University Compensation Committee

Meeting Minutes for March 20, 2015

Members in Attendance: Kate Hinnant, Dan Strouthes, Stephanie Jamelske, Joey Bohl, Manda Riehl, Katie Wilson

1. Election/selection of a Secretary for the meeting: Joey Bohl
2. Approval of Minutes from 2/27/2015 meeting. Change attendees. Delete Stephanie and Robin; add Joey. Delete 3 b. Minutes from before were unavailable. Katie will send new minutes. Minutes approved as amended.
3. Examine salary adjustment percentages for promotion
   a. Under #2 of Table 1, change the % rationale.
   b. Salary minima on #4, Table 2:
      Sr Lecturer from $40,575 to $41,400; Lecturer from $33,600 to $34,275; Associate Lecturer keep as is; Professor from $54,100 to $55,200; Associate Professor from $44,800 to $45,700. Stephanie will look at our minima for Associate Professor, Assistant Professor and Instructor. Maybe we should change Instructor title to Clinical Instructor
4. Continued discussion on compression factor for Academic Staff. Previous committee did not put in a compression factor for academic staff. Need to ask Mike to see if he could do a compression factor for academic staff based on decades. For Instructional Academic staff, perhaps add a compression factor of Sr. Lecturer=.75, Lecturer=.5 and Associate Lecturer=.25
5. Review change log and draft final pay plan. Say “APAS & Limited” instead of “APAS, Limited” in the tables. Do not capitalize Faculty in the footnote. Will continue review at next meeting.

Meeting adjourned

Minutes Respectfully Submitted,

Joey Bohl, Secretary for the meeting