

- 1.0 Purpose** To develop a comprehensive plan of engagement in preparation for staff compensation agreement conversations, which occur via the Provost's Advisory Committee on Staff Compensation (PACSC).
- 2.0 Mandate**
- To ensure that UWSA PACSC members have adequate information and insights to effectively enter into staff salary conversations
  - To ensure that PACSC considers both monetary and non-monetary elements of staff compensation
  - To perform other functions related to staff compensation as requested by the UWSA Board or Operations team
  - In an agreement year, the Committee shall be deemed to have met its mandate when the Provost's recommendation for staff compensation has been announced.
- 3.0 Reporting Relationships** The Staff Compensation Strategy Committee reports through the Committee Chair to the President.
- 4.0 Membership** The Staff Compensation Strategy Committee consists of:
- UWSA President, ex officio
  - UWSA Past President, ex officio
  - UWSA President-elect, ex officio
  - UWSA Board Vice Chair, ex officio
  - One member of the UWSA Board of Directors (ideally a past member of PACSC)
  - Two or three members at large
- 5.0 Chair** The Staff Compensation Strategy Committee shall select a Chair from its membership.
- 6.0 Recording Secretary** The Committee shall assign the recording secretary from its membership.
- 7.0 Frequency of Meetings** The Staff Compensation Strategy Committee shall meet as needed to fulfill its mandate, approximately three times per term. It is expected that the frequency of meetings shall increase in the second and third years of a three-year compensation agreement.
- 8.0 Quorum** A quorum shall be four voting members.
- 9.0 Appointment** The UWSA Board Director shall be appointed by the Board for a two-year term, renewable once at the discretion of the Board.
- The members at large shall be appointed by the Appointments Committee for a two-year term, renewable once at the discretion of the Staff Compensation Strategy Committee Chair.
- 10.0 Circulation of Minutes** Minutes are circulated to Committee members.

Revised: April 14, 2022  
Approved: May 26, 2022