University Compensation Committee  
Meeting Minutes for February 5, 2016

Members in Attendance: Kate Hinnant, Dan Strouthes, Stephanie Jamelske, Katie Wilson, Jana Armstrong, Joey Bohl, Manda Riehl, D'Arcy Becker

1. Election/selection of a Secretary for the meeting: Kate
2. Minutes from the November 30, 2015 meeting were approved
   a. Kate Hinnant shared the problems with using the CUPA data to look at the effect of the Flat Merit Pay Plan on salaries comparatively – most notably the lack of consistency among job titling
   b. The committee looked at the effect on a small set of positions. It was harder to observe obvious patterns because of inconsistencies Kate noted.
   c. Katie Wilson noted that there was a system-wide Titling and Compensation study that was being done that should make it easier in the future to draw comparisons.
   d. The committee noted that IAS were represented in neither the Faculty nor staff datasets.
4. Discussion of draft Budget-Compensation merger charge was deferred until February 26th meeting

Meeting adjourned.

Minutes Respectfully Submitted,
Kate Hinnant, Chair