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