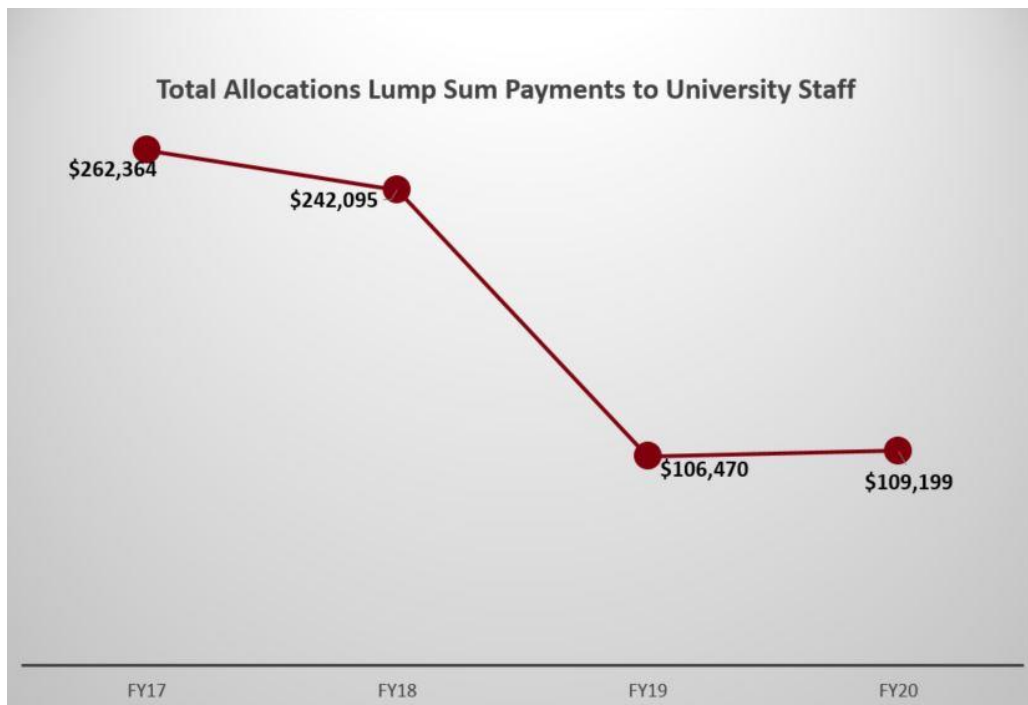


Lump Sum Payment Allocations to University Staff

There are no CUPA comparison groups for non-academic titles. Non-academic University Staff compensation is determined according to the University Pay Plan. Currently, the University of Wisconsin is in the process of a complete redesign of its current title and total compensation structures. The Title and Total Compensation Project aims to modernize UW's title, pay, and benefits programs. Its goal is to develop new systems that will help UW institutions attract and retain the best people. The Title and Total Compensation Project will go into effect fall 2021.

Also, over the past several years as part of UW La Crosse's commitment to Sustaining Excellence and the focus on Investing in our People, UWL has distributed lump sum payments to eligible staff. University Staff are eligible if their performance evaluation has a rating of *meets expectations* or better, and if they have been employed with UWL for a minimum amount of time. The lump sum payments are part of the university's self-funded compensation plan. There were no lump sum payments in FY21. This self-funded compensation has been discontinued for the time being due to the pandemic.



Source: UW La Crosse Budget Office, <https://www.wisconsin.edu/ohrwd/title-and-total-compensation-study/>
Saved: IRAP\Campus Requests\Strategic Plan Sustaining Excellence 2017-20\Strategic Planning Dashboard\Tableau Stuff\Investing in Our People