



2009-11 COMPENSATION POLICY FOR COOPERATIVE EXTENSION UNCLASSIFIED STAFF

BACKGROUND

Scope – this compensation policy applies to University of Wisconsin-Extension, Cooperative Extension unclassified staff (i.e., faculty, academic staff, limited appointments).

Compensation Advice to the Dean – The Cooperative Extension Academic Leadership Standing Committee advises the Dean/Director on compensation related matters. The Standing Committee is comprised of representatives of Classified Staff, Academic Staff and Faculty governance bodies as well as Cooperative Extension administration.

PAY PLAN DISTRIBUTION GUIDELINES

Policy Objective – to distribute pay plan in a way that acknowledges positive contributions and enhances faculty and academic staff retention. The UW-Extension unclassified personnel pay plan distribution guidelines for 2009-11 are as follows:

1. The Board of Regents adopted the guidelines to continue the policy in place for the last several biennia that not less than one-third of total compensation shall be distributed on the basis of merit/market; not less than one-third of the total compensation plan shall be distributed on the basis of solid performance; and the remaining one-third pay plan allocation may be used to address these and other compensation needs with appropriate attention to pay compression.
2. If the pay plan increase is 2.0% or less in any year, the Board of Regents suspends these guidelines and permits, but does not require the pay plan percentage to be distributed across-the-board to all who have at least a solid performance rating with any unused funds distributed by the Chancellor to address critical salary needs.
3. Definitions clarified:
Merit/Market determinations for faculty should be based on a systematic performance evaluation program which identifies positive contributions by the faculty member to teaching, research, public service and/or the support functions inherent in the institution's mission. Assessment of teaching faculty shall include consideration of student evaluations (Regent Policy Document 74-13, October 4, 1974).

Merit/Market determinations for academic, limited and other unclassified staff shall be based on a systematic performance evaluation program which allows supervisory assessment of meritorious performance in their areas of assigned responsibility.

Solid performance adjustments shall be provided to those faculty and academic staff who have demonstrated satisfactory performance.

4. All continuing staff are eligible for consideration for compensation increases. Staff whose names do not appear in the approved budget, but who are re-appointed, are covered by these pay plan distribution guidelines.

Pay plan awards for collaborative or affiliated faculty and academic staff are governed by the policies of their resident institutions.

5. If the pay plan is 2.0% or less in any year, the Board of Regents suspends these guidelines and permits but does not require the pay plan percentage be distributed across-the-board to all who have at least a solid performance rating with any unused funds distributed by the Chancellor to address critical salary needs.