REPORT FOR THE UNIVERSITY SENATE

University Senate Committee: Senate Compensation Committee

Brief History of Issue - why the issue is being considered:

The Compensation Committee regularly recommends to the University Senate a salary plan outlining policies for the distribution of salary adjustments at the University of Wisconsin – Eau Claire. This motion represents that recommendation for 2011-13.

Points Discussed by Committee:

Any changes to the status quo are subject to collective bargaining for 50.5% of employees. The pay plan must still be approved for non-represented employees.

For non-represented unclassified employees, System now mandates that the "total pay plan distribution shall be distributed on the basis of solid performance and meritorious performance" and "1/3, 1/3, 1/3" is no longer in effect. System also mandates that 10% of the pay plan must be reserved for the longevity/equity and compression/equity pools.

Base funds should be used to increase salaries for continuing employees to make up the approximately 19%, 17%, 11%, and 24% salary disparities between UWEC employees (Full professors, Associate Professors, Assistant Professors, and Academic staff, respectively) and employees at peer institutions. Furthermore, additional salary increases from base funds are required to offset the pending negative changes in pension and health-care contributions such that total compensation does not decrease.

In just one year since 2002 have we received an increase that matched inflation and in every other year increases did not cover inflation. Therefore, UWEC employee salaries have lost 7% relative to inflation as measured by CPI since 2003 (not including furloughs, or high-demand/Star Fund increases.) Over that period, for a faculty member earning $50,000, the purchasing power of the salary is down by $3500.

According to the 2009-11 Salary schedule for the Minnesota State Colleges and University faculty, the initial salary placement for a new faculty member with a Ph. D. and 8 years experience would be either $56,250 (30 graduate credits) or $58,000 (45 graduate credits). Median UW-Eau Claire Associate professor salary = $56,598

Pros of Recommendation:

The plan is mostly unchanged from previous pay plans, and only System mandated changes are incorporated into the plan.

The plan increases the promotion amounts, albeit nominally, for assistant and associate professors. However, promotional adjustments for represented employees will be determined by collective bargaining.

The plan continues Post-Tenure Review salary adjustments for faculty. However, compression adjustments for represented employees will be determined by collective bargaining.

Cons of Recommendation:
The plan decreases the promotion amount for full professors by $75. However, promotional adjustments for represented employees will be determined by collective bargaining.

The pay plan does nothing to address the fact that the salaries of UWEC Full professors, Associate Professors, Assistant Professors, and Academic staff trail their peers at comparable institutions by 19%, 17%, 11%, and 24%, respectively.

The plan is complicated.

Technology/Human Resource Impact:

Implementation of this pay plan has the same impact on technology and human resources as previous pay plans.
Committee Recommendation:

MOTION FOR THE UNIVERSITY SENATE

The University Senate Compensation Committee:

by a vote of __6__ for to __0__ against on ______2/8/2011__________ (Date)

 Recommends that

the University Senate present the following plan to the Chancellor as the recommended

Implementation Date:

Signed: _______________________________________

Chair of the Committee

Send to: University Senate Office