University of Wisconsin-Platteville Faculty Senate Compensation Meeting  
Tuesday, December 3, 2013, 3:00 p.m. University Room North, Pioneer Student Center  
Attendees:  

☑ Melissa Gormley (LAE, 2014) Chair  
☐ Charles Cornett (EMS, 2015 at-large) Vice Chair  
☐ Regenia Pauly (Karrmann Library, 2014) Secretary  
☐ Abulkhair Masoom (EMS, 2016 at-large)  
☒ Amanda Trewin (BILSA, 2014)  
☐ B.J. Reed (Parliamentarian)  
☒ Colleen McCabe (LAE, 2014)  
☒ Doyle St. John (EMS, 2014)  
☒ Irfan Ul-Haq (EMS, 2015)  
☒ J. Elmo Rawling (LAE, 2016) Proxy Richard Waugh  
☑ Margaret Karsten (BILSA, 2015)  
☒ Mary Rose Williams (LAE, 2014 at-large)  
☒ Mike Compton (BILSA, 2016)  
☒ Michael Penn (EMS, 2015) Proxy Keith Thompson  
☒ Rosalyn Broussard (LAE, 2015)  
☒ Sheryl Wills (EMS, 2015 at-large)  
☒ Teresa Burns (LAE, 2016 at-large)  
☐ Dennis J. Shields (Chancellor, ex officio)  
☐ James Alquist (EMS Ac. Staff Rep, 2016)  
☐ Mittie Nimocks Den Herder (Provost, ex officio)  
☒ Rob Cramer (Vice-Chancellor, ex officio)  
☐ T.A. Sandberg (LAE Ac.Staff Rep, 2015)  
☐ Wendy Stankovich (BILSA Ac. Staff Rep, 2014)  
☒ Samantha Way (Student Senate Liaison)  
☐ Amy Griswold (Academic Senate Liaison)


MINUTES

I. Call to Order  
Chair Gormley called the meeting to order at 3:02 p.m.

II. Roll Call (sign-up sheet)

III. Approval of the Agenda  
Burns motioned to approve the agenda, seconded by Waugh. Agenda approved.

IV. Discussion

1. URSTPC Draft of Compensation Policy (J.E. Rawling)  
URSTPC’s responsibility was to create a recommendation for debate at Faculty Senate regarding the University’s Enhanced Compensation plan. The first thing URSTPC discussed was the calendar so we could remove the gaps of communications before faculty submits their folders for review. There is not enough money to address all of the issues on campus, with that noted the current fiscal dollars available for 2013 is $131,000.00 and $41,000.00 for 2014. Whatever recommendation Faculty Senate makes, administration will review and make the final decision. There are three main issues, the calendar, the current fiscal years dollars available and 2014 dollars available.

Discussion ensued about full professor and associate professor promotions past raise/promotion information. There are a total of 106 full professors and 47 associate professors. Questions arose about whether or not the historic information can be reproduced. The answer is yes; but it would take a very long time since this is not digitally accessible information, it would mean manually reviewing each employee file to access the information.

Discussion ensued about the salary equity study, with emphasis on the timeliness of distribution to the faculty, and why the study goes to the CRST’s and Deans; not distributed directly to the faculty, after URSTPC’s review. Faculty Senate in the past approved the way it is distributed and if Faculty Senate would like to change, they will have to put it up for debate and discussion. Rawling and Barnet of the URSTPC
stated this spreadsheet contains a lot of data when first presented to URSTPC, without intervention from someone to simplify the data, faculty would have too many questions and cause too much confusion. URSTPC in the past did not receive the information from Human resources until March. This study shows how many years an employee has been at their current rank, what their rank is, what their 9-month salary is, and what the peer group average is for that rank.

**MOTION:** Burns moved to amend the calendar date November 25 to add faculty and faculty senate and to read, “**URSTPC sends salary inequity study to the faculty, faculty senate, and CRSTC chairs with the understanding that someone may receive three copies**” seconded by Compton. Motion approved.

Discussion about the confusion this may cause and the reactions of the faculty when they review this information and departments may have other issues to review. There should be a clear statement when distributing to the faculty on what this includes and what this does not include.

*Questions arose-*

1. Why is only one person (Barnet) sorting the data; whoever receives this information from human resources would need to be a statistician.
2. Should CRST decide what goes to each department and what is the appropriate date for this to happen?

The intent of this was so an employee would have all of the information possible to prove they have an inequity and to know in advance the promotion amounts.

**MOTION:** Ul-Haq move to strike “**and Amount Estimated Available for Their College**” in Mid-November, seconded by Waugh. Motion approved.

Discussion about discussing this calendar on a future agenda and include SRB’s.

**MOTION:** Ul-Haq moved to amend Mid October to add “their college” and read, “**URSTPC Chair Informs CRSTC Chairs of Amount Estimated to be Available for their college from Campus Enhanced Compensation Plan**”, seconded by Compton. Motion approved.

Discussion ensued about the how the URSTPC recommendations address compression and not inversions and the limited amount of funds available. There are too many problems and not enough money to fix the problems. There was also discussion about how full professors will not receive another raise and when they retire, this money would go back into salary savings, therefore we should be considering full professors receiving the monies.

**MOTION:** Cornett move to amend point 1 of the URSTPC recommendation, by removing all faculty and add all promoted faculty so it would read “**divide available funds among all promoted full professors equally every year until they reach the targeted salaries,**” seconded by Thompson. Three opposed: Williams, Waugh and Ul-Haq, motion approved.

Discussion ensued about the full professors and associate professors being monolithic categories’ and disregarding some and not others. Regardless of what we do administration makes the decision and there is other discretionary monies.

**MOTION:** Compton moved to clarify that when dividing the funds among all full professors equally until they reach their targeted salaries for the 2013-2015 biennium it should be based on head count, seconded by Waugh. Motion approved.
MOTION: Thompson moved to strike the last two bullet points, seconded by Cornett. Motion approved.

MOTION: Thompson moved to apply the same process as used for the 2013 funds for the 2014 funds, seconded by Wills. Four opposed: Waugh, Ul-Haq, Williams, and Burns, motion approved.

V. Next meeting date Tuesday, December 10, 2013

VI. Adjournment

Chair Gormley adjourned the meeting at 4:45 p.m.

Respectfully submitted,

Melissa Gormley, Chair

Lisa Kress, Recording Secretary

The Faculty Senate meets on the second and fourth Tuesday of the month at 4:00 p.m. in University North (Markee Pioneer Student Center). The Faculty Senate agenda is composed of items from many sources. If you wish to have an item placed on the agenda, please submit it to a Senate officer no later than eight days prior to the Senate meeting. The meetings are open to the public and all faculty members are invited to attend. The agenda is distributed to the faculty in advance of the meeting to give faculty members the opportunity to contact members of the Senate to express views on topics being discussed.