

Budget Advisory Committee + CEBC + Volunteers are working on CCF evaluation

- Expect to finish report in June, present to Assembly in the fall
- Preview today focused on “what happened”
- Final report will include recommendations
- Results are preliminary

What was CCF?

- What was a pay plan? (Grossly oversimplified)
  - Legislature said "Raises for everyone!"
  - Provided money to pay for those raises for people on fund 101
  - Everyone else was expected to find money to pay for raises, and they did
  - University can't do a pay plan without legislative approval
- CCF
  - University made money available equal to 2% of fund 101 payroll for raises (very similar to a pay plan)
  - Units were also expected to find money equal to 2% of non-101 payroll for raises (also like a pay plan)
  - Max of 30% of employees got raises—specifically so that it wasn't a pay plan and thus didn't need legislative approval
  - Strategic too: "The purpose of this Critical Compensation Fund (CCF) is to preserve the university's ability to carry out its mission by providing funds to increase the compensation of critical faculty and staff"  
([http://www.ohr.wisc.edu/HR\\_Memos/Competitive%20Compensation%20Fund%20Cover%20memo.pdf](http://www.ohr.wisc.edu/HR_Memos/Competitive%20Compensation%20Fund%20Cover%20memo.pdf))

CCF Outcomes

- 1,327 academic staff got CCF awards, mean award was \$4,690
- 18.1% of all academic staff, 1.48% of total academic staff payroll
- Varied widely between colleges
  - SMPH particularly low: 10% of academic staff, 0.8% of payroll
    - Difference remains after controlling for funding source, guaranteed compensation agreements, other factors
  - Some exceeded 2% target, including L&S, Education, University Housing, Dean of Students, University Health Services
- Variation between departments within colleges even more important
- Positive correlation between faculty and academic staff awards: if a department took CCF seriously both benefited

- Funding source very important:
  - Couldn't identify funding source for everyone; those we couldn't rarely got CCF
  - Fund 101: 26.0% received award, mean award \$4,278, total awards are 1.85% of payroll
  - Self-funded auxiliaries (Athletics, University Housing, etc.): 26.5% received award, mean award \$4,773, total awards are 2.24% of payroll
    - Athletics only gave 3 CCF awards; high numbers are due to other divisions (especially University Housing and University Health Services)
  - Other funds (notably research grants): 15.4% received award, mean award \$4,987, total awards are 1.33% of payroll
- 13.7% of minority academic staff got CCF awards vs. 19.5% of non-minorities
  - No such disparity for faculty
- Increased gap between academic staff and faculty (due to Stern Portfolio in addition to CCF):
  - In 2011 median academic staff salary was 55% of median faculty salary
  - In 2013 it is 53.8%
  - If our faculty are falling behind their peers and we're falling behind our faculty, that suggests we're falling behind our peers even faster