staff are addressed when there is a sufficient pay plan. In the past, under the Doyle administration, there was a Star Fund account that could be used to retain Associate Professors but that has been discontinued.

All employees in the state are covered by the statewide pay plan recently approved by OSER. In the past, we have chosen to apply our compensation plan according to the 1/3, 1/3, 1/3 rule. That is one third for merit, one third for solid performance, and one third for each campus to decide. When the salary increase was greater than 2%, we generally assigned the other one-third to solid performance (2/3 solid performance and 1/3 for merit). However, last year the state signaled that they didn’t want to see an across the board pay plan like we had when pay plans that were 2.0% or lower. Instead, they want to see a more merit-based plan.

Stephanie also discussed how the distribution of salary funds was allocated differently between faculty and academic staff. Academic staff use a 3 level merit system where each merit increase is a flat dollar amount of $400 but the second and third levels of merit ($800 and $1200) do not kick in until the percent of salary increase is 3.5% or greater or 5.0% or greater respectively. Faculty assign a percentage to merit which varies based on the salary percent
increase. Both distribution plans assign a portion for longevity/equity (for academic staff) or compression/equity (for faculty) when the salary plan is 2.0% or higher.

Supplemental Pay Plan

The opportunity for each campus to create a Supplemental Pay Plan was granted through the 2011-13 State Budget bill. It allows each university in the system to create self-funded plan. It must be merit-based. The UW System is working on some guidelines for establishing Supplemental Pay Plans but we should be able to create our own distinctive plan if we can afford it.

Assignments for the Next Meeting

We need to look at the big picture. What do we want to address as a committee? We will look at updating our current compensation plan first, looking especially at promotion and compression issues.

Submitted by:

Linda Spaeth

Linda Spaeth, Recorder for the Meeting