REPORT FOR THE UNIVERSITY SENATE

University Senate Committee: Compensation Committee

Brief History of Issue - why the issue is being considered:
The Compensation Committee is charged with recommending a biennial Pay Plan and we were charged by the previous Chancellor to develop a Supplemental Pay Plan. We updated the Pay Plan to reflect current opportunities to address salary compression and inequities.

Points Discussed by Committee:
1. Plan should be inclusive of faculty and academic staff.
2. The Pay Plan should be easy to administer and understand.
3. The Pay Plan should address compression and inequity in a fair way.
4. The Pay Plan should have a significant merit portion.
5. The Pay Plan should have updated rationale and amounts for faculty promotion.
6. Committee deliberated the balance of merit, equity and solid performance.
7. Committee deliberated the multiplier factors for longevity and compression.
8. Design of the Pay Plan pools at the local level (Fair Share Plan)

Pros of Recommendation:
1. Same Pay Plan is used for faculty and academic staff.
2. Easier to administer and understand than the previous Pay Plan.
3. The Plan aims to reduce compression/inequity of current employees recognizing rank and years in service.
4. The Pay Plan allows the number of meritorious performers to determine the raise, rather than the raises determine the number of meritorious performers.
5. Performance Salary Adjustments are to be determined by immediate supervisors.
6. The Pay Plan retains an equity adjustment component.
7. Post-tenure adjustments allow tenured faculty additional means to address their salary compression.
8. Development of a process to implement a Supplemental Pay Plan should the opportunity arise.

Cons of Recommendation:
1. Lack of sufficient funding to adequately address inequity and compression concerns.
2. The suggested remedies will take time.
3. Without consistent funding the Pay Plan will take longer to implement the remedies.

Technology/Human Resource Impact:

Committee Recommendation:

Approval of the 2013-2015 Pay Plan
MOTION FOR THE UNIVERSITY SENATE

The University Senate Committee:

by a vote of _7___ for to __0__ against on __February 5, 2013_____

Recommends that the attached plan be approved as the 2013-2015 Comprehensive Salary Plan

Implementation Date: Upon Approval

Signed: _______________________________________

Chair of the Committee

Send to: University Senate Office