

## Pay Tools Portfolio 2014-2015: Key Points to Optimize Impact *(updated December 2014)*

**1. Values:** While developing our pay initiatives, we have been mindful of our values.

We are a community that values ingenuity in the generation and dissemination of knowledge and creative activity, and that also values accomplishment; people justifiably want to be acknowledged and paid fairly for their achievements. We compete to recruit, develop, and retain talent in a competitive market, and morale matters. Therefore, we must be mindful of market and equity and build pay tools beyond the weak or non-existent pay plans of recent years.

**2. Sequencing strategy for decision making:** In the case of faculty, we have multiple tools in our portfolio.

To have the most significant impact – reach of persons included, total justifiable dollar adjustment, strategic targeting of funds – it makes sense to build a strategy of sequential consideration. One may wish to begin with tools that have more restrictive parameters, and then consider those with more flexibility. The promotion adjustments, post-tenure increments, and compression-equity adjustments have prescribed cohorts and/or dollar parameters. The High-Demand tool has more flexible parameters. See the grid.

What's most important is not the specific content of your coordinating or sequencing strategy, but that you have a strategy.

**3. Timing and margin of error:** The pay tools generally allow for a rolling horizon for recommendations by deans/directors.

There are drop-dead dates for recommendation, generally in March. See the grid on other side. Please allow for a margin of error by aiming, at college/division level, for a decision making due date several weeks in advance of the drop-dead date. This allows time for cross-unit negotiations in the case of shared appointments, and for other problem solving.

**4. Communication:** We need to be very responsive to this desire for transparency about process and results. As you communicate, please remember that we are moving toward a new HR system and a portfolio driven model of pay, which means that adjustment tools, considered over time, are not one-offs for a few, but rather a pathway (through learning, experimentation, critique, and shared governance) toward a better system of tools for all achievers.

**For link to updated implementation memos:** click on “faculty and staff” at Provost web site: <http://www.provost.wisc.edu/>

**Pay Tools Portfolio 2014-2015: A Brief Guide to Optimize Impact** (updated December 2014)

Type of Salary Increment	Final Deadline (Dean/Director to campus)	Employee Category/ Criterion	Amount of Increment	Comment re: flexibility versus standardization (amounts, methodology, timing).
Pay Plan	See comment	Faculty & Staff/ Merit	TBD	<b>Flexibility level: low.</b> Standardized, via Budget Office.
High-Demand	Rolling, but effective date cannot be later than <b>Mar 26, 2015</b>	Faculty/ Market	Varies	<b>Flexibility level: high.</b> Base adjustments effective mid-stream in FY 2015. Parameters in implementation memo from Madison Budget Office align with past experience.
Promotion	Budget-lock = early- or mid-April (see comment)	Faculty/ Promotion [Staff promotions separately handled]	New initiative doubled bumps and created annual index	<b>Flexibility level: low-medium.</b> You may top off via other tools. Budget Office will communicate budget-lock date. Promotion bumps for FY 2016: C-basis 6.9K/9K, A-basis 8.2K/10.7K for associate/full.
Post-Tenure Increment	<b>Due date = March 13, 2015</b>	Faculty/ Market	5-10% (for central campus contrib. of half)	<b>Flexibility level: medium.</b> Spread sheets will provide pre-calculations; you may top off, if appropriate. Analysis: market in relation to performance. Cost-share: Central campus pays half (up to 5%). Eligible: full profs 5 yrs after promotion.
Compression-Equity	<b>Due date to OHR = May 1, 2015</b>	Faculty/ Equity	5-10% (for central campus contrib. of half)	<b>Flexibility level: medium.</b> Spread sheets will provide pre-calculations; you may top off, if appropriate. Analysis: compression-linked equity in relation to performance. (Note: This tool contrasts with "standard" equity.) Cost-share: Central campus pays up to half (up to 5%).
Market or (Standard) Equity	Rolling	Faculty & Staff/ Market or Equity	Varies; minimum = 5%	<b>Flexibility level: low-medium. Applies to all employee categories.</b> Procedures for market (outside offer, retention, competitive) can be found online at <a href="http://www.ohr.wisc.edu/polproced/UPPP/1001-Current.pdf">http://www.ohr.wisc.edu/polproced/UPPP/1001-Current.pdf</a> Requests must include consideration of gender/race pay equity in the department.

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