University Compensation and Budget Committee
Meeting Minutes for January 25, 2017

Members in Attendance: Robin Miller, Gretchen Peters, Joey Bohl, Manda Riehl, Dan Strouthes, Holly Hassemer

1. Election/selection of a Secretary for the meeting: Joey Bohl
2. December 18 meeting minutes approved as amended from Stephanie and the committee. Robin will send out amended copies.
3. Robin resigned as chair of Compensation. Manda motioned and Holly seconded to nominate Robin Miller as chair of the new University Compensation and Budget Committee. Robin elected by acclimation.
4. Welcome of new members and introductions made. Jerry Kollross and Deb Pattee will not continue on the new committee.
5. Begin work on Compensation Plan.
   a. Although we can make changes to Table 1 & 2, our focus should be on Table 3 and the later part of the current compensation plan.
   b. We do need to make percentage changes to Table 1 to match salaries.
   c. Amounts in Table 1 were smaller in the 2011-2013 plan, so they have been adjusted. We will need to ask Stephanie if we should/can change amounts again in Table 1.
   d. Some discussion on the merit and equity working groups.
   e. We might want to come up with our philosophy on compensation rather than take the current document and try to amend it. Some items to consider:
      i. How do we want to split discretionary vs. merit vs. solid?
      ii. What model(s) do we use? Currently we have four, which can be very confusing.
      iii. Percentage models tend to be popular at other institutions, but they may not include a merit calculation like the one we do.
      iv. Would like to know how many departments/units used each type of calculation in the past. We think the majority used just two different calculations. Robin will ask Stephanie if she can get this data.
      v. Transparency and ease of understanding a pay plan should potentially be a goal this time around.
6. We need to be aggressive with our timeline, so weekly meetings are currently scheduled for every Wednesday at 1 p.m. in Davies Center, Centennial Room (320)

Meeting adjourned.

Minutes Respectfully Submitted,
Joey Bohl