

COMPENSATION STATEMENT

EFFECTIVE
DATE

July 2015

University Staff Council: Issued Initial Policy July 1, 2015
University Staff Council: Amended Policy July 29, 2015
Provost's Administrative Staff: Approved Amended Policy August 12, 2015
Senate of Academic Staff: Approved Amended Policy September 24, 2015
Faculty Senate: Approved Amended Policy September 29, 2015
Chancellor: Approved Amended Policy December 9, 2015

Compensation Philosophy:

The University of Wisconsin-Oshkosh shall offer a compensation program that attracts and retains a multicultural workforce capable of strengthening the campus and surrounding community. Employee compensation shall be externally competitive, externally and internally equitable, and shall reward contribution, recognize quality performance, and encourage growth and development.

Compensation Principles:

1. Recruit and retain a highly skilled and diverse workforce through a competitive compensation package that includes salary and benefits.
2. Encourage and reward outstanding contributions to the University by providing compensation for meritorious service and performance.
3. Encourage growth and development by providing for pay increases related to expanded duties and responsibilities and/or newly acquired skills and experiences.
4. Ensure that all jobs of like responsibility and labor market conditions are paid within comparable pay ranges/grades based on an evaluation of each job and relevant market data.
5. Ensure that individuals with comparable backgrounds (experience, skills, ability, and education) are hired at comparable pay for the same or a similar job.
6. Ensure that UW-Oshkosh employees are fully informed of principles, goals, design, procedures, and relevant external market information used to set compensation.
7. Ensure that UW-Oshkosh's tradition of shared governance is respected and that all employee governance groups are involved in the development, review, and application of compensation processes.
8. Provide flexibility appropriate to address the dynamic challenges facing the university and its schools, colleges and divisions.
9. Provide effective stewardship of University funds by making fiscally-responsible compensation decisions.
10. Maintain pay practices that are consistent across the institution and comply with applicable laws and statutory requirements.
11. Review compensation practices on a continual basis to ensure that UW-Oshkosh evolves as the workforce evolves.