

Compensation and Budget Committee Meeting
Minutes
March 8, 2019

Attendees: Melissa Boellaard, Peter Hart-Brinson, Staci Heidtke, Robin Miller, Tim Vaughan, Bridget Kurtenbach

Absent: Joshua Engle, Alex Smith, Ganga Vadhavkar

Ex-officio members present: Peter Currie, Stephanie Jamelske

1. Appointment of Secretary: Staci volunteered to write minutes
2. Review of minutes from 3/1/19. Peter made a motion to approve minutes, Melissa seconded, meeting minutes approved as presented.
3. Review final edits to Comprehensive Salary Plan

Senate exec committee has scheduled a first reading on 3/10/19, presented as a joint motion with Post-Tenure Review motion.

Skepticism of elimination of categories in the Comprehensive Salary Plan may be faced in Senate Exec committee.

4. Alignment of language on revisions for Comprehensive Salary Plan

Discussion of wording on Educational Attainment. Few people know of the adjustment. It seems UW System policy no longer supports Educational Attainment, it is discretionary on this campus, must be funded and approved by Vice Chancellors.

Housing no longer has a separate pay plan, can strike from the language.

Supplemental Pay Plan can be struck.

Motion made to approve changes as discussed. Tim made, Melissa seconded. Changes were approved as presented.

5. New Business:

Table 6: Definition of Supervisory Relationships. Suggested revision of language to Equity Section: instead of Chair or Unit Director, change to Immediate Supervisor as shown in Table 6. Tim will make edits to document and share with Robin.

Peter H-B made a motion to accept changes of Dept Chair or Unit Director language to Immediate Supervisor language in all sections. Melissa seconded. Motion passed as presented.

Discussion of amendment of language of Table 5: Distribution of Unclassified Staff Salary Adjustment Funds. Last year, of discretionary portion, 5% that went to merit was distributed proportionately between faculty and academic staff. This is not true of the 10% distribution. There is more money dedicated to inequities to faculty, and repurposes that money for that purpose, with less to academic staff.

Discussed revision of Discretionary Portion and trigger changes to the Performance Portion percentages.

Encourage institution to use internal funding to address equity adjustments needed. Would be useful to remind administration to pay attention to opportunities to address this.

Having one pot of money to address inequity is the problem. Opinions of academic staff was solicited and varied. Inequity related to academic staff could be addressed in a committee and working with HR in a meeting.

In the absence of a motion about Table 5, we can move the plan forward as is. Procedurally, does a vote need to be made on the whole document? No, determined do not need to. The floor remains open to suggest sections or tables or make a motion.

Let the meeting minutes show that there is not a unanimous motion, there are dissenting votes.

Motion would be made to approve the full pay plan as edited to this point- made by Melissa. Staci seconded it. Discussion.

Call to question to approve the full pay plan as edited to this point: Staci, Tim, Melissa, Robin in favor. Opposed: Bridget and Peter H-B.

Points discussed in motion to Senate, will be presented to Senate. Will be discussed in Senate also.

Motion to adjourn: 10:15am