University Compensation Committee
Meeting Minutes for October 18, 2016

Members in Attendance: Robin Miller, Audrey Robinson, Gretchen Peters, Stephanie Jamelske, Melissa Boellaard, Joey Bohl, Manda Riehl

1. Election/selection of a Secretary for the meeting: Joey Bohl
2. April 1, 2016, and October 6, 2016 meeting minutes approved
3. Welcome of new members and introductions were made.
4. Chairs report: Holly Hassemer and Robin met to converse about the merger of Budget and Compensation committees. Need to reintroduce the motion at University Senate this year as it was not covered in the last session.
5. Additional report on the Merit Working Group. Melissa Boellaard (Nursing), of Compensation, serving on Merit Group. They are charged with creating a plan to distribute $750,000 as early as February 2017. The next steps are to gather data and research historical trends.
6. Discussion on post-tenure review proposal.
   a. Currently it is sitting with University Senate and was introduced at the last meeting. Likely they will discuss and vote at the next meeting.
   b. Would like to have the post tenure review and post tenure review for salary be as similar as possible. Currently there are three levels in post tenure review and four levels in the salary review.
   c. Manda brought up three points:
      i. Do we include “meet expectations” people in the salary adjustment pool and if so, at what adjustment relative to Exceed Expectations.
      ii. Policy should make it consistent over time rather than dependent on the number of people in the pool.
      iii. Should we include the zero to four scale rating to have a standard rubric
   d. Additional work that is stated in the proposal for cons in the Compensation Committee would need to re-write the post-tenure salary review.
   e. We will make more work for Stephanie in collecting data of how many people may be eligible for the review in the next five years.
   f. Need to consider eligibility criteria for salary adjustment. Perhaps new Associate Professors under six years would not be up at the same time.
7. Next steps on pay plan – did not do an update.
8. Next meeting in two weeks – place to be determined.

Meeting adjourned.

Minutes Respectfully Submitted,
Joey Bohl