Compensation Committee Meeting  
Tuesday, March 27, 2012  
Lib 1033  
9:05-9: am  

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

Absent: Kolb, Fred

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

Minutes  
The minutes from March 20, 2012 were approved as amended.

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.

Sasha then presented and the group discussed an Excel model that illustrated comparison between the current plan and the proposed plan. The comparison reflected the effect of compression and longevity only.

APAS has a completely different plan. A model will be prepared for the next meeting (April 3), so the committee can discuss and decide. The present plan uses WRS years of service, not the number of years at a defined title. There are 12 defined titles under the Academic and Professional Academic Staff. A sample Excel program was demonstrated with the New Salary = Old Salary * Rating (1 + longevity factor * years). APAS needs to spend time working with the spreadsheet to determine what they want to influence the salary.

Meeting was adjourned at 9:49 a.m.

Next meeting is scheduled for 9 a.m. on Tuesday, April 3, 2012, in LIB1003

Submitted by:

Kate Masarik

Kate Masarik, Recorder for the Meeting

March 27, 2012