

Joint Planning & Budget Committee Agenda

1:15 p.m., April 23, 2025

In person, Student Union 2310 – Senate Chambers

Guests may join via Teams [[Join the meeting now](#), Meeting ID: 251 937 346 072

Passcode: 8BK2Wa2A]

Recorder: Richter

Alternate Recorder: Schweiger

JPB Committee and Ex-Officio Members in Attendance:

Achenreiner, Bearhart (Via Teams), Beeby, Brooks, Craig, Engen (Via Teams), Ericson, Figueroa, Galbraith, Grattan, Gray, Grunwald, Guyer, Hohman, Ives, Jax, Kim, Kunkel, McAndrews, Morgan, Narcotta-Welp, Newton, Pope, Richter, Roraff, Talbot (Via Teams), Thomsen, Thoune, Trnka, Weston, Wycoff-Horn, Yu

Agenda:

1. Approval of Meeting Minutes M-Wycoff-Horn S-Ives Passed
 - a. 3/26/2025

Andrew Ives suggested discussing the 2d item before 2a MSP

Bring forth the values of the university guiding conversations and decision-making (Andrew Ives)

2.d Our Values

- ii. Mens Corpusque
 - iii. Diversity and Inclusion
 - iv. High Quality of Life/Work Management
 - v. Civic Engagement/The WI Idea
2. Discussion: Salary Study: How we might make salary adjustments if we get the budget increase we requested?
 - a. Initial thoughts and questions
 - b. JPB Executive Committee
 - i. University Staff: Salary data used to make comparisons for the University Staff? CUPA, UW System Schools, and some specific (outside) programs. Some are position dependent
 - ii. Other options in slide #3 in Salary Study PPT: Consider different models to address salary issues? e.g., centralized vs. partially decentralized for salary adjustments? Possible autonomy to individual units. What am I not thinking of? Across the board, nothing, what else is out there? Are there news ways to tackle this issue? Intend to keep centralized control. Need to keep it clean and equitable. May have some nuanced control. Could create bands of compensation.
 - iii. Discretionary funds used in the past: Strategies used historically to determine how the discretionary funds were distributed at UWL? Available for one time use, becomes available at some point, identify

funds, usually not a lot of money, STAR funds from UW System were an example of money allocated in the past, Faculty Senate made some decisions related to funding in the past to deal with inversion and compression. Some of the discretionary funds are “leftover” funds. Dollars that have not be used in Supplies and Expense, salaries from unstaffed positions. What funds can be used to fund one-time items? Fund type matters. Can’t use grant funds. Can’t use Capital Funds. Need to keep 102 and 128, 131 monies separated.

- iv. Salary adjustments: What and when do we know? and How much do we need? It is related to the State Budget. This is an unusual year. Both internal and federal actions. Good conversations happening at the Capital. Hope to hear more about the budget in July. We may not hear until later. What are UWL and UW System priorities. Each campus is having these conversations. Governor has supported 5%/4% raises for the 2 years of biennium. Will it be funded at full level? Merit and Market pay will be different. Will need to discuss priorities. Some limits on what the Chancellor can do with pay. Could this be another option, possible. Could we use pay plan monies more strategically? Lower paying and high turnover positions are a need to be discussed. Career Progression? Need to focus on global issue then discuss progression.
 - c. Initial thoughts from the four shared governance groups
 - i. Academic Staff Council encourages discussion on longevity, progression, more discretion given to deans and directors. Concern for those positions that are lowest paid, and those that have high turnover rates. Interest in using creative ways of leveraging pay plan. Can we study gaps related to identity? Salary savings from open positions-overload payments.
 - ii. University Staff-custodians lowest paid without creating compression,
 - iii. Faculty Senate-faculty specific, long-term balance of faculty and IAS, compression needs to be addressed, pay bumps after last promotion, merit based, longevity issue, hiring issues (low pay), how does also impact non-faculty, shouldn’t have to take second job to make ends meet, fair wage that is balanced, how is loyalty rewarded? Parity as it relates to turnover, why aren’t we striving for 100%,
 - iv. Student Senate-none
 - d. Current Priorities and Needs at UWL regarding Salary Issues
 - i. What are the priorities to address salary issues? What is equitable compensation? What is our plan when the money comes? Can we build the structure to make this happen? We should use our new strategic plan to determine priorities. How does student hourly wages impact other positions and pay? Do we act on what we think is important?
 - ii. What are the critical issues and needs to address?
3. Stephanie would welcome recommendations from JPB and thanked the JPB members for the discussion and ideas

4. Chancellor's update
 - a. VP from Madison here yesterday. Discussed challenges regarding compensation.
 - b. Busy time of the semester
 - c. Met with 16 legislators about Prairie Springs
 - d. Research in the Rotunda
 - e. HLC Conference in Chicago
 - f. Hosted a few Regents
 - g. Budget is a challenge
 - h. Federal action is a challenge
 - i. Monitoring our grants
 - j. Get involved with Strategic Planning
 - k. Inauguration
5. Provost's update

Grant funding elimination implications have been felt at UWL (TRIO, Adapted PE, etc.) staff costs and it could be immediate. What are the indirect costs? Need to tell our story and tell the impact to the community. No international students with VISA cancellations right now.
6. CFO's update

Construction Project on budget and maybe ahead of schedule

 - a. WIAA State Track meet planning
 - b. BOR approved auxiliary rates (housing, textbook, dining, parking, seg fees)
7. Adjournment

Future Meeting Date in Spring 2025 (presenters in parentheses)

- 5/07/2025: Update on the strategic plan (Stacy Twite and Whitney George, Co-Chairs of Strategic Plan Executive Committee, confirmed); Wrap-up & conclusion and future JPB goals (tentative)

JPB Executive Committee Members

Pearl Bearhart, Academic Staff
Ju Kim, Dean
Grant Hohman, Student Association
Tim McAndrews, Faculty
Mary Grattan, University Staff
Chia-Chen Yu, Chair

JPB Goals for 2024-25

1. To consider each agenda item in the context of its support for the strategic plan
2. To assist the University in planning for the next 3-5 years, budgeting to support that plan, and outlining longer-term planning needs
3. To educate the university community on how the strategic plan, enrollment management, capital budget projects, and State of Wisconsin budget impact the current priorities and future planning of UWL

