December 12, 2017

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

From: Mialisa Moline, Chair
Faculty Senate
University of Wisconsin-River Falls

Re: UWR Faculty Senate Motion 2017-18/75

The following motion was approved unanimously, with 22 in favor, 0 opposed, and 0 abstentions, by the Faculty Senate on December 6, 2017:

Motion from Faculty Welfare and Personnel Policies Committee (Doug Margolis, Chair) to approve the attached changes to Chapter 5.2.4 and 5.2.5. (see attached).

Approved

Disapproved

Dean Van Galen, Chancellor 12/14/17

Date
Proposed Changes to Ch. 5.2 Procedures to be used in awarding merit salary increases.

Motion from Faculty Welfare & Personnel Policies Committee (Passed Unanimously)

i. Keep 5.2.4 as is, accept to add an “a.” in front of the paragraph. Then, delete the heading: “5.2.5 Merit Dollars to Departments.” Then add a “b” in front of the 5.2.5 paragraph, keeping the text as is. Then add the following in a third paragraph: “c. Funds must be distributed according to the UWS Pay Plan Distribution Guidelines for the current biennium.”

ii. Further, update all numbers for following sections to reflect the deletion of section 5.2.5

5.2.4 Special Merit and Equity Pool

   a. Each of the following offices will receive for the purpose of special merit and equity adjustments that share of 10% of the merit salary total which is proportional to the total merit amount that the office directly oversees: Chancellor; Provost and Vice Chancellor for Academic Affairs; Vice Chancellor for Administration and Finance; Dean of the College of Agriculture, Food and Environmental Sciences; Dean of the College of Arts and Sciences; Dean of the College of Business and Economics; and Dean of the College of Education and Professional Studies.

5.2.5 Merit Dollars to Departments

   b. Ninety percent of the merit total is allocated to the departments and support groups. Each unit will receive merit dollars equal to 90% times the percentage merit increase times the continuing salary dollars in that unit. Faculty and support staff members holding permanent positions in more than one unit will have that portion of their merit dollars commensurate with their part-time positions pooled within the respective units.

   c. All funds must be distributed according to the UWS Pay Plan Distribution Guidelines for the current biennium.