University Senate Compensation Committee Meeting
November 8, 2012
Centennial Room, 320A
10:00–11:00 am

Present: Bogstad, Janice, Bonneville, Jacqueline, Goodman, Jeff, Jamelske, Stephanie, Showsh, Sasha, Spaeth, Linda, Thesing-Ritter, Jodi

Absent: Gessner, Dave, Glaser, Todd, Kolb, Fred, Reynolds, Kate

The meeting was called to order at 10:12 am.

Minutes: The minutes of Nov.1, 2012 were approved as corrected. Sasha will amend and resend the minutes.

Discussion of the 2013-15 Pay Plan

At the Compensation Committee meeting of Nov. 1, a motion was made and passed to reconsider the promotion rates for associate and full professors. A discussion was held regarding the amount of the flat dollar salary increases and the percentage rationale for the adjustments. New models created by Chair Showsh and by Stephanie Jamelske were reviewed and discussed. According to colleagues polled by Sasha and by Jeff, most faculty preferred the straight dollar amount over a percentage based on current salary due to concerns over increased inequity.

A proposal was discussed to set the fixed dollar amount for promotion from Associate Professor to Full Professor at $7,338 based on 14.11% of the 2011-12 Assistant Professor Median salary. An amount for promotion from Assistant Professor to Associate Professor will be discussed next week.

We will also look at promotion amounts for Academic Staff positions next week.

The meeting was adjourned at 11:05 am.

Submitted by,

Linda Spaeth,
Recorder for the meeting