University Senate Committee: **Compensation Committee**

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

The Compensation Committee is charged with recommending a biennial Comprehensive Salary Plan, informally referred to as the “Pay Plan.” We have amended the Pay Plan to address separate issues for faculty and staff regarding the longevity factor. For faculty, we put in a 6-year cap on the longevity factor for full professors. This change maintains increased levels of compensation for full professors, while decreasing the current disproportionate effect of those levels on the increases for assistant and associate professors. For academic staff, we have tied longevity to years of service at UW-Eau Claire instead of years in the WRS system. We first considered this as an equity issue, but it was announced early in 2015 that UW System would no longer be maintaining the data related to years in WRS. Finally, compression factors have been introduced for Instructional Academic Staff and Administrative and Professional Academic Staff.

**Points Discussed by Committee:**

1. Pay Plan should continue to address compression and inequity.
2. Committee examined how the formula played out in several anonymized departments.
3. Committee deliberated over the multiplier factors for longevity and compression.
4. Committee deliberated on the measure of longevity for Academic Staff using years in WRS

**Pros of Recommendation:**

1. Revised formula retains increased compensation based on longevity, but curbs the disproportionate effect longevity can have on the pool of compensation money available to a department/unit. Full professors may apply for salary adjustments every five years as part of the post-tenure review process.
2. Revised formula will use data readily available and prevent UW-Eau Claire from creating longevity data for academic staff

**Cons of Recommendation:**

1. Lack of consistent funding makes the Pay Plan a theoretical project.

**Technology/Human Resource Impact:**

**Committee Recommendation:**
Approval of the Comprehensive Salary Plan for 2015-2017
MOTION FOR THE UNIVERSITY SENATE

The University Senate Committee: Compensation Committee

by a vote of ___7___ for to ___0___ against on ___April 3, 2015__________ (Date)

Recommends that the attached plan be approved as the 2015-2017 Comprehensive Salary Plan.

Implementation Date: July 1, 2015

Signed: __________________________________________
        Chair of the Committee

Send to: University Senate Office