Minutes
THE UNIVERSITY SENATE COMPENSATION COMMITTEE No. 5 (Vol. 48)
Thursday Dec 15 Wisconsin Room Davies Center 10-11 a.m.

Members Present: Sasha Showsh (Chair); Janice Bogstad (Recording); Jacqueline Bonneville; Dave Gessner; Jeffrey Goodman; Stephanie Jamelski; Fred Kolb; Jennifer Lee; Diane Masarik; Sherri Serros; Linda Spaeth; Jodi Thesing-Ritter;

Guest: Michael Wick

Agenda:

1) Election of Secretary for the meeting; Janice Bogstad

2) Approval of minutes of the December 8, 2011 meeting; The Minutes of 12/8/11 were approved by acclamation.

3) Discussion of the Comprehensive Salary Plan; Chair Showsh presented a suggestion for distributing the one-third CHOICE portion of the compensation funds.
   a. Educational Attainment
   b. Salary Minima
   c. Salary Adjustments form the Pay Plan: The primary discussion took place over Chair Showsh’s suggestions for one-third of the current pay plan that is allocated to ‘Choice’. He proposed a plan that would reward individuals, as a percentage of their salary, with a multiplier for ‘rank’ and ‘years in rank’ up to six years. This recommendation is in addition to any salary increases achieved for such standard measures as promotion, educational attainment, and salary minima. It is designed to demonstrate to both tenured and non-tenured faculty, a value for longevity at the institution, which has resulted to this point in a sharp compression for Associate and especially Full professors.
   d. He presented this plan, and Michael Wick offered a chart which calculated salary increases for several salaries, at each level of the year in rank multiplier. This chart will be sent to members of the committee for consideration. It was suggested that the multiplier could be 1.0 for Assistant-, 1.0 for Associate- and 6. For Full-professor; or 1.0 for Assistant-, 1.5 for Associate- and 2.0 for Full- Professor.

4) Open Forum: Prof. Kolb commented that this plan, while attractive, moves in a direction that may not be supported by the legislature. It attempts to reward longevity but the legislature has indicated a preference for performance. This comment was discussed and the group was charged with experimenting with the excel charge we will be sent and discussing potential pay plan adjustments with faculty in their departments, units or schools.
5) Other;

6) Assignments for the next meeting: See 4) above. The next meeting will be held after Jan 15. When Sherri Serros will be available. The time and place will be decided depending on member preference and availability.