Compensation Committee Meeting
Thursday, November 1st, 2012
Potawotami Room, Davies
10:00-11:00am

Present: Bogstad, Janice; Glaser, Todd; Goodman; Jeff; Showsh, Sasha; Thesing-Ritter, Jodi; Stephanie, Jamelske

Absent:

Meeting was called to order at 10:08 a.m.

Approval of October 11th, 2012 minutes
A motion to reconsider the promotion rates for the Pay Plan 2013-2015 was approved by a vote of 6-0.

Discussion/Input for the pay plan
Handout was given out with current promotion pay plan, new proposed promotion pay plan and two other examples which used straight percentage and variable.

Another handout was given out with promotions from Assistant to Associate Professor and Associate to Full Professor using a flat and percentage promotion rate.

Compression issues were discussed with using a flat promotion rate versus a percentage.

The committee wanted to make sure that employees were protected in promotion plan.

The committee discussed using a Hybrid plan using a percentage along with a flat rate for promotion.

What percentage to use for Assistant to Associate professor and what percentage should be used for Associate to Full professor was discussed.

Chair Showsh will be sending out new model using 12% rate for Associate to Full professor and 8% for Assistant to associate which the committee will discuss at the next meeting.

Meeting was adjourned at 11:01 a.m.

Next meeting is scheduled for 10 a.m. on Thursday, November 8, 2012

Submitted by: Todd Glaser Recorder for the Meeting