Compensation Committee Meeting
Tuesday, January 24, 2012

Members in attendance: Sherrie Serros, Jacqueline Bonneville, Diane Masarik, Fred Kolb, Sasha Showsh, Jennifer Lee, Stephanie Jamelske, Jodi Thesing-Ritter, Dave Gessner, Janice Bogstad, Jeffrey Goodman, Linda Spaeth, and Michael Wick

Members absent:

Meeting Called to Order: 9:05 a.m.

Items Discussed:

1. Minutes from 1/17 were approved pending minor spelling changes and language changes to be reflected in public document.

2. Discussion ensued about whether we were interested in retaining a model where
   a. It was determined that we needed to add language to at least maintain, but prevent decreases in the amounts for promotion from the previous year.

3. Discussion of excel model provided previously by Vice Chancellor Mike Wick.
   a. Some thought there should be a ceiling on the number of years that the longevity factor would count. Six was the number of years being talked about.
   b. Further discussion considered that if it is a longevity index perhaps the weighted longevity factor should extend indefinitely, but not start until a few years following a promotion.
      i. It was recommended to see how this plays out from some individuals and discuss at a subsequent meeting.

4. We discussed the Merit concept. We have only used the Merit concept two times since it was last modified so it has been difficult to see how it plays out over time as there have not been pay raises.

5. We noted the number of faculty in each category:
   a. Headcount N 2011-12 – Professor 132, Associate Professor 122, Assistant Professor 93, IAS 50

6. We briefly discussed the supplemental pay plan:
   a. What are the implications of one time payout verses longer term plans
   b. We decided we should use a framework that could be approved one time so that we don’t need to keep going back for approval
   c. If more than one campus adopts a framework it will be more powerful.
   d. Longevity and Compression are what we most immediately need to address.

Notetaker had to leave the meeting at 9:55 with her notes so the end time is not noted.

Respectfully Submitted by:
Jennifer Lee