Compensation Committee Meeting  
Tuesday, March 20, 2012  
Lib 1033  
9:05-10:29 am

Present: Bogstad, Janice; Bonneville, Jacqueline; Gessner, Dave; Goodman, Jeff; Jamelske, Stephanie; Lee, Jennifer; Masarik, Kate; Reeves, Mark; Showsh, Sasha; Wick, Mike

Absent: Kolb, Fred; Sasha; Serros, Sherrie; Spaeth, Linda; Thesing-Ritter, Jodi

Meeting was called to order at 9:05 a.m.

Minutes  
The minutes from March 13, 2012 were approved as distributed.  
Welcome to Mark Reeves, a new member of the committee.

Discussion:  
Sasha reviewed the model that the committee had worked on at the last meeting - 25% of pay plan dollars for solid performance with Compression being 4 for Full; 2.5 for Associate; and 1 for Assistant Professor.  Pay Plan – 2.5% increase.

Based on the discussion of the March 13 meeting, Pay Plan 5 was amended to change the percent from 11% to 12% for full professor.  This change will put the full professor raise in line with those of our peer instructions.  Janice made and Kate seconded the motion.  The motion passed 6 – 0.

For approximately the next hour, the committee discussed in detail and using specific examples, the effect of the pay plan on various situations – rank, rating, years of service at that rank – to determine if the model is doing what we intended.  The committee agreed that it did with the exception of how longevity was handled.

The committee then discussed the effect of longevity for Instructional Academic Staff Plan.  The new model will include 0.4 factor for longevity.

APAS has a completely different plan.  A model will be prepared for the next meeting (March 27), so the committee can discuss and decide.

Also discussed was the 10% Equity, which at present is at the discretion of the department chair.  Historically the Equity pool was used for compression, longevity, and equity. Since the proposed pay plan addresses the issues of compression and longevity, the pool of money can be used for ‘equity’.  Looking over the verbiage in the present plan, it was determined that we may need to redefine terms.  Consider the ‘equity’ to be competitive market value and post tenure review adjustment.

Meeting was adjourned at 10:29 a.m.

Next meeting is scheduled for 9 a.m. on Tuesday, March 27, 2012, in LIB1003

Submitted by:

Kate Masarik

Kate Masarik, Recorder for the Meeting

March 20, 2012