University Compensation Committee
Meeting Minutes for September 28, 2015

Members in Attendance: Kate Hinnant, Katie Wilson, Dan Strouthes, Stephanie Jamelske, Joey Bohl, Manda Riehl

1. Election/selection of a Secretary for the meeting: Joey Bohl
2. Approval of Minutes from April 1st minutes. No minutes were available for approval.
3. Discussion of agenda priorities for 2015-2016. On off years of a compensation plan, the committee can look at research or studies to inform senate, chancellor, etc.
   a. Academic Staff Post progression working group, which is similar to the post-tenure policy. Check on timing and progress.
   b. Chancellor Blank and Chancellor Schmidt discussed meeting on faculty retention. We could serve in an advisory role and research the issues.
   c. Merit Pay Proposal.
   d. Post Tenure discussion. There have been rumors that people may not be getting the amounts that are listed or it is not worth it to pursue. Kate will ask for further clarification. 5.5 is the Periodic Post-tenure Compression Salary. 15% are Exemplary; 40% is Outstanding and the rest is either Meritorious or Less than meritorious. Stephanie can get us more information if needed.
   e. The new FLSA (Fair Labor Standards Act) – will that affect us? Anything with a “manager” title may be impacted. $42,000 for nine months. Do we need to explore or is this someone else’s area. David Miller would know.
   f. Katie read our charge as a committee.
   g. Fringe benefits. David Miller should be here for this discussion. Dental? Are premiums going up? Maybe have Herschel Day, who is on the UW-System committee, and Fred Kolb attend the meeting to give a state of the state update.
   h. Kate will follow-up with members who were not in attendance to see if they can commit for the year.
   i. Survey faculty and staff on pressing issues. Maybe look at results from two years ago. Help us decide if we want to resurvey. There is still value in getting information for decision making and plans to communicate these findings. Ask Senate if we should or should not survey. Maybe get more information about retention. Suggestions for a better survey tool that may include a slider rank - how important are items to identify priorities.
   j. Some rumors that promotions are not happening. They are happening and there is an APAS workshop on promotion coming up.
4. Review Merit Pay Adjustment Resolution. Would like to look further into the research. Look at how this could impact retention, inversion and compression. Suggestion to compare peer institutions. We are 11% institution wide. It is easier to get faculty comparisons than APAS comparisons. Stephanie could get assistant/associate level information of those who left. Andy Nelson in Institutional Research may have more on APAS. May need to split into two groups: Faculty/IAS and APAS. This may affect how directors/deans make merit decisions to rank – how do we split that pot? Look nationally at other options. Take a look at UW-Stevens Point’s flat model.

Meeting adjourned.

Minutes Respectfully Submitted,
Joey Bohl, Secretary for the meeting