

**December 20, 2012**  
**2013-15 University Workforce Regent Pay Plan Recommendations and Distribution Plan**  
**Guidelines Tentative Timeline**

**2012**

- **April:** Chancellors initiate discussions with institutional governance groups, advisory committees, and institutional academic and administrative leadership.
- **April:** Office of Budget and Planning provides Chancellors with faculty AAUP salary peer comparisons and current and projected consumer price index information.
- **June 1:** Chancellors provide recommendation(s) to System President on pay plan funding request to be included in the biennial budget request.
- **August 23:** The Board approves a budget request that includes a request for statutory change to provide the Board with final approval for university pay plans and with the authority to provide discretionary merit awards to university employees outside of the pay plan process and from any source of funds.
- **December 7:** The UW System President provided the Board of Regents with background information on the critical need for and high priority placed on having a pay plan that would begin to address the significant gap in faculty and staff pay compared to peer institutions. The Board was not asked at this meeting to approve a pay plan, but will do so pending statutory change providing the Board with the final authority to approve pay plans as was requested in the Board's August budget request.
- **December 21:** The UW System Associate Vice President for Human Resources and Workforce Diversity advises Chancellors at each institution to proceed with all university employee performance evaluations using a suitable evaluation system for faculty, academic staff, classified staff (university staff effective July 1, 2013), and limited employees under which the results can be converted to a salary once a pay plan is established and approved. This will permit salary obligations to be honored effective July 1, even if the Board of Regents does not approve a plan until and or the budget bill is enacted after July 1.

**2013**

- **January:** New operating polices are drafted on pay plan distribution for recommendation to the Chancellors before being brought to the Business, Finance, and Audit Committee for review at the April meeting of the Board.
- **February:** Governor presents his 2013-15 Budget.
- **April 5:** Board of Regent approves Regent Pay Plan Distribution Guidelines.
- **June:** Budget is passed and signed by the Governor (Tentative).
- **July 12:** Board of Regents approves pay plans for all university employees and Chancellors will be authorized to implement Regent Pay Plan per approved Regent Pay Plan Distribution Guidelines.