

**Minutes for Faculty Welfare & Personnel Policies Committee
Strategic Plan Working Group
SP GOAL #9 INVEST IN HUMAN RESOURCES**

October 11, 2006

Meeting convened: 10:30 am

420 AGS

Members Present: Brad Mogen, Glenn Potts, Suzanne Hagen, Ruth Kalms, Gretchen Link, Susan Zimmer, Scott Ballantyne, Nan Jordahl.

Members Absent: Dennis Cooper (abroad), Kathy Schultz, Vice Chancellor for Business and Finance designee, two student representatives.

Substitutes: Mark Meydam for Mary-Alice Muraski

A brief discussion was held regarding the noting of committee members absent. Suzanne Hagen serves as the Chancellor's designee and will check on status of representation from the office of the Vice Chancellor for Business and Finance. Student representation is unknown at this time.

The three initiatives passed at the October 4, 2006 meeting were revisited for consideration of any final language changes. The only changes occurred in Initiative 9.1. The re-wording of that initiative follows:

[Original draft language: *Initiative 9.1- Develop and implement appropriate compensation and benefits for all UW- River Falls employees.*]

New language

Initiative 9.1 Develop and implement an appropriate compensation and benefits plan for all UW- River Falls employees. (Motion to amend - Jordahl, second Hagen) Passed unanimously

The committee began work on the development of "tasks" within SP Goal#9- *Invest in Human Resources* , *Initiative 9.1: Develop and implement an appropriate compensation and benefits plan for all UW- River Falls employees.*

The three tasks identified include the following:

Task 9.1.1 Act to reduce salary compression.

Task 9.1.2 Act to reduce benefit inequalities.

Task 9.1.3 Develop and implement a new summer and J-Term session salary schedule/model.

(Motion to approve all three Tasks - Jordahl, second Kalms). Motion passed unanimously.

Final discussion surrounded the timeline to finish this initial work. Committee member Glenn Potts, also a member of the Faculty Senate Executive Committee, will confirm the due dates at our meeting next week.

Adjourn 11:05 am

Minutes respectfully submitted, Nan Jordahl 10/11/06