University Compensation Committee

Meeting Minutes for October 28, 2014

Members in Attendance: Katie Wilson, Dan Strouthes, D’Arcy Becker, Stephanie Jamelske, Joey Bohl, Manda Riehl, Marty Hanifin

1. Election/selection of a Secretary for the meeting: Joey Bohl
2. Approval of Minutes from 10/14/2014 meeting
   a. Motion by D’Arcy Becker/second by Katie Wilson to approve as amended.
   b. Amended to take out comma between Dan Strouthes name in members in attendance list.
4. Some discussion on group inequity differences between the years. Stephanie explained there are Unclassified Personnel Guidelines (UPG) and particularly UPG4 in relation to compensation. There are four types of compensation adjustments: temporary workload adjustment, promotion, individual inequity, and group inequity. We created a class/group for inequity which is why there is a difference between the years. There are no more funds in the central fund to support group inequity.
5. Discussion on the Nursing Competitive Salary sheet. This was done intentionally as there where some nursing positions that were vacant for many years. We needed to be more competitive to attract those positions to our campus.
6. We can continue promotion and post tenure review options. It is up to the Vice Chancellor for Administration and Finance to find these funds.
   a. Post tenure is pretty predictable.
   b. Promotion is a little less predictable.
7. Stephanie then distributed examples of pay plan for both Departments and Administrative and Professional Academic Staff areas. Formulas were created for different types of compensation. Longevity/years of service were calculated different between APAS (WRS years of service) and Faculty/IAS (years at rank). The amount available to the department/area/unit is calculated by the total salaries in that area times the percent increase. Lots of questions for the 13-15 plan: Do we come up with something different? Do we start over? Do we change what exists? How do we proceed? More answers at the next meeting.

Meeting adjourned at 12:04 p.m.

Minutes Respectfully Submitted,

Joey Bohl, Secretary for the meeting