

Academic Staff Assembly Resolution on Future Implementations of the Critical Compensation Fund

Whereas the 2012 Critical Compensation Fund (CCF) exercise was evaluated by the Critical Compensation Fund Evaluation Workgroup, jointly sponsored by the Advisory Committee on Budget Issues, Policies, and Strategies and the Academic Staff Assembly's Compensation and Economics Benefit Committee, and the results were reported in "The Critical Compensation Fund: Evaluations and Recommendations for Improvement," (Academic Staff Assembly Document #502A dated October 14, 2013), and

Whereas their report finds that total awards to academic staff were significantly below the target set by CCF policy,

Be it resolved that the Academic Staff Assembly endorses the report and urges the University Administration to carry out the report's recommendations, given as:

- 1. Require that each school/college/division's proposed use of CCF meet or exceed the CCF target percent of payroll for academic staff, faculty, and limited employees separately unless they receive prior approval from the Academic Personnel Office.**
- 2. Require that each school/college/division's total CCF awards as a percent of payroll be approximately the same for employees on GPR and non-GPR funding sources, for men and women, and for minorities and non-minorities. Any significant variance requires the prior approval of the Academic Personnel Office.**
- 3. Encourage human resources staff to be proactive in helping identify employees who are good candidates for CCF awards, particularly if an initial proposal falls short of the target for some categories.**
- 4. Allow for CCF awards that take effect at a future date.**
- 5. Require units that do not recommend any employees for CCF awards to provide a justification for this decision.**
- 6. Clarify the roles of central campus, schools/colleges/divisions, and departments/centers/units.**
- 7. Continue to encourage all supervisors to conduct regular performance evaluations.**

- 8. Encourage academic staff to present relevant information to their supervisors and advocate for themselves as part of the CCF process, and support them in doing so.**
- 9. Allow sufficient time for implementation of CCF.**
- 10. Develop a comprehensive communications plan.**
- 11. Continue the use of a minimum award and minimum percent of salary for academic staff.**
- 12. Develop and implement mechanisms which will ensure Category A maxima keep pace with both salaries and inflation. Consider whether the constraints created by Category A maxima are in the best interests of the University.**
- 13. Carry out a compensation exercise (pay plan, CCF, etc.) annually.**

The Academic Staff Assembly further requests that when the Critical Compensation Fund is next implemented University Administration prepare a report on its outcomes, including the metrics by category and division used by the CCF Evaluation Workgroup, and provide it to the Assembly. It is the sense of this body that the disparities these metrics identified in the 2012 CCF outcomes must not be repeated if the Critical Compensation Fund is to remain part of the University's portfolio of compensation tools.

The Assembly also requests that the Secretary of the Academic Staff ensure the report is provided to University leaders, Deans and Directors, and school/college/division human resources staff.