Compensation Committee Meeting  
Tuesday, June 5, 2012  
Lib 1033  
9:00-10:00am

Present: Serros, Sherrie J.; Bogstad, Janice M; Bonneville, Jacqueline K.; Lee, Jennifer S.; Gessner, David; Wick, Michael R.; Showsh, Sasha A.; Reeves, Mark Thomas

Meeting was called to order at 10:30 a.m.

1. Provost/Vice Chancellor of Academic Affairs, Patricia A. Kleine informed the committee members of the proposed pay plan.
   a. Two tiers
      i. Regent Pay Plan
      ii. Supplemental Plan
   b. Regent Pay Plan compensation distribution
   c. Limitation of the Supplemental Pay plan

2. After the discussion the above members provided the following perspectives on the 2013-2015 Pay Plan

   We are all in favor of pursuing the two-tiered compensation Play Plan (Regent Pay Plan and Supplemental Pay Plan). We feel that this approach provides much needed flexibility to the University in distributing compensation in a competitive and just manner.

   It is our opinion that for the Reagent Pay Plan portion the biennial budget compensation should be distributed in the following manner:

   Year 1  Consumer Price Index (CPI) + 2%

   Year 2  CPI + 2%

   This recommendation is based on an assumption that the CPI is positive for each of the years listed.

   Finally, we feel that the Supplemental Pay Plan should not be limited. We sincerely believe campuses should have the flexibility to make strategic reinvestments in institutional operations and staff in accordance with locally determined priorities and objectives. This approach affords us the best opportunity to effectively provide quality educational opportunities to students and sustain our enrollment levels.

   3. The committee perspectives were to be provided to the Provost via memo.

Meeting ended at 11:30am  
Submitted by:  
Sasha Showsh

Sasha Showsh, Recorder for the Meeting