

Members present: Melissa Boellaard, Peter Hart-Brinson, Robin Miller, Staci Heidtke, Alex Smith

Guests: Stephanie Jamelske, David Miller

Convened: 10:00am

1. Election of Secretary: Staci Heidtke volunteered to take minutes for the September meeting
2. Review of minutes from March 2018 meeting:
 - a. Suggested edits were proposed for 5.a. statement regarding how evaluations impact the post-tenure awarding process. Suggested changes are as follows:

“At department level, there is less context for faculty merit comparisons as compared to at the administrative level.”
 - b. With this edit addressed, a motion to approve the minutes was made by Peter Hart-Brinson and seconded by Melissa Boellaard.
3. Committee Membership: Robin Miller reviewed current membership of the committee. This committee merged with the Budget committee a few years ago. Nine voting members are needed per FASRP. As of last week, Audrey Robinson resigned from this committee. There are three faculty members elected to this committee. Discussion of whether three faculty members is enough considering some of the work of the group this year is related to faculty-only concerns. The group wants a full slate of membership also. Further discussion with administration is needed and will be followed up on.
4. Leadership: Robin Miller volunteered to lead this meeting, and sought volunteers to chair the committee. The group unanimously agreed that Robin Miller should chair this committee for AY2018-19.
5. Review of Chancellor Discretionary Funds distribution from the pay plan (Jamelske): Because System policy precluded university from using external market comparisons, Chancellor asked Senate Exec Staff to agree to dedicating 15% of the pay plan dollars to the Chancellor’s Discretionary Funding. 10% was for equity awards and 5% for merit awards.
 - a. About half of the equity funding went to faculty. Based on the external equity study we conducted last year, our faculty have less equitable salaries than any other group on campus, per David Miller, thus it was not surprising to him that about half went to faculty.
 - b. These funds are discretionary, and applied to address instances of internal inequity (inequitable pay differences between employees with similar levels of experience and education); not all areas have inequitable salaries.
 - c. Distribution of merit funding closely matches distribution of employees, by category.
 - d. Limited appointees does not include instructional academic staff who are contracted each semester or temporary employees. Limited appointees work at the pleasure of the Chancellor (directors, deans, administrators, coaches).
 - e. Two ways to look at pay:
 - i. Equitable: Assume all eligible employees will receive dollars.
 - ii. Discretionary: put towards a specific purpose, based on the stated priority.
6. Looking ahead:
 - a. Compensation plan revision process: the last revision of the compensation plan include revised Post Tenure Review questions. The committee anticipates a number of

questions about Equity Adjustments Policies and Procedures for All Faculty, Academic Staff, and Limited Appointments. Much of this was struck last year.

- b. Faculty Rep and Associate Vice Chancellor for Academic Affairs will be invited to future meetings to discuss this topic.
7. Other: Proposed committee staff meetings every 2 to 4 weeks.

Respectfully submitted by Staci Heidtke