Compensation Committee Meeting Minutes  
July 17, 2013

Present: Sasha Showsh, Chair, Jodi Thesing-Ritter, Jacqueline Bonneville, Jeff Goodman, Stephanie Jamelske, Patricia Klein, David Gessner, Jim Schmidt, Janice Bogstad

Provost introduced Chancellor Schmidt to give report on the 1% pay plan. The pay plan is not funded through UW System or a tuition increase. Additionally, the remaining $300 per student Blugold Commitment allocation for 2013-2014 has been rescinded.

It is Chancellor Schmidt’s understanding from System that the Intention is that this be “solid performance” pay plan allocation.

Purpose of the meeting is to consult with the Compensation Committee regarding moving forward with a “solid performance” pay plan allocation for all solid performing employees.

Provost Klein indicated that other System schools are moving forward to “across-the-board.” She further explained the process by which the previous language regarding minimum salary allocation whereby a “solid performance” would take place. Provost Klein distributed the approved pay plan for the committee’s review.

Discussion resulted regarding the distribution of the pay plan in an “solid performance” manner. Pros and cons were discussed. Stephanie Jamelske indicated that she has modeled both versions of the plan. Concerns were raised regarding making a decision to move forward with an “across-the-board” distribution when other campuses did not follow the same action.

It was decided that David Gessner and Provost Klein will email COBs and Provosts to request campus plans for “across-the-board” distribution. There is a time crunch because it is the intention to model the payroll for July 25th for August 1 distribution.

The committee agreed that we would prefer to roll out the pay plan as approved. However, the committee understands that System expectation may require that we move forward with “solid performance” allocation.

Jodi Thesing-Ritter motioned that if the query of campuses result in information that indicates all campuses are proceeding with 1% solid performance allocations, then the committee agrees to move this issue to the Senate Executive Committee for a vote. Should the information not indicate such an allocation, then the pay plan shall move forward as approved. Motion was seconded by Sasha Showsh. Motion passed 5-0.

Provost Klein and David Gessner agreed to share their results via email by Friday, July 19th and convene a Senate Executive meeting as soon as possible if needed.

Meeting was adjourned at 4:27 p.m.