

UWSA Stipend Guideline

Background

It has historically been a challenge to secure nominations for President of the UWSA. When the President's position became full time in 2013 this problem worsened. In the 2014-10, 2015-02, and 2015-10 elections there were respectively 0, 1, and 0 nominations despite significant efforts on the part of the Board. The many opportunities provided by the position were not enough of an incentive to induce nominations. Several solutions have been tried by the Board many times and over many years.

The concerns that potential candidates have are:

- much greater workload than their current position
- their ability to manage significant and high level issues
- their ability to fit in the time required during the two part time years
- leaving their position for a year during the full time assignment
- public speaking

The workload on the UWSA is significant and it cannot function without a full time president. Over the years the Board has made many efforts to increase the number of nominations for President with little or no success. The Board has never tried adding a stipend to this position so in 2016-01 the Board came to a consensus that this is what should be done. The Board also sought and received a legal opinion that there are no legal issues with giving the President a stipend.

The amount of the stipend was investigated and discussed at length. The Board wanted to have an amount that was significant enough for it to be an incentive yet not so much as to make it a sole factor to seek the Presidential candidacy. The amount of approximately \$10,000 per year was decided upon. The Board also wanted the amount to be indexed so it was tied to the UW Salary Scales and was set at 10% of the USG13 35 hr/wk Job Value which equated to \$9,859 as of 2016-01.

Stipend Guidelines

1. Beginning with the President's term starting in 2016-10 the President shall receive a stipend paid by the UWSA.
2. The amount of the stipend shall be equal to 10% of a 35 hr USG13 Job Value as per the UW Salary Scale that is active on the date the President takes office.
3. The payments shall be prorated and paid in arrears.
4. Payments shall be made with the regular UW pay and as per UW's standard salary procedures.
5. A President's Stipend Review Committee (PSRC) shall be formed and composed of:
 - a. One UWSA Director (normally the Treasurer) selected by the UWSA Board
 - b. Four UWSA at-large members selected by the UWSA Nominating Committee
6. PSRC at-large members shall hold terms that last for two reviews (four years) and be arranged such that two members are replaced after every election.
7. The UWSA Board shall replace the PSRC Director member as they see fit.
8. The PSRC shall:
 - a. be chaired by one of the at-large members as elected by the PSRC

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- b. review the President's stipend in every odd number year beginning in 2019
- c. make a recommendation to the Board about the value of the stipend by March 1st of the review year
- d. meet as necessary to accomplish item 8.c.

Stipends for Others

1. At this time, no other stipends are being offered to other Officers or Directors.