University Senate Compensation Committee Meeting
November 29, 2012
Schofield 202
10:00–11:00 am

Present: Bonneville, Jacqueline; Gessner, Dave; Goodman, Jeff; Jamelske, Stephanie; Reynolds, Kate; Showsh, Sasha; Spaeth, Linda

Guest: Wick, Mike

Absent: Bogstad, Janice; Glaser; Todd, Kolb, Fred; Thesing-Ritter, Jodi

The meeting was called to order at 10:06 am.

Minutes: The minutes of Nov. 15, 2012 were approved with the date of the minutes corrected.

Discussion of the 2013-15 Pay Plan

A motion was made by Kate Reynolds and seconded by Jacqueline Bonneville to reopen discussion of the Periodic Post-Tenure Compression Salary Adjustment Policies and Procedures for Faculty section of the Comprehensive Salary plan for 2013-15. The motion passed 6-0.

The committee discussed the history of the distribution of post-tenure salary adjustments going back to the 2006-2007 compensation pay plan and the adjustments as they are proposed in the new pay plan for 2013-15. Several alternatives to the adjustments for the 2013-15 plan were discussed including increasing dollar amounts for the four tiered plan we have in place or creating a 3 tiered plan with different salary adjustments.

Some issues discussed included:
- the need to retain faculty with institutional knowledge,
- the amount of money awarded must be meaningful,
- money spent on PTR comes from the same pool of dollars as equity or supplemental pay plans,
- the model we create must be financially sustainable, and
- discerning differences between exemplary, outstanding, and meritorious performance can be problematic for chairs and deans,

A vote will be taken on this matter at next week’s meeting so it is very important for all members of the committee to be there.

The meeting was adjourned at 11:02 a.m.

Submitted by,

Linda Spaeth,
Recorder for the meeting