Minutes
Compensation Committee of the Faculty Senate
Thursday October 11, 2012 10 am Potawotami Davies Center

Present:  Kate Reynolds, Janice Bogstad, Sasha Showsh, Jeff Goodman, Todd Glasser

Guests:  Stephanie Jamelske, Mike Wick

The meeting was called to order by Chair Showsh at 10:16 AM

Minutes of the October 4 meeting were approved as corrected, amendment to figure of 30.55% of the faculty and academic staff that received adjustments in the Supplemental Pay Plan completed in October of 2012. Unanimously approved.

Compression issues were discussed.
Wick reminded us that we are trying to keep decisions on performance as close as possible to the persons being evaluated.
He also noted that on this campus, we have a problem trying to get departments to embrace some more broad performance assessment.
A rating can be appealed at next highest level.
There should be a concerted effort for chairs to use a range of tools to evaluate faculty not just student evaluations.

Main Pro-issues of the new pay plan were enumerated:
1)  The Same pay plan used to faculty and academic staff
2)  It is felt this method will be easier to administer and to understand than the previous plan
3)  The new pay plan aims to reduce compression and inequity of current employees in an equitable manner
4)  The pay plan allows all employees to benefit through merit adjustments. A merit component will be incorporated into all employees’ pay plan considerations
5)  The plan now for academic staff allows numerous varieties of performance evaluation rather than the raise determined on the 1-4 scale of meritorious performance
6)  Performance salary adjustments are a dependent on the immediate supervisor. The plan retains and equity adjustment
7)  The pay plan allows ways to address compression
8)  We will need to develop the process to implement the new pay plan

Con issues of new pay plan
1)  Lack of staffing for the changes
2)  Lack of funds.
3)  It will take substantial time to remedy inequities

The meeting was adjourned at 11:05 AM
There will be no meeting on October 18, but we will meet again on Oct. 25
Respectfully Submitted,

Janice M. Bogstad
Secretary for the meeting