Compensation Committee Meeting
Tuesday, January 31, 2012
Wisconsin Room
9:06 – 10:05 a.m.

Present: Bogstad, Janice; Bonneville, Jacqueline; Gessner, Dave; Goodman, Jeff; Lee, Jennifer; Jameiske, Stephanie; Masarik, Kate; Serros, Sherrie; Showsh, Sasha; Spaeth, Linda.

Guest: Wick, Michael

Absent: Kolb, Fred; Thesing-Ritter, Jodi

Meeting was called to order at 9:06 a.m.

Minutes

The minutes of January 31, 2012 meeting were approved pending minor revisions.

Discussion of UW-Eau Claire Faculty Compensation Plan

Mike Wick provided further explanation of the faculty compensation plan spreadsheet. Specifically, he explained the embedded code that allows for calculations that incorporates factors for rank, years at rank, a setting for compression associated with rank, merit ranking, and longevity. Sasha has recommended a compression system with numbers set at 1.0 (for Asst.), 2.5 (for Assoc.), and 4.0 (for full), and demonstrated merit pay increases with a longevity factor fixed at .4 and a merit rating of 2. This afforded the committee members a more complete understanding of how the various factors in the model operate to arrive at a percentage increase. The committee will need to decide on the compression setting, longevity factor, and maximum number of years at rank considered for salary adjustments from the pay plan.

Sasha calculated promotion adjustments using percentage increases from the mean/median of Assistant Professors and noted that this strategy may be incomplete. We may want to include a cost of living factor (e.g., consumer price index, etc....) or a factor that takes into account peer group (e.g., National/Local) salaries. It was noted that a model incorporating peer group salaries could result in unintended consequences, and as such, should be considered carefully.

For the next meeting.

Continue to work with the spreadsheet template and consider parameters for the various inputs.

Further consideration of the Promotion Plan (i.e., cost of living?).

Jennifer Lee and Linda Spaeth will be share information regarding Academic Staff and will present the pay plan.

Meeting was adjourned at 10:05 a.m.
Next meeting: Tuesday, February 14th at 9:00am

Submitted by:

Jeff Goodman

Jeff Goodman, Recorder for the meeting.