College of Liberal Arts and Education
College Compensation Committee (CCC) Plan

College Compensation Committee (CCC) Overview
For the purpose of making recommendations about compensation, the College of Liberal Arts and Education’s College Compensation Committee (CCC) will evaluate faculty on the basis of teaching effectiveness; professional, scholarly, and creative activities; and university and public service activities using University and department criteria.

The CCC will review and act upon the appropriate department salary and promotion committee’s evaluations and recommendations and the College’s current year priorities concerning merit, inequity, and/or compression. In making its judgment, the CCC will consider (a) supporting information from the department salary and promotion committee and (b) the evaluations and/or recommendations of the department chair and dean.

For faculty who have teaching appointments, teaching effectiveness shall receive top priority. Consistent deficiencies in teaching effectiveness cannot be offset by superior achievements in scholarship and service.

Performance reviews for faculty with non-teaching assignments shall be based upon the major evaluation categories of job performance, research and creative activity, and professional and public service as weighted by agreement between faculty member, the department, and, when appropriate, the college dean.

Members and Chair
The CCC shall consist of members in the College and shall consist of at least five tenured faculty members. No more than two members may be from the same department and no more than one member from the same discipline. Each member shall be elected by the whole college faculty. Each committee member shall be elected for a two-year term with three members elected in the odd year and two members in the even year. Department chairs, school directors, members of the department or school salary and promotion committees, and probationary faculty on a terminal contract are not eligible to serve. The associate dean shall also serve ex officio (non-voting).

The CCC shall elect yearly a chair from its membership. The associate dean is eligible to serve (non-voting) in this capacity.

Duties
It is the responsibility of the members and chair of the CCC to do the following:

- elect in the spring a CCC representative to the URSTPC
- meet to review the policies and procedures of the CCC for the purpose of submitting the CCC’s evaluation plan for the next academic year to the URSTPC for review and
approval, following the deadlines for submission and approval set forth in the RST calendar (see section 6.4.3).

- distribute the salary inequity study summary, provided by the URSTPC chair, to the DSPC chairs.

- post a notice of the review meeting (time, place, and purpose of the meeting) at least seven calendar days in advance in a public place regularly used for posting of notices by the college and send an e-mail notice out to the college.

- convene a meeting (or meetings) in accordance with department- and university-approved policies and with Wisconsin’s Open Meetings Law (see section 6.1.2). **NOTE:** Asynchronous meetings and discussion (electronic or otherwise) are contrary to state statutes.
  
  o The CCC will evaluate the recommendations made by the department salary and promotion committees and the department chairs for salary adjustments (merit/inequity/compression), using the salary inequity study summary distributed to the CCC by the URSTPC. **NOTE:** Votes must be conducted in accordance with department- and university-approved policies and with Wisconsin’s Open Meetings Law.

- abide by the deadlines set by the RST calendar (see section 6.4.3) for notifying faculty of recommendations concerning salary adjustments.

- complete the appropriate section of the salary review form, recording the number of votes for and against the action.

- give faculty under review written notice of the recommendations made; the same notification must include information about the process for requesting a reconsideration of all recommendations. The reconsideration may include submission of a counterstatement and/or a request for a personal appearance before the CCC. The CCC also places a copy of the memo in the faculty member’s file and notifies the DSPC and the department chair.

- post a notice of the reconsideration meeting (time, place, and purpose of the meeting) at least 24 hours in advance in a public place regularly used for the posting of notices by the college, if such a meeting has been requested by any faculty member under review. The reconsideration meeting must be convened in accordance with department- and university-approved policies and with Wisconsin’s Open Meetings Law (see section 6.1.2). **NOTE:** Asynchronous meetings and discussion (electronic or otherwise) are contrary to state statutes. Votes must be conducted in accordance with department- and university-approved policies and with Wisconsin’s Open Meetings Law.

- complete the appropriate section of the salary review form, recording the number of votes for and against the original recommendation upon reconsideration.
• give any faculty member who has requested a reconsideration written notice of the results of the reconsideration, following the notification deadline set in the RST calendar (see section 6.4.3). The CCC also places a copy of the memo in the faculty member’s file and notifies the DSPC and the department chair.

• forward the file, which includes recommendations concerning merit, inequity, and compression, to the chancellor’s office.

• submit an annual report to the URSTPC that summarizes merit, inequities, and compression issues for the entire college.

2015-2016 Compensation Priorities

Each year, the CCC will submit compensation priorities for the following academic year. In addition to submitting an annual compensation report, the CCC may provide as part of its priorities an analysis of compensation issues across the College and/or within a specific school, department, or program. Compensation priorities could be linked to a variety of factors (e.g., inversion, compression).