

University Compensation & Budget Committee

Date: October 26, 2018

Members present: Robin Miller, Melissa Boellaard, Peter Hart-Brinson, Alex Smith, Susan Ayres, Ganga Vadhavkar

Guests: Mary Hable, Sally Eckwright, Lori Jahnke

Convened: 10:00am

- 1) Melissa Boellaard volunteered to act as Secretary for the meeting.
- 2) Introductions and welcome of guests joining us from University Staff Compensation Committee. Plan to work collaboratively to address compensation issues that impact both committees.
- 3) Minutes from 9/24/2018 meeting approved.
- 4) Opportunities for pay plan revisions.
  - a. Acknowledgement of significant revisions made to the Comprehensive Salary Plan for 2017-2019 by this committee two years ago.
  - b. Although the Comprehensive Salary Plan and University Staff Compensation plans are quite similar they differ in percent distribution of the Performance Portion between Merit & Solid Performance. For the Comprehensive plan 50% Merit & 35% Solid Performance. For the University Staff plan 40% Merit & 45% Solid Performance.
  - c. Discretionary portion/Equity of the salary plan increased from 10-15% in the 2017-2019 plan.
    - i. Discussion surrounding the continued support for this percentage
    - ii. Possibility of dividing funds allocated into Faculty, Academic Staff, and University Staff.
    - iii. Implications of such a division on distribution of pay plan monies for units/departments.
  - d. Future discussion needed regarding the implications of the Post-tenure Review portion of the Comprehensive Plan.
  - e. Discussion of other key stakeholders/committees on campus to consider inviting (such as representative from Academic Staff Personnel Committee) to future compensation & budget meetings

Adjourned: 10:50am

Respectfully submitted by Melissa Boellaard