University Compensation Committee
Meeting minutes for November 1st, 2016
Location: Library 2023

Members in attendance: Melissa Boellaard, Stephanie Jamelske, David Miller, Robin Miller, Manda Riehl, Gretchen Peters, Dan Strouthes.

1. Meeting convened at 1:04pm.
2. Selection of a Secretary for the meeting: Melissa Boellaard.
3. October 18, 2016 minutes approved.
4. Introductions of attendees.
5. Chair’s Report: Motion to merge University Compensation Committee and University Budget Committee passed Senate 10.25.2016. The Chancellor must still approve merger. Merged committee will be referred to as University Senate Compensation & Budget Committee. Holly Hassemer and Robin discussed January 1st, 2017 as the anticipated implementation date for merged committee. Composition of the committee for the Spring 2017 semester will expand to include individuals elected to Budget Committee for that term. Subsequent academic year committee composition will reflect the 9 voting members as identified in the merger.
6. Post-tenure Review (PTR) was passed by Senate 10.25.2016. Will be presented to UWSY in November and BOR in December.
   a. Reviewed data Stephanie provided regarding anticipated numbers for PTR in the next 5 years as well as historical data regarding PTR salary increases.
   b. Exceeds Expectations must be included in salary adjustment pool.
   c. UCC recommends Meets Expectations will also be included in salary adjustment pool.
   d. UCC recommends awarding a flat dollar amount connected to salary adjustments rather than a percentage of salary adjustment.
   e. Discussion regarding what is the differentiation between Exceeds and Meets expectations. Pros & Cons of small versus large split differentiation discussed.
   f. Request to review other schools’ post-tenure review compensation plans for comparative data. Robin offered to investigate and distribute findings for review and discussion at next UCC meeting.
7. Next meeting, November 15th, 2016 1-2pm, Potawatomi Room Davies 320C.
8. Meeting adjourned 1:55pm.

Minutes Respectfully Submitted,
Melissa Boellaard