University Compensation Committee  
Meeting minutes for November 15, 2016  
Location: Centennial 2904

Members in attendance:  
Manda Riehl (acting chair), Melissa Boellaard, Joey Bohl, Stephanie Jamelske, Gretchen Peters, Audrey Robinson

Meeting convened at 1:06 p.m.

1. Brief report by Stephanie Jamelske and Manda Riehl on the state of work by the Merit Group and the Equity Group.

2. Post-tenure review compensation plans from other universities were discussed, including those from Portland State, Fresno State, University of Nevada at Reno, and Western Washington. We noted that there were examples of compensation plans based both on flat dollar amounts, as well as percentages of salaries. We also noted that the examples offered different amounts of compensation for individuals that "meet" expectations and those that "exceed" expectations.

3. We discussed the range of average salaries of full professors by department. The average salary for most departments ranges between approximately $62,000 and $82,000. For a few departments the average salary is around $100,000.

4. We discussed the pros and cons of the Post-Tenure Review Compensation Plan based on flat rates or percentage of salary.

   Pros for percentage of salary:
   1) It helps with external equity. (salaries could be kept closer to peer institutions)
   2) It acknowledges differences in market forces.

   Cons for percentage of salary:
   1) It would result in more variability in the compensation amount.
   2) It increases internal inequity. (For example, the gap between the highest and lowest paid full professors will get wider.)

5. Our goal is to vote soon 1) on whether compensation should be a flat amount or a percentage of salary, and 2) on whether there should be a significant or insignificant difference in the amount of compensation between “meets” and “exceeds.”

Meeting adjourned at 1:55 p.m.