Compensation Committee Meeting Minutes
Tuesday, January 17, 2012
Badger Room
10:13 – 11:15 a.m.

Revised

Present: Bogstad, Janice; Gessner, Dave; Lee, Jennifer; Jamelske, Stephanie; Masarik, Kate; Serros, Sherrie; Showsh, Sasha; Spaeth, Linda;

Absent: Bonneville, Jacqueline; Goodman, Jeff; Kolb, Fred; Thesing-Ritter, Jodi

Meeting was called to order at 10:13 a.m.

Minutes

The minutes of December 15, 2011 meeting were approved as distributed.

Discussion of UW-Eau Claire Faculty Compensation Plan

Sasha provided the members of the committee with the following information: Average Salaries of Professor, Associate Professor, and Assistant Professor of UW-EC Peer Institutions; the mean and median salaries of Professor and Associate Professor at UW-EC for the past four years; and the outline of six options and their effects on promotion salary adjustment to be considered.

Promotion - The discussion continued from the last meeting as to the use of the mean or median when reviewing promotion; each would provide a different set of numbers. These values were given in each of the six salary adjustment plans to be considered. The discussion also included the use of a percentage increase with a guaranteed minimum raise for the promotion.

Kate Masarik moved and Linda Spaeth seconded that we accept the following ‘promotion salary adjustment plan’.

Academic Year Basis – 9 month contracts

<table>
<thead>
<tr>
<th>Rank</th>
<th>Amount of Increase</th>
<th>Rationale</th>
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</thead>
<tbody>
<tr>
<td>Professor</td>
<td>$5720</td>
<td>11% of Asst. Professor Median Salary</td>
</tr>
<tr>
<td>Associate Professor</td>
<td>$4160</td>
<td>8% of Asst. Professor Median Salary</td>
</tr>
<tr>
<td>Assistant Professor</td>
<td>$2860</td>
<td>5.5% of Asst. Professor Median Salary</td>
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</tbody>
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The salary adjustment for promotion would with based on a percentage of the present median of UW-EC assistant professor salaries, with the stipulation that the increase in pay for promotion to the next level cannot be less than the previous year’s increase.

The percentage of increase for promotion to full professor would be 11%, to associate professor 8%, and to assistant professor 5.5% of the median of the assistant professor salaries.
More information is needed before the committee continues discussion of promotion pay for Academic Staff.

**Assignments for the next meeting.**

Work with the spreadsheet template and percentages for longevity, etc. which is the next part of the compensation plan.

Jennifer Lee and Linda Spaeth will be gathering information on the Academic Staff and their present pay plan.

**Meeting was adjourned at 11:15 a.m.**

**Next meeting: To be determined**

Submitted by:

Kate Masarik

Kate Masarik, Recorder for the meeting.