

Copies to:
 Provost
 Vice Chancellor for Admin & Finance
 Deans
 Outreach and Graduate Studies
 Faculty Senate Chair
 Faculty Senate Secretary
 Registrar's Office (2)
 Personnel Office
 Date: 4-11-07

Faculty Senate • http://www.uwrf.edu/faculty_senate/welcome.html
 Senators: Chair – Wes Chapin, Vice Chair – Ogden Rogers, Secretary – John Heppen, Executive Committee – Brenda Boetel and Glenn Potts

TO: Don Betz, Chancellor
 116 North Hall
 University of Wisconsin-River Falls

FROM: Wes Chapin, Chair
 Faculty Senate
 University of Wisconsin-River Falls

RE: UW-RF Faculty Senate Motion 2006-2007/85

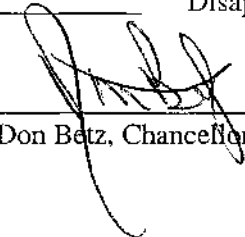
At the April 11, 2007 meeting of the University of Wisconsin-River Falls Faculty Senate, motion 2006-2007/85 was made, seconded, and passed. This motion is forwarded for your action:

A second reading of a motion from FWPP to transfer committee duties and to rename the Faculty Salary Committee (see attached p.7)

Motion 2006-2007/85 passed on April 11, 2007. This motion will take effect immediately.

 X Approved

 Disapproved



 Don Betz, Chancellor

 5/3/07

 Date

Memorandum

To: Wes Chapin, Chair, Faculty Senate
From: Brad Mogen, Chair, Faculty Welfare and Personnel Policies Committee
Cc: John Heppen
Date: March 30th, 2007

Re: Motion to transfer committee duties and to rename the Faculty Salary Committee.

Wes,

The Faculty Welfare and Personnel Policies Committee (FWPP) met on March 23 and began reviewing the charges established for the FWPP as outlined in the current Faculty Handbook: 18th edition. One of the duties currently expected of the FWPP is listed as Section J-3. a. 8): "fringe benefits" (Chapter III page 19).

The FWPP Committee recommends that, although fringe benefits clearly impact the welfare of all faculty and staff, fringe benefits are more closely tied to, and should be evaluated as part of, our overall compensation package. Therefore, the FWPP Committee recommends that Senate:

- transfer the duties of evaluating existing and proposed fringe benefits packages to the faculty Salary Committee, and
- as a result of this transfer of duties and responsibility, rename the existing Faculty Salary Committee to be the Faculty Compensation Committee to more accurately describe its revised duties.

Should Senate choose to approve this recommendation, duty a. 8) "fringe benefits" would be removed from Section J: Faculty Welfare and Personnel Policies Committee and transferred to Section I: Faculty Compensation Committee.

FWPP also recommends that the FWPP duty included under a. 6): "sick leaves, leaves of absence, faculty development leaves, etc." be amended such that the evaluation of "sick leaves **and collegial coverage**" ("and collegial coverage" would be inserted as new wording) as a benefit also be transferred to the newly formed Faculty Compensation Committee and that reference moved in the handbook. Please see the attached for all proposed revision recommendations.

These changes would tie the evaluation of salaries and benefits into a single, more logical committee structure as these issues are normally negotiated as a combined package.

Please feel free to contact me with any questions.



Proposed Changes to Handbook describing the duties of the FWPP Committee (Faculty Handbook Chapter III):

Section J—Faculty Welfare and Personnel Policies Committee

- 1 Membership: Seven faculty with at least one each from the following: academic staff and/or the rank of instructor, assistant professor, Affirmative Action associate professor, professor; and two students. The Assistant to the Chancellor for Equity and Compliance, the Provost & Vice Chancellor's designee, the Vice Chancellor for Administration and Finance, and the Special Assistant to the Chancellor are all ex-officio, nonvoting members.
- 2 Term of Office: Three years, with two or three appointed each year in accordance with the number of vacancies occurring.
- 3 Duties:
 - a. To develop, continuously evaluate, recommend, and inform the faculty of policies and procedures relating to:
 - 1) equity and affirmative action;
 - 2) appointments and dismissal (academic year, summer, and extension);
 - 3) promotions and determination of rank;
 - 4) personnel evaluations and recommendations;
 - 5) tenure;
 - 6) ~~sick leave~~, leaves of absence, faculty development leaves, etc., and
 - 7) faculty working conditions, ~~and~~
 - 8) ~~fringe benefits.~~

(Note: remainder of duties outlined in handbook remain unchanged)

Proposed Changes to Handbook describing the duties of the Faculty Compensation Committee (Faculty Handbook Chapter III):

Section I -Faculty Compensation Committee

- 1 Membership: Eight faculty with at least one from each of the following: academic staff and/or the rank of instructor, assistant professor, associate professor, professor; and two students. In addition, the UW-River Falls faculty representative to the UW-System's Faculty/Staff Compensation Advisory Committee is a full, voting member. [FS 03-04 #2] The Assistant to the Chancellor for Equity and Affirmative Action, the Provost & Vice Chancellor or the Provost & Vice Chancellor's designee, the Vice Chancellor for Administration and Finance, and the Special Assistant to the Chancellor are all ex-officio, non-voting members.
- 2 Term of Office: Three years, with two or three appointed each year in accordance with the number of vacancies occurring.
- 3 Duties:
 - a. To develop, continuously evaluate, recommend, and inform the faculty of policies and procedures relating to the following:

- 1) Salary and salary increase issues, including—but not restricted to—J-term compensation, summer session compensation, overloads, reassigned time and compression;
 - 2) Personnel evaluation and recommendations that pertain to salary and salary increases;
 - 3) Existing and proposed changes to personnel fringe benefits, including sick leave, collegial coverage and medical plan options.
- b. Provide an annual written summary to the Senate and all faculty each April addressing the biennial compensation plan, and any additional relevant issues reflected under duties a. 1)–3) above.