Compensation Committee Meeting  
Tuesday, April 3, 2012  
Lib 1033  
9:00-10:00am

Present: Bogstad, Janice; Bonneville, Jacqueline; Goodman, Jeff; Jamelske, Stephanie; Lee, Jennifer; Masarik, Kate; Showsh, Sasha; Serros, Sherrie; Spaeth, Linda; Thesing-Ritter, Jodi

Absent: Gessner, Dave; Kolb, Fred;

Meeting was called to order at 9:05 a.m.

Minutes  
The minutes from March 27 were approved

Discussion of UW-Eau Claire Faculty and Academic Staff Compensation Plan  
Academic Staff Subcommittee members reported from 4-2-12 meeting  
Decision to go to 45-45% model (half solid performance, half merit)  
Would like to move forward with this plan for 2013-2015 pay plan  
Subcommittee is still trying to determine a fair longevity increment  
Subcommittee felt that supervisor should not be in pool with supervisees  
Subcommittee is uncertain about options of percentage or combination model  
-This decision does not need to be made at this time  
Subcommittee is concerned about outliers  
-Stephanie reminded committee that payplan would not be in such detail as to determine groups  
- Subcommittee will request info from HR just to have a full understanding of how many people would fall into the ‘outlier’ category  
-Stephanie suggested we write a policy that explains that outliers would be pooled together at the next highest level  
Subcommittee would like to use next year to work with HR to present trainings for Academic Staff supervisors and help them begin to consider using a performance rating instead of numerical merits.

Supplemental Plan  
Committee discussed likelihood of supplemental pay plan  
It was reported that four schools are creating such plan  
Plan needs to be entirely merit-based  
Jodi suggested using key performance indicators for entire units to receive merit  
Committee discuss possibility of group vs. individual merit  
Some felt group merit was possible, others did not

Resource Allocation  
Discussion of $32,000 covered by UW-EC budget for post-tenure review even if there is no payplan  
Question was asked if money should be committed to academic staff even in
non-payplan years

Meeting was adjourned at 10:05 a.m. (not sure since I had to leave)

Next meeting is scheduled for 9 a.m. on Tuesday, April 10, 2012.

Submitted by:

Jacqueline Bonneville

Jacqueline Bonneville, Recorder for the Meeting