University Senate Compensation Committee Meeting  
April 24, 2012  
Wisconsin Room  
9:00-10:00 am

Present: Bogstad, Janice, Bonneville, Jacqueline, Gessner, Dave, Goodman, Jeff, Jamelski, Stephanie, Serros, Sherrie, Showsh, Sasha, Spaeth, Linda

Absent: Kolb, Fred, Lee, Jennifer, Masari, Diane (Kate), Reeves, Mark, Thesing-Ritter, Jodi,

Agenda

The minutes of April 17, 2012 were approved as distributed

Supplemental Pay Plan

- Discussion continued on methods to create a Supplemental Pay Plan should we have the opportunity to distribute one in the future.
- Any supplemental pay plan must be internally funded and must be based on merit. It must be approved by the UW System, the Board of Regents, and OCER. There are some political perceptions to consider.
- One plan discussed was to have the Provost distribute 90% of the funds to departments who meet department goals based on a number of factors that they set such as increased retention and graduation rates, increased student-faculty research, improved student evaluations, etc. The provost would determine which departments met their goals.
- Some departments would not get any funds but 10% of the funds could go to individuals within those departments who achieved individual goals.
- The chair of the department would make the decisions regarding distribution according to a numerical ranking of 0-4.
- This discussion did not address distribution of the supplemental pay plan for units on campus.
- The committee also discussed the philosophy of a supplemental pay plan. Is there an expectation that most employees will receive it or just a few select employees?
- The question was raised regarding how we demonstrate that what we are doing has value to society and how can we measure that. Stephanie will bring some criteria she has regarding the “High Demand Policy” we had under Gov. Doyle’s administration to help us address the language we can use. Mike mentioned that we already have criteria for how we determine merit and raised the issue of alignment with institutional or individual KPIs.
- The committee believes that we want to keep control of the pay plan within the departments and units.
- The new HR personnel plan being developed may provide us with a streamlined process.

The meeting was adjourned at 10 am.

Submitted by,

Linda Spaeth,  
Recorder for the meeting