Compensation Committee Meeting  
Thursday, December 8, 2011  
Wisconsin Room  
10:00-11:00am

**Present:** Bogstad, Janice; Bonneville, Jacqueline; Gessner, Dave; Goodman, Jeff, Jamelske, Stephanie; Showsh, Sasha; Spaeth, Linda; Thesing-Ritter, Jodi

**Absent:** Kolb, Fred; Lee, Jennifer; Masarik, Kate; Serros, Sherrie

**Meeting was called to order at 10:05 a.m.**

**Minutes**

The minutes of November 3, 2011 were approved  
The minutes of December 1, 2011 were approved

**Discussion of UW-Eau Claire Faculty and Academic Staff Compensation Plan**

Sasha provided some resources for people to review from other campuses on ways to keep employees informed on issues of compensation

Promotion-  
Sasha wondered if using the mean instead of the median when reviewing promotion and increases would result in different numbers.

Sasha presented four different models to consider when looking at how to address the market and salary compression through our promotion policies.

- A) Use the ‘Assistant’ Professor salary data, instead of the ‘Associate’ Professor data when promoting from an Associate to Full Professor.
- B) Use the ‘Assistant’ Professor salary data from the past three years, instead of the ‘Associate’ Professor data when promoting from an Associate to Full Professor.
- C) Use CUPA or Peer-driven data when figuring out mean/median for promotion comparables
- D) Keep promotion schedule the same, but increase the percentages

Stephanie reviewed UW-System policy when it comes to promotion. We are in compliance by having a policy in place and at least offering the system minimums.

Jodi offered some background on Academic Staff and how promotion works in their title series. Sasha stated he would like to understand more how the Administrative and Professional Academic Staff titling and promotion works.
The Committee discussed the College Provisional Fund. It is used to provide overloads and promotions. Promotions are a priority and are always funded. However this fund does a lot more than just cover promotions. It is has a number of priorities.

Jacqueline asked about having a pay plan in place as the Chancellor has suggested at his recent budget information sessions. The committee stated that the promotion piece needed to come first.

The committee realized it needs data in order to move forward on any of the proposals to changes to our promotion structure. Stephanie agreed to do this data analysis but said it would not be done until early Spring semester.

Assignments for the Next Meeting

Review the merit pay plan document that Sasha distributed.

Meeting was adjourned at 10:55 a.m.

Next meeting is scheduled for 10 a.m. on Thursday, December 15, 2011.

Submitted by:

Jacqueline Bonneville

Jacqueline Bonneville, Recorder for the Meeting