The joint meeting focused primarily on whether the two committees should be combined into one new committee. Many issues were raised for consideration:

- **Compensation** has a time-intensive workload every other year when they develop the pay plans. It involves a challenging amount of data and information gathering. There is some concern about adding another employee group (university staff) to the pay plans that the Compensation committee is responsible for.

- There have been no funding for pay plans recently, but pay plans still need to be developed for promotions and because they lay the foundation for future pay plans.

- **University Staff** will now be doing pay plans. For now, some members from University Staff council are developing the plan.

- Should the University Staff pay plan connect with the faculty/academic staff pay plan in some way? Could the University Staff and Faculty/Academic Staff be in the same pool?

- It is unclear how funding will come from System in the future. In the future, it could be possible that UW-System would have just two classes: faculty and staff.

- The **Budget committee** has historically observed the budget process by receiving reports from the associate vice chancellor for finance and other knowledgeable people on campus. Many years ago (2008), there was a task force that provided detailed recommendations on a budgeting process. These recommendations never came to fruition due to budget reductions that began the following biennium.

- The **Budget committee’s work** is less defined than that of the Compensation committee; it is charged to observe the budget process and recommendations, which is challenging as there is no set budget process. This year, the budget committee is tackling two projects in its quest to fulfill its charge. 1) The Budget committee is gathering feedback from all faculty and staff regarding priorities for long range financial planning and will provide recommendations to the University Planning Committee (UPC) as they embark on the strategic planning process. 2) The Budget committee will create a “dashboard” to communicate important budget-related information to the Senate in the interest of transparency of the budget process.

After this lengthy discussion, the joint committees weighed in on whether they should combine into a new committee. Discussion ensued around the following points:
Compensation committee is very busy every other year as they develop the pay plan, but they have more time during their off years. Some years they have chosen not to meet in the off years; other times they meet to research or explore issues that are raised by members of the campus community.

The committees have evolved over the years. Some years they are very busy; some they are not. It is hard to know what exactly the workload to be tackled by the new committee would look like based on the uneven history of the two committees.

Transparency in the budgeting process is why the Budget committee exists. Could we use a smaller committee to serve both functions (including creation of pay plans) and then do more subcommittee work as appropriate?

We need to get rid of some work if we are going to have a new committee that combines the charges of these existing committees. We don’t just want less people doing the same work.

One important purpose of the Budget committee is to empower faculty and staff relative to budgetary issues.

Is there value in a core group of people having knowledge in budget and compensation issues given the overlap between these topics? There was a general consensus that yes, that is valuable.

The budget is 85% personnel, which leads to a natural connection between these two committees.

The members agreed that we should pursue the merger of these two committees into one new committees. The chairs of the two committees will meet in January to draft a proposal, which they will take back to their respective committees for feedback. The chairs will also work with the Senate office to explore the transition process related to disbanding two committees, the members serving on the committees, timelines, etc.

Minutes recorded by Holly Hassemer