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Chair: James Madsen; Vice Chair: Dawn Hukai; Secretary: Todd A. Savage; Executive Committee: Stephen Reed, Jennifer Willis-Rivera

To: Dean Van Galen, Chancellor  
116 North Hall  
University of Wisconsin-River Falls

From: James Madsen, Chair   
Faculty Senate  
University of Wisconsin-River Falls

June 5, 2011

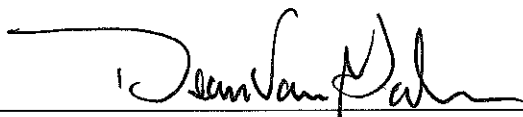
RE: UWRF Faculty Senate Motion 2010-2011/59

At the May 4, 2011 meeting of University of Wisconsin-River Falls Faculty Senate, motion 2010-2011/59 was passed and it is effective immediately. This motion is forwarded to you for your action.

Motion from the ad hoc Salary Equity Plan Review Committee (Dawn Hukai, Chair): Motion 2010-2011/27 is suspended and the salary equity plan issue returns to the Faculty Compensation Committee, which will submit re-examined guidelines and procedures based on the University of Wisconsin-Superior model to the Faculty Senate by November 11, 2011. The second round of distribution for 2011-2012 will be determined by the new guidelines and procedures.

Approved  \_\_\_\_\_

Disapproved \_\_\_\_\_

  
\_\_\_\_\_  
Dean Van Galen, Chancellor

  
\_\_\_\_\_  
Date

**Salary Equity Plan Review Committee (ad hoc) Minutes  
April 28, 2011 and April 29, 2011**

**April 28, 2011**

**Members Present:** Zhiguo Yang, Brad Mogen, Mike Middleton, Dawn Hukai (Chair)

The meeting was called to order at 9:05 a.m.

UWRF Faculty Senate motions 2009/2010/25 and 2010-2011/27 were distributed, along with the printed spreadsheet used to determine the 2010-2011 distribution.

The following concerns with the process were addressed:

1. In some departments, there was an unintended consequence that actually increased compression issues in departments with full professors with disparate years of service.

**Recommendation:** A mitigating formula suggestion is using CUPA Median for Rank + \$1,000\*(Time in Rank) as the base for the comparison with current salary.

2. All ranks (Assistant, Associate, Full) should be able to perceive a solution resulting from the process.

3. Merit is extremely difficult to incorporate in a public process and document.

**Recommendation:** How (or if) merit should be incorporated must be carefully considered.

4. As noted in the formula in #1 above, time in rank was not considered in the first implementation, but is listed in 2010-2011/27 as a factor. Faculty members have expressed concern that it was not explicitly included in the process.

**Recommendation:** Explicitly include time in rank in the process.

5. The process for assigning CIP codes, whether by individual, by department, or by dean, varied widely across the university.

**Recommendation:** The process for assigning CIP codes should be standardized and implemented in the same way across the university.

6. Motion 2010-2011/27 would have to be changed before the procedure could be changed for the expected 2011-2012 implementation in Summer 2011, because it clearly states that review would happen after the second full year of implementation.

**Recommendation:** Due to the complexity of creating a formula that is reasonable to implement while taking multiple factors into account, the issue should be considered by the Faculty Compensation committee in Fall 2011. The Faculty Compensation

committee should report back to Faculty Senate with an improved process by December 14, 2011.

The meeting adjourned at 9:50 a.m.

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**April 29, 2011**

**Members and Guests Present:** Zhiguo Yang, David Rainville, Brad Mogen, Mike Middleton, Dawn Hukai (Chair), Richard Stinson, Internal Auditor (Guest)

The meeting was called to order at 11:05 a.m.

The committee asked Richard Stinson questions about his review of the procedure implemented in the first round distribution. Mr. Stinson stressed that review procedures are limited and consist mainly of observation and inquiry activities, with no extensive gathering of corroborating evidence. An audit would allow a more comprehensive examination of the details of procedure implementation.

The committee discussed the University of Wisconsin-Superior decompression plan and experience premium option. The committee found that time in rank is explicitly considered in that plan, while the primary focus on the salary gap compared to an external measure remains intact. The committee recommends the following motion to Faculty Senate:

***1. Motion from the ad hoc Salary Equity Plan Review Committee:***

***Motion 2010-2011/27 is suspended and the salary equity plan issue returns to the Faculty Compensation committee, which will submit re-examined guidelines and procedures based on the University of Wisconsin-Superior model to the Faculty Senate by December 14, 2011. The second round of distribution for 2011-2012 will be determined by the new guidelines and procedures.***

The committee discussed the implications of the salary inequity created by the first distribution and a suggestion was made to request a second round of \$200,000 to ameliorate the impact of the first round by making awards deeper into the pool of faculty members. Retroactive payments could be made in Spring 2012, following Faculty Senate and administrative approval of the re-examined procedures. The committee recommends the following motion to Faculty Senate:

***2. Motion from the ad hoc Salary Equity Plan Review Committee:***

***The Faculty Senate requests that a one-year salary equity pool of \$200,000 be distributed for 2011-2012 to address the inequity that was created by the compression-increasing distribution in 2010-2011.***

The meeting was adjourned at 12:00 noon.