

Compensation and Budget Committee
Meeting Minutes
March 1, 2019
McIntyre Library, L3020

Members present: Susan Ayres (ex officio), Melissa Boellaard, Peter Hart-Brinson, Staci Heidtke, Stephanie Jamelske (ex officio), Bridget Kurtenbach, Robin Miller, Alex Smith, Tim Vaughan
Members absent: Peter Currie (ex officio), Ganga Vadhavkar
Guest: Geoff Peterson

1. Election of Secretary: Tim Vaughan offered to write meeting minutes
2. Review of minutes from 2/22/19 meeting. Minutes were approved as presented.
3. Post-Tenure Review section of Pay Plan

Geoff Peterson presented a proposed revision to FASRP that has been approved by the Faculty Personnel Committee. (The proposed revision has not yet been presented to University Senate.) The proposal reduces the number of categories from three (“Does Not Meet Expectations”, “Meets Expectations”, “Exceeds Expectations”) to two (“Does Not Meet Expectations”, “Meets Expectations”). Robin then presented a proposed revision to the pay plan Table 2 (provided by Geoff) that calls for three post-tenure review salary adjustment levels within the “Meets Expectations” category, as follows:

Meets Expectations	
Exemplary:	\$3,000 base salary increase
Outstanding:	\$2,600 base salary increase
Meritorious:	\$2,000 base salary increase
Does Not Meet Expectations:	\$0

Discussion ensued. Motion was made by Peter Hart-Brinson to have a flat base salary increase of \$1,500 for “Meets Expectations,” eliminating the three sub-categories shown above. Friendly amendment was made by Tim Vaughan to change the amount to \$2,000. Motion (as amended) carried by unanimous voice vote.

Issues and rationale discussed prior to the motion and the vote:

- Salary adjustments under post-tenure review are primarily intended for the purpose of addressing systematic salary compression and inversion arising under a long period at the same rank, in particular at the rank of full professor.
- The proposed “flat dollar amount” structure replicates that used in Table 1, for salary adjustments accompanying promotion in rank.
- Other mechanisms exist within the pay plan to reward merit and exceptional performance. These mechanisms are available to all faculty and staff including full professors.
- Budgetary issues exist (regardless of the number of salary adjustment levels) regarding the salary adjustment amount(s).
- The Compensation and Budget Committee proposal as approved is effectively contingent on University Senate approval of a motion to eliminate the “Exceeds

Expectations” category. Discussion was held as to whether they should be presented to Senate as a joint proposal or motion.

Motion was made by Peter Hart-Brinson to revise pay plan Table 3 to have two categories (“Does Not Meet Expectations” and “Meets Expectations” in alignment with the Faculty Personnel Committee proposal), with a one-time lump sum award of \$500 for “Meets Expectations.” Friendly amendment was made by Tim Vaughan to change the one-time amount to \$750. Motion (as amended) carried by unanimous voice vote.

4. Alignment with University Staff pay plan

Robin presented the current draft of the University Staff pay plan. Discussion ensued regarding the degree of alignment present (or needed) between the University Staff pay plan vs. the Faculty and Instructional Staff pay plan. No action taken.

Meeting minutes submitted by Tim Vaughan