Minutes
Compensation Committee
August 3  Library Conference Room

Present, Bogstad (recording), Goodman, Showsh (chair) ???
Guests: Gessner, Jamelske, Wick

The meeting was called to order by Chair Showsh at 1:10 pm

There wasn’t a quorum and no votes were taken.

I. Mike Wick reported that he met with Deans and Academic Affairs managers to discuss the potential remedy for group inequity to be administered by the Vice Chancellor and Provost’s office. It was determined that we are now too close in time to the deadline with board of regent meetings which will consider the overall budget. Thus discussion of the remedy for inequities plans will wait until after that meeting in September. An announcement will be made about the plan, and recipients of salary increases will be notified by letter at that time.

II. We were reminded that Compensation Committee only recommends guidelines for these funds. It cannot be done within the context of a pay plan. The pay plan recommendations we made last spring will be considered, with review by the regents, differently this year. They will be part of the overall university-system budget. Madison’s pay plan will be separate from the play plan for the other Systems schools. This year will be the first time the pay plan is considered by the regents as part of the overall budget. In past biennia they first approved a Systems budget and THEN approved a pay plan separately.

III. There is some fear on the part of systems administration that the pay plan will suffer as a result. That is that the media will spin out criticism because of the combined budget exercise – since including the pay plan will make the budget look much larger than otherwise.

IV. As of July 1, 2013 we became university system employees rather than Wisconsin State employees.

V. The committee chair of the Systems compensation committee indicated that everything could be changed. The chair is a member of the academic staff. Showsh reminded them that that might not be a good idea as this opens up potential discussion and changes in policies that have been worked out over a long period of time.

VI. All UW Systems committees are meeting on August 15. It is unclear at this time who will bring closure to the discussions of the Systems committees.
a. There is a sense that the document is already done, just not released, however.
b. September and October is a time for stakeholder reviews of the document(s) and this is unfortunate because campus faculty will be very busy.
c. There is a separate benefits committee

VII. Concerns have been expressed about what some faculty assumed to be a fixed figure of $32,000 allocated for post tenure review salary increases. We were advised that this figure was never a ‘fixed’ amount. Instead, we have instead a plan that recommends amounts attached to each level of review. What we want is an assurance that this will come out of base funds even if there is no pay plan. We’ve had significant retirements last year. So the Post-tenure-review cohort was quite small this year. The total amount awarded was about $28000.

VIII. Showsh presented ideas for explaining the Pay Plan document to the faculty senate. He asked us to help him be prepared to answer questions. Dave Gessner also offered to review the source of budget dollars as part of any need we felt to clarify the place of the Pay Plan in the overall UW Eau Claire, and UW System budget.

IX. It was also noted that we might wish to outline our goals in making reviews: That we want to address salary compression by increasing the salary increase associated with promotions. And also that adjustments should be tied to the hiring salaries of new faculty rather than averages from faculty at higher levels.

X. The official First Reading should be the second senate meeting as the first senate meeting focuses on officers for each of the open positions.

XI. Assignment for next meeting (as yet unscheduled): For example, Issues we might discuss
   a. Healthcare issues. Preventative care
   b. Keeping retirement as it is
   c. Discount for lunches
   d. Parking fees and spots for parking fees

The meeting adjourned at 2:50

Respectfully submitted,

Janice Bogstad, Secretary for the meeting.