Merger of Budget and Compensation Committees

REPORT FOR THE UNIVERSITY SENATE

University Senate Committees: Joint motion from Budget and Compensation Committees

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

The Faculty Workload Rapid Action Task Force of 2015-16 identified the Senate Budget and Compensation committees as being sufficiently similar in scope that they should be eliminated and replaced with a single committee. This would then require fewer committee members and, hopefully, contribute toward the goal of lowering committee workload for faculty and staff.

Points Discussed by Committee:

- Discussion was held about whether an academic dean should be a voting or ex officio member of this committee. There was some concern expressed about keeping a separation between faculty/staff and administration, but the committee overwhelmingly supported including a dean as a voting member in order to get valuable input and investment from a dean.
- Discussion was held about how to best lay out the committee makeup and ensure diversity of people/opinions while not overburdening the nomination and election processes or any Colleges.
- Discussion was held about whether it was appropriate to have a student senator on this committee. It was agreed that since all meetings are open and salaries are a matter of public record, a student senator serving ex officio would not pose a problem.

Pros of Recommendation:

- Consolidates two committees of around 18 voting members total into one lean, mean committee of nine voting members.
- With personnel expenses accounting for around 85% of the University’s budget, there is considerable overlap between the charges of these committees.

Cons of Recommendation:

- The workload of the Compensation committee can be heavy during pay plan years (alternate years), so the perception of more work for this committee could dissuade some from serving. To combat this, the charge to the committee allows the committee to elect to work on budget-related issues at its discretion so it can manage the workload for committee members.

Technology/Human Resource Impact:

- None
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MOTION FOR THE UNIVERSITY SENATE

The University Senate Budget and Compensation Committees by a vote of __8__ in favor and __0__ against on April 19, 2016

Recommend that the following changes be made to the Faculty and Academic Staff Rules and Procedures Part III, Article Four: University Governance Committees and Councils, Section A—University Senate Committees (page 32):

4. University Senate Budget Committee

   a. Membership: The committee includes at least 11 members: seven senators elected by the University Senate, one from each of the Colleges, two from the University Academic Staff, and one from Housing and Residence Life; and one academic dean selected by the deans of the four Colleges in consultation with the Provost. Members shall serve three-year terms unless membership is terminated by expiration of University Senate membership as described in the bylaws. The committee also includes three ex officio and non-voting members from the Administrative Staff selected by the Chancellor. One university staff member may be selected by the University Staff Council to serve on this committee for a three-year term. One student, who will be nonvoting, may be appointed by the Student Senate to serve on this committee for a one-year term. (US 3/05, 3/11, 4/13, 10/14, 3/15)

   b. Functions: The Budget Committee serves two roles. First, it observes the budget process—giving ongoing feedback to all participants on how well the process is executed and suggestions to improve it; in this role, the committee will meet regularly throughout the year at appropriate times with the Chancellor, Provost, Vice Chancellor for Administration and Finance, deans, and other participants in the process to develop and discuss the feedback and suggestions. Second, each year shortly after the budget process is complete, the committee will submit a written report to the University Senate formalizing the feedback and suggestions. (US 4/09)

5. University Senate Compensation Committee

   a. Membership: The committee includes ten members: two University Faculty senators and two University Academic Staff senators elected by the University Senate; two University Faculty members elected by and from the University Faculty; two University Academic Staff members elected by and from the University Academic Staff; the Provost and Vice Chancellor or designated representative, who will be an ex officio and non-voting member of the committee; and the Vice Chancellor for Administration and Finance, or designated representative, who will be an ex officio and non-voting member of the committee. Any UW-Eau Claire representatives on the UW System Working Group on Fringe Benefits shall also be ex-officio and non-voting member of the committee. Members shall serve three-year terms unless membership is terminated by expiration of University Senate membership as described in the bylaws. (US 10/12, 10/14)

   b. Functions: The Compensation Committee shall serve as a source of information for the faculty and academic staff on faculty and academic staff compensation. Collect and analyze current...
compensation data, and conduct surveys and studies to determine faculty and academic staff preferences for compensation. Prepare reports on compensation for distribution to the faculty and academic staff. The committee will identify needs for salary and fringe benefits for each biennium, develop proposals to meet those needs, and submit these proposals to the University Senate for its consideration. Following approval of a plan by the University Senate, the Compensation Committee or its designee(s) shall serve as an advocate for the compensation plan and work with other groups such as the Chancellors, System Administration, representatives from other campuses, Regents, Legislators, and the Governor. The Compensation Committee is charged specifically with helping to generate the UW System compensation plan. The committee will recommend to the University Senate for approval policies and procedures concerning compensation and salary adjustment distribution. The Compensation Committee will also serve as an advisory body to the Chancellor. For example, the committee may advise the Chancellor about appropriate ways to publicize and support salary and fringe benefits proposals.

4. University Senate Compensation and Budget Committee

a. Membership: The committee includes nine voting members: two University Faculty senators and two University Academic Staff senators elected by the University Senate; two University Faculty members elected by and from the University Faculty; two University Academic Staff members elected by and from the University Academic Staff; and one academic dean selected by the deans of the four Colleges in consultation with the Provost and Vice Chancellor. There shall be one member from at least three of the Colleges, at least one from Student Affairs, at least one Instructional Academic Staff (IAS), and at least one Academic and Professional Academic Staff (APAS).

The committee may also include three ex officio and non-voting members: one university staff member selected by the University Staff Council to serve on this committee for a three-year term; one student appointed by the Student Senate to serve on this committee for a one-year term; and the Provost and Vice Chancellor or designated representative.

Members shall serve three-year terms unless membership is terminated by expiration of University Senate membership as described in the bylaws. (US 4/16)

b. Functions: The primary responsibility of the Compensation and Budget Committee is to generate the UW System-mandated compensation plan. The committee may also choose to, at its discretion, recommend to the University Senate for approval policies and procedures concerning other compensation plans and salary adjustment distribution. The committee may also conduct surveys and studies to determine faculty and academic staff priorities related to resource allocation and/or compensation and benefits. The committee may recommend policies and procedures concerning budget transparency, compensation, and salary adjustment distribution to the Senate. (US 4/16)

6. 5. University Senate Faculty Personnel Committee

Implementation Date: July 2016 publication of the Faculty and Academic Staff Rules and Procedures